

## Lawyer Well-Being Workshop

**Title: “You’re Not Alone”**

**Statement of Purpose:** Provide lawyers with the tools to help overcome issues lawyers face, e.g., stress, anxiety, burnout, etc.

**Program Outline - 1.5 hours**

[Presentation Slides](#)

**1. Hours 0-.5**

**Speaker: John Westmoreland**

**Detailed Outline:**

- I. Setting the Table: Well-Being Matters for American Lawyers
  - A. Well-Being and the American Lawyer: The ABA Study
    - a. In 2016, the American Bar Association produced results from a nationwide study of lawyer well-being. The results were not good, as you can see from this slide.
    - b. The bottom line is that lawyers are facing high issues of alcohol and prescription drug abuse, depression, anxiety, and stress.
    - c. A couple of observations about these statistics:
      - i. First, all of these statistics came from lawyers who were willing to self-report their issues, so the actual numbers of lawyers facing issues are likely much higher.
      - ii. Second, this study was done before the pandemic. Post-pandemic, we know the number of lawyers and law students facing issues has only increased.
  - B. Well-Being and the American Lawyer: Current State of the Profession
    - a. What does it feel like to be a lawyer in 2022?
      - i. Standing on thin ice that is cracking
        1. You are serving your clients, your family and your community, but the whole time it feels like you are standing on thin ice that is about to crack.
        2. When will the ice break and plunge you into its cold waters? You don't know. But you know it is a real possibility - whether it's a failed lawsuit, a transaction gone wrong, an angry client who didn't get the desired results, or the dreaded call or text from your spouse or significant other that he or she has had enough and is leaving. It can feel like the ice is going to break any moment.
      - ii. The future is unclear
        1. Lawyers cannot see the future clearly. When you are on thin ice, it is difficult to see into the future, everything seems foggy. There is no clear path forward.

2. Why? You are too busy worrying about whether the ice is going to break to look up and clearly see what God has planned for your future.
- iii. Loneliness is the norm
  1. Frequently, lawyers and law students are dealing with professional and personal issues, and there is no one in their lives to talk with.
  2. You are isolated and alone. To maintain your well-being, it is desperately important to develop a support network of some kind.

## 2. Hours .5-1

**Speaker: Lina Hughes**

**Detailed Outline:**

- II. The Role of Mentoring: Being Seen and Known
  - A. Psychological Effects of Loneliness
    1. Loneliness is a state of mind with psychological effects
      - a) Solitude for a short period can be rejuvenating, but solitude for long periods of time creates loneliness
      - b) Loneliness is a psychological state that can lead to delusion
    2. The legal profession is the loneliest profession in the world. See <https://abovethelaw.com/2018/04/new-survey-proves-lawyer-is-the-loneliest-profession-of-all/#:~:text=A%20new%20survey%20in%20the.standard%20on%20the%20loneliness%20scale.>
      - a) Why? The solitary nature of research, the long hours, and sheer exhaustion from client demands
      - b) Prolonged loneliness can lead to a state of delusion where a person makes erratic decisions to “strive to satisfy” more loneliness. See <https://www.theguardian.com/us-news/2017/oct/06/hermits-solitude-wilderness-new-mexico>
  - B. Support Networks: Today’s lawyers need friends to be healthy.
    1. A few truths to consider:
      - a) People need people
      - b) Lawyers need people
      - c) Lawyers need each other
    2. One way to have better outcomes and combat the psychological effects of loneliness is through mentoring and other “safe” networks where lawyers can share and do life together.
  - C. Support networks create psychological safety with many benefits, including:
    1. A sense of belonging to the larger human race,
    2. seeing the good in others and fostering trust,
    3. enabling rest and relaxation, and
    4. promoting greater creativity and human flourishing

#### D. The Power of Mentoring: An Exercise

1. Randomly place participants into 2 person groups
2. Guided discussion questions
  - a) What is your name and place of birth?
  - b) Where do you currently live?
  - c) What is one high (favorite moment/accomplishment) and one low (least favorite moment/frustration) from last week?
  - d) What do you think contributed to the high?
  - e) What do you think contributed to the low?
  - f) How can you best address this low point going forward?
3. Remember: "If we are not building relationships, they are breaking down"  
- Guy Maytal, M.D., Chief of Integrated Care and Psycho-Oncology at Weill Cornell Medicine

### 3. Hours 1-1.5

**Speaker: David Westmoreland**

#### **Detailed Outline:**

- III. Issues Lawyers Face: A new approach to helping lawyers find help and hope
  - A. How are we helping lawyers who are facing issues?
    1. Issues Lawyers Face gives lawyers and law students a person to talk with who can walk beside them as a friend and ultimately share the hope and help of Christ.
    2. Through this effort, lawyers and law students everywhere no longer have to feel isolated and alone.
  - B. Stories of Hope: I want to share a story with you of a lawyer who has faced issues but now wants to help other lawyers and law students find the hope and help of Christ through Issues Lawyers Face. You can find these stories on [issueslawyersface.com](http://issueslawyersface.com)
  - C. Friederick's Story
    1. Friederick's story begins after he started his career as an advocate. As he moved up the professional ladder, things from the outside looked good. He lived in a fancy house, drove expensive cars, and was involved in activities in his community. He had more money than he needed. Life was stressful, but he thrived off the excitement of the legal profession.
    2. That lifestyle caught up to him when an investment decision he made went terribly wrong. He lost everything that he invested, leaving a huge amount of debt. He reacted to this financial disaster the only way He knew how: He took on more projects and chased after more money. At night, He would sleep just four hours. He would smoke sixty cigarettes a day. He felt so depressed that he developed heart palpitations.
    3. At this point in his life, his doctor prescribed a sedative, which promised to calm his nerves and preserve his alertness and ability to communicate.
    4. The prescribed drug did as it promised. He was able to maintain his lifestyle without changing unhealthy habits. For the first two years,

everything appeared well. Over time though, he started to realize how uncomfortable he felt without taking the drug. Slowly, his ability to function without the crutch of medication diminished. He became someone who was unpleasant, impatient, and aggressive. His happiness vanished. He felt lonely and depressed. But worse was to come.

5. His body developed a tolerance to the drug, so he began to crave more. This led him to develop a second addiction, liquor. His addiction to prescription medication was hidden from the outside world, but his addiction to liquor was not so easily disguised.
6. As his craving for liquor grew, his behavior became socially offensive and uncontrollable. Early one random morning, he got up from bed and drove away. He does not know where he was or what he did for five whole days. It was a complete blackout.
7. After those five days, he was arrested for swerving down the street in his car. The officers suspected he was drunk, but upon further investigation, he had been hallucinating from the prescription medication. Two days later, he was admitted into a rehabilitation center.
8. When he first got to the rehab center, he only thought that he was addicted to liquor, but he soon had to accept that the prescription drug lay at the root of his drinking problem. This realization shattered him completely.
9. He was overwhelmed with a sense of failure, filled with a fear of losing his practice, forfeiting his status as a successful advocate, and having to experience withdrawal from the substances. Addiction overtook him on every level. Physically, he felt horrible. Emotionally, he was unstable. Psychologically, he was unreliable. Spiritually, he felt alone.
10. Slowly, he realized that the tale of loneliness that addiction had pressed upon him was only a lie. He remembers asking God, "why do I get this second chance?" He had made such a mess of his life. His character and actions had been so full of cracks, but he had been given the opportunity to try again.
11. Thankfully, through his rehabilitation and a new-found faith in God, light entered the cracks of his life. He began to heal, but the hard part was going back home and into a profession that is often arrogant and unforgiving. Looking past his fears, he knew it had to be done.
12. He wanted to tell his story so he could share the undeserved grace of a second chance. After rehab, his life took off in ways he never imagined possible. He was chosen to be a senior counsel at his firm, elected into his city's bar counsel, and later appointed as a judge.
13. After battling substance abuse, he feels like his life has a real purpose. He has been healed and forgiven, and he wants the same for you. Fredreich is living proof that you can overcome addiction and still succeed in the legal field.

14. If you are struggling with substance abuse, you do not have to face this alone. Now is the time to take the first step by contacting a mentor at Issues Lawyers Face who can walk beside you as a friend.

#### D. Issues Lawyers Face

1. Overview: We created Issues Lawyers Face so you don't have to face issues like this alone. You can reach out to a mentor at Issues Lawyers Face who is ready to provide a listening ear.
2. What is it?
  - a) Issues Lawyers Face enables a lawyer who is facing issues to correspond in writing with a mentor who is a peer. This is a free resource.
  - b) The technology that enables Issues Lawyers Face is a closed, secure system that has been developed over decades.
  - c) Mentors are peers who have been trained to build a relationship with a lawyer and offer the help and hope of Christ in a respectful and compassionate way
3. How can you get involved? There are a number of ways to get involved.
  - a) Become a Mentor: If you are a Christian and would like to walk beside a lawyer or law student facing issues, you can sign up to be an online mentor using the link on this slide.
  - b) Write a Story: If you have a story that you would like to share with other lawyers and law students, let us know. We'll work with you to determine whether we can publish your story on [issueslawyersface.com](http://issueslawyersface.com).
  - c) Get Help and Hope: Finally, if you or someone you know needs help from a friend, please visit [issueslawyersface.com](http://issueslawyersface.com) and take advantage of this free resource.

## Speaker Bios

### **John W. Westmoreland, Executive Director, Faith & Law Around the Globe (FLAG)**



John is passionate about engaging lawyers and law students with the hope of the gospel, helping them integrate their faith and practice, and expanding the reach of the ministry around the world.

Prior to joining the FLAG leadership team, John spent over 20 years in public service and private practice, working as a tax attorney and consultant for businesses and tax-exempt organizations. His many experiences include serving as a federal legal clerk for the U.S. Tax Court and as the Chief Tax Counsel of the U.S. House of Representatives Small Business Committee. Prior to joining FLAG, John was principal and senior associate general counsel in the general counsel's office of a large financial services partnership in the United States, as well as an adjunct professor at Washington University in St. Louis School of Law.

John received Bachelor of Science and Master's degrees in Accounting, both with highest honors, from the University of Missouri and a Juris Doctorate from the University of Missouri, where he served on Law Review. John is married to Vonda, the Communications Coordinator for FLAG, and they have two daughters.

### **Lina Yen Hughes, Principal Attorney, Yen Hughes Law, PC**



Lina Yen Hughes received her J.D. degree, with distinction, in 1997 from University of the Pacific - McGeorge School of Law in Sacramento, California. She graduated from the University of California, Berkeley in 1994 with a B.A. degree in English Literature and a minor in Ethnic Studies. She was born in Taiwan, grew up in the San Francisco Bay Area and speaks Mandarin Chinese.

Ms. Hughes has been a member of the California State Bar since 1998 and practices exclusively in the area of Immigration and Nationality Law representing individuals, businesses and charitable organizations. She is also a member of the American Immigration Lawyers Association (AILA) and has been a panel speaker on Religious Workers at the Central Florida Chapter AILA regional conference.

**David W Westmoreland, Well-Being Coordinator, FLAG**



As FLAG's Well-Being Coordinator, David facilitates safe places for lawyers and law students facing personal and mental health issues to find hope and help through Christ. David identifies with the drive to succeed that so many have in the legal profession. He also appreciates the pressure and responsibility placed on lawyers as they serve their communities and judicial systems. He knows demands of the profession and personal issues are serious stressors to lawyers.

David graduated summa cum laude from the University of Missouri with a Bachelor of Science in Finance and a Master of Accounting. He worked in public accounting for two years before joining Cru. For nearly two decades, David helped start campus movements and coached student and volunteer leaders across several college campuses. David is married to Heidi, and they have two daughters.