THE PATH TO LAWYER WELL-BEING:
Practical Recommendations For Positive Change

THE REPORT OF THE NATIONAL TASK FORCE ON LAWYER WELL-BEING
OUR POTENTIAL

- Meaning and purpose
- Experiencing a sense of purpose
- Emotionally intelligent
- Intellectually growing
- Continually seeking
- Engaged at work
- Willing to seek help
- A sense of belonging
- Feeling connected and cared for
- Contributing to society
- Emotionally thriving
- Physically strong

OUR CHALLENGES

- Job dissatisfaction and attrition
- Avoid seeking help
- Work-life conflict
- Sleep deprivation
- High suicide rate
- 25% work addiction
- 23% elevated stress
- 19% anxiety
- 28% depression
- 21-36% problem drinkers
National Task Force on Lawyer Well-Being
State Action Plan & Checklist

*Chief Justice (or Designee) “To Do List”*

___ Gather all stakeholders

(Identify leaders in the jurisdiction with an interest in and commitment to well-being issues. Bring these leaders together in a Commission on Lawyer Well-Being. The attached list of potential stakeholder representatives offers guidance.)

___ Review the Task Force Report

Have Commission members familiarize themselves with the Task Force Report. It provides concrete recommendations for how to address lawyer well-being issues.

___ Do an inventory of recommendations

(Next, assess which recommendations can be implemented in the jurisdiction. This includes an assessment of the leadership and resources required to implement these recommendations.)

___ Create priorities

(Each jurisdiction will have its own priorities based on the inventory of recommendations. Which ones are the most urgent? Which ones will create the most change? Which ones are feasible?)

___ Develop an action plan

(Having inventoried the recommendations and prioritized them, now is the time to act. What does that path forward look like? Who needs to be involved? How will progress be measured?)
National Task Force on Lawyer Well-Being
State Action Plan & Checklist

Checklist for Gathering the Stakeholders

Item 1 of the Plan above recommends the gathering of stakeholders as a first step. The National Task Force suggests the Chief Justice of each state create a Commission on Lawyer Well-Being in that state and appoint representatives from each stakeholder group to the Commission. Below is a checklist of potential stakeholder representatives the Chief Justice may consider in making appointments.

JUDICIAL
- Supreme Court Chief Justice or designated representative
- Other judge representatives

LAWYER ASSISTANCE PROGRAM (LAP)
- LAP Director
- Clinical director
- Lawyer representative to the LAP

LAW SCHOOLS
- Dean representative
- Faculty representative
- Law student representative

REGULATORS
- Admissions (or Board of Law Examiners) representative
- Mandatory CLE program representative
- CLE provider representative
- Regulation/Bar/Disciplinary Counsel representative

BAR ASSOCIATIONS
- Bar president
- Bar president-elect
- Executive director
- Young lawyer division representative
- Specialty bar representative

LAW FIRMS
- Sole practitioner
- Small firm representative (2-5 lawyers)
- Medium firm representative (6-15 lawyers)
- Large firm representative (16+ lawyers)
- In-house counsel representative
- Non-traditional lawyer representative

ALLIES
- ASAM representative (addiction psychiatrist)
- Organizational/behavioral psychologist
- Members of the public