

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

[ THE REPORT OF THE  
NATIONAL TASK FORCE ON  
LAWYER WELL-BEING ]

# OUR CHALLENGES

# OUR POTENTIAL



21-36% problem drinkers



28% depression



19% anxiety



23% elevated stress



25% work addiction



High suicide rate



Sleep deprivation



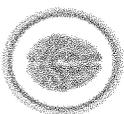
Work-life conflict



Avoid seeking help



Job dissatisfaction and attrition



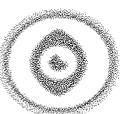
Physically strong and healthy



Emotionally thriving



Contributing to society



Focusing on client care



Feeling connected and a sense of belonging



Willing to seek help



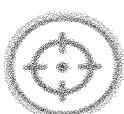
Engaged at work



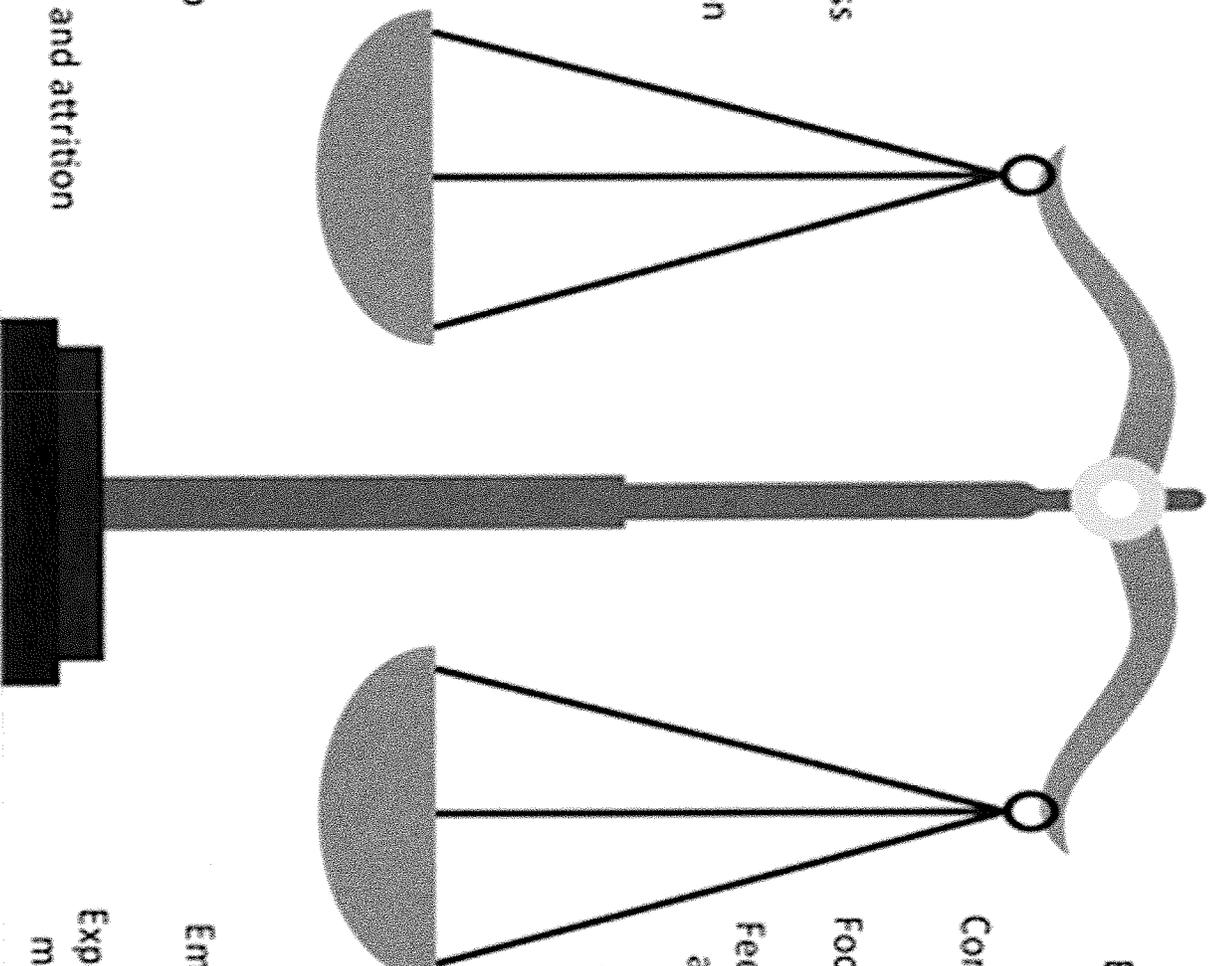
Continually seeking intellectual growth



Emotionally intelligent



Experiencing a sense of meaning and purpose



## 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