

ADR Services, Inc. 5th Annual MCLE day
January 16, 2025

Wellness

No Longer Alternative

Hon. Steven Austin (Ret.)
Hon. Paul Bacigalupo (Ret.)




New “Wellness” MCLE Requirement

COMPETENCE

At least two credit hours of education addressing competence, one hour of which must focus on prevention and detection and one hour of which may focus on attorney wellness

WELLNESS

Wellness competence MCLE activity may include physical and mental wellness and well-being or stress management so long as the activity addresses these topics in the context of the practice of law and the impact these issues can have on an attorney’s ability to perform legal services with competence.



Learning Objectives



How to build resilience to allow us to interact more successfully with others, and adapt to stress, crises and trauma



How to apply resilience techniques and tools to deal with difficult people and situations

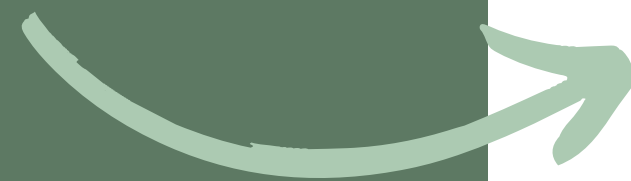


How to be the best version of yourself



Why is this topic important?

[Report from the National Task Force on Lawyer Well-Being](#)



Key Findings:

- **Prevalence of Mental Health Issues:** Studies indicate that a significant number of lawyers and law students experience chronic stress, depression, anxiety, and substance use disorders.
- **Impact on Professional Competence:** These health challenges adversely affect lawyers' ability to serve clients effectively and uphold public trust in the legal system.



BURNOUT RATE

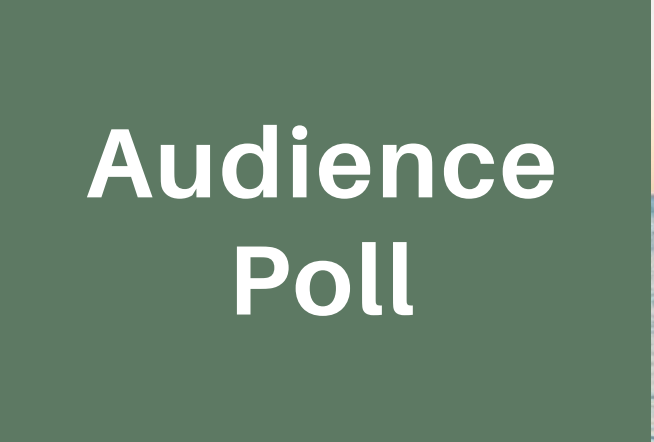


CIVILITY IN THE
PROFESSION



HEALTH, CAREER,
ETHICS (DON'T GET
IN TROUBLE)

HOW THIS
SHOWS UP

A dark green rectangular box with the text "Audience Poll" in white, centered on a background of a beach with waves and a clear sky.

Audience Poll

1. Sleep disruption - I struggle to sleep or wake up frequently in the night
2. I regularly exercise
3. I have unhealthy eating habits - constantly eating, mindlessly eating, not eating, avoiding food
4. I feel stress or anxiety and have difficulty staying focused or lack concentration
5. I consume alcohol, cannabis or drugs to help me cope
6. I have a good work/home balance
7. Sometimes I feel isolated or lonely at work and pull away from friends and family or cancel plans
8. I don't have adequate support and sometimes feel overwhelmed
9. I feel burdened with financial pressures
10. I feel joy and happiness with my work and personal relationships

**WRITE DOWN THREE
THINGS YOU WILL
COMMIT TO CHANGE
IN 2025**



BREATHING EXERCISE



**What is
Resilience?**

Resilience is the ability to find the inner strength to bounce back from a set-back, challenge or difficult or stressful situation.



Some examples of Resilience

Physical

At least seven hours of sleep each night supports maintaining a healthy lifestyle, fights off viruses, infections, improves memory, concentration. Employ regular exercise activities in your daily activities such as walking, weight training, yoga which will improve flexibility, balance and endurance. Discuss nutrition.



Some examples of Resilience

Emotional

Identify and manage emotions that support positive emotions and recover quickly from negative ones. Practice gratitude, journal.



Some examples of Resilience

Spiritual

Develop and practice a sense of meaningfulness and purpose in all aspects of life. Practice joyfulness.



Some examples of Resilience

Social

Develop a network including peers, family and friends who you can talk to anytime and who will listen and support you. Join bar associations, community organizations, school groups, etc.



Some examples of Resilience

Mental

Practice activities that improve focus and calmness. Mindfulness and meditation builds skills to manage stress, increase self-awareness, focus on the present, reduce negative emotions, gain a new perspective on stressful situations.

See [Improving Military Resilience through Mindfulness Training](#) and [Strengthening Resilience Through Mindfulness - ABTL Los Angeles - 2019](#)

Authenticity



- Studies show that the more a person is true to self while at work the happier they will be.
- This is hard to do as a lawyer (or judge) since it is such a traditional and conservative profession where people are pushed into roles at the firm and in court.
- But, as much as you can - not only are you happier, it makes you a better lawyer (and judge!).

SEE: [THE SURPRISING MASTER KEY TO HAPPINESS AND SATISFACTION ACCORDING TO THE LAWYER RESEARCH](#)

Tools to Promote Resilience

- Realistic sense of control/choices.
- Challenges create opportunities.
- Maintain a positive outlook and perspective. You can choose to react.
- Take care of your physical and mental health needs.
- Regular sleep, fitness, eat well and take time off.
- Build a support system.
- Change the narrative. Accept change.
- Face your fears.
- Practice self-compassion. Let go of anger.
- Be mindful rather than letting your mind wonder.
- Remember you're not alone.
- Be kind to yourself. Learn how to calm yourself.



Hon. Steven Austin (Ret.)

judgeaustin@adrservices.com

Case Manager:

mikaelateam@adrservices.com



Hon. Paul Bacigalupo (Ret.)

judgebacigalupo@adrservices.com

Case Manager:

chelseateam@adrservices.com



**Thank
You**