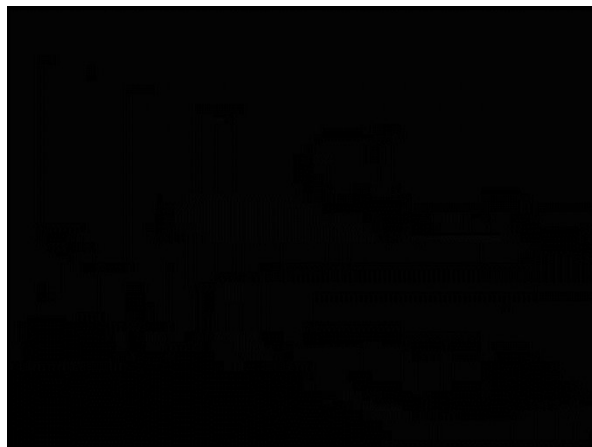



1



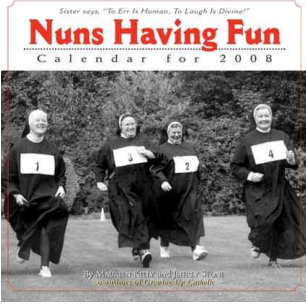
2




3




Lawyers are Human Beings




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4



Fill in the blanks...

- The world is a _____ place.
- Life is _____.
- I am _____ as a human being.
- I want to change _____ about my job.
- I want to change _____ about myself.
- Most often I feel _____.

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Compassion Fatigue Defined

- The cumulative physical/emotional/psychological effects of continual exposure to traumatic or distressing stories/events
- When working in a helping capacity
- Where demands outweigh resources

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Doing...

- Too much
- For too long
- With too few resources
- And working with the “big uglies” in life

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The Two Big Uglies




Workload/Hours

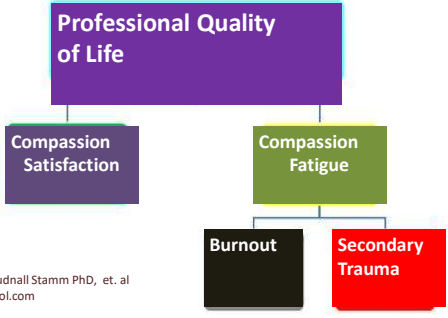
Trauma Exposure

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Professional Quality of Life



Compassion Satisfaction

Compassion Fatigue

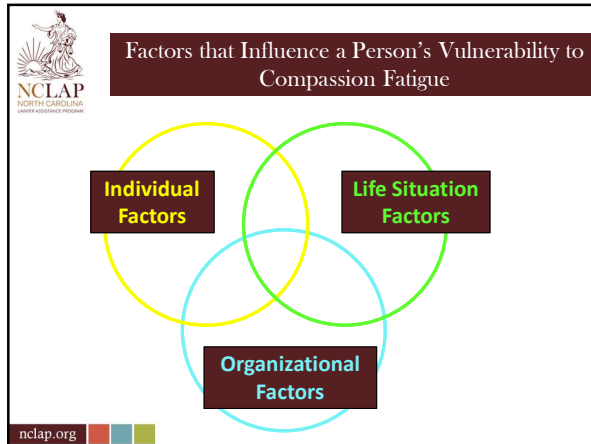
Burnout

Secondary Trauma

By Beth Hudnall Stamm PhD, et. al
www.proqol.com

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10

Individual Vulnerabilities and Life Situations

- History of or current trauma
- Health problems
- Alcohol or drug use/troubles
- Poor job performance
- Depression or anxiety
- Generic life problems-
 - Spouse/partner,
 - Children,
 - Parents
 - Finances

The diagram on the right shows a network of nodes (circles with 'dot' or 'dot') connected by arrows, representing interconnected vulnerabilities and life situations. The NCLAP logo is in the top left corner, and 'nclap.org' is at the bottom left.

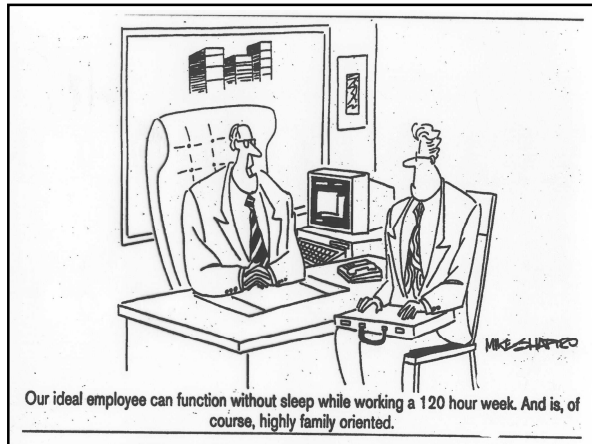
11

Organizational Stressors

- Unrealistic expectations
- Unrecognized accomplishments
- Budget cuts
- Eliminating positions
- Performing multiple jobs
- Personalities and politics
- Intense competition (within and without)

The NCLAP logo is in the top left corner, and 'nclap.org' is at the bottom left.

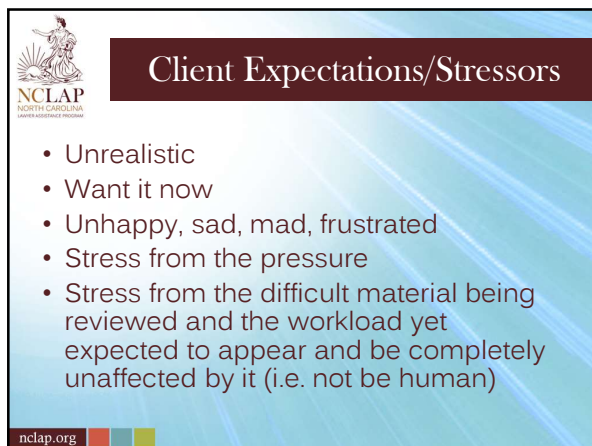
12



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Competitive Nature of Stress




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Compassion Fatigue Advisory...

- Any person regardless of race, gender, ethnicity, age, occupation.... develop this condition
- Doesn't imply weakness, just "human-ness"
- Is more about "dis-ease" than disease.



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Symptoms Reported

- ▶ Intrusive thoughts
- ▶ Anger/anxiety/fear
- ▶ Sleep disturbance
- ▶ Fatigue
- ▶ Loss of Appetite
- ▶ Loss of empathy
- ▶ Loss of faith in humanity
- ▶ Sense of isolation from others
- ▶ Physical complaints


Source: Vrklevski et al. (2008) and Levin et al. (2003) and Jaffe et al. (2006)

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Role of Mirror Neurons in the Brain



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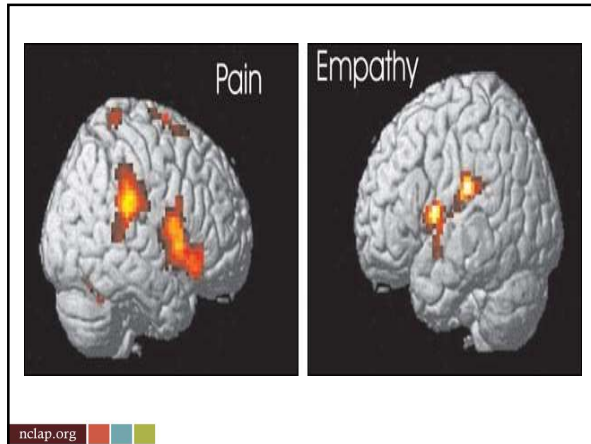


Empathy

- Experience the experiences of someone else (Shane, 2008)
- Enduring those same experiences and emotions (Lydia L. Gibson)
- Empathy is involuntary: a shared emotion- this is hardwired into the brain (L. Gibson)
- *Human beings who spend time with other human beings who are empathetic tend to feel better*

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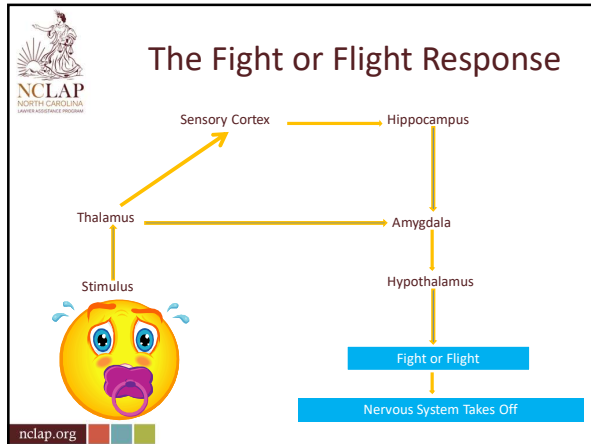
Brain Chemistry

- Reptilian Brain (instincts)
- Limbic Brain (emotion, memory)
- Frontal Lobe (reason)

• These work together, while we think, something else is going on.

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Stress: Portrait of a Killer

This movie sheds wonderful insight into the propagation of illness in today's society via the inner workings of the human stress response.

Only 50 minutes long.

Available on You Tube.

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Impact on Primary Assumptions

- The World is Benevolent
- The World is Meaningful
- The Self is Worthy

Source: Bulman, Shattered Assumptions

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One Attorney Says...

- "I think this happens to everyone whether they admit or not or show it or not. It is inevitable with that kind of caseload that one will at least at times go bonkers. This wears on all of us and on some of us more than others. We see colleagues severely affected all the time. I think the practice leaves scars. Some make it better than others, obviously, but everyone suffers....."

--criminal lawyer


Source: WisLAP Program permission granted



28

[illegible]

29




Fill in the blanks

- The world is a _____ place.
- Life is _____.
- I am _____ as a human being.
- I want to change _____ about my job.
- I want to change _____ about myself.
- Most often I feel _____.


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So slow, is it even moving?



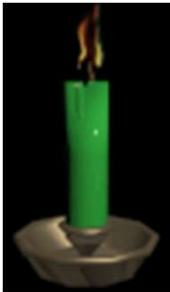
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That which is to give light must
endure burning.....



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Victor Frankl

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Rather slow and insidious....
then increases... then overwhelming.....



Burning



Uncomfortable



Overwhelming

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So what happens?






We crash.

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Visible Results

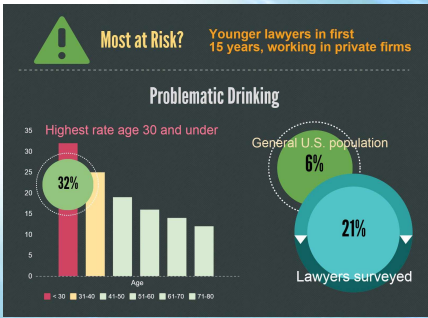
- Strong correlation with what is known as "Disruptive Behavior"
 - Intimidation, Anger and Lashing Out
 - At opposing counsel, support staff, associates
- "Kick the dog" syndrome: spouse/partner and kids take the brunt of the frustration
- Isolate/withdraw from clients and colleagues
- Enter the grievance and discipline process
- Physical manifestations: migraines, gastrointestinal problems, heart issues




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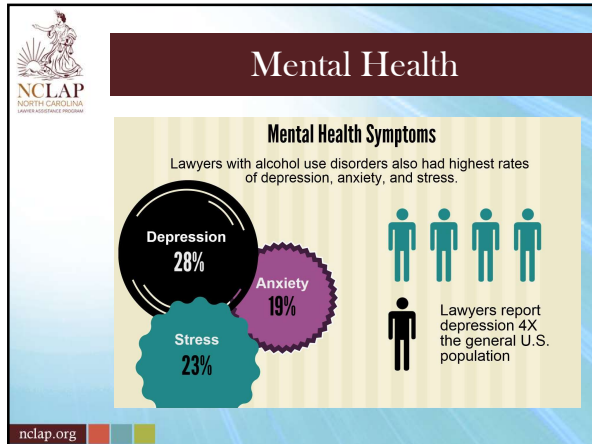


Problematic Drinking





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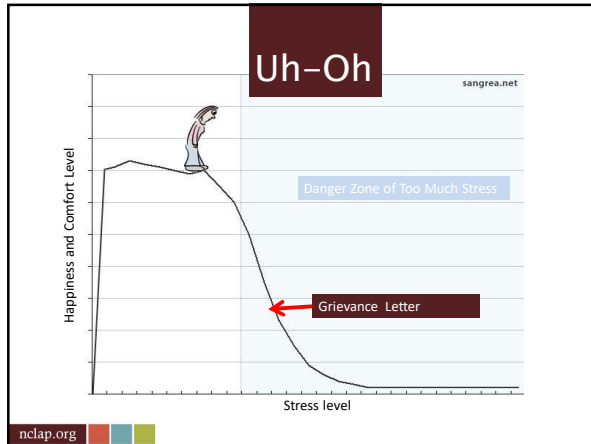
37




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39



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Who most at risk?

- Personal Injury, Workers Comp, Bankruptcy, Wills, Trusts and Estates and Criminal or Family Law Attorneys/Judges
- High caseloads; long work hours
- High exposure to graphic evidence, 911 tapes, photos, videotapes, victim statements
- Serving clients with high levels of distress
- Little if any education on the subject of CF
- Little support from peers; isolation


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Understanding Triggers



Emotional triggers are events or personality types that cause an intense emotional response.

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Understanding Triggers

- Different for each one of us
- Examples:
 - Double Bind
 - Abuse of vulnerable populations
 - Disrespect from colleagues/judges/clients/people
 - Unfair, unjust realities of life and the system
 - The line at your door

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Research-based suggestions for improving mood, increasing life satisfaction and mitigating stress

- Recognize the **risks** for yourself
- Find a way to **debrief** distressing material
- Work on **self awareness** every day
- Take an **inventory** of how balanced your life is-be intentional about balancing it out
- **Evaluate** your tension reducing behaviors
- Be **intentional** about **protecting** yourself

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How Many are You Spinning?...



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Becoming Happier

- Spin fewer plates:
 - Squeeze in less.
 - Resume hobbies and activities that bring you joy and trigger the good stuff in the limbic brain

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Becoming Happier

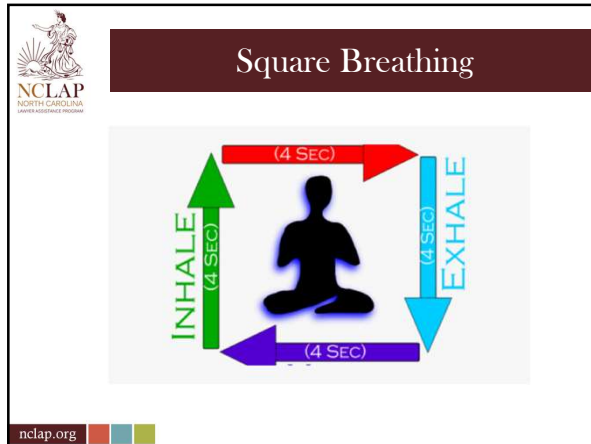
- It is the obvious:

Sleep
Exercise
Eat

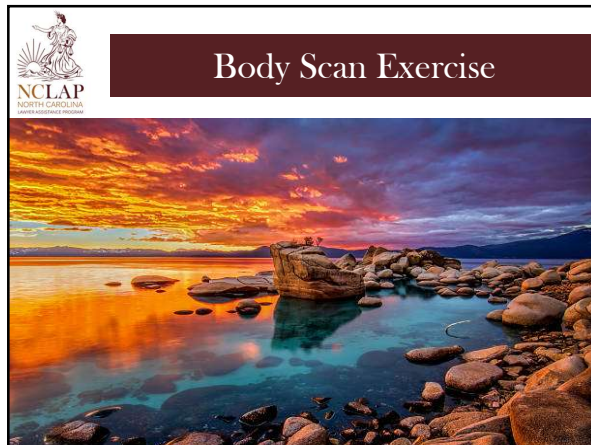
What do you do at the end of the day
to transition out of work?
If nothing, admit that. Then change it.

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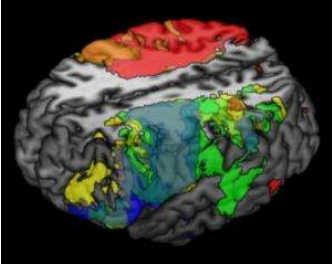
Becoming Happier

- Don't deny negative emotions [fear, sadness, anxiety] – move toward them and accept them.
- Identify and speak with a close person (or people) who you trust to share your internal experience.

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Talking and Connections Help the Brain



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Becoming Happier

- It is not state of status or bank account – “state of mind” is what matters most.
- While we may be paid well, money does not trigger the mirror neuron stimulus we (all humans) need to translate into better emotional health in our bodies and psyches.

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Becoming Happier

- Intersect pleasure and meaning → interests are central.
- Express Gratitude
- Try making a gratitude list every morning of 3 things you are grateful for. Do it for a few months and see what you notice. It will change your life.

Adapted from T. Ben-Shahar

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If you need to reach us

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Robynn Moraites Executive Director 704-503-9695 robynn@nclap.org	Candace Hoffman Field Coordinator 919-719-9290 candace@nclap.org

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Thank you!

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