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A slide titled "Training Objectives" in a large serif font. To the left of the title is the logo for NCLAP (North Carolina Lawyer Assistance Program), which features a stylized figure holding a sword and scales, with the text "NCLAP" and "NORTH CAROLINA LAWYER ASSISTANCE PROGRAM" below it. The slide has a dark brown header bar and a light blue background with diagonal stripes. A bulleted list of training objectives is centered on the slide.

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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

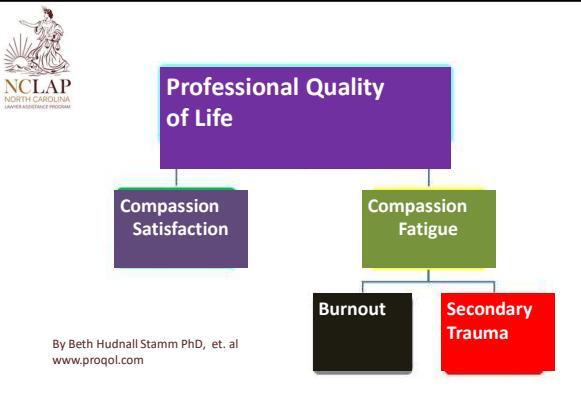


Workload/Hours

Trauma Exposure

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Professional Quality of Life

Compassion Satisfaction

Compassion Fatigue

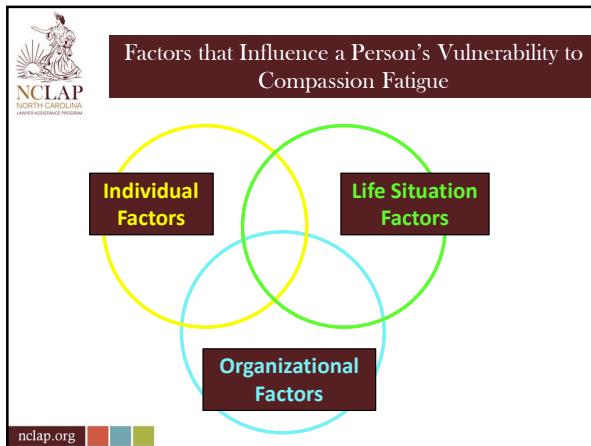
Burnout

Secondary Trauma

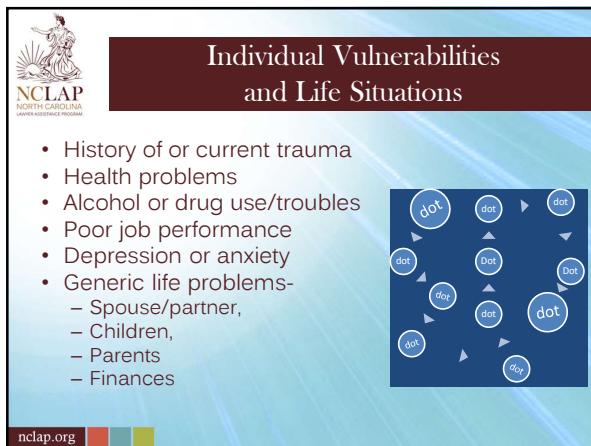
By Beth Hudnall Stamm PhD, et. al
www.proqol.com

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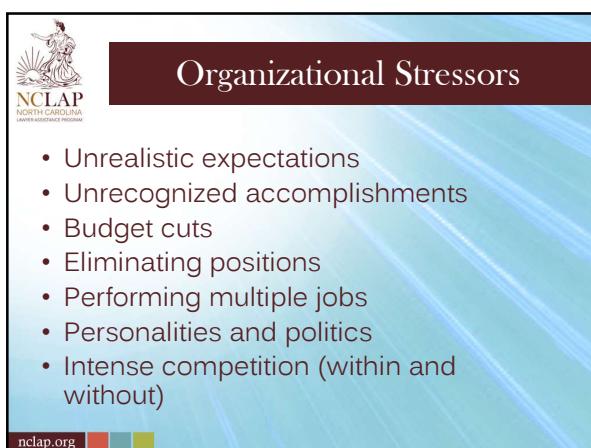
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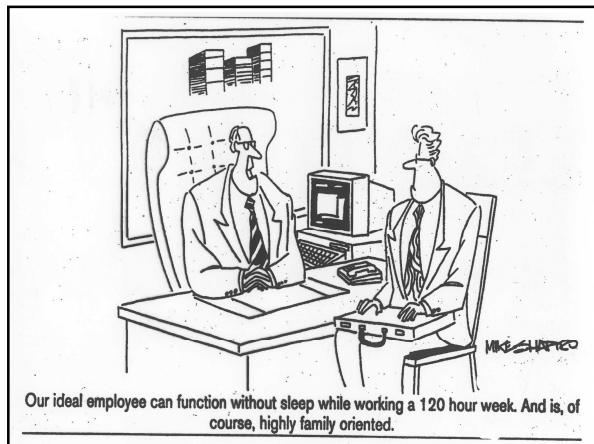
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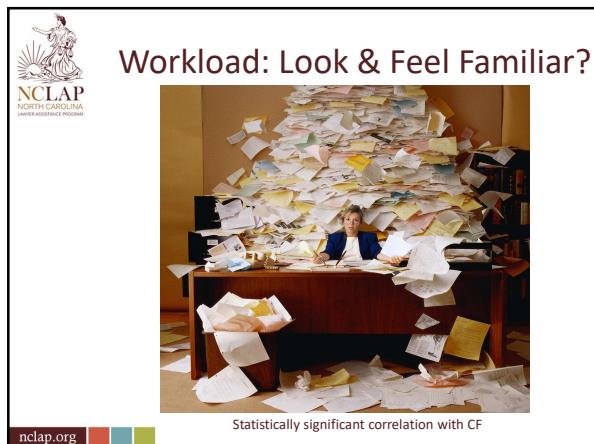
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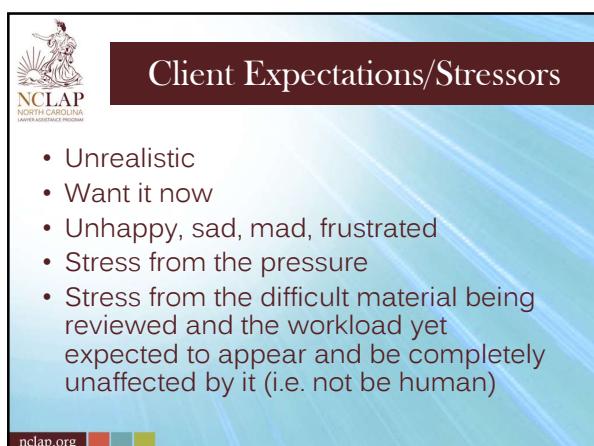
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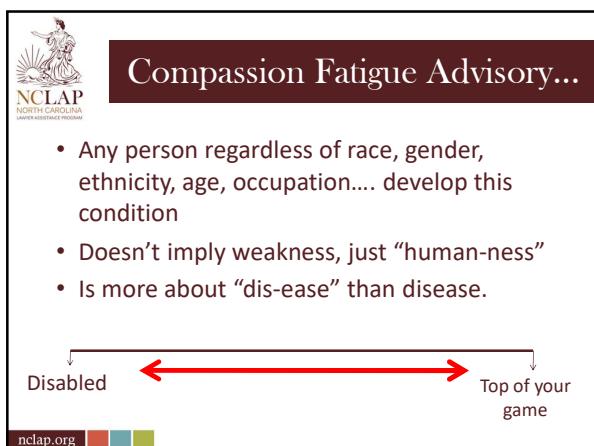
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Role of Mirror Neurons in the Brain



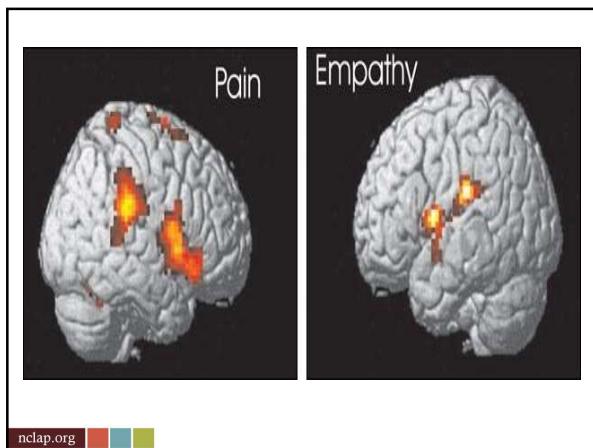
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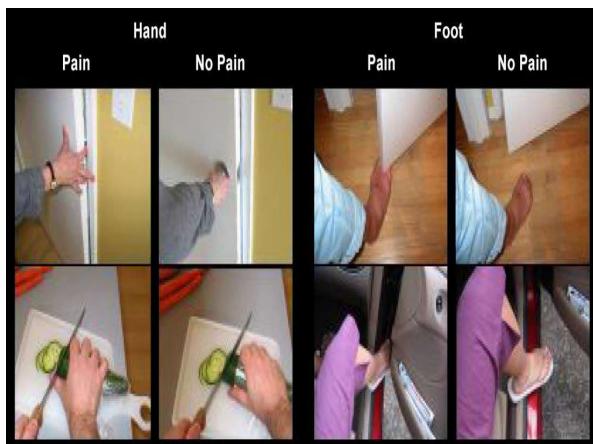
Empathy

- Experience the experiences of someone else (Shane, 2008)
- Enduring those same experiences and emotions (Lydialyle 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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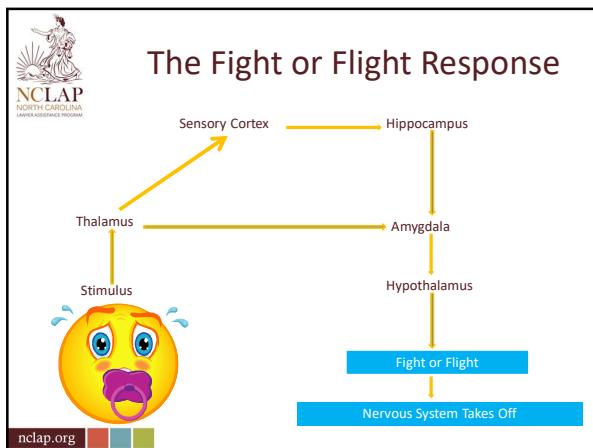
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 **Brain Chemistry**

- 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

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JUDGES SPEAK OUT

Some of the things I consider important in a U.S. psychiatric hospital that's job:
Cases of horrible sexual, predatory exploitation of children haunt me. I keep my balance and my job as a judge by profoundly guarding myself against being swept away by the gruesome evidence I have to confront.

As a judge, I work in a small community where we are always aware of what's going on in the church, the neighborhood, the school, the office.

As to lots of us, we work under legal laws as to the only individuals that can be in a family court, we are the attorneys, the social workers, social and children issues and issues of the community and the families. I feel I am more a judge than a social worker.

It always takes some time. On the worksheet I've worked on, I've asked myself, if I didn't do it, it'd be horrendously likely that the children would not even come to the attention of the system.

Q) I would prepare for the isolation of this position. If you had to do it, and then you realize how these children are in your care, friends and family, what?

Q) You are always aware of the names and/or the names of your children. You work in public what you work in public, what do you appear?

Q) The volume of such day's work makes it hard for me to pay attention to what I have to work with my clients, to be more focused, to be more attentive.

In her speech, Zimmerman (2002) discusses the challenges faced by judges in handling cases of child abuse and exploitation. She emphasizes the importance of maintaining a balance between their professional role as judges and their personal awareness of the community. She also highlights the emotional toll of confronting such horrific evidence and the need for judges to protect themselves from being swept away by the gravity of the cases they handle.

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Fill in the blanks

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- 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.....**



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



Most at Risk?

Younger lawyers in first
15 years, working in private firms

Problematic Drinking



Highest rate age 30 and under

Age Group	Percentage
< 30	32%
31-40	25%
41-50	19%
51-60	17%
61-70	14%
71-80	12%



General U.S. population
6%

Lawyers surveyed
21%

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Mental Health

Mental Health Symptoms

Lawyers with alcohol use disorders also had highest rates of depression, anxiety, and stress.

Condition	Percentage
Depression	28%
Anxiety	19%
Stress	23%

Lawyers report depression 4X the general U.S. population

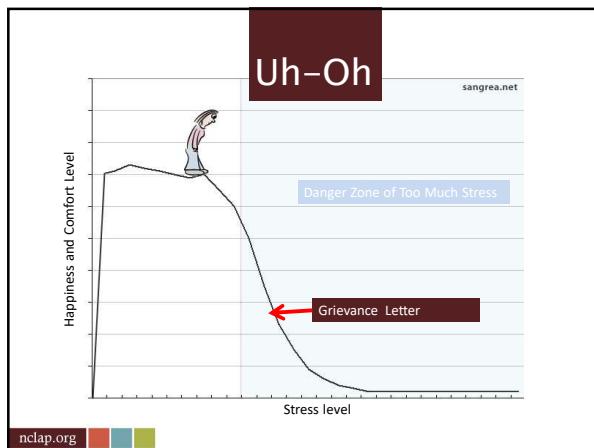
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Most common client complaints & grievance notices

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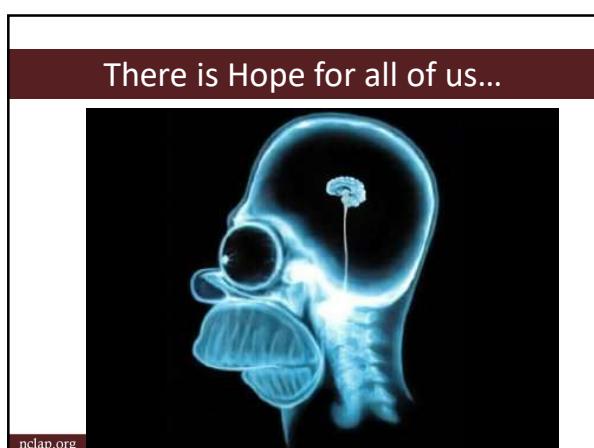
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Who most at risk?

- 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

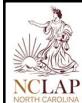
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How Many are You Spinning?...



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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:

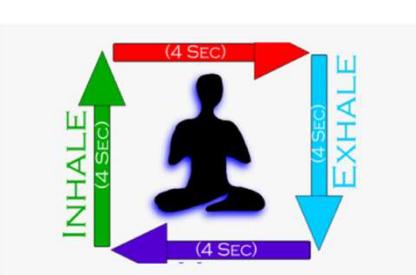
Sleep
Exercise
Eat

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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 **Square Breathing**



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 **Body Scan Exercise**



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<https://www.nclap.org/exercises-for-getting-present/>

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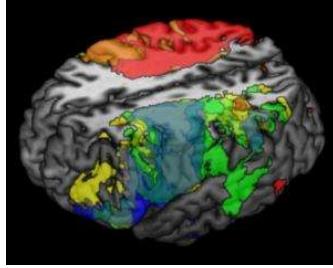
 **Becoming Happier**

- 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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 <p>NCLAP NORTH CAROLINA LAWYER ASSISTANCE PROGRAM</p>	<h1>If you need to reach us</h1>
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	<h1>Thank you!</h1>

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