

Impairment Proofing Your Law Firm





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Illinois Lawyers' Assistance Program

Illinoislap.org

800.LAP.1233

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Objectives

- Promote more efficient identification of attorneys needing help
- Support attorneys needing help
- Maintain work place integrity



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Culture of Awareness

Initial Survey

1. “How likely am I to recognize impairment in colleagues?”
2. “How confident am I, in knowing what to do?”
3. “If I get help for myself or others, will it remain confidential?”
4. “How certain am I that the LAP will be helpful?”

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Culture of Awareness

Educate entire work force

- On LAP
- Prevalence of problems
- Types of problems
- How to recognize co-workers needing help

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How does LAP Work

- Confidential! Supreme Court Rule



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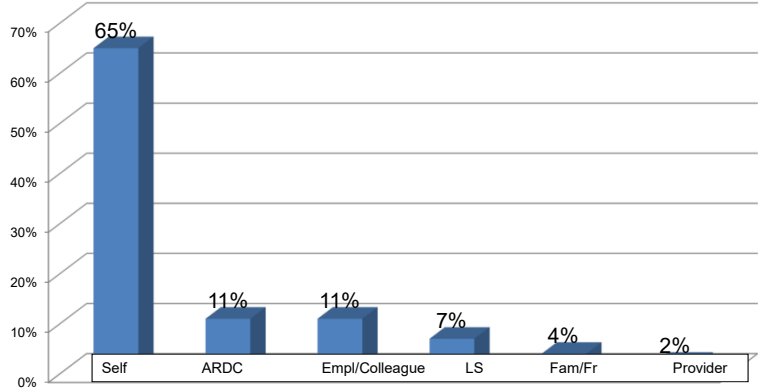
How Does LAP WORK



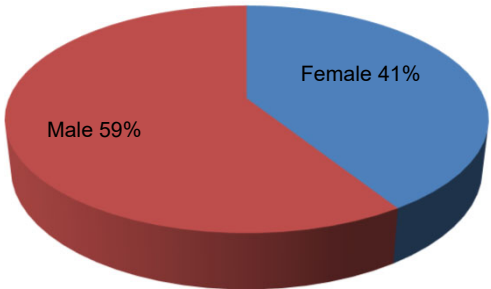
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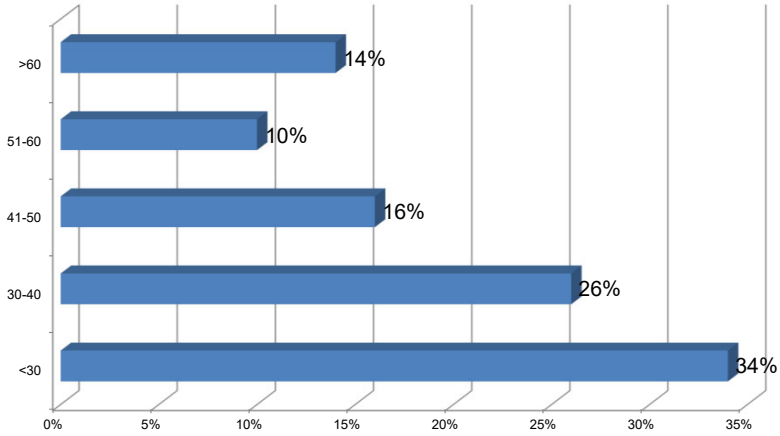
How Clients Got to LAP



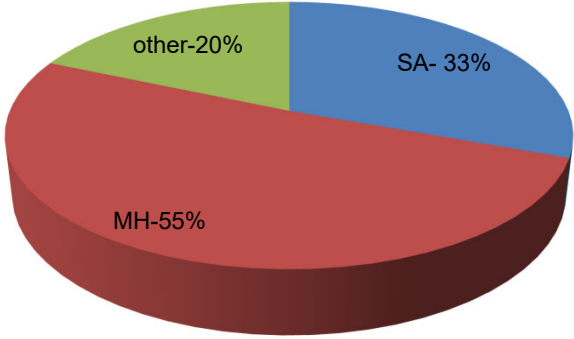
Who We Serve: Gender



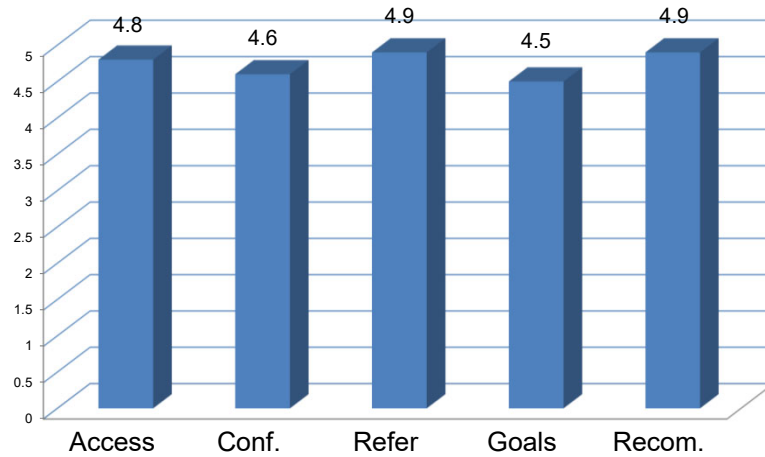
Who We Serve:



Who We Serve and Why: Primary Issues



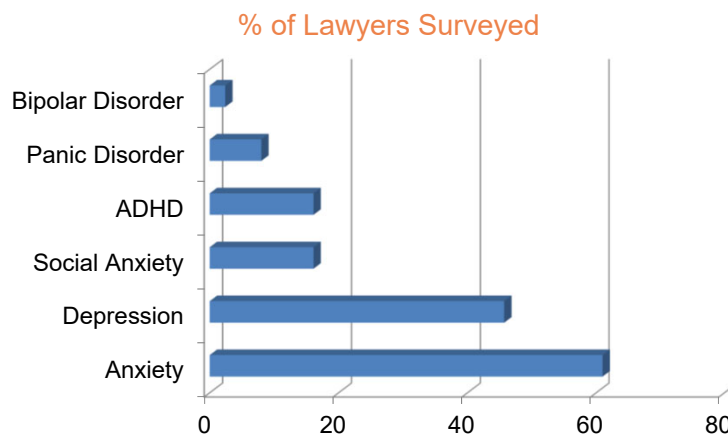
LAP Satisfaction Survey Results



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Self Reporting of Mental Health Concerns (JAM, Feb 2016)

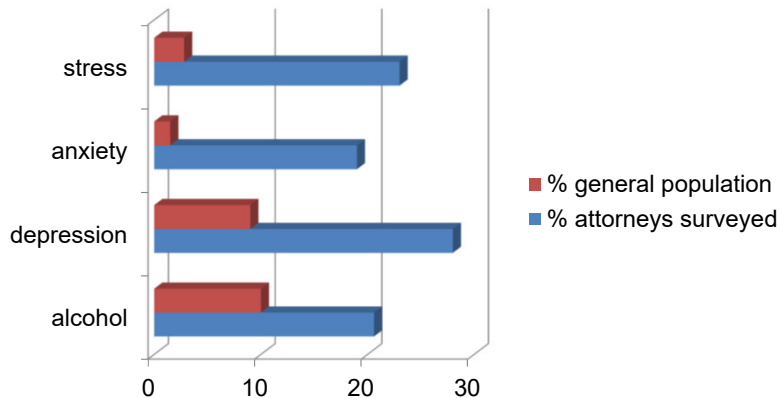


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2016 National Study – Lawyers (JAM, Feb 2016)

Meeting Clinical Criteria



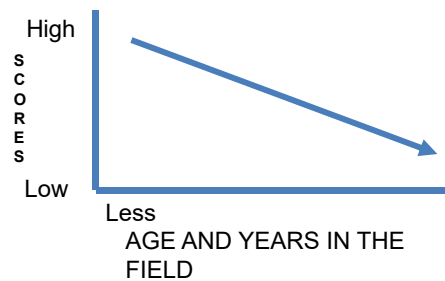
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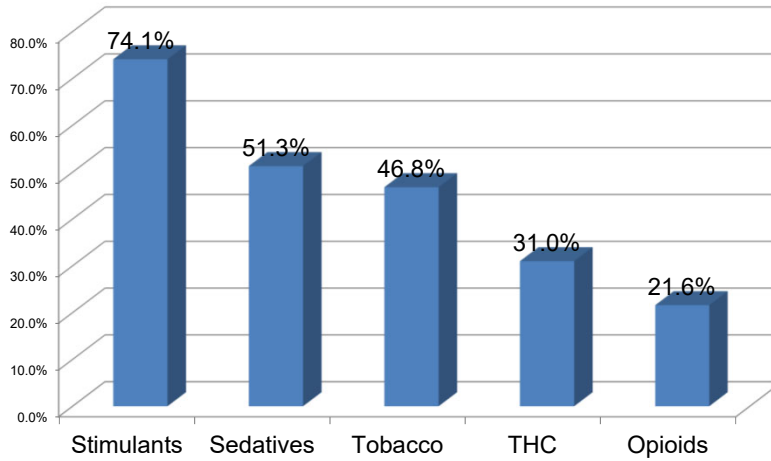
Age, Position and Years in the Field

(JAM, Feb 2016)

- Age 30 and under higher scores-more hazardous drinking
- Less years working in the field = higher impairment
- Working in a private firm or for a bar association yielded higher impairment



Substances Used Weekly (excluding alcohol) JAM, Feb 2016

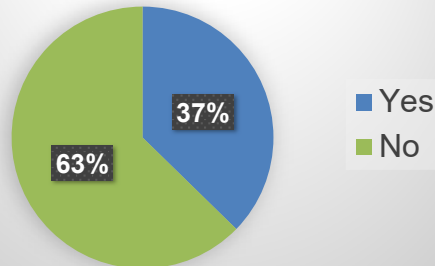


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Reported treatment rates from study

% Received MH services, tx or help



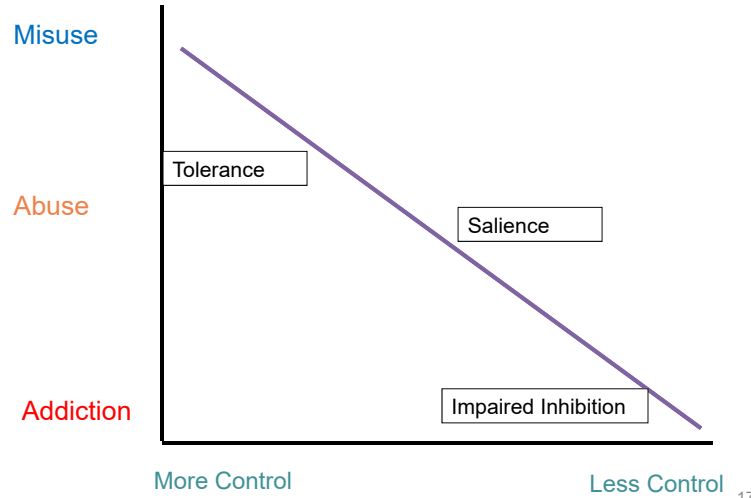
% Received AODA services, tx or help



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Substance Use Disorders



Stress



Can't manage uncertainty

Irritability

Fatigue

Increased worry

Anxiety

Headaches


Digestive problems

Perfectionism

Decrease in productivity

Rumination

Unexplained pains

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Changes in appetite

Thoughts/plans/attempts of suicide

Fatigue


Depression

Feelings of worthlessness or guilt- self doubt

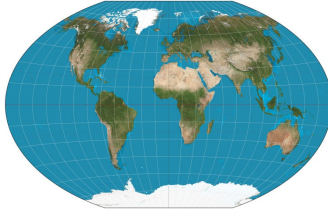
Changes in sleep

Difficulty thinking, concentrating or making decisions

Loss of interest in previously enjoyable activities

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What to look for: “Follow the MAP”



(Pacione & Belleau, ABA Solo Practice Journal April, 2015)

- Mood or attitudinal disturbances
- Apppearance or physical changes
- Productivity / quality of work issues

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Suicidal Thoughts and Behaviors

(JAM, Feb 2016)

- 11.5% reported suicidal thoughts
- 2.9% reported self injurious behaviors
- 0.7% reported at least one attempt
- C0-LAP Study – Nov 2014- May 2015
 - 36 states reporting
 - 19 states had 42 suicides
 - Tennessee had 6 suicides

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Increase Certainty of Response

- Appoint a Chief Assistance Officer (CAO)
 - A senior level partner
 - Liaison to LAP and training
 - Receives concerns, questions, and reports of impairment



The Firm: Cover Your A.S.S.

- Establish guidelines for:
 - Accountability (outcomes)
 - Structure (process)
 - Support (integration)
- Written Agreement
- Assign a work coach for peer review



Next Step

If you are concerned...

- Share your concerns
- Ask them to contact LAP (phone or email) – you can help make the call
- Ask them if they would like LAP to contact them

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ILLINOIS LAWYERS' ASSISTANCE PROGRAM

WE CAN HELP WITH

Stress – Anxiety – Grief
Depression
Career Transitions
Addiction – Substance Abuse
& Much More

Services tailored to the legal profession:

- > Short-term counseling
- > Support Groups
- > Referrals
- > Interventions
- > Help with ARDC-C&F Concerns



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CONTACT US



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