



**LAWYER STRONG®:**  
**YOUR BLUEPRINT FOR STRESS RESILIENCE**

Paula Davis-Laack, JD, MAPP  
[www.pauladavislaack.com](http://www.pauladavislaack.com)  
[paula@pauladavislaack.com](mailto:paula@pauladavislaack.com)


© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



**CHALLENGES**



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.




**LAWYER WELL-BEING IS LOW**  
(PATRICK KRILL ET AL., J. ADDICTION MED. 46 (2016); NATIONAL TASK FORCE ON LAWYER WELL-BEING REPORT)

<p><b>GENERAL</b></p> <ul style="list-style-type: none"> <li>• 21-36% of lawyers qualify as problem drinkers</li> <li>• 28% rate of depression</li> <li>• Much higher than average levels of anxiety and stress</li> </ul> <p><b>** MOST WON'T BE HERE – but that does not mean you are thriving**</b></p>	<p><b>ALSO...</b></p> <ul style="list-style-type: none"> <li>• Sleep deprivation</li> <li>• Incivility</li> <li>• Work addiction</li> <li>• Issues managing stress</li> <li>• Burnout is increasing</li> </ul>
--	--


© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



**I FOUGHT THE LAW & THE LAW WON**



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## THE 3 DIMENSIONS OF BURNOUT

(DRS. CHRISTINA MASLACH & MICHAEL LEITER)

Exhaustion (lost energy)

Cynicism (lost enthusiasm)

Inefficacy (lost confidence)

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.

## BURNOUT WARNING SIGNS

The Big 3 +

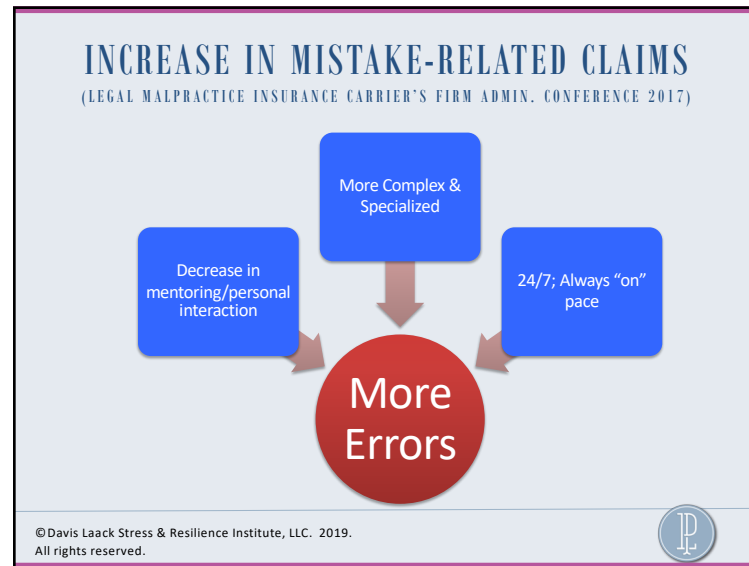
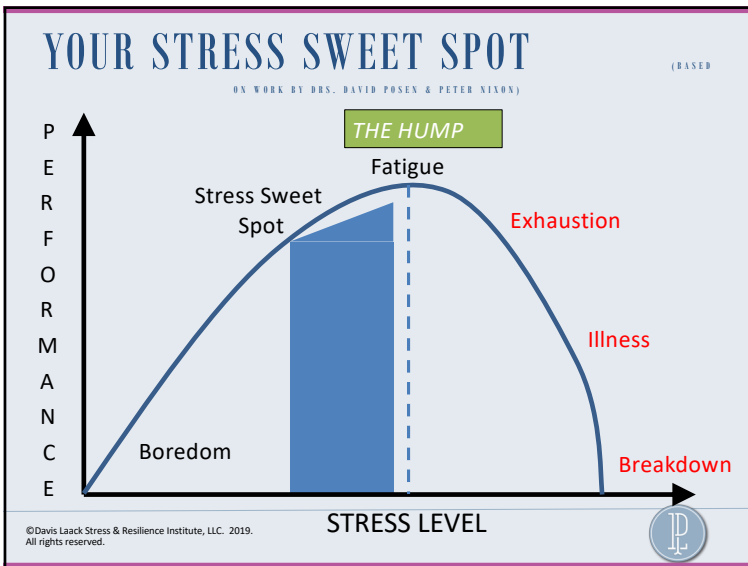
Lack of recovery/re-charge

Disengaged/consistently "checked out"

Sick/physical symptoms more than usual


Every curveball is a major crisis

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## JD-R BALANCE

(ARNOLD B. BAKKER ET AL. 2014. ANN. REV. ORGAN. PSYCHOL.)



Job Demands

Job Resources & Recovery

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.

## YOUR DEMANDS, RESOURCES, RECOVERY



Plan

## WHAT HELPS?



Rallies  
Just Ahead

## ORGANIZATIONAL, TEAM & INDIVIDUAL STRATEGIES



SKILL

TRAINING

EXPERIENCE

ABILITY

GROWTH

COMPETENCE

ADVANCED TRAINING

## THRIVING ORGANIZATIONS -TNT'S


(BASED ON WORK BY EDWARD DECI, RICHARD RYAN, ARNOLD BAKKER AND COLLEAGUES)

1. High-quality relationships
2. Transparency / clear directions
3. FAST Feedback
4. Time and job control (autonomy)
5. Opportunities to learn new things
6. Meaningful/inspiring work
7. Recognition

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.




## RESILIENCE DEFINED



**YOUR CAPACITY  
FOR STRESS-  
RELATED GROWTH**

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## IT NEEDS TO BE SYSTEMIC



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## RESILIENCE: 2 “BUCKETS”

(SKODOL (2010); IVAN ROBERTSON (2015); LESTER ET AL.(2011); REIVICH ET AL (2009)

<p><b>Well-Being</b> <b>LESS:</b></p> <ul style="list-style-type: none"> <li>• Stress</li> <li>• Depression</li> <li>• Anxiety</li> <li>• Negative emotion</li> <li>• Substance abuse/mental health diagnoses</li> </ul>	<p><b>Leaders/Teams/Org’s</b></p> <ul style="list-style-type: none"> <li>• Higher performance</li> <li>• Quicker to adapt</li> <li>• More cohesive teams</li> <li>• Less catastrophizing</li> <li>• More engaged</li> </ul>
--	---

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.




## RESILIENCE MYTHS

Resilience IS NOT...

- **Pushing through at all costs**
- **Making you or others tougher**
- Handling it all on your own
- A singular way of thinking/emoting

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.




## RESILIENCE & LAWYERS

(BASED ON WORK BY DR. LARRY RICHARD)

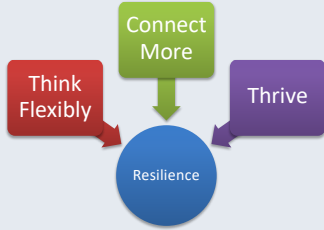
HIGH	LOW
<ul style="list-style-type: none"> <li>• <b>Skepticism</b> (90<sup>th</sup> percentile)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Resilience</b> (30<sup>th</sup> percentile; many falling in the 10<sup>th</sup> percentile or lower)</li> <li>• <b>Sociability</b> (12<sup>th</sup> percentile)</li> </ul>
<b>THINK FLEXIBLY</b>	<b>CONNECT MORE</b>

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## RESILIENCE BUILDING BLOCKS


(MODEL DEVELOPED BY PAULA DAVIS-LAACK; DESCRIPTIONS FROM MY WORK WITH THE UNIVERSITY OF PENNSYLVANIA)



ABILITY TO...

- Look at situations from multiple perspectives
- Maintain strong relationships and teams
- Notice the positive
- Find sources of meaning
- Leverage your strengths to engage authentically

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## WHAT ARE YOUR RESILIENCE STRENGTHS?



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## STRONG STRATEGIES™



© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.



## CHANGE YOUR PASSWORDS



## SKILLS PRACTICE



## WORST-CASE SCENARIO THINKING

**DEFINITION:** When you treat your “what if’s” as “what is”; making a mountain out of a molehill or a Himalaya out of a mountain

**WHY IT’S A PROBLEM:** Interferes with purposeful action

© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.



## COMMON STYLES

### Downward Spiral



### Scattershot



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## 5 COMMON TRIGGERS

The situation is unclear

Something you value is at stake

You're run down/stressed out/tired/depleted

Do-overs

It's your first time doing something

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## SKILL: BALANCE YOUR THINKING



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## 5 STEP PROCESS TO BALANCE YOUR THINKING

STEP 1: Describe the Stress Producing Event

STEP 2: Write the Worst Case Scenario

STEP 3: Generate the Best Case Scenario

STEP 4: Identify Most Likely Scenario

STEP 5: Create Your Plan

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



## GROUP DEMO

In July, Julie closed a deal for Big Client. While the deal was more complicated than expected, Julie felt like the team got a very good result. The final bill was quite a bit higher than Big Client was expecting – even after a negotiated discount up front.

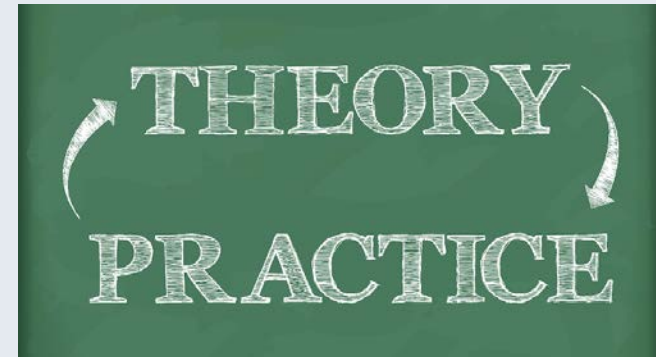
Post-closing items were being addressed, and Big Client talked to Julie about two additional large projects.

In October, Julie received a voicemail from Big Client: “We need to discuss our future relationship with the firm.”

© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.



## LET'S TRY IT OUT



## STRONG STRATEGIES™



© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.



## FIND THE GOOD STUFF





## TRACK SMALL WINS

(WORK OF TERESA AMABILE & STEVEN KRAMER, *PROGRESS PRINCIPLE*)





## OTHER PEOPLE MATTER

(DR. CHRIS PETERSON)






## LONG-TERM WELL-BEING IN THE LAW

(SHELDON & KRIEGER (2015); KRIEGER (2018) BEST LAWYER YOU CAN BE)

<b>HIGHLY CORRELATED</b>	<b>NOT SO MUCH</b>
• Autonomy .66	• Income .19
• HQ Connections .65	• Class Rank .12
• Mastering Challenging Tasks .63	• School Rank .05
• Meaningful Work .30	• Law Journal .00
	• Made Partner .00
	• Billable Hours -.10
	• Alcohol Use -.12



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.

## LAWYERS & LONELINESS

(HBR MARCH 2018; ABOVE THE LAW APRIL 2018)






**SKILL:**  
**ACTIVE CONSTRUCTIVE RESPONDING**




**ACTIVE CONSTRUCTIVE RESPONDING**  
(GABLE, ET AL. (2004), J. PERSONAL. & SOC. PSYCH.; KAREN REIVICH)

<b>Active Constructive Responding</b> <b>JOY MULTIPLIER</b>	<b>Active Destructive</b> <b>JOY THIEF</b>
<b>Passive Constructive</b> <b>FAUX LISTENING</b>	<b>Passive Destructive</b> <b>CONVERSATION HIJACKER</b>


© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



**PAULA'S ACR PATTERNS**

<b>Active Constructive</b>	<b>Active Destructive</b>
Tom – 20%      Friends – 70%	Tom – 50%      Parents – 10%
Jeff – 60%      Parents – 20%	Jeff – 20%      Friends – 20%
<b>Passive Constructive</b>	<b>Passive Destructive</b>
Tom – 30%      Parents – 60%	Parents – 10%
Jeff – 20%	Friends – 10%

© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.



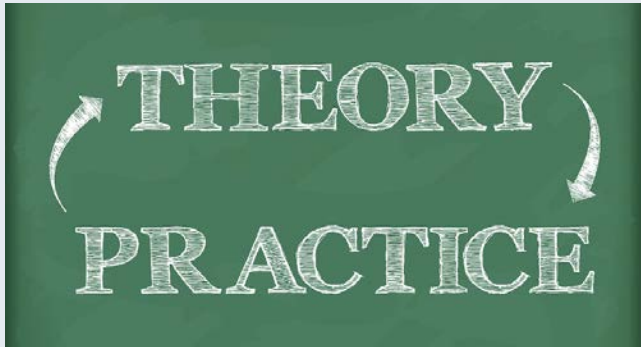
**BUT WAIT A SECOND...**



© Davis Laack Stress & Resilience Institute, LLC. 2019. All rights reserved.




## ACR PRACTICE




THEORY

PRACTICE




## STRONG STRATEGIES™



STRONG

STress | Resilience | ON | the Go

© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.



## TAKE A TACTICAL PAUSE

(BOB STAHL & ELISHA GOLDSTEIN, A MINDFULNESS-BASED STRESS REDUCTION WORKBOOK)



STOP

© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.




## THE POWER OF DEBRIEFING

(CHRISTINA LACERENZA ET AL. (2018); VASHDI ET AL. (2013).)

What did you set out to do?	What actually happened?
What went well?	What will we do differently?

© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.



## CHANGE YOUR WORDS, CHANGE YOUR WORLD



## CONNECT WITH PAULA

E: [paula@pauladavislaack.com](mailto:paula@pauladavislaack.com)

W: [www.pauladavislaack.com](http://www.pauladavislaack.com)

Twitter: @pauladavislaack

LinkedIn: [www.linkedin.com/in/pauladavislaack](http://www.linkedin.com/in/pauladavislaack)



## COPYRIGHT

© Paula Davis-Laack (PDL) & Davis Laack Stress & Resilience Institute LLC (DLSRI). 2019. All rights reserved. This presentation may not be reproduced in any part, modified, edited, translated, included in a collective work, or used to create derivative works in whole or in part without the express written consent of PDL or DLSRI.

© Davis Laack Stress & Resilience Institute, LLC. 2019.  
All rights reserved.

