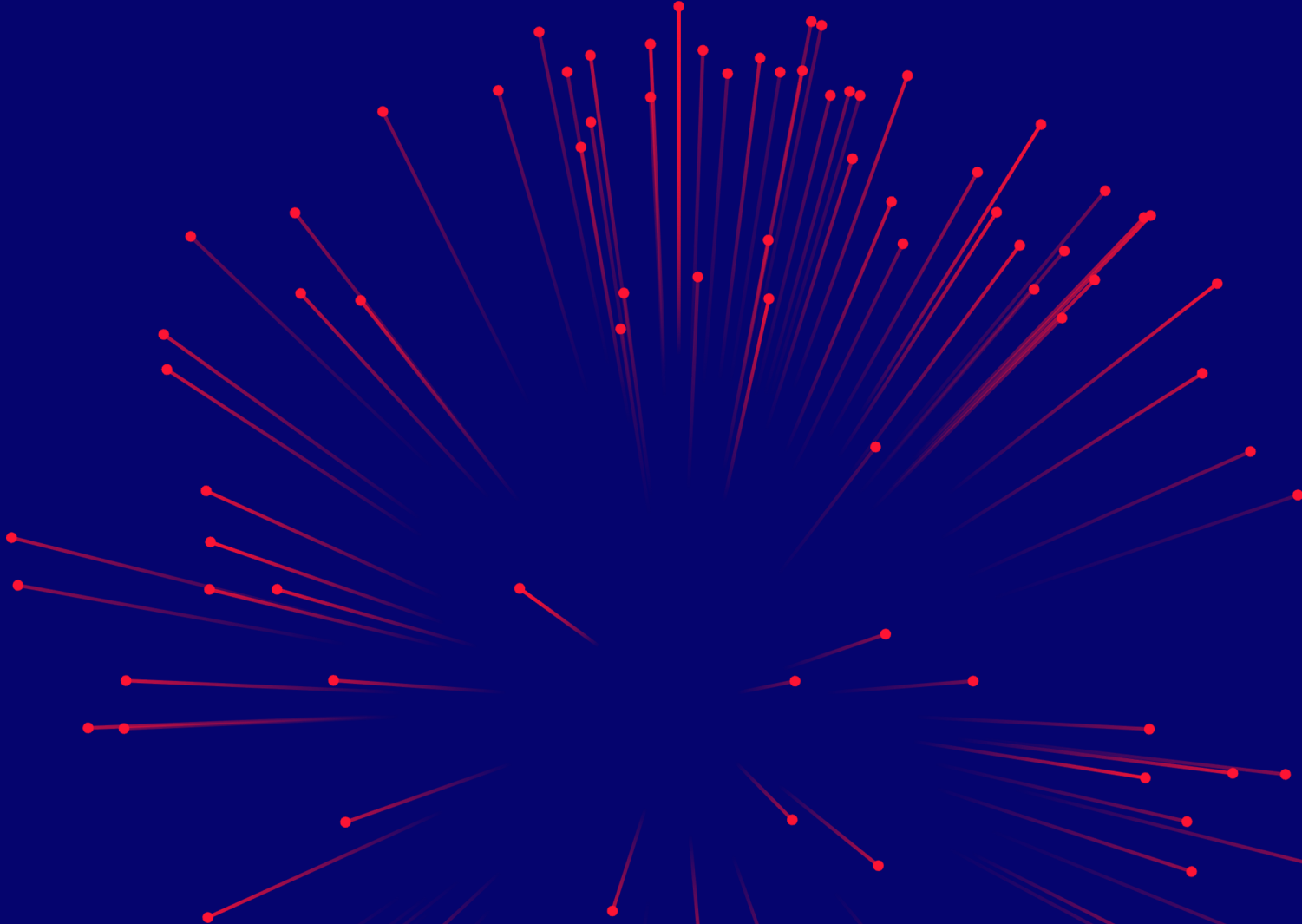


# Legal Insights

A CLE webinar series



attorney advertisement  
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Michelle Galloway

Lawyer Brains – The Impacts of  
Addictive Behaviors and Substance  
Abuse on Lawyer Decision-Making  
and Well-Being

# Overview

- Ethical duties and attorney wellness
- Data regarding attorney substance use disorder and addiction
- Warning signs of addiction and substance abuse disorders
- Practical strategies for organizations and individuals to improve lawyer well-being

# Invest – in Yourself!

“The single most powerful investment we can ever make in life is investment in ourselves, in the only instrument we have with which to deal with life and to contribute. We are the instruments of our own performance, and to be effective, we need to recognize the importance of taking time regularly to sharpen the saw.”

– S. COVEY, “DAILY REFLECTIONS FOR HIGHLY EFFECTIVE PEOPLE”

# Wellness and the Relationship with Competence and Other Ethical Duties



# “Unwellness” and Ethics Rules

Competence

Diligence

Communication

Confidentiality

Misconduct (Rule 8.4)

- Mosberg, M. A., & Cohen, E. R. (2024). *The ethics of addiction in the legal profession*. *Family Advocate*, 46(3), 30-34.

# Rule 1.1

## **ABA Model Rules**

“A lawyer shall provide competent representation to a client. Competent representation requires the legal knowledge, skill, thoroughness and preparation reasonably necessary for the representation.”

## **CA Rules of Professional Conduct**

“(a) A lawyer shall not intentionally, recklessly, with gross negligence, or repeatedly fail to perform legal services with competence.  
(b) For purposes of this rule, “competence” in any legal service shall mean to apply the (i) learning and skill, and (ii) mental, emotional, and physical ability reasonably necessary for the performance of such service.”

# Model Rule 1.3 Diligence

## CA Rule of Professional Conduct

“A lawyer shall act with reasonable diligence and promptness in representing a client.”

## ABA Rule

“(a) A lawyer shall not intentionally, repeatedly, recklessly or with gross negligence fail to act with reasonable diligence in representing a client.  
(b) For purposes of this rule, “reasonable diligence” shall mean that a lawyer acts with commitment and dedication to the interests of the client and does not neglect or disregard, or unduly delay a legal matter entrusted to the lawyer.”



# Model Rule 1.3 Comments – Procrastination

- “[3] Perhaps no professional shortcoming is more widely resented than procrastination. A client’s interests often can be adversely affected by the passage of time or the change of conditions; in extreme instances, as when a lawyer overlooks a statute of limitations, the client’s legal position may be destroyed. Even when the client’s interests are not affected in substance, however, unreasonable delay can cause a client needless anxiety and undermine confidence in the lawyer’s trustworthiness. A lawyer’s duty to act with reasonable promptness, however, does not preclude the lawyer from agreeing to a reasonable request for a postponement that will not prejudice the lawyer’s client.”

# Duty Regarding Impaired Attorneys

- CA ethics opinion 2021-206
  - “A lawyer’s impairment does not excuse that lawyer’s compliance with the rules and the State Bar Act. An impaired lawyer’s conduct can also trigger obligations for the impaired lawyer’s subordinates, supervisors and other colleagues who know of the impaired lawyer’s conduct. These ethical obligations may include, but are not limited to, communicating significant developments related to the lawyer’s conduct to the client and promptly taking reasonable remedial action to prevent or mitigate any adverse consequences resulting from an impaired lawyer’s actions. The required scope of each lawyer’s action depends on the nature of the client’s representation, the severity of the impaired lawyer’s unethical conduct, whether the client has been harmed or will be harmed by the impaired lawyer’s conduct, the nature of the lawyer’s impairment, the size of the law firm and the resources available, and each lawyer’s position within the firm.”

# California Rule 8.3 (Effective August 1, 2023)

- (a) A lawyer shall, without undue delay, inform the State Bar, or a tribunal\* with jurisdiction to investigate or act upon such misconduct, when the lawyer knows\* of credible evidence that another lawyer has committed a criminal act or has engaged in conduct involving dishonesty, fraud,\* deceit, or reckless or intentional misrepresentation or misappropriation of funds or property that raises a substantial\* question as to that lawyer's honesty, trustworthiness, or fitness as a lawyer in other respects.

# California Rule 8.3(d)

- d) This rule does not require or authorize disclosure of information gained by a lawyer while participating in a substance use or mental health program, or require disclosure of information protected by Business and Professions Code section 6068, subdivision (e) and rules 1.6 and 1.8.2; mediation confidentiality; the lawyer client privilege; other applicable privileges; or by other rules or laws, including information that is confidential under Business and Professions Code section 6234.

# Rule 8.3(a)

Suspicion or knowledge of substance abuse not require reporting

Rule 8.3(a) requires knowledge that something “raises a substantial question as to that lawyer’s honesty, trustworthiness, or fitness as a lawyer in other respects.”

- Mosberg, M. A., & Cohen, E. R. (2024). *The ethics of addiction in the legal profession*. Family Advocate, 46(3), 30-34 (discussing obligations re clients with addiction and lawyers with addictions)

# Duties Related to Supervision

- Rules 5.1, 5.2 and 5.3
  - “Reasonable efforts to ensure” that others comply with the ethics rules

# Disciplinary Proceedings

- 40 – 70% of disciplinary proceedings and malpractice claims involve substance use and/or mental health issues

# Substance Abuse and the Brain

(b) For purposes of this rule, “competence” in any legal service shall mean to apply the (i) learning and skill, and (ii) mental, emotional, and physical ability reasonably necessary for the performance of such service.”

Unable to think clearly

Loss of judgment/inhibition

Memory impairment



# Wellness and Risk Management

Best risk management strategies “live in habits, mindset, and self-care. Lawyers who are rested, clear-headed, and resilient are less likely to make errors, better equipped to communicate with clients, and more capable of handling the inevitable pressures of the profession.

Beier, M. M. (2025). *Stronger lawyers, safer practices: reflections from National Insurance Conference*. *Wisconsin Lawyer*, 98(10), 45-47

Attorneys: Data  
Regarding Substance  
Use Disorders and  
Mental Health



# Lawyers Suffer

## THE EVIDENCE IS IN ON LAWYER WELL-BEING

We can no longer ignore our profession's well-being problem.

(Source: Krill et al., 2016; Mental Health Daily report of suicide by occupation)

36%

### ALCOHOL

21-36% qualify as problem drinkers. Higher for men; under age 30; and private practice, especially solo practitioners.

28%

### DEPRESSION

28% report mild or higher depression symptoms. Highest for men and solo practitioners.

23%

### STRESS

23% report mild or higher stress symptoms. Highest for women and solo practitioners.

19%

### ANXIETY

19% report mild or higher anxiety symptoms. Highest for women and solo practitioners.

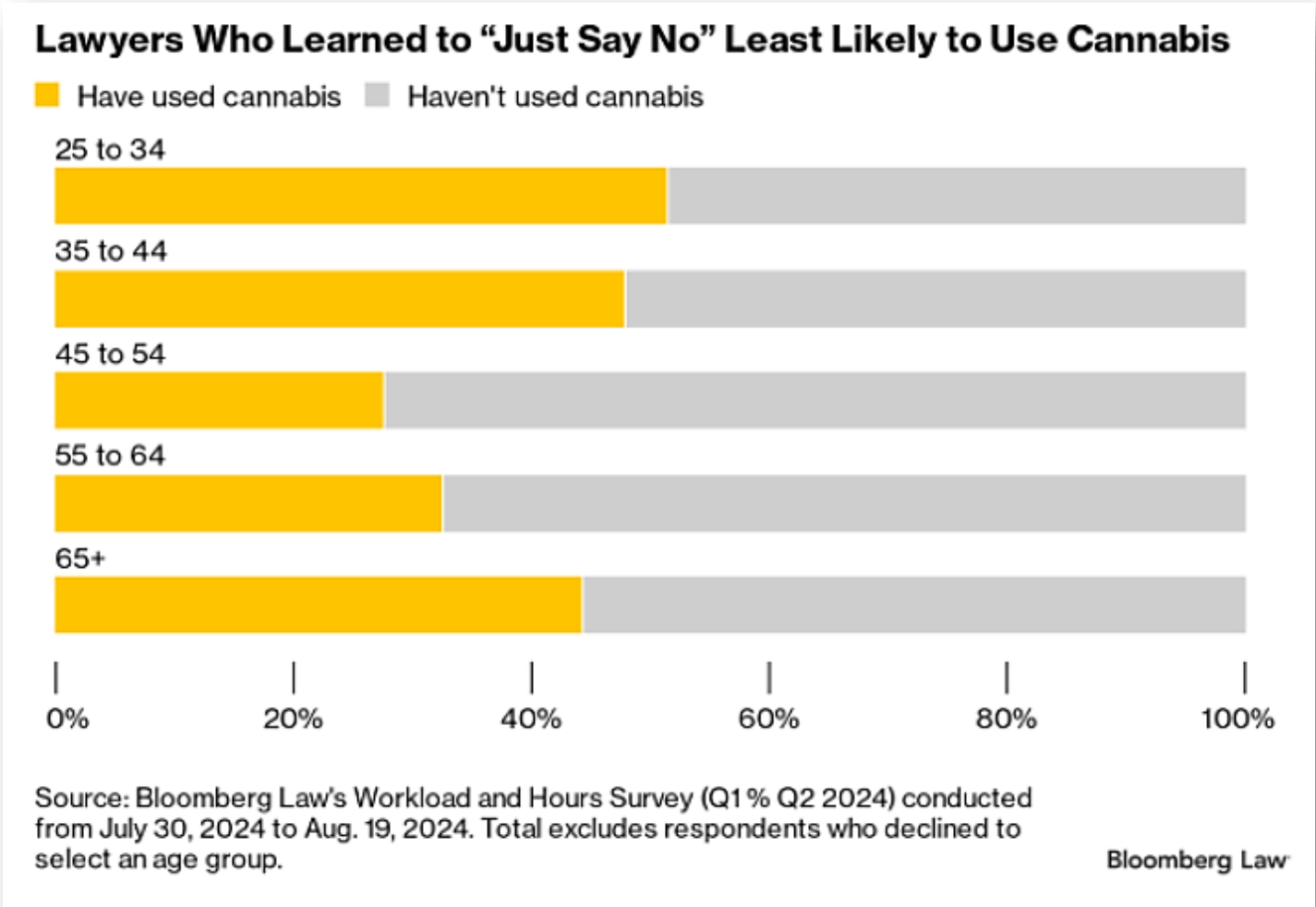
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### SUICIDE

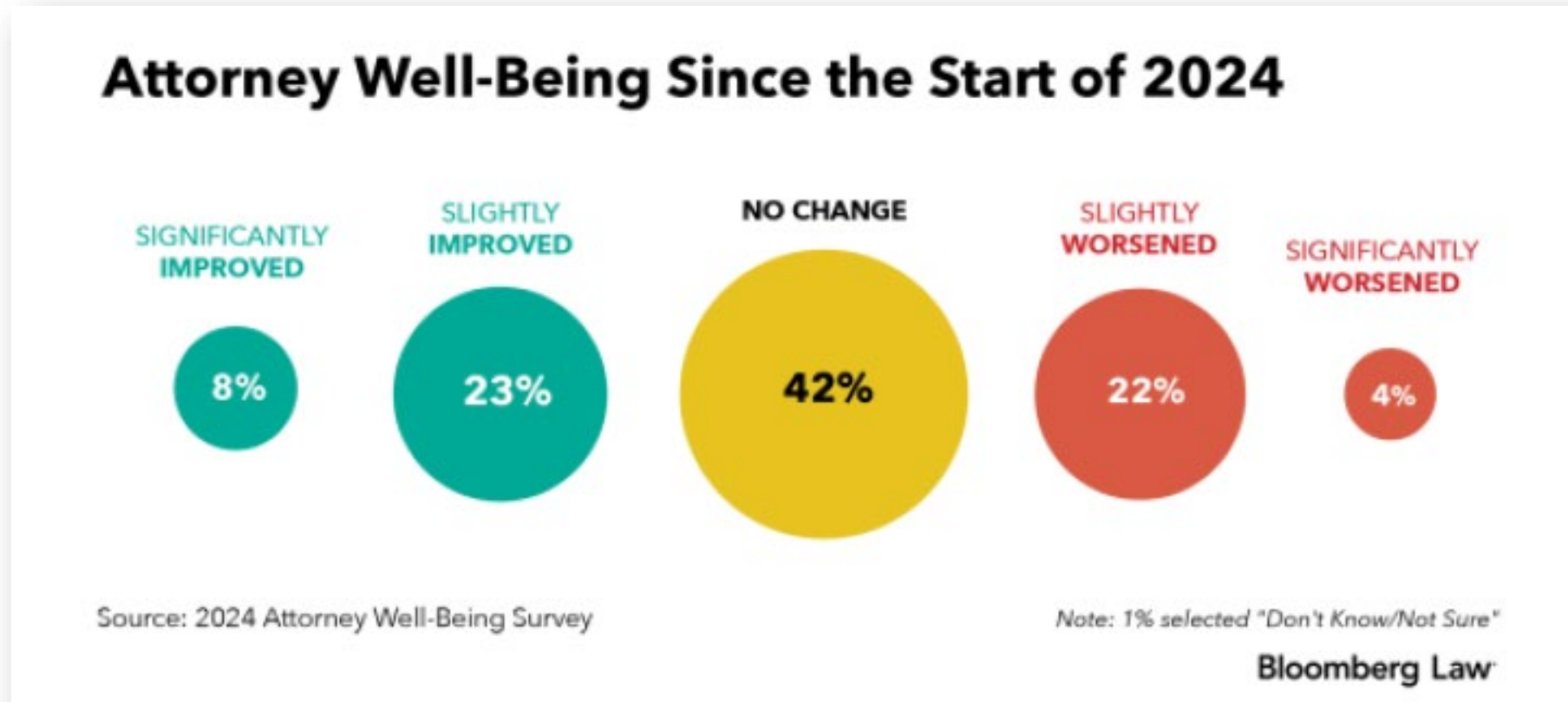
Ranked #8 in a study of suicide by occupation. Rate is 1.33 times the national norm.

- <https://lawyerwellbeing.net/lawyer-well-being-week/>
- <http://www.hazeldenbettyford.org/about-us/news-and-media/press-release/aba-hazelden-release-first-study-attorney-substance-use>

# Lawyer Cannabis Use



# Attorney Well-Being in 2024



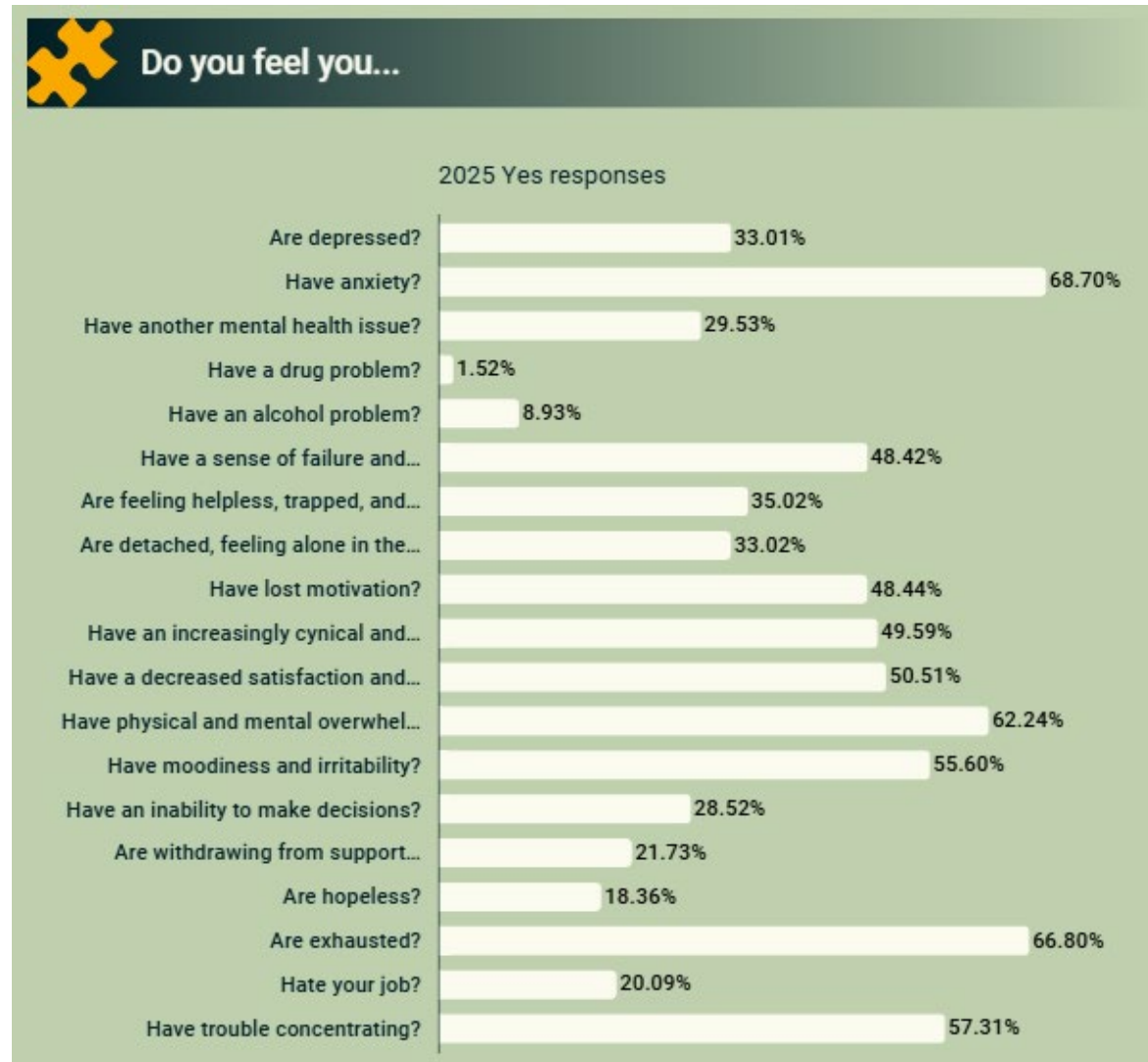
Jessica R. Blaemire and Mary Shields, "Report Highlights Risks of Poor Attorney Well-Being," Bloomberg Law, September 21, 2024

# 2025 ALM/Law.com Compass Survey

43%

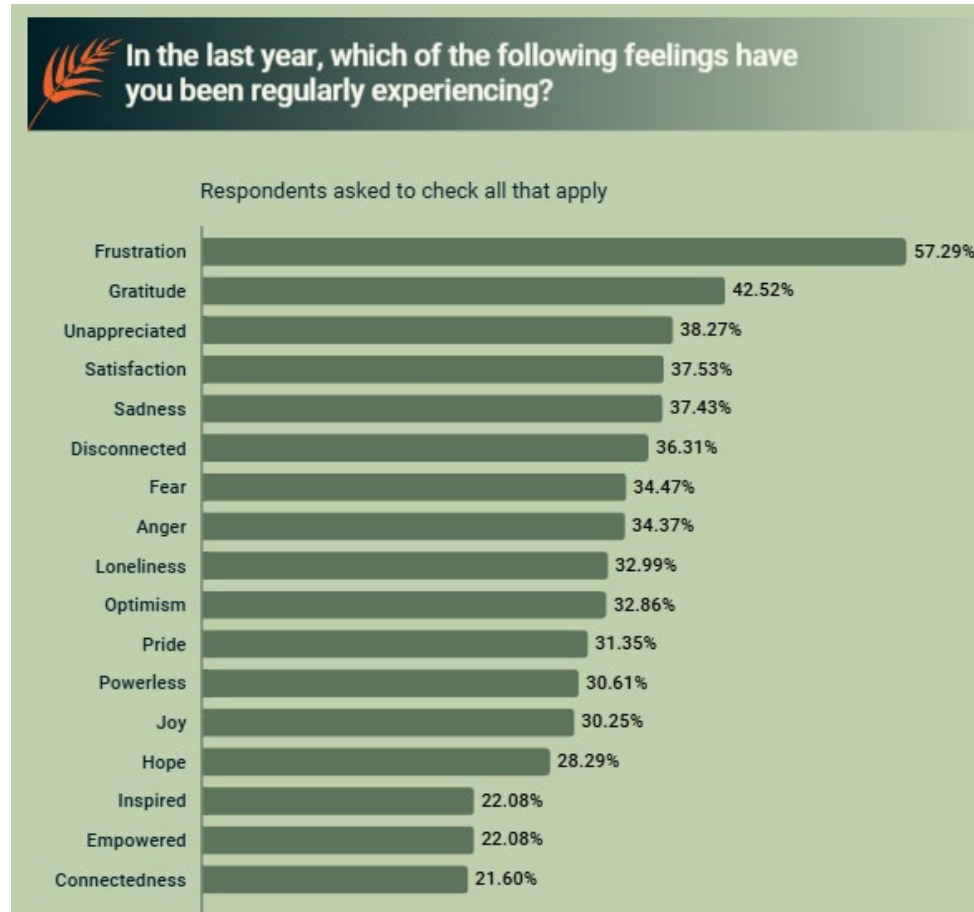
**Believe mental health problems and substance abuse are “at a crisis level in the legal industry”**

# 2025 ALM: Do You Feel . . .



<https://www.law.com/2025/05/13/the-2025-mental-health-survey-infographic/>

# 2025 ALM: Regularly experiencing . . .



<https://www.law.com/2025/05/13/the-2025-mental-health-survey-infographic/>



# 2025 ALM: Treatment?

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36.66% receiving mental health treatment

---

4.36% in recovery from drug or alcohol problem

---

30.28% firm is aware in recovery

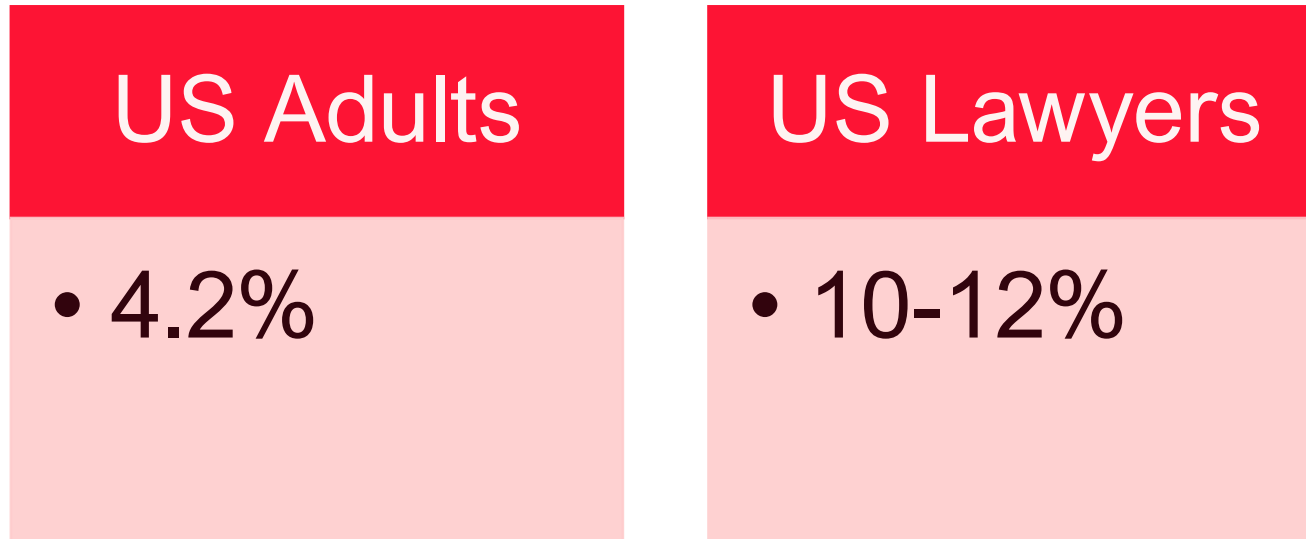
# 2025 ALM: Suicide

12.66% know someone in legal profession who died by suicide in past two years and 2.5 decline to state

13.09% have contemplated suicide with an additional 6.66% prefer not to respond

# The Numbers?

“Suicidal ideation, defined as thoughts, ideas, or ruminations about ending one’s own life, is the first step to suicide and is predictive of suicide attempts.”



Krill (2023)

# Internationally

“Substance use is pervasive in the legal profession. Although various health promotion and education interventions have been carried out to address this problem, the scale of the problems means that stakeholders must do more to effectively tackle the issue.”

Aidam K., & Adawudu, E. A. (2024). *Substance Use Among Lawyers and Law Students: A Scoping Review*. *European Journal of Mental Health*, 19, e0033, 1–15

# Risks/Impacts

Absenteeism

Decrease in productivity

Decrease in the quality of collaboration

Decrease in the quality of decision-making

Decrease in civility

Increase in safety risks

Increase in customer/vendor complaints

# New Study

ABA Commission on Lawyer Assistance Program (COLAP) announced collaboration with Krill Strategies on new nationwide research project on well-being in the profession

- 30 states participating

- assess attitudes and barriers to getting help

- technology's impacts

- use of stimulants and performance enhancing drugs

<https://www.americanbar.org/news/abanews/aba-news-archives/2025/06/aba-krill-lawyer-mental-health-project/?login>

# Substance Abuse and Addiction

# Substances or Behaviors?

Addiction generally: unable to stop using or doing something, especially something harmful

DSM-V

- Activates the brain reward center, producing
  - Loss of control
  - Tolerance-like escalation
  - Withdrawal
  - Continued behavior despite risk of harm



# Substances or Behaviors

## Substances

Alcohol

Opioids

Stimulants

Cannabis

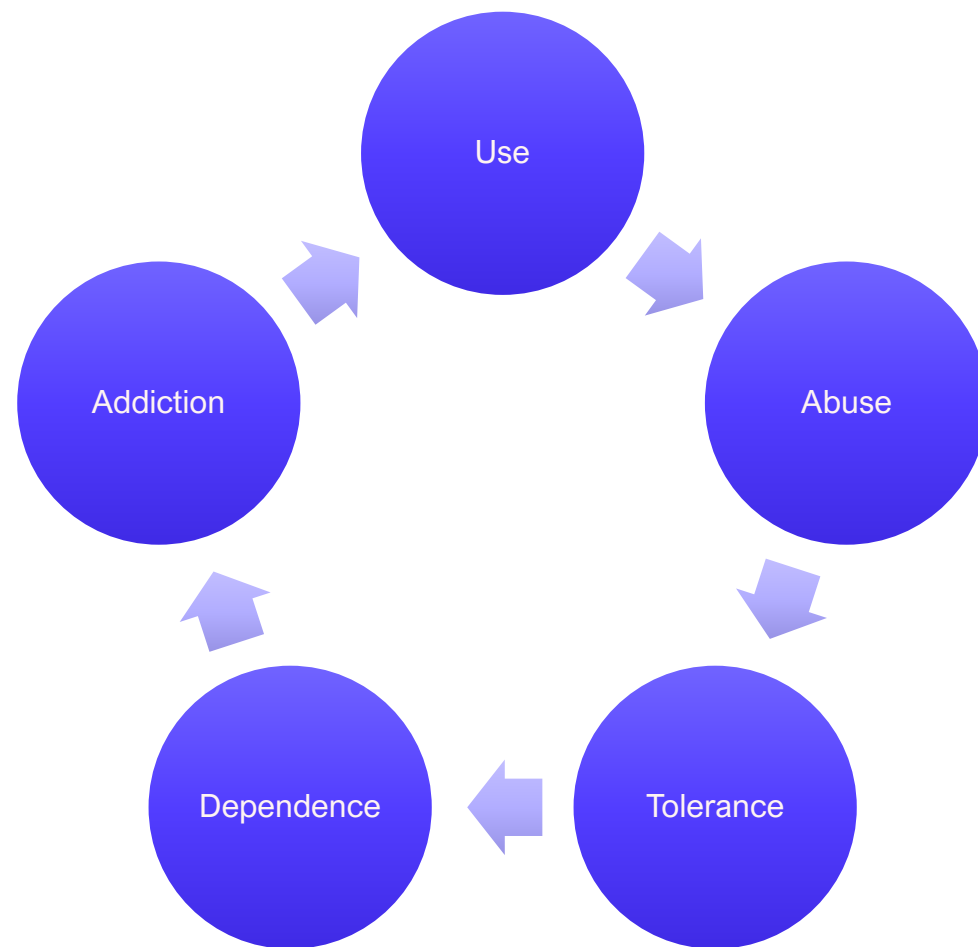
## Behaviors

DSM-V includes: gambling

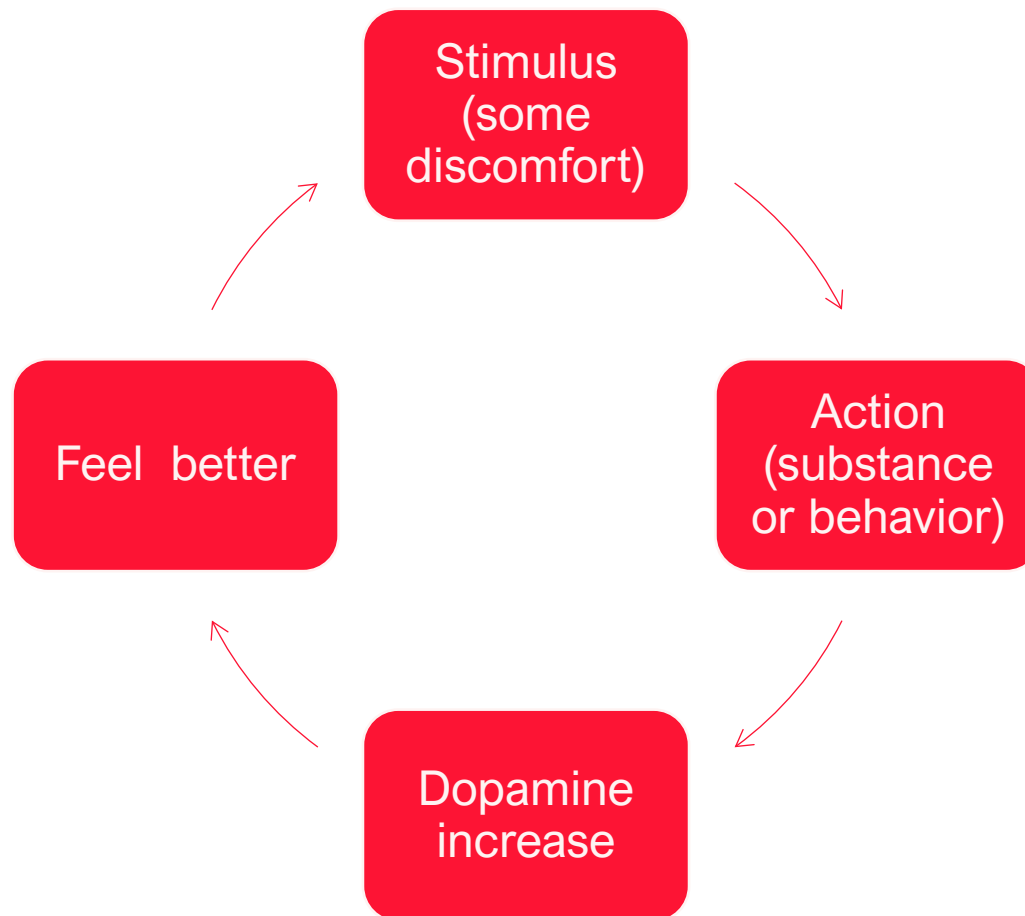
Non DSM-V but in literature: social media, phone, pornography, shopping, work, exercise

Eating disorders given separate framework

# Addiction Cycle



# Dopamine Reward Loop



# Dopamine Increase From?

## CHEAP DOPAMINE



SERIES / TV



ALCOHOL



JUNK FOOD



DRUGS



SOCIAL MEDIA



GAMBLING

## REAL DOPAMINE



NEW  
EXPERIENCES



SUN &  
OUTDOORS



WORK ON  
YOUR GOALS



REST



GOOD SLEEP

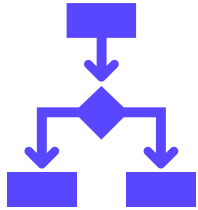


EXERCISE

<https://procrastination.com/blog/40/mastering-the-dopamine-game-turn-your-brain-s-chemistry-into-a-winning-strategy>

# Why Are Lawyers At Risk?

# Stress and Competence



**Decision-making?**



**Difficult discussions?**



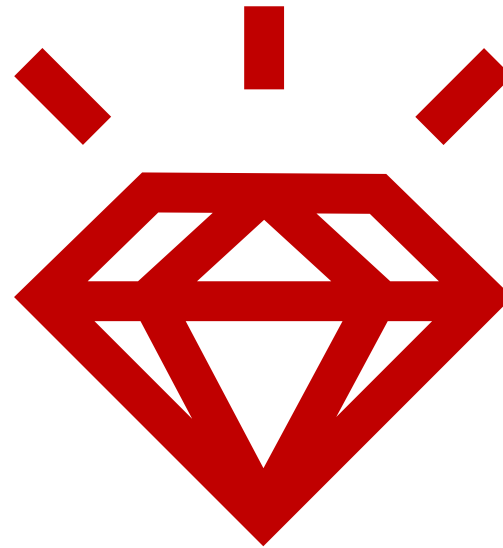
**Professionalism?**

How we treat others

# Unrelenting Deadlines

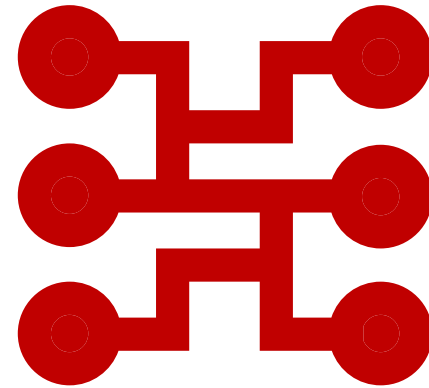


# Perfectionism

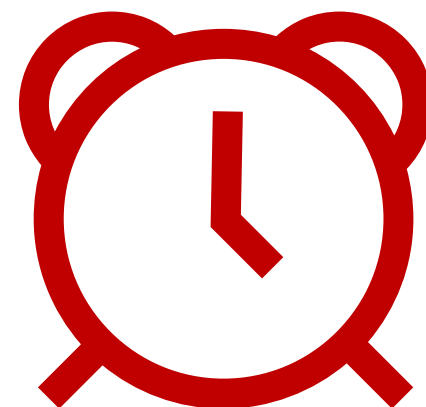




*Always On*



# Grind Culture



# Languishing Lawyers

Driven

Unpredictable hours

Adversarial

Isolating

Demanding clients

Unrealistic performance expectations

Challa, Hetal, & Reilly, Charlene. (2025). *The languishing lawyer: are you thriving or just surviving?*, Virginia Lawyer, 74(2), 47-48.

# Identity as “Lawyer”

## Challenge

- Sense of self tied to “lawyer”
- Sense of self-worth tied to external outcomes

## Finding “Yourself”

- Values
- Mindfulness

# Push for Lawyer Well-Being

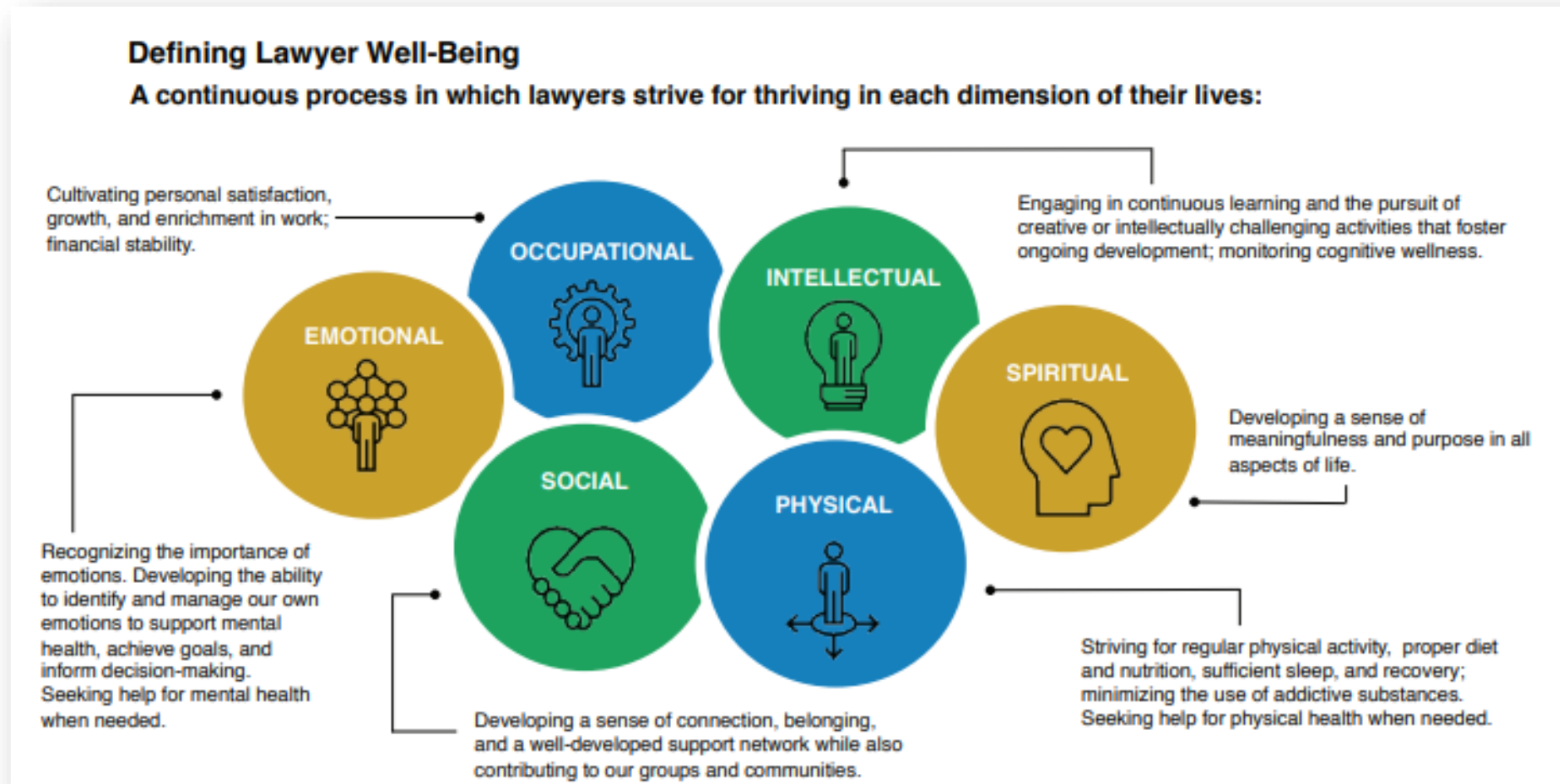


# Lawyer Well-Being

- ABA toolkit: “A continuous process in which lawyers strive for thriving in each dimension of their lives ...”
- ABA Lawyer Well-Being Toolkit at 7

# ABA National Task Force

## “The Path To Lawyer Well-Being: Practical Recommendations For Positive Change,” The Report of the National Task Force on Lawyer Well-Being



# Legal Employers

- Well-being assessments
- Flexible workplace practices/policies
- 24/7 availability expectations
- Billing policies and practices
- Compensation practices
- Vacation practices



# Warning Signs



# Signs of Substance Abuse Disorder

- Use regularly
- Intense urges to use
- Need more over time to get same effect
- Spend money you don't have
- Increased risk-taking
- Withdrawal symptoms/failure to stop using
- <https://www.mayoclinic.org/diseases-conditions/drug-addiction/symptoms-causes/syc-20365112>

# Signs of Addiction in High-Functioning Lawyers

- Giving excuses for work-related issues
- Changes in behavior
- Being defensive when asked about changes
- Reduced productivity
- Missing deadlines or appointments
- Borrowing money
- Arguing with coworkers or clients

Susan Reed, PhD, *Addiction in Lawyers* (July 21, 2025) [addictioncenter.com](http://addictioncenter.com)

# Physical Signs of Addiction

- Some of the physical signs to watch for include:
- Bloodshot eyes
- Tired or disheveled appearance
- Unexplained bruises or injuries
- Strange smells
- Excessive sweating
- Forgetfulness
- Confusion

# Addictive Behaviors



# Gambling Addiction

Little/no data on lawyers and gambling addiction

- Estimate 2.5 million Americans, 30% increase between 2018-2021

One key factor: access to client money and/or client loans

Increasing access to legalized gambling, especially sports betting

- Weisenfeld, David. (2025). *All About The Action: Are Lawyers More At Risk For Gambling Addiction?*, ABA Journal, 111(4), 34-41

# Lawyers Like . . .

“Many lawyers like risks, challenges and having an opponent.”

Robert M. Jarvis quoted in Weisenfeld, David. (2025), *All About The Action: Are Lawyers More At Risk For Gambling Addiction?*, ABA Journal, 111(4), 34-41

# Prediction Markets?

“These platforms, once designed to harness crowd wisdom, have transformed into high-stakes ecosystems where engagement-driven features blur the boundary between forecasting and betting. This evolution presents a dual challenge: on one hand, certain platforms, including regulated ones, offer innovative avenues for price discovery and risk hedging; on the other, their gamified design exposes users to significant behavioral and financial risks.”

- Rabinovitz, Sharon, & Packin, Nizan Geslevich. (2025). *All bets are on: addiction, prediction, regulation, and the future of financial gambling*. Fordham Intellectual Property, Media & Entertainment Law Journal, 36(1), 90-169.



# In the News: Thomas Goldstein and ultra high stakes poker

## 4 Things That Likely Sealed Fate Of SCOTUSblog Founder

By **Jared Foretek**

Law360 (March 2, 2026, 8:02 PM EST) -- When 12 "guilty" verdicts were read aloud by the jury in SCOTUSblog founder Thomas Goldstein's tax evasion and mortgage fraud trial in Maryland federal court last week, it was the culmination of a 16-day trial that took jurors deep into Goldstein's ultra high-stakes poker playing, his "lavish" lifestyle and his former law firm's accounting.

# Gaming Addiction



Fig. 1. Progression from Gaming Fun to Pathological Gaming and Addiction, regenerated from Frank W Paulus et al [7]

Ramachandran V., Marimutha A., Vishwa Prasanth G., *Internet Gaming Addiction: Prevalence, Causes, Consequences, and Intervention Strategies*, 2025 International Conference on Data Science, Agents, and Artificial Intelligence (ICDSAAI 2025) 28-29 March 2025 (IEEE Xplore)

# Internet/Digital Addiction Disorder Defined

Defined by Goncalves (2018) as “the lack of autonomy or independence to perform tasks without the use of digital devices such as mobile devices, the Internet, social network and the like.”

Helen Lam and Mark Harcourt, *Digital Addiction in Organizations: Challenges and Policy Implications*, *Employee Responsibilities and Rights Journal* (2024) 36:519-533

# Mobile Phone Addiction

“Refers to the excessive reliance on mobile phone use, leading to psychological and behavioral dysregulation, which adversely affects normal life, academic performance, and social functioning.”

Shuqiao Meng, Guangbin Bai, Panyi Shen, Shuwen Guo, Yifan Xu, Kai Qi, Wenxia Tong, and Yihang Huang, *The effectiveness of physical activity intervention on mobile phone addiction in college students: the chain mediating role of emotion regulation strategies and positive coping style*, BMC Public Health. 2025 Sep 25; 25(1):3138.

# Smartphone Addiction and Decision Making

“The study found that individuals prone to smartphone addiction tend to make riskier choices in risky situations. However, when faced with decisions based on ambiguity, . . . there was no observable difference in behavior between the addiction-prone and control groups in ambiguous scenarios.”

Liu X, Tian R, Bai X, Liu H, Li T, Zhou X and Lei Y (2024) *Exploring the impact of smartphone addiction on decision-making behavior in college students: an fNIRS study based on the Iowa Gambling Task*. *Front. Psychiatry* 15:1342521.

# Symptoms of Digital Addiction

Increased anxiety, reduced creativity

Fear when lacking digital access

Health issues

Depression, cravings, insomnia, irritability on withdrawal

Poor time management

Worse relationships

Helen Lam and Mark Harcourt, *Digital Addiction in Organizations: Challenges and Policy Implications*,  
Employee Responsibilities and Rights Journal (2024) 36:519-533

# Treatment Interventions Successful

“Based on our findings, we found that all interventions had a significant effect on the reduction of the total score of the IA.”

Interventions include CBT, exercise

Meng Zhang, Shu-Qiao Meng, Azad Jamil Hasan, Yahui Han, Shansn, Bo Li, Wen-xia Tong, Yu Zhang, *Network meta-analysis of the effectiveness of different interventions for internet addiction in college students*, J. of Affective Disorders 363 (2024) 26-38

# Intentional Tech Habits

“To thrive in a digital world, lawyers must develop “digital discipline”—a set of structured behaviors that restore focus, reduce distraction, and safeguard mental and physical well-being.”

Heidi Sarah Alexander and Sybil Gelin, *How to Navigate Lawyer Well-Being in a Tech-Dominated World*, Americanbar.org (Nov. 8, 2025)



# Lawyers and Eating Disorders

Little empirical data

- “The association between attorneys being at greater risk for experiencing higher levels of stress, anxiety, and depression than other disciplines extends-not-surprisingly-to both disordered eating and eating disorders.”

([www.americanbar.org/groups/litigation/resources/newsletters/mental-health-wellness/disordered-eating-eating-disorders-and-the-litigator/](http://www.americanbar.org/groups/litigation/resources/newsletters/mental-health-wellness/disordered-eating-eating-disorders-and-the-litigator/))

# Fuel Focus

“A balanced diet was associated with better mental health, superior cognitive functions and even higher amounts of grey matter in the brain -- linked to intelligence -- compared with those with a less varied diet.”

University of Warwick. (2024, April 26). *New research shows 'profound' link between dietary choices and brain health*. ScienceDaily. Retrieved March 6, 2026 from [www.sciencedaily.com/releases/2024/04/240424111638.htm](http://www.sciencedaily.com/releases/2024/04/240424111638.htm)

# Intervention: Eating Disorders

Education

Working with a team of professionals

Help others when stable in recovery

Turnbull, Jane. (2025). *Eating disorders and lawyers*. South Carolina Lawyer, 36(6), 13-15.

# Steps for Organizations and Teams



# Attorneys Skip Well-Being Classes



Jessica R. Blaemire, "Attorneys Skip Classes on Well-Being at Work," Bloomberg Law, October 11, 2024

# Law Firms/Departments and Self-Care Options

## Self-Care Options Available Through Your Job

Which of these services does your organization offer? And which ones do you take advantage of?	Offered & Used	Offered, Not Used	Not Offered (Or Unsure)
Office pantry service	25	11	64%
Education or training on mental health, well-being, etc.	17	45%	38
Mental health coverage	13	58%	29
Wellness days off (beyond sick leave)	11	17	72%
Gym memberships	11	28	61%
Mindfulness and meditation apps	8	31	61%
Staff dedicated to employee well-being (e.g., team or coordinator)	4	24	72%
Childcare benefits	4	35	61%
Mental health first-aid or psychological safety training	3	32	65%
Onsite spa service	1	4	95%

Source: Bloomberg Law 2023 Workload & Hours Survey (Q3-Q4)

# Mental Health First Aid

<https://www.mentalhealthfirstaid.org/>

- “Be prepared to support those around you by getting certified in Mental Health First Aid. Mental Health First Aid teaches the skills needed to recognize and respond to signs and symptoms of mental health and substance use challenges, as well as how to provide someone with initial support until they are connected with appropriate professional help.”

# Active and Repeated Steps

- Establish wellness as a priority
- Educate
- Distribute information regarding resources available
  - Benefits
  - Confidentiality



# Hidden Curriculum: Aligning Expectations



# Observe or Ask About Team Norms

- What are the expectations about:
  - How we make decisions
  - What to do if we disagree
  - When people are available
  - Time to respond to messages

# 'Down Time'

- Expectations regarding availability/responsiveness
- Expectations for vacation time

# Social Connection

- Encourage social interaction/connection
  - Careful planning of events/alternatives for those:
    - With substance use disorders
    - Needing social support

# Additional Resources

Persky, Anna Stolley. (2025). *Craving connection: lawyers, who face stress and adversarial work, experience more isolation than many professionals*. ABA Journal, 111(4), 42-49.

Houth, J. T. (2025). *The loneliness of lawyer life and how to find connection*. GP Solo, 42(5), 6-9.

# Steps for Individuals



# Solution

“Almost everything will work again if you unplug it for a few minutes, including you.”

– ANNE LAMOTT

# Steps

1

## Build resilience

- invest in and manage physical, mental, and emotional health

2

## Seek professional treatment



# Most Common Advice



**EAT**



**SLEEP**

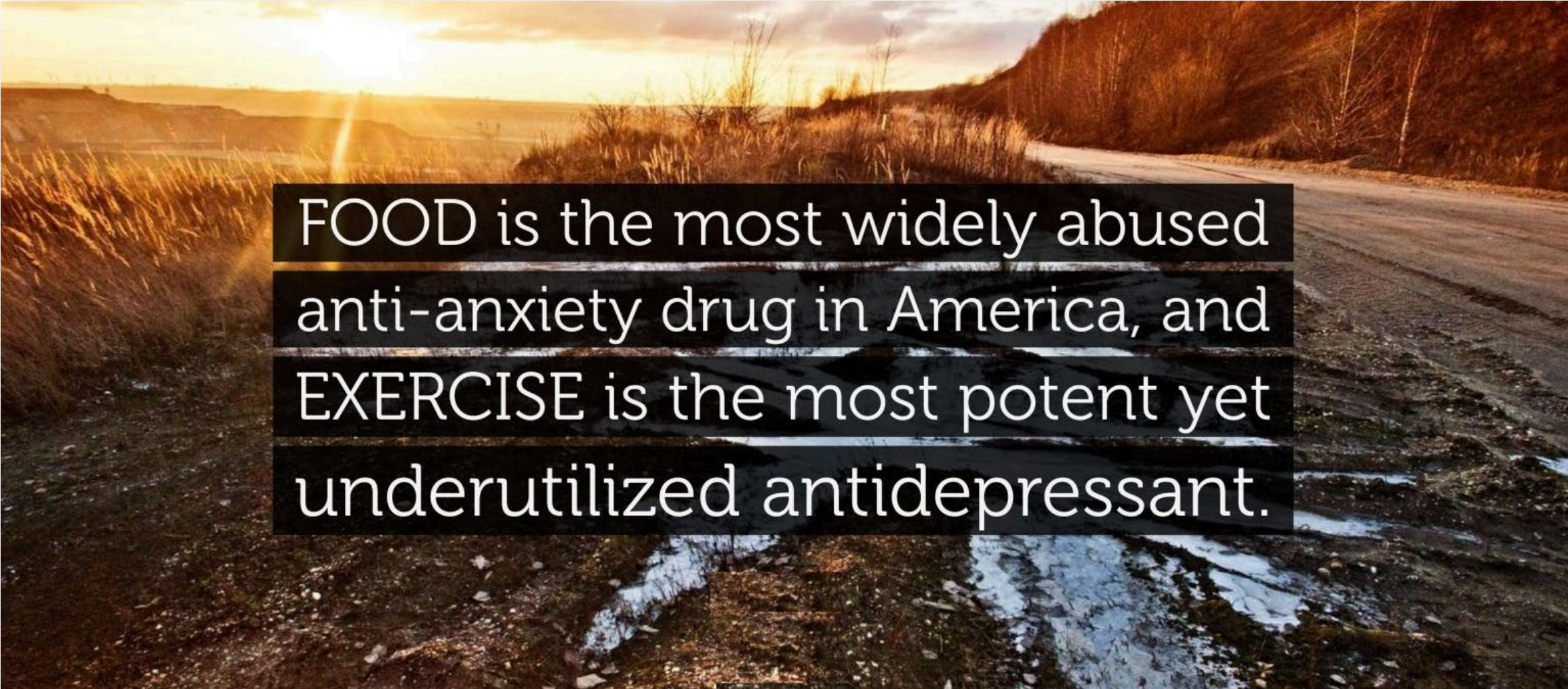


**WORKOUT**



**REPEAT**

# Reminder



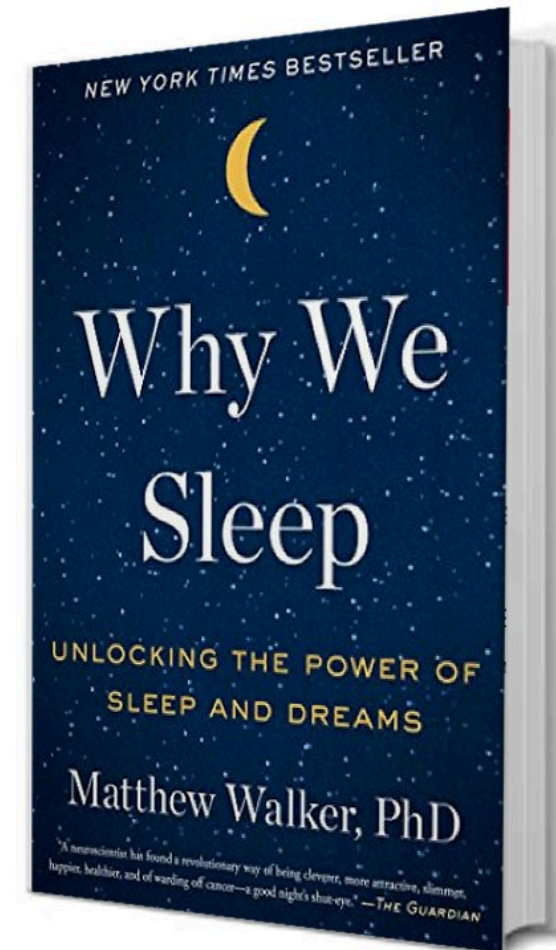
FOOD is the most widely abused anti-anxiety drug in America, and EXERCISE is the most potent yet underutilized antidepressant.

# Exercise



# Sleep Deprivation

- Sleep deprivation may reduce logical reasoning, executive function, attention and mood
- People aged 45 to 54 get the least sleep
- In a study of 35,000 leaders, researchers found that “the more senior a person’s role is, the more sleep they get”
- Researchers concluded that senior executives were more disciplined about getting sleep
- See Rasmus Hougaard and Jacqueline Carter, “*Senior Executives Get More Sleep Than Everyone Else*,” Harvard Business Review, February 28, 2018



# Be In Nature – a Great Strategy!

“Exposure to nature consistently promotes psychological and physiological well-being”

Constanza Baquedano, Antonia Olgui, Luis Sebastian Contreras-Huerta, Fernando E. Rosas, Mar Estarellas, *Your brain on nature: A scoping review of the neuroscience of nature exposure*, Neuroscience and Biobehavioral Reviews 183 (2026) 106565

# Nature findings

As little as 3 minutes

Attentional restoration— from task driven to focus guided by environment

Reduced amygdala activity (reduced threat response)

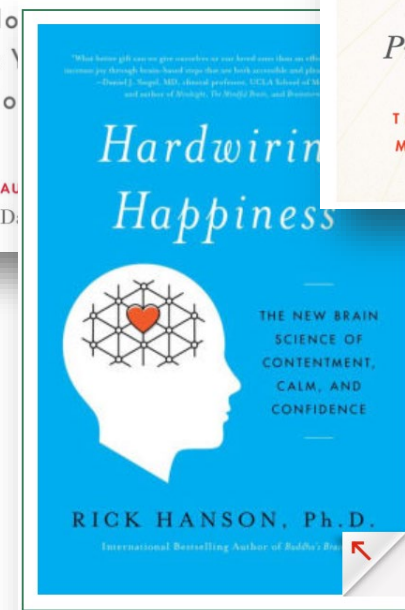
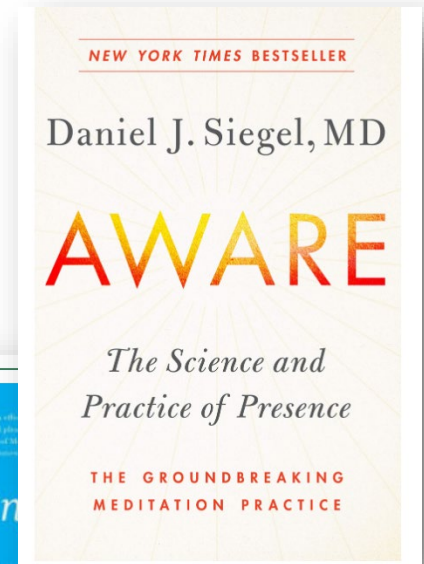
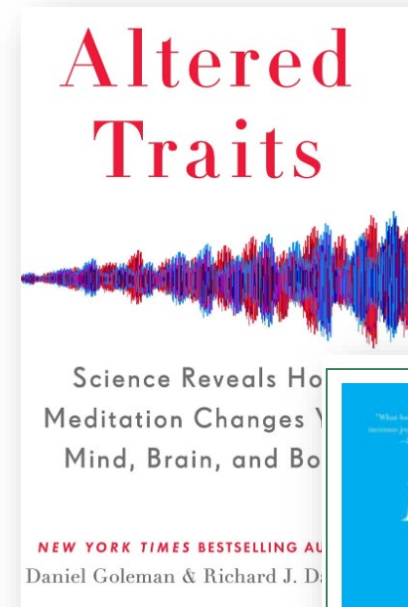
Reduces rumination -- lessens repetitive thinking

Fatigue recovery – fractal patterns of nature easier for brain to process

Baquadano et al. (2026)

# Science of Awareness: Mindfulness and Neuroplasticity

- **Negativity bias:** “Our brains are like Velcro for the negative and Teflon for the good.” (Rick Hanson)
- **Plasticity:** Our brains continue to change, and we can continue to create new neural pathways
- What we do and practice gets stronger
- Mindfulness practice can:
  - Strengthen our ability to identify our “state”
  - Choose our responses versus reacting on autopilot (amygdala hijack)
  - Stabilize and regulate our nervous system



# “Treatment”

## Care progression:

- Clinical assessment
- Behavioral therapy
- Medication when appropriate
- Peer recovery/support
- Monitoring/follow-up

## Levels of care:

- Outpatient
- Intensive outpatient programs (IOP)
- Partial hospitalization programs (PHP)
- Residential/inpatient
- Medical detox



# Lawyer Assistance Programs (LAPs)

In most states, confidential and non-disciplinary

- Assessments

- Referrals

- Short-term counseling

- Monitoring

- Peer support

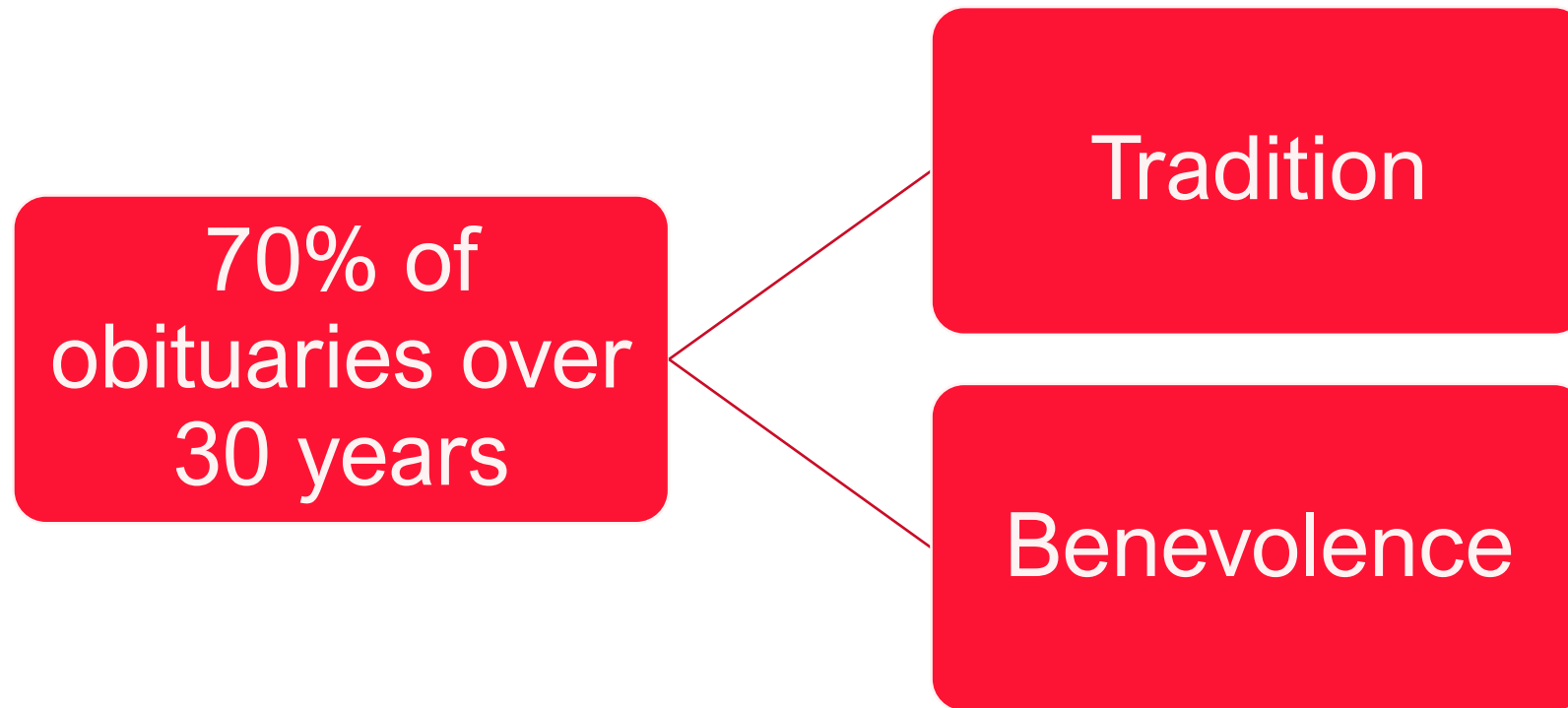
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# Final Thoughts



# What Matters?



D.M. Markowitz, T. Mazzuchi, S. Syropoulos, K.F. Law, & L. Young, *An exploration of basic human values in 38 million obituaries over 30 years*, Proc. Natl. Acad. Sci. U.S.A. 122 (35) e2510318122, <https://doi.org/10.1073/pnas.2510318122> (2025).

Please Remember

that you are not alone.

Questions?



# Resources for Attorneys



# Resources for Lawyers

- Wellness – General information
  - [https://www.americanbar.org/groups/lawyer\\_assistance/working-group\\_to\\_advance\\_well-being\\_in\\_legal\\_profession/](https://www.americanbar.org/groups/lawyer_assistance/working-group_to_advance_well-being_in_legal_profession/)
  - “Tool kits” available for lawyers and employers at same site
- California Lawyers Association
  - Health and Wellness Committee
  - <https://calawyers.org/health-and-wellness/>
- State Bar of California – Lawyer Assistance Program
  - <https://www.calbar.ca.gov/Attorneys/Attorney-Regulation/Lawyer-Assistance-Program>



# Institute for Well-Being in Law

<https://lawyerwellbeing.net/>

- Annual conference January 21 and 22, 2025
- *See also* Aeбра Coe, “*How Clients Are Contributing to Law Firm Well-Being,*” Law360, January 26, 2024, discussing a panel at the Institute for Well-Being in Law’s 2024 virtual annual conference

# Resources

- Suicide and Crisis Lifeline at **988** or at **988lifeline.org**
- See Joan Bibelhausen, *“Every Lawyer Can Act to Prevent Peer Suicide,”* Law360, April 18, 2023
- Shailini Jandial George, *“How to Rethink and Encourage Attorney Well-Being in Firms,”* Bloomberg Law, March 14, 2023

# Additional Resources

Robertson, Eric. (2025). *Mental health and substance use in the legal profession: journey from attorney to therapist*. Texas Bar Journal, 88(5), 358-360

Grenardo, Oswaldo. (2026). *Extending career span and performance: preventive health brief for Colorado lawyers*. Colorado Lawyer, 55(1), 24-27

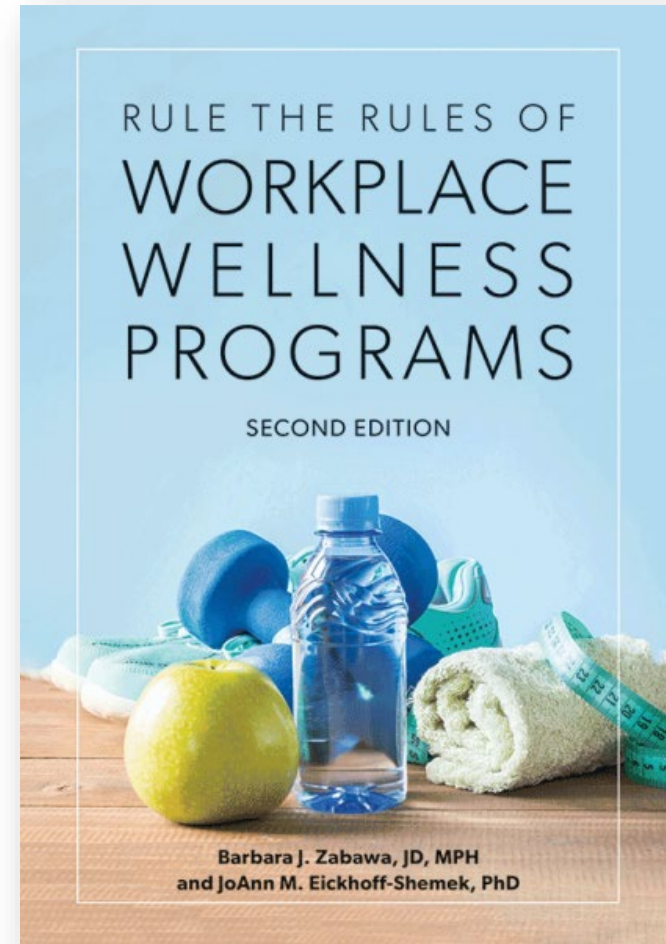
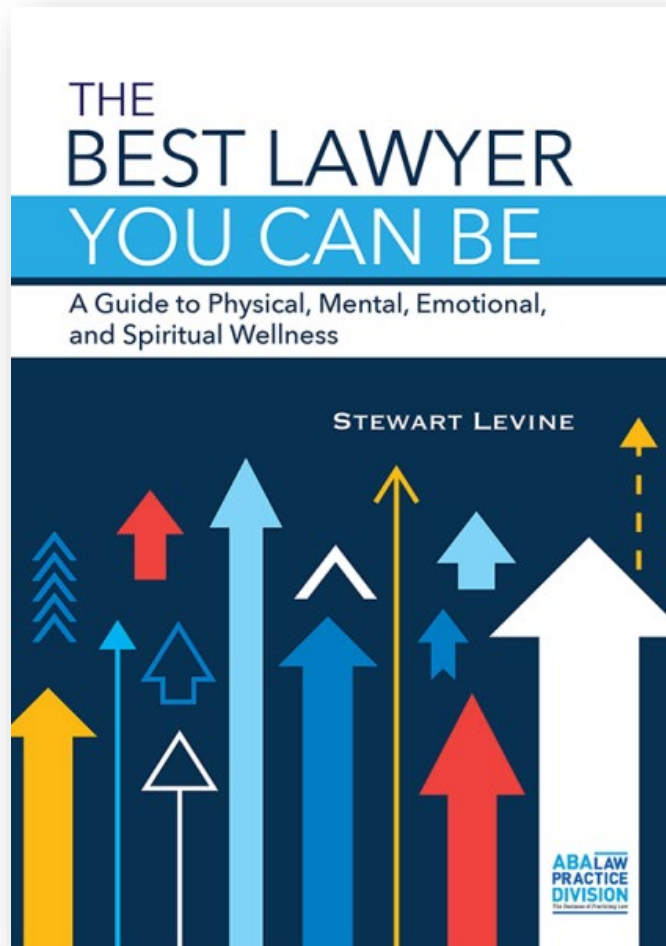
Althausser, Meri. (2025). *Finding significance in insignificance: micro-actions to take when problems feel endless*. Montana Lawyer, 50(1), 18-19

# Additional Resources

Nicole Roder, *One Therapist's Take on Lawyer Addiction & Mental Health* (July 22, 2024) available at [lawyerswithdepression.com](http://lawyerswithdepression.com)

David Mann, *Substance Abuse in the Legal Profession* (Oct. 2024) available at  
Priscilla Henson, MD, *Addiction & Substance Abuse in Lawyers: Statistics to Know* (Jan. 29, 2025) [Americanaddictioncenters.org](http://Americanaddictioncenters.org)

# ABA Books



# Podcasts

- Haynes Boone’s “*Wellness in Law*” series
- Kevin Penton, “*Ogletree Deakins’ Well-Being Leader on Mental Health Effort,*” Law360, June 28, 2024 (describing the “Culture of Caring” initiative)

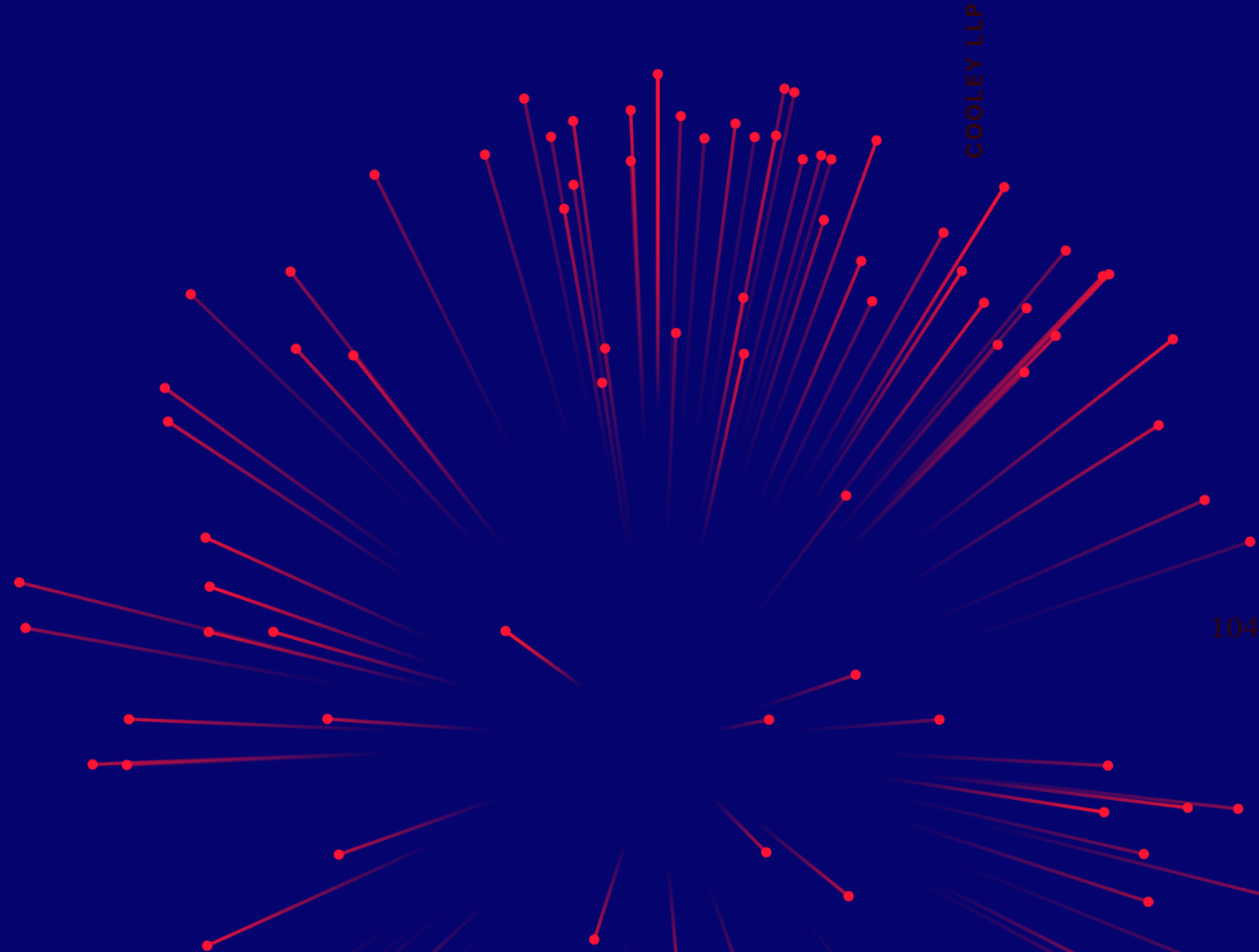
# Conclusion

These materials are intended as an introduction to the subject matter covered in the presentation. The presentation and the materials contained herein do not attempt to provide legal advice for any particular situation. Each particular situation must be analyzed individually in light of all of the surrounding facts and circumstances.

Because of the complexity of the legal issues that will always arise in connection with the subject matter hereof, it is critical that counsel be involved. These materials are provided for educational and discussion purposes only and are not to be copied, used or distributed outside of this seminar without the express written consent of Michelle Galloway. © Copyright Cooley LLP, Michelle Greer Galloway 2026.

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Thank you!





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