

## CMCP | 2020 Annual Business Conference - You Picked a Stressful Career, Now What?

**Title:** You Picked a Stressful Career, Now What?

Welcome and Panelist Intros

**Description:** This panel will address the underlying concerns and stresses stemming from workplace demands, the realities of attorney health and wellness, and the challenges and solutions to these issues, particularly as they relate to diverse attorneys.

As we are all aware, attorneys are constantly placed in high-pressure environments and faced with ever increasing demands from both internal and external clients. This stress and anxiety can potentially lead to burnout, substance abuse, and other grave outcomes.

Our panelist will address a variety of topics, including stresses faced by attorneys, the particular stresses faced by attorneys of color, and ways to recognize stress. We will also discuss strategies and tips to help decrease stress and anxiety, why it is important to find time for self-care, coping in the face of a pandemic, and additional ways to improve attorney well-being.

**Panelists:**

- **Dr. Cortney Beasley.** A San Francisco, based clinical psychologist and Founder of Put In Black, a platform designed to improve access to health information in Black communities. Dr. Beasley has focused on learning and sharing information that directly affects Black communities across the nation, as well as gaining insight into positively influencing the healthcare and justice systems in the U.S. She is committed to demystifying the practice of psychology to help ensure that people have access to information that will enhance their quality of living.
- **Monique Ngo-Bonnici.** A Partner at Winston & Strawn, who is the Chair of Los Angeles and Silicon Valley Labor & Employment Group. Mrs. Ngo-Bonnici can offer real world perspective on being a practicing attorney and managing stress.
- **Rudhir Krishtel.** A former IP litigator and certified Co-Active Coach. Mr. Krishtel is a facilitator who focuses on workplace wellness and intensity; and coaches clients and hosts workshops to identify the issues that hold lawyers back from advancing in their career with clarity and fulfillment. Prior to becoming an executive coach and consultant, Rudhir practiced law for 15 years as a federal clerk, patent litigation partner at Fish & Richardson, and then as senior patent counsel at Apple.

**Moderator:** Michelle Samuels

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### Overview/Outline:

1. Stress Factors
  - a. General stress
    - i. Brief discussion amongst panelist discussing stress in the legal industry.
      1. Clinical Psychologist, perspective on stress.
      2. Former litigator and Workplace wellness coach thoughts on stress and the legal profession.
      3. Law Firm Partner thoughts and experiences regarding the relationship between stress and the legal profession.
  - b. Additional Stresses faced by attorneys of color
    - i. Dealing with Unconscious bias
    - ii. Responsibility for family members

*Breakout Group Question and Discussion #1:*  
*What are the unique ways in which stress compounds for attorneys of color?*
2. Recognizing stress
  - a. *Brief discussion amongst panelist*
  - b. Burn-out
  - c. Substance Abuse
    - i. *Substance Use*
    - ii. *Media depictions of Lawyer on TV*

*Breakout Group Question and Discussion #2:*  
*What's the relationship between alcohol and law firm socializing, building relationships, client engagement, etc., and how is it problematic?*
3. Self-care and Wellness
  - a. Self-care and Wellness Tips
  - b. How the pandemic has affected Self-care and Wellness
  - c. Self-care and Wellnegmailss in the time of a pandemic

*Breakout Group Question and Discussion #3:*  
*How has your self-care routine in the pandemic year changed (improved or been impacted)?*
4. Audience questions

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### **Reference Materials:**

- Rudhir Krishtel, *This Year, Let's Invest In Lawyer Resiliency*, LAW360 (Jan. 9, 2018) <https://static1.squarespace.com/static/5af2f4e970e8022e24104ac5/t/5b2fe5ff562fa77676c7fab6/1529865728315/Law360oped.pdf>
- A Dialogue with Kay Nash and Rudhir Krishtel, *Reframing Vulnerability in the Legal Profession*, PD Quarterly (May 2019) <https://static1.squarespace.com/static/5af2f4e970e8022e24104ac5/t/5f21d8878cb88130d39501e8/1596053639863/vulnerability.pdf>
- Rudhir Krishtel, *To Young Lawyers On Practicing Mindfulness*, GP Solo, Vol. 36, Issue 3 (May/June 2019) <https://static1.squarespace.com/static/5af2f4e970e8022e24104ac5/t/5f21db1c8f0c783412ab0928/1596054300686/gpsolo.pdf>
- Christina Congleton, Britta K. Hölzel and Sara W. Lazar, *Mindfulness Can Literally Change Your Brain*, Harvard Business Review (Jan. 8, 2015) <https://hbr.org/2015/01/mindfulness-can-literally-change-your-brain#:~:text=Recent%20research%20provides%20strong%20evidence,every%20leader%2C%20should%20know%20about.>
- Sabrina Stierwalt, *Mindfulness: The Science Behind the Practice*, Scientific American (Dec. 17, 2018) <https://www.scientificamerican.com/article/mindfulness-the-science-behind-the-practice/>
- Bree Buchanan and James C. Coyle, *The Path To Lawyer Well-Being*, The Report Of The National Task Force On Lawyer Well-Being. (Aug. 2015) <https://lawyerwellbeing.net/wp-content/uploads/2017/11/Lawyer-Wellbeing-Report.pdf>
- Thomas Vance, PhD “I’m Sick and Tired of Being Sick and Tired:” *Racial Trauma*, Put In Black, (Jun. 1, 2020) <https://www.putinblack.com/im-sick-and-tired-of-being-sick-and-tired-racial-trauma/>
- Lindsay Gavin, PhD, *From Surviving to Thriving: Healing from Trauma in Black Communities*, Put In Black, (May 11, 2020) <https://www.putinblack.com/from-surviving-to-thriving-healing-from-trauma-in-black-communities/>
- Chopra, Deepak, and Deepak Chopra. *The Seven Spiritual Laws of Success: A Practical Guide to the Fulfillment of Your Dreams*. San Rafael, Calif: Amber-Allen Pub, 1994. Print.

### **Additional Resources:**

- Live meditations and breathwork can be found at <https://www.diveinwell.com/>
- Additional mindfulness articles and guided meditations can be found at <https://www.mindful.org/>