

# THE PATH TO LAWYER WELL-BEING:

## PRACTICAL RECOMMENDATIONS FOR POSITIVE CHANGE

A task force comprised of 16 leaders from the NOBC, the Association of Professional Responsibility Lawyers, ABA CoLAP, and a half-dozen other organizations, wrote a report with 44 specific recommendations to improve well-being throughout the practice. This report was released August 14, 2017, and contains central themes that unite the 44 recommendations which include eliminating the stigma associated with seeking help and the duty of all lawyers to reduce the toxicity in the profession.



### GENERAL RECOMMENDATIONS

ACKNOWLEDGE THE PROBLEMS AND TAKE RESPONSIBILITY

USE THIS REPORT AS A LAUNCH PAD FOR A PROFESSION-WIDE ACTION PLAN

LEADERS SHOULD DEMONSTRATE A PERSONAL COMMITMENT TO WELL-BEING

FACILITATE, DESTIGMATIZE, AND ENCOURAGE HELP-SEEKING BEHAVIORS

FOSTER COLLEGIALITY AND RESPECTFUL ENGAGEMENT THROUGHOUT THE PROFESSION

PARTNER WITH LAWYER ASSISTANCE PROGRAMS

GUIDE AND SUPPORT THE TRANSITION OF OLDER LAWYERS

BEGIN A DIALOGUE ABOUT SUICIDE PREVENTION

### REGULATORS RECOMMENDATIONS

ADOPT REGULATORY OBJECTIVES THAT PRIORITIZE LAWYER WELL-BEING

MODIFY THE RULES OF PROFESSIONAL CONDUCT TO ENDORSE WELL-BEING AS PART OF A LAWYER'S DUTY OF COMPETENCE

IMPLEMENT PROACTIVE MANAGEMENT-BASED PROGRAMS (PMBP) THAT INCLUDE LAWYER WELL-BEING COMPONENTS

ADOPT DIVERSION PROGRAMS AND OTHER ALTERNATIVES TO DISCIPLINE THAT ARE PROVEN SUCCESSFUL IN PROMOTING WELL-BEING

EXPAND CONTINUING EDUCATION REQUIREMENTS TO INCLUDE WELL-BEING TOPICS

ADOPT A CENTRALIZED GRIEVANCE INTAKE SYSTEM TO PROMPTLY IDENTIFY WELL-BEING CONCERNS

MODIFY CONFIDENTIALITY RULES TO ALLOW ONE-WAY SHARING OF LAWYER WELL-BEING  
RELATED INFORMATION FROM REGULATORS TO LAWYER ASSISTANCE PROGRAMS

ADJUST THE ADMISSIONS PROCESS TO SUPPORT LAW STUDENT WELL-BEING

### OTHER RECOMMENDATIONS

JUDGES

LEGAL EMPLOYERS

LAW SCHOOLS

BAR ASSOCIATIONS

PROFESSIONAL LIABILITY CARRIERS

LAWYERS ASSISTANCE PROGRAMS

### MODERATOR AND PANELISTS

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