

October

BURNOUT

IN LEGAL AND FINANCE FIELDS

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Uroboros Counseling

TALKING POINTS

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"Burnout is nature's way of telling you, you've been going through the motions your soul has departed; you're a zombie, a member of the walking dead, a sleepwalker. False optimism is like administering stimulants to an exhausted nervous system." – Sam Keen

0 | What Is Burnout

1 | CAUSES, SYMPTOMS, AND STATISTICS OF BURNOUT IN THE LEGAL AND FINANCE FIELDS

0 | Coping

3 | BURNOUT HAS ALREADY HIT, THE SYMPTOMS ARE THERE, HOW DO WE COPE WITH IT AND GET RID OF IT?

0 | Prevention

2 | AN OUNCE OF PREVENTION IS WORTH A POUND OF CURE, HOW CAN WE PREVENT IT IN EVERYDAY LIFE?

0 | Summary

4 | BURNOUT IS MORE THAN JUST A WORD. IT'S A BUNDLE OF SYMPTOMS THAT LEAD TO DRASTIC MEASURES WHEN DECIDING TO PUSH FORWARD WITHOUT FACING IT.



ABOUT ME

BRITAIN SHAW, M.A LPC

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- Owner of the Ouroboros Counseling
 - LPC in the State of Texas and Missouri
 - Ross Trauma Model and Therapeutic Game Master certified
 - Dialectical Behavior Therapy informed
 - Currently becoming informed in Internal Family Systems and EMDR

Populations:

- Adults
- Adolescents
- LGBTQIA
- Neurodivergent
- Alternative Lifestyles



ETHICS CODE 1.1(B)

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Let's look at the ethics

Rule 1.1 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.



Burnout

EXHAUSTION OF PHYSICAL OR EMOTIONAL STRENGTH OR MOTIVATION USUALLY AS A RESULT OF PROLONGED STRESS OR FRUSTRATION

The Findings

- 2021: NEARLY HALF OF PRACTICING LAWYERS
- 25% OF FEMALE AND 17% MALE ATTORNEIES CONSIDER LEAVEING
- 2024: 99% OF CPAS EXPERIENCE SOME KIND OF SYMPTOM OF EXCESSIVE STRESS
- 51% OF FINANCE TEAM LEADS



Dangerous Situations

- 2021: OVER HALF SCREENED LAWYERS WERE POSITIVE FOR RISKY DRINKING
 - 30% ABUSE AND DEPENDENCE
- PHYSICAL ILLNESSES
- MENTAL HEALTH PROBLEMS



CAUSES IN THE LEGAL AND FINANCE FIELDS

BURNOUT LOOKS DIFFERENT FOR EVERYONE, BUT PROFESSIONS ALSO BRING UNIQUE CAUSES OF BURNOUT.



LONG HOURS

Working past hours, Working on off days, Working Lunches



DEMANDING CLIENTS

Tax Season, Case Loads, Case Types



HIGH PRESSURES

Pressure to win, Pressure to Perform, Pressure to Succeed



COMPASSION FATIGUE /VICARIOUS TRAUMA

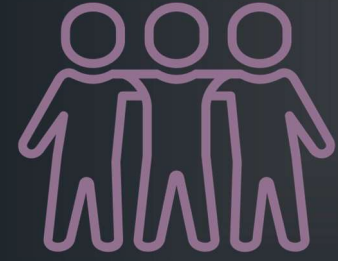
Traumatic Stories, Traumatic Clients, Traumatic Situations

COMPASSION FATIGUE

A RESPONSE TO GIVING
COMPASSION TO CLIENTS,
CASES, ETC. CAN LEAD TO A
GRADUAL LESSENING OF
COMPASSION OVERTIME.



Family



Friends



Coworkers



Clients

"Empathy without boundaries is Self Destruction"

- Silvy Khoucasian

VICARIOUS TRAUMA

A NEGATIVE REACTION THAT CAN OCCUR WHEN EXPOSED TO THE TRAUMATIC EVENTS OF ANOTHER

VICARIOUS TRAUMA IS THE EMOTIONAL RESIDUE OF EXPOSURE TO TRAUMATIC STORIES AND EXPERIENCES OF OTHERS THROUGH WORK; WITNESSING FEAR, PAIN, AND TERROR THAT OTHERS HAVE EXPERIENCED; A PRE-OCCUPATION WITH HORRIFIC STORIES TOLD TO THE PROFESSIONAL

BEHAVIORAL CHANGES

- Sleep Disturbances (too much, too little, disturbed)
- Appetite changes
- Hypervigilance
- Negative Coping

PHYSICAL CHANGES

- Panic Symptoms (sweating, shaking, dizziness)
- Weakened Immune System
- Aches and Pains

COGNITIVE /EMOTIONAL CHANGES

- Lowered self-esteem
- Anxiousness
- Lack of interest in activities
- Numbness
- Feelings of Helplessness

SOCIAL CHANGES

- Isolation
- Loneliness
- Distrust
- Lashing out
- Changes in Parenting Style

Symptoms of Burnout

BURNOUT LOOKS DIFFERENT FOR EVERYONE, BUT WE KNOW THERE ARE SIMILARITIES BETWEEN THEM



WHILE EVERYONE HAS DIFFERENT LEVELS OF STRESS TOLERANCE, HIGH ADRENALINE AND HIGH-PRESSURE WORK LOADS ARE IMPOSSIBLE TO SUSTAIN IN THE LONG TERM

EXCESSIVE TIREDNESS AND EXHAUSTION

IRRITABILITY AND SENSE OF DREAD

LACK OF OR EXCESSIVE EATING AND SLEEPING

PHYSICAL SYMPTOMS SUCH AS HEADACHES

LACK OF FOCUS AND OVERLOOKING MISTAKES



FOUR STAGES OF BURNOUT

THE MARK GORKIN MODEL OF BURNOUT BREAKS IT DOWN INTO 4 DIFFERENT PROGRESSIVE STAGES, STARTING WITH EXHAUSTION

"You don't have to make yourself miserable to be successful. It's natural to look back and mythologize the long nights and manic moments of genius, but success isn't about working hard, it's about working smart."

— Andrew Wilkinson, Founder of Metalab and Co-Founder of Tiny



PHYSICAL, MENTAL AND EMOTIONAL EXHAUSTION

Burnout doesn't happen suddenly. It's over a period of time with increasing stress and decreasing energy



SHAME AND DOUBT

As you take on more and more clients and a heftier caseload, you may begin to work longer and later hours, including lunches and weekends. You might find yourself asking if you can really do this

UNCHECKED BURNOUT CAN LEAD TO

- CHANGES IN THE BRAIN
 - DEPRESSION
 - ANXIETY
- ADDICTION
- RISKY BEHAVIORS
- IMMUNOSUPPRESSION
- CARDIAC PROBLEMS
- EARLY DEATH, INTENTIONAL OR OTHERWISE



CYNICISM AND CALLOUSNESS

Your priority is your deadlines and if other people need you or your help, then there's going to be a heavy cost, even when there wasn't one before

FAILURE, HELPLESSNESS AND CRISIS

The armor of callousness begins to fall apart and unhealthy coping skills begin to unravel.

"What does it matter?"

"Damned if I do, Damned if I don't"

WHERE WE'RE AT

BURNOUT IS A SERIOUS CONDITION THAT CAN LEAD TO A MYRIAD OF HEALTH AND MENTAL DIAGNOSIS IF LEFT UNCHECKED

WHAT IS IT?

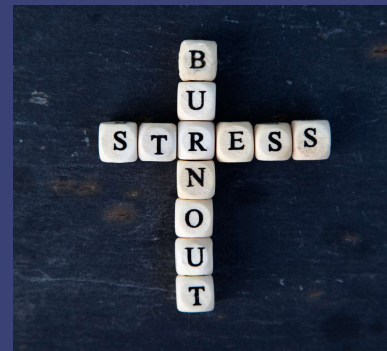
Burnout is caused by excessive stress and overworking with no sign of stopping or healthy end

THE SIGNS

Signs can range from physical symptoms such as headaches or emotional ones such as moodiness and irritation

DOES IT GET BETTER?

Short answer? Yes!



ACTIVITY

DEBTS AND CREDITS



PREVENTION

“BURNOUT OCCURS WHEN YOUR BODY AND MIND CAN NO LONGER KEEP UP WITH THE TASKS YOU DEMAND OF THEM. DON’T TRY TO FORCE YOURSELF TO DO THE IMPOSSIBLE.”— DEL SUGGS



RECOGNIZE IT FOR WHAT IT IS



Be honest with yourself about feeling the signs of excessive stress before it gets too far



TAKE CARE OF YOURSELF AND KEEP YOURSELF MENTALLY AND PHYSICALLY HEALTHY



Self-care is more than wine glasses and bubble baths. There are seven types of self-care



CREATE A SYSTEM OF SUPPORT FOR YOU AND OTHERS



A support system you can depend on helps prevent symptoms and increase wellbeing

MAINTENANCE

KEEPING UP WITH YOUR PHYSICAL AND MENTAL HEALTH BY MAINTAINING ROUTINES AND DAILY NEEDS

- Doctor's Appointments
 - Exercise
- Medication
 - Sleep
- Hobbies

MONITORING

RECOGNIZING AND BEING MINDFUL OF ANY BEHAVIORAL OR PHYSICAL CHANGES THAT SEEM UNUSUAL BEFORE THEY BECOME THE NORM

- Changes in Routine
- Working Late Hours
- Not holding Boundaries
- Canceling Hobbies and Gatherings

MANAGEMENT

WHEN SYMPTOMS OCCUR, IT'S BEST TO TAKE CARE OF THEM THE MOMENT YOU FEEL THEM BEGIN

- Start Routines again
 - Accountability
- Doctor's Appointments
- Find out the changes

BENEFITS OF SELF-CARE

MAINTAINING HEALTH THROUGH HEALTH-PROMOTING PRACTICES (SELF-CARE MAINTENANCE), BEHAVIOR AND ILLNESS MONITORING (SELF-CARE MONITORING), AND MANAGING SYMPTOMS WHEN THEY OCCUR (SELF-CARE MANAGEMENT)