

Work - Life Balance



Paula Davis-Laack, JD, MAPP was a speaker at an ALA conference in 2015. The podcast can be replayed at <http://www.alanet.org/hr-law-firm-management>. She was a successful attorney but in 2009, after just one year of practice, burnout forced her out of the profession. She returned to school at the University of Pennsylvania and obtained a masters degree in positive psychology and did post-graduate work in resilience training with soldiers and their spouses. She has become an expert on stress and resilience.

Davis-Laack wants to help people build better relation-

ships and in turn makes their lives better. She believes that attorneys and administrators can obtain that goal by learning resilience skills. For example, she suggests two big categories of focus; think differently and connect more. Ask yourself where you have control or leverage in a given situation. (This has made her travel experiences so much!) There are so many things that we simply no control over and need to be resilient. Davis-Laack also offer here 10-5 Rule. If you within 10 feet of someone, look up and acknowledge them with a nod or a smile. If you are within five feet, say something to them - a simple hello will do. Easy ways to connect to some one.

The suggestions in her podcast have multiple ideas

to improve resilience to reduce burnout in improve your overall life.

Davis-Laack writes regularly on her blogs for The Huffington Post, Forbes, Psychology Today and Fast Company. She is an author, entrepreneur, speaker, and trainer. She is the founder and CEO of the Stress and Resilience Institute, a training and consulting firm that partners with law firms and other organizations to identify and address burnout, and increase well-being through stress resilience of their workplaces. she offers insights and Her website if full of information about stress and resilience. (www.stressand-resilience.com)

Her website is packed with information and free downloads. www.pauladavislaack.com

Special Points Of Interest

- WORK – LIFE BALANCE
- HAPPINESS IN THE WORKPLACE
- BUSINESS PARTNERS

EVENTS AND MEETINGS

Spring Chapter Education-Membership Meetings:

May, 10 2017
Round Table—Santa Fe

June 14, 2017—Sales Tax

12:00 p.m.
Season's in Old Town
Parking is free in the structure immediately east of the restaurant.



BUSINESS PARTNERS

June's educational membership meeting is sponsored by Sharp. You can find additional information about Sharp and our business partners at <http://www.nmala.org/business-partners.aspx>.

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Work-Life Balance

The Body's Response to Grief

A person grieving a loss may experience somatic (body) complaints that include: fatigue, aches, insomnia, gastrointestinal symptoms, nausea, chest pressure, palpitations, shortness of breath, back pain, stomach pains, anxiety and panic attack.



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Grief at the Office

At some point in time, a co-worker will experience loss. How do we deal with grief in the work place? Do we say nothing and let the person grieve in solitude? Do we offer condolences, attend a service, donate to a cause in name of the departed? Most companies offer bereavement leave or order flowers but perhaps we can go beyond policies and procedures in reaching out to co-workers who are grieving

Considers these ideas: an office friend can help the person prepare to leave, offer to drive

them somewhere; offer to call a cab; be flexible with bereavement time needed, (each instance is a unique situation); shift work to others who can cover to reduce the stress; keep the person busy when they return but be patient; check with HR to make sure privacy is not jeopardized when emailing in the office about the person. Ultimately, each person grieves in their own way and the best support we can offer a grieving co-worker is our empathy, patience and understanding.

Balance is not better time management, but better boundary management. Balance means making choices and enjoying those choices. *Betsy Jacobson*

Colleague Corner

On books:

"Anything that can take your mind somewhere else and expand your imagination. In our line of work it's important to foster the creative part of the brain." Indeed.

What does a busy OA do to bring happiness in a day? Listen to music, of course. But JR Rael of Robles, Rael & Anaya, P.C., can't name a favorite genre - he likes all music. Just like music, he can't name a favorite movie but he enjoys them as well. "As long as it has anything to with war, history or political intrigue," he's all in. And he never misses *Game of Thrones* on HBO.

JR comes from a big family.

His grandfather instilled in JR the importance of family so he is usually doing something with family on his off time. He also likes to be in the mountains, and hunts in the fall.

JR began OA responsibilities in 2009, and "in 2011, Chandra Manning looped me into NMALA and I haven't looked back since." He doesn't want to put too much thought into what other profession he might choose, if

given the chance - that might be dangerous - and he might have to act on those thoughts.

A trip to Italy, particularly Rome, would make a great vacation for JR! All the historical sites to explore, the authentic Italian food to taste and good wine to try - perfect for this self-confessed foodie. In the meantime, music and movies (and some delicious food!) here in good old ABQ will do just fine.

Trends in HR

Happiness in the workplace? What? We spend years in the workplace. We should be aiming for more out of work than just a paycheck. Ashley Renders' article, "Why Happiness is An HR Issue," looks to understand happiness. An employee who is challenged and recognized, has higher personal fulfillment, creativity and productivity, which ultimately benefits the company as well. And the reverse is also

true. Unhappy employees can reek havoc on the company's culture, productivity and morale — and even push out happy employees who do not want to be bummed out all the time. Surveys and studies can teach us much but it all boils down to each individual's definition of happiness, which is impossible for a firm to deliver. One constant, however, is that leadership style is a huge piece of the puzzle. As leaders, we need to remember that.

See <http://www.corporateknights.com/channels/workplace/worker-happiness-14218557/>.



Education Opportunities

2017 REGIONAL Legal Management CONFERENCE



Workplace Wellness Education

Type workplace wellness or work-life balance into your web browser and you will be rewarded with hundreds of options to education yourself on enabling workplace wellness. You will find live programs, seminars, books, blogs, e-zines, email subscription offers, stress toolkits, articles - and most of these are free. There are many organizations, doctors, scientists, anthropologist, and other professionals putting their skills to work to help us reach our work-life balance goals.

CLM

The CLM Study Group continues with informal classes. JR Rael gave a presentation on Organizational Development in April. Chandra Manning will be presenting Professional Liability Insurance for Attorneys. The date is currently being scheduled and an announcement will be provided NMALA. Meetings are generally held at the office of the presenting OA and begin at 4:30 p.m. All are welcome!

Visit ALA's Web site

www.alanet.org/clm

for more information

Out of Balance

It's all a balancing act. How do we juggle work, relationships, personal responsibilities, community, lifestyles, religious beliefs, physical health, and a myriad of other outside influences without feeling so stressed that we jeopardize our mental health. Our emotional health can mean the difference between being flexible or being broken. Stress can cause depression, anxiety, withdrawal - a sense of failure when one realizes they are not a super-human. That's what happens when we find ourselves out of bal-

ance - we perceive it as failure and add even more weight to our emotional shoulders.



Knock out imbalance!
1) set manageable goals daily; 2) be efficient with your time; 3) be flexible and don't be afraid to ask for flexibility; 4) take five; 5) listen to your

Most importantly, be kind to yourself. You're only human.

Capes are optional. *Source:* <http://www.mentalhealthamerica.net/work-life-balance>.



"I do feel more empowered. Thanks for lending me your cape."

A little help, please . . .

Employees who are experiencing stress or trauma can easily forget that an EAP (Employee Assistance Program) is available to them. The EAP can offer them tools, materials and confidential support when times get tough. As administrators, we need to make sure everyone has that information and remind periodically them of that great benefit.

What do the anthropologist say?

Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This is related to the idea of lifestyle choice.

The work-leisure dichotomy was invented in the *mid-1801s*. Paul Krassner remarked that anthropologists use a definition of happiness that is to have as little separation as possible

"between your work and your play". The expression "work-life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986. (*Source* https://en.wikipedia.org/wiki/Work%E2%80%93life_balance).

Clearly, striking a balance is not new or easy to accomplish but unquestionably worth the rewards.

CONGRATULATIONS!!

A round of applause and a big congratulations to **Erica Nunez** who was nominated for ALA's 2017 Quest Award! The Quest Award recognizes a new member who has become quickly and effectively engaged with ALA and demonstrates conviction, dedication and relentless pursuit of personal and professional excellence. Go, Erica!



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Never get so busy making a living that you forget to make a life.

Dolly Parton

Interesting California Law:

Eating a frog who dies or is killed in a frog-jumping contest is illegal. No frog legs for you!

[FGC - 6883. - ARTICLE 2. Frog-Jumping Contests \[6880. - 6885.\]](#)

Books: "Happiness fuels success, not the other way around. When we are positive, our brains become more engaged, creative, motivated, energetic, resilient, and productive at work. This isn't just an empty mantra. This discovery has been repeatedly borne out by rigorous research in psychology and neuroscience, management studies, and the bottom lines of organizations around the globe." Read *The Happiness Advantage* by Shawn Achor. Also visit his website for more happiness! www.shawnachor.com/



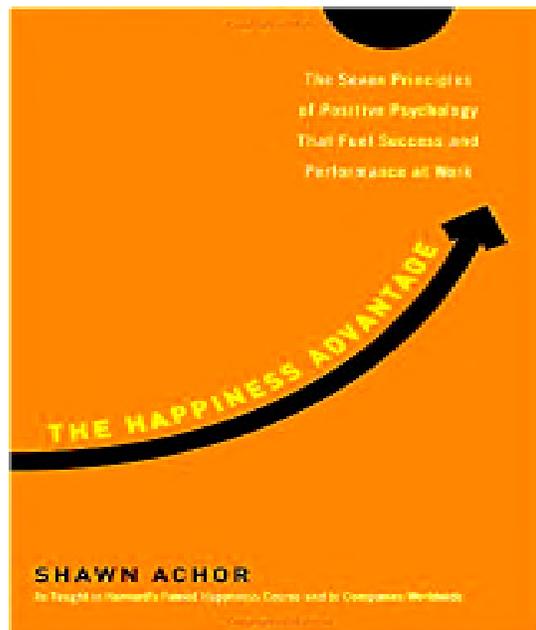
"I'm very, very happy. But I want to be very, very, very happy. And that's why I'm miserable."

For fast-acting relief, try slowing down.

Lily Tomlin

We have overstretched our personal boundaries and forgotten that true happiness comes from living an authentic life fueled with a sense of purpose and balance.

Dr. Kathleen Hall



Please submit FAQs, items of interest, photographs, stories, ideas and more that you want to share with the membership.

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