

November 6, 2024

TACKLING DECISION FATIGUE

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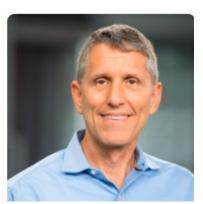
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Land Acknowledgement

We, at LAPBC, acknowledge our offices are located on the ancestral and traditional territory of the xmmə@kməyəm (Musqueam), selifwitulh (Tsleil Waututh), and skwxwú7mesh (Squamish) peoples, to whom we are grateful for their stewardship of these lands and waters for generations.



Agenda:

- ☐ LAPBC Intro
- Who are we as legal professionals?
- □ Defining Decision Fatigue and how did we get here?
- Building back using organizational tools, self-compassion and fundamental shifts in well-being
- □ Addressing Burnout



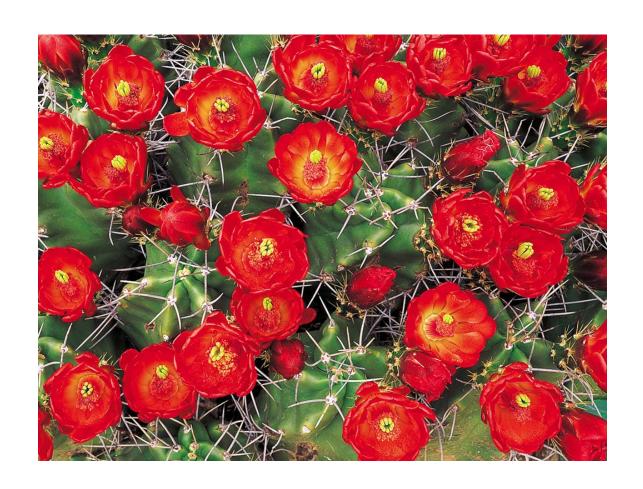
Lawyers have high standards!



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We are stress tolerant





Decision Fatigue

The mental and emotional strain resulting from the burden of making choices.

Roy F Baumeister, Social Psychologist



Signs of Decision Fatigue

- ✓ Decision Avoidance
- ✓ Impulsivity
- ✓ Exhaustion
- ✓ Brain Fog
- ✓ Irritability
- ✓ Feelings of Overwhelm
- ✓ Buyer's Remorse
- ✓ Physical signs of tension
- ✓ Impaired judgement





Definition of Burnout

Dr. Christina Maslach, Psychologist, in 1976 saw burnout as a process filled with:

- Emotional exhaustion fatigue that comes from caring too much for too long - decrease of caring, empathy
- Decreased sense of accomplishment incomparable sense of futility
- Depersonalization incomparable sense of futility



Decision Fatigue Antidotes

- Rest and Restore
- > Self-awareness, reflection and compassion
- Streamline Choices
- Create Routines
- Communicate and Delegate
- Prioritize bigger decision making during optimal hours



Rest and Restore



- > Return
- Reinstate
- > Rehabilitate
- > Re-establish
- > Renew



Lawyer Well-Being

A continuous process in which lawyers strive for thriving in each dimension of their lives

Emotional

Recognizing the importance of emotions. Developing the ability to identify and manage our own emotions to support mental health, achieve goals and inform decision-making. Seeking help for mental health when needed.

Cultural Well-Being

Engaging in practices, customs, foods, arts, language and learning from your own and/or the cultures of others.
Cultures can be broadly defined to mean world view, behaviours and traditions based on heritage, country, city, neighbourhood, group/people you identify with, or family of origin.

Physical

Striving for regular physical activity, proper diet and nutrition. Minimizing the use of addictive substances. Seeking help for physical health when needed.

Occupational

Cultivating personal satisfaction, growth and enrichment in work. Financial stability.

Social

Developing a sense of connection, belonging and a well-connected support network, while also contributing to our groups and communities.

Intellectual

L=

Engaging in continuous learning and the pursuit of creative or intellectually challenging activities that foster ongoing development. Monitoring cognitive well-being.

Spiritual

Developing a sense of meaningfulness and purpose In all aspects of life



Values and Self-Awareness

- ☐ How am I doing?
- ☐ What do I want?

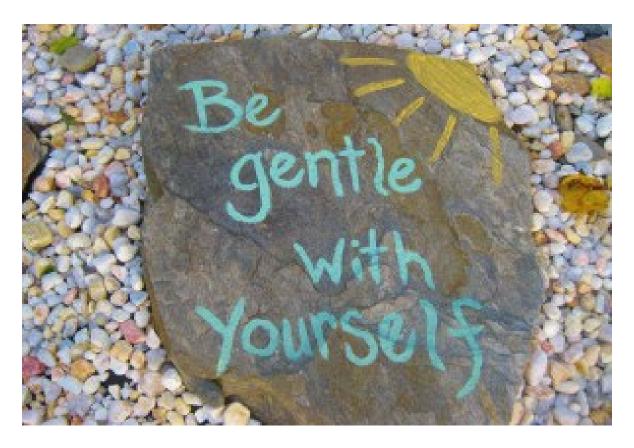
☐ What do I need?



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Self-Compassion



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Assessing Our Mental Health

MENTAL HEALTH CONTINUUM MODEL

HEALTHY	REACTING	INJURED	ILL
Normal fluctuations in mood Takes things in stride Good sense of humour Consistent performance Physically & socially active Confident in self & others Drinking in moderation	Nervousness, irritability Sadness, overwhelmed Displaced sarcasm Procrastination Forgetfulness Trouble sleeping Low energy Muscle tension, headaches Missing an occasional class or deadline Decreased social activity Drinking regularly or in binges to manage stress	Anxiety, anger Pervasive sadness, tearfulness, hopelessness, worthlessness Negative attitude Difficulty concentrating Trouble making decisions Decreased performance, regularly missing classes/deadlines, or over work Restless, disturbed sleep Avoidance, social withdrawal Increase used of alcohol- hard to control	Excessive anxiety Panic attacks Easily enraged, aggressive Depressed mood, numb Cannot concentrate Inability to make decisions Cannot fall asleep/stay asleep Constant fatigue, illness Absent from social events/classes Suicidal thoughts/intent Unusual sensory experiences (hearing or seeing things) Alcohol or other addiction
Nurture support systems.	Recognize limits, take breaks, identify problems early, seek support.	Tune into own signs of distress. Talk to someone, ask for help. Make self-care a priority. Don't withdraw.	Seek professional care. Follow recommendations.



Streamline Decision Making





Create Routines



- Optimize time
- Clarity
- Efficiency
- Effectiveness
- Time for self
- Less decision



Prioritizing Work- Stephen Covey

Urgent **Not Urgent Quadrant 1** Quadrant 2 Manage **Focus** Quadrant of Necessity Quadrant of Quality Important Crises Preparation Pressing problems Prevention Deadline driven projects, Values clarification meetings, preparations · Relationship building through re-creation Empowerment **Quadrant 3 Quadrant 4** Avoid Avoid Not Important Quadrant of Deception **Ouadrant of Waste** · Interruptions, · Trivia, busy work some phone calls Junk mail · Some mail, some reports Some phone calls Some meetings Time wasters Many proximate, "Escape" activities pressing matters · Many popular activities



Work Preparation and Readiness

- Clear communication of needs
- Availability of people help
- Time
- Appropriate tools
- Information
- Knowledge
- Skills





4 Steps to Center Ourselves



- > Pause
- Compassion
- Process
- > Connect





LAPBC

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