

POSITIVE COPING SKILLS

MENTAL

IMAGINATION: Look for the humor. Anticipate the future.

LIFE PLANNING: Set clear goals. Plan for the future.

ORGANIZING: Avoid procrastination. Partialize problems. Take charge. Make order. Don't let things pile up.

PROBLEM-SOLVING: Solve it yourself. Seek outside help. Tackle problems head-on.

RE-LABELING: Change perspectives, ½ full - ½ empty. Look for the good in a bad situation, silver lining. Cognitive restructuring (professional term).

TIME MANAGEMENT: Focus on top priorities. Work smarter, not harder.

PHYSICAL

BIOFEEDBACK : Listen to your body, check "body talk" handout. Know your physical limitations.

EXERCISE: Pursue physical fitness, wisely and realistically. Jog. Swim. Dance. Walk. Sing. Snorkel.

NOURISHMENT: Eat for health. Limit use of alcohol.

RELAXATION: Tense and relax each muscle. Take a warm bath. Breathe deeply. Visualization. Meditation.

SELF-CARE: Energize your work and play. Strive for self-improvement.

STRETCHING: Take short stretch breaks throughout your day (e.g. see desk exercises). Massages.

SPIRITUAL

COMMITMENT: Take up a worthy cause. Say "yes". Invest yourself meaningfully, volunteer.

FAITH: Find purpose and meaning. Explore nature, values, designation.

SURRENDER: Let go of problems. Learn to live with the situation.

VALUING: Set priorities. Be consistent. Spend time and energy wisely.

WORSHIP: Share beliefs with others. Put faith into action.

DIVERSIONS

GETAWAYS:	Spend time alone. See a movie. Daydream, use guided imagery.
HOBBIES:	Write. Paint. Remodel. Create something.
LEARNING:	Take a class. Read. Join a club.
MUSIC:	Play an instrument. Sing. Listen to the stereo.
PLAY:	Play a game. Go out with friends.
WORK:	Tackle a new project. Keep busy. Volunteer.

FAMILY

BALANCING:	Balance time at work and home. Accept the good with the bad.
CONFLICT RESOLUTION:	Look for win/win situations. Forgive readily.
ESTEEM-BUILDING:	Build good family feelings. Focus on personal strengths.
FLEXIBILITY:	Take on new family roles. Stay open to change.
NETWORKING:	Develop friendships with other families. Make use of community resources.
TOGETHERNESS:	Take time to be together. Build family traditions. Express affection.

INTERPERSONAL

AFFIRMATION:	Believe in yourself. Trust others. Give compliments.
ASSERTIVENESS:	State your needs and wants. Say "no" respectfully.
CONTACT:	Make new friends. Touch. Really listen to others.
EXPRESSION:	Show feelings. Share feelings.
LIMITS:	Accept others' boundaries. Drop some involvements.
LINKING:	Share problems with others. Ask for support from family/friends.



June 2006
Issue No. 62

IN SIGHT *for Oregon Lawyers*

IMPROVING THE QUALITY OF YOUR PERSONAL AND PROFESSIONAL LIFE

AT RISK

Gambling, and solicitations to gamble, have become common features of the consumer landscape. On TV, you can watch celebrities playing poker and see advertisements enticing you to gamble at a local casino. When you turn on your computer, you are likely to get pop-ups inviting you to wager and links to online gambling sites. If you walk into a neighborhood restaurant or tavern, you may hear the music of video poker and slot machines playing in the background. As you drive down the street, the ubiquitous crossed fingers of the state lottery signs beckon you to try your "luck."

Over 70% of U.S. adults report having gambled at least once in the past year. According to recent statistics of the Oregon Department of Human Services, Oregonians spend over 1 billion dollars a year on all forms of gambling. While many gamble for fun and recreation, more than 2% of adult gamblers in Oregon become problem or pathological gamblers. These individuals experience major disruptions to their personal and professional lives, as the risk-taking of gambling progresses to the maladaptive behaviors of an addiction.

A problem gambler is defined as anyone who is experiencing financial, psychological, emotional, legal, relationship, or other difficulties related to gambling. Problem gambling may progress to pathological gambling with symptoms that include: a preoccupation with gambling and urges to gamble; gambling to escape from problems or to relieve moods (stress, anxiety, guilt, depression); inability to control or stop gambling; restlessness or irritability

when attempting to cut back or stop gambling; continued gambling to "win back" gambling losses; and lying to others about the extent of gambling.

Who is at risk of becoming a problem or pathological gambler? Some gamblers share traits that predispose them to developing problem gambling. They are often highly intelligent, imaginative, competitive, impulsive, impatient, and easily bored. Rigid thinking, perfectionism, low self-esteem, isolation, and depression also characterize this group. These gamblers experience a sense of uniqueness and an active fantasy life that contribute to their enjoyment of on-the-edge, risk-taking behavior while inhibiting their ability to cope with daily stressors.

Lawyers may be at increased risk for problem gambling. Many possess personality traits that, while contributing to professional success, increase their vulnerability to addictive behaviors. Lawyers often obtain validation and reward in the workplace for being competitive, perfectionistic, in control, highly responsible, and willing to work long hours. Such high-achiever behaviors may create a life that is out of balance, with personal and relationship needs being given less time and attention than the challenges of the job.

While trained to deal with the legal problems of others, lawyers may have difficulty identifying and addressing their own personal issues. This lack of self-awareness can increase a sense of isolation, powerlessness, and depression while decreasing the ability to cope with stressors, share concerns, or seek help from others. The escape behavior of gam-

OREGON ATTORNEY ASSISTANCE PROGRAM

503-226-1057
1-800-321-OAAP
www.oaap.org

Lawyers Helping Lawyers

- Alcohol & Chemical Dependency
- Career Change & Transition
- Gambling Addiction
- Mental Health
- Procrastination & Time Management

*A free, nonprofit,
confidential program
for you.*

bling may appear to provide a temporary relief from ongoing personal and professional pressures. However, it puts the individual at greater risk for developing a gambling problem and for experiencing the additional stress and pain of uncontrolled gambling and its consequences.

Problem gamblers typically fall into two general types. *Action* gamblers prefer skill games, such as poker, dice, horse racing, and sports betting. They often believe that they are smart enough to beat the odds and may enjoy the fantasy of being a high roller. *Escape* gamblers prefer hypnotic games, such as bingo, video poker, and slots and may seek the numbing effects of these forms of gambling. Lawyers and other professionals often prefer *action* gambling – sports betting, playing the stock market, and high-volume day trading, as well as easily accessible Internet gambling.

Although no substance is ingested, the problem gambler experiences a high from gambling that is similar to the mood-altering effects of cocaine use. Changes in the brain occur from repeated gambling and compel the gambler to keep on gambling. As with drug or alcohol use, tolerance develops. The gambler seeks to recreate the rush of the gambling experience and increases his or her gambling, despite losses and other negative consequences. The problem gambler feels urges to gamble, with less and less ability to resist the craving for more and more gambling. When gambling activity ends, the gambler may go through a period of withdrawal and experience emotional and physical effects that trigger a repetition of the gambling cycle.

All gamblers need money to gamble. Problem gamblers need increasing amounts of cash to finance gambling, pay gambling debts, and “chase” gambling losses. Lawyers who gamble are particularly vulnerable to escalated gambling because they may have access to client funds. They may hold or manage large sums of money belonging to their clients, such as trusts or settlements. A desperate lawyer may be tempted to “borrow” money from clients, intending to “pay it back” with gambling “winnings.” This violation of client trust and professional integrity can be devastating for both client and gambler. Lawyers who face gambling-related disciplinary actions are likely to be perma-

nently disbarred.

The high-risk behavior of continued gambling may progress to a “hidden” addiction, as it is not easy for others to detect – even when it occurs in the workplace. Although out-of-control gamblers may work hard to maintain a professional image and a good front, they experience much pain, shame, and remorse. Pathological gambling affects personal life and professional status, with potentially disastrous consequences for the gambler, the gambler’s family, and others. How do you know if gambling is a problem? The series of questions used by the National Council on Problem Gambling as an initial screening tool is listed in the sidebar on page 2. If you or someone you know answers “yes” to any of these questions, consider seeking professional assistance.

The Oregon Attorney Assistance Program (OAAP) can provide you with more information about problem gambling and referrals to gambling treatment providers. The OAAP is completely confidential and free. If you are concerned about your gambling or if you know someone who is at risk, call the OAAP attorney counselors at 503-226-1057 or 800-321-6227 for assistance.

Julie Glaser, MA, NCGCII

Julie Glaser is a certified gambling addiction counselor working in the Portland area.

Problem gambling and the workplace

Gambling is part of our mainstream culture and we know that most problem gamblers are ordinary, hard working people. Over 60,000 adult employed Oregonians are problem gamblers.

What is problem gambling?

A problem gambler is anyone whose gambling is causing psychological, financial, emotional, marital, legal, or other difficulties for themselves or the people around them.

Problem gambling may be an isolated case of overspending, or a pattern of excessive gambling when upset, or it may be an ongoing problem with continual losses and mounting debts.

At the extreme end of this range is pathological gambling, where people are unable to control their gambling much as those addicted to alcohol are unable to control their drinking.

Effects on the workplace

Although not often recognized, problem gambling is a significant workforce issue. The effects of a gambling problem almost always spill over into the workplace. This occurs through either the gambler themselves or a family member who is living with the effects of a gambling problem. The workplace is primarily affected through lost time, lost productivity and, in desperate situations, the gambler may resort to theft, fraud, or embezzlement.

Lost time

Individuals with gambling problems can become completely preoccupied with gambling. The workday is often spent either in the act of gambling, planning the next opportunity, or plotting to get money for gambling.

Family members also become preoccupied, worrying about finances and holding the family together. There are feelings of anger, frustration, resentment, isolation and desperation. Family members (spouses, children, parents) feel like their life is consumed by the problems they are facing.

Free, effective treatment available statewide

Counseling services for gamblers and their families are available free of charge in Oregon. All services are offered by experienced counselors. Outpatient and Residential treatment is available. Call the Problem Gambling Help Line (877-2-STOP-NOW) for more information about Oregon's highly acclaimed system of problem gambling treatment.

Other Programs:

Oregon's Gambling Evaluation And Reduction Program

Oregon's Gambling Evaluation And Reduction Program (GEAR) is designed to provide gamblers with the tools and support to change unwanted gambling patterns without traveling to a counselor's office. GEAR combines phone consultation with certified counselors, workbook exercises and referral resources to give participants the tools and motivation to make good choices about if and how much to gamble. For more information: 877-870-0177.

Gamblers Anonymous (GA)

Gamblers Anonymous provides people with an opportunity to share their experience, support and hope in order to stop gambling. They discuss 12-step recovery. The only membership requirements is a desire to stop gambling. A list of local meetings is available by calling the Problem Gambling Help Line. (877-2-STOP-NOW)

Gam-Anon

Gam-Anon provides a supportive environment for the spouses, relatives, or close friends of problem gamblers to share their experiences. There is no membership fee. Participation in Gam-Anon will help you to realize you are not alone. Gam-Anon is particularly important for immediate support in a calling crisis. A list of local meetings is available by calling the Problem Gambling Help Line. (877-2-STOP-NOW)

Problem Gambling Educational Resources

The Oregon Department of Human Services, Problem Gambling Services Unit, loans books, journals, videos and other resource materials on problem gambling. To find out what materials are available, call 800-822-6772.

If you think you might be gambling too much, or
if you are worried about a friend or
relative, help is available.

Oregon has a toll-free gambling help line:

877-2-STOP-NOW
(877-278-6766)

Co-workers – the first line of defense

Gambling and gambling related activities are frequently carried out during work hours. The workplace is used as a shield to hide the problem gambling from family members. This leaves managers and co-workers as the first line of defense.

The challenge is to identify the problem gambler before they become desperate. To this end, it is important that all employers and employees develop a greater awareness of the signs associated with a gambling problem.

Workplace signs of gambling problems

- Work performance deteriorates; the person is preoccupied, has trouble concentrating, is absent or late for meetings and misses assignment deadlines.
- Frequent, unexplained absences or disappearances from work.
- Eager to organize and participate in betting opportunities.
- Pay is requested in lieu of vacation time, large blocks of vacation time are not taken.
- Frequently borrows money, argues with co-workers about money that is owed to them.
- Complains about mounting debts.
- Excessive use of the telephone and internet for personal matters.
- Experiences mood swings, often related to winning and losing streaks.
- Credit card or loan bills are mailed to work rather than home.
- Increasingly spends more time gambling during lunch hours and coffee breaks.
- False claims are made against expense accounts.
- Theft of company property.

When they suspect an employee has a gambling problem, what can supervisors do?

Here are a few tips:

- Express concerns in a caring and supportive manner. Do not diagnose the problem or tell the individual what to do. Be clear, nonjudgmental and speak only for yourself.
"I've been noticing changes in your work, and I am concerned about you."
- Use work-related observations.
"I see you coming in very late from lunch every day, too distracted to work all afternoon."
- Be positive.
"You are a conscientious person with a history of doing good work."
- Explain how the problem affects you.
"I had to reassign two of your projects, because you missed three deadlines."
- Be clear about your position.
"I need you to perform your job duties to the best of your ability, your performance has been slipping and without corrective actions your job is in jeopardy."
- Respect personal boundaries.
"I don't want to pry into your life, but I had to let you know I am concerned. I would be happy to talk to you about anything that is troubling you or assist you in making an Employee Assistance Program (EAP) appointment."
- When a gambling problem is known, provide information, not advice.
"Here is some information about available problem gambling resources. Another resource available to you is our EAP professional, here is their name and number."
- Be prepared for denial or a hostile reaction.
"It must be uncomfortable to hear this. It's difficult for me to bring it up, but I am concerned about you."

What can your organization do?

A proactive response from your organization will help reduce the negative impact problem gambling can have within the workplace.

The following are some measures to consider.

- **Policy statements**

Incorporate the topic of gambling into relevant policies. Most companies have policies on Internet use, phone use, and disallowed activities during work hours. When reviewing policy statements make sure the policies are sufficiently comprehensive to address gambling issues; e.g., Internet gambling.

- **Utilize your Employee Assistance Program**

Ask your EAP professional about awareness training. Without awareness, problem gambling will not be detected. Training can help employees and employers identify and assist the problem gambler. When you suspect there is a problem gambling issue in the workplace, call your EAP professional for further consultation and/or make EAP referrals.

- **Make financial counseling available**

Financial issues can be just as serious as a mental health disorder. It is important that financial counseling be made available to employees who are in a fiscal crisis.

- **Monitor the money stream**

Some occupations involve direct contact with money while in other occupations, money can be "moved." These occupations might be considered high risk for the problem gambler and a monitoring system can protect employee and employer.

What statewide resources are available in Oregon?

Problem Gambling Help Line:

877-2-STOP-NOW (877-278-6766)

The Problem Gambling Help Line provides help to people with gambling problems and their families. Callers receive confidential, professional service from trained counselors. The line operates 24 hours a day, seven days a week and is free of charge. The help line provides: information, consultation, crisis intervention services, follow-up services, referrals to publicly funded problem gambling counselors and self-help groups.

This document includes material from the Saskatchewan Health Department.

Lost productivity

As a result of lost time, the company's productivity is damaged. The gambler becomes unreliable, misses project deadlines and important meetings and produces work that is of poor quality.

Physical and emotional health problems associated with excessive gambling can further diminish work performance and attendance. Depression, anxiety, high blood pressure, or stress-related illness can surface in individuals with gambling related problems and their family members.

Suicide and suicide attempts occur among individuals with gambling problems. Stressed family members are also at risk of suicide. The emotional, financial or legal problems can appear to be so severe that suicide looks like the only way out.

Theft, fraud and embezzlement

Employees with severe problems may commit theft, fraud or embezzlement. Money is the gambler's key to action. Once all legitimate avenues to obtain cash are exhausted, the gambler, in desperation, may resort to illegal acts to acquire cash.

The workplace becomes a primary avenue for the gambler to illegally finance their gambling. Problem gamblers do not see this activity as stealing. They see it as borrowing money and plan to replace it when they win.

Treatment is free & confidential

Getting help

If you think you or someone you know may have a gambling problem, help is available. Treatment options include telephone counseling, in-person individual counseling, and group counseling, **all services are free**. Call the confidential, 24-hour phone number below for information or help:

877-2-STOP-NOW (877-278-6766)

For more information:

Department of Human Services
Addictions & Mental Health Division:
www.oregon.gov/DHS/addiction

Oregon Lottery Problem Gambling Help Site:
www.oregonlotteryhelp.com

Gamblers Anonymous:
www.gamblersanonymous.org/mtgdirOR.html

Gam-Anon:
www.gam-anon.org/meeting.asp

Produced by the Oregon Lottery and the Oregon Department of Human Services. Paid for by the Oregon Lottery®.

**Get help for a
gambling problem**

Treatment is free, confidential and it works.

877-2-STOP-NOW
(877-278-6766)

**1 OUT OF 37 OF YOUR EMPLOYEES
MAY HAVE A GAMBLING PROBLEM.**





MARCH 2008

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OREGON ATTORNEY ASSISTANCE PROGRAM

IN SIGHT

for Oregon Lawyers

IMPROVING THE QUALITY OF YOUR PERSONAL AND PROFESSIONAL LIFE

THE ROAD BACK TO INTEGRITY

Like any addiction, it started slowly. I worked hard and was successful, but I used my work as a cover for depression and feelings of inadequacy. When stress and anxiety overwhelmed me, I looked for relief, even temporary relief. Lost momentarily in pornography, I thought I had found relief. It seemingly hurt no one. I was not really violating my wedding vows. I rationalized.

But over time, my reliance grew. Soon, I began to organize my day around pornography. After many years of justifying my habit, I lost my sense of right and wrong. By 2005, the Internet hosted more than 4 million pornographic Web sites and had grown into a \$13 billion industry. I was only one of 45 million men (and not a few women) who monthly looked at some of the 300 million pornographic Web pages.

An addiction grows; that is its nature. The addict seeks out more and greater highs, because old behaviors no longer generate the same euphoria. The brain needs more stimulation to produce the same chemical effect. Some addicts escalate by being drawn to the more than 100,000 Web sites that display images of minors, or by acting out in public places, or by having consensual sex outside of committed relationships. My addiction escalated to watching pornography more hours each day.

Instead of bringing me relief, the result of my pornography use was now indescribable guilt and shame. I could no longer work. I could not stop watching. I was racked with fear of discovery. Suicidal ideation was a constant companion. Legal consequences loomed, too. Like many addicts, it took a crisis to shake me out of my delusional fantasy world. One day, my wife discovered me watching pornography; it was not the first time. It was time to get help or lose everything that made life worth living.

First, I had to break through my denial by acknowledging I had a problem and seeking professional help. Then I had to understand the nature of the illness that I share with an estimated 15 to 20 million people in this country. I started my recovery with weekly visits to a certified sexual addiction therapist. Within a month of starting my recovery, I began attending a six-week session at a sexual addiction treatment center. After I returned home, I found 12-step groups that met daily to provide experience, strength, and hope for the recovering sexual addict. And I was blessed by a remarkable wife and family, some caring friends and supporters – such as the attorney counselors at the OAAP – a growing library of information, and the time to absorb and reflect on it.

I take things one day at a time now. I practice sexual sobriety. I wake each morning and express my gratitude to my higher power. I meditate and read recovery literature, which enriches my spirituality. Most days I attend a 12-step meeting, where I enjoy a culture of ongoing support. With a therapist, I continue to explore factors underlying my addiction and learn new coping skills. I try to do the next right thing. I volunteer to help others – something I never did when active in my addiction. I look for new work. I listen thoughtfully now to the wisdom of others and appreciate the blessings in my life, even if the glass is only half-full. I know I am not in control of anything but me.

My primary job now is to have the courage to change me, to restore my integrity, and to work on my recovery every day. I will always be an addict. There is no cure for my addiction. But there is a daily reprieve if I work for it. I have strung together more than 450 consecutive days of sobriety. That is the road I will travel in the future.

Eternally grateful for a road map

Continued on page 2

Sexual Addiction Resources

General Resources

- SAA (Sex Addicts Anonymous)
503-452-5961 • www.saa-recovery.org
Meets in Beaverton, Bend, Corvallis, Eugene,
Medford, and Portland.
- Portland Intergroup for SAA
www.portlandsaa.org
- SA (Sexaholics Anonymous)
503-224-9840 • www.sa.org
- www.sexhelp.com
(Web site of Dr. Patrick Carnes, author of
Out of the Shadows)

Resources for Spouses/Partners

- S-Anon local hotline • 503-299-4442
- S-Anon International Family Groups
www.sanon.org
- COSA • www.cosa-recovery.org

Treatment Centers

- Gentle Path Program at Pine Grove –
Hattiesburg, Mississippi
(888-574-4673)
- The Meadows – Wickenburg, Arizona
(800-632-3697)
- Keystone Center – Chester, Pennsylvania
(800-733-6840)

Coping With Stress: Riding the Waves Of Life as a Lawyer

By

Shari R. Gregory, MSW, JD
Assistant Director - Oregon Attorney Assistance Program

Presented to:
Rogue Women Lawyers
&
Jackson County Bar Association
Medford, Oregon

July 25, 2007

Oregon Attorney Assistance Program



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Bio on Shari R. Gregory, MSW, JD

Shari received her law degree from Rutgers School of Law (1992) and master in social work degree from Wurzweiler School of Social Work (1987). Recently, Shari has completed a Certificate in Management from Portland State University's Professional Development Center. From 1995 until Sept 1999 she was a criminal defense attorney at Rieke & Savage, PC., Portland. There she defended mostly indigent clients in everything from misdemeanors to murder. Prior to criminal defense she worked part-time at a legal services office helping clients social security disability claims and for a short time worked in a law firm assisting on plaintiff personal injury and worker's compensation cases. Shari is a certified mediator and from 1997-2000 was secretary for the Board of Directors for Resolutions Northwest, a youth mediation organization. Her social work experiences include work in women's alcohol and drug treatment, individual and group, mental health, crisis intervention and support counseling, career counseling, mental health assessment work and information and referral.

Shari's bar activities include participation in the Oregon State Bar House of Delegates from 1997- 2003, Multnomah Bar Association, Oregon Criminal Defense Lawyers Association, Oregon Trial Lawyers Association, Oregon Gay and Lesbian Lawyers Association and the American Bar Association. She is a past president of Queen's Bench Board of Directors for Multnomah County Oregon Women Lawyers.

In 1999, Shari joined the staff of the Oregon Attorney Assistance Program, where she counsels attorneys, judges and law students, as well as their families, on topics including stress management, career transition, relationship issues, substance abuse, problem gambling, anxiety and depression.

Managing Workplace Stress

1. Delegate
2. Flexibility vs. Role definitions
3. Organization
 - a. Specify specific times for different activities, i.e. making calls, checking voicemails, writing/research/prep, talking with assistants and each other
 - b. Organize your files so you can find stuff when you need it, designate specific place to keep files, have case list and update weekly and discuss between attorney and staff
4. Boundaries- Know where you stop and another begins
 - a. Learn the limits of your representation and articulate your clarified role to your clients, in writing if necessary
 - b. Remember your clients stressors are NOT your own, they are problems you may or may not be able to solve
5. Spirit
 - a. Encourage HUMOR in the workplace
 - b. Camaraderie is important when you are in the trenches together
 - c. Caution: pay attention to negativity- do not over scrutinize each other, and give each other benefit of doubt
 - d. Designate a person to be the go to person for case questions, morale issues, fun and rallying the troops.
6. Communication
 - a. Watch your tone of voice/be respectful
 - b. Find out whether now is a good time to talk with someone
7. Have fun

Signs of Impairment

- Not returning phone calls to attorney/clients/opposing counsel;
- Not available when attorney/clients/opposing counsel attempt to reach at the office;
- Voicemail full;
- Not following through in delivering work product requested and promised;
- Tends to disappear or vanish for periods of one to several weeks;
- Missed deadlines/court appearances;
- High absenteeism or fired from job;
- Phones disconnected;
- Office vacated/closed;
- Behaves jumpy, irritable, agitated, very quick to anger;
- Smells of alcohol, especially in the morning or early afternoon;
- Bloodshot eyes, disheveled appearance;
- Exhibits obvious signs of intoxication or cognitive impairments (slurred or impaired speech, unsteady feet, difficulty tracking conversation,
- Nodding off/falling asleep during work or client meeting).

The Stress Cycle

- A stressor is any event or situation that causes us to feel tense or energized. The event can be physical, social or psychological (including anticipation and imagination).
- Our mental reaction (self talk) or how we view a situation. Do we see it as a threat or an opportunity? Our thoughts about a situation have a large impact on our stress response. If you think the demands of the situation are greater than your ability to cope, stress will occur. In other words, stress happens when we feel out of control.
- The stress response (Fight or Flight Response) causes changes in our body, our mental functions, emotions and behaviors based on how we have thought about the situation.

NEGATIVE COPING RESPONSES

ALCOHOL:	Drink to change your mood. Use alcohol as your friend.
DENIAL:	Pretend nothing's wrong. Lie. Ignore the problem.
DRUGS:	Abuse coffee/aspirin/medications. Smoke pot. Pop pills.
EATING:	Keep bingeing. Go on a diet. Use food to console you.
FAULT-FINDING:	Have a judgmental attitude. Complain. Criticize.
ILLNESS:	Develop headaches/nervous stomach/major illness. Become accident prone.
INDULGING:	Stay up late. Sleep in. Buy on impulse. Waste time.
PASSIVITY:	Hope it gets better. Procrastinate. Wait for a lucky break.
REVENGE:	Get even. Be sarcastic. Talk mean.
STUBBORNNESS:	Be rigid. Demand your way. Refuse to be wrong.
TANTRUMS:	Yell. Mope. Pout. Swear. Drive recklessly.
TOBACCO:	Smoke to relieve tension. Smoke to be "in".
WITHDRAWAL:	Avoid the situation. Skip school or work. Keep your feelings to yourself.
WORRYING:	Fret over things. Imagine the worst.

POSITIVE COPING TECHNIQUES

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Original Benefit

- Cortisone is released from the adrenal glands. This protects us from allergy and dust in primitive times, when we did a lot of fighting.
- Thyroid hormones increase in the bloodstream. This speeds up the metabolism, giving the body extra fuel to run faster.
- Endorphins, which are like morphine, are released. They are called the ““feel good”” hormones. These are essential during a fight, so pain is not felt from a wound.
- Sex hormones are reduced in both male and female. This led to decreased fertility in times of natural disasters or war.
- The digestive system shuts down, so the blood can be diverted to the muscles, heart and lungs. This enables one to have super muscle ability (e.g. 110 lb. woman lifting a tractor off of her child).
- There is an increase of blood sugar and therefore insulin to metabolize the sugar. This gives quick short-term fuel.
- Cholesterol increases in the blood, mainly from the liver, providing long-distance fuel. This ensures continued supply of energy to the muscles.
- The heart races, pumping more blood to the muscles and lungs, carrying more oxygen throughout the system.
- The air supply increases as the air passages in the lungs dilate, thus providing extra oxygen to the increased blood supply.
- The blood thickens due to an increase in red and white blood cells. More oxygen is carried to fight infection and stop wounds from bleeding.
- The skin crawls, and all hairs stand on end.
- All five senses become acute, bringing the body to its peak functioning level.

Drawbacks When Stress Becomes Chronic

Resistance to infection is lowered, leaving one open to colds, flues and other illnesses.

- An increase in thyroid hormones makes one very grumpy, nervous and exhausted.
- Depletion of the endorphins. This aggravates other conditions, such as migraines, and backaches, because you are more sensitive to pain.
- Reduction of sex hormones can lead to anxiety and tension in relationships.
- Chronic shutting down of the digestive system can lead to nausea, stomach cramps and diarrhea.
- A chronic demand for insulin can lead to diabetes.

- Chronic high levels of cholesterol can cause hardening of the arteries, or heart attacks.
- This leads to high blood pressure, which could lead to strokes, and other cardiovascular disorders.
- Inhaling more air pollutants (cigarettes smoke, toxic fumes) occurs, which can lead to a weakening of the body.
- Blood thickening leads to strokes and other cardiovascular diseases.
- The skin loses color, hands and armpits sweat. This is a social drawback.
- The senses burn-out leaving one prone to accidents, and open to mistakes.

- *From Hansen, The Joy of Stress*

PERSONAL STRESS EVALUATION

Rate each of the following statements according to the extent to which it applies to you. Place the number of your response on the space provided to the left of each statement.

NOTE: the scale is NOT in the same order each time.

- ___ 1. I feel energetic more often than I feel fatigued.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 2. I seem to be working shorter hours and accomplishing more.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 3. I spend quality time with my family and close friends.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 4. I have plenty of time to return phone calls and keep up with my personal correspondence.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 5. I make time to exercise.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 6. Rather than feel victimized, overwhelmed, or attacked by the pressures and demands of my work, I break it down into small, specific manageable steps.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 7. I tend to prioritize tasks rather than react to situations as they arise.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 8. I feel ruled by the clock and time constraints imposed by numerous deadlines.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 9. I feel comfortable delegating tasks and/or saying “no” to extra responsibilities or duties.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 10. I have a clear sense of my personal short and long-term goals, and what I want and need from my life.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never

- ___ 11. My attitude tends to be more creative and optimistic than cynical and pessimistic.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 12. I tend to assume too much personal responsibility and blame for situations or conditions beyond my personal control.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 13. I tend to focus on the changes and choices I can make instead of on the changes I desire in others.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 14. I'm so involved with my own stress, I have difficulty recognizing and/or responding to the concerns and stress of others.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 15. I am irritated and disappointed with myself or others for not meeting my expectations.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 16. I find humor in my life, especially at work, or about myself.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 17. I tend to use irrational thoughts ("I'm a failure as a manager. I snapped at one of the workers today, and another worker quit."); instead of rational thoughts, ("I'm a good manager, even though I snapped at an employee today and another worker quit to take advantage of an opportunity for personal advancement.".)
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 18. I stop my negative self-talk ("I'll never amount to anything."); and replace it with positive self-talk ("I have several good skills, and I'm continuously improving.")
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 19. I have headaches, minor aches and pains, or lingering illnesses.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 20. I refrain from eating sweets or fatty foods, and from drinking alcoholic or caffeinated beverages.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never

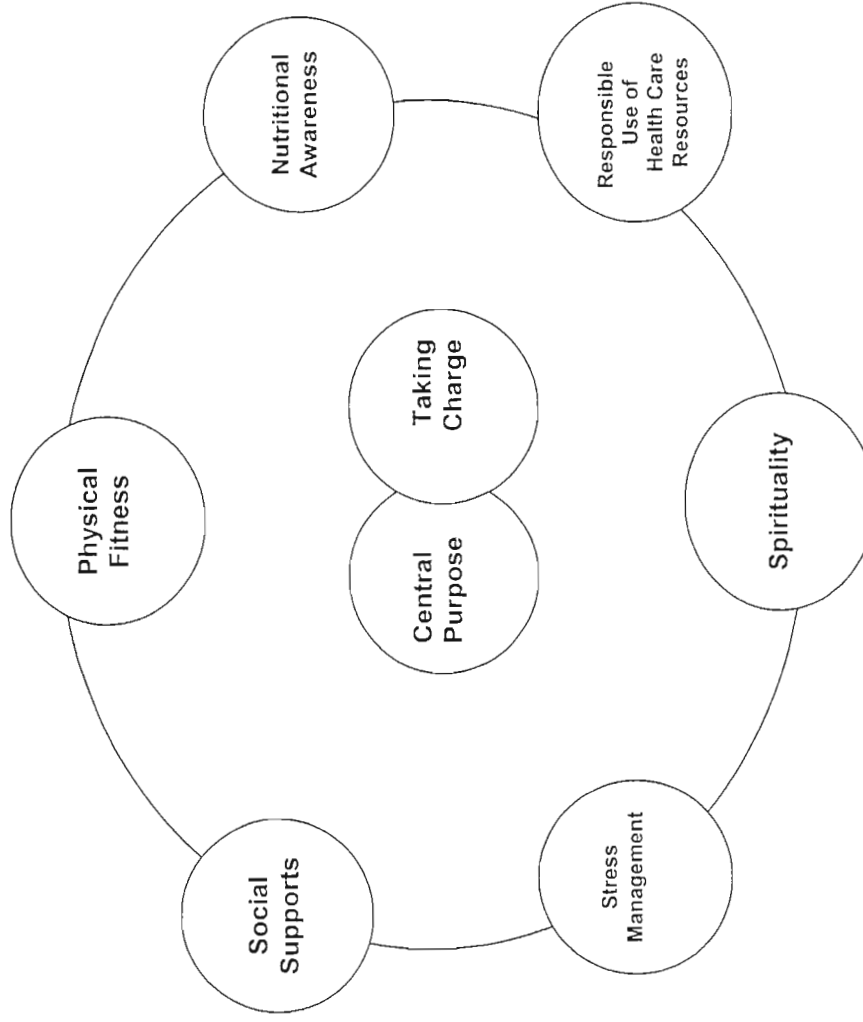
- ___ 21. I fall asleep easily and awaken feeling sufficiently rested.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 22. I take time to replenish the physical, emotional, and spiritual energy I expend each day.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 23. I let go of my unnecessary mental, emotional, or physical tension by using some form of relaxation.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 24. I participate in physical activities primarily to compete, rather than to enjoy the benefits that come from exercising and releasing physical tension.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 25. I notice and/or make constructive responses to the physical cues (bodily tensions, nervous stomach, etc.) my body uses to signal that I'm over-stressed.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 26. I have difficulty thinking of positive, creative ways to solve minor problems.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 27. I seek out or participate in support groups.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 28. I interact with people who validate my feelings of self-worth or strengthen my self-esteem.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never
- ___ 29. I communicate in aggressive (overly controlling, loud and demanding) or passive-aggressive (subtle, indirect overly permissive) ways, instead of in non-hurtful, non-blaming assertive way.
1 = Never 2 = Rarely 3 = Sometimes 4 = Frequently 5 = Always
- ___ 30. I recognize and hold myself responsible for the choices I can make regarding the intensity, duration, and management of my stress.
1 = Always 2 = Frequently 3 = Sometimes 4 = Rarely 5 = Never

___ **TOTAL POINTS**

YOUR STRESS MANAGEMENT SKILL LEVEL

30 - 39	INCREDIBLE
40 - 59	SUPERIOR
60 - 79	ABOVE AVERAGE
80 - 100	AVERAGE
101-120	BELOW AVERAGE
121-140	INFERIOR
141-150	BURNED OUT

Dimensions of Wellness



Source: *The Wellness – Recovery Connection: Charting Your Pathway to optimal Health While Recovering from Alcoholism and Drug Addiction*, by John Newport, Ph.D., Health Communications, Inc., © 2004

**OREGON RULES OF PROFESSIONAL CONDUCT POTENTIALLY
VIOLATED BY CHARACTERS WITHIN THE VIGNETTES PRESENTED
AT THE APRIL 2008 GUS SOLOMON INN OF COURT CLE
PRESENTATION**

(Oregon Rules of Professional Conduct Effective January 1, 2005, as amended through December 1, 2006)

RULE 1.0 TERMINOLOGY

(a) "Belief" or "believes" denotes that the person involved actually supposes the fact in question to be true. A person's belief may be inferred from circumstances.

(b) "Confirmed in writing," when used in reference to the informed consent of a person, denotes informed consent that is given in writing by the person or a writing that a lawyer promptly transmits to the person confirming an oral informed consent. See paragraph (g) for the definition of "informed consent." If it is not feasible to obtain or transmit the writing at the time the person gives informed consent, then the lawyer must obtain or transmit it within a reasonable time thereafter.

(c) "Electronic communication" includes but is not limited to messages sent to newsgroups, listservs and bulletin boards; messages sent via electronic mail; and real time interactive communications such as conversations in internet chat groups and conference areas and video conferencing.

(d) "Firm" or "law firm" denotes a lawyer or lawyers, including "Of Counsel" lawyers, in a law partnership, professional corporation, sole proprietorship or other association authorized to practice law; or lawyers employed in a private or public legal aid or public defender organization, a legal services organization or the legal department of a corporation or other public or private organization. Any other lawyer, including an office sharer or a lawyer working for or with a firm on a limited basis, is not a member of a firm absent indicia sufficient to establish a de facto law firm among the lawyers involved.

(e) "Fraud" or "fraudulent" denotes conduct that is fraudulent under the substantive or procedural law of the applicable jurisdiction and has a purpose to deceive.

(f) "Information relating to the representation of a client" denotes both information protected by the attorney-client privilege under applicable law, and other information gained in a current or former professional relationship that the client has requested be held inviolate or the disclosure of which would be embarrassing or would be likely to be detrimental to the client.

(g) "Informed consent" denotes the agreement by a person to a proposed course of conduct after the lawyer has communicated adequate information and explanation about the material risks of and reasonably available alternatives to the proposed course of conduct. When informed consent is required by these Rules to be confirmed in writing or to be given in a writing signed by the client, the lawyer shall give and the writing shall reflect a recommendation that the client seek independent legal advice to determine if consent should be given.

(h) "Knowingly," "known," or "knows" denotes actual knowledge of the fact in question, except that for purposes of determining a lawyer's knowledge of the existence of a conflict of interest, all facts which the lawyer knew, or by the exercise of reasonable care should have known, will be attributed to the lawyer. A person's knowledge may be inferred from circumstances.

(i) "Matter" includes any judicial or other proceeding, application, request for a ruling or other determination, contract, claim, controversy, investigation, charge, accusation, arrest or other particular matter involving a specific party or parties; and any other matter covered by the conflict of interest rules of a government agency.

(j) "Partner" denotes a member of a partnership, a shareholder in a law firm organized as a professional corporation, or a member of an association authorized to practice law.

(k) "Reasonable" or "reasonably" when used in relation to conduct by a lawyer denotes the conduct of a reasonably prudent and competent lawyer.

(l) "Reasonable belief" or "reasonably believes" when used in reference to a lawyer denotes that the lawyer believes the matter in question and that the circumstances are such that the belief is reasonable.

(m) "Reasonably should know" when used in reference to a lawyer denotes that a lawyer of reasonable prudence and competence would ascertain the matter in question.

(n) "Screened" denotes the isolation of a lawyer from any participation in a matter through the timely imposition of procedures within a firm that are reasonably adequate under the circumstances to protect information that the isolated lawyer is obligated to protect under these Rules or other law.

(o) "Substantial" when used in reference to degree or extent denotes a material matter of clear and weighty importance.

(p) "Tribunal" denotes a court, an arbitrator in a binding arbitration proceeding or a legislative body, administrative agency or other body acting in an adjudicative capacity. A legislative body, administrative agency or other body acts in an adjudicative capacity when a neutral official, after the presentation of evidence or legal argument by a party or parties, will render a binding legal judgment directly affecting a party's interests in a particular matter.

(q) "Writing" or "written" denotes a tangible or electronic record of a communication or representation, including handwriting, typewriting, printing, photostating, photography, audio or videorecording and e-mail. A "signed" writing includes an electronic sound, symbol or process attached to or logically associated with a writing and executed or adopted by a person with the intent to sign the writing.

Adopted 01/01/05

CLIENT-LAWYER RELATIONSHIP

RULE 1.1 COMPETENCE

A lawyer shall provide competent representation to a client. Competent representation requires the legal knowledge, skill, thoroughness and preparation reasonably necessary for the representation.

Adopted 01/01/05

RULE 1.2 SCOPE OF REPRESENTATION AND ALLOCATION OF AUTHORITY BETWEEN CLIENT AND LAWYER

(a) Subject to paragraphs (b) and (c), a lawyer shall abide by a client's decisions concerning the objectives of representation and, **as required by Rule 1.4, shall consult with the client as to the means by which they are to be pursued.** A lawyer may take such action on behalf of the client as is impliedly authorized to carry out the representation. A lawyer shall abide by a client's decision whether to settle a matter. In a criminal case, the lawyer shall abide by the client's decision, after consultation with the lawyer, as to a plea to be entered, whether to waive jury trial and whether the client will testify.

(b) A lawyer may limit the scope of the representation if the limitation is reasonable under the circumstances and the client gives informed consent.

(c) A lawyer shall not counsel a client to engage, or assist a client, in conduct that the lawyer knows is illegal or fraudulent, but a lawyer may discuss the legal consequences of any proposed course of conduct with a client and may counsel or assist a client to make a good faith effort to determine the validity, scope, meaning or application of the law.

Adopted 01/01/05

RULE 1.3 DILIGENCE

A lawyer shall not neglect a legal matter entrusted to the lawyer.

Adopted 01/01/05

RULE 1.4 COMMUNICATION

- (a) A lawyer shall keep a client reasonably informed about the status of a matter and promptly comply with reasonable requests for information
- (b) A lawyer shall explain a matter to the extent reasonably necessary to permit the client to make informed decisions regarding the representation.
- (b) **A lawyer shall explain a matter to the extent reasonably necessary to permit the client to make informed decisions regarding the representation.**

Adopted 01/01/05

RULE 1.5 FEES

(a) A lawyer shall not enter into an agreement or, charge or collect an illegal or clearly excessive fee or a clearly excessive amount for expenses.

(b) A fee is clearly excessive when, after a review of the facts, a lawyer of ordinary prudence would be left with a definite and firm conviction that the fee is in excess of a reasonable fee. Factors to be considered as guides in determining the reasonableness of a fee include the following:

- (1) the time and labor required, the novelty and difficulty of the questions involved, and the skill requisite to perform the legal service properly;
- (2) the likelihood, if apparent to the client, that the acceptance of the particular employment will preclude other employment by the lawyer;
- (3) the fee customarily charged in the locality for similar legal services;
- (4) the amount involved and the results obtained;
- (5) the time limitations imposed by the client or by the circumstances;
- (6) the nature and length of the professional relationship with the client;
- (7) the experience, reputation, and ability of the lawyer or lawyers performing the services; and
- (8) whether the fee is fixed or contingent.

(c) A lawyer shall not enter into an arrangement for, charge or collect:

- (1) any fee in a domestic relations matter, the payment or amount of which is contingent upon the securing of a divorce or upon the amount of spousal or child support or a property settlement; or
- (2) a contingent fee for representing a defendant in a criminal case.

(d) A division of a fee between lawyers who are not in the same firm may be made only if:

- (1) the client gives informed consent to the fact that there will be a division of fees, and
- (2) the total fee of the lawyers for all legal services they rendered the client is not clearly excessive.

(e) Paragraph (d) does not prohibit payments to a former firm member pursuant to a separation or retirement agreement, or payments to a selling lawyer for the sale of a law practice pursuant to Rule 1.17.

Adopted 01/01/05

RULE 1.6 CONFIDENTIALITY OF INFORMATION

(a) A lawyer shall not reveal information relating to the representation of a client unless the client gives informed consent, the disclosure is impliedly authorized in order to carry out the representation or the disclosure is permitted by paragraph (b).

(b) A lawyer may reveal information relating to the representation of a client to the extent the lawyer reasonably believes necessary:

- (1) to disclose the intention of the lawyer's client to commit a crime and the information necessary to prevent the crime;
- (2) to prevent reasonably certain death or substantial bodily harm;
- (3) to secure legal advice about the lawyer's compliance with these Rules;**
- (4) to establish a claim or defense on behalf of the lawyer in a controversy between the lawyer and the client, to establish a defense to a criminal charge or civil claim against the lawyer based upon conduct in which the client was involved, or to respond to allegations in any proceeding concerning the lawyer's representation of the client;
- (5) to comply with other law, court order, or as permitted by these Rules; or
- (6) to provide the following information in discussions preliminary to the sale of a law practice under Rule 1.17 with respect to each client potentially subject to the transfer: the client's identity; the identities of any adverse parties; the nature and extent of the legal services involved; and fee and payment information. A potential purchasing lawyer shall have the same responsibilities as the selling lawyer to preserve information relating to the representation of such clients whether or not the sale of the practice closes or the client ultimately consents to representation by the purchasing lawyer.

Adopted 01/01/05

Amended 12/01/06:

Paragraph (b)(6) amended to substitute "information relating to the representation of a client" for "confidences and secrets."

RULE 1.16 DECLINING OR TERMINATING REPRESENTATION

(a) Except as stated in paragraph (c), a lawyer shall not represent a client or, where the representation has commenced, shall withdraw from the representation of a client if:

- (1) the representation will result in violation of the Rules of Professional Conduct or other law;**
- (2) the lawyer's physical or mental condition materially impairs the lawyer's ability to represent the client; or**
- (3) the lawyer is discharged.**

(b) Except as stated in paragraph (c), a lawyer may withdraw from representing a client if:

- (1) withdrawal can be accomplished without material adverse effect on the interests of the client;
- (2) the client persists in a course of action involving the lawyer's services that the lawyer reasonably believes is criminal or fraudulent;

- (3) the client has used the lawyer's services to perpetrate a crime or fraud;
- (4) the client insists upon taking action that the lawyer considers repugnant or with which the lawyer has a fundamental disagreement;
- (5) the client fails substantially to fulfill an obligation to the lawyer regarding the lawyer's services and has been given reasonable warning that the lawyer will withdraw unless the obligation is fulfilled;
- (6) the representation will result in an unreasonable financial burden on the lawyer or has been rendered unreasonably difficult by the client; or
- (7) other good cause for withdrawal exists.

(c) A lawyer must comply with applicable law requiring notice to or permission of a tribunal when terminating a representation. When ordered to do so by a tribunal, a lawyer shall continue representation notwithstanding good cause for terminating the representation.

(d) Upon termination of representation, a lawyer shall take steps to the extent reasonably practicable to protect a client's interests, such as giving reasonable notice to the client, allowing time for employment of other counsel, surrendering papers and property to which the client is entitled and refunding any advance payment of fee or expense that has not been earned or incurred. The lawyer may retain papers, personal property and money of the client to the extent permitted by other law.

Adopted 01/01/05

ADVOCATE

RULE 3.1 MERITORIOUS CLAIMS AND CONTENTIONS

In representing a client or the lawyer's own interests, a lawyer shall not knowingly bring or defend a proceeding, assert a position therein, delay a trial or take other action on behalf of a client, unless there is a basis in law and fact for doing so that is not frivolous, which includes a good faith argument for an extension, modification or reversal of existing law, except that a lawyer for the defendant in a criminal proceeding, or the respondent in a proceeding that could result in incarceration may, nevertheless so defend the proceeding as to require that every element of the case be established.

Adopted 01/01/05

Amended 12/01/06:

Paragraph (a) amended to made applicable to a lawyer acting in the lawyer's own interests

LAW FIRMS AND ASSOCIATIONS

RULE 5.1 RESPONSIBILITIES OF PARTNERS, MANAGERS, AND SUPERVISORY LAWYERS

A lawyer shall be responsible for another lawyer's violation of these Rules of Professional Conduct if:

(a) the lawyer orders or, with knowledge of the specific conduct, ratifies the conduct involved; or

(b) the lawyer is a partner or has comparable managerial authority in the law firm in which the other lawyer practices, or has direct supervisory authority over the other lawyer, and knows of the conduct at a time when its consequences can be avoided or mitigated but fails to take reasonable remedial action.

Adopted 01/01/05

RULE 5.2 RESPONSIBILITIES OF A SUBORDINATE LAWYER

(a) A lawyer is bound by the Rules of Professional Conduct notwithstanding that the lawyer acted at the direction of another person.

(b) A subordinate lawyer does not violate the Rules of Professional Conduct if that lawyer acts in accordance with a supervisory lawyer's reasonable resolution of an arguable question of professional duty.

Adopted 01/01/05

MAINTAINING THE INTEGRITY OF THE PROFESSION

Rule 8.4 MISCONDUCT

(a) It is professional misconduct for a lawyer to:

- (1) violate the Rules of Professional Conduct,** knowingly assist or induce another to do so, or do so through the acts of another;
- (2) commit a criminal act that reflects adversely on the lawyer's honesty, trustworthiness or fitness as a lawyer in other respects;**
- (3) engage in conduct involving dishonesty, fraud, deceit or misrepresentation that reflects adversely on the lawyer's fitness to practice law;**
- (4) engage in conduct that is prejudicial to the administration of justice;**
- (5) state or imply an ability to influence improperly a government agency or official or to achieve results by means that violate these Rules or other law; or**
- (5)(sic) knowingly assist a judge or judicial officer in conduct that is a violation of applicable rules of judicial conduct or other law.**

b) Notwithstanding paragraphs (a)(1), (3) and (4) and Rule 3.3(a)(1), it shall not be professional misconduct for a lawyer to advise clients or others about or to supervise lawful covert activity in the investigation of violations of civil or criminal law or constitutional rights, provided the lawyer's conduct is otherwise in compliance with these Rules of Professional Conduct. "Covert activity," as used in this rule, means an effort to obtain information on unlawful activity through the

use of misrepresentations or other subterfuge. "Covert activity" may be commenced by a lawyer or involve a lawyer as an advisor or supervisor only when the lawyer in good faith believes there is a reasonable possibility that unlawful activity has taken place, is taking place or will take place in the foreseeable future.

Adopted 01/01/05