



PROGRAM MATERIALS

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How to Find Success in Law Without Sacrificing Your Life

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“HOW TO FIND SUCCESS IN LAW WITHOUT SACRIFICING YOUR LIFE”

Isaac Marcushamer, DGIM Law

May 25, 2023



GIELCHINSKY &
MARCUSHAMER

TODAY'S PRESENTERS

ISAAC MARCUSHAMER

Partner, DGIM Law



STEPHEN GARBER

CEO, Third Level



ROCHELLE GAPERE

Happiness Coach



OVERVIEW

As part of this webinar, you will hear from an attorney, a happiness coach, and a business coach that it *is* possible for attorneys to grow, thrive, and make an impact in law while finding balance and maintaining personal and community ties.

1 ————— State of Lawyer's Mental Health

2 ————— Why This Profession Takes Such a Toll

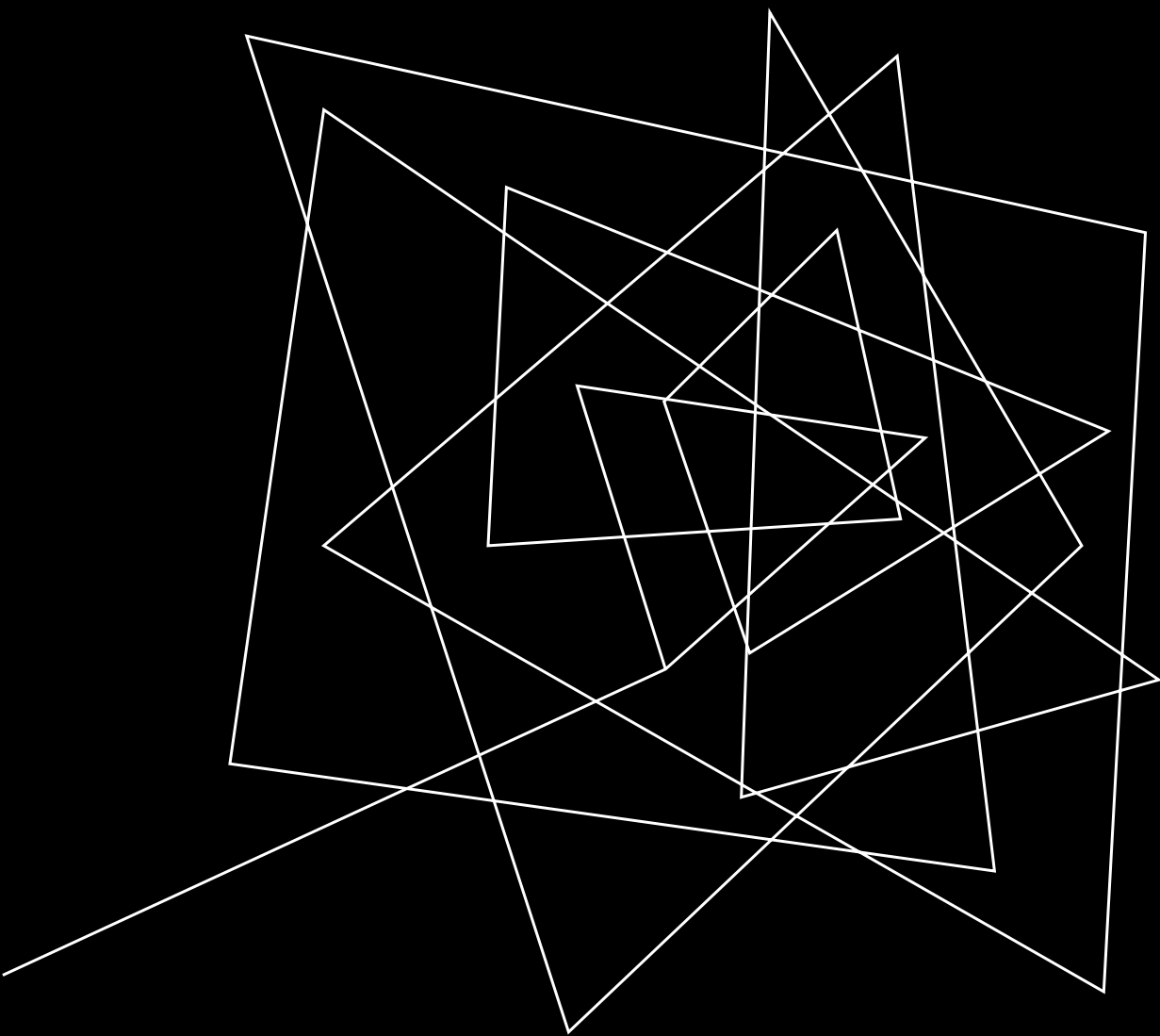
3 ————— What is Work-Life Balance

4 ————— The Important Role Firm Culture Plays

5 ————— Team Building: More Than Just Lawyers

6 ————— Wrap-Up

FOCUS



STATE OF LAWYER MENTAL HEALTH

DID YOU KNOW?

For many in the legal profession, the term “lawyer mental health” may seem contradictory, as many attorneys associate the following with the job:

- Mental Health Issues
- Stress
- Depression
- Increased Drinking



THE NUMBERS MAKE THE CASE

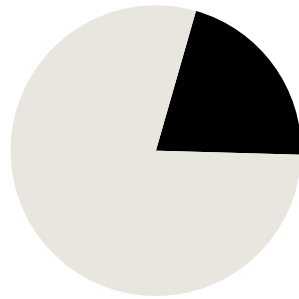


28%

DEPRESSION

Percent of lawyers that reported experiencing symptoms of depression

- American Bar Association, 2017

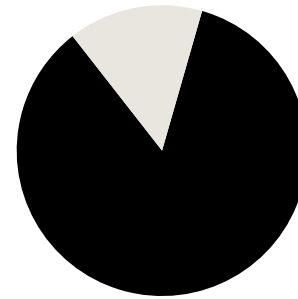


21%

DRINKING

Percent of lawyers that reported problem drinking behavior

- Journal of Addiction Medicine, 2016

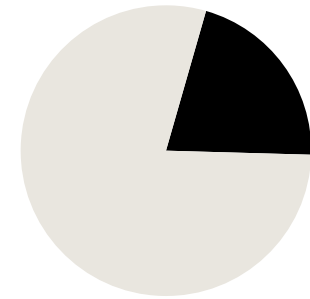


85%

STRESS

Percent of lawyers that reported experiencing moderate to high levels of stress

- National Task Force on Lawyer Well-Being, 2021



21%

WELLNESS

Percent of people that reported improving mental health is a top priority in 2023

- Forbes Health/OnePoll



HOW CAN WE BREAK THE CYCLE

A recent study [Thomson Reuters Institute and the Center on Ethics and the Legal Profession at Georgetown Law] found that "firm culture, the people they work with, and work-life balance" were more important to associates than money.

Indeed, Simon Sinek probably captured it best, *"Money is like fuel. Cars need fuel, but the purpose of the car is not to buy more fuel. Business is the same. The purpose of business is not to make money, it's to advance a greater purpose or cause."*

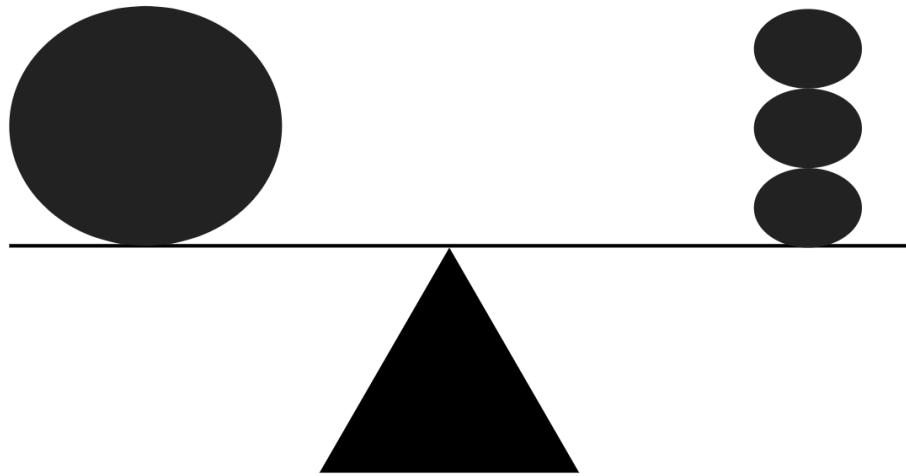
It is important to know what your firm's purpose is. It is likely even more important to know your own personal purpose is.

Mine is to have success, personal growth, and above all fun. But, I didn't get to that understanding alone, or quickly.

ACCORDING TO JEFF BEZOS

... The term "work-life balance" is a "debilitating phrase."

WHAT IS WORK-LIFE BALANCE?





CHALLENGES OF WORK-LIFE BALANCE IN LAW

NATURE OF WORK

Demanding nature of work and impact on personal life

LITIGATING AGAINST PEERS

Law is the only profession where you defend a client from a peer

WORK / FAMILY CONFLICT

Female lawyers experience more work/family conflict than males

BUILDING STRONG TEAMS

Need for proactively delegating to ensure a manageable workload

THE “RIGHT” WAY TO DO WORK-LIFE BALANCE





“NEVER GET SO BUSY MAKING A LIVING
THAT YOU FORGET TO MAKE A LIFE.”

-DOLLY PARTON

OFFICE CULTURE

A lot of companies talk about culture, it's the new
“we are different.”

As my law partner regularly reminds us, “anyone with a laptop and an internet connection can practice law.” This is even more true in today's world of WFH, hybrid workplaces, and Zoom fatigue.



OFFICE CULTURE POST-COVID

SOCIAL DISTANCING

The physical distance – ironically called “social distancing” but there is nothing social about it – has created an environment in which mentorship, training, and connections between colleagues are difficult to establish or continue.

SEEK OUTSIDE COUNSEL

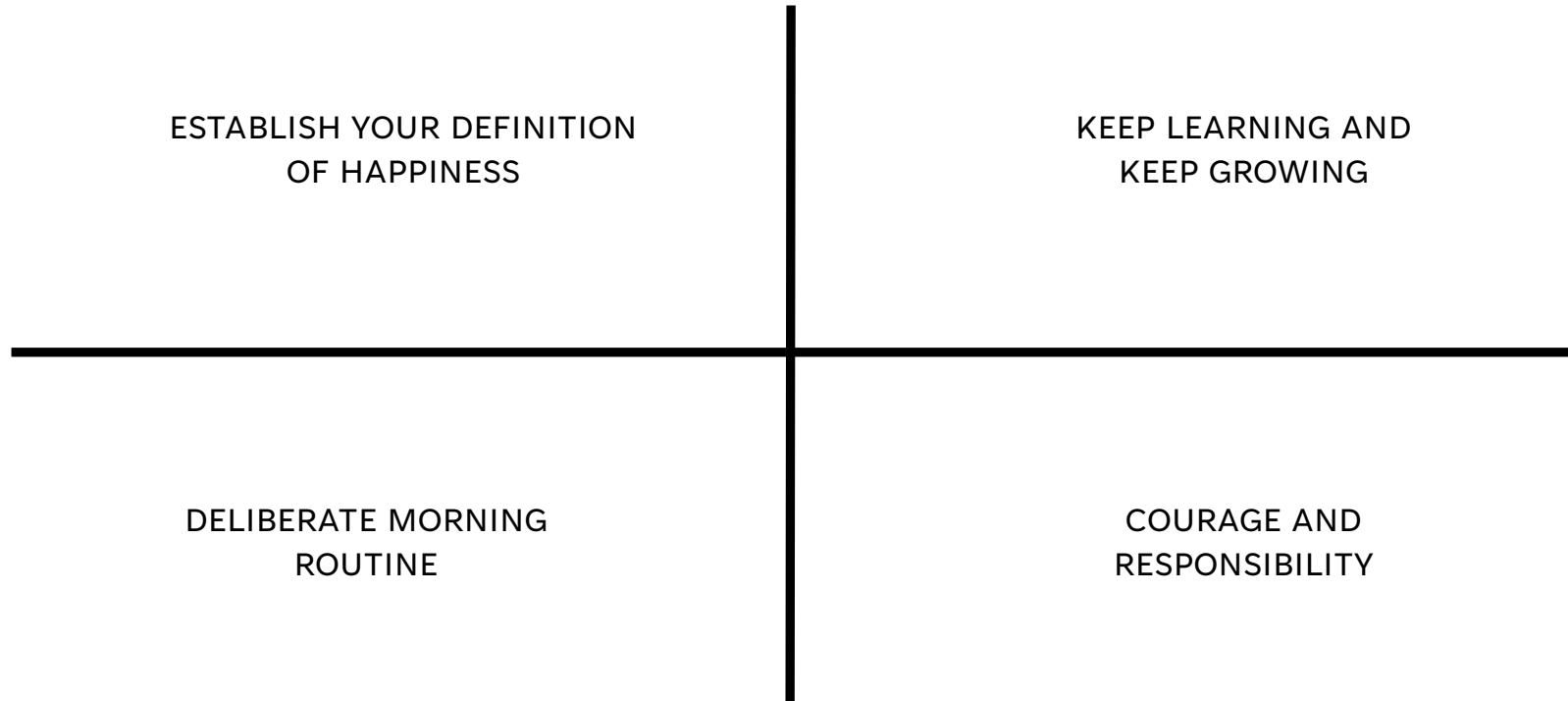
I recommend seeking an outside perspective to shed light on the four walls of your firm. Indeed, our business coach/culture consultant regularly shines a mirror and a spotlight back into the blind spots of our firm that allows us to individually and collectively reflect on what is going well and what can be better.

PERSONAL HAPPINESS

“I WOULD BE EVEN HAPPIER IN MY LIFE IF I WAS MORE FULLY HONEST WITH MYSELF ABOUT...”



HOW TO ACHIEVE HAPPINESS





HAPPINESS AS PART OF OFFICE CULTURE

WHAT IS HAPPINESS

Personal and subjective

Positive thought pattern

Honesty about what needs change

CHALLENGES

Boredom

Routine

Being stuck in the box

BENEFITS

Talent retainment

Productivity



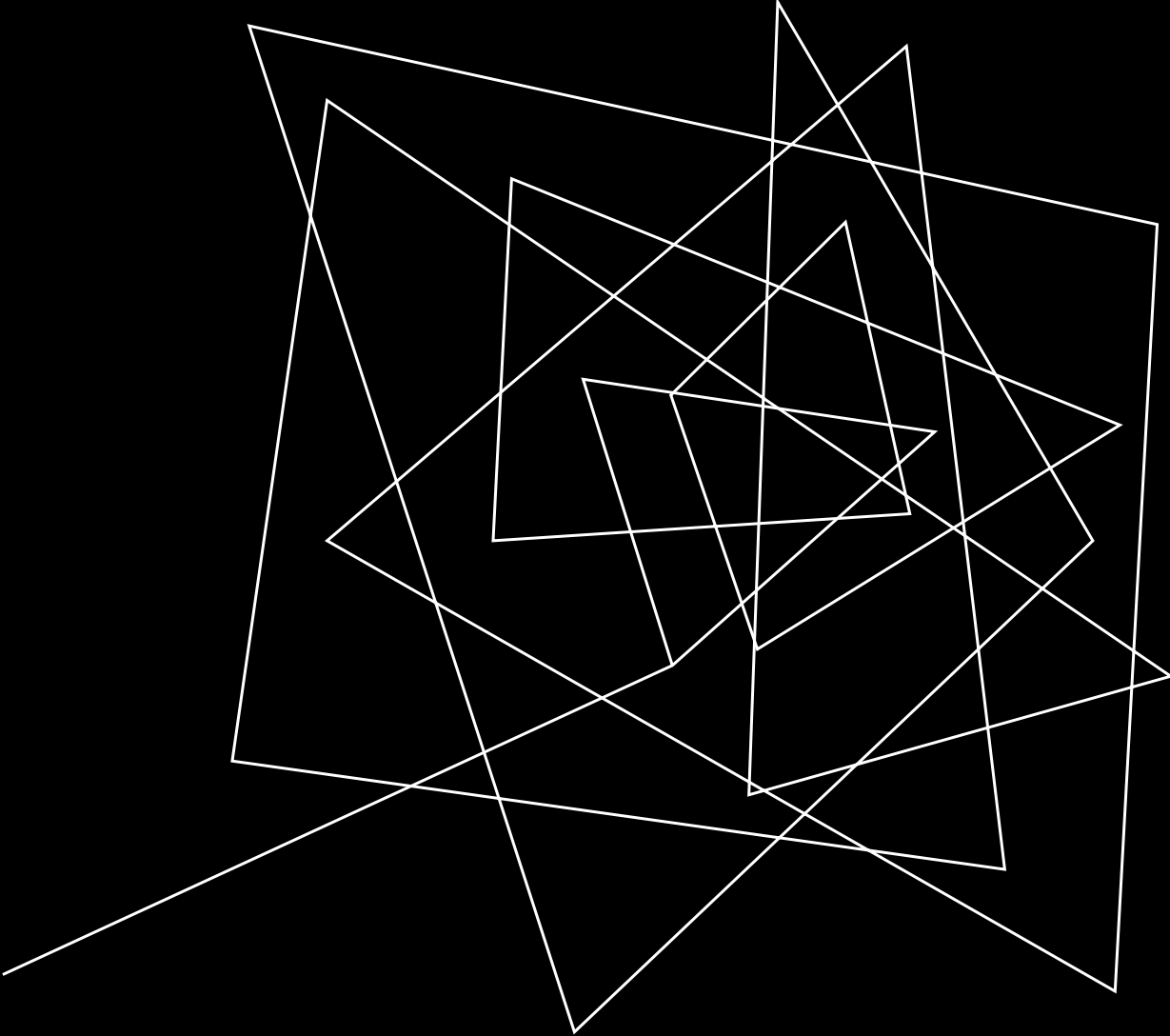
DISCUSSION

STEPHEN

- Is there a time where it is “too late” to create culture in an organization?
- How do you overcome the impact of remote work on office culture?
- Best practices for securing buy-in from all employees?

ROCHELLE

- What role does happiness play in office culture?
- What is a “first step” you recommend for individuals to take as part of their journey towards happiness? And, same for businesses?



BUILDING TEAMS



“

Coming together is a
beginning. Keeping together
is progress. Working
together is success.

HENRY FORD



BUILDING TEAMS

ALIGNMENT

Alignment is a constant conscious practice that requires daily attention from the entire team.

- An aligned team shares:
 - Purpose
 - Vision, and
 - Values
 - Goals
- Utilizing the strengths of each member:
 - I
 - We
 - Firm

**It's not how well we work ...
*It's how well we work, together.***

EMPOWER, ENGAGE, EARN

If you're struggling to empower, engage, and earn your team's trust.



Seek an outside perspective to shed light within the four walls of your firm.



Perceive the blind spots of your firm that allow you to individually and collectively reflect on what is going well and what can be better.



ISAAC MARCUSHAMER

MY WHY

- Success, Growth & Fun

MY HOW

- Creative problem solving
- Visionary disruptive leadership

WHAT I DO

- Provide high-level strategy and legal advice

THE MAVERICK LEADER

Pioneering, Irreverent, Entrepreneurial



INNOVATION

I Bring Creativity

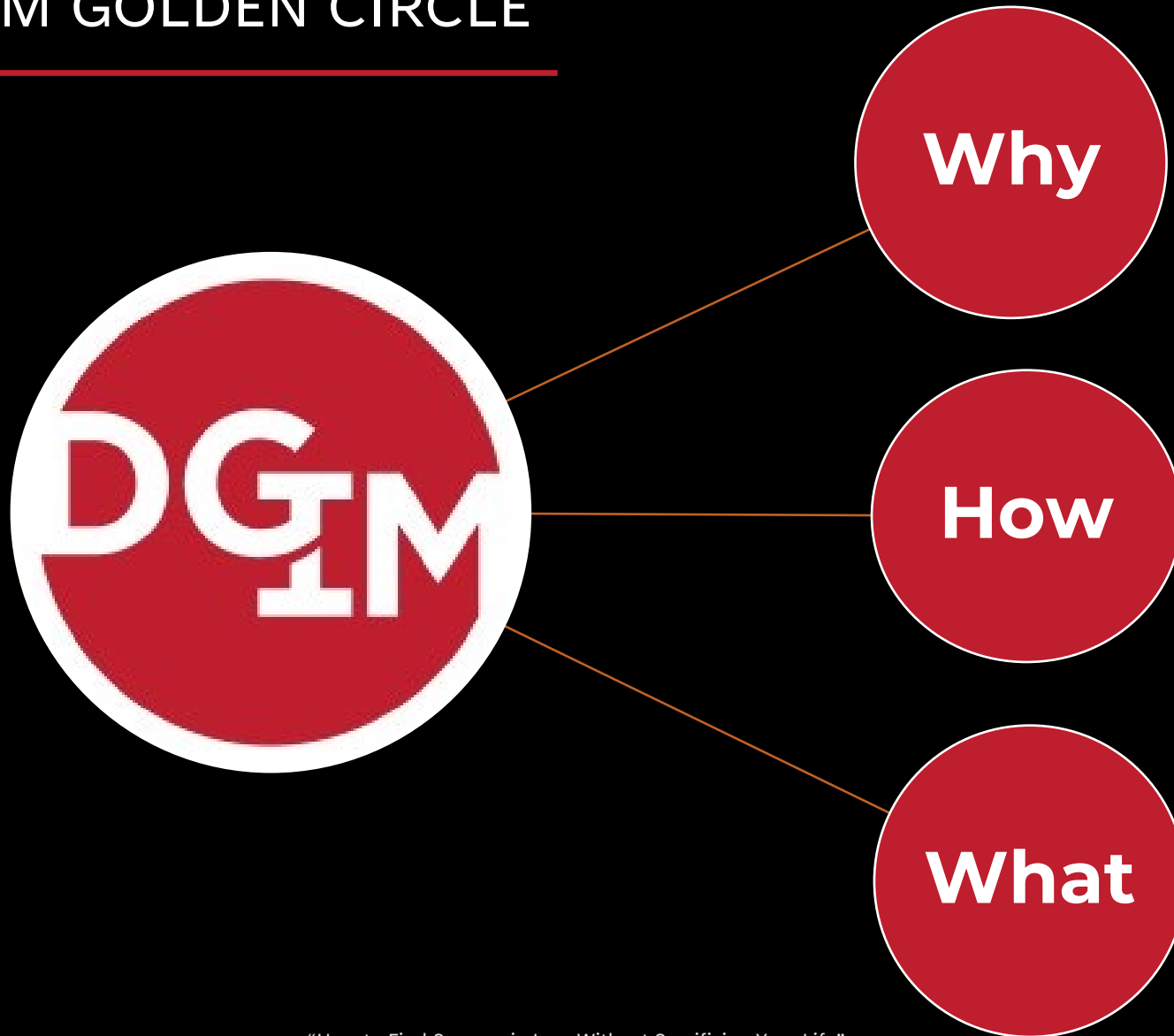
POWER

I Lead with Confidence

“No Holding Back, Please”

DOUBLE TROUBLES:
Anarchy and Aggressor

DGIM GOLDEN CIRCLE



LAW EVOLVED

(Positively transform the human experience of the law)

- Relentless focus on business objectives
 - Transparent and responsive
 - **Powerful Kindness**
 - "We" mindset
 - Impact through innovation and collective insight
-
- **Effective and Efficient Business** Law counsel and solutions



BUILDING TEAMS POST-COVID

IMPACT OF HYBRID

It has created an environment in which mentorship, training, and connections between colleagues are difficult to establish or continue.

PANDEMIC'S IMPACT ON MENTAL HEALTH

Concerns about mental health and substance use remain elevated three years after the onset of the COVID-19 pandemic, with 90% of U.S. adults believing that the country is facing a mental health crisis, according to a recent KFF/CNN survey.

TEAM BUILDING WITH SIMON SINEK





MOVING FORWARD

By implementing these insights and strategies, we hope that each of you can find the equilibrium necessary to derive satisfaction from both your professional and personal lives.

Remember, your well-being matters, and investing in it ultimately enhances your effectiveness as a lawyer.

Let us strive together to prioritize humanity and create a legal profession that promotes mental health, balance, and fulfillment.

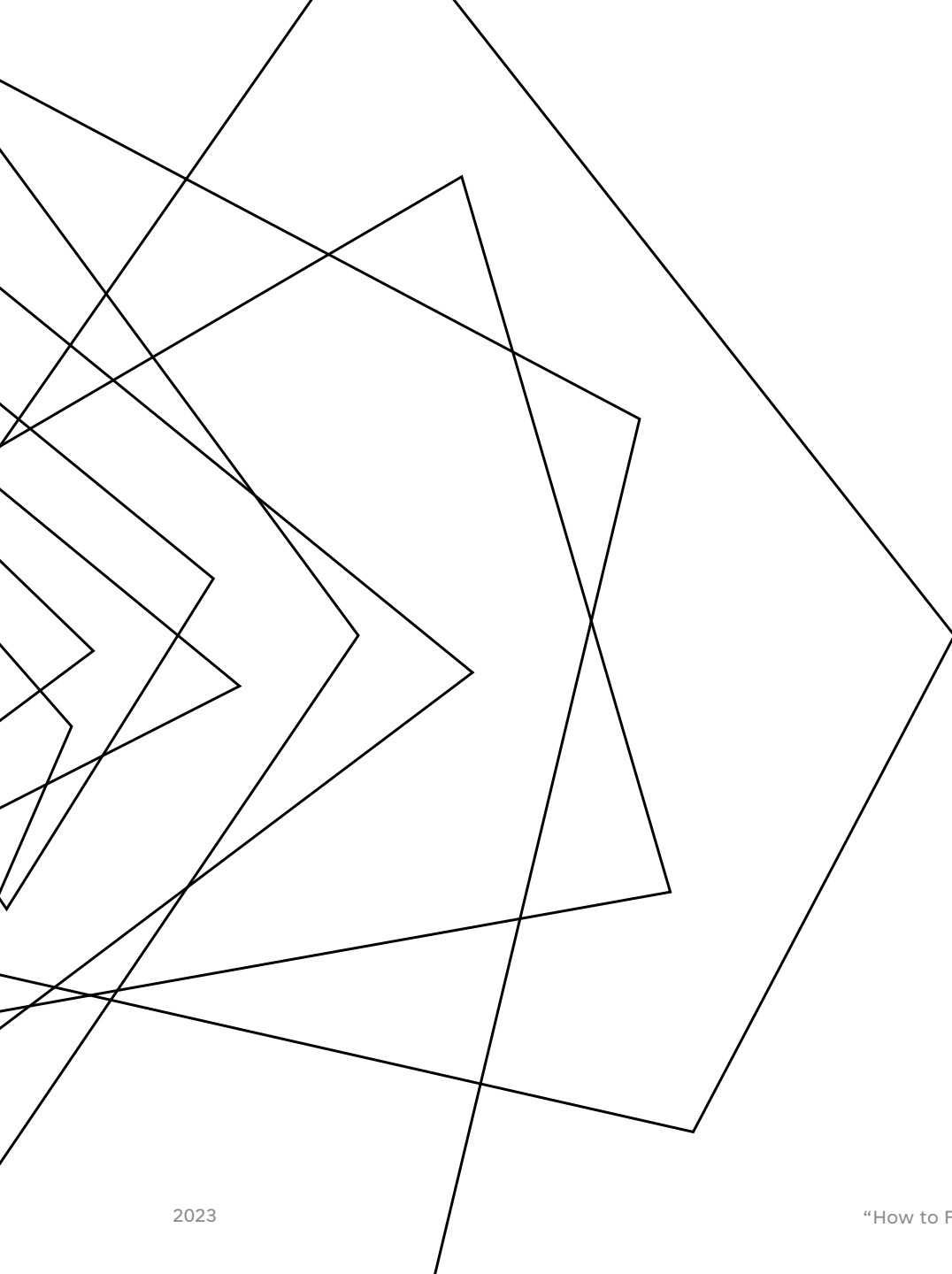


CONCLUSION

Many lawyers believe that sacrificing their personal lives and dedicating all their time to their careers is the norm. However, we have discovered that it is possible to practice law without compromising one's life and well-being.

While the nature of legal work and family conflicts present inherent challenges, finding balance becomes paramount.

It is equally important to cultivate a supportive team, foster a positive office culture, and prioritize personal happiness. As happiness is subjective, it requires deep introspection to determine what it truly means to each individual and the necessary steps to achieve it.



QUESTIONS?



THANK YOU

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