



PROGRAM MATERIALS

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Permission to Pivot: Ethics, Well-Being, and Redefining Your Legal Career

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- **Karen Munoz, Esq. - Dolan Law**
- **Dana Shaker, Esq. - Attorney at Law**

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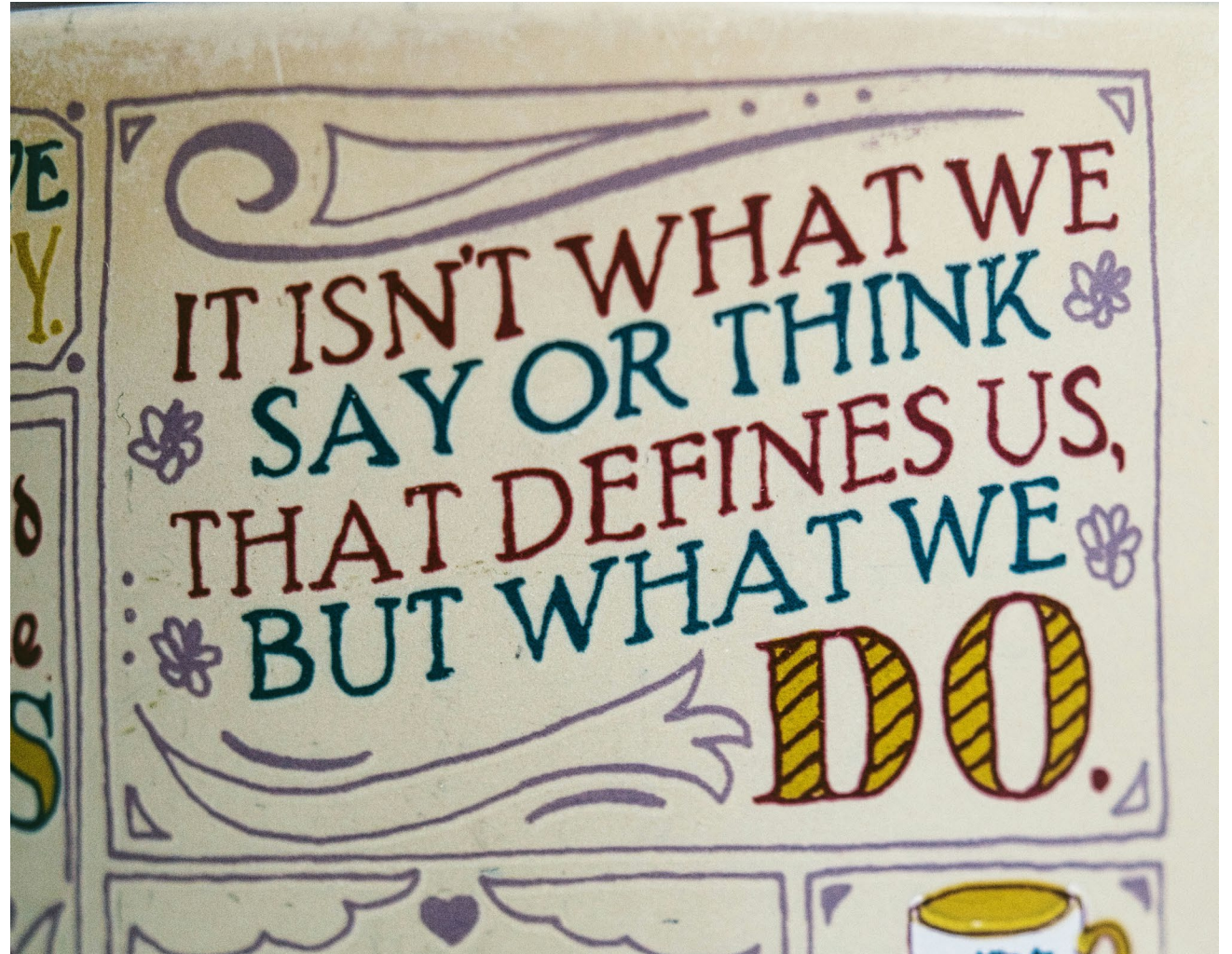
5301 North Federal Highway, Suite 150, Boca Raton, FL 33487
Phone 561-241-1919

Permission to Pivot:

Ethics, Well- Being, and Redefining Your Legal Career

Karen Munoz, Esq.
Founder of Roaring Grace Wellness

Dana Shaker, Esq.



Our agenda:

**1. Ethical Foundations
for Career
Transitions**

**2. Well-Being as an
Ethical Imperative**

**3. Practical Guidance
for a Responsible
Pivot**



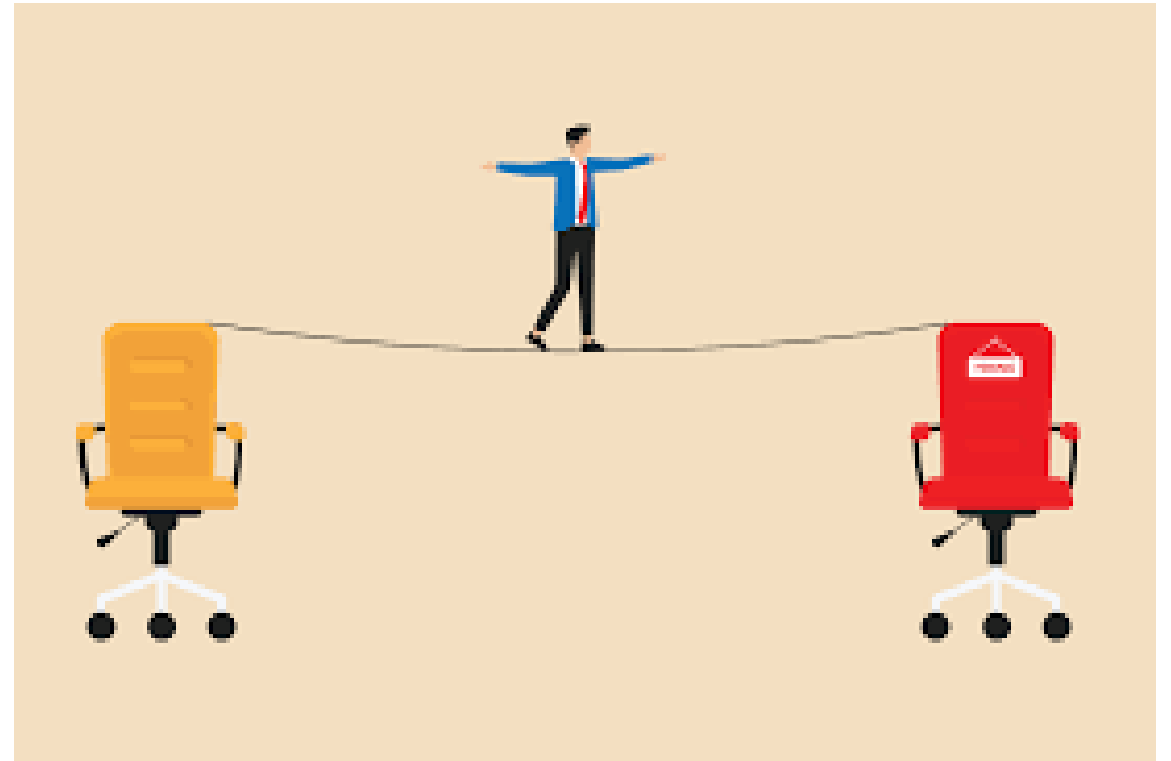
Career pivots & paths

Law, like life, is rarely, if ever, a linear process.

But it is a process.

Pivots are a process.

Start with the ethical rules.



The Rules of Professional Conduct



Rules of Professional Conduct

The key ethical duties that all parties need to bear in mind are:

- **Communication (RPC 1.4) - to keep clients informed of the impending departure of a lawyer having substantial responsibility for the clients' active matters and to make clear to those clients for whom the departing lawyer has worked and who inquire that the client has the absolute right to counsel of the client's choosing: the departing lawyer, the firm or neither;**



- **Competence and Diligence (RPC 1.1, 1.3)**

To reassure clients that any transition in representation will not affect their interests, and that, unless the client chooses otherwise or the firm withdraws, their matter will continue to be handled competently and diligently by the remaining attorneys.



● **Avoiding Prejudice Upon Withdrawal (RPC 1.16)** - to assure clients that, upon the firm's withdrawal from representation of any client, the firm will take all reasonable steps to protect the client's interests, respecting the client's selection of counsel and not take actions that will frustrate the client's right to choose counsel by, among other things, denying access to the client's files

● **Maintaining Confidentiality (RPC 1.6)** – that confidential information of clients once shared by the departing lawyer and the law firm will be maintained consistent with ILRPC 1.6



Rules of Professional Conduct

Avoiding Conflicts of Interest (RPC 1.7, 1.9 and 1.10) – that the duties of loyalty and confidentiality owed to current and former clients will not be compromised by lawyers moving between firms;

Solicitation of Clients (RPC 7.1-7.5) – that clients are given adequate and accurate information to assist clients in making an informed decision about choosing counsel free from the possibility of undue influence, intimidation, and overreaching; and

Duty of Candor (RPC 8.4(a) (4)) – avoiding conduct involving dishonesty, fraud, deceit or misrepresentation toward clients and between members of a law firm in connection with a planned withdrawal from the firm.

Duties when leaving a law firm

**To Client (protection of
the client's interests)**

This is paramount

To Entity/firm/workplace



Duties to clients include:

Communicating transparently
Ensuring continued competent & diligent representation without disrupting the client's interests or right to choose counsel.

Interest of client should always be key.



Duties to workplace

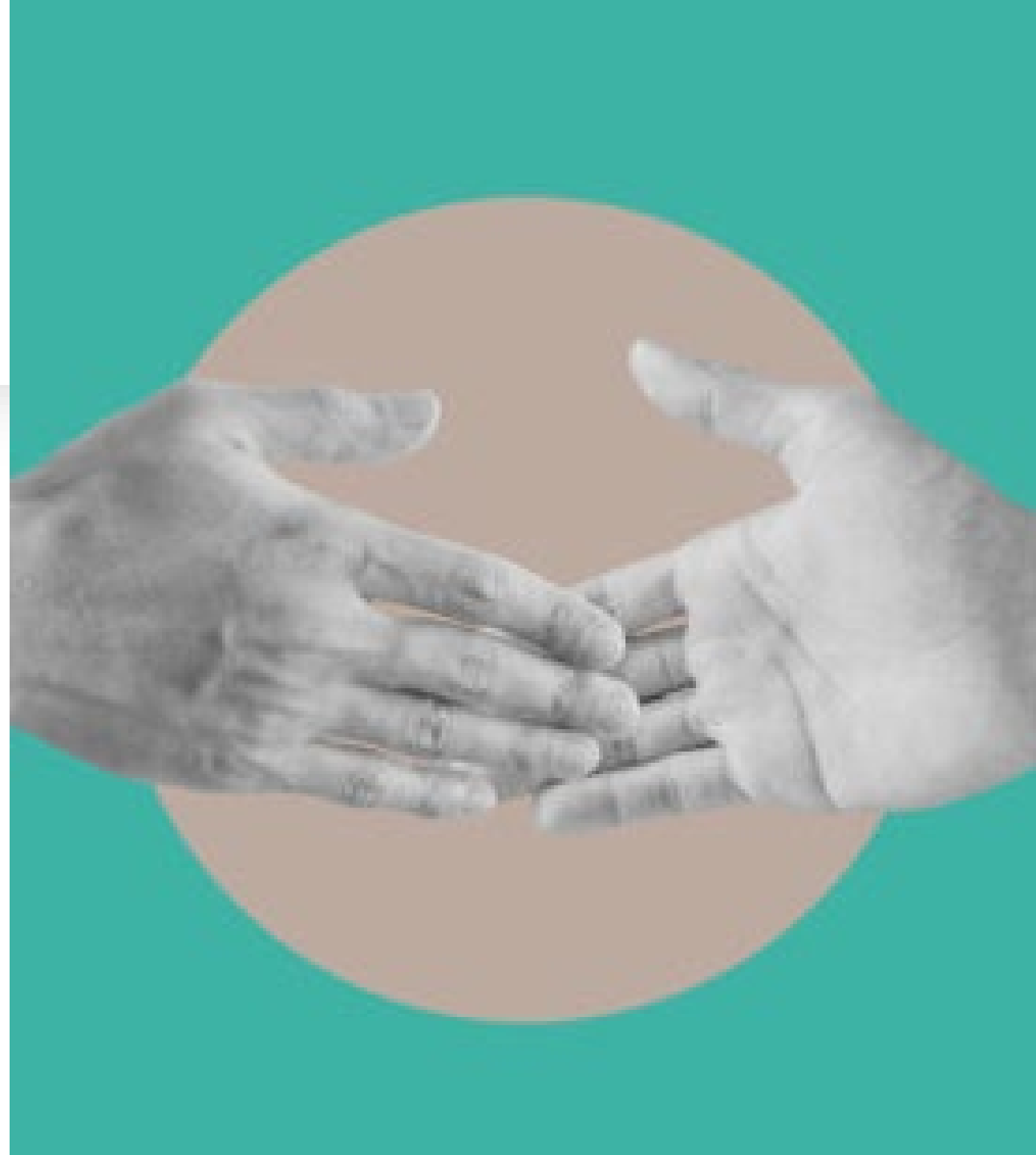
**Fiduciary duty of loyalty
as members of a law firm
to deal with each other
openly, fairly and
honestly.**



Notice, cooperation, be reasonable, suspend feelings of animosity.

Notice should be sufficient and timely to assure the orderly transition of client matters. A departing lawyer has an obligation to timely inform clients of his or her impending move under Model Rule 1.4.

Departing lawyer has a duty both pre- and post-departure to cooperate with the firm to assist in the transition of client matters remaining with the firm.



To be mindful of:

A law firm cannot impede a departing lawyer's ability to practice law or service the clients that wish to go with the departing lawyer.

Firms cannot mislead clients or withhold information.

No restrictions.



Practical points when leaving a firm

**Always bear in mind
professionalism.**

Give as much notice

**Employment
contract**

Non-competes

Ethical rules

ABA opinions



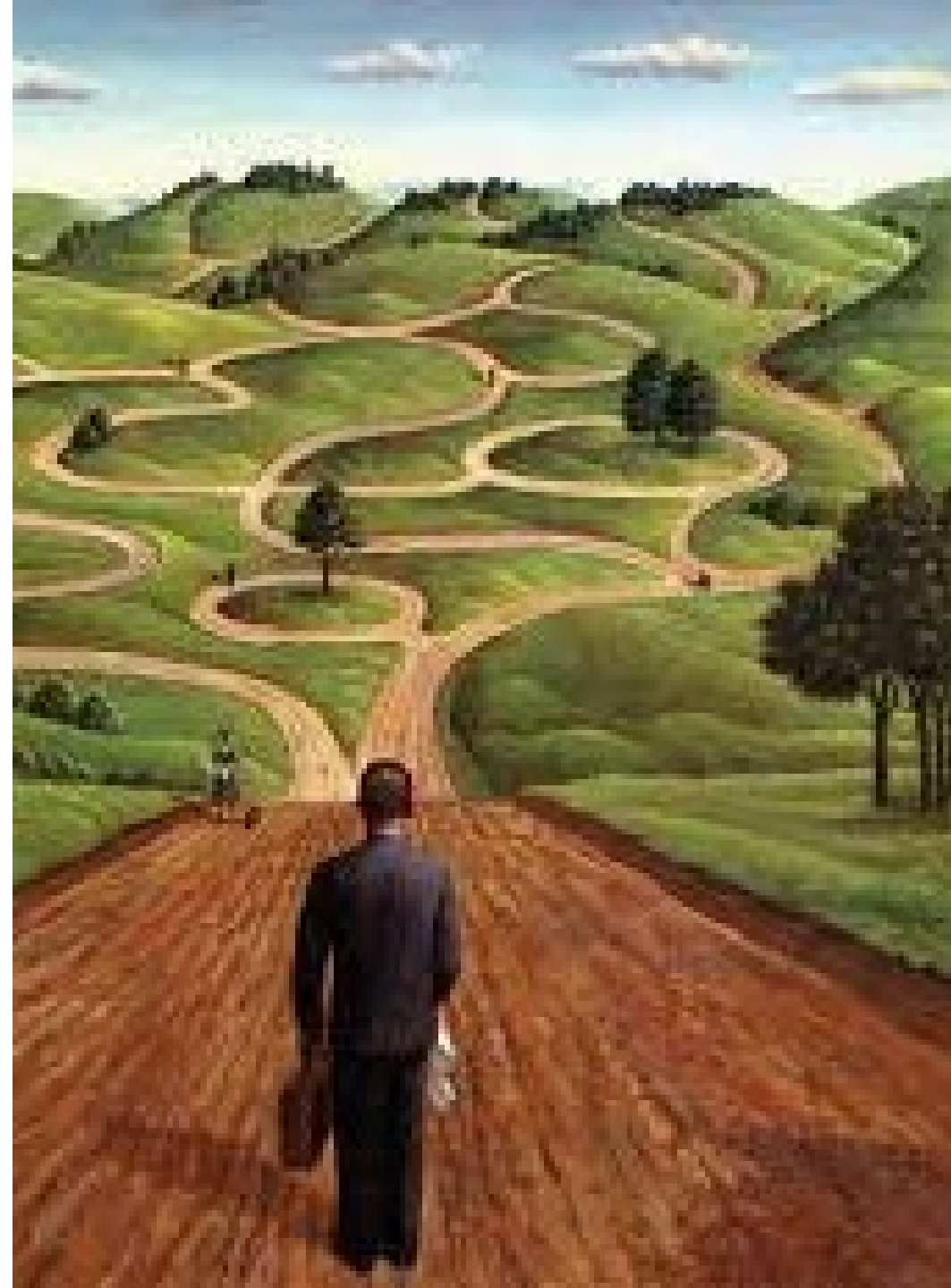
Career changes, pivots and transitions

Impact to health & well-
being



Challenges and Strategies

- **Emotional and Psychological Impact**
- **Skill Gaps and Learning Curve**
- **Loss of Familiarity and Support Systems**
- **Financial**



Strategies for staying Healthy

Self-awareness in order to regulate

Prioritize Sleep

Engage in Regular Exercise

Cultivate Mindfulness: Practice meditation, deep breathing, or mindful walking to manage stress and enhance focus.

Be Present

Compassion & Self-compassion

Support



Lawyer Wellbeing Initiatives and Resources



Pivoting & Possibilities





REFLECT



RESET



REDEFINE

Thank you for joining!

The End

Feel free to reach out:

Karen Munoz, Esq.

karen@roaringgrace.com

<https://www.linkedin.com/in/karenmunoz/>

Dana Shaker, Esq.

dana@danashaker.com

<https://www.linkedin.com/in/danashaker/>