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## Rallying for a Healthier Legal Profession

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### What Impedes Lawyer Well-Being the Most? CoLAP, Others Issue Wakeup Call to the Profession

"Practices that rob lawyers of a sense of autonomy and control over their schedules and lives are especially harmful to their well-being", according to a report released last week by the ABA Commission on Lawyer Assistance Programs and several other groups. "Research studies show that high job demands paired with a lack of a sense of control breeds depression and other psychological disorders." This report, which the Conference of Chief Justices helped develop, is one of a few recent research efforts that point not to a specific, unhealthy lawyer personality that leads to mental illness, substance abuse, and other issues, but instead to fundamental, systemic problems with how the legal profession operates. [ABA Journal](#) shares more details on this report from the National Task Force on Lawyer Well-Being.

### Executive Transition at California, Indiana State Bars

After what [The Recorder](#) calls "two years of enormous change and turmoil", former law school dean Elizabeth Rindskopf Parker has announced that she will step down next month as executive director of the State Bar of California. Succeeding her is Leah Wilson, currently the bar's chief operating officer. What do Parker and the bar have to say about this transition and about the bar's future? Meanwhile, the Indiana State Bar Association announced that it has selected Joe Skeel to succeed longtime executive director Tom Pyrz, who will retire on January 5. What does the bar's president say helped Skeel stand out among other candidates? Learn more at [Inside Indiana Business](#).

### NYSBA Ethics Committee Delivers a Blow to Avvo but Doesn't Bar It Entirely

In what may be a serious challenge to Avvo and other, similar services, the Professional Ethics Committee of the New York State Bar Association issued an opinion that says lawyers in New York may not participate in Avvo Legal Services, as it requires payment of a marketing fee, which the opinion finds to be an improper payment for a recommendation. The Committee didn't completely shut the door on Avvo, however; in another opinion, it clarifies how Avvo can comply with New York state's Rules of Professional Conduct. An [announcement](#) from NYSBA President Sharon Stern Gerstman has more information about both recent opinions.

### You're Doing It Wrong ? and That's Just Right: How 'Worst Ideas' Can Lead to Great Innovations

What does a chef do? He or she accumulates years of culinary experience, and then he or she spends long days and nights in the kitchen, barely leaving a radius of several feet. So, if you were a great chef looking for your next big thing, you would ? put together a group of novices to roam the countryside with no kitchen at all? As a matter of fact, yes?and this is just one example of how thinking of "the worst idea possible" can help you come up with something brilliant. At [Harvard Business Review](#), Ayse Birsal shares other noteworthy examples of how "wrong thinking" helped lead someone down the right?and startlingly new?path, and three principles that can help point you in the wrong/right direction, too.



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