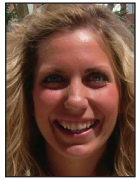


BUSINESS & CAREERS

Shopping, sex latest addictions hitting lawyers



ANNA GRECZMIEL

Shopping and sex. Sounds fun right? These things can be fun in moderation, but for many lawyers what starts out as a way to combat stress goes from relaxing to addiction.

Recently, lawyer assistance programs in Canada and the U.S. have been reporting new trends in addictions affecting lawyers, including more addictions to shopping and sex.

Shopping and sex are both recognized by mental health professionals as activities that can escalate into compulsive behaviours and addictions. The effects of these addictions can be just as devastating as alcoholism or drug addiction, and more awareness is needed in the legal community to help affected individuals seek care and recovery.

Often, by the time lawyers seek help for their problems, they may have suffered a

“

Recently, lawyer assistance programs in Canada and the U.S. have been reporting new trends in addictions affecting lawyers, including more addictions to shopping and sex. Shopping and sex are both recognized by mental health professionals as activities that can escalate into compulsive behaviours and addictions.

number of serious setbacks and damages in their professional and personal lives. It is for this reason that lawyers' assistance programs in a number of provinces are digging deeper and looking for new ways to reach out to lawyers earlier to let them know that help is available at all stages of their struggles. Prevention is the key to helping lawyers stay healthy and develop positive rather than negative coping skills.

A huge aspect of prevention is undoubtedly *discussion and knowledge*. When personal issues are discussed more openly and

accurately, individuals are more likely to evaluate their own lives. Also, people are less likely to pass judgement on themselves or others for their experiences or feelings. Normalizing the discussion of addictions and mental health will help immensely in prevention as well as recovery. Even with all the research that has been done and all the articles that have been published, misinformation and stereotypes unfortunately remain present when it comes to talking about addictions.

Try discussing sex addictions in a room

full of people and you will likely hear many different reactions; some may laugh, others may roll their eyes and some may suggest a common misperception that a sex addiction is simply an excuse for cheating. These reactions can be very difficult and shaming for individuals who have experienced a sex addiction. A sex addiction is when an individual's healthy need for intimacy becomes a compulsion, and therefore it is often up to the individual to identify and seek help for their behaviour when it becomes problematic.

Sex addiction is much like many other addictions, in that the part of the brain affected by addiction (the midbrain) equates the addictive substance or process with survival. Sex and romantic relationships relieve stress and anxiety, as well as create feelings of pleasure and excitement. When an addiction is present, the midbrain works to shut down or mute the frontal cortex of the brain, which produces reason, judgement and morality. This results in compulsive and sometimes dangerous behaviour in an addict to fulfill its "survival" needs, or in the case of sex

See **Addiction** Page 26

Give associates clear advice, path

Partnership

Continued From Page 22

associates who aren't ultimately destined for law firm partnership continue to work hard and are attracted to your group, as they will believe the firm has their longer term best interests in mind throughout their time at the firm.

Be honest

Finally, perhaps the most important advice is to be honest. Good associates understand there is a period of their career where they are still honing their craft and developing their skills as a lawyer, and appreciate there is a period of paying their dues within the firm. What tends to cause the greatest amount of frustration is not

understanding their path, or more commonly, not understanding the criteria by which their path is being evaluated.

Helping associates understand these issues in an honest, forthright manner will not only give you the greatest chance of success in keeping your best talent motivated and at your firm, it will also create opportunities to attract those from firms where such steps aren't being taken. ■

Warren Smith is a managing director with The Counsel Network, a lawyer recruitment and career consulting firm. He is also the only Canadian elected to the Board of Directors for the National Association of Legal Search Consultants (NALSC), North America's leading legal recruitment industry association.



EMPLOYMENT LAW ASSOCIATE POSITION

Here we grow again! Whitten & Lublin is an employment law firm whose lawyers provide expert legal counsel to both employers and employees on all aspects of employment law. We are accepting applications for an associate lawyer with between 2 to 5 years experience, preferably with an employment law background.


Please submit a cover letter and resume to Daniel A. Lublin, via e-mail (dan@whittenlublin.com) or fax (416.644.5198). All applications will be treated as strictly confidential.

Whitten & Lublin is a team of legal experts who provide practical advice and advocacy for workplace issues.

www.canadaemploymentlawyer.com
141 Adelaide Street West, Suite 420
Toronto, ON M5H 3L5

T: (416) 640-2667 F: (416) 644-5198

Workplace Legal Representation



LET RIGHT PREVAIL

The Law Society of Upper Canada | Barreau du Haut-Canada

Chief Executive Officer

Vision and Leadership



The Law Society of Upper Canada, founded in 1797, is the oldest and largest of all Canadian law societies. As a self-governing regulator funded through lawyer and paralegal licensing fees, the Law Society has a duty to regulate the profession in the public interest, to maintain and advance the cause of justice and the rule of law, to facilitate access to justice for the people of Ontario, and to act in a timely, open and transparent, and efficient manner. Today, the Law Society of Upper Canada regulates, licenses and disciplines Ontario's 43,172 lawyers and 3,518 licensed paralegals.

As the Chief Executive Officer, you will assume leadership, operational responsibilities and accountabilities of one of the most prestigious, high profile, well respected self-governing professional organizations nationally and globally. The face of the legal profession and the needs of the public continue to undergo significant change. You will monitor the emerging trends in the provision of legal services and regulation provincially, nationally and internationally. Under the governance and guidance of Convocation, you will play a key role in influencing and shaping the direction of the legal profession and its regulation.

As a lawyer licensed in Canada, you have demonstrated experience in working collaboratively with a Board of Directors in a complex environment. Your passion for the profession, your strategic wisdom and political savvy, your energy and drive, and your business and financial acumen are compelling. Your track record of performance highlights your talent for successfully leading and building high-performance organizations. You are a clear and critical thinker with an ability to see the bigger picture. Your skills in maintaining positive relationships with diverse and informed stakeholders, and building dynamic and committed teams of professionals speak to your superior relationship-building, influencing and negotiating abilities. For the right executive and the right fit, this is an amazing opportunity through which to make a substantial contribution and a wide-reaching difference within a challenging and changing landscape.

.....

Please reply in confidence, with a cover letter and current resume, quoting Project Number 188640, to lsuc@amropknightsbridge.ca. We appreciate your interest and will contact you if a meeting is required.

The Law Society of Upper Canada is an equal opportunity employer and welcomes applications from a diversity of backgrounds.

**Stronger people,
Stronger organization.**

