



bruised tomatoes make the best sauce



today we will:

- get curious about perfectionism
- identify the differences between perfectionism and healthy striving
- explore some science about our minds
- learn how self-compassion can help support healthy striving and competence

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“you may encounter some tomatoes that appear less-than-perfect on the exterior, especially if they are at their peak of ripeness. **keep in mind that this is when they taste their absolute best**, so don't dismay at superficial blemishes as there are lots of uses for bruised tomatoes and uses for split tomatoes.”

-- jennifer wood ms, rd

# let's talk about ethics - lawyers



## 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.

## rule 1.3. diligence

a lawyer shall act with reasonable diligence and promptness in representing a client.

## rule 1.4. communication

(a) a lawyer shall:

- (1) promptly inform the client of any decision or circumstance with respect to which the client's informed consent, as defined in rule 1.0(e), is required by these rules;
- (2) reasonably consult with the client about the means by which the client's objectives are to be accomplished;
- (3) keep the client reasonably informed about the status of the matter;
- (4) promptly comply with reasonable requests for information; and
- (5) consult with the client about any relevant limitation on the lawyer's conduct when the lawyer knows that the client expects assistance not permitted by the rules of professional conduct or other law or assistance limited under rule 1.2(c).

(b) a lawyer shall explain a matter to the extent reasonably necessary to permit the client to make informed decisions regarding the representation.



**844 ind. admin. code. 5-2-3 information to patient**

a practitioner shall give a truthful, candid, and reasonably complete account of the patient's condition to the patient or to those responsible for the patient's care, except where a practitioner reasonably determines that the information is or would be detrimental to the physical or mental health of the patient, or in the case of a minor or incompetent person, except where a practitioner reasonably determines that the information is or would be detrimental to the physical or mental health of those persons responsible for the patient's care.

**844 ind. admin. code 5-2-5. reasonable care**

a practitioner shall exercise reasonable care and diligence in the treatment of patients based upon generally accepted scientific principles, methods, treatments, and current professional theory and practice.



We want to hear from you!

To participate via web:

Go to [pollev.com](http://pollev.com)

Enter **jlaphelps901** to join the poll

Enter your response(s) to the polling questions

To participate via text:

Text **jlaphelps901** to **22333** to join the poll

Text your response(s) to **22333**



# how do you think perfectionism impacts professional conduct?

positive impact **A**

neutral impact **B**

negative impact **C**



# lawyer well-being movement & professional conduct

- jlap has been engaged in this work for decades, within indiana as well as nationally
- in august 2017, the national task force on lawyer well-being (now institute for well-being in law) published *the path to lawyer well-being: practical recommendations for positive change*.
  - based on two studies— one of law students, one of lawyers
  - made recommendations in six dimensions of well-being: emotional, intellectual, occupational, physical, social, & spiritual
  - recent studies— judicial officers, lawyers
- rates of addiction, depression, anxiety, suicide among lawyers, law students, and judicial officers is well-above average... and our colleagues are leaving or strongly considering leaving.
- majority of indiana supreme court disciplinary complaints arise around diligence and communication





Success

~~Failure  
Good  
enough~~

Failure

The Perfectionist's Guide to Results

# do you identify with any of the following:

A I feel like what I accomplish is never good enough

B I tend to put off completing projects, waiting to get them just right

C I feel like I have to give 110% on everything I do so I won't be seen as mediocre or even a failure

D if I don't do something perfectly it isn't a success

E if I don't think I can excel at something new I won't do it

F all of the above

G none of the above

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**S.H.A.M.E.**  
**SHOULD HAVE ALREADY**  
**MASTERED EVERYTHING**



## what is perfectionism?

- perfectionism is a **self-destructive** and **addictive** belief system that fuels this primary thought: *if i look perfect and do everything perfectly, i can avoid or minimize the painful feelings of blame, judgment, and shame*
- perfectionism is an **unattainable** goal: it's more about perception than internal motivation, and there is no way to control perception, no matter how much time and energy is spent trying

-- dr. brene brown



perfectionism may show up as

- fear of failure
- fear of making mistakes
- fear of disapproval
- all-or-nothing thinking
- over-emphasis on 'should', 'must' and 'ought'
- never feeling good enough



## perfectionism is self-perpetuating

- when we invariably do experience shame, judgment and blame, we often believe it's because we weren't perfect enough
- rather than questioning the **faulty logic** of perfectionism, we become even more entrenched in our quest to look and do everything just right

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the cycle  
of  
perfectionism







## healthy striving

- internal focus
- standards high but reachable
- enjoy process, not just outcome
- moving through failure/disappointment
- mistakes = opportunities for growth
- positive reaction to helpful feedback

## perfectionism

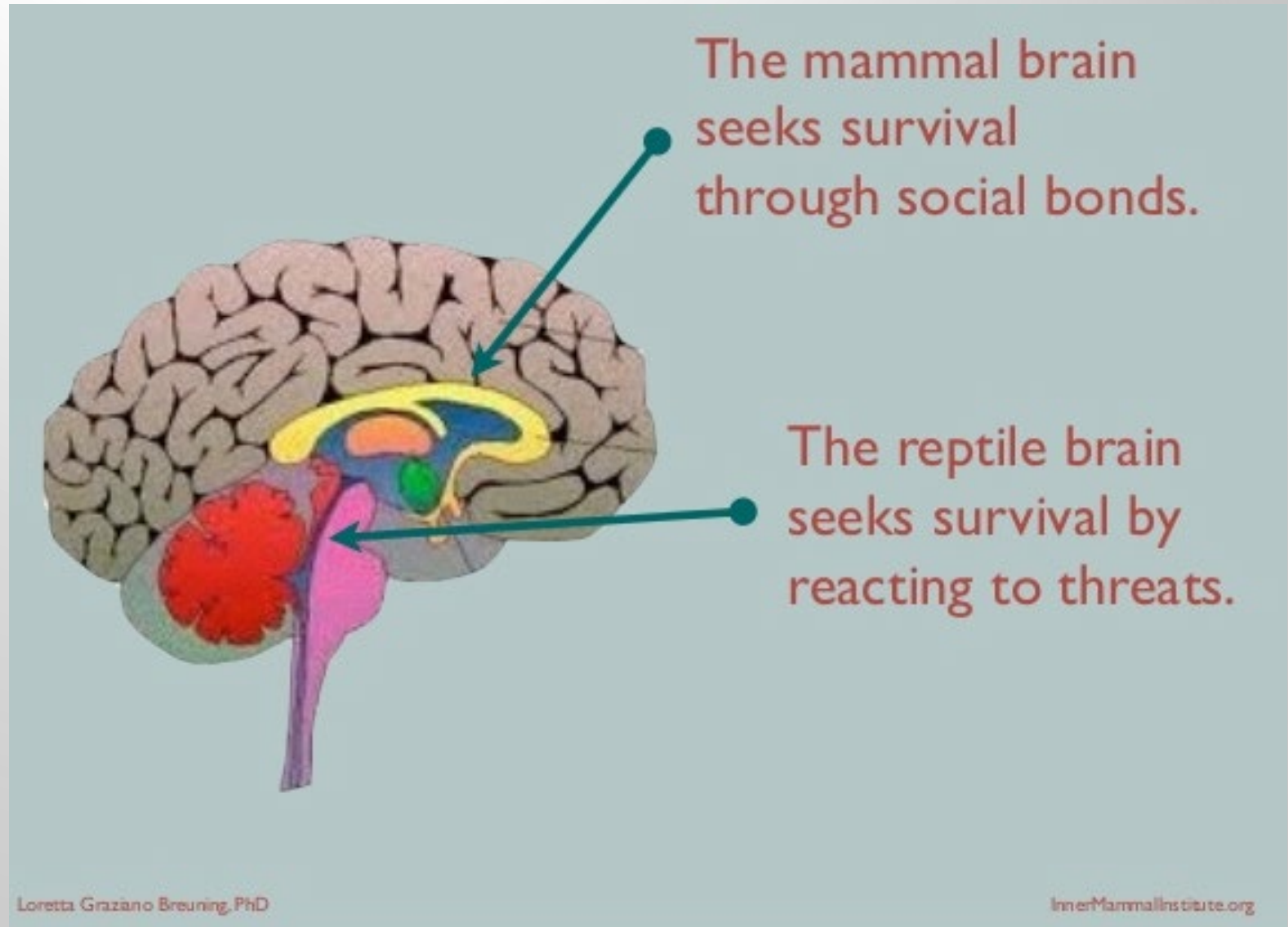
- what will people think
- unattainable standards
- only perfect outcome matters
- stuck when faced with failure/disappointment
- mistakes = unworthiness
- defensive reaction to feedback



## perfectionism and the brain

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our brain's  
job is to help  
us survive,  
not to make  
us happy



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## airbrushing

- fitting in (social bonds)
- avoiding vulnerability/shame (reacting to threat)

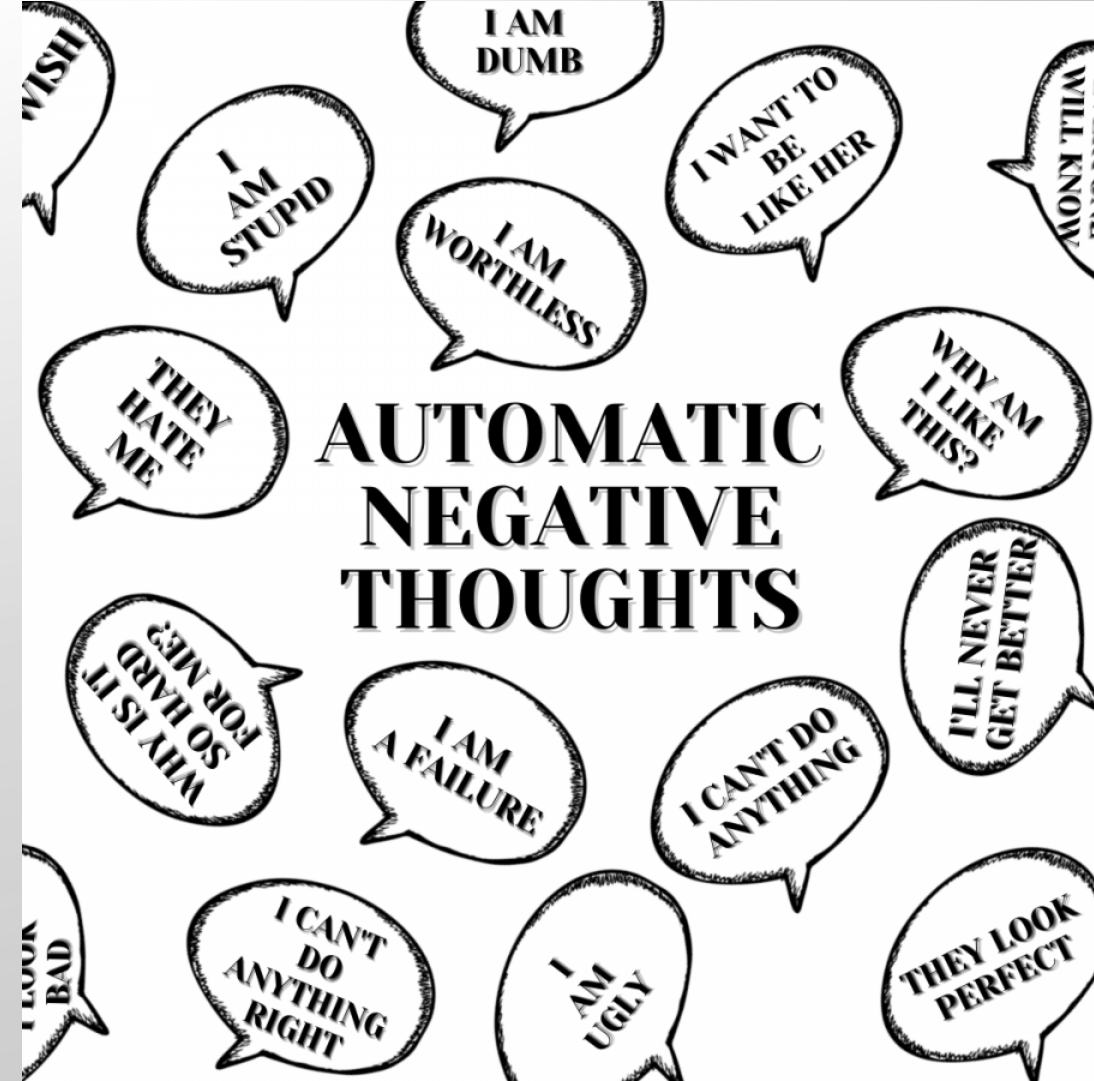
Me in my profile pic vs. me in the zoom meeting





## self-criticism

- accepting our subordinate status (social bonds)
- criticizing ourselves before someone else can (reacting to threat)







*Self-criticism serves as a submissive behavior because it allows us to abase ourselves before imaginary others who pronounce judgment over us—then reward our submission with a few crumbs from the table... It's as if we're saying, "I'm going to beat you to the punch and criticize myself before you can. I recognize how flawed and imperfect I am so you don't have to cut me down and tell me what I already know. Hopefully you will then have sympathy for me instead of judging me and assure me that I'm not as bad as I think I am."*

*Dr. Kristin Neff, [Self-Compassion: The Proven Power of Being Kind to Yourself](#)*



## we humans also have a need to feel better than others

- 85% of students believe they're above average in terms of getting along with others
- 94% of college faculty members think they're better teachers than their colleagues
- 90% of drivers think they're more skilled than their road mates

Research shows that people tend to think they're funnier, more logical, more popular, better looking, nicer, more trustworthy, wiser, and more intelligent than others. Ironically, most people also think they're above average in the ability to view themselves objectively.

Dr. Kristin Neff, *Self-Compassion: The Proven Power of Being Kind to Yourself*



we don't just see ourselves as better—  
we see others as worse

psychologists use the term “downward social comparison” to describe our tendency to see others in a negative light so that we can feel superior by contrast... by putting others down to puff ourselves up, we are cutting off our nose to spite our face, creating and maintaining the state of disconnection and isolation we actually want to avoid.

dr. kristin neff, *self-compassion: the proven power of being kind to yourself*





## what causes perfectionism?

we may have learned early in life:

- that we were mainly valued for our achievements
- to value ourselves only on the basis of other people's approval
- to base our self-esteem primarily on external standards
- this can leave us vulnerable and sensitive to the opinions and criticism of others
- to protect ourselves we may decide that being perfect is our only defense



## self-criticism can be passed down from our family of origin

Unsurprisingly, research shows that individuals who grow up with highly critical parents in childhood are much more likely to be critical toward themselves as adults. People deeply internalize their parents' criticisms, meaning that the disparaging running commentary they hear inside their own head is often a reflection of parental voices—sometimes passed down a replicated throughout generations.

Dr. Kristin Neff, *Self-Compassion: The Proven Power of Being Kind to Yourself*



## Culture plays a role

In a study conducted in the United States, Thailand, and Taiwan, people in Thailand (where Buddhism plays a bigger role in daily life) had the highest level of self-compassion, and Taiwan (where the Confucian ethic of self-criticism to keep oneself in line is common) had the lowest level of self-compassion, with the United States falling in the middle.



## types of perfectionism

- **overachieving**
  - i must do it perfectly or disaster will ensue
- **risk evading**
  - if i can't do it perfectly, i won't even try
- **image managing**
  - i could have it if i wanted it (but i'm pretending i don't want it)
- **procrastinating**
  - doing this late or not getting it done is better than finishing it on time with a mistake



## **4 common myths about perfectionism**



i wouldn't be  
the success i  
am if i weren't  
such a  
perfectionist



**reality:**

- no evidence that perfectionists are more successful, more likely the reverse
- success may be achieved despite compulsive striving, not because of it



perfectionists get things done and  
get the best results



**reality:**

- procrastination, missed deadlines, low productivity
- small tasks become overwhelming
- agonizing over non-critical details



perfectionists overcome  
all obstacles to success

**reality:**

- can't concentrate on the process of getting the task done
- writer's block
- depression and anxiety







# perfectionism helps achieve and please others

## reality:

- unrealistic expectations
- achieving requires willingness to make mistakes and risk failure
- trouble coping when things don't go as planned





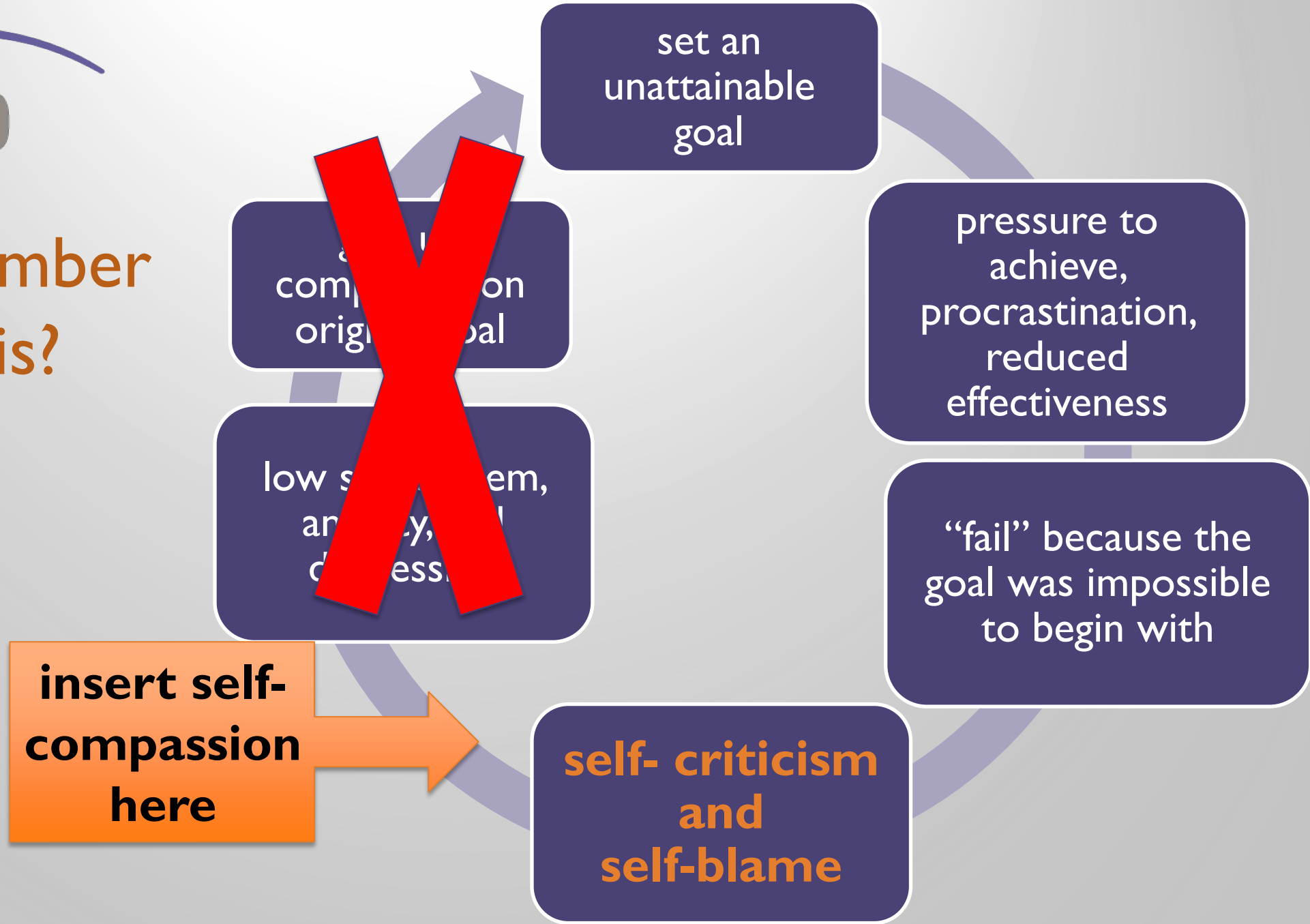
## how can self-compassion help?

*You don't want to beat yourself up for beating yourself up in the vain hope that it will somehow make you stop beating yourself up.*

*Dr. Kristin Neff, **Self-Compassion: The Proven Power of Being Kind to Yourself***

jl ap

remember  
this?





## challenging perfectionism

- identify negative/self-critical thoughts
  - “the story i’m telling myself is...”
- how might self-compassion change the narrative?



## **The Three Elements of Self Compassion**

- 1. Self-kindness vs. Self-judgment**
- 2. Common humanity vs. Isolation**
- 3. Mindfulness vs. Over-identification**

**Kristin Neff**

# 3 Elements of Self-Compassion

*Kristin Neff, Ph.D, self-compassion.org*



## Self-Kindness

Entails being warm and understanding toward ourselves when we suffer, fail, or feel inadequate, rather than ignoring our pain or flagellating ourselves with self-criticism.

## Common Humanity

Recognizing that suffering and personal inadequacy is part of the shared human experience - something that we all go through rather than being something that happens to "me" alone.

## Mindfulness

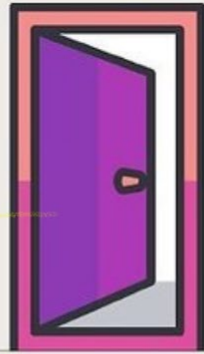
A non-judgmental, receptive mind state in which one observes thoughts and feelings as they are, without trying to suppress them. We cannot ignore our pain and feel compassion for it at the same time.





## SELF-COMPASSION THE THREE DOORWAYS IN

Whenever you notice you are in pain, you  
have three potential courses in action



[WWW.SELF-COMPASSION.ORG](http://WWW.SELF-COMPASSION.ORG)

## SELF-COMPASSION THE THREE DOORWAYS IN

Whenever you notice you are in pain, you  
have three potential courses in action

- 1 You can give yourself kindness and care
- 2 You can remind yourself that encountering pain is part of the shared human experience
- 3 You can hold your thoughts and emotions in mindful awareness

[WWW.SELF-COMPASSION.ORG](http://WWW.SELF-COMPASSION.ORG)



# THE 5 MYTHS OF SELF-COMPASSION

What keeps us from being kinder to ourselves?

- 1 self-compassion is a form of self-pity
- 2 self-compassion means weakness
- 3 self-compassion will make me complacent
- 4 self-compassion is narcissistic
- 5 self-compassion is selfish





## strategies to move forward

- set realistic and reachable goals
- experiment with your standards for success -- try for 80% or even 60%
- focus on the *process* of doing an activity -- not just the end result
- evaluate success in terms of what you accomplished and whether you enjoyed the task



## strategies to move forward

- check your feelings and watch for feelings of anxiety and depression
  - *"have i set up impossible expectations for myself in this situation?"*
- face your fears that may be behind your perfectionism by asking yourself
  - *"what am i afraid of? what is the worst thing that could happen?"*
- celebrate your mistakes
  - *"what can i learn from this experience?"*



resources to support you



# resources for legal professionals



judges and lawyers assistance program (jlap)

- jlap provides **free and confidential support** to law students, lawyers, and judges on a wide range of issues
- jlap's mission is to improve lives and foster connection
- over 95% of the people working with jlap are voluntary referrals
- **regardless of the referral source**, all contact with jlap is held in strict confidence under ADMISSION AND DISCIPLINE RULE 31 and PROFESSIONAL CONDUCT RULE 8.3
- jlap is entirely separate from all lawyer/judge/bar admission regulatory agencies and is **never required to report** anything to them without the written consent of the participant

# resources for legal professionals



improving lives. fostering connection.



## we're all in this together

*friends in the legal community: you are the helpers, but please remember to ask for help for yourself in these trying times*  
JLAP remains open for business remotely, so you can still call us during business hours and talk with one of our staff or schedule an appointment via secure video

**as always, our services are free and confidential**

we are providing the following peer support groups via Zoom connection: every wednesday at noon

addiction issues: 1st wednesday at 6pm

3rd tuesday at 6pm

caregiver support: 2nd thursday at noon

grief and loss: 4th thursday at noon

mental health/wellness: 3rd wednesday at 6pm

join us for jlap gentle yoga every thursday at 5pm



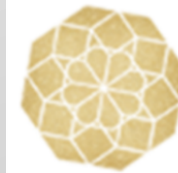
for more information call  
317-833-0370 or visit  
[in.gov/courts/jlaphelps](https://in.gov/courts/jlaphelps)

## jlap gentle yoga

45 minutes of gentle movement,  
easely held shapes, and mindful  
breathing to restore your body and soul  
no yoga experience necessary  
all bodies and abilities are welcome

see available dates and register at  
<https://jlapyoga.as.me/gentleyoga>

all classes are currently hosted virtually via zoom



## MINDFULNESS IN LAW SOCIETY

MILS—Indiana meets virtually on Tuesdays  
3:00-4:00 pm ET/2:00-3:00 pm CT

Offerings include guided meditation, yoga,  
labyrinth walks, mindful conversation, and more.

All are welcome! To learn more and register, visit  
<https://www.mindfulnessinlawsociety.org>  
Navigate to “Chapters” and click on “Indiana.”



## indiana state medical association physician assistance program

**program services:** the isma program addresses a broad-range of concerns including:

- alcohol and substance use disorders
- mental health disorders
- disruptive behavior
- physical illnesses

### program elements

- screening and, if appropriate, referral for evaluation and/or treatment
- consultation for physician health-related concerns
- case management and monitoring services designed to provide support and accountability to the physician
- advocacy services (e.g., status reports sent to physician's employer at physician's request)
- education on the program and physician health-related concerns



# resources for medical professionals



## indiana professionals recovery program

- iprp is a state-wide monitoring program for health care professionals (hcp) with a substance use disorder
- **voluntary admission:** an hcp who is proactive and voluntarily self-reports drug or alcohol use to iprp may be offered higher levels of confidentiality and advocacy, but if the hcp is later reported to iprp by an outside agency, the voluntary status may be changed to reflect a mandatory or regulatory admission
- **mandatory admission:** the indiana state board of nursing, indiana board of pharmacy, office of the attorney general, or other regulatory agency may require a mandatory evaluation and admission into iprp under certain circumstances; if this is the case, iprp may be required to maintain complete transparency with all participating reporting agencies in terms of admission into the program, monitoring compliance, updates, and discharge/completion status

**resources for all**

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Instagram:  
[@thought\\_kitchen](https://www.instagram.com/thought_kitchen)





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