IDENTIFY THE PROBLEM
(be alert for small changes to intervene early)

• Denial of any problem
• Non functional without assistant always present
• Frequent irritability
• Changes in routine or behavioral work

• Deteriorating performance at work
• Memory decline, consistently forgetful
• Increasingly misplacing everyday objects
• Perfunctory answers
• Loss of control of emotions, crying at work
• Grievances

APPROACHING THE SENIOR LAWYER

• Consult TLAP at (800) 343-8527
• Meet in a non confrontational manner
• Partner with someone the lawyer trusts
• Review TLAP website before the meeting for questions on having the conversation
• Include a witness

Starters:
“I am concerned about you because…”

“We have worked together a long time, so I hope you won’t think I’m interfering when I tell you I am worried about you…”

“I’ve noticed you haven’t been out much lately, and am wondering if you’re okay…”

• Get the lawyer to talk; listen not lecture
• While listening, add responsive and reflective comments
• Express concern with gentleness and respect
• Talk about what other people are saying
• Review the lawyer’s good qualities and happy memories
• Express concern with gentleness and respect
• Talk about what other people are saying
• Review the lawyer’s good qualities and happy memories
• Act with kindness, dignity, privacy; not crisis mode
• Be yourself, not an authority figure
• Suggest assessment by a specific professional and have contact information ready
• Offer assistance and make recommendations for a plan that provides oversight (such as a buddy system or part-time practice with co-counsel)
• Remember that this is a process, not a one-time event

DO’S & DON’TS

Do’s
• Be direct, specific, and identify the problem
• Speak from personal experience; state your feelings
• Report what you actually see
• Be respectful and treat the lawyer with dignity
• Act in a non-judgmental, non-labeling, non-accusatory manner
• Offer to call the lawyer’s doctor with observations

• Refer for evaluation, have resources at hand
• Suggest alternatives; inactive status, disability leave
• Suggest the potential consequences: grievance investigation or disability proceedings

Don’ts
• Ignore and do nothing
• Include family, unless requested
• Insist if lawyer says “back off” (attempt to discuss again at a later date)