



RELATIONSHIPS AND THE LAW IN BALANCE

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WWW.TENNLEGAL.COM/DOWNLOADS

Background

George T. Davis, Ph.D. J.D.

Ph.D. Clinical Psychology 1984

J.D. Law 1999

Consultant with SSA disability determination since 1986

Adjunct Professor at Vanderbilt/Peabody Human

Development and Counseling Program since 2006

Legislative Liaison Tennessee Psychological Association

Private Practice in Family Law

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Overview



Overview

- How do attorneys stack up in their relationships



Overview



- How do attorneys stack up in their relationships
- Overview of the approach I'm taking



Overview

- How do attorneys stack up in their relationships
- Overview of the approach I'm taking
- Concrete steps to change yourself

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- How do attorneys stack up in their relationships
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- Concrete steps to change your relationships with others
- Q & A

Overview

- **How do attorneys stack up in their relationships?**



How do relationships stack up?



- US Census Bureau's 5 year Community Survey
- Data on 500 occupations
- Divorce rate ranges from
 - Actuaries: 17% divorce rate
 - Casino Manager: 53% divorce rate

How do relationships stack up?



Low divorce rates

- Actuaries (17%)
- Clergy (19.8%)
- Software developers (20.3%)
- Optometrists (20.8%)
- Chemical engineers (21.1%)
- Physicians (21.8%)

How do relationships stack up?

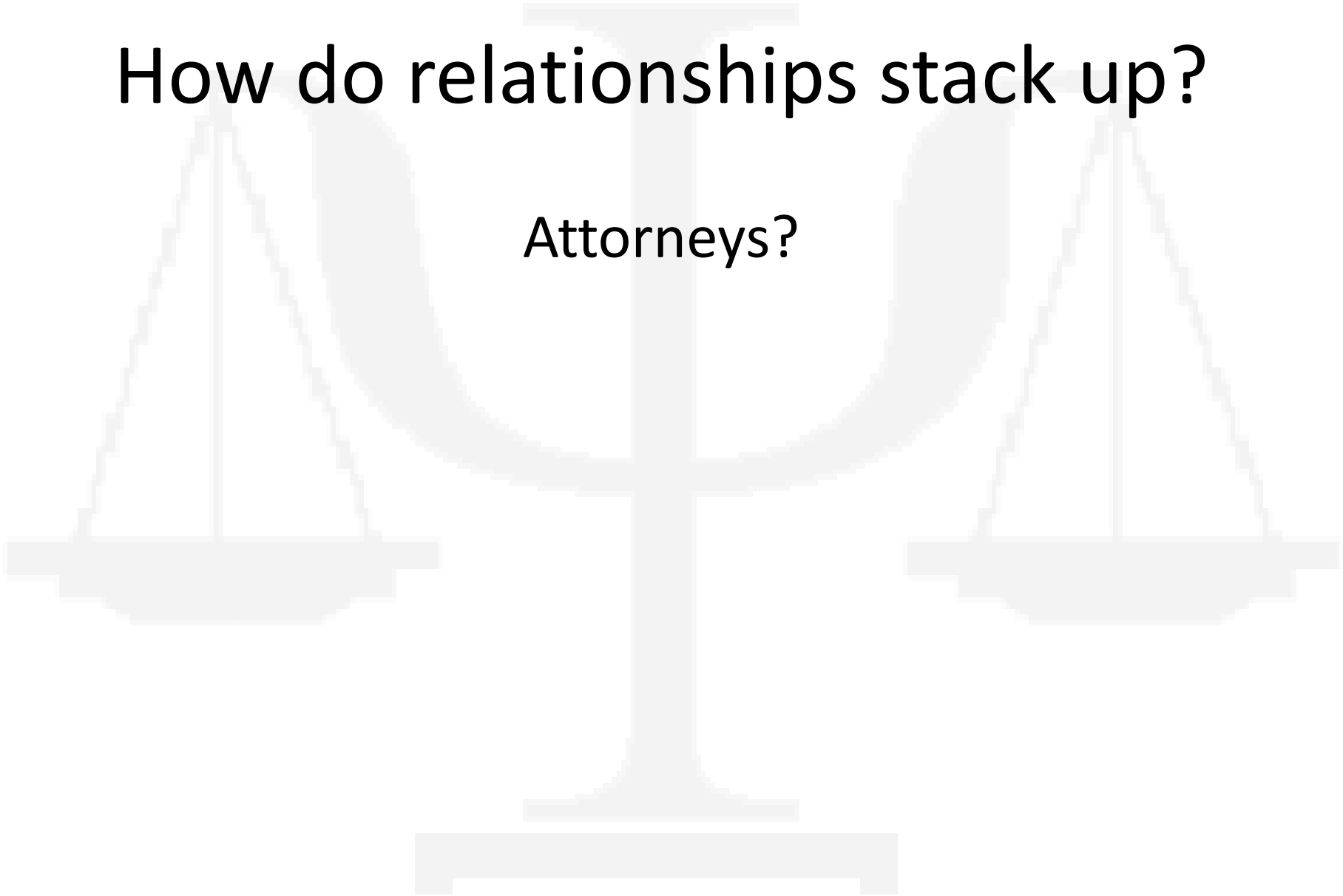


High divorce rates

- Gaming/casino managers (52.9%)
- Bartenders (52.7%)
- Flight Attendants (50.5%)
- Machine setters, operators (50.1%)
- Telemarketers (49.2%)
- Massage therapists (47.8%)
- LPNs (47%)

How do relationships stack up?

Attorneys?

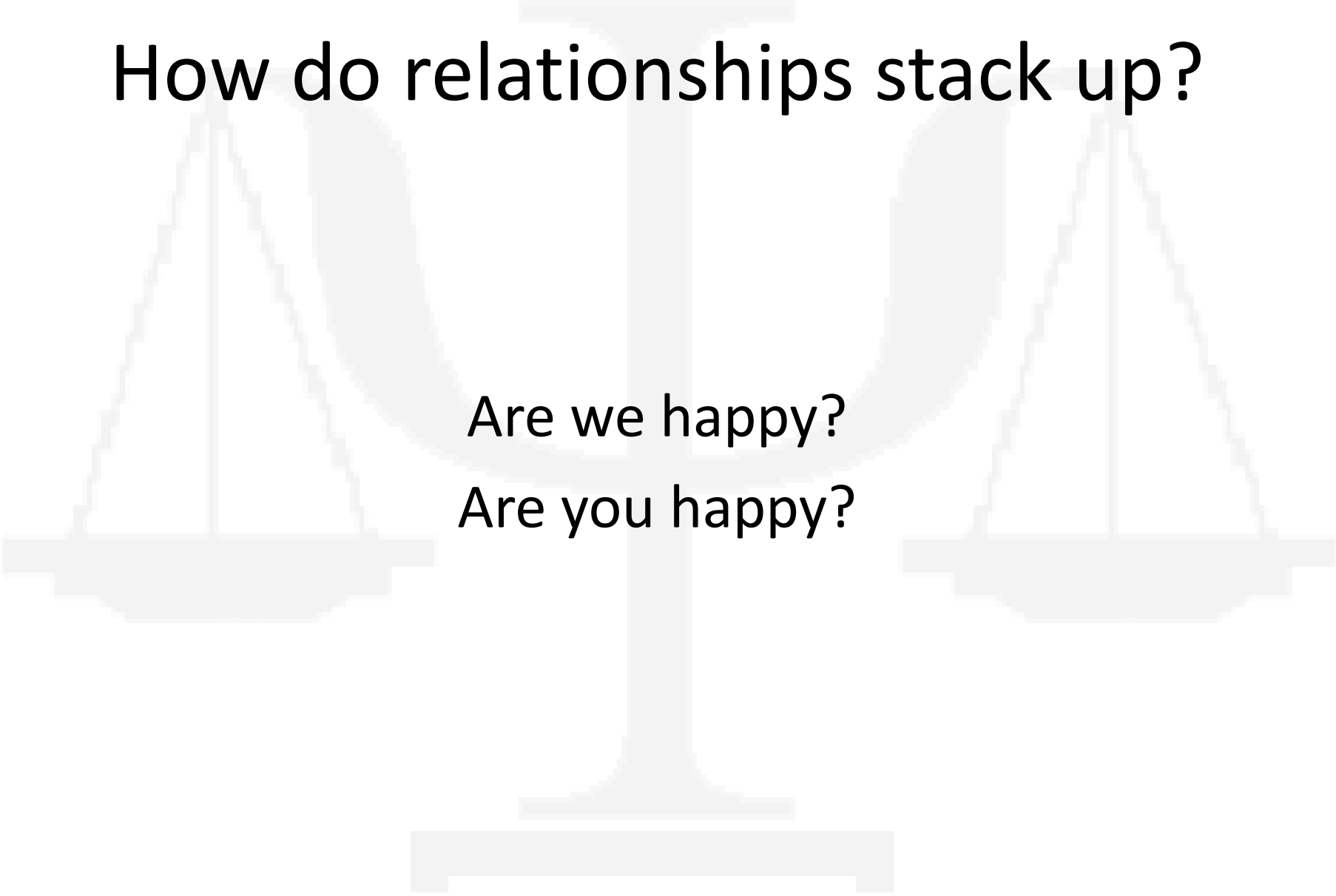


How do relationships stack up?



Attorneys (35%)

How do relationships stack up?



Are we happy?
Are you happy?

How do relationships stack up?



Nations Institute for Occupations Safety and Health (2011)

Examine suicide rates by profession uses Odds ratios. A rate of 1.5 means that profession is 1.5 times the average suicide rate

How do relationships stack up?



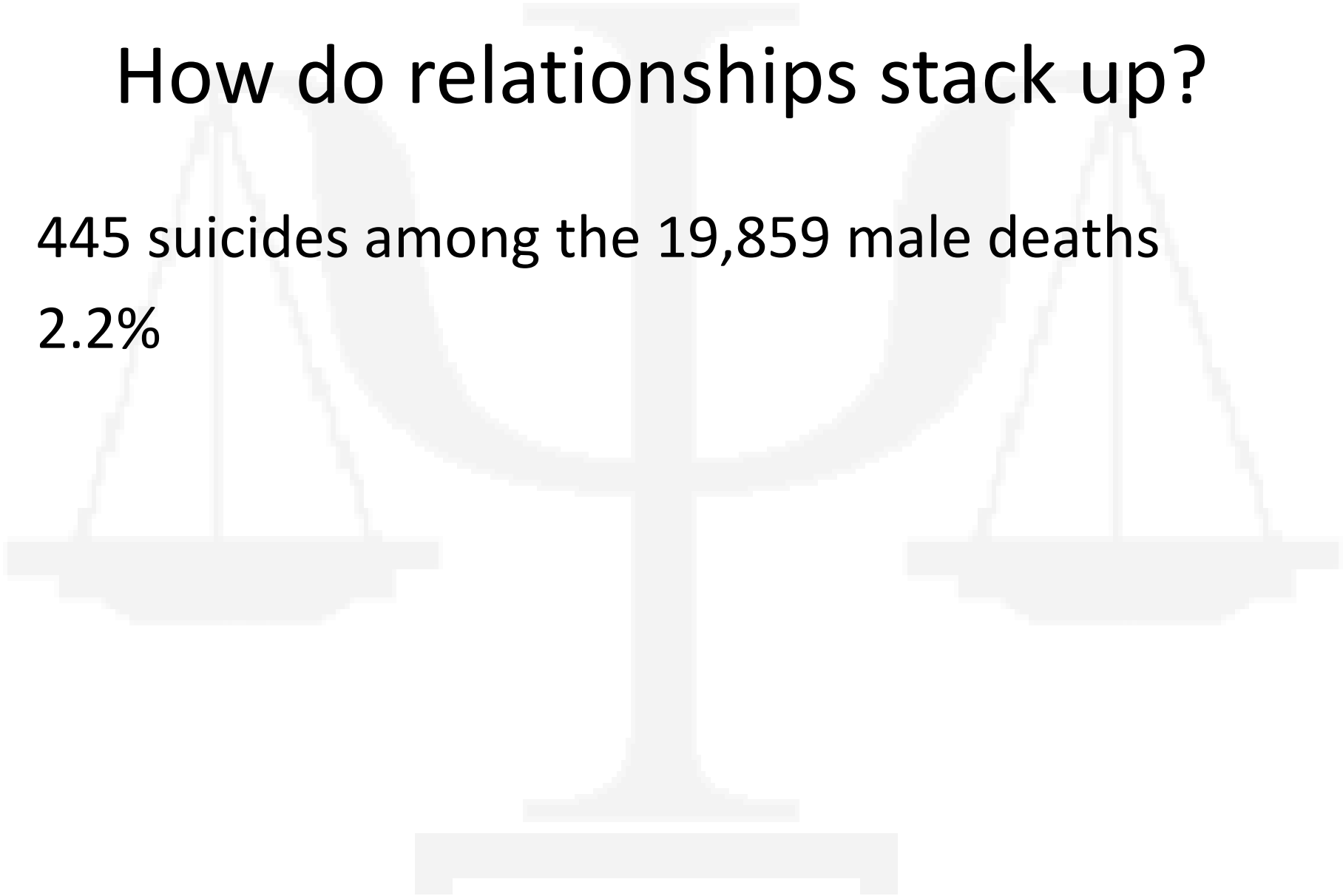
Worst professions:

1. Medical doctors 1.87 (4% of MD deaths are by suicide)
2. Dentists (1.67)
3. Police officers (1.54)
4. Veterinarians (1.54)
5. Financial services (1.51)
6. Real estate agents (1.38)
7. Electricians (1.36)
- 8. Lawyers (1.33)**
9. Farmers (1.32)

How do relationships stack up?

445 suicides among the 19,859 male deaths

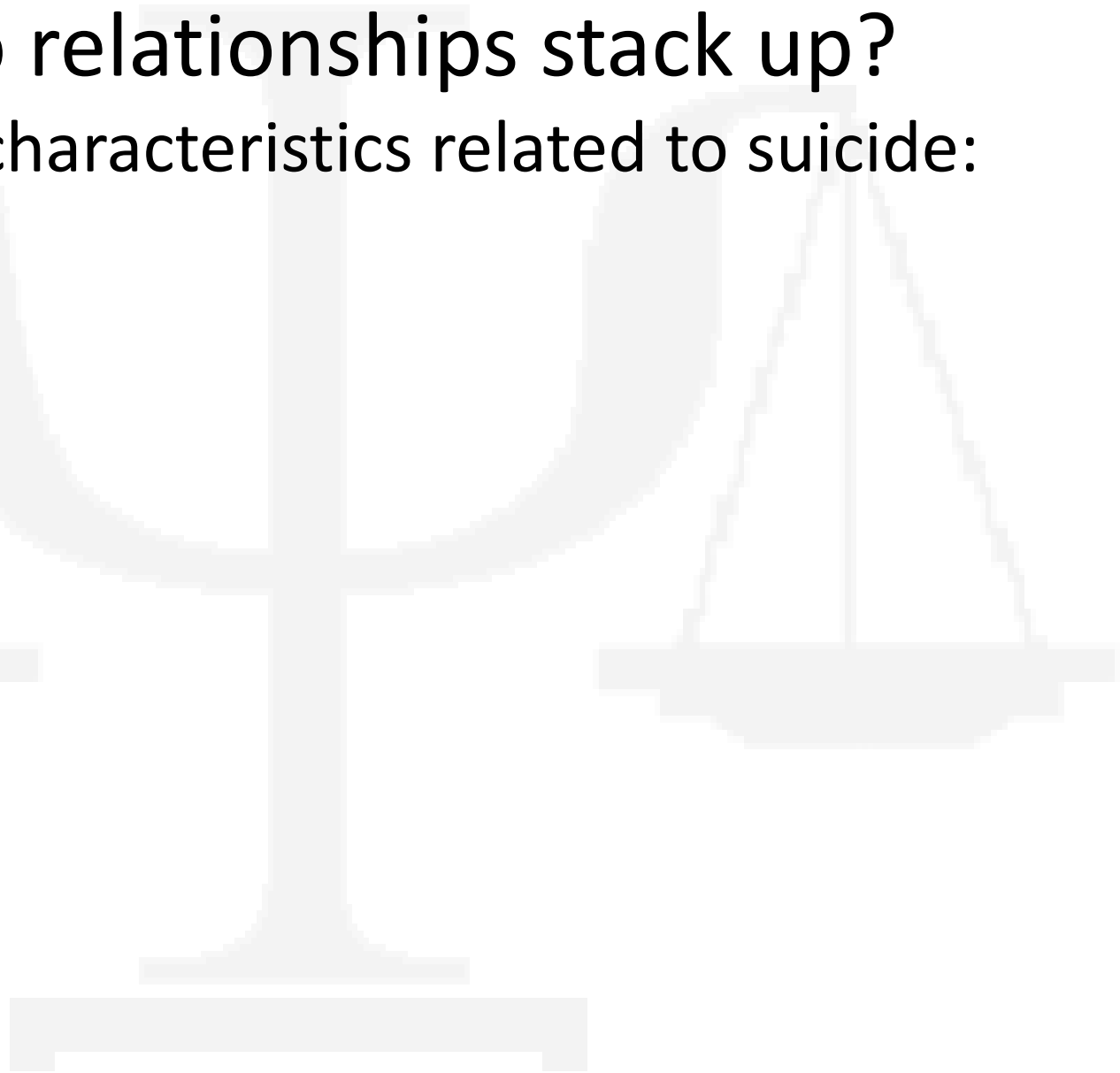
2.2%



How do relationships stack up?

Workplace characteristics related to suicide:

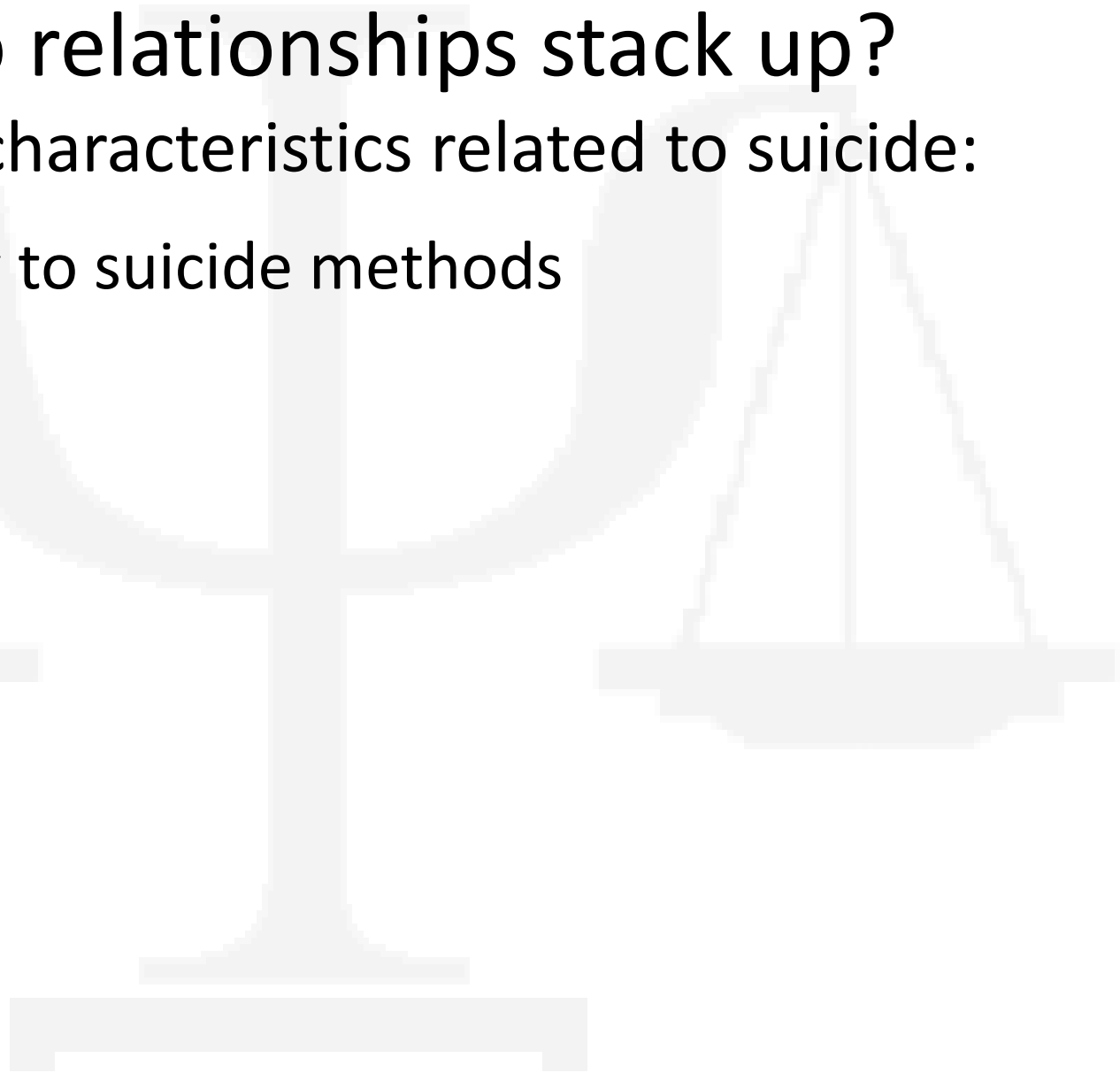
- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.



How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.



How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
2. Competition
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.

How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
2. Competition
3. Health risk
- 4.
- 5.
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How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
2. Competition
3. Health risk
4. Instability
- 5.
- 6.
- 7.
- 8.
- 9.

How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
2. Competition
3. Health risk
4. Instability
5. Overworking
- 6.
- 7.
- 8.
- 9.

How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
2. Competition
3. Health risk
4. Instability
5. Overworking
6. Perfectionism
- 7.
- 8.
- 9.

How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
2. Competition
3. Health risk
4. Instability
5. Overworking
6. Perfectionism
7. Shift work
- 8.
- 9.

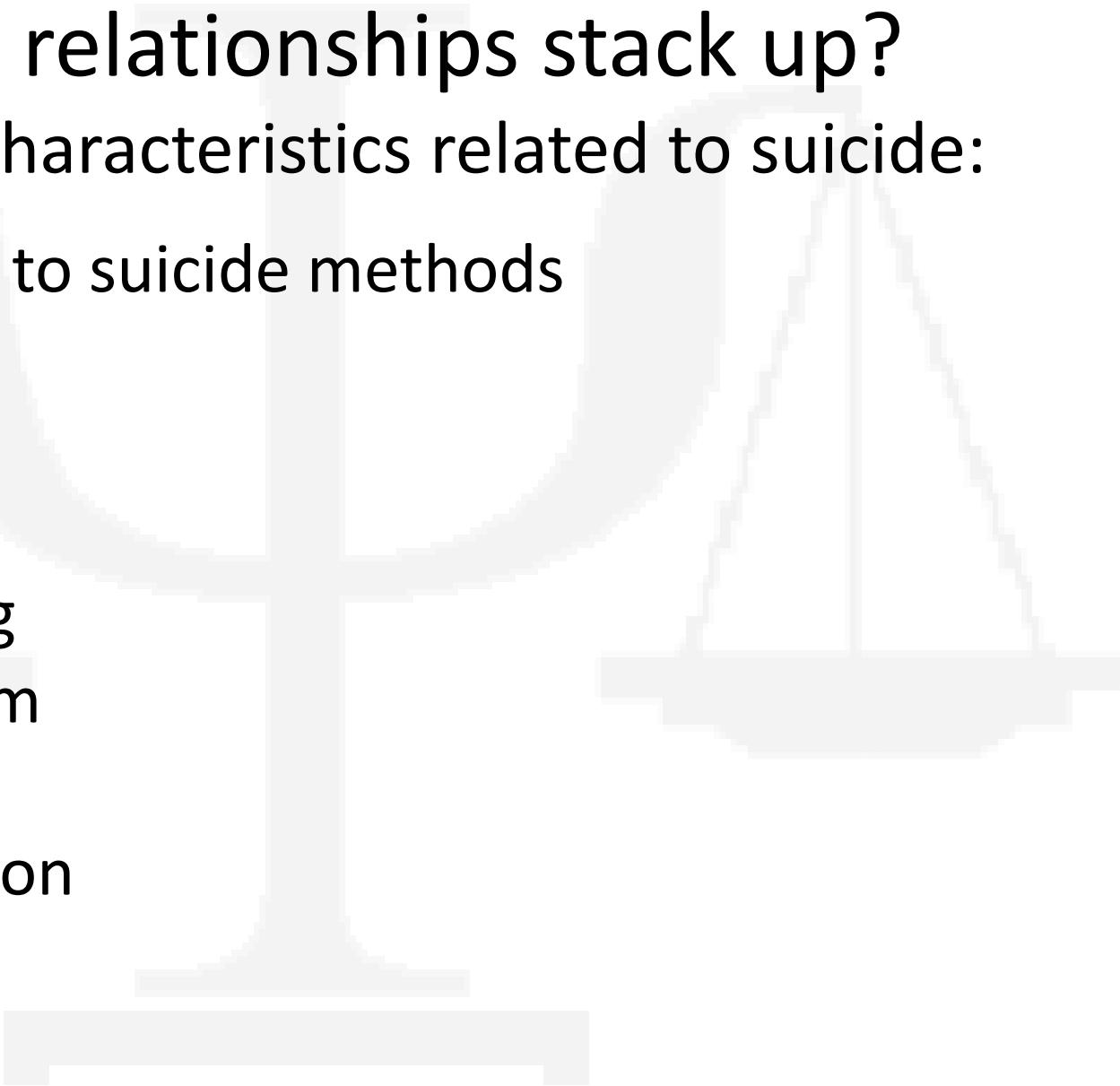
How do relationships stack up?

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
2. Competition
3. Health risk
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6. Perfectionism
7. Shift work
8. Social isolation
- 9.

How do relationships stack up?

Workplace characteristics related to suicide:

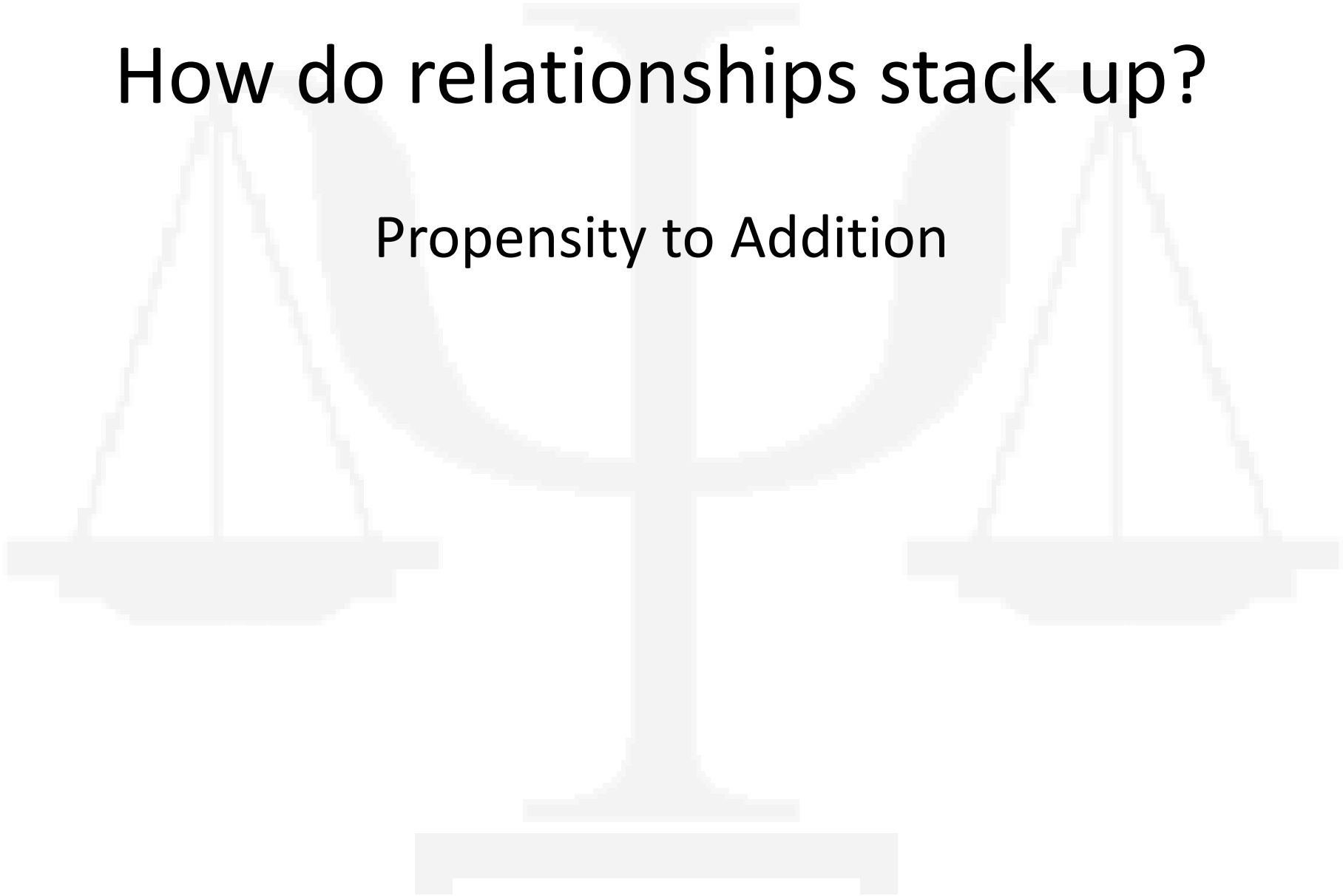
1. Accessibility to suicide methods
 2. Competition
 3. Health risk
 4. Instability
 5. Overworking
 6. Perfectionism
 7. Shift work
 8. Social isolation
 9. Stress
- 

Workplace characteristics related to suicide:

1. Accessibility to suicide methods
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8. Social isolation
9. Stress

How do relationships stack up?

Propensity to Addition



How do relationships stack up?

Propensity to Addiction

1. Miners (long, irregular hours, isolation)
2. Construction workers (risk of injury)
3. Food service workers (free access to alcohol)
4. **Lawyers** (high stress, long hours, pressure to exhibit a professional demeanor, hiding emotions)

How do relationships stack up?

Law skills v. relationship skills



How do relationships stack up?



Law skills v. relationship skills

Money focus versus Person focus

Win-Lose versus Win-Win

Competition versus Cooperation

versus

How do relationships stack up?

Law skills v. relationship skills

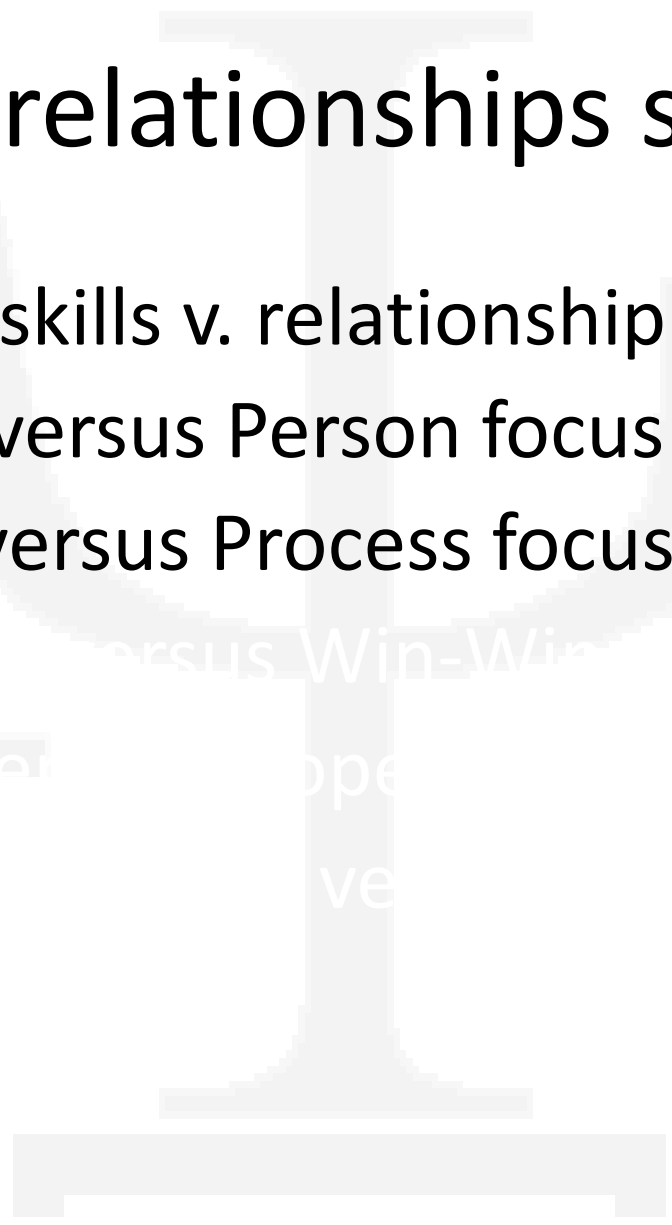
Money focus versus Person focus

Results focus versus Process focus

Win-Lose versus Win-Win

Competition versus Cooperation

vs



How do relationships stack up?



Law skills v. relationship skills

Money focus versus Person focus

Results focus versus Process focus

Zero-sum game versus Win-Win

Competition versus Cooperation

versus

How do relationships stack up?



Law skills v. relationship skills

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How do relationships stack up?



Law skills v. relationship skills

Money focus versus Person focus

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Competition versus Cooperation

Cognitive/Logical Truth versus Affective Truth

How do relationships stack up?



Law skills v. relationship skills

Money focus versus Person focus

Results focus versus Process focus

Zero-sum game versus Win-Win

Competition versus Cooperation

Cognitive/Logical Truth versus Affective Truth

Justice versus Grace

How do relationships stack up?



Law skills v. relationship skills

Money focus versus Person focus

Results focus versus Process focus

Zero-sum game versus Win-Win

Competition versus Cooperation

Cognitive/Logical Truth versus Affective Truth

Justice versus Grace

Power versus Love

How do relationships stack up?



SUMMARY

High in divorce

High in suicides

High in addiction

Law skills v. relationship skills

Overview



- How do attorneys stack up in their relationships
- **Overview of the approach I'm taking**
- Concrete steps to change yourself
- Concrete steps to change your relationships with others
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Progression of Psychology

- Focus on the Past
 - What happened to you shapes you
 - Past is the key to your desires, drives, pathology
 - You are a product of your past
 - Tell me your story
 - Goal was to un-bind the effects of the past so you can be free to be happier
 - Come to grips with your past makes you a better you

Progression of Psychology

- Focus on the Past...the problems with this
 - Psychology created victims
 - Clients get lost in the past, can't get over it
 - People were viewed in terms of pathology
 - We are more than a sum of our problems
 - Created a negative view of self (healthiness is the absence of pathology)
 - Why I dropped out of psychology

Progression of Psychology



- Focus on the Present
 - Positive psychology focused on the present state of mind
 - Mindfulness
 - Change your present state of mind -> changes who you are
 - Focus on creating positive present emotions

Progression of Psychology



- Focus on the Future
 - *Homo propectus*, not *Homo Sapien*
 - We are goal oriented
 - Change your goals -> changes who you are
 - Focus on creating positive vision of your future

Progression of Psychology



- Positive Psychology
 - Focus on present and future
 - How do you intentionally change your thoughts and emotions
 - What thoughts/actions change us to create happiness

Progression of Psychology



Relationships are a lot more like gardening than other endeavors:

1. Provide the right soil (emotional environment)
2. Do this over time
3. Then the relationship will grow

Progression of Psychology



Positive Psychology

Intentional focus to:

1. Cultivate positive emotions
2. Nurture relationships
3. Commit acts of kindness

Progression of Psychology



Positive Psychology

Intentional focus to Cultivate positive emotions

1. Focus on what works
2. Focus on humor
3. Focus on the future

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Tools to Improve



4 tools to intentionally cultivate positive emotions:

1. Losada Ratio
2. Identify Strengths and cultivate them
3. Gratitude
4. Acts of kindness

Tools to Improve: Losada ratio



Losada Ratio

Positive to Negative Ratio of statements

What is the optimal ratio of positive statements to negative?

for companies?

for marriages?

for parenting?

Tools to Improve: Losada ratio

Companies

Positive to Negative Ratio of statements

2.9:1 Companies with $>2.9:1$ ratio of + to – statements flourish economically

Greater than 13:1, you lose credibility; Sailing example: positive statements are the sail

Negative statements are the rudder.

Tools to Improve: Losada ratio

Marriage

Positive to Negative Ratio of statements

2.9:1 Marriages with $>2.9:1$ ratio of + to – statements are heading for divorce

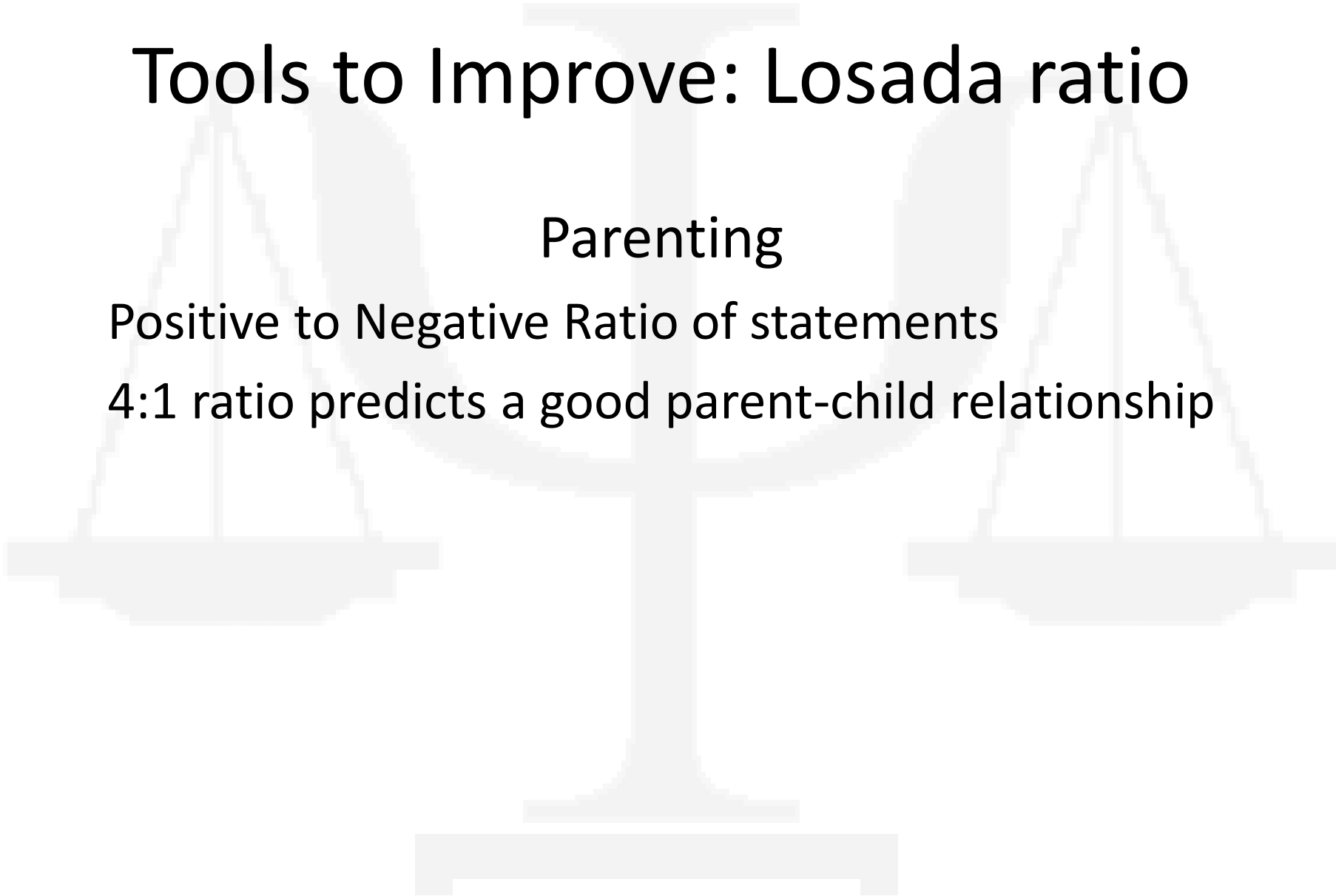
5:1 ratio predicts a strong and loving marriage

Tools to Improve: Losada ratio

Parenting

Positive to Negative Ratio of statements

4:1 ratio predicts a good parent-child relationship



Tools to Improve: Losada ratio

Positive Statement

Negative Statement

Tools to Improve: Losada ratio

Positive Statement

Negative Statement

1. Talks too much

Tools to Improve: Losada ratio

Positive Statement

1. Is not afraid to share thoughts
2. Actively seeks a relationship with you
3. Less likely to hide emotions
4. Is assertive

Negative Statement

1. Talks too much

Tools to Improve: Losada ratio

Positive Psychology

Losada Ratio exercise

Select someone that you want to improve your relationship with (self, wife, child, coworker).

Take out paper and make statements about that person that are both positive and negative. Get the ratio to 4:1

Get to 10 statements

Tools to Improve: Losada ratio

Parenting

Positive Discipline (uses positive reinforcement and other techniques that encourage positive behaviors discouraging negative ones)

Positive Parenting (parental warmth and satisfaction from a parent-child relationship)

Focuses on developing children's innate ability to intrinsically tell what is right and what is wrong and to be intrinsically motivated.

Focus on identifying and growing the child's strengths

Tools to Improve: Identify Strengths

Signature Strength Awareness

(www.viacharacter.org)

120 item test

Takes 15 minutes to take

Identifies a ranking of 24 personality strengths

Organized in 6 broad areas

Tools to Improve: Identify Strengths



Signature Strength Awareness
(www.viacharacter.org)

Wisdom

Courage

Humanity

Justice

Temperance

Transcendence

Tools to Improve: Identify Strengths

Signature Strength Awareness

(www.viacharacter.org)

Wisdom (creativity, curiosity, judgment, perspective, love of learning)

Courage (bravery, honesty, perseverance, zest)

Humanity (kindness, love, social intelligence)

Justice (leadership, teamwork, fairness)

Temperance (forgiveness, humility, prudence, self-regulation)

Transcendence (apprec. of beauty, gratitude, hope, humor, spirituality)

Tools to Improve: Identify Strengths

Signature Strength Awareness

Understand your strengths

See others in terms of their strengths

Learn ways to cultivate your strengths

Learn to appreciate the strengths of others

Tools to Improve: Identify Strengths

Signature Strength Awareness: Exercise

Handout of signature strengths

1. For each child, spouse and select at least 1 coworker, put their name next to the strength of that is the highest for that person
2. Jot down a brief example of when you saw them exemplify the strength
3. 1-10 scales (1=Low, 10=High); rank yourself on each item.

Tools to Improve: Gratitude



What went well?

Journal each day 3 things that went well.

What went well

Why did it go well?

1.

2.

3.

Tools to Improve: Gratitude

What went well?

Journal each day 3 things that went well.

What went well

1. Won case on OP
2. Reacted well to losing different OP case
3. Spent time with nephew

Why did it go well

- Spent time on report
Chose to be gracious in losing
While I had work to do, valued family over work

"PROFOUNDLY HONEST AND UPLIFTING."

—JEFFREY ZASLOW, COAUTHOR OF *THE LAST LECTURE*

A SIMPLE ACT OF GRATITUDE

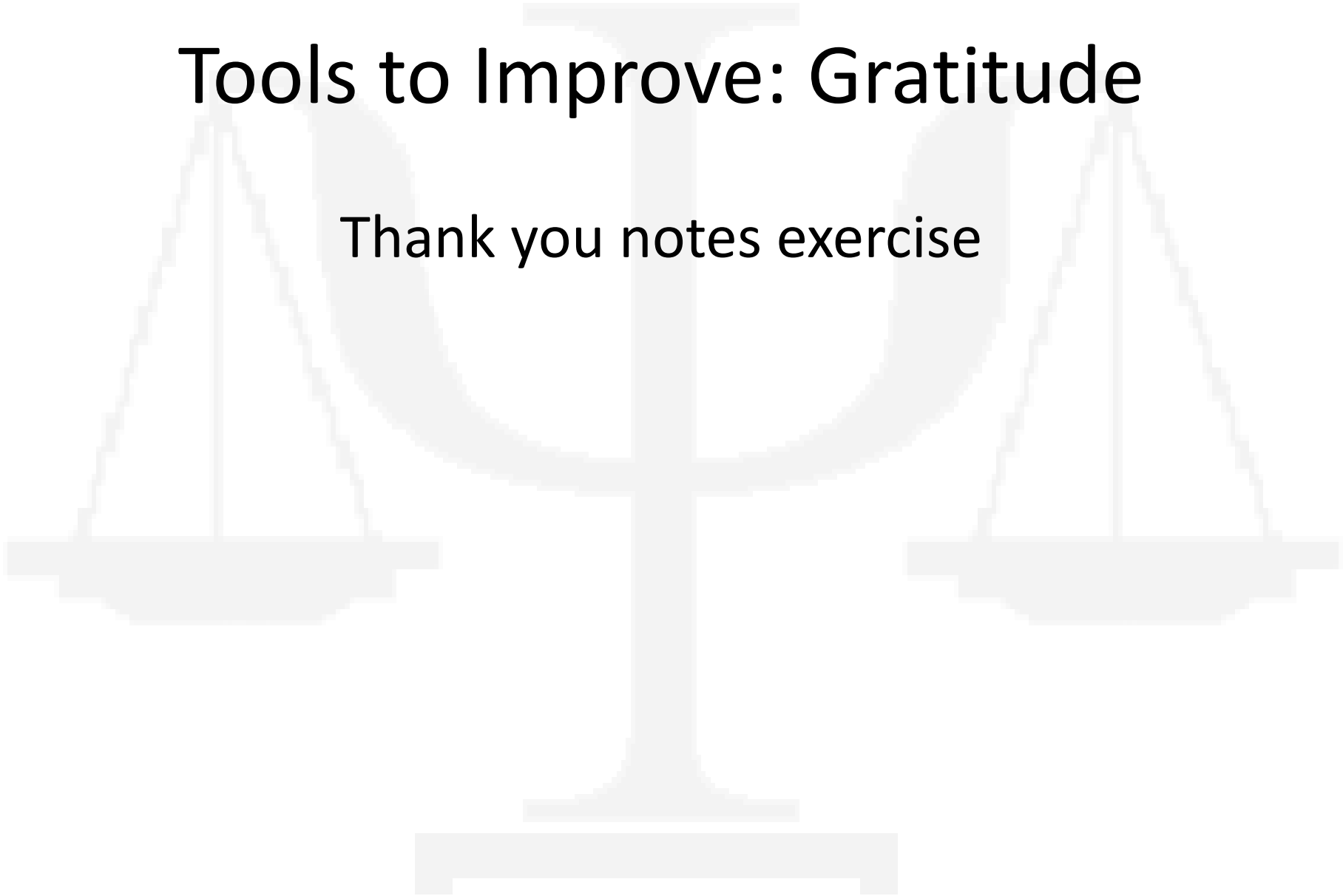
HOW LEARNING TO SAY
THANK YOU CHANGED MY LIFE



JOHN KRALIK

Tools to Improve: Gratitude

Thank you notes exercise



Tools to Improve: Acts of Kindness



Waffle House: One act can change your attitude

Tom Hoeck: Serving others covers a multitude of sins

Sara's video: Intentional loving can shift a relationship

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