



LAWYERS CONCERNED FOR LAWYERS

Confidential Support for Legal Professionals

DESK REFERENCE FOR MINNESOTA JUDICIAL OFFICERS

RECOGNIZING SIGNS AND SYMPTOMS OF SUBSTANCE USE AND MENTAL HEALTH ISSUES

These symptoms are examples of possible impairment in lawyers. Other behaviors may also give rise to concern. Court staff may be good resources regarding others' reports of problematic behavior.

Substance Use	Mental Health
Odor of alcohol during the day	Lack of interest in normally pleasurable people, things or activities
Use of alcohol or drugs to bolster performance	Inability to concentrate, remember, or make decisions
Use of alcohol or drugs during the workday and prior to appointments, meetings or appearances	Significant changes in appetite, sleep or weight.
Missed or late appearances with poor or no explanations; failure to return calls	Increased irritability, fatigue, restlessness or loss of energy
Isolation, use of drugs or alcohol alone	Inability to complete projects or meet deadlines
Minimizing, making excuses for or lying about amount and frequency of use.	Statements of worthlessness, hopelessness, sadness or expressions of guilt
Unkempt appearance, bloodshot eyes	Isolation from colleagues, family, and friends
Decrease in quality or quantity of work	Thoughts or expressions of death or suicide
Increased physical issues and complaints	Inability to track a conversation or concept, forgetfulness

What can you do?

What: Contact LCL to discuss a situation. You and the name of the person you are calling about can remain confidential.

Why: You can reach out to the lawyer and encourage/refer them to get help. If you have an ethical obligation to report, you can call LCL first.

What can LCL do? Coach you, make suggestions and confidentially reach out to the lawyer.

LCL Services: Free counseling statewide, referral for evaluations and other resources, 24/7 phone line, peer support, case management and follow-up.