

YOUR PROJECT, YOUR TEAM. MAKING THE MOST OF YOUR MOST VALUABLE ASSET: THE MIND

JANUARY 12, 2022

ARTHUR CHAPMAN

KETTERING SMETAK & PIKALA, P.A.

ATTORNEYS AT LAW

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OUR TEAM...OUR BACKGROUND



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HOW IT STARTED



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HOW IT IS GOING



Jon Zentner
Construction Law Attorney
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THE PROJECT...THE TEAM...THE STRESS!

- Construction Project Team
 - Owner
 - GC
 - Subcontractors
 - Design professionals
 - Lenders
 - Insurance
 - Material Suppliers
 - Material Manufacturers
 - Local Officials
 - Testing Agencies
 - LAWYERS!

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PROJECT STRESS

- Construction Project Stressors
 - Time
 - Quality
 - Detail
 - Cost
 - Bargaining power
 - Egos
 - Finance
 - Risk
 - Price escalation
 - Material Changes
 - Unknowns
 - LAWYERS!
- What tools do you have to help manage, balance this stress?
- How do you make the most of your most valuable asset?

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CALL TO ACTION

- February 28, 2019 Call to Action for Lawyer Well Being.
 - Justice Lillehaug led the charge and Arthur, Chapman followed.
- Arthur, Chapman signed the pledge and we formed Well-Con.
 - Committee focused on the six dimensions of personal wellness occupational, emotional, physical, intellectual, spiritual, and social.
 - Our mission will be to identify what the Firm can do better to facilitate a working environment in which all of our people can thrive—not just avoid the bad things, but affirmatively thrive.

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WELLNESS COUNCIL

- Well-Con's Projects:
 - Turned “attorney lounge” into a work-out gym.
 - Monthly gratitude games.
 - Wellness Blitz during Covid Pandemic.
 - Activities through Facebook, encouraging people to post a photo once a week on a different wellness activity (physical fitness, mental/spiritual, professional, and one other . . .).
 - Songs of Hope playlist Volume 1, a collection of songs based on submissions from everyone in the firm, and circulated the playlist. In more recent months, we put together Songs of Hope Volume 2.
 - There's also been the firm's participation in the water challenge several months back, and the current Maintain Don't Gain program.
 - Employee Assistance Program through UNUM and resources BCBS provides.

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WHAT HAS HAPPENED TO YOUR INDUSTRY?

- Suicide statistics
- Substance Abuse concerns
- Covid's Impact to your industry
- IDEAS ABOUT WHY
 - Signs of problems to look for

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YOUR MOST VALUABLE ASSET: YOUR MIND

- What is Wise Mind? Wise Mind = Contractor
- What is Emotional Regulation?
 - Brain lesson
 - Can you control your THOUGHTS?
 - Can you control your EMOTIONS?
 - Can you control your ACTIONS?

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WISE MIND = CONTRACTOR = MINDFULNESS

- START NOW
 - Meditation
 - Exercise
 - Podcasts/Fiction/Recreation
 - Eat Well
 - Sleep Well

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WISE MIND = CONTRACTOR = MINDFULNESS

- STOP NOW
 - Attempting to control your thoughts or other people's
 - Abusing substances
 - Making excuses for lack of discipline
 - Getting emotionally dis-regulated (DETACH)

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SOLUTIONS TO CONSIDER

- EAP
- Suicide Text/Call posters
- Wellness Committees
- Substance Abuse posters (Post AA Meeting resources and numbers)
- Incentives for using EAP, wellness options

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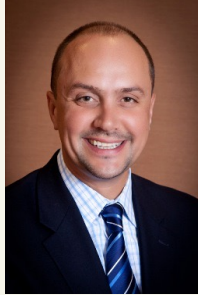
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THANK YOU



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