

The Woman Advocate Committee of the
ABA Section of Litigation,
in cooperation with ABA-CLE
and the ABA Career Resource Center,
Presents

THE BEST OF BOTH WORLDS

Strategies for Balancing the Home Court
and the Trial Court

STUDY GUIDE

The Woman Advocate Committee of the
ABA Section of Litigation,
in cooperation with ABA-CLE
and the ABA Career Resource Center,
Presents

THE BEST OF BOTH WORLDS

Strategies for Balancing the
Home Court and the Trial Court

STUDY GUIDE

This booklet has been prepared to accompany the 40-minute
video "The Best of Both Worlds."

© 2002, American Bar Association. All Rights Reserved

The views expressed herein have not been approved by the House of Delegates or the Board of Governors of the American Bar Association and, accordingly, should not be construed as representing the policy of the American Bar Association.

Study Guide Reference # V02TBBB

Welcome to *The Best of Both Worlds: Strategies for Balancing the Trial Court and the Home Court*. One of the greatest challenges of our profession is finding ways to juggle family and law practice commitments. With increasing billable hours and the increasing demands of our clients and our firms, managing both seems like a daunting task. How can you find time to meet the constant pressures of work and family? How can you make business travel work when you have a small child? How can you find time to do it all?

To address these concerns and many more, the Woman Advocate Committee of the American Bar Association's Section of Litigation set out to find ways in which you can effectively manage both work and family. To do so, we called upon the expertise of successful litigators around the country who have "been there and done that" and have successfully navigated this treacherous territory. They are:

- Hon. Nancy Friedman Atlas, Houston TX
- Hilary Bass, Miami FL
- Paulette Brown, Newark NJ
- Laurie Webb Daniel, Atlanta GA
- Julianne Farnsworth, Columbia SC
- Norma Formanek, San Francisco CA
- Martha Gooding, Irvine CA
- Andra Greene, Newport Beach CA
- Marguerite Gualtieri, Philadelphia PA
- Beth Kaufman, New York NY
- Catherine Krebs, Washington DC
- Eileen Letts, Chicago IL
- Hon. Denise Majette, Decatur GA
- Susan Potter Norton, Miami FL

- Trish Refo, Phoenix AZ
- Lorna Schofield, New York NY
- Charna Sherman, Cleveland OH
- Andrea Zopp, Chicago IL

These women will share with you their experiences and their top tips for balancing work and family. Their stories are full of insight and will provide you with ten concrete strategies that can help you better manage career and family – so that you can enjoy the best of both worlds. We hope you find this video as useful as we did.

We thank the generous support of the ABA Section of Litigation, which found it important enough to sponsor this video, as well as Liz Williamson, Associate Director of ABA-CLE, whose vision and efforts have made this video possible. Finally, we thank the 18 extraordinary women who were kind enough to donate their time and wisdom in helping us create this videotape.

Charna Sherman

Yuri Mikulka

Linda Goldstein

Co-Chairs

Woman Advocate Committee of the
American Bar Association Section of
Litigation

Program Transcript

Eighteen trial lawyers and judges shared their strategies for balancing family and work commitments.

- Strategy 1: Relax
- Strategy 2: Take advice from others
- Strategy 3: Get help & delegate
- Strategy 4: Develop a support network
- Strategy 5: Manage your time creatively
- Strategy 6: Plan ahead but remain flexible
- Strategy 7: Travel smart
- Strategy 8: Focus on "quality time" with your child
- Strategy 9: Find what works for you
- Strategy 10: Finally, don't feel guilty - it's worth it!

Strategy 1 : Relax

Gooding: I have a couple of tips for new mothers: completely relax. You can do both things and you can do them both well. The second is -- keep this in mind particularly as your kids get older: they will be proud of you. They will be proud of you and in what you do. And if you keep that in the back in of your mind or, or in your heart, that may help you get through some of those tough times when they say "Oh Mom, do you have to go work today?" or "Why can't you be at school today like the other moms". They will be proud of you.

Greene: My first piece of advice is, relax. You will be able to do both and do both successfully. You simply have to be

in the right mindset. Your children will survive and so will your career.

Strategy 2: Take advice from others

Sherman: My absolute number one tip ... I remember that right after I gave birth, and all these mothers would come to me and they'd give me all of this advice about my children, and I'd think in my head, not my children. That's not going to happen to me. And the bottom line is, it all happens to you. Every single thing they tell you. So, now, I am like, they speak, and I listen. And that's number one tip. If a more experienced mother speaks to you about what's going to happen in your future, listen, because what she has to say is true.

Greene: Find women who are similarly situated to you and learn from them. There are many, many women who are both lawyers and moms and they are doing it successfully. Their kids are fine; they're doing well in school; they're happy. It's very useful to surround yourself with people who are like-minded and not to spend as much time with the naysayers, people who don't really support your decision. I found that some of the best tips I've gotten on how to be a successful mother and litigator have come from other women who have done the same thing.

Daniel: Talk to other working moms. Find out what other people are doing. This is not one of these "one size fits all" situations. Different arrangements will work better for different people. Talk to people -- this taping will also give you some ideas -- and then find your own way.

Refo: Talk to everybody you can who's done it before and reject about half of what they tell you, because the truth is

there isn't one right answer to how to do this. There are lots of right answers and you need to find the one that's right for you and your baby. Other people can help, but no-one can tell you for sure how to do it.

Strategy 3: Get help & delegate

Gooding: Get help! Don't try to do this all by yourself. And, and that means a couple of things. Some of that help can be – well you should get as much as you can find and you can afford. That could be a nanny - if you're fortunate enough. If not, it can be a high school student, a college student who can give you five, six, ten hours a week to help you. And don't overlook the help that comes to you absolutely free in the form of wonderful advice and support from your friends, from your family and from other woman lawyers who are going through this, who have done it and can give you a lot of wonderful advice. The last thing is: now more than ever, set your priorities. And I think that encompasses two things. One is: decide what is important to do and what is not important to do. Before I had children I spent a lot of time making nice dinners and home-made salad dressing. That's not as important anymore as spending that time with my children and reading to them and hearing about their day. And then decide what it is that you personally need to do and delegate the rest. That applies both in your office and at home. I personally need to go to the soccer games and the school concert and Halloween parade. I need to be there for those things. I do not personally have to run the errands and pick up the dry-cleaning and do those other things that again I can get that good help to assist me.

Sherman: If you are going to be a lawyer, particularly if you are going to litigate, you have to have full time help. I don't care if work part-time, I don't care if you work full time, the bottom line is, you need to know that you can go to work every day. Your client needs you, your case needs you, you need to know that you can go in. So, even if you don't make much money at the beginning, the bottom line is you have got to have full time help.

Daniel: Get good childcare. Get a situation that you're comfortable with. If you get good -- I call it my staff, but with a good support person there then you're able to do your profession and not have to worry about it. For me live-in help has worked very well. In fact it hardly seems like it's an intrusive thing at all, because my experience is that the live-in help usually has -- they have their own life.

Schofield : You need to delegate. If there are things you don't need to do, you shouldn't do them. You also know that you are going to have to delegate some childcare duties if you are going to practice law. But there is a good way to stay in touch. When you have a new baby, make sure that you have a nanny who will agree as part of their employment to write and keep a little notebook or diary of what happens during the day with your child, and that way you can come home and see what happened with your child. It doesn't have to be a great work of literature, maybe just what they ate and where they went, but you feel more connected to your child's life, and you know what you weren't there for, and it's a way of living it.

Atlas: Delegate. Delegate to your spouse, share the responsibilities. Don't feel you have to do them all yourself. Delegate to the children. My children have been making their beds since they were five years old. They only use a comforter, they haven't slept under the sheets for

years. I don't care. No one ever got sick from failing to sleep under their sheets. Many of the children will share doing the responsibilities with you. Why do you have to do all the cooking? Delegate. If you can afford to pay for someone to do the cooking, do it. The spouse can do the cooking with you, or instead of you. Take turns.

Greene: Jettison those things that you don't need or want to do and assign those tasks to others. When you delegate, make sure that you really delegate, that you don't in fact simply micro-manage the person to whom you have nominally delegated something. If you ask your husband, for example, to pick up the kids, assume that he's going to do that. Don't call three or four times to make sure that he does that. Again, your stress will go down, you'll be able to eliminate outside pressures.

Bass: I tell people that I have a rule that I use, which is don't do anything yourself that you can pay someone else to do. Now, it sounds truly horrible but, in fact, what that means for me is that I realize to do everything that I want to do and that's important to me in my life, from my kids to my community services and my practice of law, I have to find other people to help. And what that means is learning to be a very good delegator.

Part of that is paying for it. And what I mean by that is that I, for example, recognize that I don't just need a nanny, I need someone who can drive, who can do things like do my food shopping, get my dry cleaning, take care of all those other little things that people do with their time that I don't have time to accomplish. That means that I have a car for my nanny for example. It means that I'm willing to pay someone to take care of some of those responsibilities and I just look at it as a cost of doing business the way I want to.

Strategy 4: Develop a support network

Daniel: If at all possible work in a city where you have family, because family members are great back-up help. And talking about where you live, I might as well mention try to live close to work. It really does help to eliminate commuting time. You don't want to spend hours in a car driving to your job, you can spend that time with your child and it's just so much better. If at all possible I would advise living close to where you work. And speaking of location, look round and see if there are any schools close to where you work also. I have been fortunate in finding a school close to where my office is, and I've been able to -- in fact a couple of schools, where my two children go, and I'm able to go during lunchtime and read to classes and really be quite involved and it hasn't taken away from my workload at all.

Brown: I did not become a parent until the child was eight years old. And my tip is to ensure that if you are going especially through the adoption process and you are a single parent that you have sufficient support systems. Not just with family members but with friends, and my thing was for my son to have multiple godparents. And, as a result of that, even though my primary family is in Baltimore, another state, with the support network that I have in different locations around the general metropolitan area, it's worked out extremely well because living alone and being a litigator you need extra people to make sure the homework gets done and the meals get served and you do this in advance of having a child. Otherwise it can never work because of the lengthy hours, especially if you go into trial mode.

Some people are litigators: others are trial lawyers. I'm a trial lawyer and, as a result, if I didn't have my friends and support systems -- I've never had a nanny, I've never had a live-in person. But it has worked out extremely well, I think. My son is well adjusted. He's in the 11th grade and the godparents have worked extremely well. He has eight of them.

Kaufman: Make sure you take advantage of the support and help of those around you. Your family is very often devoted to your children and devoted to your achievement and if you take advantage of the help offered to you, you will be able to succeed both in work and both as a mother.

Letts: My tip is that all relationships are valuable and I say that in terms of my mothering relationship. I have two children and in that relationship they have been in pre-school, we have been in clubs, we have lots of social activities; we've had gym and music lessons. Everybody else has children too that had those activities and you never know who their parent might be. For example, I had a case where one of my children when they were in pre-school had his best friend's mother and I met one time. I found out she too was a lawyer and not only was she a lawyer she was in-house counsel for a company and she and I struck up a friendship, we talked to each other, we had a relationship. I sent her information about our firm; she looked at it, she forwarded it on to the other people that made the decisions and we ended up doing work for them. So it's one of those things that you never know who you're going to meet; who you're going to have contact with in your relationships with other mothers and fathers. And if you get along with them and have a good relationship with them just on a relationship level for purposes of the children interacting

with each other, that could turn into a profitable business relationship later on.

Daniel: Don't alienate your mother-in-law. Mothers-in-law really can be a wonderful back up and support and I think a lot of people get along with their mothers-in-law anyway, so I wouldn't need to say that. But seriously, it is good to have good family support.

Strategy 5: Manage your time creatively

Atlas: Everyone has travel time between work and home. Use your cell phone. If you're on the train, do the planning that you need to do. Plan your menus for dinners; plan whatever the activities are for the weekend. Figure out the 'to do' list. But use the travel time, it's very productive. I've planned two bar mitzvahs in ten minute blocks between work and home, over several month periods with the two children that I have.

Sherman: After you get yourself full time help, try and work part-time in the early years, up until they go to full time school. It's difficult to do, and my real, real advice about that is, make a deal where you get paid by the billable hour, because the tension that exists in that arrangement is that when you are not there your colleagues think, oh, she's not working. And when you are there, you are thinking, I am working so much harder than I ever agreed to do. But if you make a financial arrangement that is based on the billable hour, the bottom line is that if you are not there, they know they are not paying you, and if you are there, you know that you are getting paid to be there.

To me that has been the piece that has made part-time work really fall together and really work. Now, next, one of the

things that is going to change your life is your kids are going to go to full day school, and the best part about that is it removes the guilt, because they are legally required to be at school, and therefore you don't have to feel like, oh, I should be home, because they are not allowed to be there.

Once they go to full day school your life is completely changed.

Majette: It's so easy to have your work life consume the rest of your life that you need to make sure that you maintain a sense of balance for both. An easy way to remember is to think of your day as being a cake or a pie. You don't want to give away the cake or the pie to everyone, so that at the end of the day you have nothing left. Make sure you save a piece of the pie for yourself. And the way that you do that is to say no.

For example, if opposing counsel want to schedule a deposition at 8 a.m., and that would require you to leave home at 5, that might cause child care issues for you. Well, in that context, you would say, "No, 8am doesn't work for me. Let's do it at 9". You don't have to give a reason for saying no, just say it, and remember that the hand that rocks the cradle rules the world.

Atlas: Divide your work and your home duties. When you're at work, focus. Focus on those responsibilities. When you're at home, focus on the children mainly. Bring work home, but while you're at work put aside to take home the things that you need and that can be done at home. While you're at work, do the things that have to be done there. When you're at home, after the children go to bed or while they're doing their homework, you do yours.

Kaufman: Be flexible in the types of work that you take on so that you can be available to your children, but advance

your career; in the hours that you work and where you get your work done. It's important that you get your work done in a high priority, first-class way, but you also want to be available to your children.

Strategy 6: Plan ahead but remain flexible

Schofield: The first thing is, you need to plan ahead. You know, when you have a baby at first you think they are never going to grow; they could never possibly be as big as that three year old you saw in the street. In the same way, for some reason, you don't think their needs are going to change, but I learned from hard experience that you need to think ahead and plan ahead, even if it means forcing yourself to see that your child is going to grow.

And it also means seizing the moment. If you are very busy, like all of us are, you have to think ahead and seize the moment. Let me give you an example of how this works. When I was a new mother I was very busy, and it was the fall and fall turned to winter. I didn't think about the fact that in the winter my baby would need a coat, so suddenly one day I got up, it was 20 degrees, and I had no coat for the child. And it was because I hadn't planned ahead, and I hadn't seized that moment in September when it seemed that winter would never come, and the baby would never grow, and it would never get cold. So, you have to go out and you have to make a list of things you need to do, carry them around, when you have a moment, look at the list and do it, even if it seems months away.

Daniel: Have some contingency planning. Even the best help is going to have something come up from time to time, when it's not going to work out. There's going to be some

emergency or a child will be sick, or something is going to happen when your normal situation won't be working, so have a back-up plan.

Farnsworth: Have a back up child care system. Whether you have a person that comes into your home or whether you take your children to a child care center there is always going to be a day when you need back up: when your provider calls in sick or with a personal problem, or, if you take your child to a child care center, when the child has a temperature or a runny nose. With a child care center any small problem and they will call you to tell you to pick up your child and you cannot send your child back for an additional 24 hours. So if you are a litigator and you are on your way to the most important motion of your clients case you can get a phone call that your child needs to be picked up within 15 minutes. Your partner or spouse is out of town and, if you are like me, your nearest relative lives 100 miles away, all my close friends work. And while they would like to help me, it is not as if I can call them up and ask them to pick up the children.

So here is what I recommend you do. There are lists you can get from church child care centers and child care centers of people who substitute and fill in. These are people who are not sitting around and waiting for your call but they do that, they volunteer. You need to find out about these people, meet them, see if you trust them, have them on standby. There are also, depending on where you live, nanny services that have people who contract by the hour or the day. It is just so important; I can't overemphasize this. I can't tell you how much stress there can be when you have to balance whether to stay home or go to a client meeting that is critical to keeping a client. Try and work that out as far as you can in advance.

Another thing is that most really good child care centers have waiting lists of two years or more. So don't wait until you have your child to say I'll get them on this list. As soon as you find out you are pregnant, get on the list. If you change your mind later you can always get off the list. Take care of the child care issues.

Daniel: Budget your time, plan ahead and use your time wisely. If you do that I think you can find that there is enough time to go around for everything. But on the other hand allow yourself to be spontaneous sometimes. It's important to have that spontaneity also.

Greene: Be sure that you have contingency plans if you find that you're in a trial, assume that anything that can go wrong will go wrong. What I found very stressful early on in my dual career as a Mom and a litigator was feeling that I didn't have control over things and I think if you plan in advance to cover any kind of contingency, you have both a plan B and a Plan C, you will feel like you're in control and the stress level will decrease, and in my case, for example, in the last long trial that I did, I sat down with the calendar with my husband and with my childcare provider and we figured out everything that needed to be done for the kids in the course of the nine months I was going to be in trial, and we figured out who would do what, and if there was an emergency, how we would cover that and, as a result, I went to trial knowing that even if the nanny got sick or my husband had to travel on business, things were going to be taken care of.

Krebs: I have a tip for new mothers which is the importance of a home office. There are going to be times as a new mother that you are going to have to leave work before you're done, you're going to have to stay at home with a sick child and you're not going to be able to get into

the office to get the work done that you need to do. If you have a home office already set up, this will allow you to do the work you need to do and be home with your child. For setting up a home office, it's important that you have a space, a desk, computer, email, fax, voicemail, cellphone. Set up a courier service, set up a Fedex account, so that if you can't leave your home, you already have something set up so that people that come to you and take the materials where they need to go.

Strategy 7: Travel smart

Daniel: Babies are very portable. I didn't realize that so much with my first child. My second child has her own Frequent Flyer number and is quite an experienced traveler.

But when they're little they sleep very well, in my experience, and I have actually had my baby in courthouses and offices across the country without any problem

Sherman: I love big and messy cases; the bigger, messier, the better. But it takes me on the road, and so the bottom line is I travel a lot. And my kids get angry, because the bottom line is they think if I really loved them, I wouldn't leave them, and I wouldn't go away. So, I've dealt with this in two different ways, and I have got advice from some really helpful people in this.

The first is when they were very young we created something known as the mad list. And it was literally if my kids were mad that I was leaving, we would put it on a list. So, let's put that, that's a big missing feeling, let's put that on a list. And it's amazing once it was on the list they weren't as mad. To them it was as if it was being dealt with. Now, that only worked up until a certain age, and then when they got older we really dealt with this issue,

gee, should I bring gifts back, I've been gone a long time, and we came up with a collection, and we collect snow globes.

And I can bring back snow globes from wherever I go, and actually now they bring back snow globes from wherever they go, or wherever we go together, and we call them – they are our exchange for big missing feelings. We all have big missing feelings. I have big missing feelings when I am away from them, and they have big missing feelings when I am away from them, and so we mark it with this collection of all the places that we have gone. And now it's really great fun, and it's taken away that notion that, gee, you will get a gift if I go away, because it's not really anything very significant. What it really is, is about the exchange of the feelings between us, about being away.

Bass: When my daughter was six months old, I started a term of three years on the American Bar Association Board of Governors. That meant travel each and every month and a couple of times a year, seven or eight days a time. I made a decision that I was just going to assume I was making \$10,000 less that year, and to spend that money to make sure that when I traveled on those long trips I traveled with my child and my nanny and, if necessary, anybody else who I needed to help me. Because that's what I needed to do to accomplish what was important for me, which was both to do my community activities and to be near my child as much as possible. But it does cost money and, I think, for most women, you just have to accept the fact that this is the cost of doing business. And if you can find good people out there you pay them whatever it takes to keep them and to make your life easier for you.

Strategy 8: Focus on "quality time" with your child

Schofield: make sure obviously you have time to see your child. And there's sort of a secondary rule to this, and that is: children are very adaptable, but they love routine. Children can adapt to almost any routine, as long as you try to maintain the same routine. It's really disruptions in routine that are hard for them. So, if your routine, as mine was, was to leave at 9 o'clock, and to come home at 7.30 every night, your child gets used to that. You come home, you have dinner, you play with them, you put them to bed. Just the regularity and a sense of being able to rely on the same thing every day I think is very comforting for the child.

On the other hand, if you have to work late, if you are in trial, you don't have to go crazy about it and beat yourself up and say, I am never going to see my child. Children are very flexible. So, what I did, for example, I remember -- I will confess now, I think it is too late to accuse me of child abuse -- on the night I would get home at 2 o'clock, the baby is in the crib, "Hi, honey, it's mommy, get up and play with me." And, so, you know, it was great, I got to see her, and I did it as long as she put up with it. At some point she got old enough, she said, "Gr, gr, gr." And I knew I couldn't do that anymore

Norton: I have a 16-year old son and one of the things I have learned was that the time he was most willing to talk to me was right before bedtime. And it became a game to see how much he could tell me about what happened during his day so that he could extend his bedtime.

Schofield: Everyone has probably told you, but it's really true -- it's hard to understand except in retrospect -- cherish every moment. Every moment in your child's life is unique, and it will never come again. There are many things in your professional life that will come again. So, cherish every moment of your child's life.

Gualtieri: I would like to give a couple of tips about raising older children and balancing your law practice. Most people think about babies when they think about juggling and certainly the emotional pressures of raising babies are different than raising older children, but the juggling act continues, it just changes in form as your children get older. And the two tips that I would like to give are sharing with your children in their after-school activities as well as a mechanism to keep the lines of communication open with an older child when developmentally communication becomes more difficult. The first is that middle school and high school schedules are not conducive and they are not really very -- don't treat parents well. After school activities such as soccer and baseball and basketball, field hockey, usually occur -- the games usually occur -- at 3.30, right after school, during the week. What I would suggest is that you try to attend as many of those games as you can and share in that with your child and your child will want you to be there and you'll really want to be there, get the schedule early on, put it in your calendar and try to work your work schedule around that. If you can't be at every game which of course we can't always, try to get somebody else to go -- either the child's father, a grandparent, you'll feel much better that someone's there supporting your child at the game. The second is regarding communication with the older child who -- they're not as open with communicating with you anymore, they're much more in tune and attached to their

peers and tell their peers things more than they tell you, and just developmentally, communication seems to slow down, I believe, with the older child. One of the places I find, or I have found, that is very open to communication between a parent and child is in the car. And I believe that if you try, what I would try to do is to drive my child to school every morning, regardless of whether there was another way to school, if they had a bus, because being in a car on a constant basis seems to for some reason open up that communication and the reward is really worth it. So, drive your child before work, it doesn't take a lot of time and you'll be surprised with the results.

Strategy 9: Find what works for you

Refo: If you can possibly do it, take a real maternity leave. Go away from the office, let someone else worry about your cases and you worry about being a new Mom. You will need the time, and it'll be good for you and for your baby. ... Prioritize and jettison. You're not going to have any time to do all the things that you were doing before you had the baby, so prioritize the things that are important, and take the stuff at the bottom of the list and jettison it. Get rid of it and focus on the things that are really important.

Kaufman: Be dedicated in everything that you do. It's not going to work if you are ambivalent about being in the office or ambivalent about being home. So you want to achieve that balance that will allow you to be engaged, focused and a hard and a productive worker when you are in your office, but also a loving mother when you are at home.

Greene: In order to be a successful mother and litigator, make sure that you schedule some time for yourself. You can fit in something that you enjoy, put it on your calendar, do it, make sure that you don't give that up. If you do that, it's going to make life a whole lot better and again decrease the stress.

Strategy 10: Finally, Don't feel guilty - It's worth it!

Daniel: And then last, but not least I would say, forget the guilt trip. Don't feel guilty about working if you like to work, don't feel guilty about it. If you don't like to work I would suggest finding something else to do with your time. I enjoy the practice of law, I love it and I don't feel that my children are deprived by having a mother who spends time doing something which she enjoys, that I think some day they will be proud of.

Zopp: don't be afraid to make mistakes, because you will, and I make some pretty much every day, but you can learn from those mistakes. It is not a disaster. It is not the end of the world. Just remember that it is all right, you're not perfect. You are never going to be perfect, and that's okay, the kids don't expect you to be perfect, they just expect you to be human and to love them.

Formanek: I was going to talk today just for a moment about life and family balance and I talked to my firm about this in the past and my first take on this is that there is actually not balance between your professional life and your family life. You can achieve it for a moment and the moment you achieve it, the next moment your child breaks an arm on the playground, the trial starts and the nanny quits, the school closes and takes an unexpected holiday.

And the way I've learned to cope with this or to get by with it is, I'm not sure this is actually coping, it may be more just surviving with it, is to not hold up balance as my goal any more; I don't beat myself up any more about not having it in balance. I try and take a deep breath when the extreme out of balance occurs and not feel too bad that I'm not being a perfect lawyer or not at that moment being a perfect mother, or not at that moment being a perfect spouse.

I got a lot of guidance out of something that I read that Barbara Bush actually said at a college commencement and sadly, I understand that she got a lot of flak for saying this from women's groups; and this is not a quote of what she said but the idea that she was communicating was:

At the end of your life at your funeral service, at your memorial, the people there who talk about you are not going to remember that you billed \$2,200. They are not going to remember that you stayed up all night making that brief absolutely perfect. They are not going to remember that, your clients are probably not going to be there. The people who are going to be there and talk about you are going to be your friends, your family members, your children, people you know in the community who you paid attention to and who you devoted some of your energy to.

So when I'm having that "it's rocking out of balance, I can't go on another second", I try to think about that. Get some focus and perspective back and start making some tough decisions, and they are tough, about what I'm not going to do, what I'm not going to succeed at, what I'm not going to be perfect at and letting it go.

Sherman: The bottom line is, my biggest tip, and this is so hard when you are in the thick of it, because the bottom line

is it doesn't get better until at least your older child is five, is stick it out. What I've found from so many women is it gets hard, and if they leave it's very difficult to come back. And by and large they never do. But if you stick it out -- if you stick it out, it's worth it, and you finally can make it happen when they are older and they are rational, at least some of the time, and in the end they really come to respect what you do. And I love what I do. And I honestly think one of the most important messages that I've been able to give my children is that I love what I do, and that's really what I hope for them, and it's really one of the most important lessons that I want to teach them. So, stick it out. It's worth it.



American Bar Association
Center for Continuing Legal Education
541 N. Fairbanks Court, Suite 1600
Chicago, Illinois 60611-3314

Product Code: **V02TBBB**