

## Are you seeing:

### Behavior Problems

- Irritable, impatient, or angry outbursts
- Confusion or forgetfulness
- Overreacts to criticism; defensive
- Inability to concentrate
- Poor or impulsive judgement
- Decreased efficiency and increased disorganization
- Displays signs of addiction
- Departure from a previously high level of functioning
- Isolating from friends, family and social activities
- Change in hygiene or appearance
- Marked change in appetite or sleep

### Job Performance Problems

- Requires frequent continuances/extensions
- Increased errors on routine matters
- Difficulty remembering details or instructions
- Blaming others or making excuses for poor performance
- Justified complaints from clients
- Non-responsive to calls/emails/texts
- Unable to learn new practice standards
- Committing obvious ethical violations
- Procrastination and task avoidance
- Disregard for ethical rules

### Personal Problems

- Credit problems, judgements, tax liens, bankruptcy
- Frequent illnesses or accidents
- Relationship discord (familial, marital, platonic, professional)
- In denial even when loved ones reach out
- Dealing with grief and loss
- Diminished capacity due to age or health problems

### Attendance Problems

- Frequent or unexplained tardiness/absences
- Takes long lunches or doesn't return to the office
- Stays late yet remains unproductive
- Missing appointments/appearances
- Unable to be located
- Absent (especially Mondays/Fridays)

### Contact WisLAP

24/7 Helpline: (800) 543-2625

Email: [callwislap@wisbar.org](mailto:callwislap@wisbar.org)

Website: [wisbar.org/wislap](http://wisbar.org/wislap)

5302 Eastpark Blvd.

P.O. Box 7158

Madison, WI 53718



STATE BAR  
OF WISCONSIN

## Unprepared or Impaired?

“ When an attorney who appears before you is persistently unprepared or uncaring about their responsibilities, please give some thought to whether that attorney may actually be struggling with an impairment of some type. Under those circumstances, a WisLAP referral may be helpful.

- Hon. Lisa Stark,  
Wisconsin Court of Appeals District 3 ”

**WisLAP**  
Wisconsin Lawyers Assistance Program

## The View From the Bench

As a judicial officer, it's understandable that an unprepared attorney in your courtroom could trigger frustration. However, the same behaviors that make an attorney appear unprofessional could point to an underlying issue. Warning signs, like changes in personality and job performance, are indicators that something may be wrong.

Attorneys who are suffering might not seek help for a variety of reasons. From the bench, you're on the front lines to recognize a potential problem and to seek help on their behalf. Everyone has an off day, but if you're seeing a pattern of problematic behaviors, it may be time to give WisLAP a call.

It can also be difficult for judges to address their own mental health and substance use issues. WisLAP exists to support judges in distress with services tailored to recognize the particular stresses judges face.

## What is WisLAP?

The State Bar of Wisconsin's Lawyers Assistance Program (WisLAP) has been serving Wisconsin lawyers, judges, law students, and their families for over fifteen years. WisLAP helps legal professionals struggling with depression, anxiety, substance use problems, compassion fatigue, burnout, and more. Our program provides confidential support through offering services that promote physical, mental, and emotional health.

# What Happens When You Call WisLAP?

**(800) 543-2625**



### We Listen

Whether it's for your needs or someone else's, mental health professionals are available 24/7, 365 days a year to answer your call.



### We Keep It Confidential

You can call anonymously, and your call and its contents are confidential. WisLAP is exempt from reporting misconduct (SCR 20:8.3 (c)).



### We Reach Out

If you call because you're concerned about someone else, we'll reach out to them on your behalf – without identifying you – and start a conversation.



### We Provide Options

We can recommend appropriate resources and programs – including support groups, treatment programs, or our network of 150+ trained attorney peer volunteers. You are not obligated to continue working with us, or take our advice.



### We Consult

If you want to be the one to have a difficult conversation with an attorney or colleague, but you're unsure about the best approach, we'll advise you on how to help.



### We Put It All Together

If you or someone you know is struggling with something that is negatively impacting quality of life and the practice of law, we can help turn things around.