“A successful man [or woman] is one who can lay a firm foundation with the bricks others have thrown at him [or her].” -- David Brinkley

Professionalism is not an ideal, it is a lifestyle! It is an unwavering commitment to decency and kindness. It is evidence of a lawyer’s education and class, which can always be improved upon. In legal terms, one might suggest that the phrase Res Ipsa Loquitur would provide an appropriate explanation for professionalism -- actions that appear facile, yet elusive for many. This Latin phrase translates to “the thing speaks for itself” and is a legal doctrine arguing that negligence must exist if a person has exclusive control of whatever caused an injury to another. Therefore, a lack of professionalism is clearly an act of negligence by an offending attorney, who refuses to control his or her behavior, and unnecessarily invites stress, conflict, or discipline into his or her life.

How can an attorney learn to become more professional? This Newsletter will explore several building blocks of professionalism to aid in that quest. One of those building blocks is fully immersing yourself into Bar activities that can transform an attorney into a proverbial butterfly with the carriage of grace, dignity and leadership. Growing in professionalism and leadership skills requires patience, but it is worth the wait as the struggle from the chrysalis into glorious winged flight is not without a lengthy struggle.

Begin the journey towards greatness by joining a local bar association and its board and discover an unlimited world of your professional potential. Once successfully settled in, apply to a Florida Bar committee. Every year from December 1st through January 15th, The Florida Bar announces that attorneys can apply to three committees in the area of an attorney’s interest. Subsequently, there will be approximately 500 appointments to committees which serve almost every area of the law, including Admiralty, Civil Rules of Procedure, Legal Needs of Children, Bankruptcy/UCC, Business Litigation, Probate Rules, Pro Bono, Criminal, Family Law, and Professionalism.

Three times a year, The Florida Bar holds a convention for its committees, sections, divisions, commissions, and boards to conduct meetings and work to improve the legal profession. The lawyers who attend the conventions

See “Chair’s Report,” next page
Chair’s Report

Involvement in the Bar’s activities can assist an attorney in developing professionalism skills and more importantly, develop a feeling of community and connection to the legal profession’s aspirations. Another delightful benefit resulting from Bar involvement is that it can bring an attorney out of the routine of one’s legal practice and provide exposure to new issues and people who are working to advance and elevate the profession. Attending the conventions can bring contact with judges and distinguished lawyers, which may result in mentoring relationships. More importantly, learning to navigate the committees and its leaders, can provide exposure to the pressing needs of an area of law and committee members can have a voice in moving that area in a positive direction!

Caroline Johnson Levine is the Chair of the Florida Bar’s Standing Committee on Professionalism and is an appointed member of the Senior Lawyers Committee. She has received a special appointment from The Florida Bar Board of Governors to the Supreme Court Commission on Professionalism. She was employed as a criminal prosecutor for ten years and now practices civil litigation defense.

Endnotes:

Would you or your organization be interested in offering any of the following programs?
• Professionalism: An Expectation in Florida
• Professionalism in the New Digital Age
• What is Your PQ (Professionalism Quotient)?
• Harnessing the Power of Relationships: Mentoring, Sponsoring and Networking

If so, please contact the Center for Professionalism to discuss and schedule your program at (850) 561-5747 or email us at cfp@flabar.org.
In the high stress legal profession, it is very important to establish your values because on those days when your patience is challenged it will be your values that keep you grounded. Family is a high priority to me. It keeps me rooted and is a constant reminder of what is truly significant in my life. Nothing gives me more satisfaction at the end of a long day than to feel the warm embrace of my children and to hear the intricate details of their school day over dinner. I place a very high value on being able to share that bond and create those memories with them, and as of recently I make no apologies for it.

But, it was not always this way. My priorities once were to advance my career and I lost sight of what was important to me. I convinced myself that placing so much importance on my career was justified because it provided financial support to my family; therefore, I missed out on a lot of memorable occasions. Day in and day out it was all work, work, work! My values had slipped away from me and in all actuality I was miserable and of no service to myself, my family, or the legal profession.

It was not until I stopped and realized that life was passing me by that I slowed down and began to cherish each and every day as if it were my last. So, I began to prioritize my schedule a little more and create healthy boundaries in my life. I mastered the art of saying “no” and ditched the desire to people please. I removed my Superwoman cape and recognized that I cannot do it all, nor can I save everybody. I participated in those things that I had a passion for and I did not overcommit. It was a very awkward feeling at first, but I am far more effective now than I ever was before. Embracing my values was a reality check for me and helped me to truly put things into perspective.

Along with this new sense of enlightenment, I became more involved in the Parent Teacher Association at my children’s schools. I transport my daughter to gymnastics and my son to football practice each week. I joined boards within the community with initiatives that are of interest to me. When I am home, my time is devoted to my family with the exception of the very few occasions when I must bring work home. I truly enjoy the simplicity of a date night with my husband, and appreciate creating memories on family vacations. I work hard, but I play equally as hard, holding true to my values. By placing my values at the forefront of my career, I am able to have a harmonious work-life balance. My stress has decreased and I am a happier and healthier person, which is beneficial to all areas of my life.

We often times in our Professionalism Workshop, a diversionary course of The Florida Bar, give the participants an opportunity to reflect on their values. Many of them arrive at the conclusion that it was during the times that they lost sight of their values that caused them to run afoul of the disciplinary system.

Roy Disney once said, “It’s not hard to make decisions when you know what your values are.” We all value different things: stability, career, loyalty, autonomy, advancement, financial security, and more. If you have lost sight of your values you need to adjust your moral compass by answering these three questions: What is your driving force? What makes you happy? What gives you the deepest sense of security? If you can answer these three questions you will quickly ascertain your values. If by answering these questions you have discovered that you have veered off the road of your values, choose today to get back in touch with what actually matters. By reconnecting with your values, you will discover that tough situations and times are a little easier to approach. You will gain a sense of fulfillment and happiness that will cause you to be more effective in your professional and private life. When your day throws you lemons, making a glass of lemonade will be effortless. Give yourself permission to make adjustments and take care of yourself. You are not responsible for fixing everything that is broken, nor are you tasked with making everyone happy. For now, be selfish and take the time you need to rediscover you. Do not let the negativity of others spoil your sense of being. As you replenish, you will without a doubt, discover that values are the cornerstone to professionalism.
1. Stand Tall

As a litigator, it is easy to be swept up in the adversarial nature of each case, which leads to a stressful feeling that creates a confrontational stance throughout the day. Unfortunately, this state of being fails to keep me sharp or relaxed, which is needed for litigation. My primary stress-reducing technique is simply standing. Standing shifts not only my body’s positions, but also my perspective of the work that I am doing. I try to stand whenever I get a phone call to increase my awareness of the conversation I am having. I also stand whenever I am reading from a reference book. I frequently walk over to the bookshelf in my office. As I am standing, I alleviate the pressure on my back and back of my legs. Standing also allows me to shift my balance and stretch. This change in height also alters my perspective on the task that I am working on and helps me to refresh my mind with a much needed break. There are many times during the day when this specific de-stress strategy helps me to remain cool, calm, and collected.

-Chioma R. Deere, Esq. is an attorney with Williams, Leininger & Cosby, PA in its Palm Beach, FL office. Ms. Deere represents clients in defense of first-party claims, including property and medical claims.

2. Take Time

Civility is the most effective professionalism tool in combating incivility. The form of civility needed may differ depending upon whether the incivility is verbal, written or a combination. Silence that fails to acknowledge the rude or disruptive behavior may be the tool for verbal conduct. A written response that appropriately identifies the legal issue or action you will take may be the tool for written conduct. Judicial intervention may be needed prompting a request for a hearing or status conference may be the tool for some conduct. Each circumstance creates an opportunity to model behavior which exemplifies a reverence for the law, the judicial system, and the legal profession. Unfortunately, some conduct may be so outrageous that one must "take more appropriate" action by filing a grievance.

I choose to take TIME - TIME is the key!

T - Take a moment to reflect upon the incivility and ensure that I did not, even inadvertently, contribute to its cause;

I - Imagine how civility and professionalism could have or should been exhibited.

M - Model a response that adheres to the spirit and letter of the appropriate code of professionalism; and

E - Evaluate the need "to take appropriate action" to prevent a future occurrence.

-Phyllis Williams Kotey, previously a senior judge with the 8th Judicial Circuit, is now a Clinical Professor of Law and Director of the Internship and Pro Bono Program at Florida International University College of Law.
3. Do Not Engage

Generally speaking, we live in an argumentative culture. This cultural tendency can be especially pronounced in the practice of law, with its roots in adversarial history and trial by combat. The tendency, when confronted by uncivil conduct, is to choose sides and do battle. However, it is a truism that it takes two to wage war. Simply declining to engage can be a very effective tool in addressing unprofessional or uncivil conduct. Do not reciprocate bad behavior. It escalates a bad situation and reduces us to the level of the initiator. I learned early from my wife, an elementary school teacher, to lower my voice when others raise theirs -- to "model" for the uncivil person what proper behavior should be.

-Howard Marsee, an Alternative Dispute Resolution Counsel with Upchurch Watson White & Max, has served as a mediator since 1996 and is a Board Certified Civil Trial Lawyer with over 20 years of experience.

4. Ignore the Behavior

At lunch today with a judge and a very experienced and successful attorney, we discussed the question of why some attorneys feel that they have to be overly aggressive to the point of being unprofessional. It seems as though we have been calling out this crisis in civility for decades now, and if anything, most would agree that we have become less civil, not more. In a speech entitled "Dealing with an Uncivil Opponent—Finding the High Road," the then-President of the Colorado Bar, William E. Walters, addressed incivility and offered sixteen tips for dealing with an uncivil attorney. My favorite is Tip #12: "Ignore the Behavior," where he cites to President Kennedy’s tactics with Nikita Khrushchev during the Cuban Missile Crisis. Kennedy received two messages from Khrushchev, one belligerent and the other conciliatory. Kennedy simply ignored the belligerent one and responded to the one that sought a solution. See “Dealing with an Uncivil Opponent – Finding the High Road,” 37-Sep Colo. Law. 5 (September, 2008)

-Lisa Lehner, an attorney with Lipscomb, Eisenberg & Baker, has extensive experience in Federal and State appeals.
EMOTIONAL INTELLIGENCE: A BUILDING BLOCK OF PROFESSIONALISM

By Sarah Bolinder, Assistant Director of the Henry Latimer Center for Professionalism

“When dealing with people, remember you are not dealing with creatures of logic, but creatures of emotion.”1 As lawyers, we are tasked daily with analyzing legal rules, regulations, and solving difficult factual puzzles and many times lose focus of the emotional aspect of the practice of law. This article seeks to encourage change and increase legal professionalism by embracing a concept known as Emotional Intelligence.

Emotional Intelligence is defined as an individual’s ability to engage in sophisticated information processing about one’s own and other’s emotions and to use this information as a guide to thinking and behavior.”2 While an individual’s IQ, or Intelligence Quotient, has traditionally been believed to measure success potential, current studies suggest it is an individual’s EQ, or Emotional Quotient, that is a true indicator of success. In fact, one study suggests that those with high EQ will outperform those with high IQ 70% of the time.3 The concept of EQ has made such an impact on business and leadership principles that nearly 75% of all Fortune 500 companies require EQ testing of employees and will not offer employment unless a candidate achieves a satisfactory EQ score.4 This increase in testing has demonstrated that of those tested, 90% of top performers have high EQ scores, EQ is responsible for 58% of all job performance, and those with a high EQ make on average $29,000 or more annually than their low scoring EQ counterparts.5

If these statistics are not staggering enough on their own, for lawyers, the need to embrace Emotional Intelligence is especially important. In order to perform well in a legal career, a lawyer is typically asked to (1) engage in and manage conflict; (2) counsel emotional clients on an appropriate path for their legal action; and (3) manage legal staff in an effective manner. These tasks cannot be undertaken well without Emotional Intelligence. Unfortunately due to a heightened emphasis on rational thought and advocacy, many lawyers have deficits in Emotional Intelligence which can affect their job performance and health causing stress, substance abuse, and depression.6

3. Awareness of Others

Awareness of others focuses on empathy and identifying with, or experiencing, the feelings of another. The first step toward awareness of others is to observe the non-verbal cues from those you are speaking with. Do they appear at ease or stressed? If stressed, is there something you are doing to cause that stress? In addition, those with acute awareness of others listen twice as much as they speak thereby validating the comments and thoughts of those around them. There is no requirement that you, as a leader or an attorney, need to agree with everything being said to you; however, simply validating that you have heard what has been said can go a long way toward gaining the trust of others and resolving conflict without incident.

4. Relationship Management

This last quadrant of EQ is the final EQ step and is perhaps the most important from an attorney’s perspective. Relationship management is the ability to communicate clearly, inspire others, work well in a team, and manage conflict effectively. Are you able to read emotions in a conflict scenario and understand each person’s frame of reference? Can you motivate others by recognizing their strengths and providing them work in their skill set? Can you acknowledge another’s right to think the way they do even if you disagree? For better or worse, the legal field is replete with adversarial conflict. However, conflict does not have to equate to a negative experience. Conflict can be a catalyst for needed change and can also open lines of communication thereby building stronger work and business relationships. Honing your ability to effectively face and work through

Similar to IQ testing, EQ testing focuses on components. The four components of Emotional Intelligence include: (1) Self-Awareness; (2) Self-Management; (3) Awareness of Others; and (4) Relationship Management.

1. Self-Awareness

Self-Awareness refers to one’s ability to detect their own emotions and their effects. Are you aware when you are experiencing emotions such as anger, sadness, fear, happiness, and shame? Look for signs of stress such as fidgeting, raised blood pressure, sweating, etc. These physical responses could be key indicators of stress and over-intensified emotions. If you can pay attention to when you are under stress, you can begin to use your emotions as an indicator of what your stressors are and how you can manage or even avoid them. In addition, self-awareness measures whether you can tell when your emotions are impacting others. How often do you observe others non-verbal communication to determine if something you are doing is affecting them? If you are aware of others emotions, you can empathize, thereby optimizing your negotiation and conflict resolution skills.

2. Self-Management

Self-Management refers to how well you control or manage the behaviors your emotions trigger. Can you stay composed and poised in a stressful situation? Do you lose your temper often with opposing counsel or your staff? Failure to control your emotions can create an atmosphere of fear and anxiety in those around you. On the contrary, if you can control your emotions and remain composed in times of stress, you can create a positive atmosphere, the type of atmosphere you need to successfully negotiate through tough legal battles.
conflict is a necessary skill in today's emotionally charged legal community.

In teaching EQ over the last few months, we have seen lawyers go from shutting down at the mention of the word emotion, to contemplating the possible benefits of a high EQ, to actively attempting to increase their EQ. This change generally occurs with the realization that professionalism as we know it is inextricably intertwined with Emotional Intelligence. In fact, scholars and recent studies suggest that one cannot exist without the other. Let's look at benefits for attorneys who utilize EQ skills.

Client Satisfaction:

A key indicator of attorney success is client satisfaction. An emotionally intelligent lawyer can focus on the client's needs and fears and truly understand the client's predicament. A lawyer who recognizes and manages a client's emotions will make that client feel communicated with and validated, and will give that client a sense of ease knowing that the attorney has the case, and his or her emotions, under control.

Intellectual Capacity:

Studies suggest that a lawyer who can recognize and control his or her emotions is smarter. Why? Because a small portion of our brain, the amygdala, is conditioned to take over in times of stress. When this emotional control center of the brain is active with blood and oxygen, there is less activation in the area of the brain which controls intelligence. Thus, on average, in times of stress and anger, our brains are operating on 10-15 less IQ points.9 For lawyers who are often faced with intelligent and cunning adversaries, a loss of 10 IQ points could mean the difference between a losing and winning argument.

Conflict Resolution:

The attorney's profession is defined as adversarial. As attorneys we are expected to embrace conflict and successfully navigate our way through it; however, this is rarely accomplished without heightened EQ skills. Attorneys that yell, lose their temper and/or bully their way through depositions and meetings will eventually hit a wall they cannot climb. The emotionally intelligent lawyer is so well versed at human emotion that even opposing counsel would agree that the individual is a consummate professional and one they would not shy away from working with again. These are the true victories as an attorney because they provide a long term favorable reputation, individual growth, and growth of your firm or business.

Leadership:

Whether we wanted to or not, many attorneys have found themselves in a leadership role as a partner, boss, community volunteer, etc. Emotional Intelligence provides a time-tested leadership strategy. It identifies for us how to motivate a team of employees to work in the most effective manner, how to control our own reputation and mood at work, and how to lead a group of people to accomplish amazing things. It is for this reason CEO's such as Richard Branson and Warren Buffet sing EQ's praises.

If you are interested in testing your own EQ, please follow the link to our Library Guide. If your score is disappointing, there is no need to worry. While IQ generally does not fluctuate, the good news about EQ is that it can increase dramatically with hard work. The Center is currently creating a CLE that will highlight several ways to improve EQ entitled “What is Your PQ (Professionalism Quotient)?” If you or any legal organizations are interested in scheduling this seminar, please contact the Center at cfp@flabar.org.

Endnotes:

1 Dale Carnegie
4 Travis Bradberry & Jean Greaves, Emotional Intelligence 2.0 (TalentSmart 2009).
5 Id.
The Florida Bar’s Henry Latimer Center for Professionalism and the Standing Committee on Professionalism Presents:

**THE 2015 LAW STUDENT PROFESSIONALISM YOUTUBE CONTEST**

First Place Cash Prize $500

**Deadline: March 4, 2016**

All law students and student organizations are encouraged to participate individually or in groups. The skit must pertain to legal professionalism in Florida, incorporating the Professionalism Expectations and the Rules Regulating The Florida Bar.

Entries should be 2 to 4 minutes in length and must be submitted with an approval letter from law school administration. The winning submission will be posted on the Center for Professionalism’s website.

All entries become property of The Florida Bar and are subject to use in CLE programs.

Full details at floridabar.org/professionalism, under “Awards and Contests.”
Much like its title, “The Winning Edge” had a very successful first year run. The professionalism based law school program was first introduced by the Henry Latimer Center for Professionalism, the Standing Committee on Professionalism (SCOP), the Young Lawyers Division (YLD), and the Law School Division (LSD) in the spring of 2015 at three law schools and has now been held at each of Florida’s twelve law schools. The program focuses on teaching the benefits of networking, mentoring, and social media use through an interactive PowerPoint infused with a panel discussion. Over 500 students attended and/or were involved in the events. The Center would like to thank each and every panelist who took time out of their busy schedule to be a part of the programs and to encourage professionalism in the next generation of lawyers. In addition, the Center would like to thank SCOP, the YLD, and the LSD members for their tireless efforts to plan, organize, and present these outstanding programs. The success realized by these great programs was a direct reflection of the time and effort spent planning and preparing for the events.
Mindfulness and Civility
By Professor Scott Rogers, University of Miami College of Law

Much has been written on the benefits of mindfulness in the areas of cognitive performance (e.g., focus, regulation of emotion, memory) and emotional well-being (e.g., stress reduction, anxiety, depression, substance abuse) and the ways that the practice of mindfulness can benefit attorneys, law students, and judges. Indeed, in a profession that is regarded as increasingly stressful, it is no surprise that a tool to help train attention and regulate emotion would be looked to as a much needed salve.

Whereas the value of mindfulness is often discussed in the context of an attorney who finds it increasingly distressing to practice in an uncivil and hostile environment, I will explore the value of an uncivil and hostile environment to an attorney practicing mindfulness. As part of this discussion, I will share with you an easy to learn mindfulness exercise that can help you establish a mindfulness practice and appreciate its benefits firsthand.

Mindfulness

In 2011, Judge Alan Gold spoke at a Federal Bar luncheon on the relationship between stress and civility, suggesting that the more stressed a lawyer becomes the more likely that lawyer is to act unprofessionally. He made the case for mindfulness by asserting that an attorney who practices mindfulness will be better equipped to navigate through challenging situations.

Judge Gold did not advocate that attorneys merely learn relaxation exercises to distress. This points to an important aspect of mindfulness that is often overlooked, and can be elusive. Mindfulness is not about reducing stress, as an end in itself, but about relating more effectively, and with greater ease, to unwanted, unpleasant, and unexpected situations. Jon Kabat-Zinn speaks to this important mindfulness insight when he writes “you can’t stop the waves but you can learn to surf.”

Mindfulness means “paying attention to present-moment experience in a manner that is engaged and unassuming.” While we are always paying attention, the object of our attention is not always in the here and now. Given research findings that the mind wanders about half of the time, it may come as no surprise that we are often lost in thoughts about the past, where doubt and regret creep in, and absorbed in thoughts about the future, where worry and distress prevail. Mindfulness invites us to direct our attention to what’s actually arising in the present moment and to sustain that focus by attending to it in a manner that is interested and receptive.

Mindfulness practice is geared toward gaining mastery over our wandering mind so that it wanders less and, when it does, we are more likely to be aware it is wandering. With this awareness an opening emerges with which to assess the wisdom of our internal dialogue and what, if any, action to take. Attorney Harley Tropin, when speaking about the value of mindfulness, quotes Viktor Frankl who writes:

“Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

In the context of civility, a noteworthy stimulus is the conduct of opposing counsel. Our response is very much a product of how we relate to opposing counsel’s untoward conduct. As Tropin and Gold both note, mindfulness creates a greater capacity to see more clearly what is actually taking place and fashion a more effective response.

Practicing of Mindfulness

Below is instruction for a basic mindfulness exercise you can practice in the span of a few moments—even now.

1. Bring yourself into a posture that is upright and stable.
2. Lower or close your eyes.
3. Bring your attention to your breathing.
4. Rest your attention on the flow of the breath, noting the sensations of the body breathing.
5. When you notice your mind wandering, bring your attention back to the breath.
6. Do this for a few minutes.

Though this instruction is simple, many find practicing difficult.

continued...
Beginners report the common experience of a “busy” mind or feeling “antsy” and erroneously conclude that the discomfort means they are doing it wrong or that it may not be worth doing. In time, one appreciates that there may not be anything inherently uncomfortable but that resistance to the experience may be the source of discomfort. Through mindfulness, one learns to experience momentary discomforts without acting on the impulsive need to “feel better,” a practice that leads to skills that ABC news anchor, Dan Harris, calls a “superpower.”

The Insight and Gift of Challenges and Obstacles

I have the privilege of teaching mindfulness to bright and enthusiastic law students at the University of Miami School of Law in a class called “Mindfulness in Law.” A mindfulness insight we explore and apply to law practice involves the difference between challenges and obstacles. Challenges are “things that happen.” Obstacles are the thoughts, feelings, and body sensations that arise in the face of challenges. It is common to “blame” the challenge and overlook the obstacle, when there is little that can be done to change a challenging event once it has arisen and a great deal that can be done when we learn to work skillfully with obstacles. Moreover, challenges generally involve other people and circumstances over which we exert little control, while obstacles reside entirely within.

For example, opposing counsel sends a hostile threatening e-mail. A common reaction is to become angry and outraged and to quickly reply. While we think we are responding to the “challenge,” more likely we are reacting to obstacles—the anger, fear, and outrage that the challenging situation provokes. Thoughts such as “who does she think she is,” and “I shouldn’t be treated like this,” further compound our tendency to overreact and disserve our client’s interests, not to mention our wellbeing.

The challenge is that “opposing counsel sent a hostile e-mail.” That is something we are well equipped to deal with—to parse and reflect on so that a wise response may follow. But rather than appreciate what is actually at play, we become emotionally agitated and our capacity to thoughtfully consider next steps can be compromised.

An important insight is that we fool ourselves into believing we are taking care of the challenge when we are actually tending to the obstacle. During these times our reaction is less a smart tactical maneuver than a mechanism to “feel better.”

The practice of mindfulness—of attending to the breath, developing the capacity to remain steady and present in the face of unpleasant thoughts, feelings and sensations, and to bring attention back to the present moment (i.e., the breath) when the mind wanders—serves this objective well. Imagine the freedom that comes when one reads the e-mail and either (1) the mind is less inclined to wander because it remains attentive to the e-mail as a matter of fact, or (2) the mind begins to wander and promptly is called back into the service of the task at hand. Importantly, the e-mail and its content has not changed.

So take stock the next time someone acts inappropriately. Who knows what obstacles they are experiencing that are motivating their unprofessional conduct. At these moments, be vigilant and attend to the obstacles arising within you so as to not misattribute them to the challenging event. A little mindfulness can generate a shift from agitation to compassion and clarity, which can be of great benefit, without losing your edge. You are more likely to size up the challenging event for what it is, and to more effectively respond to the situation actually at hand. This will serve its own larger purpose of not exacerbating the situation and may even offer opposing counsel a glimpse at a more mature way of responding to difficult situations. At the very least you will be more likely to act in accord with your intentions and values, be less stressed by unpleasant experiences, and further develop your capacity to respond effectively across situations—to surf the waves that wash over a wonderful and inspired, yet all too overwhelmed profession.

Endnotes:
4 See supra at 1.
7 Tropin, H., “Meditation and controlling the inner mongo” Dade County Bar Association (May, 2012).
9 Two other mindfulness courses are part of the Miami Law curriculum, “Mindful Ethics” which I teach with Jan Jacobowitz, and “Mindful Leadership” which I teach with Raquel Matas.
The Henry Latimer Center for Professionalism is now accepting submissions for the upcoming edition of *The Professional*. If you or any legal organization you are a member of would like to submit an article for consideration, please email your submissions to sbolinder@flabar.org with “article submission” in the subject line. The articles should pertain to issues of professionalism and be inspirational and/or motivational in content. Please use Microsoft Word and limit submissions to no more than 800 words (12 point font, double spaced).
Words to the Wise

“Professional is not a label you give yourself – it’s a description you hope others will apply to you.”

-David Maister

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“When you’re in conflict with someone, there is one factor that can make the difference between damaging your relationship and deepening it. That factor is attitude.”

-William James

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“Conflict is inevitable, but combat is optional.”

-Max Lucade