

TOP TIPS: FINDING AND BUILDING A COMMUNITY OF WELLNESS: MENTORSHIP, CONNECTION & CIVILITY IN TODAY'S LEGAL PRACTICE



**Hon. Paul
Bacigalupo (Ret.)**
Mediator, Arbitrator, Referee



**Hon. Leslie
Landau (Ret.)**
Mediator, Arbitrator, Referee,
Private Trials



**Lee
Mendelson, Esq.**
Mediator

JUDGE LANDAU'S: TOP TIPS FOR STAYING CONNECTED

HON. LESLIE LANDAU (RET.)

Remember to Breathe

- Check in with yourself when you feel stressed, and forgive yourself for being human. When faced with a difficult situation or personality, take time and reflect before responding. If you must vent, write the nasty email without addressing it (so there is no risk of inadvertently hitting "send"); delete and rewrite it when you are calmer and can respond constructively.

The Golden Rule: Afford others the grace you'd like them to give you.

- If someone (a client, an opposing counsel) is being civil and reasonable, recognize it and thank them. If someone is being difficult, it is probably difficult to be them. Listen to your better angels, strive to see the person beyond the behavior, and respond kindly rather than angrily.

Say Yes.

- If you are feeling disengaged from your community, accept invitations. Even if it seems like an effort, say yes. When you see an opportunity for professional engagement - become a member, volunteer for a committee, join a gathering, attend a Bar event - say yes.

JUDGE BACIGALUPO'S: TOP TIPS ON MENTORSHIP AS A WELLNESS TOOL

HON. PAUL BACIGALUPO (RET.)

Why Mentorship Matters

- Mentors provide guidance on both professional skill-building and personal resilience. The role of a mentor is to help guide a mentee to become the best person they can be. Mentorship is an opportunity to improve oneself and reach goals. Both the mentor and mentee derive benefits from the relationship.

How a Mentorship Relationship Works

- Mentors and mentees may participate in a formal mentorship program developed in a bar association, law firm or organization. The relationship involves building trust, setting goals, demonstrating mutual respect, and being willing to learn from each other. The relationship can establish the modes of communication and may be formal with scheduled meetings or informal.

Achieving Mentorship Goals

- The goals of the mentorship relationship should be established at the beginning and should involve frank conversations about the mentee's goals and aspirations. Creating effective strategies for career support and development are likely to foster a deeper sense of purpose for both the mentor and mentee, improves well-being, and enhances the likelihood of career success.

LEE MENDELSON'S: TOP TIPS ON WELLNESS BEST PRACTICES

LEE MENDELSON, ESQ.

Treat Civility as a Wellness Skill

- Incivility often masks distress.
- Empathy is not weakness – it is professional strength.
- Grace under pressure protects both relationships and competence.

Build Horizontal Peer Support – Not Just Vertical Mentorship

- Peers often understand your lived experience better than supervisors.
- Create reciprocal relationships where you are both seen and heard.
- Community is preventative medicine in the legal profession.

Use Mentorship to build strength

- Mentorship is not just career advice – it is resilience-building.
- The right mentor provides:
 - skill development
 - perspective
 - emotional steadiness

QUESTIONS? CONTACT US

Hon. Paul Bacigalupo (Ret.)

Mediator, Arbitrator, Referee

- judgebacigalupo@adrservices.com
- Chelsea Mangel: chelseateam@adrservices.com

Hon. Leslie Landau

Mediator, Arbitrator, Referee, Private Trials

- judgelandau@adrservices.com
- Katy Jones: katyteam@adrservices.com

Lee Mendelson, Esq.

Mediator

- lmendelson@adrservices.com
- Haward Cho: hawardlateam@adrservices.com