

**Young Lawyers Summit: The Next Generation**  
 ABA Mid-Year Meeting  
 Los Angeles, CA  
 Friday, February 8, 2008

**Finding the Proper Work-Life Balance in the Practice of Law**

The challenge of striking the right balance between one's professional commitments and one's personal life has increasingly plagued attorneys. Once viewed as an issue primarily affecting women, the struggle for work-life balance is now recognized as an issue facing all lawyers. A recent NALP Foundation reported that more than 70% of supervised attorneys reported having moderate to major difficulties in addressing family/parental needs, household responsibilities, and finding time for cultural/leisure activities.<sup>1</sup> Recently, young lawyers have demonstrated a commitment to sacrificing income to pursue other interests, such as family life, personal development, and community affairs. A November 2006 unscientific poll concluded that 84.3 % of the poll's 2,377 respondents indicated a willingness to make less money in return for a reduced billable hours requirement.<sup>2</sup> The Summit team seeks to find suggestions for their peers on how to reach the work-life balance.

<p><b>Balanced Hours: Effective Part-time Policies for Washington Law Firms</b> Williams, Joan   Calvert, Cynthia T. / 2001</p> <p><b>Balanced Lives, Changing the Culture of Legal Practice</b> ABA   Commission on Women in the Profession / 2001</p> <p><b>The Corporate Counsel Work   Life Report - Better on Balance?</b> American University College of Law / 2004</p> <p><b>Facing the Grail: Confronting the Cost of Work-Family Imbalance</b> Boston Bar Association / 1999</p> <p><b>Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace</b> English, Holly / 2003</p>	<p><b>More Than Part Time: The Effect of Reduced-Hours Arrangements on the Retention, Recruitment and Success of Women Attorneys in Law Firms</b> Womens Bar Association of Massachusetts / 2001</p> <p><b>Opt Out or Pushed Out? How the Press Covers Work/Family Conflict</b> Williams, Joan   Manvell, Jessica   Bornstein, Stephanie / 2006</p> <p><b>Part-Time Paradox: Time Norms, Professional Life, Family and Gender</b> Epstein, Cynthia Fuchs   Seron, Carroll   Oglensky, Bonnie   Sauté, Robert / 1999</p> <p><b>Say Ciao to Chow Mein: Conquering Career Burnout</b> Parvin, Cordell   Seaton, Christina Bost / 2007</p> <p><b>Should You Marry a Lawyer? A Couple's Guide to Balancing Work, Love and Ambition</b> Travis, Finona / 2003</p>	<p><b>The Lawyer's Guide to Balancing Life and Work</b> Kaufman, George / 2006</p> <p><b>Opting Out? Why Women Really Quit Careers and Head Home</b> Stone, Pamela / 2007</p> <p><b>In Pursuit of Attorney Work-Life Balance: Best Practices in Management</b> Fortney, Susan   The NALP Foundation / 2005</p> <p><b>It's About Time: Part-Time Policies and Practices in Atlanta Law Firms</b> Atlanta Bar Association / 2001</p> <p><b>Solving the Part-Time Puzzle: The Law Firm's Guide to Balanced Hours</b> Williams, Joan   Calvert, Cynthia / 2004</p>
--	---	--

<sup>1</sup> Fortney, Susan, *In Pursuit of Attorney Work-Life Balance*, NALP Foundation, 2005.

<sup>2</sup> Ward, Stephanie, [\*The Ultimate Time-Money Trade-off\*](#), The ABA Journal, February 2, 2007.