

President's Message

Dear Members:

I hope your November is going well. I like that November has an emphasis on gratitude. Thanksgiving is probably my favorite holiday--I love the focus on family, friends, food and thankfulness.

I am particularly thankful for the mentors in my life. As mentioned in last issue's column, I am interested in working on mentorship programs this year. Mentorship is critical to the success of newer or transitioning attorneys. A focus group (Elizabeth Christy, Scott Horenstein, Erica Aquadro, Miranda Shreeve and myself) will be meeting at the Elizabeth Christy law firm office to discuss the mentorship program that Elizabeth started. We'd like to keep and possibly expand the program. If you have any interest in mentoring or being mentored, please reach out to me. We would love to include you in this program.

I went to lunch with Juliet Laycoe recently. Juliet is the owner of Juliet Laycoe PC in Vancouver. Her practice focuses on family law, estate planning, probate and guardianship cases. I have always admired Juliet and I consider her to be an informal mentor. She is a wonderful attorney and a great person. Juliet always seems to have it "together" so I decided to ask her about her work/life balance secrets.

Juliet makes fitness a priority in her life. (I agree that health and fitness are critical to keeping stress levels down). She and her spouse, Tom Hagley, coordinate their workout schedules each week. On Sunday nights, she tries to set her schedule for the week. She typically exercises six times per week, mostly in the early mornings. She runs on alternate



mornings, takes classes or trains at Northwest Personal Training and swims laps at Lakeshore Athletic Club. She also added spinning classes at StarCycle this past year. In addition to her regular fitness routine, she runs a relay with a team once per year. This is a travel/getaway weekend for Juliet and her spouse. They completed a Ragnar Trail relay in Zion (Utah) in 2017—each runner had to run 30 miles in about 30 hours (with altitude and hills!) She also recently participated in a running clinic with her spouse in Carmel, California taught by a former Olympic runner.

Juliet also makes spending time with her children a priority. (I agree that relationships with others are a critical component to happiness). She was heavily involved in community activities for many years, but now focuses on her kids. One of the things that Juliet likes best about owning her own practice is the flexibility she has with her schedule.

She currently volunteers at her daughter's elementary school at least once every other week (if not more) and helps out as needed at her son's middle school.

She thinks she has only missed chaperoning one field trip for either of her kids. Juliet loves being able to be available to or for her kids and believes it makes a difference in their lives. She read the *Gifts of Imperfect Parenting* by Brené Brown a few years back and highly recommends it for parents. She tries to be vulnerable and honest with her kids and makes sure that they have quality time together each week. In addition, Juliet tries to instill a love of fitness in her kids and shows them that exercise and physical achievement are fun. She and her husband combine family time and fitness as often as possible. This past year, Juliet and her son, Ben, started partner training sessions together. She closes her office at noon on Fridays and then works out before picking her daughter up from school. She is very focused and task-oriented at work so that she has the time to spend and give to her family as well as to exercise and be active.

In her “free time” this year, Juliet wrote a book that should be available by the end of 2018. The book is called “*Divorce Wisdom—Smart Strategies for Anyone Contemplating or Experiencing Divorce.*” The book will be available through online retailers like Amazon, Nook and Google Play. Juliet intends for this book to help people—it contains information, sugges-



tions and guidance. She hopes the book will be a resource for people going through a divorce or for professionals working with those people. I think that pursuing personal passion projects is another element of work/life balance—it gives us energy and motivation to tackle the rest of the items on our to-do lists.

Perhaps most critical for her own work/life balance and happiness, Juliet also made a practice shift over the past two years by reducing the number of contested cases she takes on. At the beginning of 2016, she started making this shift with small changes. Initially, she stopped accepting contested custody or parenting plan matters. For family law, her practice now primarily focuses on non-contested family law cases, collaborative law and mediation.

Juliet also continues to practice in estate planning, probate and guardianship. Juliet encourages taking baby steps if you want to make a practice transition. She believes that you need to determine your goal, focus and stay motivated. In addition, you need a specific action plan and list of steps to make your goal a reality. Juliet believes that lists and calendars are key to feeling organized and productive at work. She also utilizes a staff person to provide support and accountability.

Upcoming Events



Juliet is part of a “mastermind” group with several professional women (and moms). They usually meet one time per month. The group provides business and personal support and accountability. During each meeting, members share goals, challenges and ideas and provide direct feedback and encouragement. I love this idea because it’s both social and productive. I think external accountability is key to making changes and achieving goals. In addition, Juliet’s family also has a New Year’s tradition to set goals for the next year (both silly and serious). They have a family poster that hangs in their laundry room that lists all of their personal goals. For example, her daughter, Abby, wanted to do 100 jumping jacks this year. Halfway through the year they all review the poster. Juliet’s goal this year was to create a more simple and peaceful work environment. I love that Juliet is teaching her kids about how to set and achieve goals.

Juliet, thanks for sharing your thoughts and ideas about work/life balance. You have inspired me!

I hope you all had a wonderful Thanksgiving and that you each have much to be thankful for.

—Jill Sasser

DEC 05

CCBA Board Meeting
Noon | CCBA Office

DEC 10

Guardianship Probate &
Elder Law Section
11:45–1:00pm | Public
Service Center

DEC 13

Family Law Section Lunch
& CLE
11:30am | Fort Vancouver
Red Cross Building

DEC 14

Van Vista Gift Drop-off
Deadline EOD | CCBA
Office

DEC 18

CCBA Holiday Party
6:00pm - 9:00pm |
Warehouse 23

Hearsay Committee
Meeting
Noon | CCBA Office