



PRACTICE MANAGEMENT ADVISORY SERVICE

December 2025

From the Desks of Your D.C. Bar Practice Management Advisors



Building Your Resilience Muscle

By Kaitlin McGee

Last month, Sharon Greenbaum ([D.C. Bar Lawyer Assistance Program](#)) and I hosted a candid Lunch and Learn on resilience during uncertain times. The session wasn't recorded, but many of you joined us to talk openly about navigating career transitions in a difficult legal market. What stood out was how many attorneys said the same thing: "I know what I need to do, but it's hard to stay motivated, especially when everything feels uncertain."

One point we emphasized during the session is that resilience functions like a muscle. You can't wait for the bottom to fall out and then hope you'll suddenly be good at bouncing back. You build resilience during steadier moments, so when the tough days arrive — the rejection, the slow month, the unexpected shift — you already have the habits and mindset in place to recover quickly instead of shutting down.

For lawyers in transition, this matters even more. Many of you are exploring new practice areas, starting firms, or looking for the next step after government service. That work takes emotional energy, patience, and the ability to keep moving even when the path isn't clear.

If you missed the program, here are a few practical ways to strengthen your resilience this month:

1. Do one small outreach every week.

A simple habit builds confidence.

Examples:

- Send holiday cards or printed announcements for your new firm launch.
- Email one former colleague or referral source.
- Follow up with someone you met once but never reconnected with.

Small steps keep you visible and keep you moving.

2. Let yourself be a beginner at something.

Many lawyers avoid new skills because they don't want to feel unprepared. Pick one thing you've been avoiding because it feels unfamiliar and do it anyway. The goal isn't perfection; it's progress.

3. Normalize rejection.

Most "no's" are about timing, bandwidth, or fit, not your worth or competence. Treat rejection as information, not identity.

4. Create a reset ritual.

When you feel stuck, give yourself a structured way to restart the next day:

- Review what you learned
- Adjust one thing
- Try again

The cycle matters more than the speed.

5. Stay connected.

Isolation drains resilience faster than anything. Join a peer group, show up at a networking lunch, or reach out to someone also navigating a transition. Support reinforces momentum.

Resilience isn't something you "have" or don't. It's something you practice, and the more you practice it, the easier it becomes to stay focused, recover from setbacks, and keep building the career you want.

If you'd like help planning next steps, exploring a new practice area, or talking through your options, Practice Management Advisors and Lawyer Assistance Program (LAP) staff are here to support you.

Basic Training & Beyond

If you're starting a firm, [Basic Training & Beyond](#) is a great jumping-off point. Day One will teach you the essentials to get your firm off the ground, and Day Two will help you grow and manage your firm.

Here is how to start, grow and manage a law firm in a large, urban market.

Our monthly [Basic Training & Beyond](#) is set for **December 2 & 16, 2025**, from **9:15 a.m. to 4:30 p.m.** We will meet in person in the Williamson Conference Room on the third floor of Bar Headquarters. The program is presented monthly for members and law firm staff.

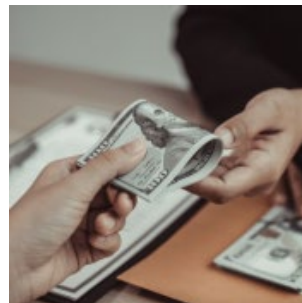
This program has been presented more than four hundred times for more than 5,000 lawyers over the last seventeen years, and many have launched and are now operating small firms. We stay connected with many small firms, and what we learn informs the content for this program.

Managing Money

Managing Money

Our next in-person session of Managing Money is set for **December 8, 2025**, from **9:00 a.m. to 12:30 p.m.**

We also present Managing Money on request for a law firm or organization.



[Register for an upcoming session or schedule a session for your firm here.](#)

Lunch and Learn

PMAS is collaborating with the [Law Practice Management Community](#) to bring you the following [Lunch and Learn](#) programs:

- December 11, 2025 – [Can Your Fee Agreement Get You in Trouble?](#)

LPM; PMAS Productions

All programs begin at Noon on Zoom. Register for any or all [here](#).

Successful Small Firm Course

Are you interested in a business incubator approach to growing your law firm?

Consider working with us on an individual basis. We now offer the **Successful Small Firm Practice Course** in a series of one-on-one sessions on Zoom.

The Course serves as an incubator for solo attorneys and small firms and helps them work through their business and marketing plans with support, feedback,

and guidance. Lawyers focus on the type of firm they want to create and work through the Course at their own pace with built-in accountability for achieving their business goals. If you are interested in this approach to creating and growing a law firm, contact PMAS@dcbar.org.

Resources

Missed any of these recent sessions? You can [access the recordings and materials anytime](#).

Here's a glimpse of some recent sessions:

- **Artificial Intelligence (AI) Literacy for Solos & Small Firm Counsel**
- **What's It Like to be a Criminal Defense-Court-Appointed Lawyer in D.C.?**
- **AI for Small Firms**
- **AI in Action - ChatGPT & Descript for Law Firm Marketing**

If you are interested in a practice management assessment, [click here](#).

– Kaitlin & Dan

In other news . . .

[Legal Ethics Opinion 398](#), Flat Fees, Subscription Fees and Disbarment

Read the [LAP Spring Newsletter](#).

For more information on PMAS programs, [click here](#).

CLE, Communities Events & Pro Bono:

Continuing Legal Education programs are [here](#).

Communities Events are [here](#).

Pro Bono Center training programs are scheduled [here](#).

As we return to D.C. Bar headquarters for meetings and events, everyone entering the building will need to comply with the [COVID Guidelines](#).

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Practice Management Advisors have a free and confidential relationship with D.C. Bar members pursuant to Rule 1.6(j) of the D.C. Rules of Professional Conduct.

District of Columbia Practice Manual

Every D.C. Lawyer's Must-Have Resource



This two-volume title, typically priced at \$495, is being offered to subscribers of this newsletter at a discounted rate of \$450. To obtain the discount code, please reach out to communitiesregistration@dcbar.org.



[Practice 360°](#) | [Courses and Trainings](#) | [Mentoring Resource](#)