



MENTAL HEALTH  
AWARENESS MONTH



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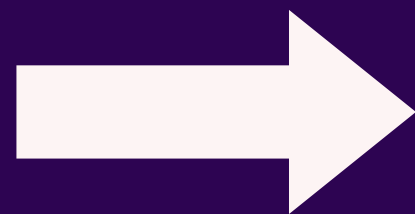
# Why **burnout** happens to **in-house** legal teams

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**PART TWO**

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ITGC





# In Part 1 we covered:

**Team Size**

**Negative Bias**

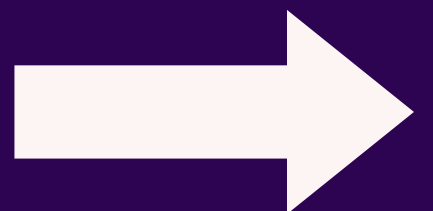
**Pressure of Professional Ethics**

**Long Hours**

**People thinking you're a robot with no feelings**

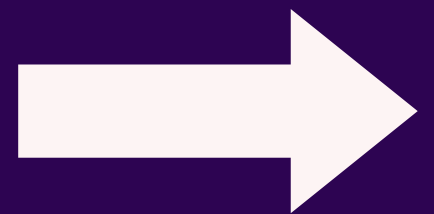
**Colleagues don't get what you do**

**EOQ!!**



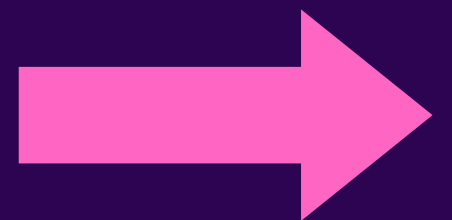


# Let's dive into Part 2.....



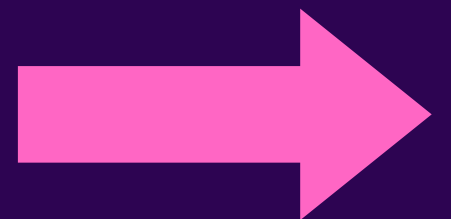
# Being overwhelmed

**As a lawyer, you are trained and conditioned to carry on regardless, even when you feel overwhelmed. It's extra likely to happen in-house where teams are small and under-resourced.**



# No-one checking

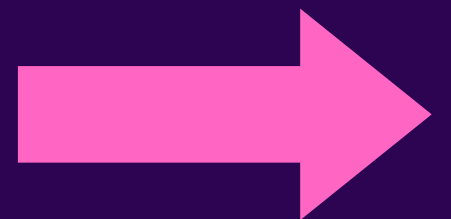
**People don't really ask lawyers if we're ok. They assume we are ok because we are tough and confident. But it's extra important with lawyers because we tend to hide our feelings, which we are conditioned to believe are a sign of weakness (ugh!).**





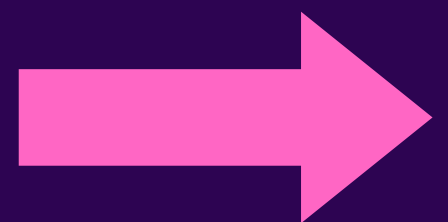
# People not following process

Among many other things, the processes you carefully curate are there to help preserve your mental health, especially legal intake and contract management. You aren't insisting on them being followed for fun or to be difficult.



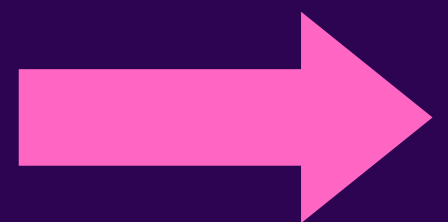
# Being micro-managed

**The number one cause of burnout in anyone, being micro-managed is especially bad for in-house lawyers if it's coming from a colleague outside the legal team who doesn't get your job.**



# Unrealistic expectations

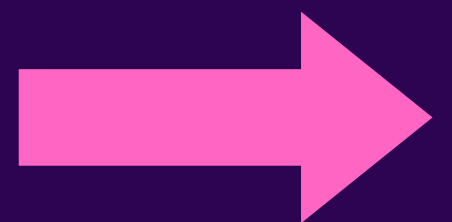
**People expect lawyers to know everything immediately. Flattering and all, but your expertise is actually researching and locating the answer quickly. Lack of awareness of legal team goals contributes to unrealistic expectations too.**





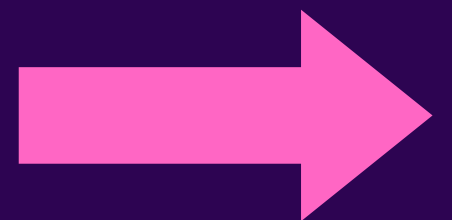
# No downtime

The intense nature of your work means it often stays with you mentally long after you shut your laptop. It's hard to nip to the gym to clear your head if it's midnight. Being given regular space to decompress is essential to help with this.



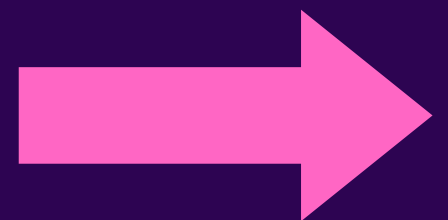
# Lack of control over workload

**Your team is too small, demands are relentless, you must respond fast, and deal with requests flying in from multiple platforms. All this and more can make you feel out of control, overwhelmed and stressed.**



# Ignored advice

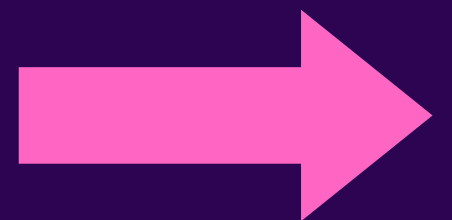
Sometimes clients ignore your advice. Fine. But when you work in-house, you watch on in real time as the consequences of that play out. It's different in private practice where often you don't know if it was followed either way. Even the build up to knowing your advice is going to be disregarded can be stressful if it's something big.





# Being "ganged up on"

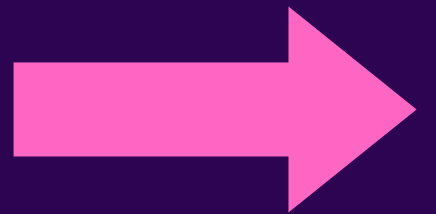
**Related to advice being ignored - yes you are tough and used to pushing back when the entire room disagrees with you. Water off a duck's back 99% of the time. But if happens at the wrong time (e.g. late at night at EOQ), or several times in a row, or in a way that you know is bad for the business long term (or all of the above!), it's stressful.**





# That final trigger

**It could be any one of the points in here (or in Part 1), or something else, but there is always one short-term trigger that send you over the edge and into burnout territory.**



# I am Sarah Irwin



I am an ex GC turned  
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Follow me for insights on:

- Building and running an in-house legal team
- Scaling your start up, GTM and reaching your ICP fast

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