



Coaching for Attorneys

For a lawyer you're concerned about — or one who has asked you where to turn.

Ruth Pearce, JD, PCC, PMP. Practicing attorney, admitted in California and North Carolina. Court-appointed Guardian ad Litem in North Carolina incompetency proceedings under Chapter 35A. Coach for the National Association of Women Lawyers and for Koa Counsel. Two books; five LinkedIn Learning courses, 176,000+ learners. Six years spent coming back from burnout, which is where most of what I know about this began.

WHO THIS IS FOR

Practicing attorneys — not "professionals" generally. The person you're thinking of may be doing the work well enough that nobody has noticed anything is wrong. That is usually the point at which it is worth saying something. What they might recognise:

- Reading the same paragraph four times before it goes out.
- Quietly not scheduling anything that matters after 3pm, and not saying why.
- A matter that gets re-run at 2am with no new facts.
- Drafting to a standard of *defensible* rather than *right* — and noticing, and carrying on.
- Everything going well from the outside, and nothing feeling like it.

WHAT CHANGES

- **Energy.** Not motivation — capacity. Finding where it actually goes, and ending the day with something left.
- **Focus.** Attention is the raw material of legal judgment. Reading it once. Catching what everyone else walked past.
- **Priorities.** Best hours to the matter that most needs them, deliberately — and a way to say so out loud that sounds like professional judgment, because it is.
- **Health.** Sleeping the night before the hearing, not only after it. Reading the body's warnings while they are still information rather than an emergency.
- **Burnout.** Turning before the wall if it's ahead of them. Stopping the loss and recovering ground if they're already in it.

Underneath all of it: legal wellbeing is a professional competence obligation, not a wellness nicety. The rules assume a lawyer who can hold attention, weigh a risk, and deliver bad news well. None of that survives running on empty.

What is said in coaching stays in coaching. If you refer someone, you will not hear from me about whether they got in touch, what they said, or how it went. That is not a courtesy — it is the condition that makes the work possible. Tell them so when you send this.

HOW IT WORKS

- **Six sessions, one to one,** on Zoom or by phone.
- **Once a month across six months, or every two weeks across three.** Their choice, and it can change if their year does.
- **\$1,600 for the six.** Billable to their firm if they'd prefer it went that way.

Who this isn't for: anyone looking for case supervision or legal guidance. I am not going to advise on a matter, second-chair a strategy, or tell anyone what to file. If that's what's needed, this is the wrong call to book.

AVAILABILITY

I work with ten attorneys at a time, one to one. Openings come up through the year.

As of August 2026: two openings for an immediate start, two more in Q4.

To start: book a twenty-minute conversation at calendly.com/aleverlongenough/coaching-call-with-ruth

Or email RuthPearce@allellc.org and say what's going on. Nothing needs to be worked out first.

Not ready for that? A free Case Outcome Debrief is at aleverlongenough.org — nine questions for a matter just finished, no email required. A useful thing to send someone who isn't ready to be sent this.

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Coaching is not legal advice, not therapy, and not a substitute for either. Nothing here creates an attorney–client relationship.

Drafted with AI assistance (Claude). The thinking, judgment, and final edit are mine.