

Michigan Paralegal News – November 2022



SBM Paralegal/Legal Assistant Council wishes you and your family a wonderful and Happy Thanksgiving!



SBM Paralegal/Legal Assistant Section Members Raises \$1,500 for Our House of Washtenaw County!

The SBM Paralegal/Legal Assistant Section's generous members were able to raise \$1,500 for Our House of Washtenaw County, a nonprofit organization that assists youth ages 14-25 in their transition from foster care into adulthood. The Section also provided catering by Gary's Catering and the leftovers went to the local halfway homes housing these amazing young people. **Thank you** to everyone who donated!



The Section's donation was presented to (Far Left) Jasmyn Toolles, Our House Youth Coordinator, by (Left Center) Michelle Rachmaninow and (Far Right) Melvenna Fant-Jones of the SMB Paralegal/Legal Assistant Council.

Are You Quiet Quitting?

by Laura Traud, Paralegal, Southfield and SBM Paralegal Section Council Member

Work/life balance can be almost nonexistent if we don't take some time to step back, regroup, and reorganize our professional life, and prioritize our personal life. As paralegals, we live and breathe by deadlines and we are expected to do whatever it takes to get the job done on time. This can lead us to work evenings, weekends and holidays, or even we are on vacation or sick. This can cause us to become overwhelmed which takes a toll on our physical and mental health. When our job simply becomes too much, we can unconsciously begin to disengage and do only the bare minimum in an attempt to keep our sanity. When this happens, we begin to "Quiet Quit."

Quiet Quitting is when an individual makes a change in their job engagement and only does what their job description requires them to do, nothing more. You are still doing your job. The difference is you just aren't purposefully going above and beyond your job description and are not willing to sacrifice your personal life or mental health by putting in 10+ hours a day at the office or taking additional responsibilities and tasks due without acknowledgement and/or compensation.*

In a 2021 [survey](#) of 27,000 U.S. workers, Gallup found that only 36% of people reported being engaged with their jobs, with the number of actively disengaged employees ticking upward. Top reasons people gave for staying in their jobs included collecting a steady paycheck, taking advantage of company benefits, wanting to wait for a more favorable job market, and having no time or energy to focus on a job hunt.** Some will argue that people who engage in quiet quitting lack ambition or are simply too

lazy to do the work. I disagree. I believe quiet quitting can be a necessary phase during your career to help you maintain your physical and mental health.

At the end of the day, only you can decide what is best for you. If you feel you are “quiet quitting,” then perhaps it is time take some unused PTO to get away for a few days and reflect on what’s important to you. It may help you focus on what type of work will best fit the lifestyle you want, and perhaps help you set healthier boundaries at work so you don’t become overwhelmed and stressed. Make it point to regularly regroup, reorganize and reflect on what you need to do to stay actively engaged in your job and to maintain a productive and healthy work/life balance. The journey may be difficult, but the long-term rewards will be well worth it.

* 4 Hidden Signs Your “Quiet Quitting” at Work, *Reader’s Digest* by Elizabeth Yuko 9/1/2022. <https://www.rd.com/article/quiet-quitting/>

**You Could Be Quiet Quitting Your Job And Not Even Know It, *Huffington Post* by Monica Torres, 8/2/2022. https://www.huffpost.com/entry/quiet-quitting-job-coasting-at-work_l_62e42dc2e4b00fd8d83f26c4

MEMBERSHIP ANNOUNCEMENTS:

- **2023 DAY OF EDUCATION** – The SBM Paralegal/Legal Assistant Section Council is already hard at work planning the 2023 Day of Education. The last few years have proven difficult for event planning for all of us, and we are dedicated to holding a great event for our Section in 2023! **Please take this VERY short [survey](#) to help us organize an event that you would like to attend and tell us what you would like to see!**
- **ANNUAL DUES** – SBM Paralegal/Legal Assistant Section will be increasing its annual dues to \$125 beginning January 1, 2023. If you have not renewed your dues yet, please do so before the new year.

If you would like to be a contributor to the Michigan Paralegal News, please email Laura Traud, Chair of the Michigan Paralegal Section Newsletter Committee, at laura.traud@outlook.com for more information.