

The Tickler



A Monthly Publication of Douglas-Carson Legal Professionals

February 2025

Inside This Issue

Cover Page

- President's Message 1
- Meeting Notice 1

Education

- Human Trafficking Awareness 2
- Lexicon 3
- Word Search Puzzle 3
- Quiz on Courts 4

Professional/Personal Development

- Imposter Syndrome 5
- Aging in the Workplace 6
- Conversation Starters 8

NALS & Chapter News

- Out to Lunch 8
- NALS Marketplace 9
- Renewal Information 10
- Birthdays 10
- Zoom Instructions 10
- Code of Ethics 11

Contact Information 12

The Tickler is published monthly by Douglas-Carson Legal Professionals
 P.O. Box 2994
 Minden, NV 89423-2994
www.douglascarsonlegal.prof.org



February is a short month, but many holidays and other special days are celebrated. The most important holiday is President's Day on February 17.

We all "love" Valentine's Day on February 14 and we also celebrate International Day of Women and Girls in Science on February 11. Groundhog Day on February 2 is also Super

Bowl Sunday this year. There are also national days set aside during the month to celebrate golden retrievers, eating ice cream, flying a kite and reading to your child.

The entire month of February is also a time to bring awareness to many important causes like American Heart Month and Black History Month.

Certain weeks during February are dedicated to causes like Congenital Heart Defect Awareness Week, National Eating Disorder Awareness Week, and Random Acts of Kindness Week.

The speaker at our Zoom meeting on February 5 is Brenda Sandquist. She is the Executive Director of Xquisite.org and will speak to us on human trafficking. Even though Reno and Carson City are not big cities, human trafficking is a problem for us. Tune in to see and hear what you need to know about this issue affecting all our lives.

Hope to see you on February 5 at noon on Zoom. Attendees are eligible for our gift card drawing.



Maria Nelson, PLS — DCLP President



DCLP LIVE!!

No Reservation Needed

Via ZOOM **Wednesday, February 5, 2025**
at 12 p.m.

No charge for guests.

Meeting ID: 922 280 3023 Passcode: 412889



Douglas-Carson Legal Professionals

Presents

Brenda Sandquist



HUMAN TRAFFICKING EDUCATION AND AWARENESS TRAINING

Brenda is the founder and Executive Director for Xquisite, a nonprofit, established in 2012, specifically designed to walk alongside survivors of sex trafficking, sexual assault, and intimate terrorism (domestic violence) to bring them from a place of exploitation, not only surviving but to thrive in their next steps for a life free from what has held them captive. She is passionate about leading a movement of strong survivors who have become empowered to have their voices heard and to shatter secrets they have had to live under, to become Diamond Strong.

Brenda has worked to empower survivors over 30 years helping them to realize that no matter what life has presented them, their value remains strong. Brenda has expanded Xquisite's reach to establish the Diamond Strong Freedom Center, a center dedicated to bringing freedom and empowerment for sexually exploited survivors to live healthy, flourishing lives. The Diamond Strong Freedom Center is ready to serve with a variety of services that are free, confidential, nonjudgmental with no strings attached, which will bring hope, courage and a voice for survivors. It is Brenda's passion to champion the survivors served at Xquisite, to realize their dreams can be their reality.



DCLP presents
Cognitive Fitness



Five new words added to the dictionary in 2025:

Doomscrolling — The act of consuming a large amount of negative news.

Truthiness — A situation where something feels true, even if it's not.

Infodemic — Large spread of accurate and inaccurate news.

Nepo Baby — A child of a wealthy, famous or celebrity parent who benefits from their parent's success.

Coffee Nap — A short nap taken after having coffee to boost energy.



transpicuous

\tran(t)s-'pi-kyə-wəs\ *adj*: clearly seen through or understood

The motive behind the questions that the reporter asked was quite transpicuous; it was clear that he was trying to keep the discredited narrative alive.

From Merriam-Webster's 2025 New Words-A-Page-A-Day Calendar.

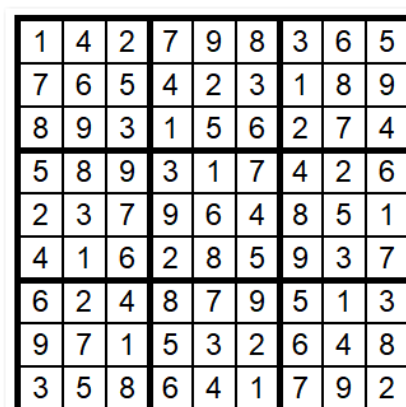
Word Search Puzzle for February



Find the words listed below in the grid above. Words may be spelled forwards, backwards, upside down, and/or on the diagonal.

- | | | |
|--------------|------------|--------------|
| TRAFFICKING | EMPOWER | DIAMOND |
| ABUSE | FREEDOM | STRONG |
| DOMESTIC | SURVIVOR | HEALTH |
| VIOLENCE | ASSAULT | FLOURISH |
| TERRORISM | PASSIONATE | CONFIDENTIAL |
| SEX | VOICE | HOPE |
| EXPLOITATION | COMPASSION | COURAGE |

The answer to this puzzle will appear in the March issue.



Solution to
January's Sudoku
Puzzle

Quiz on Courts

Submitted by Mary Baldecchi, Emeritus PP, PLS

- _____ 1. Common law is based on _____.
- A. judicial precedent
 - B. legislative codes
 - C. written law
- _____ 2. The literal meaning of the Latin phrase *stare decisis* is _____.
- A. at issue
 - B. for myself
 - C. to stand by decisions
- _____ 3. The law that applies to situations in which persons subject themselves to certain rules is _____ law.
- A. civil
 - B. private
 - C. public
- _____ 4. The principle by which a federal court hearing a case in diversity applies the law of the state in which the court sits, arises from _____.
- A. comity
 - B. preemption
 - C. the *Erie* doctrine
- _____ 5. The court that hears the matters brought against the United States Government is the _____.
- A. United States Claims Court
 - B. United States Court of Appeals
 - C. United States Supreme Court

Answers on page 8.



The next Lunch Bunch meet up will be on Wednesday, February 19, 2025 at noon at Mom & Pop's Diner at 224 S. Carson Street in Carson City. If you can get away, please join us! No official business or program... Just an opportunity to socialize and catch up with our members.

OVERCOMING IMPOSTER SYNDROME

Do you ever feel like a fraud, fearing that one day everyone will discover you aren't as competent as they think? You're not alone. Imposter syndrome is a widespread issue affecting many legal professionals, characterized by chronic self-doubt and a sense of intellectual fraudulence that override any feelings of success or external proof of competence.

Imposter Syndrome is the overwhelming feeling that you don't deserve your success at work. It is often underpinned by feelings of self-doubt and inadequacy, high levels of maladaptive perfectionism, fear of failure or responsibility, and a tendency to downplay your own success.

You become convinced that you're not as intelligent, creative or talented as you may seem. And you suspect that your achievements are down to luck, good timing, or just being "in the right place at the right time."

Think of your greatest achievements. Do you feel proud of what you've accomplished? Or do you feel like a fraud?

Does each raise, promotion or accolade bring joy? Or is it accompanied by the dread that, one day, your cover will be blown, and everyone will find out that you just got lucky?

Useful strategies for overcoming imposter syndrome include acknowledging your feelings, talking to others about your concerns, and taking steps to overcome perfectionist habits.

If you experience feelings of inadequacy and self-doubt, you may be surprised to learn that you are in great company. Imposter Syndrome is typically associated with high achievers. So if you feel like a fraud, the chances are that you're more capable than you think. Real frauds don't worry about things like this.

Famous people who have stated they have suffered from imposter syndrome:

- Tom Hanks
- Michelle Obama
- Lady Gaga
- Justice Sonia Sotomayor
- Tina Fey
- Howard Schultz
- Dame Judi Dench

Perfectly Paralegal Consulting is offering a live session on Thursday, February 20, 2025 at 11:30 am EST titled: [The Imposter Within: Understanding and Overcoming Imposter Syndrome for Paralegals and other Legal Professionals. This Zoom session costs \\$15 and provides 1 hour of CLE \(Non-Substantive\).](#)

The seminar will address the unique challenges faced by paralegals, from high performance expectations to often limited direct recognition, and why these dynamics make paralegals particularly susceptible to feeling like imposters. We'll explore the impact of gender dynamics, continuous legal updates, and the pressure of multitasking under strict deadlines, which all contribute to the imposter phenomenon.

Learn the key features of imposter syndrome, including chronic self-doubt, a belief that one's success is undeserved, fear of exposure, and the tendency to attribute success to external factors. These feelings are intensified by the high standards and intense pressures inherent in legal work, particularly affecting paralegals who may feel overshadowed by attorneys.

Thoughts on Aging—A Perspective

GROWING UP IN THE WORKPLACE

Your 20s: LEARNING

- your gifts & strengths
- the roles, organizations & cultures that are a good "fit" for you
- how to find strong senior leaders and mentors
- how to jump-start your career



Your 30s: GROWING

- climbing the corporate ladder
- creating your leadership style & defining your brand
- developing & sharpening your skills
- balancing work/life
- planning long-term wealth accumulation



Your 40s: DEVELOPING

- pursuing higher leadership positions
- impacting others as a leader
- promoting your team's growth & success
- solidifying the role, company & culture fit you will pursue



Your 50s: PLANNING

- building the corporate ladder for others
- helping your team create & reach their goals
- creating your professional legacy
- increasing wealth-accumulation to support your retirement



Your 60s: PREPARING

- succession planning & supporting potential replacements
- building your team's autonomy & success
- educating others by sharing your success & failures
- inspiring others to continue to grow, develop their skills & goals
- planning your next steps



DID YOU KNOW?

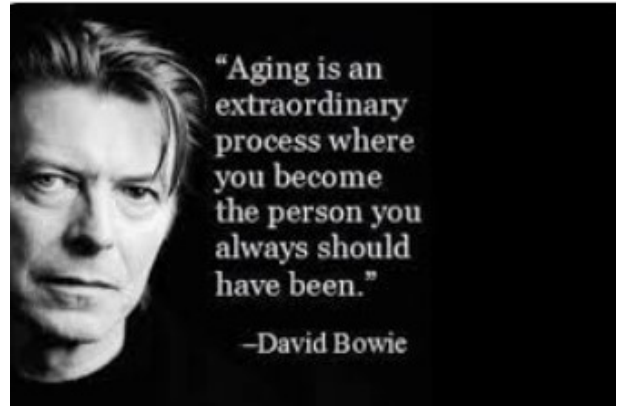
Growing Up in the Workplace

As a seasoned professional, I look back and see what I would've (or should've) done differently in my career.

In the wise words of Red (Morgan Freeman) in *Shawshank Redemption*, "I look back on the way I was then: a young, stupid kid ... I want to talk to him. I want to try to talk some sense to him, tell him the ways things are."

But then I ask myself, would I have listened?

Priorities and the definition of success change with age. As a young professional, your focus is on yourself: your development, your promotions, your priorities, and making a name for yourself. However, as you age, your priorities become others: leading and developing others to reach their goals and potential. — Ken Schmitt



Three keys to aging gracefully at work:

1. Stay current in your profession.
2. Spend more time understanding how your work connects to other areas of the organization.
3. You probably build your career on technical expertise, how things are done, and now others will expect you to understand the why.

Don't prioritize your looks, my friend, as they won't last the journey.

Your sense of humor though, will only get better with age.

Your intuition will grow and expand like a majestic cloak of wisdom.

Your ability to choose your battles, will be fine-tuned to perfection.

Your capacity for stillness, for living in the moment, will blossom.

Your desire to live each and every moment will transcend all other wants.

Your instinct for knowing what (and who) is worth your time, will grow and flourish like ivy on a castle wall.

Don't prioritize your looks, my friend, they will change forevermore; that pursuit is one of much sadness and disappointment.

Prioritize the uniqueness that makes you you, and the invisible magnet that draws in other like-minded souls to dance in your orbit.

These are the things that will only get better.

—Dame Judi Dench

Classic Funny Conversation Starters



A funny conversation is a great way to win a person's heart. Even if you are a bit shy, these starters will help you get to know a person.

1. Tell me an embarrassing, yet funny story.
2. What is the funniest joke that you know?
3. What would your dream job combination be? Mine would be a space-cowboy!
4. What's the worst thing about peanut butter and jelly sandwiches?
5. What's the weirdest smell you have ever smelled?
6. What is the weirdest thing you are afraid of?
7. What is something that across the board, everyone looks stupid doing?
8. If animals could talk, which animal would be the rudest?
9. What would be the absolute worst name that you could give your child?
10. What two items could you buy that would make the cashier the most uncomfortable?
11. What is the silliest way that you've been injured?
12. What makes you laugh?
13. What is the weirdest thing that you have ever eaten?
14. What is a funny excuse that you have given to leave a party early?
15. What old person tendencies do you have?
16. Which of the Seven Dwarves is most like your personality?
17. What is one of the most embarrassing phases you went through?
18. What about your teenage self embarrasses you the most?
19. What is your go-to joke?
20. What is the funniest text you've gotten?
21. What makes you smile without fail?
22. What is the craziest dream you've had?
23. What was your worst fashion disaster?
24. If you had to change your name to something totally new, what would your new name be?
25. If you had to name a chapter in your life right now, what would it be called?
26. What would the book about your life be called?

What new content and topics would you like to see in The Tickler in 2025? [Email the Editor](#) with your suggestions.



Answers to Court Quiz

1. A
2. C
3. B
4. C
5. A



What is the Legal Marketplace?

The Legal Marketplace is a dynamic platform designed to connect the entire legal industry through company listings, client reviews, and resources. Our marketplace is an industry wide effort to create one cohesive legal resource where professionals can find, review, and recommend legal vendors. Whether you're a lawyer seeking to expand your network, a firm looking for specialized expertise, or a client in need of trusted legal support, the NALS Legal Marketplace will have the trusted resources you need, recommended by other legal professionals.

What is the Member Experience section?

The Member Experience section at the bottom of the vendor listings are only available for NALS members who login with their NALS website information. Once you add 3 different vendors to your supplier list (by clicking add to my suppliers at the bottom of a listing and listing your relationship as a customer), you can access this tool. It will show you other NALS members who have used this supplier in the past. That way, you can reach out to them to see their experience with that supplier. This is a NALS member perk only.

What is the purpose of giving vendors ratings?

By giving vendors honest reviews, you are helping the entire legal industry improve the quality of their products and services. You are creating and holding vendors accountable for their customer service, prices, and products. We encourage you to leave honest reviews, so other legal professionals can hear of your experiences.

What is done with my ratings?

Our Rating's Promise: We won't publish ratings or share any individual ratings with any supplier. We will only share aggregated data (averages etc.) with suppliers to help them improve their service.

What do we do with the rating information? We do NOT publish any rating information. We use the aggregated data to provide quantifiable data back to industry suppliers to help them improve their respective products and services. For example, if a supplier had received 100 ratings for their support and their average rating was 4.1 out of 5, we would simply tell the supplier that their average member rating for service was 4.1 out of 5, based on approximately 100 members.

Future Possibilities: In the future, we may be able to provide additional data to help them improve their service. For example, we could provide them with their average score based on members who are new vs. experienced with their software, or we may provide trending data such as telling them that they have improved their service rating by 15% over the past six months.



Be sure to check for the special CLE code you will receive when renewing your membership in 2024.



And to use it!

If you are unsure of your renewal date visit nals.org OR contact VP Sharon Coates, PP, CLP

New to Zoom?

You can join DCLP's meetings as a participant without creating a Zoom account.

Windows or Mac

1. Open the **Zoom** desktop client.
2. **Join** a meeting using one of these methods: (a) Click **Join a Meeting** if you want to **join without** signing in, or (b) sign in to Zoom and then click **Join**.
3. Enter the **meeting** ID number and your display name. If you're signed in, you can change your display name. If you're not signed in, enter a display name.
4. Select if you would like to connect to audio and/or video and click **join**.

For other devices, visit:

<https://support.zoom.us/hc/en-us/articles/201362193-Joining-a-meeting>



February 6 — Dee Beardsley, Emeritus PP, PLS

February 9 — Jill Nelson



NALS Code of Ethics & Professional Responsibility

Members of NALS are bound by the objectives of this association and the standards of conduct required of the legal profession. Every member shall:

- Encourage respect for the law and administration of justice
- Observe rules governing privileged communications and confidential information
- Promote and exemplify high standards of loyalty, cooperation, and courtesy
- Perform all duties of the profession with integrity and competence
- Pursue a high order of professional attainment

Integrity and high standards of conduct are fundamental to the success of our professional association. This Code is promulgated by NALS and accepted by its members to accomplish these ends.

Canon 1. Members of this association shall maintain a high degree of competency and integrity through continuing education to better assist the legal profession in fulfilling its duty to provide quality legal services to the public.

Canon 2. Members of this association shall maintain a high standard of ethical conduct and shall contribute to the integrity of the association and the legal profession.

Canon 3. Members of this association shall avoid a conflict of interest pertaining to a client matter.

Canon 4. Members of this association shall preserve and protect the confidences and privileged communications of a client.

Canon 5. Members of this association shall exercise care in using independent professional judgment and in determining the extent to which a client may be assisted without the presence of a lawyer and shall not act in matters involving professional legal judgment.

Canon 6. Members of this association shall not solicit legal business on behalf of a lawyer.

Canon 7. Members of this association, unless permitted by law, shall not perform legal functions except under the direct

supervision of a lawyer and shall not advertise or contract with members of the general public for the performance of paralegal functions.

Canon 8. Members of this association, unless permitted by law, shall not perform any of the duties restricted to lawyers or do things which lawyers themselves may not do and shall assist in preventing the unauthorized practice of law.

Canon 9. Members of this association not licensed to practice law shall not engage in the practice of law as defined by statutes or court decisions.

Canon 10. Members of this association shall do all other things incidental, necessary, or expedient to enhance professional responsibility and participation in the administration of justice and public service in cooperation with the legal profession.



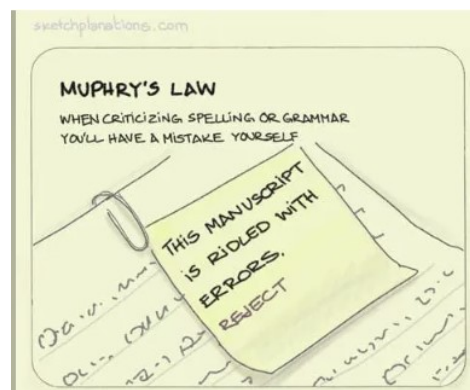
The NALS Legal Brief is a biweekly newsletter that delivers to you the trends, updates, and news from around the legal industry that is necessary to help you succeed in your career. Along with some association news, the NALS Legal Brief will give you a rundown of the current state of the legal support world by giving you a list of relevant industry-focused articles to educate and inform you.

[View past publications](#) of the NALS Legal News Brief



@Law, the NALS eMagazine for Legal Professionals, has been published for over 50 years. Each digital issue of @Law contains articles chosen by the Editorial Board, a committee of individuals in the legal support profession. It contains content to assist legal support professionals in their duties and recognizes NALS members for their achievements.

Requires NALS Membership or Subscription to Access



Used with permission from sketchplanations.com