



Spencer Fane Chair Shares Insight on Building a Supportive, High-Performing Firm Culture

In a conversation with the *American Lawyer*, Spencer Fane Chair [Patrick J. Whalen](#) recently highlighted the firm's intentional focus on professional well-being.

The article – [At Law Firms, Turmoil Outside Outweighs Incremental Progress Within, Mental Health Survey Shows](#) – examines recent *Law.com* survey findings that reveal that mental health challenges persist at law firms. In a conversation with reporter Andrew Maloney, Pat noted the ongoing stigma society places on mental health transparency and shared how Spencer Fane champions a firm culture that addresses this issue.

“[Pat] said there’s no magic solution, but his firm tries to emphasize mental health benefits when they’re renewing policies or interviewing brokers and insurers, and maintains regular check-ins with Talent Team Leaders,” reporter Andrew Maloney observed.

At Spencer Fane, for example, its Talent Team Leaders intentionally meet at least once each year with every attorney in the firm, creating an opportunity to discuss well-being and mental health.

Building on that approach, Spencer Fane continues to foster a work environment grounded in proactive communication and support that encourages professionals to prioritize well-being with openness. By integrating mental health considerations into its broader talent strategy and reinforcing regular, meaningful dialogue across teams, the firm continues defining an empowering workplace, thus sustaining long-term excellence while earning Top Work Environment [recognition](#) from *U.S. News & World Report*'s Best Companies to Work For: Law Firms list.

Read the full *American Lawyer* article [here](#). Please note, a subscription may be required.