

# Gang & Associates, PC Announces New Workplace Framework Aimed at Reducing Lawyer Burnout While Improving Outcomes

Gang & Associates, PC announces a neuroscience-based work model aimed at reducing burnout and improving performance, reporting stronger outcomes after one year of implementation.

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Eric Gang, Esq., founding partner at Gang & Associates. / Source: Gang & Associates (EZ Newswire)

HACKETTSTOWN, NJ, April 21, 2026 (EZ Newswire) -- [Gang & Associates, PC](#) announces the implementation of a neuroscience-informed workplace framework designed to improve both employee well-being and professional performance, following a year of internal application and measured outcomes. The firm, which represents veterans in disability claims and legal matters, has introduced structural changes that challenge long-standing norms within the legal profession while maintaining operational and financial performance.

According to founder Eric Gang, the initiative reflects a deliberate shift in how professional services firms approach productivity. He explains that the framework aligns daily work structures with principles drawn from neuroscience, with the goal of improving focus, decision-making, and long-term sustainability across teams. From his perspective, the changes were not introduced as theoretical adjustments but as practical reforms tested within the firm's own operations.

The announcement comes at a time when concerns around mental health in the legal profession continue to grow. Gang points to findings indicating that [71% of lawyers surveyed reported experiencing anxiety](#), with rates increasing year over year. He also notes that broader trends, including rising burnout and substance-related challenges, have contributed to a growing number of professionals reconsidering their long-term careers in law.

From Gang's perspective, these outcomes are the symptoms of structural incentives embedded within the traditional billable hour model. He explains that the model encourages prolonged work without clear limits while offering little recognition for efficiency or recovery. As a result, he suggests that many professionals operate beyond optimal cognitive capacity, which can ultimately affect both individual well-being and the quality of client service.

The firm's framework reframes legal professionals as cognitive performers whose effectiveness depends on cycles of effort and recovery. Gang frames this approach by drawing on established research that emphasizes the relationship between physical, emotional, and mental capacity.

"If you want people to perform at a high level mentally, you have to support the underlying systems that make that performance possible," he says. "Rest is not separate from productivity. It is the mechanism through which sustained performance is built."

To operationalize this perspective, Gang & Associates, PC introduced several structural changes. These include mandatory Friday half-days, with employees concluding their work at 1 p.m., and a reduced annual billable hour requirement of 1,500 hours, compared to industry norms that often range from 2,000 to 2,200 hours. According to Gang, these adjustments are designed to create a predictable recovery time while maintaining accountability and output.

Additional measures include employee lifestyle spending accounts that support physical activity and personal interests, as well as firm-wide initiatives that encourage consistent engagement in fitness and wellness practices. Gang explains that these elements are intended to strengthen the physical and emotional foundations that contribute to sustained cognitive performance in demanding professional environments.

The firm has also incorporated alternative fee structures and technology-enabled efficiencies into its operations. Gang notes that advancements in artificial intelligence have made it possible to deliver legal services more efficiently, but he emphasizes that billing practices must evolve accordingly.

"If work can be completed more efficiently through technology, it should be reflected in how services are structured and delivered," he says, highlighting the importance of aligning efficiency with ethical practice.

After a full year of implementation, Gang reports that the firm has observed measurable improvements in both morale and output. He explains that reducing working hours did not diminish productivity; instead, it contributed to increased focus and efficiency across teams. The firm also recorded its strongest financial performance during this period, which Gang attributes to improved engagement and the application of what he explains as a more disciplined use of time.

The firm has extended these concepts beyond its internal operations through its [engagement with Cornell Law School](#), where it participates in discussions with students about alternative career pathways in law. According to Gang, these conversations are intended to demonstrate that sustainable professional models can exist alongside strong financial outcomes, offering a broader perspective on long-term career development.

Looking ahead, Gang suggests that the implications of this approach extend beyond the legal profession. He explains a broader societal impact in which reducing burnout could influence healthcare systems, workplace productivity, and overall quality of life.

"When people are functioning at their best, the benefits extend far beyond the workplace," he says. "It creates better outcomes for clients, stronger organizations, and a more sustainable professional environment."

## About Gang & Associates

Gang & Associates, PC is a law firm focused on representing veterans in disability claims and related legal matters. Based in Hackettstown, New Jersey, the firm is known for its client-centered approach and its emphasis on improving both legal outcomes and the well-being of its team. Through the integration of neuroscience-informed workplace practices, alternative fee structures, and technology-driven efficiencies, Gang & Associates aims to deliver high-quality legal services while promoting sustainable professional performance. The firm also engages with academic institutions, including Cornell Law School, to support discussions around evolving career pathways in the legal profession. For more information, visit [www.veteransdisabilityinfo.com](http://www.veteransdisabilityinfo.com).

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