

North Carolina  
Chief Justice's Commission on Professionalism  
State of the Profession and Quality of Life Survey

**Size of City: 10,000 - 24,999 (N=57)**

**Size of City: 25,000 - 49,999 (N=47)**

**March 9, 2004**

**With the support of the N. C. Bar Association Foundation and Lawyers Mutual of North Carolina**

**National Institute to Enhance Leadership and Law Practice (LAWLEAD)**

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## Life Satisfaction

Coding for mean:\* [7] [6] [5] [4] [3] [2] [1]

### Indicate your level of satisfaction with the following aspects of life:

The amount of time you have available to spend with your family

	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
10,000 - 24,999	4.6	5%	20%	32%	23%	9%	5%	2%	0%	4%
Random	4.6	0%	30%	34%	17%	9%	9%	2%	0%	0%

The amount of time you have for doing the things you want to do

10,000 - 24,999	4.3	2%	7%	46%	16%	21%	7%	0%	0%	0%
Random	4.3	0%	13%	36%	21%	26%	2%	2%	0%	0%

Your own family life - your spouse or equivalent, your marriage/relationship, your children, if any

10,000 - 24,999	5.4	35%	18%	19%	16%	7%	5%	0%	0%	0%
Random	5.7	32%	30%	21%	11%	4%	2%	0%	0%	0%

The amount of fun and enjoyment you have

10,000 - 24,999	4.7	4%	20%	36%	25%	9%	4%	2%	0%	0%
Random	4.7	2%	30%	36%	13%	11%	6%	2%	0%	0%

Your friends

10,000 - 24,999	4.8	9%	18%	37%	23%	12%	0%	2%	0%	0%
Random	5.1	4%	39%	30%	17%	4%	4%	0%	0%	0%

Your own health and physical condition

10,000 - 24,999	4.7	9%	25%	27%	18%	11%	5%	4%	0%	0%
Random	4.6	9%	21%	21%	34%	2%	6%	6%	0%	0%

Yourself - what you are accomplishing and how you handle problems

10,000 - 24,999	4.8	5%	27%	30%	23%	7%	4%	4%	0%	0%
Random	5.0	6%	36%	30%	11%	13%	4%	0%	0%	0%

Your house or apartment

10,000 - 24,999	5.4	18%	38%	27%	9%	5%	4%	0%	0%	0%
Random	5.7	26%	43%	15%	11%	6%	0%	0%	0%	0%

The direction of your career

10,000 - 24,999	4.9	11%	24%	29%	24%	5%	2%	4%	0%	2%
Random	4.9	13%	30%	19%	23%	2%	11%	2%	0%	0%

The way your family has adjusted to the work hours you put in

10,000 - 24,999	5.1	9%	25%	33%	12%	5%	4%	0%	4%	9%
Random	5.0	9%	34%	21%	21%	9%	0%	2%	0%	4%

Your standard of living - the things you have such as housing, car, furniture, recreation, and the like

10,000 - 24,999	5.4	14%	33%	35%	12%	5%	0%	0%	0%	0%
Random	5.3	15%	30%	36%	11%	4%	4%	0%	0%	0%

The way your life measures up against your expectations

10,000 - 24,999	4.8	13%	18%	29%	25%	11%	5%	0%	0%	0%
Random	4.8	11%	30%	15%	32%	2%	9%	2%	0%	0%

Your life as a whole


10,000 - 24,999	5.1	7%	35%	26%	23%	5%	4%	0%	0%	0%
Random	5.2	15%	36%	28%	9%	6%	4%	2%	0%	0%

Mean Median


On average, what percent of the time do you feel happy?

10,000 - 24,999	58%	60%	
Random	58%	70%	

What percent of the time do you feel unhappy?

10,000 - 24,999	20%	15%	
Random	20%	15%	

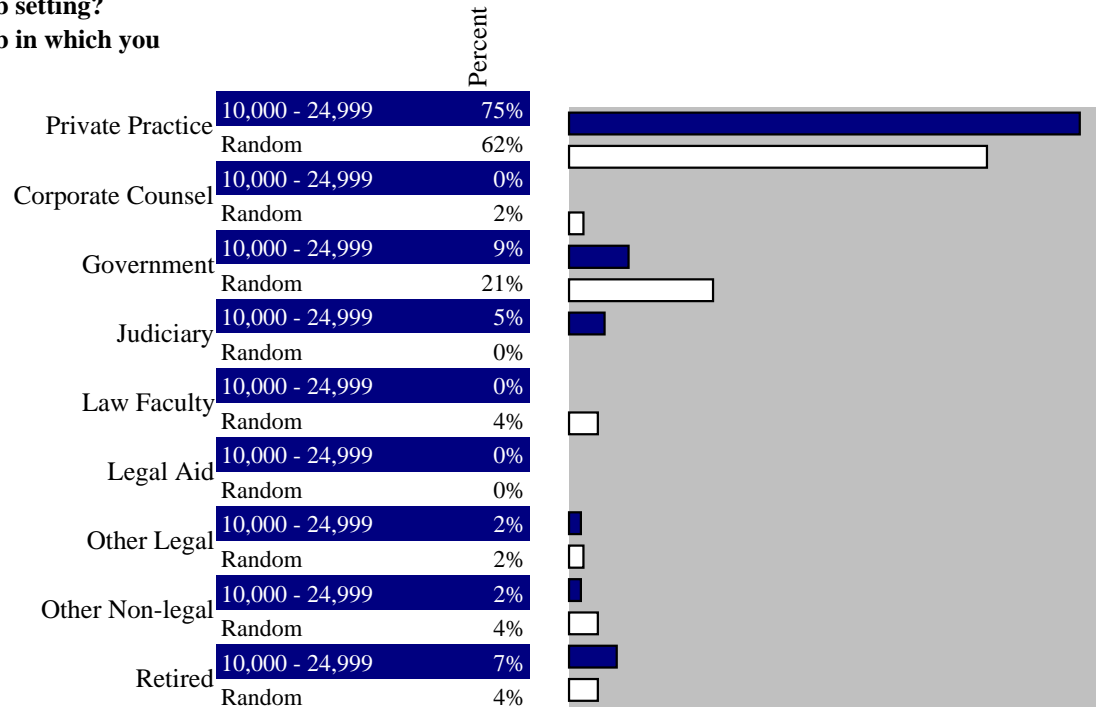
What percent of the time do you feel neutral neither happy nor unhappy)?

10,000 - 24,999	23%	20%	
Random	21%	15%	

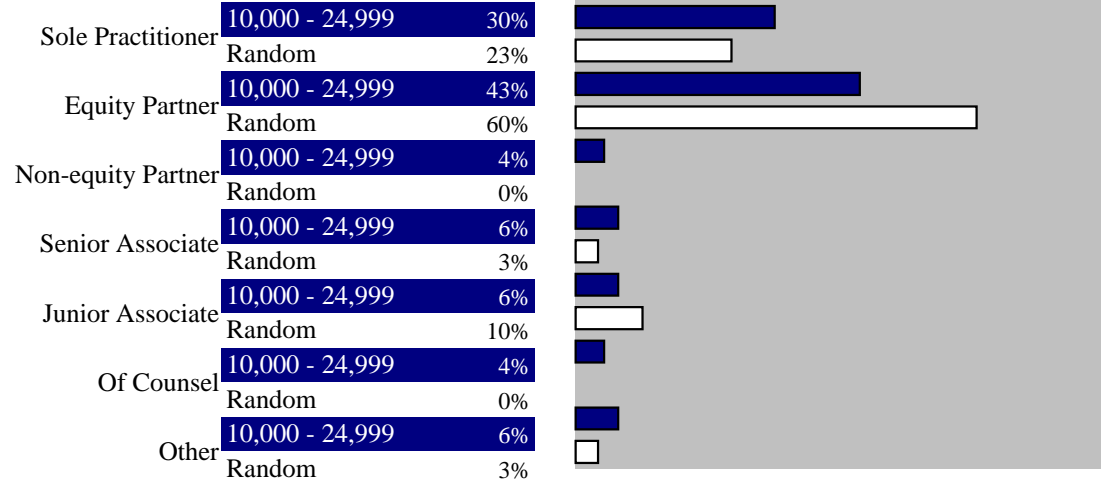
\*In order to compute an average, the responses were coded on a 7-point scale.

## Law Practice Environment

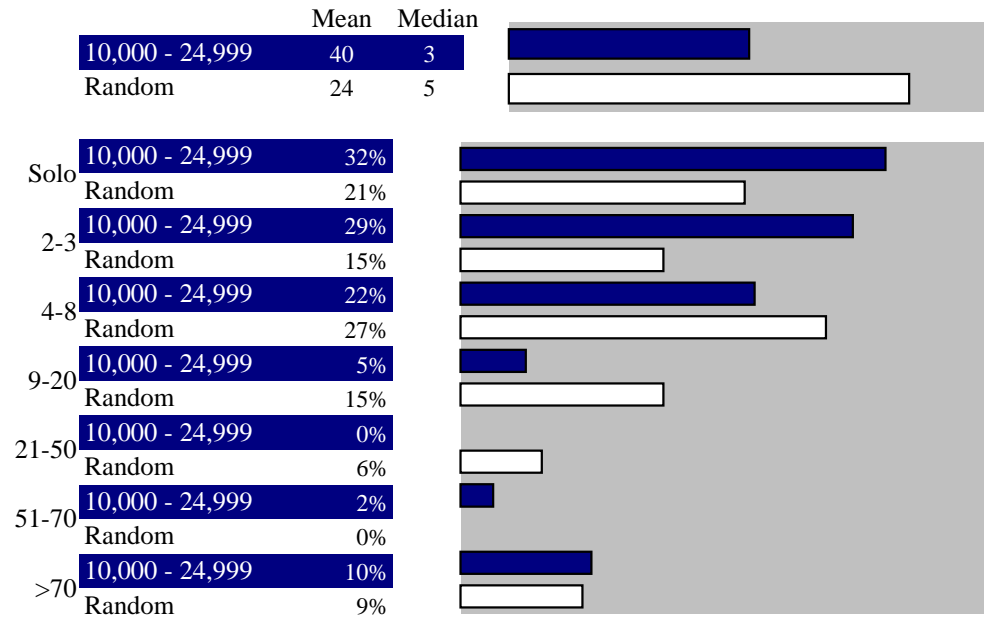
Which of the following best describes your current job setting?  
 If you have more than one job, answer only for the job in which you spend the most time.



If you are in a firm or practice, what is your status?



**How many lawyers are in your firm/practice?**



## Satisfaction with firm, office or organization

Coding for mean:\* [7] [6] [5] [4] [3] [2] [1]

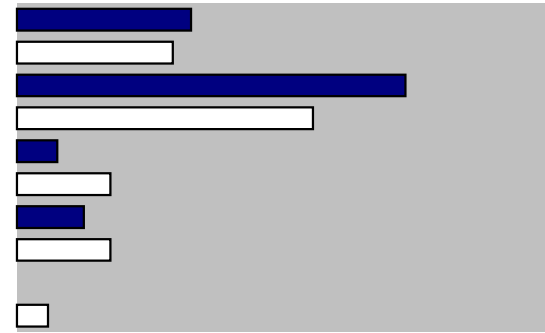
	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way people are treated within the firm or organization	10,000 - 24,999	5.4	7%	45%	29%	12%	0%	2%	0%	5%
	Random	5.3	10%	45%	14%	17%	0%	7%	0%	7%
The way you in particular are treated	10,000 - 24,999	5.6	14%	43%	31%	2%	2%	0%	2%	5%
	Random	5.4	17%	40%	12%	17%	0%	7%	0%	7%
Your working relationship with clients	10,000 - 24,999	5.5	5%	50%	28%	13%	0%	0%	0%	5%
	Random	5.6	14%	48%	21%	10%	0%	0%	2%	5%
The intellectual challenge of your work	10,000 - 24,999	5.4	5%	43%	35%	18%	0%	0%	0%	0%
	Random	5.6	14%	50%	21%	12%	0%	0%	2%	0%
The way promotions are decided	10,000 - 24,999	5.1	5%	28%	15%	5%	5%	3%	3%	36%
	Random	4.9	5%	22%	24%	7%	7%	5%	0%	29%
Your opportunities for advancement	10,000 - 24,999	5.2	5%	25%	10%	15%	5%	0%	0%	38%
	Random	4.8	5%	26%	7%	12%	2%	7%	2%	38%
The quality of service that your firm/organization provides	10,000 - 24,999	5.7	17%	41%	24%	12%	0%	0%	0%	5%
	Random	5.5	12%	51%	24%	2%	0%	7%	0%	2%
The work you do on your job - the work itself	10,000 - 24,999	5.5	5%	53%	25%	18%	0%	0%	0%	0%
	Random	5.4	10%	51%	17%	17%	5%	0%	0%	0%
The clarity you have about your role and purpose in the firm/organization	10,000 - 24,999	5.4	10%	39%	27%	12%	5%	0%	0%	7%
	Random	5.4	15%	34%	29%	12%	7%	0%	0%	2%
The people you work with on your job - your coworkers	10,000 - 24,999	5.4	14%	31%	38%	7%	7%	0%	0%	2%
	Random	5.7	20%	46%	15%	10%	5%	0%	0%	5%
The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions	10,000 - 24,999	6.1	37%	44%	17%	2%	0%	0%	0%	0%
	Random	6.0	46%	37%	5%	5%	2%	0%	5%	0%
The control you have over the kind of work you do	10,000 - 24,999	5.7	22%	44%	20%	12%	0%	2%	0%	0%
	Random	5.6	36%	26%	14%	14%	5%	2%	2%	0%
The effectiveness of top leadership in managing the organization	10,000 - 24,999	5.1	10%	31%	12%	21%	2%	5%	0%	19%
	Random	4.9	12%	27%	20%	15%	5%	7%	2%	12%
The way compensation decisions are made	10,000 - 24,999	4.8	7%	24%	20%	22%	7%	2%	2%	12%
	Random	4.6	7%	20%	27%	15%	5%	7%	5%	12%
Your level of compensation	10,000 - 24,999	5.2	5%	37%	37%	15%	5%	0%	0%	2%
	Random	4.7	5%	27%	32%	17%	10%	7%	2%	0%

		Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way work load is distributed	10,000 - 24,999	5.3	5%	44%	27%	7%	7%	2%	0%	0%	7%
	Random	4.9	5%	24%	32%	17%	2%	0%	5%	0%	15%
The administrative support you receive	10,000 - 24,999	5.4	10%	38%	38%	10%	0%	3%	0%	0%	3%
	Random	5.0	17%	22%	27%	15%	5%	7%	2%	0%	5%
The office and facilities	10,000 - 24,999	5.4	17%	41%	17%	17%	5%	2%	0%	0%	0%
	Random	5.2	20%	28%	25%	8%	10%	8%	0%	0%	3%
The way people check with you before making commitments that involve you	10,000 - 24,999	5.6	17%	34%	27%	12%	0%	0%	0%	0%	10%
	Random	5.1	15%	29%	27%	7%	2%	5%	5%	0%	10%
The chance you get to do the things you do best	10,000 - 24,999	5.3	18%	35%	20%	20%	5%	3%	0%	0%	0%
	Random	5.3	18%	38%	18%	15%	3%	5%	3%	0%	3%
The amount of helpful feedback you receive about your performance	10,000 - 24,999	4.6	0%	23%	30%	25%	8%	5%	0%	3%	8%
	Random	4.7	7%	22%	17%	29%	2%	5%	2%	0%	15%
The opportunity you have to learn	10,000 - 24,999	5.0	5%	34%	29%	20%	7%	2%	0%	0%	2%
	Random	5.2	15%	37%	17%	22%	0%	7%	0%	0%	2%
The general level of planning and organization	10,000 - 24,999	4.5	2%	21%	21%	26%	19%	5%	0%	0%	5%
	Random	4.7	7%	24%	29%	26%	7%	5%	2%	0%	0%
The opportunity you have to plan and direct your work	10,000 - 24,999	5.2	10%	38%	20%	23%	5%	3%	0%	0%	3%
	Random	5.5	15%	51%	22%	0%	5%	5%	2%	0%	0%
The level of communication among coworkers about important matters	10,000 - 24,999	4.8	8%	23%	26%	26%	10%	0%	3%	0%	5%
	Random	5.0	5%	29%	37%	15%	2%	7%	0%	0%	5%
Your job as a whole	10,000 - 24,999	5.3	5%	40%	38%	15%	3%	0%	0%	0%	0%
	Random	5.5	15%	56%	7%	12%	2%	7%	0%	0%	0%

\*In order to compute an average, the responses were coded on a 7-point scale.

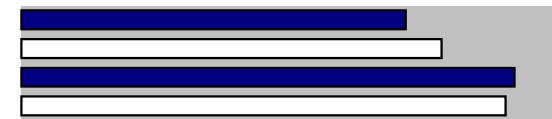
**In thinking about your current job, overall, how satisfied or dissatisfied are you or do you feel neutral?**

Very Satisfied	10,000 - 24,999	26%
	Random	23%
Satisfied	10,000 - 24,999	58%
	Random	44%
Neutral	10,000 - 24,999	6%
	Random	14%
Dissatisfied	10,000 - 24,999	10%
	Random	14%
Very Dissatisfied	10,000 - 24,999	0%
	Random	5%



**Billable (fee-producing, devoted to creating work product) Hours. (If you are not in a firm or practice, please skip this and the next section)**

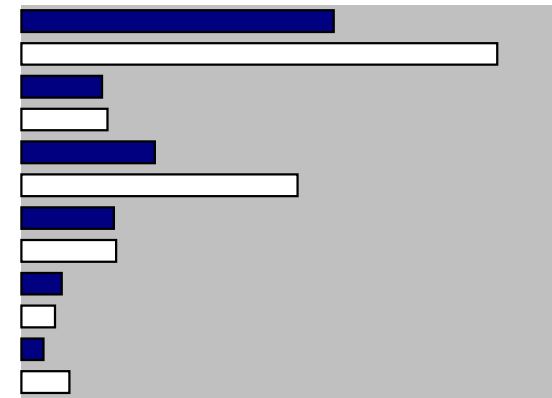
		Mean	Median
Number of billable hours you expect to work this year:	10,000 - 24,999	1428	1500
	Random	1563	1550
Your billable hour requirement, if any	10,000 - 24,999	1833	1800
	Random	1800	1800



**Nonbillable Hours**

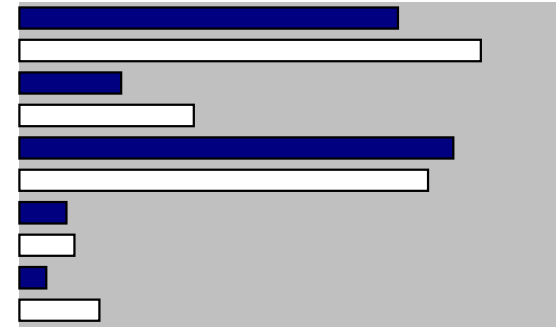
**How many nonbillable hours do you expect to work during 2002 in each of the following categories:**

		Mean	Median
Client work - nonbillable	10,000 - 24,999	231	100
	Random	353	100
Pro Bono work	10,000 - 24,999	60	50
	Random	64	30
Administrative or management activities	10,000 - 24,999	99	80
	Random	205	110
Business (client) development	10,000 - 24,999	68	10
	Random	70	50
Bar-related activities	10,000 - 24,999	30	5
	Random	25	23
Other work activities	10,000 - 24,999	16	0
	Random	36	0



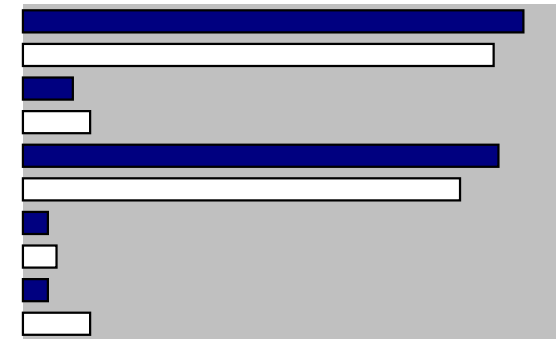
**Of your fee-producing time, what percent is billed using the following methods?**

		Mean	Median
Fixed fee	10,000 - 24,999	42	32
	Random	51	50
Contingent fee	10,000 - 24,999	11	5
	Random	19	3
Hourly rate	10,000 - 24,999	48	43
	Random	45	40
Percentage of transaction	10,000 - 24,999	5	0
	Random	6	0
Other	10,000 - 24,999	3	0
	Random	9	0



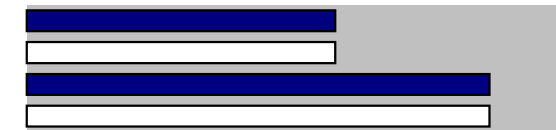
**For which method of billing would you prefer to render legal services?**

Fixed fee	10,000 - 24,999	47%
	Random	44%
Contingent fee	10,000 - 24,999	5%
	Random	6%
Hourly rate	10,000 - 24,999	44%
	Random	41%
Percentage fee	10,000 - 24,999	2%
	Random	3%
Other	10,000 - 24,999	2%
	Random	6%



**Vacation time**

		Mean	Median
Excluding working vacations, how many weeks of vacation did you take this last year?	10,000 - 24,999	2.8	2
	Random	1.9	2
How many weeks of vacation were you allowed to take?	10,000 - 24,999	4.6	3
	Random	2.9	3



## State of Professionalism

As you reflect on your experience interacting with opposing counsel over the last few years, how many of these lawyers deemed the following behaviors to be appropriate and acceptable in representing their clients?

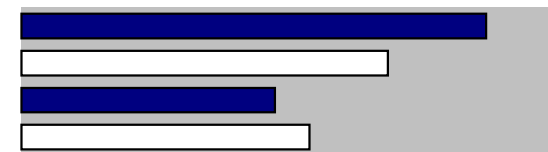
	Coding for mean:*	100	95	85	75	65	55	45	35	25	15	5	0	
	Mean	100%	90-99%	80-89%	70-79%	60-69%	50-59%	40-49%	30-39%	20-29%	10-19%	1-9%	0%	
Acting in a verbally aggressive manner, as if to intimidate other lawyers	10,000 - 24,999	20%	0%	0%	0%	6%	4%	2%	2%	6%	8%	31%	31%	6%
	Random	28%	3%	0%	0%	5%	5%	10%	8%	13%	3%	20%	23%	10%
Continually interrupting opposing counsel when they are speaking	10,000 - 24,999	17%	0%	0%	0%	4%	2%	2%	2%	8%	10%	20%	37%	12%
	Random	26%	3%	0%	0%	3%	3%	10%	3%	15%	13%	15%	20%	10%
Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel	10,000 - 24,999	16%	0%	0%	0%	2%	2%	6%	0%	4%	13%	15%	46%	10%
	Random	18%	3%	0%	0%	0%	0%	8%	13%	10%	15%	31%	15%	
Insulting opposing counsel	10,000 - 24,999	13%	0%	0%	2%	0%	2%	0%	4%	4%	4%	21%	33%	27%
	Random	18%	3%	0%	0%	0%	5%	5%	3%	5%	3%	23%	33%	15%
Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker	10,000 - 24,999	12%	0%	0%	2%	0%	2%	2%	0%	4%	4%	15%	40%	25%
	Random	20%	0%	8%	0%	0%	0%	3%	3%	5%	8%	23%	28%	15%
Violating rules of procedure	10,000 - 24,999	15%	0%	0%	0%	2%	2%	2%	2%	2%	8%	27%	38%	10%
	Random	27%	2%	5%	2%	2%	5%	2%	2%	0%	5%	22%	17%	15%
Doing whatever it takes to win, regardless of ethics or propriety	10,000 - 24,999	14%	0%	0%	0%	0%	4%	4%	0%	4%	8%	16%	45%	12%
	Random	24%	3%	3%	3%	8%	0%	5%	3%	3%	3%	18%	41%	8%
Making statements they know to be false (for the purpose of persuasion)	10,000 - 24,999	13%	0%	0%	0%	0%	2%	4%	0%	6%	10%	15%	35%	21%
	Random	17%	0%	3%	3%	0%	5%	0%	3%	8%	3%	8%	38%	23%
Overbilling clients (for work not performed or in clearly excessive bills)	10,000 - 24,999	14%	0%	0%	0%	0%	0%	4%	4%	4%	2%	16%	18%	20%
	Random	17%	0%	3%	0%	0%	0%	0%	3%	8%	3%	16%	11%	16%
Doing unnecessary legal work to increase billings	10,000 - 24,999	17%	0%	0%	0%	0%	0%	7%	7%	9%	7%	15%	24%	20%
	Random	22%	3%	0%	0%	0%	3%	3%	5%	10%	3%	20%	20%	8%
Taking on more work than they can handle	10,000 - 24,999	39%	0%	0%	11%	4%	6%	6%	6%	6%	21%	17%	6%	0%
	Random	36%	3%	0%	0%	10%	0%	13%	8%	15%	13%	13%	8%	5%
Not doing what they say they will do	10,000 - 24,999	28%	0%	0%	4%	0%	4%	8%	6%	13%	19%	17%	17%	4%
	Random	31%	3%	0%	3%	5%	3%	8%	8%	13%	20%	13%	10%	13%
Representing clients without appropriate knowledge or preparation	10,000 - 24,999	18%	0%	0%	0%	0%	4%	4%	4%	2%	13%	33%	25%	10%
	Random	28%	3%	0%	0%	0%	8%	10%	8%	5%	15%	20%	15%	10%
Poorly representing clients	10,000 - 24,999	19%	0%	0%	0%	0%	4%	4%	2%	6%	21%	15%	32%	6%
	Random	26%	3%	0%	0%	3%	5%	8%	5%	3%	20%	28%	15%	8%
Sending unduly burdensome discovery requests aimed at wearing down clients	10,000 - 24,999	22%	0%	4%	0%	2%	2%	0%	4%	4%	17%	15%	31%	4%
	Random	21%	0%	3%	3%	0%	3%	0%	3%	5%	13%	23%	23%	8%
JUDGE'S BEHAVIOR: Of judges before whom you appear, how many often behave unprofessionally toward counsel, clients, witnesses or court	10,000 - 24,999	15%	0%	0%	0%	0%	4%	4%	0%	4%	13%	21%	33%	17%
	Random	22%	0%	3%	0%	3%	0%	5%	5%	15%	5%	8%	20%	20%
Overall Index (Average of all item averages)	10,000 - 24,999	18%												
	Random	24%												

\*In order to compute an average, the responses were coded on a 0-100 scale.

How often do you ...	Coding for mean:								
	Mean	[7] Several times a day	[6] Once a day	[5] Several times a	[4] Weekly	[3] Several times a	[2] Monthly	[1] Rarely	[0] Never
Face rushed situations, with tight deadlines and lots of work to do	10,000 - 24,999: 4.0	7%	5%	31%	20%	18%	9%	9%	0%
Random	4.0	17%	2%	26%	9%	17%	15%	11%	2%
Have two or more clients or people of higher rank ask you to do things which conflict substantively	10,000 - 24,999: 1.5	0%	0%	0%	11%	6%	2%	61%	20%
Random	1.9	4%	2%	4%	2%	9%	13%	39%	26%
Have interpersonal conflicts with your co-workers	10,000 - 24,999: 1.2	0%	0%	0%	2%	4%	6%	78%	11%
Random	1.8	2%	2%	2%	4%	16%	2%	51%	20%
Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice	10,000 - 24,999: 2.4	0%	2%	10%	8%	21%	29%	31%	0%
Random	2.7	4%	2%	11%	13%	15%	20%	30%	4%
Have headaches	10,000 - 24,999: 2.2	4%	2%	5%	13%	9%	9%	44%	15%
Random	2.0	4%	0%	7%	7%	9%	15%	41%	17%
Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session	10,000 - 24,999: 2.9	0%	9%	19%	14%	14%	2%	26%	16%
Random	3.0	0%	4%	26%	11%	11%	15%	20%	13%
Feel upset because someone criticized you	10,000 - 24,999: 1.5	0%	0%	2%	5%	4%	21%	65%	4%
Random	2.0	2%	2%	4%	11%	2%	26%	46%	7%
Use prescriptive medicines to reduce anxiety or depression	10,000 - 24,999: 1.5	0%	11%	0%	0%	0%	2%	16%	72%
Random	1.2	0%	2%	2%	0%	0%	0%	17%	78%
Use mood-altering drugs other than alcohol or prescriptive medicines (remember that the information you provide is completely confidential)	10,000 - 24,999: 1.0	0%	0%	0%	0%	0%	0%	0%	100%
Random	1.1	0%	0%	2%	0%	0%	0%	4%	93%
Have trouble sleeping at night	10,000 - 24,999: 2.4	0%	0%	19%	4%	16%	19%	30%	12%
Random	2.3	0%	4%	15%	4%	13%	13%	39%	11%
Feel very lonely or remote from other people	10,000 - 24,999: 2.1	0%	0%	12%	4%	16%	16%	35%	18%
Random	2.0	0%	4%	4%	2%	13%	22%	33%	20%
Have thoughts of ending your life	10,000 - 24,999: 1.2	0%	0%	2%	2%	2%	2%	23%	70%
Random	1.0	0%	0%	0%	0%	0%	0%	11%	89%
Talk with family or friends	10,000 - 24,999: 5.7	42%	20%	18%	11%	4%	2%	4%	0%
Random	5.4	39%	20%	16%	9%	7%	0%	9%	0%
Feel depressed or very unhappy	10,000 - 24,999: 2.1	2%	4%	9%	5%	7%	20%	38%	16%
Random	1.8	2%	0%	7%	2%	7%	18%	53%	11%
Feel on top of the world	10,000 - 24,999: 2.8	5%	5%	9%	7%	25%	16%	30%	4%
Random	3.0	0%	4%	20%	16%	20%	11%	24%	4%
Feel bothered by your heart beating hard or fast without physical exertion	10,000 - 24,999: 1.3	0%	2%	2%	0%	5%	5%	45%	41%
Random	1.6	0%	0%	7%	7%	2%	13%	33%	39%

How often do you ...	Mean	Several times a day	Once a day	Several times a	Weekly	Several times a	Monthly	Rarely	Never
Have temper outbursts you can't control	10,000 - 24,999: 1.2	0%	0%	0%	2%	4%	7%	59%	29%
	Random: 1.4	2%	0%	0%	2%	2%	15%	43%	35%
Feel extremely fatigued or lethargic	10,000 - 24,999: 2.2	4%	2%	12%	2%	12%	16%	39%	14%
	Random: 2.4	2%	4%	2%	7%	26%	22%	24%	13%
Practice meditation or other relaxation techniques	10,000 - 24,999: 1.6	0%	7%	4%	0%	0%	5%	23%	61%
	Random: 1.6	0%	2%	9%	0%	4%	9%	17%	59%
Suffer from an upset stomach, stomach ache, or nausea	10,000 - 24,999: 1.7	0%	0%	7%	5%	9%	9%	39%	32%
	Random: 2.0	0%	4%	9%	4%	7%	13%	35%	28%
Pray	10,000 - 24,999: 4.6	11%	34%	21%	5%	9%	4%	11%	5%
	Random: 4.4	20%	24%	17%	4%	11%	2%	17%	4%
Attend church or other religious services	10,000 - 24,999: 3.0	2%	0%	11%	39%	11%	5%	25%	7%
	Random: 2.6	0%	0%	7%	33%	15%	7%	37%	2%
Watch TV	10,000 - 24,999: 5.6	18%	58%	16%	2%	0%	2%	5%	0%
	Random: 5.5	20%	48%	14%	9%	5%	0%	2%	2%
Overeat	10,000 - 24,999: 3.0	7%	7%	13%	14%	5%	18%	32%	4%
	Random: 3.3	2%	7%	13%	29%	18%	9%	18%	4%
Blow off steam, vent anger	10,000 - 24,999: 2.1	2%	0%	5%	14%	9%	21%	43%	5%
	Random: 2.5	0%	2%	11%	20%	7%	18%	40%	2%
Talk with a counselor or therapist	10,000 - 24,999: 1.0	0%	0%	0%	0%	0%	0%	28%	72%
	Random: 1.1	0%	0%	0%	2%	0%	2%	17%	78%
Have your hands tremble enough to bother you	10,000 - 24,999: 1.1	0%	0%	2%	0%	0%	0%	11%	88%
	Random: 1.0	0%	0%	0%	0%	0%	2%	17%	80%
Have your hands sweat so that you feel damp and clammy	10,000 - 24,999: 1.2	2%	0%	0%	0%	2%	5%	28%	63%
	Random: 1.2	0%	0%	2%	2%	2%	4%	26%	63%
Feel faint or dizzy	10,000 - 24,999: 1.2	0%	0%	2%	0%	4%	4%	44%	47%
	Random: 1.2	0%	0%	0%	0%	7%	9%	37%	48%
Experience a loss of appetite	10,000 - 24,999: 1.3	0%	0%	0%	2%	9%	7%	38%	44%
	Random: 1.2	0%	0%	0%	2%	7%	2%	47%	42%
Become easily annoyed or irritated	10,000 - 24,999: 2.3	4%	2%	7%	11%	9%	21%	44%	4%
	Random: 2.6	2%	0%	11%	18%	9%	27%	29%	4%
Feel pains in your heart or chest	10,000 - 24,999: 1.6	0%	0%	4%	5%	11%	7%	28%	46%
	Random: 1.4	0%	0%	4%	2%	4%	7%	33%	50%

	Yes	No
<b>Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease?</b>	10,000 - 24,999: 39%	61%
	Random: 30%	70%
<b>Has ill health impaired your ability to work in the last few years?</b>	10,000 - 24,999: 21%	79%
	Random: 24%	76%



## Health, Lifestyle and Support

	Mean	Median	0	1	2	3	4	5	6	7	>7	
Number of days each week you usually have at least one alcoholic drink (a beer, glass of wine, or mixed drink)	10,000 - 24,999	3.2	2	19%	30%	6%	4%	17%	4%	4%	17%	2%
	Random	2.4	2	22%	13%	17%	22%	13%	7%	2%	4%	0%
Average number of alcoholic drinks you consume on days that you drink	10,000 - 24,999	2.0	2	0%	29%	53%	11%	2%	2%	2%	0%	0%
	Random	2.6	2	0%	34%	34%	24%	5%	0%	0%	0%	3%
Average number of cigarettes you smoke daily, if any	10,000 - 24,999	4.6	0	89%	0%	2%	0%	0%	0%	0%	0%	9%
	Random	2.2	0	85%	4%	0%	0%	0%	0%	0%	0%	11%
Average number of times you smoke a pipe or cigar daily, if any	10,000 - 24,999	0.1	0	98%	0%	0%	0%	0%	0%	2%	0%	0%
	Random	0.8	0	98%	0%	0%	0%	0%	0%	0%	0%	2%
Average number of servings of caffeinated drinks that you consume daily (coffee, tea, or soft drinks)	10,000 - 24,999	3.7	3	7%	11%	26%	19%	13%	6%	9%	0%	9%
	Random	2.2	2	18%	20%	30%	14%	2%	11%	2%	0%	2%
<b>How many people in your community can you turn to for help?</b>			0	1	2-3	4-5	6-10	>10				
People whom you can easily ask for small favors	10,000 - 24,999	12.6	7	2%	4%	4%	27%	37%	25%			
	Random	34.9	10	6%	0%	11%	15%	26%	43%			
People from whom you could expect real help in times of trouble	10,000 - 24,999	7.6	4	8%	0%	31%	27%	24%	10%			
	Random	9.9	5	7%	2%	24%	24%	22%	22%			
People with whom you can share your most private feelings	10,000 - 24,999	2.8	2	10%	21%	40%	17%	12%	0%			
	Random	3.3	2	4%	22%	39%	22%	13%	0%			
People (other than your spouse or equivalent) who you feel will be happy simply because you are	10,000 - 24,999	5.1	3	10%	8%	39%	18%	12%	12%			
	Random	6.2	3	18%	0%	36%	18%	16%	13%			

## Attitudes and Opinions

Coding for mean: [6] [5] [4] [3] [2] [1]

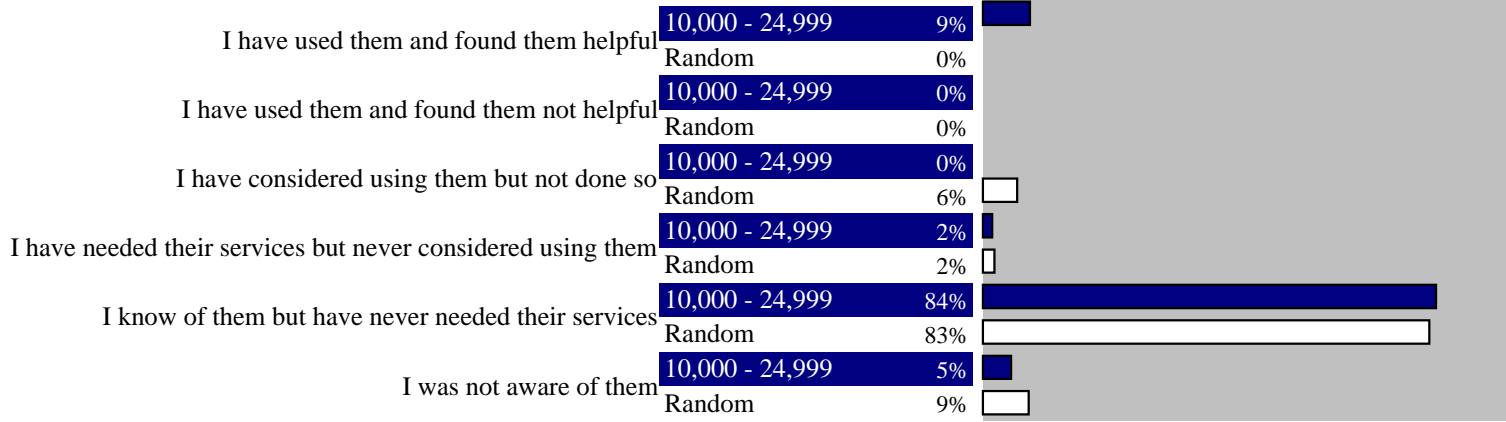
	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not Know	Does not apply
<b>For the following statements, indicate your level of agreement:</b>									
I would like to remain in the practice of law for the rest of my career	10,000 - 24,999: 4.3	29%	27%	11%	2%	16%	9%	2%	4%
Random	4.2	28%	28%	9%	4%	13%	13%	4%	2%
I would like to stay with my current law firm or employer for the rest of my career	10,000 - 24,999: 4.4	29%	31%	7%	4%	7%	11%	4%	7%
Random	4.1	21%	30%	4%	4%	15%	11%	2%	13%
If I knew then what I know now, I would not have become a lawyer	10,000 - 24,999: 2.8	2%	21%	9%	5%	32%	23%	4%	4%
Random	3.0	13%	9%	21%	4%	26%	28%	0%	0%
No matter how fast our household's income goes up, we never seem to get ahead	10,000 - 24,999: 3.7	5%	33%	13%	20%	16%	7%	0%	5%
Random	3.1	6%	13%	26%	9%	28%	15%	2%	2%
Our household income is high enough to satisfy virtually all our important desires	10,000 - 24,999: 4.0	13%	36%	9%	22%	16%	4%	0%	0%
Random	3.9	15%	30%	17%	9%	20%	7%	0%	2%
My workload is too heavy	10,000 - 24,999: 3.9	18%	22%	18%	9%	27%	0%	0%	5%
Random	3.6	9%	26%	15%	19%	26%	2%	0%	4%
I often feel worried or anxious	10,000 - 24,999: 3.9	14%	27%	23%	5%	25%	4%	0%	2%
Random	3.9	19%	19%	23%	13%	15%	9%	0%	2%
My problems are so big that I can't run my life the way I want to	10,000 - 24,999: 2.7	4%	16%	7%	9%	39%	21%	0%	4%
Random	2.8	2%	13%	15%	17%	28%	21%	0%	4%
I seem to get sick easier than other people	10,000 - 24,999: 1.7	0%	4%	2%	4%	46%	43%	0%	2%
Random	2.2	6%	2%	6%	4%	47%	30%	0%	4%
I sometimes have an uncontrollable urge to have an alcoholic drink	10,000 - 24,999: 1.5	2%	2%	0%	2%	34%	59%	0%	2%
Random	1.7	0%	2%	2%	2%	41%	46%	0%	7%
Excessive drinking is taking a toll on my professional or personal life	10,000 - 24,999: 1.3	0%	0%	0%	2%	27%	62%	0%	9%
Random	1.4	0%	0%	2%	2%	28%	60%	0%	9%
The likelihood is greater than 50-50 that I will change employment within the next two years	10,000 - 24,999: 1.9	7%	2%	0%	5%	31%	45%	4%	5%
Random	2.4	11%	9%	2%	4%	26%	38%	6%	4%
If my children or other able young people asked for my advice regarding careers, I would encourage them to go to law school if they had an interest	10,000 - 24,999: 4.1	18%	36%	16%	0%	23%	4%	4%	0%
Random	4.0	6%	45%	19%	11%	6%	11%	2%	0%
I feel that I'm in control of my own destiny professionally	10,000 - 24,999: 4.0	11%	39%	16%	11%	20%	4%	0%	0%
Random	4.3	15%	43%	11%	15%	9%	4%	0%	4%
It is a primary responsibility of bar-related organizations to sponsor programs that assist lawyers with balancing their personal and professional	10,000 - 24,999: 4.3	18%	32%	27%	9%	11%	2%	2%	0%
Random	4.2	17%	34%	28%	2%	9%	9%	2%	0%
Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms	10,000 - 24,999: 2.8	4%	7%	11%	11%	29%	9%	29%	2%
Random	3.5	4%	11%	6%	6%	4%	9%	49%	11%
Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms	10,000 - 24,999: 3.2	4%	13%	11%	7%	22%	7%	35%	2%
Random	3.6	6%	9%	13%	4%	4%	9%	47%	9%
Within the last few years, I personally experienced sexual harassment in the profession	10,000 - 24,999: 2.0	4%	4%	7%	0%	23%	38%	5%	20%
Random	2.4	7%	4%	4%	4%	26%	26%	4%	24%

Coding for mean: [6] [5] [4] [3] [2] [1]

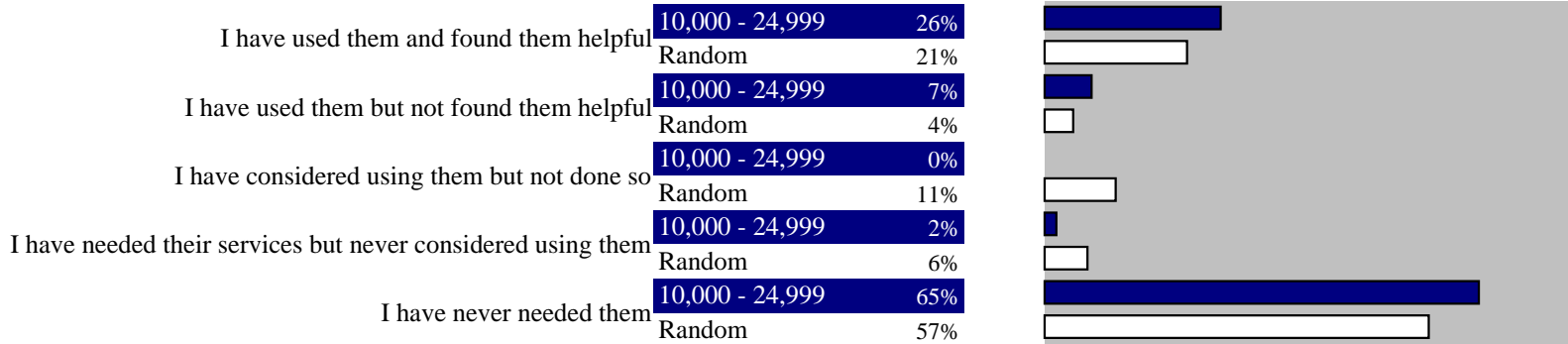
**For the following statements, indicate your level of agreement:**

	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not know	Does not Apply	
Within the last few years, I personally experienced discrimination against me in the profession because of my sex or race	10,000 - 24,999	2.1	4%	5%	9%	0%	18%	43%	4%	18%
	Random	2.5	11%	4%	0%	9%	21%	26%	9%	21%
Lawyers in my firm neglect management and leadership tasks	10,000 - 24,999	3.2	0%	11%	28%	6%	13%	13%	4%	26%
	Random	3.4	4%	20%	15%	2%	13%	13%	2%	30%
I am concerned about the future of my firm because of significant outside threats	10,000 - 24,999	2.9	4%	10%	13%	13%	21%	17%	6%	15%
	Random	3.0	7%	9%	7%	11%	20%	11%	4%	33%
I would rather work here than with any other law firm I know	10,000 - 24,999	4.8	28%	28%	19%	6%	4%	2%	4%	11%
	Random	4.5	17%	32%	9%	2%	9%	4%	4%	23%
If I could afford to leave the practice of law at this time, I would do so	10,000 - 24,999	3.6	15%	19%	17%	17%	19%	9%	2%	4%
	Random	3.2	11%	17%	9%	11%	15%	23%	0%	15%
My firm does not have enough work to keep all of our lawyers fully engaged	10,000 - 24,999	1.7	4%	0%	2%	2%	26%	41%	2%	24%
	Random	1.6	0%	0%	0%	4%	36%	30%	2%	28%

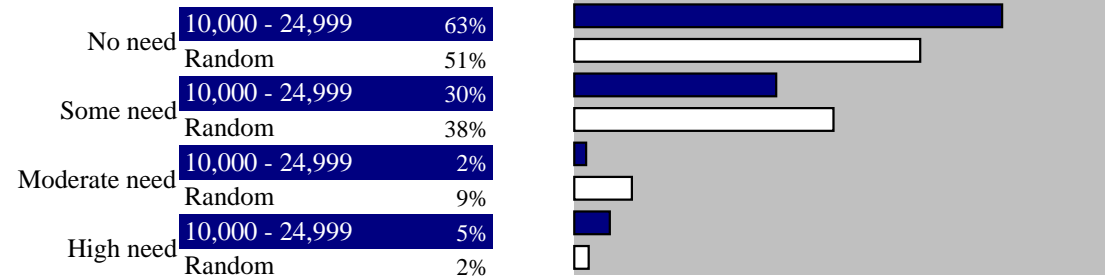
**What is your experience with bar supported services such as BARCares, PALS, and FRIENDS?**



**What is your experience with other support services such as counseling or support groups?**

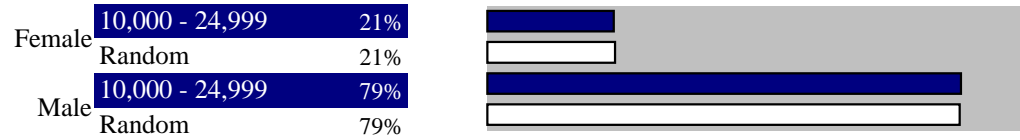


Please reflect honestly on the state of your life and the challenges you face. What is your level of need for counseling or other help (to address the problems such as stress, marital decline, drinking, or other addictions)?



## Demographics

### Your sex



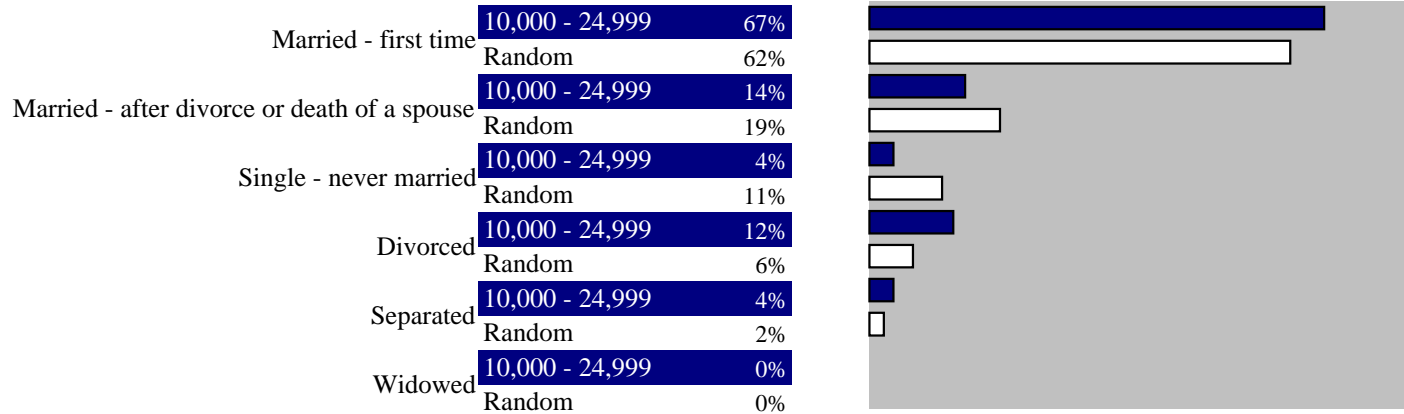
### Your age



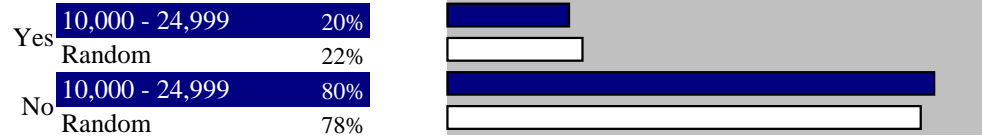
### Year first admitted to any state bar



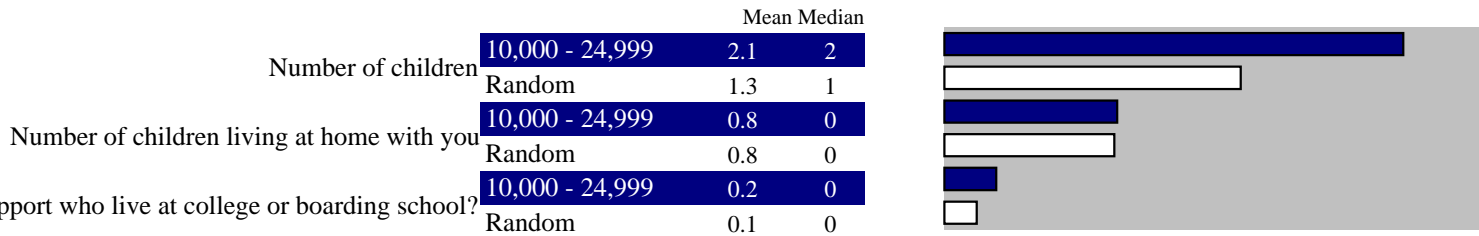
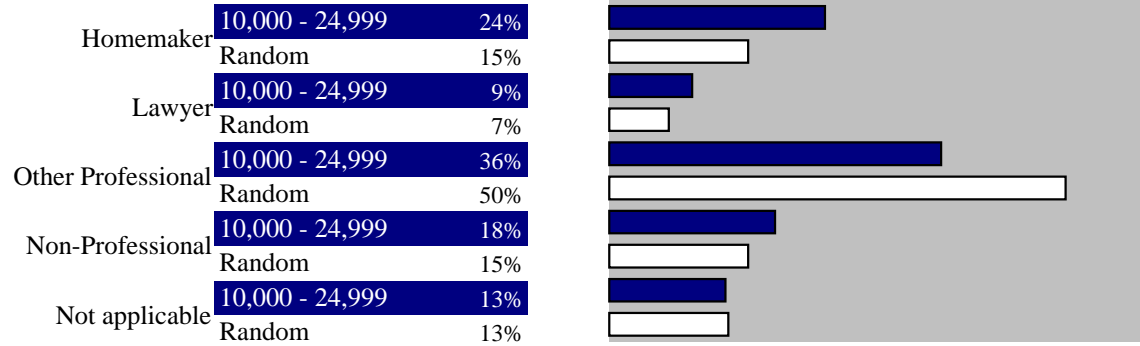
### Your marital status



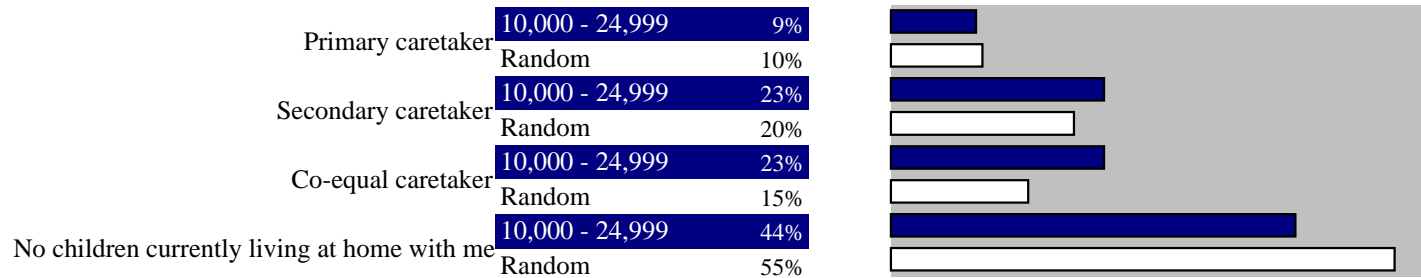
**If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?**



**What is the occupation of your spouse or equivalent companion?**

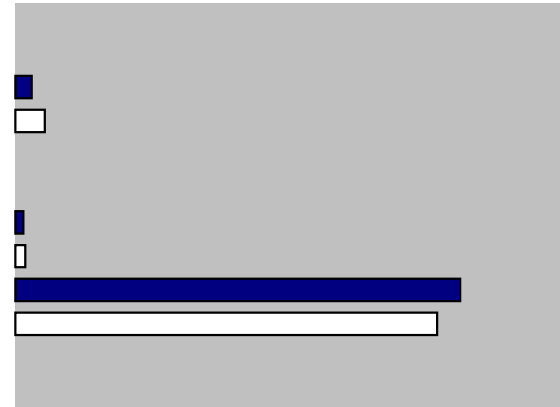


**What is your level of caretaking responsibility for your children living at home with you?**



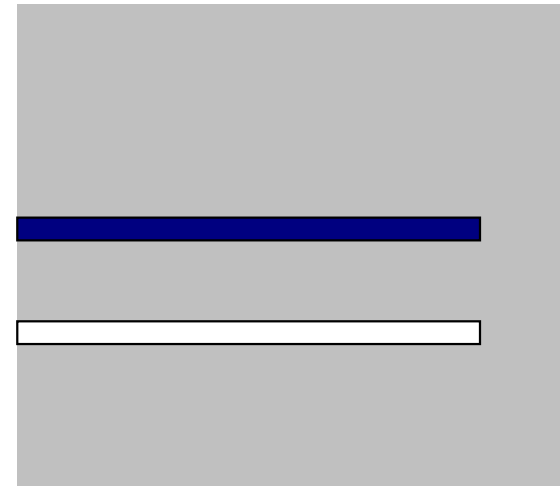
**Your race (mark all that apply):**

Asian	10,000 - 24,999	0%
	Random	0%
Black (African American)	10,000 - 24,999	4%
	Random	6%
Hispanic	10,000 - 24,999	0%
	Random	0%
Native American	10,000 - 24,999	2%
	Random	2%
White	10,000 - 24,999	96%
	Random	91%
Other	10,000 - 24,999	0%
	Random	0%

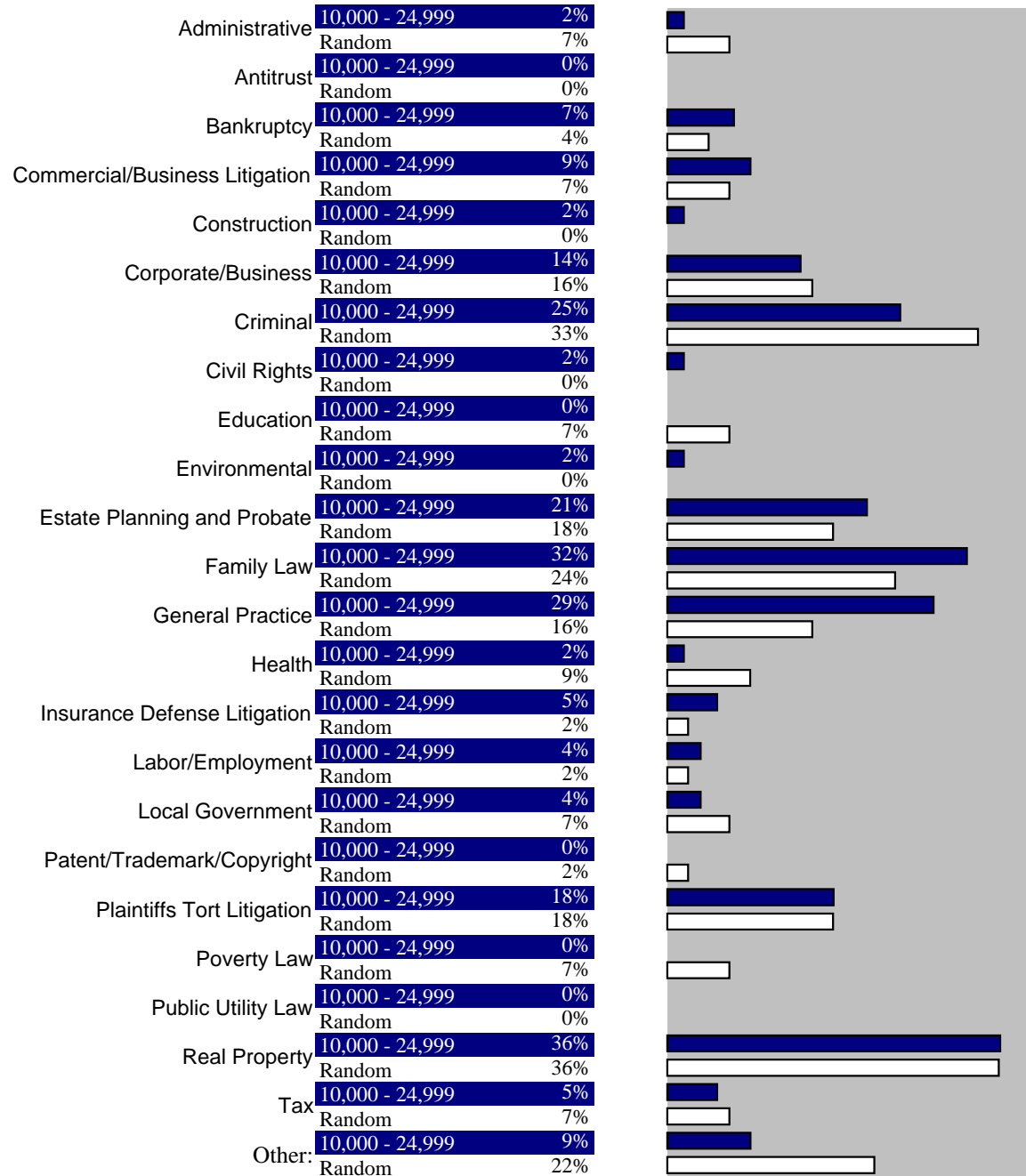


**In what size city or town is your office located?**

Less than 2,500	10,000 - 24,999	0%
	Random	0%
2,500 - 4,999	10,000 - 24,999	0%
	Random	0%
5,000 - 9,999	10,000 - 24,999	0%
	Random	0%
10,000 - 24,999	10,000 - 24,999	100%
	Random	0%
25,000 - 49,999	10,000 - 24,999	0%
	Random	100%
50,000 - 99,999	10,000 - 24,999	0%
	Random	0%
100,000 or more	10,000 - 24,999	0%
	Random	0%

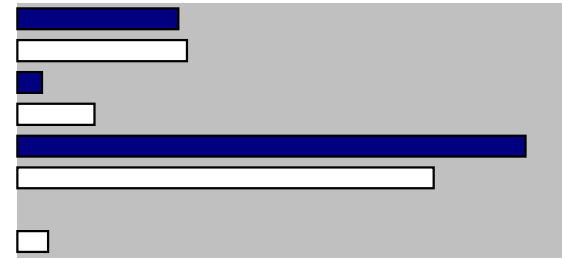


Check each substantive area of law that represents at least 25% of your practice.



Please state whether and, if applicable, with whom you carry professional liability insurance:

Uninsured	10,000 - 24,999	23%
	Random	24%
Don't know	10,000 - 24,999	4%
	Random	11%
Lawyers Mutual of North Carolina	10,000 - 24,999	73%
	Random	60%
Other	10,000 - 24,999	0%
	Random	4%



Note: The following financial questions are intended to explore financial well-being and stress. Please respond in thousands.

#### Financial Data

	Mean	25th Percentile	Median	75th Percentile
What is your total annual income, from your law practice or career, approximately?	101	65	100	126
	84	50	64	100
Realistically, how much annual income from your law practice or career would you like to make within three years?	135	92	120	178
	142	80	100	150
How much debt does your firm/practice owe?	189	0	0	30
	46	0	3	35
What is your family's total annual income?	196	100	135	187
	113	75	118	150
What is your household's approximate net worth at present?	636	159	398	788
	569	100	250	550
What is your household's approximate debt at present?	166	85	180	240
	142	13	120	235
Realistically, how much would you like your total annual family income to be within three years?	189	125	175	208
	157	110	150	175
How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding?	4	0	0	0
	13	0	0	1

## Aggregate Indices

Computed by examining several items in each topic area

24,999

Random

### Percent of Maximum Score

#### Work and Career Satisfaction

Satisfaction with one's job and career in Law, overall



#### Satisfaction with the firm or organization

Satisfaction with coworkers, the level of organization and leadership



#### Physical Health

Absence of reported health problems.



#### Healthy Lifestyle

Absence of unhealthy habits; engaging in exercise.



#### Mental Health

General level of optimism, freedom from stress, etc.



#### Social Support

Family and friends to provide emotional and personal support



#### Income and financial condition

Level of satisfaction with pay

