

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

Size of City: 5,000 - 9,999 (N= 25)

Size of City: 2,500 - 4,999 (N=22)

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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910-893-1772







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Life Satisfaction

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

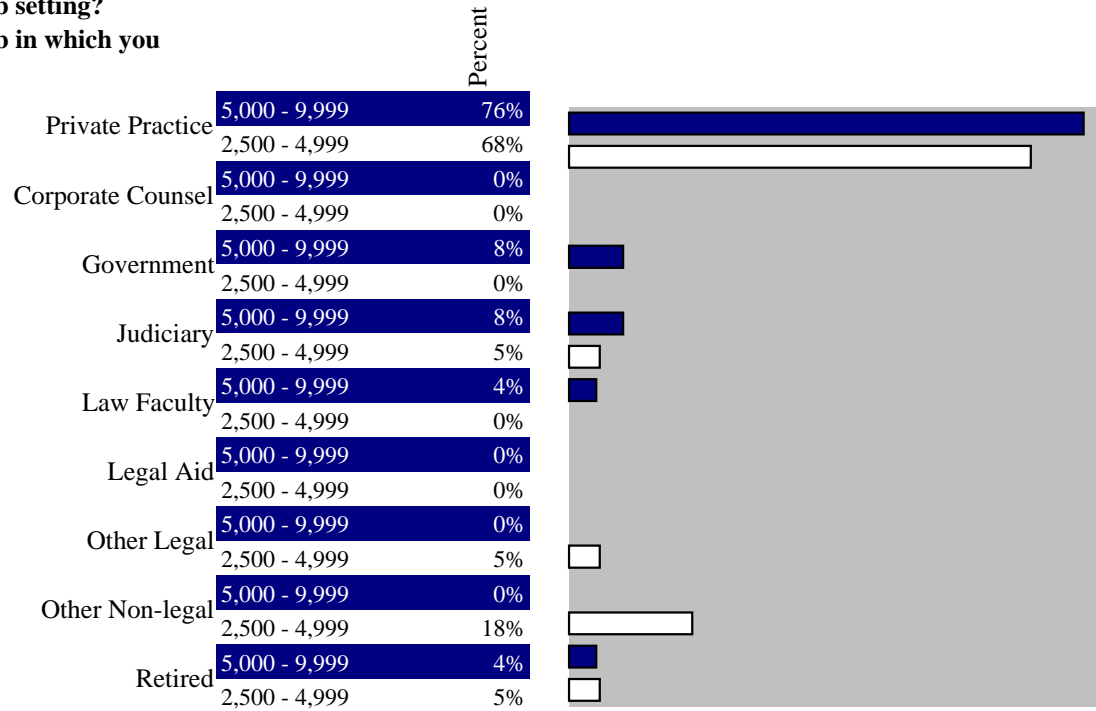
Indicate your level of satisfaction with the following aspects of life:

| | Mean | Delighted | Pleased | Mostly Satisfied | Mixed | Mostly Dissatisfied | Unhappy | Terrible | Neutral | Does not apply | |
|---|---------------|-----------|---------|---|-------|---------------------|---------|----------|---------|----------------|----|
| The amount of time you have available to spend with your family | 5,000 - 9,999 | 4.2 | 4% | 16% | 28% | 28% | 8% | 4% | 12% | 0% | 0% |
| | 2,500 - 4,999 | 5.1 | 9% | 36% | 27% | 14% | 14% | 0% | 0% | 0% | 0% |
| The amount of time you have for doing the things you want to do | 5,000 - 9,999 | 3.8 | 4% | 16% | 8% | 32% | 20% | 12% | 8% | 0% | 0% |
| | 2,500 - 4,999 | 4.5 | 9% | 23% | 14% | 27% | 23% | 5% | 0% | 0% | 0% |
| Your own family life - your spouse or equivalent, your marriage/relationship, your children, if any | 5,000 - 9,999 | 5.6 | 24% | 36% | 24% | 8% | 4% | 4% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 5.5 | 23% | 36% | 27% | 5% | 5% | 5% | 0% | 0% | 0% |
| The amount of fun and enjoyment you have | 5,000 - 9,999 | 5.0 | 8% | 36% | 16% | 32% | 4% | 4% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 4.9 | 14% | 27% | 23% | 14% | 18% | 5% | 0% | 0% | 0% |
| Your friends | 5,000 - 9,999 | 5.2 | 16% | 20% | 36% | 20% | 8% | 0% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 5.0 | 5% | 41% | 18% | 27% | 5% | 5% | 0% | 0% | 0% |
| Your own health and physical condition | 5,000 - 9,999 | 4.8 | 12% | 32% | 20% | 16% | 8% | 8% | 4% | 0% | 0% |
| | 2,500 - 4,999 | 4.2 | 9% | 18% | 18% | 18% | 18% | 14% | 5% | 0% | 0% |
| Yourself - what you are accomplishing and how you handle problems | 5,000 - 9,999 | 5.3 | 20% | 16% | 48% | 12% | 0% | 4% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 4.3 | 0% | 14% | 32% | 27% | 23% | 5% | 0% | 0% | 0% |
| Your house or apartment | 5,000 - 9,999 | 5.7 | 32% | 24% | 28% | 12% | 4% | 0% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 5.4 | 14% | 45% | 14% | 23% | 5% | 0% | 0% | 0% | 0% |
| The direction of your career | 5,000 - 9,999 | 5.4 | 20% | 32% | 24% | 20% | 0% | 0% | 4% | 0% | 0% |
| | 2,500 - 4,999 | 4.4 | 5% | 23% | 18% | 27% | 9% | 9% | 5% | 0% | 5% |
| The way your family has adjusted to the work hours you put in | 5,000 - 9,999 | 4.9 | 8% | 24% | 28% | 20% | 16% | 0% | 0% | 4% | 0% |
| | 2,500 - 4,999 | 4.9 | 14% | 18% | 27% | 18% | 18% | 0% | 0% | 0% | 5% |
| Your standard of living - the things you have such as housing, car, furniture, recreation, and the like | 5,000 - 9,999 | 5.1 | 12% | 36% | 28% | 12% | 4% | 0% | 8% | 0% | 0% |
| | 2,500 - 4,999 | 5.2 | 23% | 32% | 18% | 5% | 14% | 9% | 0% | 0% | 0% |
| The way your life measures up against your expectations | 5,000 - 9,999 | 5.0 | 20% | 24% | 20% | 20% | 4% | 8% | 4% | 0% | 0% |
| | 2,500 - 4,999 | 4.5 | 5% | 23% | 18% | 32% | 18% | 5% | 0% | 0% | 0% |
| Your life as a whole | 5,000 - 9,999 | 5.5 | 28% | 20% | 32% | 12% | 8% | 0% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 5.1 | 14% | 32% | 32% | 5% | 14% | 0% | 5% | 0% | 0% |
| | | Mean | Median | | | | | | | | |
| On average, what percent of the time do you feel happy? | 5,000 - 9,999 | 65% | 70% |  | | | | | | | |
| | 2,500 - 4,999 | 56% | 50% |  | | | | | | | |
| What percent of the time do you feel unhappy? | 5,000 - 9,999 | 16% | 10% |  | | | | | | | |
| | 2,500 - 4,999 | 21% | 20% |  | | | | | | | |
| What percent of the time do you feel neutral neither happy nor unhappy)? | 5,000 - 9,999 | 21% | 15% |  | | | | | | | |
| | 2,500 - 4,999 | 22% | 15% |  | | | | | | | |

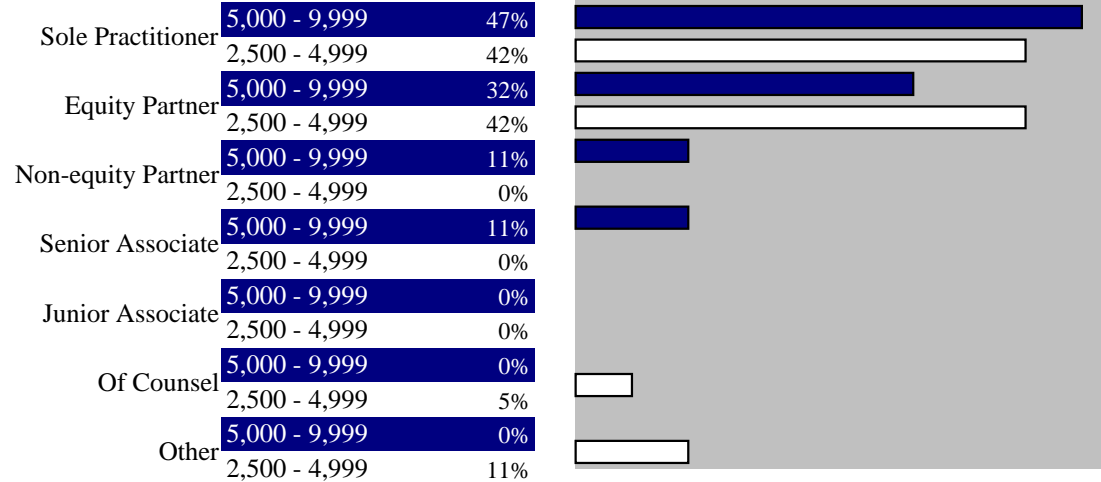
*In order to compute an average, the responses were coded on a 7-point scale.

Law Practice Environment

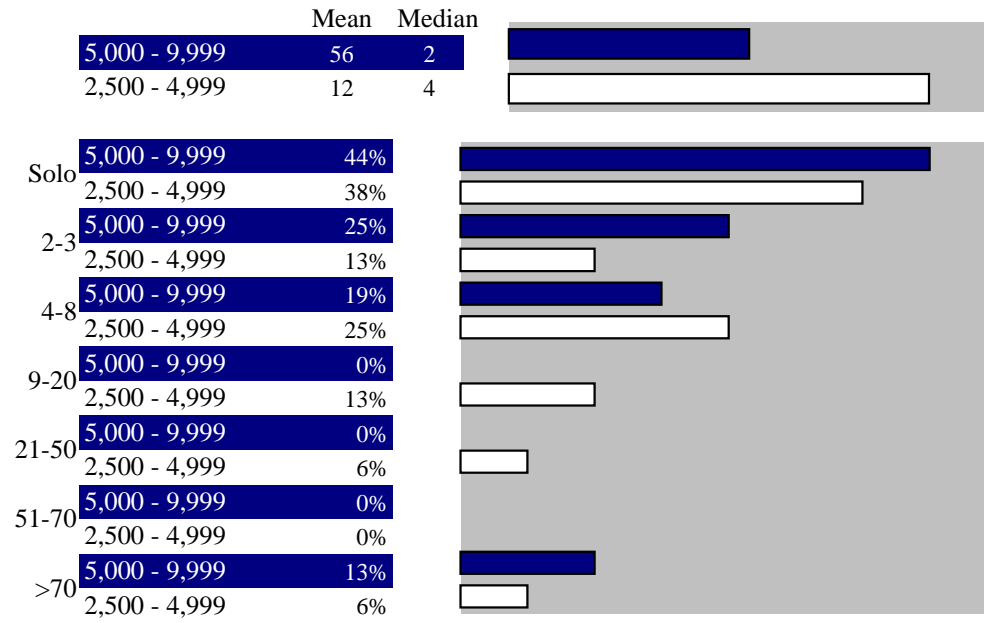
Which of the following best describes your current job setting?
 If you have more than one job, answer only for the job in which you spend the most time.



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]

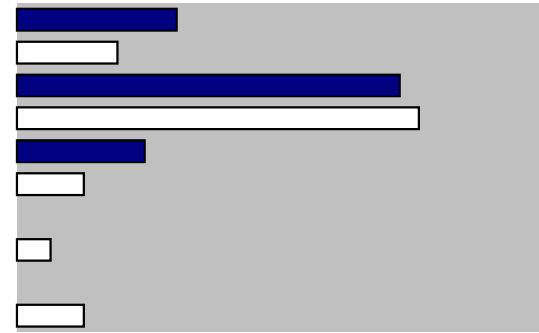
| | | Mean | Delighted | Pleased | Mostly Satisfied | Mixed | Mostly Dissatisfied | Unhappy | Terrible | Neutral | Does not apply |
|---|---------------|------|-----------|---------|------------------|-------|---------------------|---------|----------|---------|----------------|
| The way people are treated within the firm or organization | 5,000 - 9,999 | 5.5 | 9% | 39% | 30% | 0% | 9% | 0% | 0% | 0% | 13% |
| | 2,500 - 4,999 | 5.5 | 14% | 29% | 43% | 7% | 0% | 0% | 0% | 0% | 7% |
| The way you in particular are treated | 5,000 - 9,999 | 5.6 | 13% | 30% | 35% | 9% | 0% | 0% | 0% | 0% | 13% |
| | 2,500 - 4,999 | 5.6 | 14% | 29% | 50% | 0% | 0% | 0% | 0% | 0% | 7% |
| Your working relationship with clients | 5,000 - 9,999 | 5.4 | 9% | 35% | 35% | 17% | 0% | 0% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.3 | 7% | 14% | 64% | 0% | 0% | 0% | 0% | 0% | 14% |
| The intellectual challenge of your work | 5,000 - 9,999 | 5.5 | 26% | 13% | 39% | 13% | 4% | 0% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 4.7 | 0% | 21% | 29% | 36% | 7% | 0% | 0% | 0% | 7% |
| The way promotions are decided | 5,000 - 9,999 | 5.0 | 13% | 13% | 0% | 13% | 13% | 0% | 0% | 4% | 43% |
| | 2,500 - 4,999 | 4.6 | 0% | 7% | 21% | 14% | 7% | 0% | 0% | 7% | 43% |
| Your opportunities for advancement | 5,000 - 9,999 | 5.1 | 22% | 0% | 9% | 17% | 4% | 4% | 0% | 0% | 43% |
| | 2,500 - 4,999 | 5.1 | 0% | 21% | 29% | 14% | 0% | 0% | 0% | 0% | 36% |
| The quality of service that your firm/organization provides | 5,000 - 9,999 | 5.6 | 13% | 39% | 35% | 9% | 0% | 0% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.6 | 14% | 36% | 50% | 0% | 0% | 0% | 0% | 0% | 0% |
| The work you do on your job - the work itself | 5,000 - 9,999 | 5.5 | 9% | 43% | 30% | 13% | 0% | 0% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.2 | 7% | 36% | 36% | 14% | 7% | 0% | 0% | 0% | 0% |
| The clarity you have about your role and purpose in the firm/organization | 5,000 - 9,999 | 5.6 | 13% | 48% | 22% | 0% | 4% | 4% | 0% | 0% | 9% |
| | 2,500 - 4,999 | 5.3 | 7% | 29% | 21% | 21% | 0% | 0% | 0% | 0% | 21% |
| The people you work with on your job - your coworkers | 5,000 - 9,999 | 5.9 | 35% | 22% | 22% | 13% | 0% | 0% | 0% | 0% | 9% |
| | 2,500 - 4,999 | 5.8 | 29% | 29% | 36% | 7% | 0% | 0% | 0% | 0% | 0% |
| The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions | 5,000 - 9,999 | 6.1 | 30% | 57% | 4% | 0% | 4% | 0% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 6.0 | 14% | 71% | 14% | 0% | 0% | 0% | 0% | 0% | 0% |
| The control you have over the kind of work you do | 5,000 - 9,999 | 5.9 | 35% | 39% | 9% | 4% | 9% | 0% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.7 | 7% | 64% | 21% | 7% | 0% | 0% | 0% | 0% | 0% |
| The effectiveness of top leadership in managing the organization | 5,000 - 9,999 | 4.6 | 9% | 13% | 4% | 13% | 13% | 4% | 0% | 0% | 43% |
| | 2,500 - 4,999 | 5.4 | 14% | 21% | 14% | 21% | 0% | 0% | 0% | 0% | 29% |
| The way compensation decisions are made | 5,000 - 9,999 | 4.9 | 13% | 9% | 13% | 13% | 9% | 4% | 0% | 0% | 39% |
| | 2,500 - 4,999 | 5.5 | 7% | 50% | 0% | 14% | 7% | 0% | 0% | 0% | 21% |
| Your level of compensation | 5,000 - 9,999 | 4.7 | 13% | 17% | 17% | 30% | 9% | 9% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 4.9 | 14% | 36% | 7% | 7% | 36% | 0% | 0% | 0% | 0% |

| | | Mean | Delighted | Pleased | Mostly Satisfied | Mixed | Mostly Dissatisfied | Unhappy | Terrible | Neutral | Does not apply |
|--|---------------|------|-----------|---------|------------------|-------|---------------------|---------|----------|---------|----------------|
| The way work load is distributed | 5,000 - 9,999 | 4.8 | 9% | 17% | 17% | 17% | 9% | 4% | 0% | 0% | 26% |
| | 2,500 - 4,999 | 4.9 | 0% | 21% | 43% | 0% | 14% | 0% | 0% | 0% | 21% |
| The administrative support you receive | 5,000 - 9,999 | 5.4 | 30% | 17% | 13% | 4% | 22% | 0% | 0% | 0% | 13% |
| | 2,500 - 4,999 | 5.6 | 7% | 43% | 29% | 7% | 0% | 0% | 0% | 0% | 14% |
| The office and facilities | 5,000 - 9,999 | 5.3 | 17% | 22% | 35% | 17% | 0% | 4% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.5 | 14% | 43% | 21% | 21% | 0% | 0% | 0% | 0% | 0% |
| The way people check with you before making commitments that involve you | 5,000 - 9,999 | 5.0 | 9% | 22% | 17% | 30% | 4% | 0% | 0% | 0% | 17% |
| | 2,500 - 4,999 | 5.4 | 0% | 36% | 36% | 7% | 0% | 0% | 0% | 0% | 21% |
| The chance you get to do the things you do best | 5,000 - 9,999 | 5.2 | 17% | 22% | 30% | 17% | 4% | 4% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.3 | 0% | 50% | 29% | 21% | 0% | 0% | 0% | 0% | 0% |
| The amount of helpful feedback you receive about your performance | 5,000 - 9,999 | 4.8 | 4% | 22% | 35% | 13% | 0% | 13% | 0% | 0% | 13% |
| | 2,500 - 4,999 | 4.8 | 0% | 14% | 29% | 29% | 0% | 0% | 0% | 0% | 29% |
| The opportunity you have to learn | 5,000 - 9,999 | 5.1 | 17% | 22% | 22% | 30% | 0% | 0% | 4% | 0% | 4% |
| | 2,500 - 4,999 | 4.8 | 0% | 21% | 36% | 29% | 7% | 0% | 0% | 0% | 7% |
| The general level of planning and organization | 5,000 - 9,999 | 4.6 | 9% | 13% | 26% | 26% | 13% | 4% | 0% | 0% | 9% |
| | 2,500 - 4,999 | 4.8 | 0% | 14% | 57% | 14% | 0% | 7% | 0% | 0% | 7% |
| The opportunity you have to plan and direct your work | 5,000 - 9,999 | 5.5 | 22% | 35% | 13% | 22% | 0% | 4% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.3 | 7% | 21% | 64% | 7% | 0% | 0% | 0% | 0% | 0% |
| The level of communication among coworkers about important matters | 5,000 - 9,999 | 4.8 | 13% | 13% | 17% | 35% | 4% | 4% | 0% | 0% | 13% |
| | 2,500 - 4,999 | 5.2 | 0% | 36% | 29% | 21% | 0% | 0% | 0% | 0% | 14% |
| Your job as a whole | 5,000 - 9,999 | 5.2 | 13% | 26% | 26% | 30% | 0% | 0% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 5.3 | 7% | 29% | 50% | 14% | 0% | 0% | 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?

| | 5,000 - 9,999 | 2,500 - 4,999 | |
|-------------------|---------------|---------------|--|
| Very Satisfied | 24% | 15% | |
| | | | |
| Satisfied | 57% | 60% | |
| | | | |
| Neutral | 19% | 10% | |
| | | | |
| Dissatisfied | 0% | 5% | |
| | | | |
| Very Dissatisfied | 0% | 10% | |
| | | | |



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)

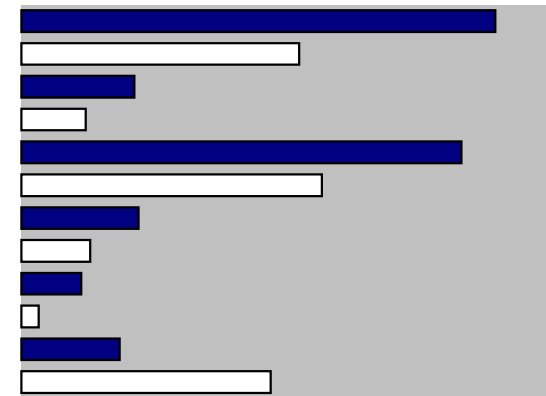
| | 5,000 - 9,999 | 2,500 - 4,999 | Mean | Median |
|--|---------------|---------------|------|--------|
| Number of billable hours you expect to work this year: | 1621 | 1314 | | 1700 |
| | | | | |
| Your billable hour requirement, if any | 1200 | 1200 | | 1200 |
| | | | | |



Nonbillable Hours

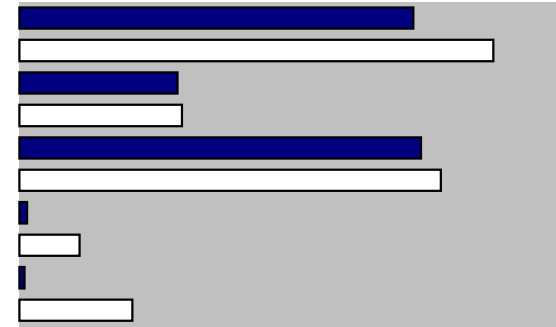
How many nonbillable hours do you expect to work during 2002 in each of the following categories:

| | 5,000 - 9,999 | 2,500 - 4,999 | Mean | Median |
|---|---------------|---------------|------|--------|
| Client work - nonbillable | 263 | 154 | | 100 |
| | | | | |
| Pro Bono work | 63 | 36 | | 25 |
| | | | | |
| Administrative or management activities | 245 | 167 | | 200 |
| | | | | |
| Business (client) development | 65 | 38 | | 18 |
| | | | | |
| Bar-related activities | 33 | 10 | | 10 |
| | | | | |
| Other work activities | 55 | 138 | | 0 |
| | | | | |



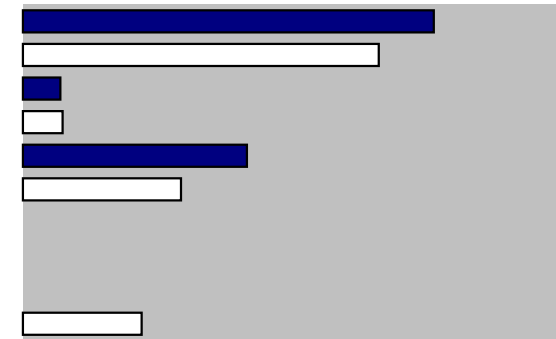
Of your fee-producing time, what percent is billed using the following methods?

| | | Mean | Median |
|---------------------------|---------------|------|--------|
| Fixed fee | 5,000 - 9,999 | 44 | 38 |
| | 2,500 - 4,999 | 53 | 43 |
| Contingent fee | 5,000 - 9,999 | 18 | 15 |
| | 2,500 - 4,999 | 18 | 5 |
| Hourly rate | 5,000 - 9,999 | 44 | 50 |
| | 2,500 - 4,999 | 47 | 43 |
| Percentage of transaction | 5,000 - 9,999 | 1 | 0 |
| | 2,500 - 4,999 | 7 | 0 |
| Other | 5,000 - 9,999 | 1 | 0 |
| | 2,500 - 4,999 | 13 | 0 |



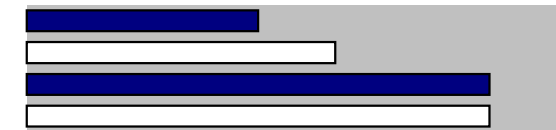
For which method of billing would you prefer to render legal services?

| | | |
|----------------|---------------|-----|
| Fixed fee | 5,000 - 9,999 | 61% |
| | 2,500 - 4,999 | 53% |
| Contingent fee | 5,000 - 9,999 | 6% |
| | 2,500 - 4,999 | 6% |
| Hourly rate | 5,000 - 9,999 | 33% |
| | 2,500 - 4,999 | 24% |
| Percentage fee | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 0% |
| Other | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 18% |



Vacation time

| | | Mean | Median |
|--|---------------|------|--------|
| Excluding working vacations, how many weeks of vacation did you take this last year? | 5,000 - 9,999 | 1.9 | 2 |
| | 2,500 - 4,999 | 2.1 | 2 |
| How many weeks of vacation were you allowed to take? | 5,000 - 9,999 | 8.0 | 3 |
| | 2,500 - 4,999 | 3.2 | 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?

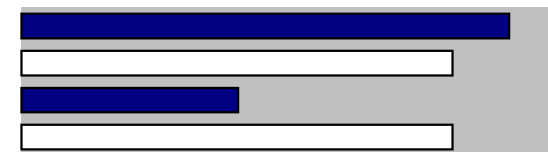
| | | Coding for mean:* | | | | | | | | | | | | |
|--|---------------|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------|-----|-----|
| | Mean | 100 | 95 | 85 | 75 | 65 | 55 | 45 | 35 | 25 | 15 | 5 | 0 | |
| | | 100% | 90-99% | 80-89% | 70-79% | 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 | 5,000 - 9,999 | 34% | 0% | 5% | 5% | 10% | 10% | 0% | 0% | 10% | 19% | 14% | 29% | 0% |
| | 2,500 - 4,999 | 24% | 0% | 0% | 0% | 0% | 5% | 11% | 0% | 11% | 11% | 37% | 16% | 0% |
| Continually interrupting opposing counsel when they are speaking | 5,000 - 9,999 | 32% | 0% | 0% | 10% | 14% | 5% | 5% | 0% | 0% | 10% | 24% | 24% | 10% |
| | 2,500 - 4,999 | 19% | 0% | 0% | 0% | 0% | 5% | 0% | 11% | 32% | 11% | 21% | 11% | |
| Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel | 5,000 - 9,999 | 28% | 0% | 0% | 5% | 10% | 10% | 5% | 0% | 10% | 5% | 0% | 38% | 14% |
| | 2,500 - 4,999 | 14% | 0% | 0% | 0% | 5% | 0% | 0% | 5% | 0% | 5% | 16% | 32% | 21% |
| Insulting opposing counsel | 5,000 - 9,999 | 24% | 0% | 5% | 0% | 5% | 5% | 14% | 0% | 5% | 0% | 14% | 29% | 24% |
| | 2,500 - 4,999 | 12% | 0% | 0% | 0% | 0% | 0% | 6% | 6% | 11% | 11% | 39% | 17% | |
| Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker | 5,000 - 9,999 | 28% | 0% | 5% | 0% | 5% | 0% | 14% | 0% | 10% | 14% | 24% | 24% | 5% |
| | 2,500 - 4,999 | 14% | 0% | 0% | 0% | 0% | 0% | 11% | 0% | 11% | 26% | 26% | 16% | |
| Violating rules of procedure | 5,000 - 9,999 | 24% | 0% | 0% | 5% | 5% | 0% | 5% | 10% | 5% | 14% | 14% | 33% | 10% |
| | 2,500 - 4,999 | 18% | 0% | 0% | 0% | 0% | 5% | 0% | 0% | 16% | 21% | 5% | 21% | 21% |
| Doing whatever it takes to win, regardless of ethics or propriety | 5,000 - 9,999 | 27% | 0% | 5% | 0% | 0% | 10% | 14% | 5% | 5% | 0% | 19% | 38% | 5% |
| | 2,500 - 4,999 | 19% | 0% | 0% | 0% | 5% | 5% | 5% | 5% | 0% | 11% | 5% | 42% | 16% |
| Making statements they know to be false (for the purpose of persuasion) | 5,000 - 9,999 | 19% | 0% | 0% | 5% | 0% | 5% | 0% | 0% | 5% | 10% | 10% | 38% | 5% |
| | 2,500 - 4,999 | 18% | 0% | 0% | 0% | 0% | 5% | 5% | 0% | 11% | 11% | 5% | 37% | 11% |
| Overbilling clients (for work not performed or in clearly excessive bills) | 5,000 - 9,999 | 17% | 0% | 0% | 5% | 0% | 0% | 0% | 0% | 5% | 5% | 14% | 33% | 0% |
| | 2,500 - 4,999 | 33% | 0% | 0% | 0% | 5% | 5% | 5% | 11% | 5% | 5% | 0% | 16% | 5% |
| Doing unnecessary legal work to increase billings | 5,000 - 9,999 | 21% | 0% | 0% | 0% | 5% | 0% | 5% | 0% | 5% | 24% | 14% | 19% | 10% |
| | 2,500 - 4,999 | 26% | 0% | 0% | 5% | 0% | 0% | 5% | 11% | 11% | 5% | 5% | 21% | 11% |
| Taking on more work than they can handle | 5,000 - 9,999 | 44% | 0% | 5% | 5% | 10% | 10% | 5% | 5% | 14% | 10% | 5% | 10% | 5% |
| | 2,500 - 4,999 | 46% | 0% | 6% | 6% | 11% | 0% | 17% | 11% | 11% | 17% | 0% | 6% | 6% |
| Not doing what they say they will do | 5,000 - 9,999 | 31% | 0% | 5% | 5% | 5% | 5% | 5% | 5% | 14% | 10% | 19% | 24% | 5% |
| | 2,500 - 4,999 | 25% | 0% | 0% | 0% | 5% | 0% | 5% | 16% | 0% | 26% | 16% | 16% | 11% |
| Representing clients without appropriate knowledge or preparation | 5,000 - 9,999 | 25% | 0% | 0% | 10% | 0% | 0% | 5% | 5% | 14% | 14% | 0% | 43% | 5% |
| | 2,500 - 4,999 | 27% | 0% | 0% | 5% | 0% | 5% | 5% | 16% | 0% | 21% | 5% | 32% | 5% |
| Poorly representing clients | 5,000 - 9,999 | 25% | 0% | 0% | 10% | 0% | 0% | 10% | 0% | 14% | 14% | 10% | 33% | 10% |
| | 2,500 - 4,999 | 24% | 0% | 0% | 5% | 0% | 0% | 5% | 11% | 5% | 16% | 32% | 11% | 11% |
| Sending unduly burdensome discovery requests aimed at wearing down clients | 5,000 - 9,999 | 28% | 5% | 0% | 0% | 5% | 0% | 14% | 0% | 0% | 10% | 24% | 14% | 10% |
| | 2,500 - 4,999 | 29% | 0% | 0% | 5% | 0% | 5% | 5% | 11% | 11% | 11% | 16% | 11% | 11% |
| JUDGE'S BEHAVIOR: Of judges before whom you appear, how many often behave unprofessionally toward counsel, clients, witnesses or court | 5,000 - 9,999 | 27% | 0% | 0% | 0% | 5% | 10% | 14% | 0% | 10% | 5% | 10% | 33% | 10% |
| | 2,500 - 4,999 | 16% | 0% | 0% | 0% | 5% | 5% | 0% | 0% | 5% | 10% | 10% | 20% | 30% |
| Overall Index (Average of all item averages) | 5,000 - 9,999 | 27% | | | | | | | | | | | | |
| | 2,500 - 4,999 | 23% | | | | | | | | | | | | |

*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 | 5,000 - 9,999 | 3.7 | 4% | 12% | 20% | 24% | 16% | 4% | 16% | 4% |
| | 2,500 - 4,999 | 3.9 | 19% | 0% | 24% | 14% | 14% | 10% | 14% | 5% |
| Have two or more clients or people of higher rank ask you to do things which conflict substantively | 5,000 - 9,999 | 1.8 | 0% | 4% | 4% | 8% | 8% | 4% | 42% | 29% |
| | 2,500 - 4,999 | 1.8 | 5% | 0% | 0% | 5% | 14% | 9% | 45% | 23% |
| Have interpersonal conflicts with your co-workers | 5,000 - 9,999 | 1.1 | 0% | 0% | 0% | 0% | 0% | 8% | 67% | 25% |
| | 2,500 - 4,999 | 1.1 | 0% | 0% | 0% | 0% | 0% | 14% | 64% | 23% |
| Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice | 5,000 - 9,999 | 2.5 | 0% | 8% | 4% | 13% | 13% | 25% | 25% | 13% |
| | 2,500 - 4,999 | 2.6 | 11% | 0% | 0% | 11% | 16% | 37% | 16% | 11% |
| Have headaches | 5,000 - 9,999 | 1.5 | 0% | 0% | 0% | 8% | 8% | 13% | 54% | 17% |
| | 2,500 - 4,999 | 2.1 | 0% | 0% | 10% | 10% | 10% | 20% | 40% | 10% |
| Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session | 5,000 - 9,999 | 4.0 | 4% | 0% | 44% | 24% | 12% | 4% | 12% | 0% |
| | 2,500 - 4,999 | 2.9 | 5% | 0% | 29% | 10% | 10% | 0% | 33% | 14% |
| Feel upset because someone criticized you | 5,000 - 9,999 | 1.7 | 0% | 0% | 4% | 4% | 12% | 16% | 40% | 24% |
| | 2,500 - 4,999 | 1.7 | 0% | 0% | 0% | 14% | 5% | 19% | 52% | 10% |
| Use prescriptive medicines to reduce anxiety or depression | 5,000 - 9,999 | 1.8 | 0% | 13% | 0% | 0% | 4% | 4% | 8% | 71% |
| | 2,500 - 4,999 | 1.5 | 0% | 10% | 0% | 0% | 0% | 0% | 5% | 86% |
| Use mood-altering drugs other than alcohol or prescriptive medicines (remember that the information you provide is completely confidential) | 5,000 - 9,999 | 1.0 | 0% | 0% | 0% | 0% | 0% | 0% | 8% | 92% |
| | 2,500 - 4,999 | 1.0 | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 100% |
| Have trouble sleeping at night | 5,000 - 9,999 | 2.3 | 4% | 0% | 4% | 12% | 16% | 24% | 32% | 8% |
| | 2,500 - 4,999 | 2.6 | 0% | 0% | 14% | 14% | 24% | 10% | 29% | 10% |
| Feel very lonely or remote from other people | 5,000 - 9,999 | 2.0 | 4% | 0% | 4% | 8% | 12% | 12% | 40% | 20% |
| | 2,500 - 4,999 | 1.6 | 0% | 0% | 10% | 0% | 5% | 10% | 57% | 19% |
| Have thoughts of ending your life | 5,000 - 9,999 | 1.1 | 0% | 0% | 0% | 4% | 0% | 0% | 9% | 87% |
| | 2,500 - 4,999 | 1.2 | 0% | 0% | 5% | 0% | 0% | 0% | 10% | 86% |
| Talk with family or friends | 5,000 - 9,999 | 5.3 | 38% | 8% | 21% | 21% | 8% | 0% | 4% | 0% |
| | 2,500 - 4,999 | 6.0 | 52% | 10% | 29% | 10% | 0% | 0% | 0% | 0% |
| Feel depressed or very unhappy | 5,000 - 9,999 | 2.0 | 4% | 0% | 8% | 4% | 8% | 12% | 32% | 32% |
| | 2,500 - 4,999 | 1.7 | 0% | 0% | 5% | 5% | 10% | 14% | 52% | 14% |
| Feel on top of the world | 5,000 - 9,999 | 3.3 | 8% | 0% | 36% | 4% | 8% | 8% | 36% | 0% |
| | 2,500 - 4,999 | 2.3 | 5% | 0% | 10% | 5% | 14% | 24% | 43% | 0% |
| Feel bothered by your heart beating hard or fast without physical exertion | 5,000 - 9,999 | 1.4 | 0% | 0% | 8% | 0% | 4% | 4% | 32% | 52% |
| | 2,500 - 4,999 | 2.1 | 0% | 5% | 10% | 10% | 5% | 10% | 33% | 29% |

| 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 | 5,000 - 9,999 | 1.3 | 0% | 0% | 4% | 0% | 4% | 4% | 36% | 52% |
| | 2,500 - 4,999 | 1.4 | 0% | 0% | 0% | 5% | 10% | 5% | 43% | 38% |
| Feel extremely fatigued or lethargic | 5,000 - 9,999 | 1.9 | 0% | 4% | 4% | 4% | 12% | 20% | 40% | 16% |
| | 2,500 - 4,999 | 2.3 | 0% | 5% | 10% | 5% | 19% | 14% | 43% | 5% |
| Practice meditation or other relaxation techniques | 5,000 - 9,999 | 1.6 | 0% | 4% | 4% | 4% | 4% | 0% | 20% | 64% |
| | 2,500 - 4,999 | 1.7 | 0% | 0% | 10% | 0% | 10% | 10% | 14% | 57% |
| Suffer from an upset stomach, stomach ache, or nausea | 5,000 - 9,999 | 1.4 | 0% | 0% | 4% | 4% | 0% | 12% | 36% | 44% |
| | 2,500 - 4,999 | 1.7 | 0% | 0% | 5% | 5% | 14% | 5% | 62% | 10% |
| Pray | 5,000 - 9,999 | 4.9 | 24% | 32% | 12% | 12% | 0% | 4% | 4% | 12% |
| | 2,500 - 4,999 | 4.6 | 23% | 27% | 9% | 14% | 0% | 9% | 5% | 14% |
| Attend church or other religious services | 5,000 - 9,999 | 2.8 | 0% | 0% | 4% | 44% | 8% | 12% | 28% | 4% |
| | 2,500 - 4,999 | 3.0 | 0% | 0% | 23% | 27% | 5% | 18% | 18% | 9% |
| Watch TV | 5,000 - 9,999 | 5.8 | 24% | 44% | 20% | 12% | 0% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 5.8 | 32% | 41% | 14% | 9% | 0% | 5% | 0% | 0% |
| Overeat | 5,000 - 9,999 | 3.3 | 4% | 0% | 25% | 25% | 4% | 17% | 17% | 8% |
| | 2,500 - 4,999 | 3.1 | 5% | 10% | 14% | 14% | 10% | 19% | 24% | 5% |
| Blow off steam, vent anger | 5,000 - 9,999 | 1.9 | 0% | 0% | 4% | 8% | 16% | 16% | 40% | 16% |
| | 2,500 - 4,999 | 2.6 | 0% | 0% | 14% | 19% | 10% | 24% | 29% | 5% |
| Talk with a counselor or therapist | 5,000 - 9,999 | 1.1 | 0% | 0% | 0% | 4% | 0% | 0% | 24% | 72% |
| | 2,500 - 4,999 | 1.0 | 0% | 0% | 0% | 0% | 0% | 0% | 18% | 82% |
| Have your hands tremble enough to bother you | 5,000 - 9,999 | 1.2 | 0% | 0% | 4% | 0% | 4% | 0% | 16% | 76% |
| | 2,500 - 4,999 | 1.1 | 0% | 0% | 0% | 0% | 5% | 5% | 14% | 77% |
| Have your hands sweat so that you feel damp and clammy | 5,000 - 9,999 | 1.1 | 0% | 0% | 0% | 4% | 0% | 0% | 32% | 64% |
| | 2,500 - 4,999 | 1.4 | 0% | 0% | 0% | 0% | 18% | 0% | 27% | 55% |
| Feel faint or dizzy | 5,000 - 9,999 | 1.1 | 0% | 0% | 0% | 4% | 0% | 0% | 29% | 67% |
| | 2,500 - 4,999 | 1.2 | 0% | 0% | 0% | 0% | 5% | 9% | 32% | 55% |
| Experience a loss of appetite | 5,000 - 9,999 | 1.2 | 0% | 0% | 0% | 0% | 4% | 13% | 25% | 58% |
| | 2,500 - 4,999 | 1.2 | 0% | 0% | 0% | 0% | 10% | 0% | 29% | 62% |
| Become easily annoyed or irritated | 5,000 - 9,999 | 2.0 | 0% | 4% | 0% | 12% | 12% | 24% | 28% | 20% |
| | 2,500 - 4,999 | 2.4 | 0% | 0% | 5% | 14% | 36% | 9% | 27% | 9% |
| Feel pains in your heart or chest | 5,000 - 9,999 | 1.2 | 0% | 0% | 0% | 4% | 4% | 4% | 24% | 64% |
| | 2,500 - 4,999 | 1.5 | 0% | 0% | 0% | 9% | 9% | 9% | 23% | 50% |

| | Yes | No |
|---|-----|-----|
| Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease? | | |
| 5,000 - 9,999 | 36% | 64% |
| 2,500 - 4,999 | 32% | 68% |
| Has ill health impaired your ability to work in the last few years? | | |
| 5,000 - 9,999 | 16% | 84% |
| 2,500 - 4,999 | 32% | 59% |



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) | 5,000 - 9,999 | 2.4 | 2 | 20% | 24% | 12% | 8% | 24% | 4% | 4% | 4% | 0% |
| | 2,500 - 4,999 | 1.7 | 1 | 40% | 25% | 10% | 10% | 5% | 0% | 0% | 10% | 0% |
| Average number of alcoholic drinks you consume on days that you drink | 5,000 - 9,999 | 3.8 | 1 | 0% | 52% | 29% | 10% | 0% | 0% | 5% | 0% | 5% |
| | 2,500 - 4,999 | 1.6 | 2 | 7% | 29% | 64% | 0% | 0% | 0% | 0% | 0% | 0% |
| Average number of cigarettes you smoke daily, if any | 5,000 - 9,999 | 2.8 | 0 | 86% | 0% | 5% | 0% | 0% | 0% | 0% | 0% | 9% |
| | 2,500 - 4,999 | 0.5 | 0 | 90% | 5% | 0% | 0% | 0% | 0% | 0% | 0% | 5% |
| Average number of times you smoke a pipe or cigar daily, if any | 5,000 - 9,999 | 0.0 | 0 | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| | 2,500 - 4,999 | 0.2 | 0 | 95% | 0% | 0% | 5% | 0% | 0% | 0% | 0% | 0% |
| Average number of servings of caffeinated drinks that you consume daily (coffee, tea, or soft drinks) | 5,000 - 9,999 | 3.2 | 2 | 4% | 25% | 29% | 21% | 13% | 4% | 0% | 0% | 4% |
| | 2,500 - 4,999 | 4.8 | 2 | 0% | 24% | 29% | 5% | 5% | 14% | 0% | 10% | 14% |

How many people in your community can you turn to for help?

| | | | | 0 | 1 | 2-3 | 4-5 | 6-10 | >10 |
|---|---------------|------|----|-----|-----|-----|-----|------|-----|
| People whom you can easily ask for small favors | 5,000 - 9,999 | 12.9 | 5 | 0% | 4% | 17% | 33% | 13% | 33% |
| | 2,500 - 4,999 | 14.2 | 10 | 0% | 0% | 9% | 23% | 36% | 32% |
| People from whom you could expect real help in times of trouble | 5,000 - 9,999 | 4.9 | 3 | 4% | 4% | 46% | 13% | 29% | 4% |
| | 2,500 - 4,999 | 6.4 | 5 | 0% | 0% | 35% | 25% | 30% | 10% |
| People with whom you can share your most private feelings | 5,000 - 9,999 | 2.7 | 2 | 9% | 22% | 39% | 26% | 4% | 0% |
| | 2,500 - 4,999 | 1.9 | 1 | 11% | 42% | 42% | 0% | 5% | 0% |
| People (other than your spouse or equivalent) who you feel will be happy simply because you are | 5,000 - 9,999 | 4.9 | 3 | 15% | 5% | 40% | 20% | 15% | 5% |
| | 2,500 - 4,999 | 4.4 | 2 | 11% | 0% | 56% | 6% | 22% | 6% |

Attitudes and Opinions

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

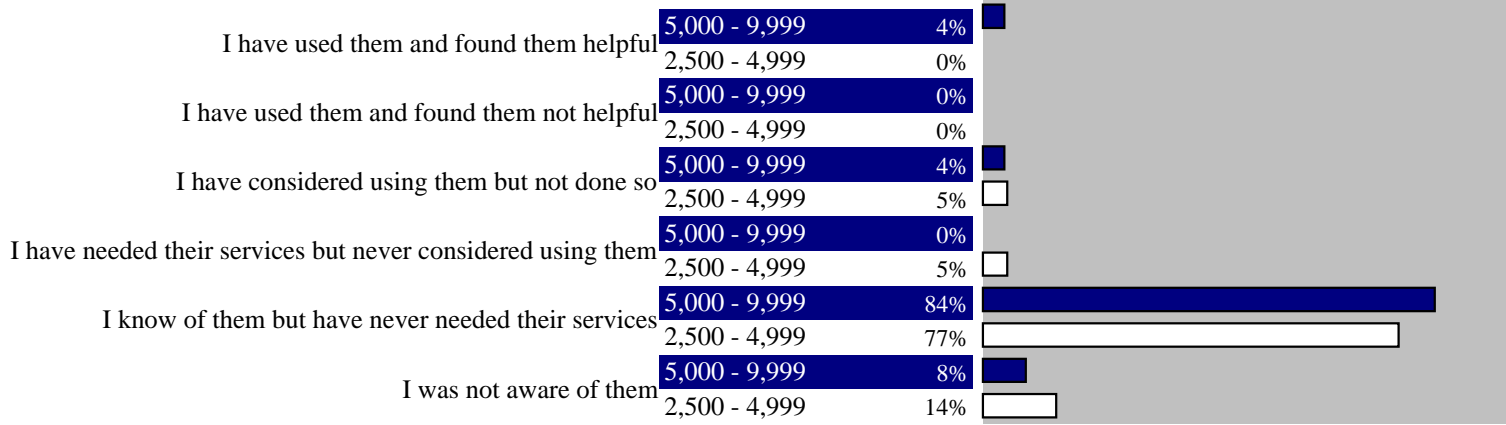
| | Mean | Strongly Agree | Agree | Slightly Agree | Slightly Disagree | Disagree | Strongly Disagree | Do not Know | Does not apply |
|---|----------------------|----------------|-------|----------------|-------------------|----------|-------------------|-------------|----------------|
| For the following statements, indicate your level of agreement: | | | | | | | | | |
| I would like to remain in the practice of law for the rest of my career | 5,000 - 9,999 4.1 | 16% | 28% | 28% | 0% | 12% | 8% | 0% | 8% |
| | 2,500 - 4,999 4.1 | 9% | 41% | 14% | 0% | 5% | 14% | 0% | 18% |
| I would like to stay with my current law firm or employer for the rest of my career | 5,000 - 9,999 4.2 | 16% | 28% | 24% | 8% | 12% | 4% | 4% | 4% |
| | 2,500 - 4,999 5.1 | 9% | 64% | 5% | 0% | 0% | 0% | 0% | 23% |
| If I knew then what I know now, I would not have become a lawyer | 5,000 - 9,999 3.4 | 21% | 21% | 8% | 0% | 21% | 25% | 0% | 4% |
| | 2,500 - 4,999 3.2 | 18% | 9% | 9% | 5% | 32% | 18% | 5% | 5% |
| No matter how fast our household's income goes up, we never seem to get ahead | 5,000 - 9,999 3.6 | 13% | 21% | 21% | 8% | 17% | 13% | 4% | 4% |
| | 2,500 - 4,999 3.4 | 9% | 23% | 9% | 14% | 27% | 9% | 0% | 9% |
| Our household income is high enough to satisfy virtually all our important desires | 5,000 - 9,999 3.9 | 20% | 24% | 20% | 8% | 8% | 16% | 0% | 4% |
| | 2,500 - 4,999 4.2 | 23% | 27% | 23% | 14% | 5% | 9% | 0% | 0% |
| My workload is too heavy | 5,000 - 9,999 3.8 | 13% | 17% | 29% | 13% | 25% | 0% | 4% | 0% |
| | 2,500 - 4,999 3.8 | 0% | 32% | 23% | 14% | 9% | 5% | 0% | 18% |
| I often feel worried or anxious | 5,000 - 9,999 3.4 | 8% | 25% | 13% | 13% | 38% | 4% | 0% | 0% |
| | 2,500 - 4,999 3.8 | 5% | 32% | 32% | 14% | 9% | 9% | 0% | 0% |
| My problems are so big that I can't run my life the way I want to | 5,000 - 9,999 2.3 | 0% | 8% | 4% | 21% | 42% | 21% | 0% | 4% |
| | 2,500 - 4,999 2.3 | 0% | 9% | 9% | 9% | 45% | 23% | 0% | 5% |
| I seem to get sick easier than other people | 5,000 - 9,999 1.7 | 0% | 4% | 4% | 0% | 29% | 50% | 8% | 4% |
| | 2,500 - 4,999 2.3 | 0% | 10% | 10% | 0% | 52% | 19% | 0% | 10% |
| I sometimes have an uncontrollable urge to have an alcoholic drink | 5,000 - 9,999 1.5 | 0% | 0% | 4% | 0% | 38% | 54% | 0% | 4% |
| | 2,500 - 4,999 1.2 | 0% | 0% | 0% | 0% | 14% | 67% | 0% | 19% |
| Excessive drinking is taking a toll on my professional or personal life | 5,000 - 9,999 1.4 | 0% | 0% | 4% | 0% | 29% | 63% | 0% | 4% |
| | 2,500 - 4,999 1.2 | 0% | 0% | 0% | 0% | 18% | 59% | 0% | 23% |
| The likelihood is greater than 50-50 that I will change employment within the next two years | 5,000 - 9,999 2.7 | 8% | 0% | 20% | 12% | 20% | 24% | 8% | 8% |
| | 2,500 - 4,999 1.5 | 0% | 0% | 5% | 0% | 27% | 55% | 5% | 9% |
| 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 | 5,000 - 9,999 3.8 | 12% | 32% | 24% | 4% | 12% | 16% | 0% | 0% |
| | 2,500 - 4,999 4.0 | 0% | 50% | 23% | 5% | 9% | 9% | 5% | 0% |
| I feel that I'm in control of my own destiny professionally | 5,000 - 9,999 4.7 | 33% | 29% | 17% | 17% | 4% | 0% | 0% | 0% |
| | 2,500 - 4,999 4.1 | 5% | 32% | 41% | 14% | 0% | 5% | 5% | 0% |
| It is a primary responsibility of bar-related organizations to sponsor programs that assist lawyers with balancing their personal and professional | 5,000 - 9,999 4.4 | 16% | 32% | 40% | 8% | 0% | 4% | 0% | 0% |
| | 2,500 - 4,999 3.8 | 5% | 23% | 45% | 5% | 5% | 14% | 5% | 0% |
| Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms | 5,000 - 9,999 2.8 | 0% | 4% | 17% | 0% | 8% | 13% | 50% | 8% |
| | 2,500 - 4,999 2.8 | 0% | 0% | 18% | 14% | 18% | 5% | 41% | 5% |
| Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms | 5,000 - 9,999 3.7 | 0% | 29% | 8% | 0% | 4% | 13% | 38% | 8% |
| | 2,500 - 4,999 2.8 | 0% | 5% | 14% | 9% | 18% | 9% | 41% | 5% |
| Within the last few years, I personally experienced sexual harassment in the profession | 5,000 - 9,999 1.8 | 0% | 8% | 4% | 0% | 17% | 46% | 4% | 21% |
| | 2,500 - 4,999 1.4 | 0% | 0% | 0% | 0% | 32% | 45% | 0% | 23% |

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

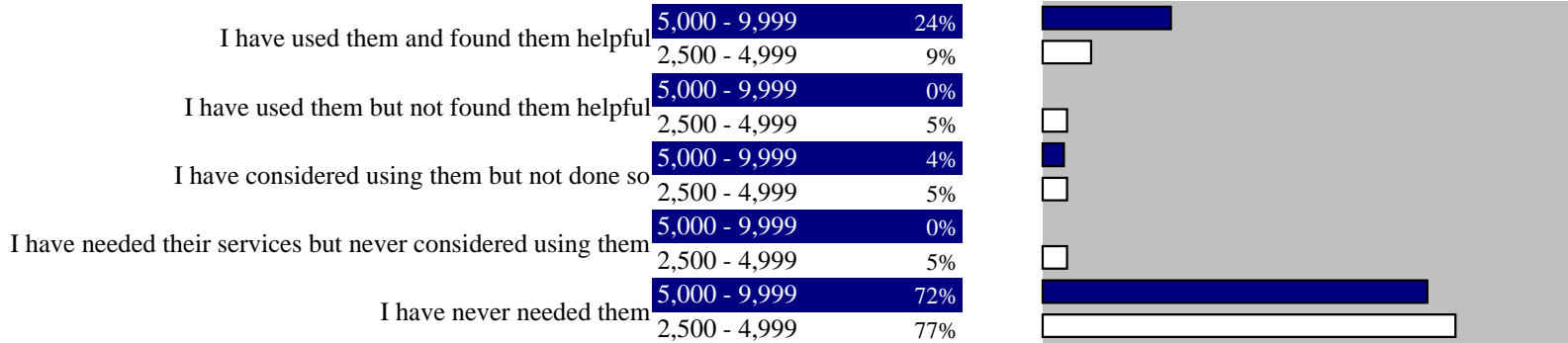
For the following statements, indicate your level of agreement:

| | | 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 | 5,000 - 9,999 | 1.5 | 0% | 0% | 4% | 0% | 25% | 42% | 13% | 17% |
| | 2,500 - 4,999 | 1.6 | 0% | 0% | 5% | 5% | 23% | 45% | 5% | 18% |
| Lawyers in my firm neglect management and leadership tasks | 5,000 - 9,999 | 2.9 | 0% | 9% | 17% | 0% | 30% | 4% | 4% | 35% |
| | 2,500 - 4,999 | 3.3 | 5% | 0% | 14% | 0% | 9% | 5% | 0% | 68% |
| I am concerned about the future of my firm because of significant outside threats | 5,000 - 9,999 | 2.5 | 0% | 13% | 4% | 9% | 17% | 22% | 0% | 35% |
| | 2,500 - 4,999 | 3.2 | 5% | 5% | 18% | 0% | 14% | 9% | 0% | 50% |
| I would rather work here than with any other law firm I know | 5,000 - 9,999 | 4.9 | 42% | 8% | 25% | 0% | 8% | 0% | 4% | 13% |
| | 2,500 - 4,999 | 4.8 | 23% | 14% | 9% | 0% | 9% | 0% | 0% | 45% |
| If I could afford to leave the practice of law at this time, I would do so | 5,000 - 9,999 | 4.0 | 25% | 8% | 17% | 13% | 13% | 8% | 0% | 17% |
| | 2,500 - 4,999 | 4.1 | 9% | 14% | 32% | 0% | 5% | 5% | 5% | 32% |
| My firm does not have enough work to keep all of our lawyers fully engaged | 5,000 - 9,999 | 1.7 | 0% | 0% | 4% | 4% | 29% | 38% | 4% | 21% |
| | 2,500 - 4,999 | 2.3 | 0% | 5% | 9% | 0% | 14% | 18% | 0% | 55% |

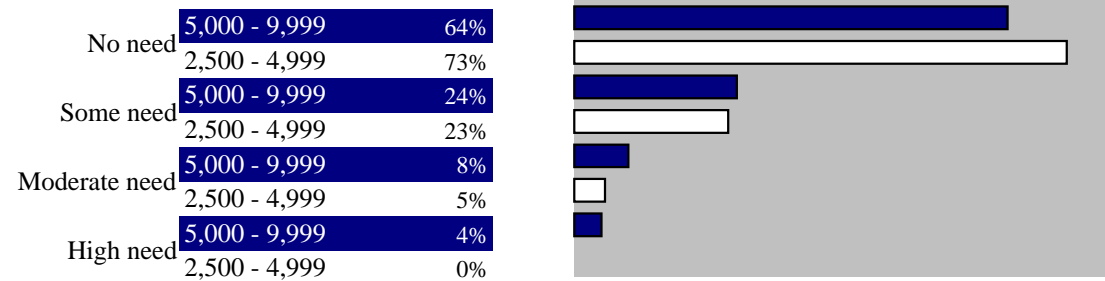
What is your experience with bar supported services such as BARCares, PALS, and FRIENDS?



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

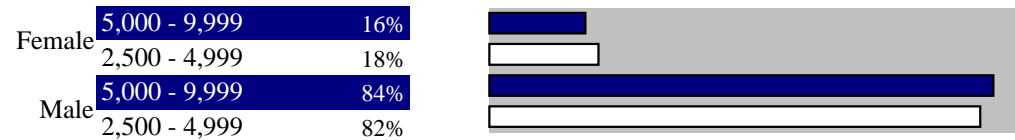


Please reflect honestly on the state of your life and the challenges you face. What is your level of need for counseling or other help (to address the problems such as stress, marital decline, drinking, or other addictions)?



Demographics

Your sex



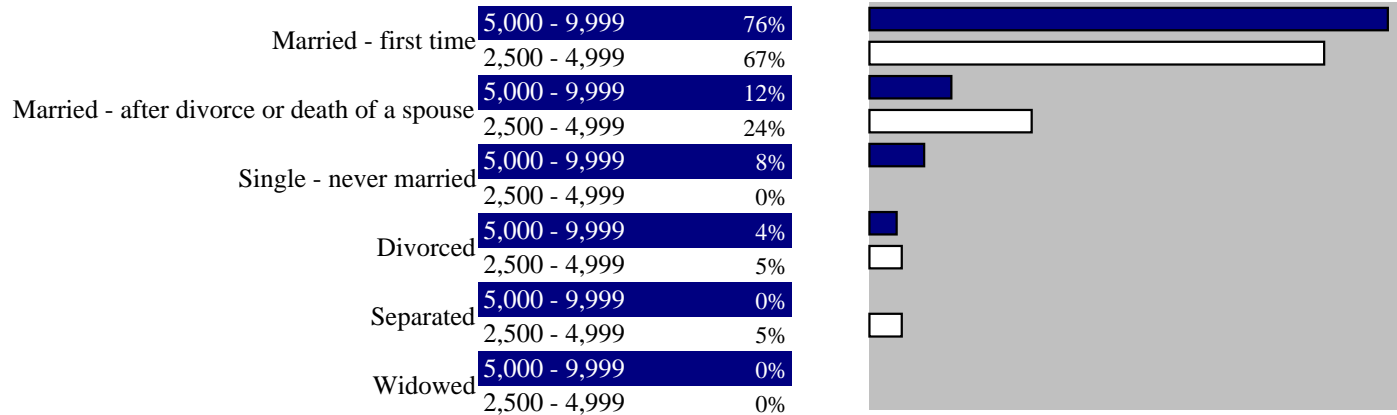
Your age



Year first admitted to any state bar

| | 5,000 - 9,999 | 2,500 - 4,999 | Mean | Median |
|--|---------------|---------------|------|--------|
| | 1984 | 1988 | | |
| | 1979 | 1980 | | |

Your marital status



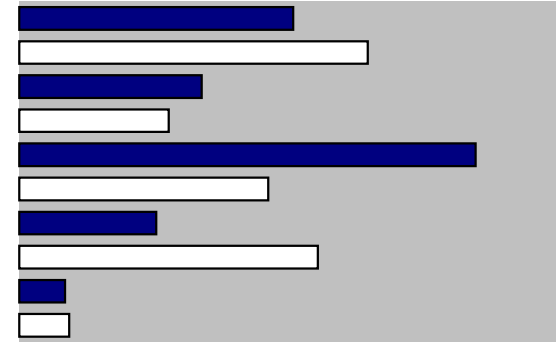
If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?

| | | |
|-----|---------------|------|
| Yes | 5,000 - 9,999 | 20% |
| | 2,500 - 4,999 | 0% |
| No | 5,000 - 9,999 | 80% |
| | 2,500 - 4,999 | 100% |

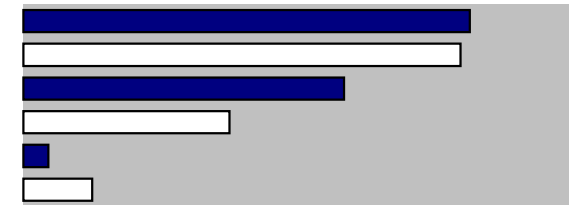


What is the occupation of your spouse or equivalent companion?

| | | |
|--------------------|---------------|-----|
| Homemaker | 5,000 - 9,999 | 25% |
| | 2,500 - 4,999 | 32% |
| Lawyer | 5,000 - 9,999 | 17% |
| | 2,500 - 4,999 | 14% |
| Other Professional | 5,000 - 9,999 | 42% |
| | 2,500 - 4,999 | 23% |
| Non-Professional | 5,000 - 9,999 | 13% |
| | 2,500 - 4,999 | 27% |
| Not applicable | 5,000 - 9,999 | 4% |
| | 2,500 - 4,999 | 5% |

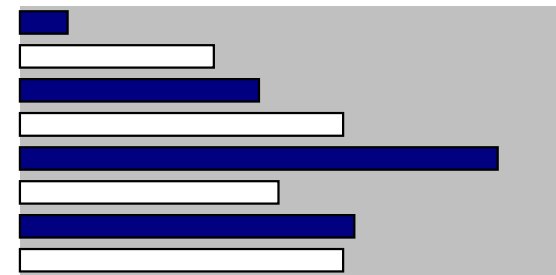


| | | Mean | Median |
|--|---------------|------|--------|
| Number of children | 5,000 - 9,999 | 1.6 | 2 |
| | 2,500 - 4,999 | 1.6 | 2 |
| Number of children living at home with you | 5,000 - 9,999 | 1.2 | 1 |
| | 2,500 - 4,999 | 0.8 | 1 |
| How many children do you support who live at college or boarding school? | 5,000 - 9,999 | 0.1 | 0 |
| | 2,500 - 4,999 | 0.3 | 0 |



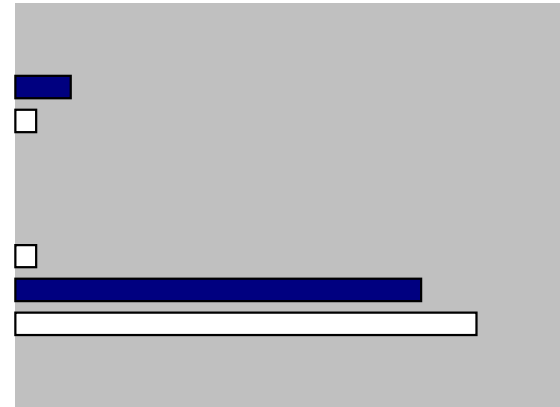
What is your level of caretaking responsibility for your children living at home with you?

| | | |
|--|---------------|-----|
| Primary caretaker | 5,000 - 9,999 | 4% |
| | 2,500 - 4,999 | 18% |
| Secondary caretaker | 5,000 - 9,999 | 22% |
| | 2,500 - 4,999 | 29% |
| Co-equal caretaker | 5,000 - 9,999 | 43% |
| | 2,500 - 4,999 | 24% |
| No children currently living at home with me | 5,000 - 9,999 | 30% |
| | 2,500 - 4,999 | 29% |



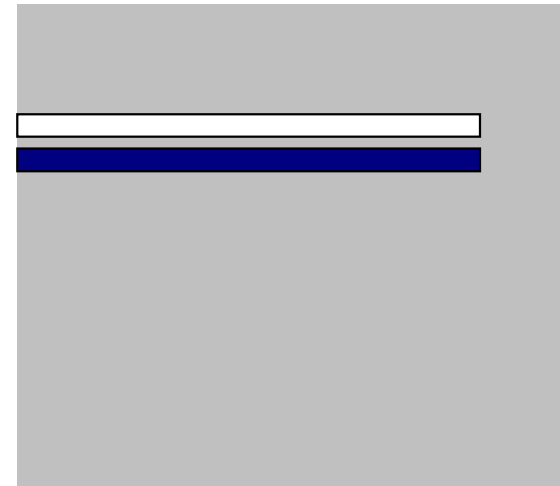
Your race (mark all that apply):

| | | |
|--------------------------|---------------|------|
| Asian | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 0% |
| Black (African American) | 5,000 - 9,999 | 12% |
| | 2,500 - 4,999 | 5% |
| Hispanic | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 0% |
| Native American | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 5% |
| White | 5,000 - 9,999 | 88% |
| | 2,500 - 4,999 | 100% |
| Other | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 0% |

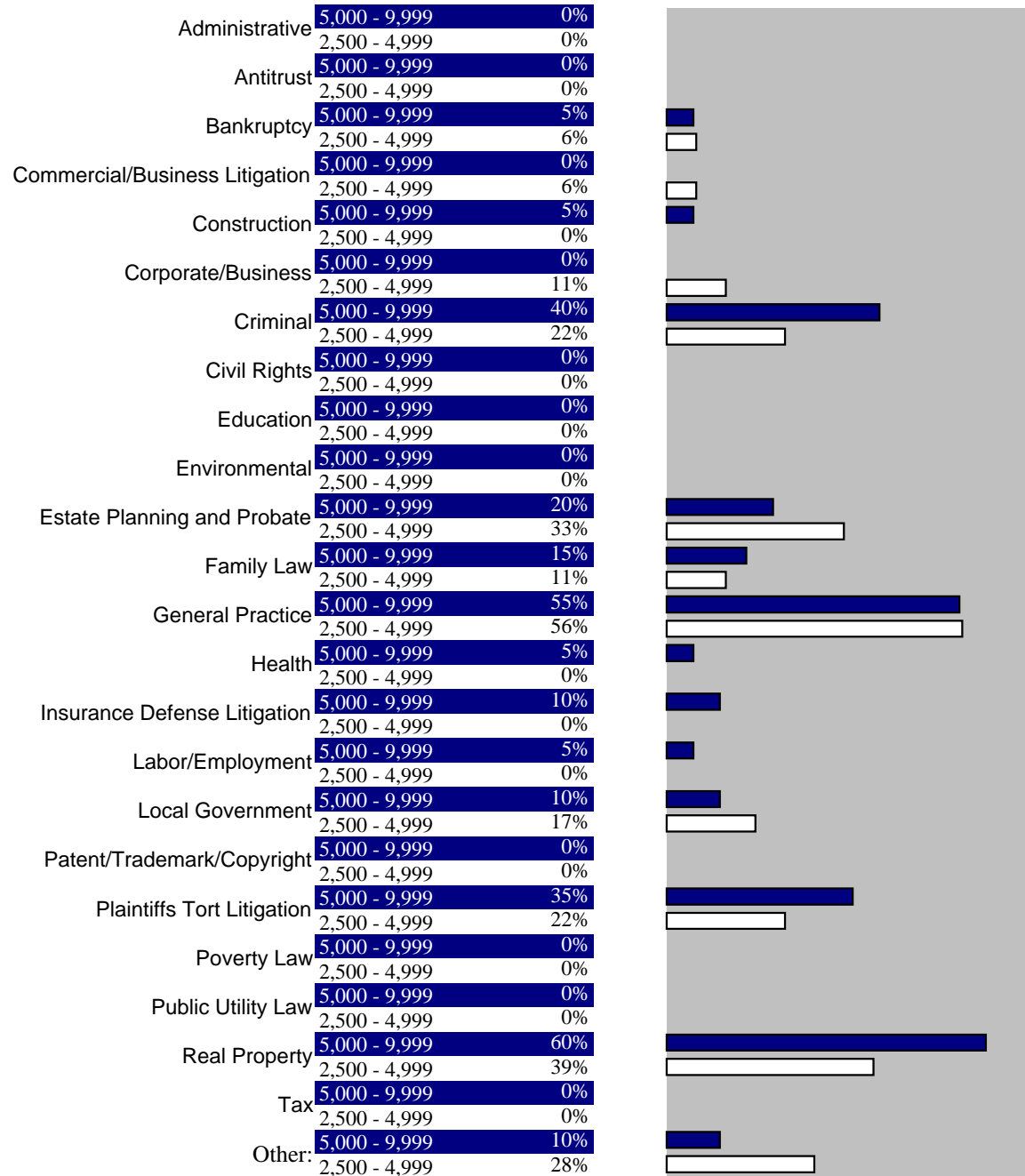


In what size city or town is your office located?

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

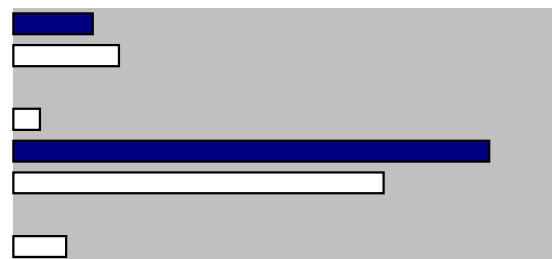


Check each substantive area of law that represents at least 25% of your practice.



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

| | | |
|----------------------------------|---------------|-----|
| Uninsured | 5,000 - 9,999 | 14% |
| | 2,500 - 4,999 | 19% |
| Don't know | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 5% |
| Lawyers Mutual of North Carolina | 5,000 - 9,999 | 86% |
| | 2,500 - 4,999 | 67% |
| Other | 5,000 - 9,999 | 0% |
| | 2,500 - 4,999 | 10% |



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

| Financial Data | | Mean | 25th | Median | 75th |
|---|---------------|------|------------|--------|------------|
| | | | Percentile | | Percentile |
| What is your total annual income, from your law practice or career, approximately? | 5,000 - 9,999 | 105 | 60 | 85 | 118 |
| | 2,500 - 4,999 | 98 | 46 | 75 | 103 |
| Realistically, how much annual income from your law practice or career would you like to make within three years? | 5,000 - 9,999 | 119 | 85 | 100 | 150 |
| | 2,500 - 4,999 | 174 | 50 | 100 | 150 |
| How much debt does your firm/practice owe? | 5,000 - 9,999 | 16 | 0 | 3 | 21 |
| | 2,500 - 4,999 | 8 | 0 | 0 | 5 |
| What is your family's total annual income? | 5,000 - 9,999 | 115 | 83 | 100 | 128 |
| | 2,500 - 4,999 | 153 | 72 | 110 | 174 |
| What is your household's approximate net worth at present? | 5,000 - 9,999 | 494 | 188 | 375 | 800 |
| | 2,500 - 4,999 | 862 | 75 | 245 | 1000 |
| What is your household's approximate debt at present? | 5,000 - 9,999 | 175 | 71 | 150 | 281 |
| | 2,500 - 4,999 | 1157 | 60 | 150 | 270 |
| Realistically, how much would you like your total annual family income to be within three years? | 5,000 - 9,999 | 145 | 100 | 150 | 175 |
| | 2,500 - 4,999 | 177 | 85 | 130 | 200 |
| How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding? | 5,000 - 9,999 | 8 | 0 | 0 | 3 |
| | 2,500 - 4,999 | 1 | 0 | 0 | 0 |

Aggregate Indices

Computed by examining several items in each topic area

9,999

4,999

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

