

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

Size of City: 50,000 - 99,999 (N=73)

Size of City: Above 100,000 (N=325)

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
50,000 - 99,999	4.7	5%	19%	36%	22%	11%	4%	0%	0%	3%
Above 100,000	4.8	9%	21%	32%	21%	9%	5%	2%	0%	2%

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

50,000 - 99,999	4.3	3%	15%	26%	29%	21%	4%	1%	0%	1%
Above 100,000	4.4	5%	15%	27%	30%	14%	6%	3%	0%	0%

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

50,000 - 99,999	5.4	22%	31%	15%	19%	7%	0%	0%	0%	6%
Above 100,000	5.5	27%	29%	21%	11%	5%	2%	2%	0%	2%

The amount of fun and enjoyment you have

50,000 - 99,999	4.7	5%	21%	33%	27%	8%	3%	1%	0%	1%
Above 100,000	5.0	9%	26%	33%	22%	7%	2%	1%	0%	0%

Your friends

50,000 - 99,999	5.1	12%	29%	22%	25%	10%	1%	0%	0%	1%
Above 100,000	5.2	12%	34%	29%	15%	6%	3%	1%	0%	0%

Your own health and physical condition

50,000 - 99,999	4.6	1%	32%	30%	18%	4%	8%	5%	0%	1%
Above 100,000	5.0	11%	30%	28%	18%	6%	4%	2%	0%	0%

Yourself - what you are accomplishing and how you handle problems

50,000 - 99,999	4.9	3%	33%	31%	21%	6%	4%	1%	0%	1%
Above 100,000	5.1	8%	25%	39%	22%	4%	2%	0%	0%	0%

Your house or apartment

50,000 - 99,999	5.6	22%	33%	28%	10%	6%	0%	0%	0%	1%
Above 100,000	5.7	26%	39%	23%	9%	2%	2%	0%	0%	0%

The direction of your career

50,000 - 99,999	5.2	14%	31%	25%	22%	4%	3%	0%	0%	1%
Above 100,000	4.9	11%	25%	28%	24%	7%	3%	1%	0%	1%

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

50,000 - 99,999	4.9	3%	28%	38%	15%	8%	3%	0%	0%	6%
Above 100,000	5.1	6%	33%	27%	19%	4%	1%	1%	1%	8%

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

50,000 - 99,999	5.3	17%	35%	28%	11%	4%	4%	1%	0%	0%
Above 100,000	5.5	18%	39%	25%	12%	4%	1%	1%	0%	0%

The way your life measures up against your expectations

50,000 - 99,999	4.9	11%	29%	26%	21%	7%	5%	1%	0%	0%
Above 100,000	5.0	12%	28%	25%	24%	6%	3%	1%	0%	0%

Your life as a whole

50,000 - 99,999	5.4	13%	38%	31%	15%	1%	3%	0%	0%	0%
Above 100,000	5.4	14%	38%	30%	15%	1%	2%	0%	0%	0%

Mean Median

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

50,000 - 99,999	55%	60%	
Above 100,000	59%	65%	

What percent of the time do you feel unhappy?

50,000 - 99,999	18%	17%	
Above 100,000	18%	10%	

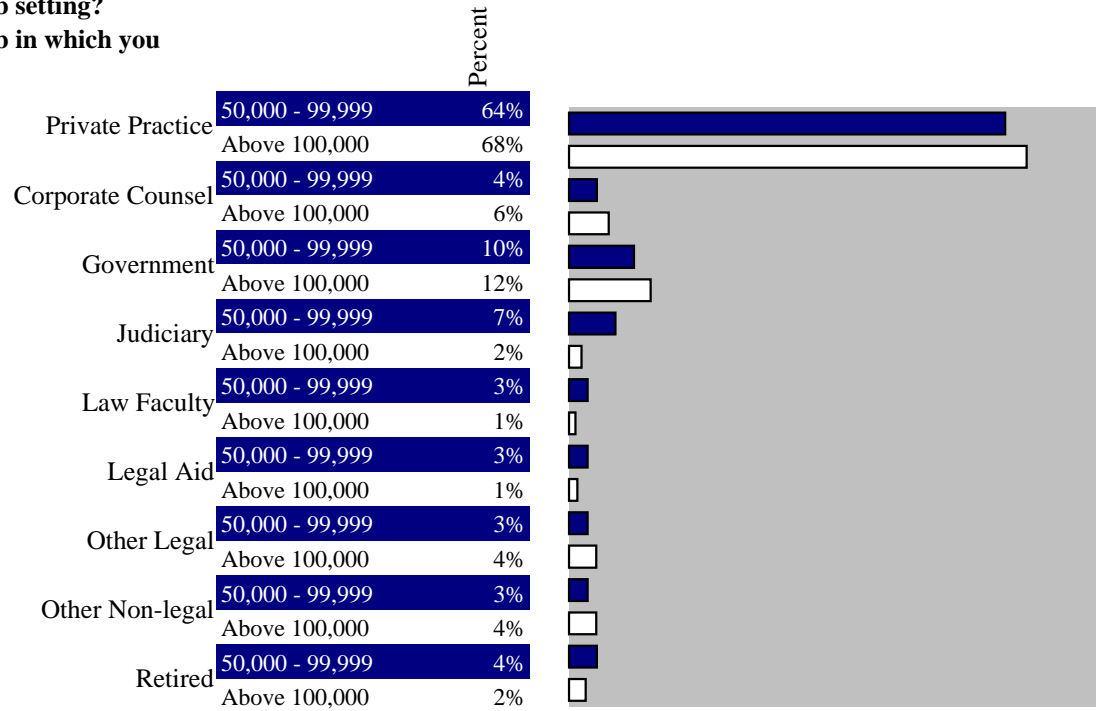
What percent of the time do you feel neutral neither happy nor unhappy)?

50,000 - 99,999	27%	20%	
Above 100,000	24%	20%	

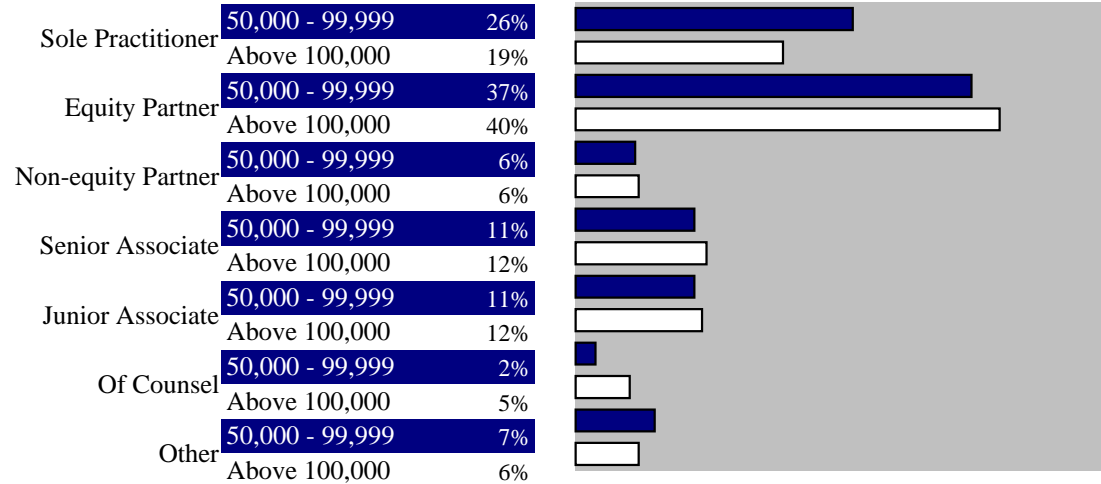
*In order to compute an average, the responses were coded on a 7-point scale.

Law Practice Environment

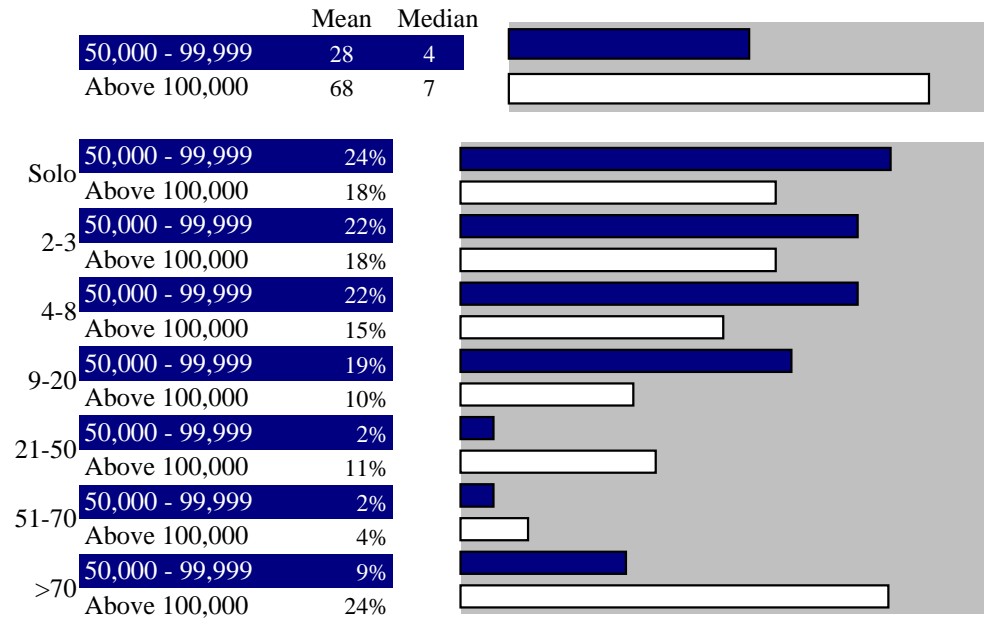
Which of the following best describes your current job setting?
 If you have more than one job, answer only for the job in which you spend the most time.



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]

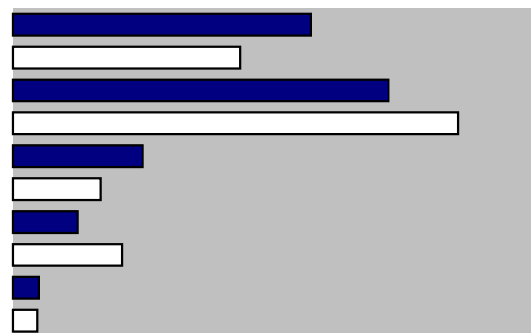
	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply	
The way people are treated within the firm or organization	50,000 - 99,999	5.5	15%	37%	31%	11%	0%	0%	3%	0%	3%
	Above 100,000	5.3	12%	35%	27%	12%	5%	3%	0%	0%	5%
The way you in particular are treated	50,000 - 99,999	5.7	20%	45%	20%	9%	0%	3%	0%	0%	2%
	Above 100,000	5.5	18%	38%	24%	10%	2%	2%	1%	0%	4%
Your working relationship with clients	50,000 - 99,999	5.5	11%	42%	28%	9%	0%	2%	0%	0%	8%
	Above 100,000	5.5	12%	38%	33%	6%	1%	1%	0%	1%	8%
The intellectual challenge of your work	50,000 - 99,999	5.5	17%	44%	20%	13%	5%	2%	0%	0%	0%
	Above 100,000	5.4	16%	40%	19%	16%	4%	1%	0%	0%	2%
The way promotions are decided	50,000 - 99,999	5.1	8%	25%	19%	11%	3%	5%	0%	2%	28%
	Above 100,000	4.8	6%	24%	18%	14%	4%	3%	3%	1%	26%
Your opportunities for advancement	50,000 - 99,999	5.2	9%	28%	9%	11%	6%	3%	0%	3%	30%
	Above 100,000	5.0	12%	24%	12%	13%	8%	6%	1%	1%	22%
The quality of service that your firm/organization provides	50,000 - 99,999	5.8	30%	42%	19%	5%	2%	2%	2%	0%	0%
	Above 100,000	5.8	25%	40%	22%	8%	1%	2%	0%	0%	3%
The work you do on your job - the work itself	50,000 - 99,999	5.5	13%	42%	33%	8%	2%	3%	0%	0%	0%
	Above 100,000	5.5	15%	35%	31%	14%	0%	2%	0%	0%	2%
The clarity you have about your role and purpose in the firm/organization	50,000 - 99,999	5.6	20%	34%	23%	9%	2%	0%	2%	0%	9%
	Above 100,000	5.3	16%	37%	21%	13%	4%	3%	1%	0%	4%
The people you work with on your job - your coworkers	50,000 - 99,999	5.7	20%	42%	23%	13%	2%	0%	0%	0%	0%
	Above 100,000	5.6	22%	36%	21%	12%	1%	0%	1%	1%	5%
The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions	50,000 - 99,999	6.1	42%	34%	16%	6%	0%	0%	0%	0%	2%
	Above 100,000	5.9	37%	34%	17%	6%	2%	1%	0%	0%	3%
The control you have over the kind of work you do	50,000 - 99,999	5.7	28%	34%	20%	11%	0%	3%	0%	0%	3%
	Above 100,000	5.6	26%	33%	21%	12%	4%	2%	0%	0%	3%
The effectiveness of top leadership in managing the organization	50,000 - 99,999	5.4	19%	28%	22%	9%	5%	0%	3%	0%	14%
	Above 100,000	5.0	11%	26%	24%	15%	6%	4%	2%	0%	11%
The way compensation decisions are made	50,000 - 99,999	5.1	16%	28%	17%	11%	5%	3%	5%	0%	16%
	Above 100,000	4.8	10%	23%	20%	18%	6%	8%	2%	1%	13%
Your level of compensation	50,000 - 99,999	5.0	11%	34%	22%	16%	3%	8%	3%	0%	3%
	Above 100,000	4.9	15%	21%	26%	17%	8%	3%	5%	0%	5%

		Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way work load is distributed	50,000 - 99,999	5.1	3%	30%	36%	17%	2%	2%	2%	0%	9%
	Above 100,000	5.0	7%	32%	26%	18%	4%	3%	1%	0%	9%
The administrative support you receive	50,000 - 99,999	5.1	19%	22%	24%	21%	8%	3%	0%	0%	3%
	Above 100,000	4.9	11%	27%	26%	16%	9%	3%	4%	0%	4%
The office and facilities	50,000 - 99,999	5.6	25%	38%	19%	9%	3%	3%	2%	0%	2%
	Above 100,000	5.5	22%	32%	26%	11%	4%	1%	1%	1%	2%
The way people check with you before making commitments that involve you	50,000 - 99,999	5.5	16%	39%	27%	11%	2%	2%	0%	0%	5%
	Above 100,000	5.3	14%	30%	26%	13%	3%	1%	1%	2%	10%
The chance you get to do the things you do best	50,000 - 99,999	5.2	8%	37%	27%	17%	6%	0%	2%	0%	3%
	Above 100,000	5.3	16%	34%	20%	19%	5%	2%	1%	1%	2%
The amount of helpful feedback you receive about your performance	50,000 - 99,999	4.9	5%	27%	31%	16%	11%	0%	2%	0%	9%
	Above 100,000	4.8	6%	24%	29%	17%	8%	2%	3%	1%	9%
The opportunity you have to learn	50,000 - 99,999	5.4	13%	36%	34%	11%	2%	3%	0%	0%	2%
	Above 100,000	5.4	16%	33%	26%	15%	4%	1%	1%	1%	3%
The general level of planning and organization	50,000 - 99,999	4.8	3%	20%	45%	16%	2%	6%	3%	0%	5%
	Above 100,000	4.7	6%	22%	30%	23%	7%	5%	2%	0%	4%
The opportunity you have to plan and direct your work	50,000 - 99,999	5.3	8%	31%	41%	13%	2%	2%	0%	0%	5%
	Above 100,000	5.3	17%	30%	26%	14%	6%	1%	1%	1%	3%
The level of communication among coworkers about important matters	50,000 - 99,999	5.1	14%	22%	34%	19%	3%	2%	2%	0%	5%
	Above 100,000	4.9	7%	30%	26%	16%	8%	3%	4%	0%	6%
Your job as a whole	50,000 - 99,999	5.3	9%	44%	25%	13%	5%	5%	0%	0%	0%
	Above 100,000	5.2	10%	35%	29%	15%	4%	3%	1%	1%	2%

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

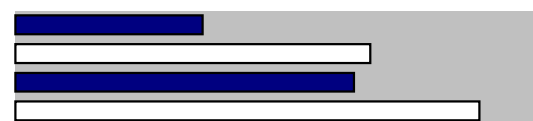
In thinking about your current job, overall, how satisfied or dissatisfied are you or do you feel neutral?

Very Satisfied	50,000 - 99,999	33%
	Above 100,000	25%
Satisfied	50,000 - 99,999	42%
	Above 100,000	50%
Neutral	50,000 - 99,999	14%
	Above 100,000	10%
Dissatisfied	50,000 - 99,999	7%
	Above 100,000	12%
Very Dissatisfied	50,000 - 99,999	3%
	Above 100,000	3%



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)

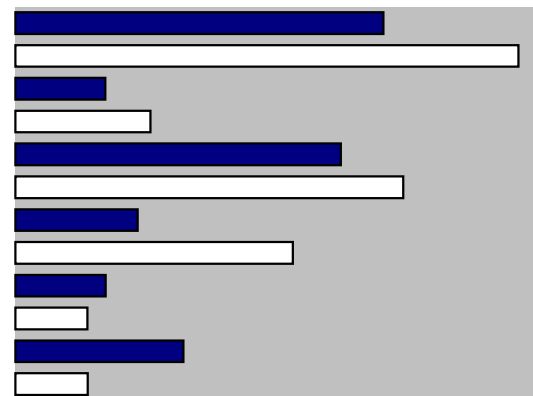
	Mean	Median	
Number of billable hours you expect to work this year:	50,000 - 99,999	1457	1500
	Above 100,000	1597	1775
Your billable hour requirement, if any	50,000 - 99,999	1583	1750
	Above 100,000	1688	1800



Nonbillable Hours

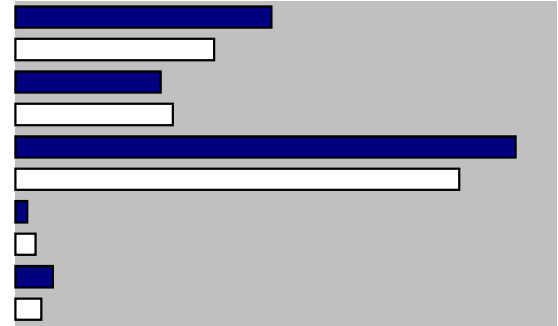
How many nonbillable hours do you expect to work during 2002 in each of the following categories:

	Mean	Median	
Client work - nonbillable	50,000 - 99,999	170	90
	Above 100,000	233	100
Pro Bono work	50,000 - 99,999	42	25
	Above 100,000	63	25
Administrative or management activities	50,000 - 99,999	151	100
	Above 100,000	180	100
Business (client) development	50,000 - 99,999	57	25
	Above 100,000	129	40
Bar-related activities	50,000 - 99,999	42	20
	Above 100,000	33	9
Other work activities	50,000 - 99,999	78	0
	Above 100,000	34	0



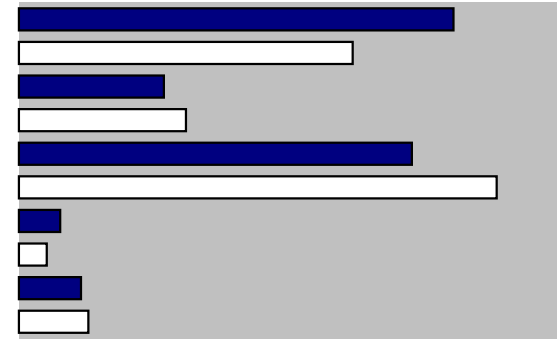
Of your fee-producing time, what percent is billed using the following methods?

		Mean	Median
Fixed fee	50,000 - 99,999	38	25
	Above 100,000	29	15
Contingent fee	50,000 - 99,999	21	10
	Above 100,000	23	5
Hourly rate	50,000 - 99,999	74	70
	Above 100,000	66	80
Percentage of transaction	50,000 - 99,999	2	0
	Above 100,000	3	0
Other	50,000 - 99,999	6	0
	Above 100,000	4	0



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

Fixed fee	50,000 - 99,999	40%
	Above 100,000	31%
Contingent fee	50,000 - 99,999	13%
	Above 100,000	16%
Hourly rate	50,000 - 99,999	37%
	Above 100,000	44%
Percentage fee	50,000 - 99,999	4%
	Above 100,000	3%
Other	50,000 - 99,999	6%
	Above 100,000	6%



Vacation time

		Mean	Median
Excluding working vacations, how many weeks of vacation did you take this last year?	50,000 - 99,999	3.7	2
	Above 100,000	2.8	2
How many weeks of vacation were you allowed to take?	50,000 - 99,999	6.8	4
	Above 100,000	5.8	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?

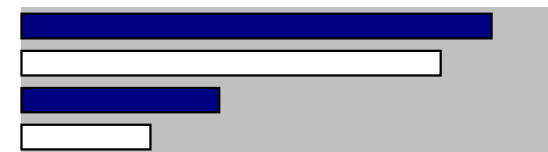
	Coding for mean:*	100	95	85	75	65	55	45	35	25	15	5	0	
	Mean	100%	90-99%	80-89%	70-79%	60-69%	50-59%	40-49%	30-39%	20-29%	10-19%	1-9%	0%	
Acting in a verbally aggressive manner, as if to intimidate other lawyers	50,000 - 99,999	25%	0%	2%	2%	5%	2%	6%	0%	13%	16%	21%	25%	3%
	Above 100,000	24%	0%	0%	1%	4%	3%	6%	5%	8%	12%	23%	23%	7%
Continually interrupting opposing counsel when they are speaking	50,000 - 99,999	23%	0%	2%	2%	3%	2%	5%	2%	13%	16%	20%	28%	5%
	Above 100,000	21%	0%	0%	1%	2%	4%	3%	3%	7%	15%	20%	29%	7%
Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel	50,000 - 99,999	21%	0%	2%	2%	3%	2%	6%	2%	9%	6%	13%	33%	13%
	Above 100,000	21%	0%	2%	2%	2%	3%	4%	3%	7%	8%	16%	27%	13%
Insulting opposing counsel	50,000 - 99,999	16%	0%	2%	2%	3%	0%	3%	0%	5%	8%	14%	41%	13%
	Above 100,000	13%	0%	0%	1%	0%	1%	2%	2%	5%	7%	16%	36%	22%
Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker	50,000 - 99,999	18%	0%	2%	2%	3%	0%	0%	3%	8%	8%	16%	32%	14%
	Above 100,000	15%	0%	1%	1%	0%	1%	3%	4%	5%	8%	12%	34%	20%
Violating rules of procedure	50,000 - 99,999	20%	0%	2%	2%	2%	0%	8%	3%	2%	11%	17%	27%	14%
	Above 100,000	18%	0%	0%	1%	0%	1%	3%	3%	8%	10%	17%	25%	14%
Doing whatever it takes to win, regardless of ethics or propriety	50,000 - 99,999	18%	0%	0%	2%	2%	2%	5%	3%	6%	10%	16%	37%	11%
	Above 100,000	19%	1%	1%	2%	1%	2%	3%	3%	7%	15%	16%	28%	13%
Making statements they know to be false (for the purpose of persuasion)	50,000 - 99,999	14%	0%	0%	2%	2%	3%	0%	0%	5%	6%	22%	36%	14%
	Above 100,000	16%	0%	1%	1%	1%	2%	3%	4%	4%	10%	10%	35%	17%
Overbilling clients (for work not performed or in clearly excessive bills)	50,000 - 99,999	18%	0%	0%	0%	3%	2%	2%	2%	9%	5%	9%	22%	13%
	Above 100,000	19%	0%	0%	0%	2%	1%	3%	1%	3%	8%	11%	16%	10%
Doing unnecessary legal work to increase billings	50,000 - 99,999	21%	0%	0%	0%	3%	2%	3%	3%	10%	10%	10%	21%	10%
	Above 100,000	19%	1%	0%	0%	2%	0%	4%	3%	5%	11%	12%	17%	12%
Taking on more work than they can handle	50,000 - 99,999	35%	2%	0%	5%	6%	6%	6%	6%	8%	11%	8%	21%	2%
	Above 100,000	35%	1%	1%	4%	7%	2%	5%	6%	9%	12%	12%	12%	4%
Not doing what they say they will do	50,000 - 99,999	27%	0%	0%	2%	6%	3%	8%	6%	6%	13%	14%	23%	6%
	Above 100,000	25%	0%	2%	2%	2%	2%	5%	6%	10%	13%	20%	22%	7%
Representing clients without appropriate knowledge or preparation	50,000 - 99,999	22%	0%	0%	0%	6%	0%	2%	6%	11%	13%	13%	27%	9%
	Above 100,000	22%	0%	0%	2%	2%	2%	3%	6%	9%	14%	13%	25%	9%
Poorly representing clients	50,000 - 99,999	21%	0%	0%	2%	3%	2%	2%	3%	9%	22%	16%	28%	6%
	Above 100,000	20%	0%	0%	1%	2%	1%	3%	7%	7%	12%	25%	24%	8%
Sending unduly burdensome discovery requests aimed at wearing down clients	50,000 - 99,999	25%	0%	2%	0%	2%	3%	5%	3%	8%	22%	17%	14%	5%
	Above 100,000	27%	0%	1%	2%	2%	4%	4%	4%	10%	14%	13%	15%	9%
JUDGE'S BEHAVIOR: Of judges before whom you appear, how many often behave unprofessionally toward counsel, clients, witnesses or court	50,000 - 99,999	14%	0%	0%	0%	0%	2%	2%	3%	5%	10%	17%	40%	8%
	Above 100,000	13%	0%	0%	1%	0%	0%	0%	3%	4%	10%	18%	24%	19%
Overall Index (Average of all item averages)	50,000 - 99,999	21%												
	Above 100,000	20%												

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

How often do you ...	Coding for mean: [7] [6] [5] [4] [3] [2] [1] [0]									
	Mean	Several times a day	Once a day	Several times a	Weekly	Several times a	Monthly	Rarely	Never	
Face rushed situations, with tight deadlines and lots of work to do	50,000 - 99,999	3.8	10%	6%	29%	13%	15%	11%	17%	0%
	Above 100,000	3.9	11%	8%	17%	20%	20%	14%	9%	0%
Have two or more clients or people of higher rank ask you to do things which conflict substantively	50,000 - 99,999	1.5	0%	1%	3%	4%	6%	8%	44%	33%
	Above 100,000	1.6	1%	2%	3%	4%	8%	7%	50%	26%
Have interpersonal conflicts with your co-workers	50,000 - 99,999	1.4	0%	0%	3%	0%	8%	8%	58%	23%
	Above 100,000	1.3	0%	1%	0%	2%	3%	11%	63%	19%
Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice	50,000 - 99,999	2.1	1%	0%	4%	7%	18%	28%	35%	6%
	Above 100,000	2.2	2%	1%	5%	11%	15%	26%	36%	5%
Have headaches	50,000 - 99,999	2.1	1%	4%	6%	4%	13%	12%	43%	15%
	Above 100,000	1.8	1%	0%	6%	7%	10%	13%	44%	18%
Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session	50,000 - 99,999	3.1	0%	8%	25%	16%	8%	7%	27%	8%
	Above 100,000	3.4	0%	9%	33%	11%	11%	7%	22%	7%
Feel upset because someone criticized you	50,000 - 99,999	1.7	0%	0%	4%	4%	8%	24%	56%	4%
	Above 100,000	1.6	0%	1%	2%	3%	7%	24%	58%	5%
Use prescriptive medicines to reduce anxiety or depression	50,000 - 99,999	1.6	1%	10%	0%	0%	0%	1%	7%	81%
	Above 100,000	1.4	1%	7%	1%	0%	0%	1%	5%	86%
Use mood-altering drugs other than alcohol or prescriptive medicines (remember that the information you provide is completely confidential)	50,000 - 99,999	1.1	0%	1%	0%	0%	0%	3%	3%	93%
	Above 100,000	1.1	0%	0%	1%	0%	0%	1%	5%	92%
Have trouble sleeping at night	50,000 - 99,999	2.2	0%	4%	7%	8%	15%	21%	33%	12%
	Above 100,000	2.1	0%	2%	9%	5%	15%	15%	45%	8%
Feel very lonely or remote from other people	50,000 - 99,999	1.9	1%	3%	4%	7%	8%	15%	42%	19%
	Above 100,000	1.8	2%	1%	6%	5%	8%	13%	47%	18%
Have thoughts of ending your life	50,000 - 99,999	1.1	0%	0%	0%	0%	1%	4%	16%	78%
	Above 100,000	1.1	0%	1%	0%	0%	1%	3%	16%	79%
Talk with family or friends	50,000 - 99,999	5.7	44%	23%	15%	7%	4%	5%	1%	0%
	Above 100,000	5.8	49%	18%	17%	5%	4%	2%	5%	0%
Feel depressed or very unhappy	50,000 - 99,999	1.7	0%	3%	1%	7%	1%	25%	47%	16%
	Above 100,000	1.8	2%	2%	3%	5%	6%	20%	48%	14%
Feel on top of the world	50,000 - 99,999	2.6	3%	3%	8%	16%	12%	26%	29%	3%
	Above 100,000	2.8	2%	2%	15%	14%	18%	18%	28%	3%
Feel bothered by your heart beating hard or fast without physical exertion	50,000 - 99,999	1.2	0%	1%	0%	1%	0%	7%	35%	56%
	Above 100,000	1.3	0%	1%	1%	1%	5%	8%	28%	56%

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	50,000 - 99,999	1.3	0%	0%	1%	0%	8%	8%	41%	41%
	Above 100,000	1.2	0%	0%	1%	1%	4%	8%	41%	45%
Feel extremely fatigued or lethargic	50,000 - 99,999	2.1	0%	4%	8%	5%	12%	11%	42%	16%
	Above 100,000	2.1	2%	2%	6%	6%	16%	21%	35%	14%
Practice meditation or other relaxation techniques	50,000 - 99,999	1.8	1%	5%	4%	7%	4%	4%	30%	44%
	Above 100,000	1.6	0%	3%	6%	2%	6%	3%	21%	58%
Suffer from an upset stomach, stomach ache, or nausea	50,000 - 99,999	1.5	1%	0%	4%	3%	7%	7%	45%	33%
	Above 100,000	1.5	1%	1%	2%	3%	5%	12%	46%	30%
Pray	50,000 - 99,999	4.3	15%	23%	19%	10%	7%	4%	12%	10%
	Above 100,000	3.9	16%	15%	17%	9%	9%	7%	14%	13%
Attend church or other religious services	50,000 - 99,999	2.6	0%	1%	4%	29%	19%	6%	31%	10%
	Above 100,000	2.5	0%	0%	6%	27%	15%	11%	27%	14%
Watch TV	50,000 - 99,999	5.3	16%	47%	19%	5%	3%	0%	8%	1%
	Above 100,000	5.4	16%	48%	21%	6%	2%	2%	4%	1%
Overeat	50,000 - 99,999	2.9	3%	6%	10%	18%	22%	10%	28%	4%
	Above 100,000	2.7	2%	6%	11%	13%	17%	15%	32%	5%
Blow off steam, vent anger	50,000 - 99,999	2.1	0%	1%	4%	11%	14%	25%	40%	4%
	Above 100,000	2.2	0%	3%	6%	13%	16%	16%	40%	8%
Talk with a counselor or therapist	50,000 - 99,999	1.1	0%	0%	0%	0%	1%	8%	20%	70%
	Above 100,000	1.1	0%	0%	0%	2%	0%	2%	23%	73%
Have your hands tremble enough to bother you	50,000 - 99,999	1.3	0%	1%	1%	3%	1%	3%	15%	75%
	Above 100,000	1.0	0%	0%	0%	0%	0%	1%	12%	87%
Have your hands sweat so that you feel damp and clammy	50,000 - 99,999	1.1	0%	0%	0%	1%	3%	4%	19%	73%
	Above 100,000	1.1	0%	0%	0%	1%	2%	2%	23%	72%
Feel faint or dizzy	50,000 - 99,999	1.1	0%	0%	0%	0%	3%	8%	30%	59%
	Above 100,000	1.1	0%	0%	0%	0%	2%	2%	34%	61%
Experience a loss of appetite	50,000 - 99,999	1.1	0%	0%	0%	0%	0%	8%	44%	48%
	Above 100,000	1.2	0%	0%	1%	0%	3%	7%	38%	52%
Become easily annoyed or irritated	50,000 - 99,999	2.2	1%	3%	5%	10%	14%	22%	32%	14%
	Above 100,000	2.3	2%	2%	8%	8%	14%	24%	32%	10%
Feel pains in your heart or chest	50,000 - 99,999	1.1	0%	0%	0%	0%	3%	3%	21%	73%
	Above 100,000	1.2	0%	0%	1%	0%	3%	4%	29%	62%

	Yes	No	
Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease?	50,000 - 99,999	26%	74%
	Above 100,000	23%	77%
Has ill health impaired your ability to work in the last few years?	50,000 - 99,999	11%	89%
	Above 100,000	7%	92%



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)	50,000 - 99,999	3.1	3	22%	16%	12%	10%	6%	7%	9%	19%	0%
	Above 100,000	2.6	2	17%	23%	17%	12%	8%	8%	4%	10%	0%
Average number of alcoholic drinks you consume on days that you drink	50,000 - 99,999	2.2	2	2%	38%	43%	10%	3%	2%	0%	0%	2%
	Above 100,000	2.0	2	1%	38%	44%	12%	3%	0%	0%	1%	1%
Average number of cigarettes you smoke daily, if any	50,000 - 99,999	1.3	0	92%	0%	0%	0%	0%	0%	2%	2%	5%
	Above 100,000	0.6	0	95%	0%	1%	0%	0%	0%	1%	0%	3%
Average number of times you smoke a pipe or cigar daily, if any	50,000 - 99,999	0.1	0	97%	0%	2%	2%	0%	0%	0%	0%	0%
	Above 100,000	0.2	0	96%	1%	1%	0%	0%	0%	0%	0%	1%
Average number of servings of caffeinated drinks that you consume daily (coffee, tea, or soft drinks)	50,000 - 99,999	2.8	2	3%	25%	25%	25%	12%	3%	4%	3%	1%
	Above 100,000	2.5	2	10%	19%	30%	21%	8%	6%	2%	0%	3%
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	50,000 - 99,999	14.3	10	1%	1%	6%	22%	21%	48%			
	Above 100,000	15.5	10	1%	3%	16%	17%	26%	36%			
People from whom you could expect real help in times of trouble	50,000 - 99,999	5.9	5	1%	3%	21%	31%	40%	4%			
	Above 100,000	6.9	5	2%	4%	22%	37%	25%	11%			
People with whom you can share your most private feelings	50,000 - 99,999	2.5	2	10%	15%	57%	15%	3%	0%			
	Above 100,000	2.8	2	11%	23%	39%	20%	6%	1%			
People (other than your spouse or equivalent) who you feel will be happy simply because you are	50,000 - 99,999	5.5	4	13%	11%	22%	30%	16%	9%			
	Above 100,000	7.5	3	16%	6%	32%	23%	17%	6%			

Attitudes and Opinions

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

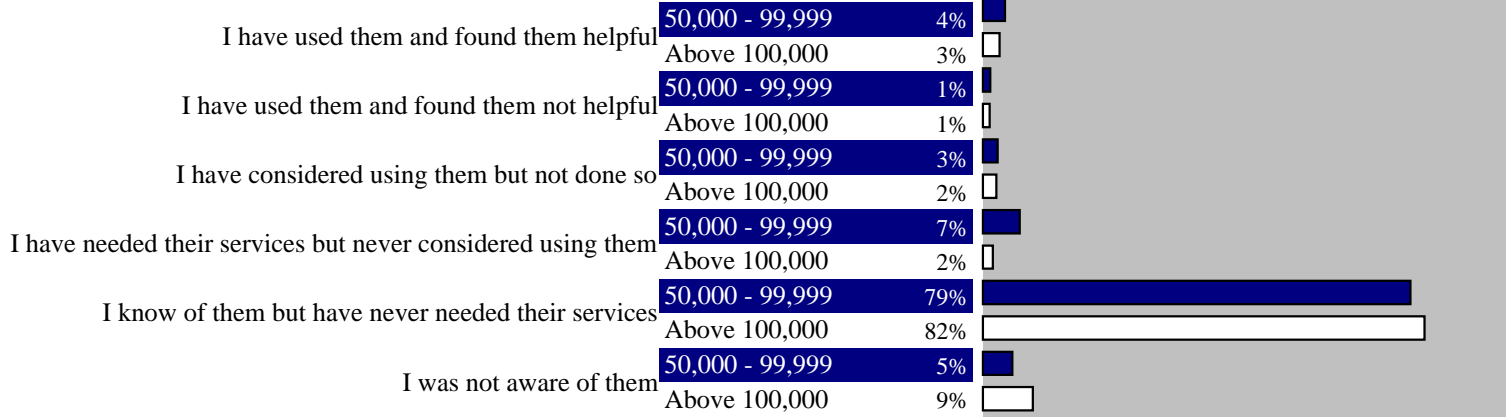
	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not Know	Does not apply
For the following statements, indicate your level of agreement:									
I would like to remain in the practice of law for the rest of my career	50,000 - 99,999: 4.2	23%	29%	14%	3%	11%	10%	4%	7%
	Above 100,000: 4.1	18%	32%	13%	7%	9%	10%	6%	6%
I would like to stay with my current law firm or employer for the rest of my career	50,000 - 99,999: 4.6	25%	35%	10%	6%	7%	4%	4%	10%
	Above 100,000: 4.1	19%	26%	15%	6%	10%	9%	7%	7%
If I knew then what I know now, I would not have become a lawyer	50,000 - 99,999: 2.9	10%	10%	19%	7%	18%	32%	3%	3%
	Above 100,000: 2.8	8%	13%	15%	10%	21%	30%	4%	1%
No matter how fast our household's income goes up, we never seem to get ahead	50,000 - 99,999: 3.0	7%	14%	19%	7%	32%	18%	0%	4%
	Above 100,000: 3.1	9%	13%	19%	8%	26%	17%	1%	6%
Our household income is high enough to satisfy virtually all our important desires	50,000 - 99,999: 4.2	15%	42%	18%	7%	11%	7%	0%	0%
	Above 100,000: 4.2	21%	35%	15%	12%	9%	8%	0%	1%
My workload is too heavy	50,000 - 99,999: 3.7	7%	23%	25%	20%	21%	0%	0%	4%
	Above 100,000: 3.7	10%	20%	28%	14%	20%	5%	0%	3%
I often feel worried or anxious	50,000 - 99,999: 3.7	8%	25%	22%	17%	22%	4%	0%	1%
	Above 100,000: 3.5	9%	20%	22%	15%	24%	9%	0%	1%
My problems are so big that I can't run my life the way I want to	50,000 - 99,999: 2.6	4%	6%	11%	15%	47%	11%	1%	4%
	Above 100,000: 2.3	1%	7%	12%	9%	35%	34%	1%	1%
I seem to get sick easier than other people	50,000 - 99,999: 1.8	1%	1%	3%	10%	34%	47%	0%	3%
	Above 100,000: 1.8	2%	2%	6%	5%	34%	50%	1%	1%
I sometimes have an uncontrollable urge to have an alcoholic drink	50,000 - 99,999: 1.7	1%	3%	4%	5%	27%	55%	0%	4%
	Above 100,000: 1.6	0%	3%	3%	6%	24%	60%	0%	4%
Excessive drinking is taking a toll on my professional or personal life	50,000 - 99,999: 1.3	0%	0%	3%	0%	22%	64%	1%	10%
	Above 100,000: 1.3	0%	0%	0%	0%	19%	71%	0%	9%
The likelihood is greater than 50-50 that I will change employment within the next two years	50,000 - 99,999: 2.2	4%	7%	8%	5%	23%	40%	4%	8%
	Above 100,000: 2.4	9%	6%	5%	6%	30%	37%	4%	3%
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	50,000 - 99,999: 4.2	14%	41%	16%	4%	14%	5%	5%	0%
	Above 100,000: 4.2	15%	34%	21%	10%	9%	6%	3%	2%
I feel that I'm in control of my own destiny professionally	50,000 - 99,999: 4.4	12%	45%	22%	11%	4%	4%	1%	0%
	Above 100,000: 4.2	13%	35%	24%	13%	9%	4%	0%	1%
It is a primary responsibility of bar-related organizations to sponsor programs that assist lawyers with balancing their personal and professional	50,000 - 99,999: 4.1	14%	29%	26%	7%	12%	5%	5%	1%
	Above 100,000: 3.9	11%	28%	22%	10%	16%	5%	7%	0%
Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms	50,000 - 99,999: 2.6	4%	0%	12%	4%	26%	10%	37%	7%
	Above 100,000: 3.1	5%	12%	15%	8%	24%	12%	19%	5%
Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms	50,000 - 99,999: 2.9	3%	7%	11%	1%	25%	7%	42%	4%
	Above 100,000: 3.2	7%	13%	15%	7%	21%	11%	22%	4%
Within the last few years, I personally experienced sexual harassment in the profession	50,000 - 99,999: 1.5	0%	3%	3%	0%	24%	53%	0%	18%
	Above 100,000: 1.8	2%	5%	5%	1%	22%	49%	2%	15%

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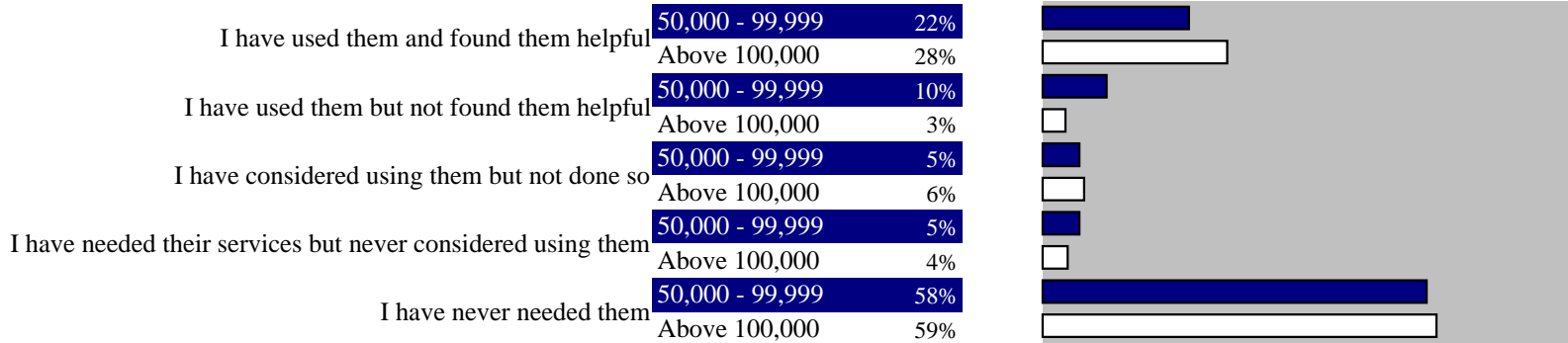
For the following statements, indicate your level of agreement:

		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	50,000 - 99,999	1.9	0%	4%	8%	1%	25%	40%	0%	21%
	Above 100,000	2.1	4%	8%	6%	1%	21%	43%	3%	13%
Lawyers in my firm neglect management and leadership tasks	50,000 - 99,999	2.9	1%	8%	15%	7%	17%	14%	0%	38%
	Above 100,000	3.1	4%	11%	19%	5%	21%	13%	1%	25%
I am concerned about the future of my firm because of significant outside threats	50,000 - 99,999	2.4	0%	4%	11%	8%	19%	18%	1%	38%
	Above 100,000	2.5	3%	6%	9%	7%	29%	19%	2%	25%
I would rather work here than with any other law firm I know	50,000 - 99,999	5.1	32%	31%	10%	0%	3%	1%	4%	19%
	Above 100,000	4.7	26%	29%	12%	3%	6%	4%	4%	15%
If I could afford to leave the practice of law at this time, I would do so	50,000 - 99,999	3.4	15%	15%	12%	4%	21%	16%	3%	14%
	Above 100,000	3.6	14%	20%	16%	12%	19%	11%	1%	8%
My firm does not have enough work to keep all of our lawyers fully engaged	50,000 - 99,999	1.9	0%	3%	4%	4%	26%	31%	0%	32%
	Above 100,000	2.2	2%	5%	8%	6%	25%	29%	2%	23%

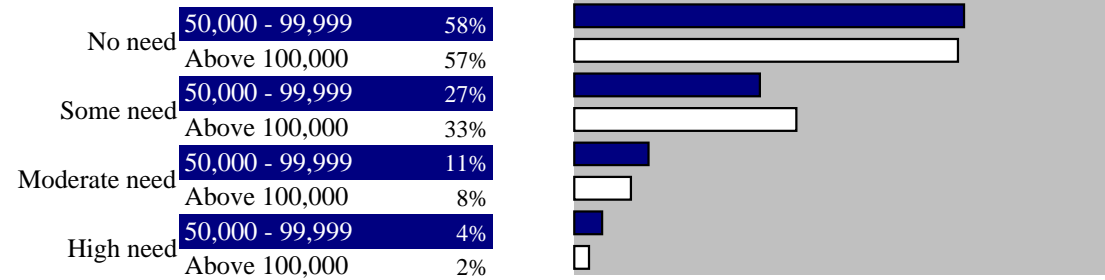
What is your experience with bar supported services such as BARCares, PALS, and FRIENDS?



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

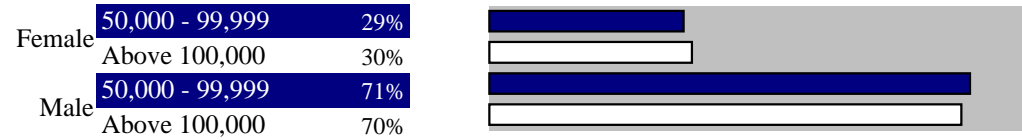


Please reflect honestly on the state of your life and the challenges you face. What is your level of need for counseling or other help (to address the problems such as stress, marital decline, drinking, or other addictions)?



Demographics

Your sex



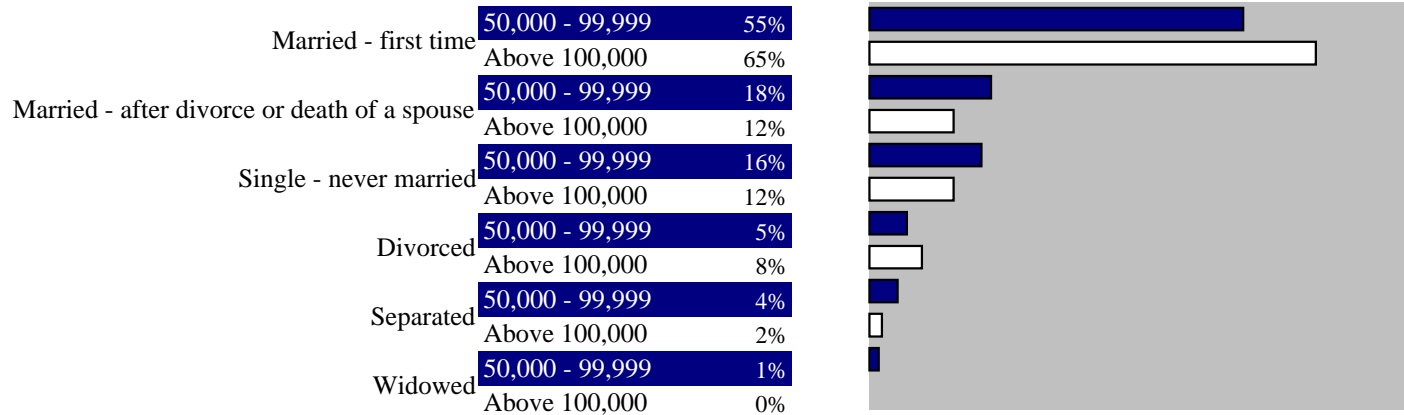
Your age



Year first admitted to any state bar

Income Range	Mean	Median
50,000 - 99,999	1983	1985
Above 100,000	1986	1987

Your marital status



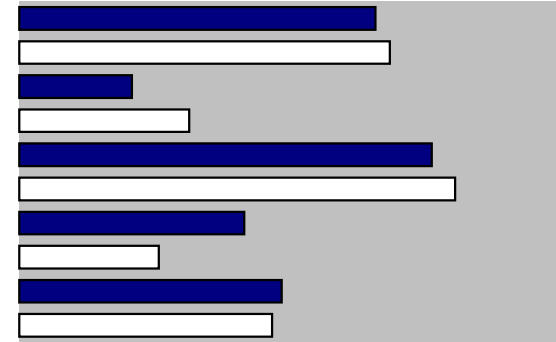
If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?

Yes	50,000 - 99,999	32%
	Above 100,000	10%
No	50,000 - 99,999	68%
	Above 100,000	90%

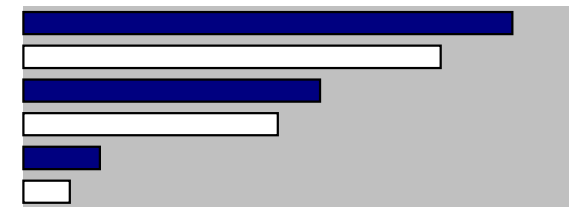


What is the occupation of your spouse or equivalent companion?

Homemaker	50,000 - 99,999	26%
	Above 100,000	27%
Lawyer	50,000 - 99,999	8%
	Above 100,000	12%
Other Professional	50,000 - 99,999	30%
	Above 100,000	32%
Non-Professional	50,000 - 99,999	16%
	Above 100,000	10%
Not applicable	50,000 - 99,999	19%
	Above 100,000	18%

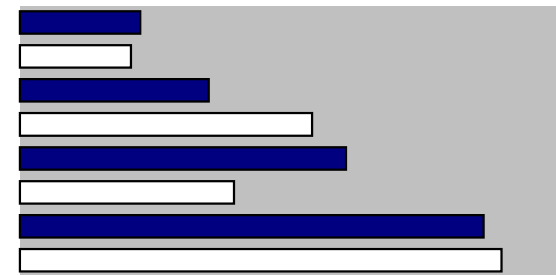


		Mean	Median
Number of children	50,000 - 99,999	1.8	2
	Above 100,000	1.5	2
Number of children living at home with you	50,000 - 99,999	1.1	1
	Above 100,000	0.9	0
How many children do you support who live at college or boarding school?	50,000 - 99,999	0.3	0
	Above 100,000	0.2	0



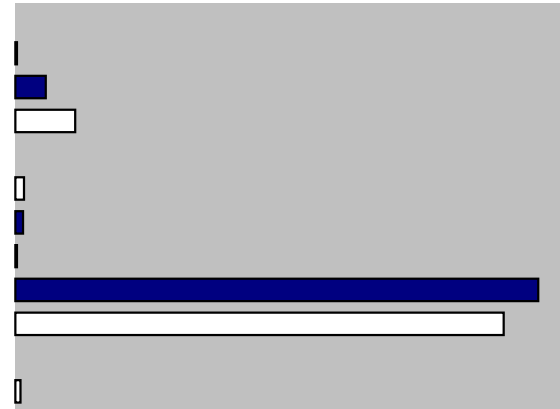
What is your level of caretaking responsibility for your children living at home with you?

Primary caretaker	50,000 - 99,999	11%
	Above 100,000	10%
Secondary caretaker	50,000 - 99,999	17%
	Above 100,000	27%
Co-equal caretaker	50,000 - 99,999	30%
	Above 100,000	19%
No children currently living at home with me	50,000 - 99,999	42%
	Above 100,000	44%



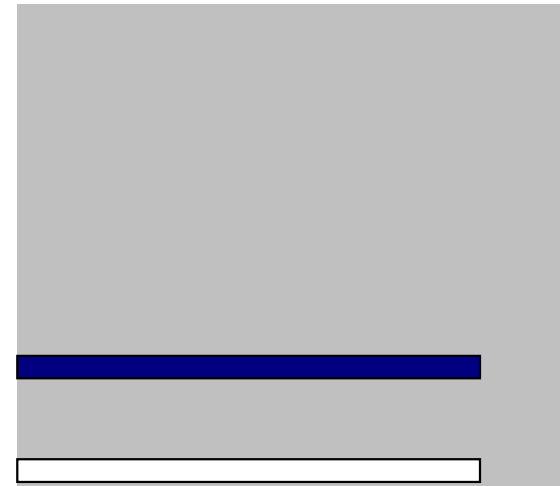
Your race (mark all that apply):

Asian	50,000 - 99,999	0%
	Above 100,000	0%
Black (African American)	50,000 - 99,999	5%
	Above 100,000	11%
Hispanic	50,000 - 99,999	0%
	Above 100,000	2%
Native American	50,000 - 99,999	1%
	Above 100,000	0%
White	50,000 - 99,999	95%
	Above 100,000	88%
Other	50,000 - 99,999	0%
	Above 100,000	1%

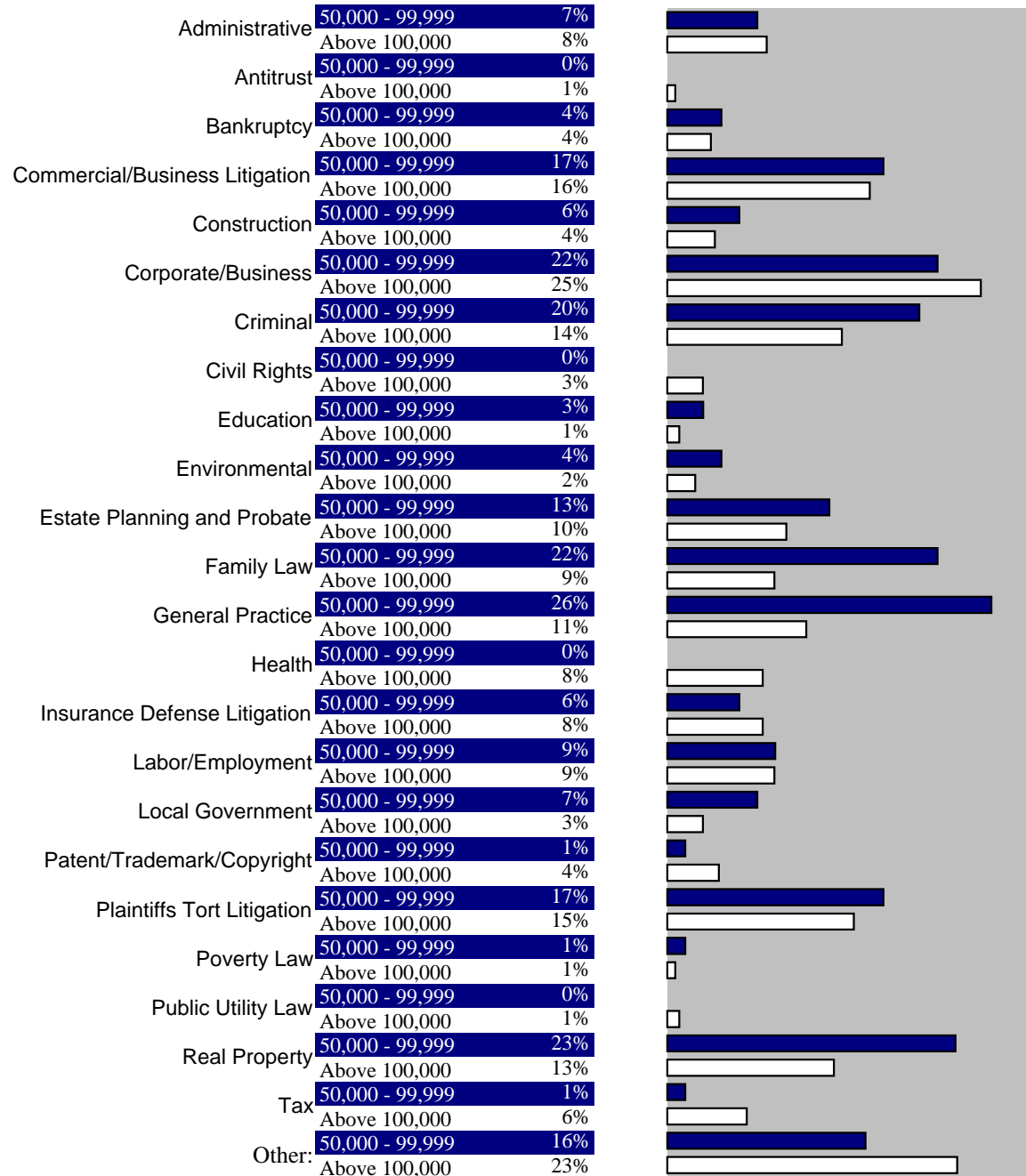


In what size city or town is your office located?

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

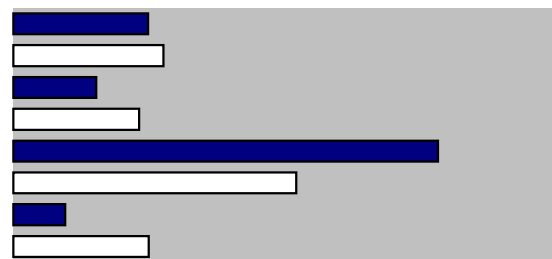


Check each substantive area of law that represents at least 25% of your practice.



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

Uninsured	50,000 - 99,999	19%
	Above 100,000	22%
Don't know	50,000 - 99,999	12%
	Above 100,000	18%
Lawyers Mutual of North Carolina	50,000 - 99,999	61%
	Above 100,000	41%
Other	50,000 - 99,999	7%
	Above 100,000	20%



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?	50,000 - 99,999	156	55	91	125
	Above 100,000	127	69	100	150
Realistically, how much annual income from your law practice or career would you like to make within three years?	50,000 - 99,999	174	80	125	200
	Above 100,000	189	100	150	200
How much debt does your firm/practice owe?	50,000 - 99,999	117	0	2	100
	Above 100,000	48	0	0	14
What is your family's total annual income?	50,000 - 99,999	241	100	140	200
	Above 100,000	178	95	149	218
What is your household's approximate net worth at present?	50,000 - 99,999	1069	200	400	900
	Above 100,000	733	100	300	850
What is your household's approximate debt at present?	50,000 - 99,999	230	80	170	275
	Above 100,000	195	45	160	271
Realistically, how much would you like your total annual family income to be within three years?	50,000 - 99,999	273	125	195	270
	Above 100,000	238	125	200	300
How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding?	50,000 - 99,999	14	0	0	5
	Above 100,000	14	0	0	10

Aggregate Indices

Computed by examining several items in each topic area

99,999

100,000

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

