

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

Females 30 years old < (N=30)
Compared to Males 30 years old < (N=32)
Random Sample

December 20, 2003

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


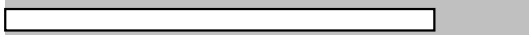




National Institute to Enhance Leadership and Law Practice (LAWLEAD)
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Life Satisfaction

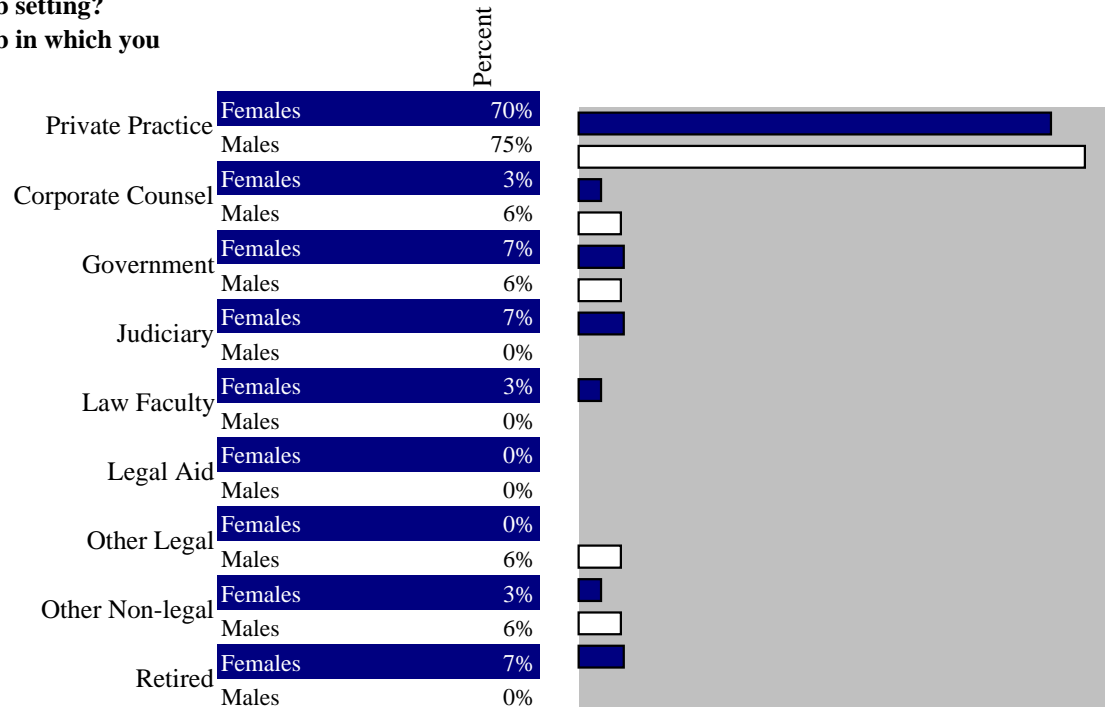
Coding for mean:*

		[7]	[6]	[5]	[4]	[3]	[2]	[1]		
	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
Indicate your level of satisfaction with the following aspects of life:										
The amount of time you have available to spend with your family	Females	5.0	17%	17%	27%	33%	7%	0%	0%	0%
	Males	4.6	0%	22%	28%	25%	13%	3%	0%	9%
The amount of time you have for doing the things you want to do	Females	4.4	7%	20%	10%	40%	20%	0%	3%	0%
	Males	4.2	0%	13%	31%	28%	19%	9%	0%	0%
Your own family life - your spouse or equivalent, your marriage/relationship, your children, if any	Females	5.7	41%	17%	10%	14%	10%	0%	0%	7%
	Males	5.5	38%	19%	16%	13%	9%	3%	0%	3%
The amount of fun and enjoyment you have	Females	5.2	13%	30%	27%	23%	7%	0%	0%	0%
	Males	4.7	6%	22%	31%	28%	3%	9%	0%	0%
Your friends	Females	5.6	13%	50%	13%	17%	3%	0%	0%	3%
	Males	5.1	7%	47%	17%	20%	3%	7%	0%	0%
Your own health and physical condition	Females	5.3	17%	33%	20%	23%	7%	0%	0%	0%
	Males	4.9	6%	28%	22%	38%	6%	0%	0%	0%
Yourself - what you are accomplishing and how you handle problems	Females	5.3	10%	27%	53%	7%	3%	0%	0%	0%
	Males	4.9	0%	38%	31%	19%	13%	0%	0%	0%
Your house or apartment	Females	5.6	24%	31%	28%	10%	7%	0%	0%	0%
	Males	5.7	28%	28%	31%	13%	0%	0%	0%	0%
The direction of your career	Females	5.2	17%	23%	30%	17%	10%	0%	0%	3%
	Males	5.1	9%	38%	28%	9%	6%	9%	0%	0%
The way your family has adjusted to the work hours you put in	Females	5.1	7%	40%	20%	13%	13%	0%	0%	7%
	Males	5.3	6%	41%	13%	19%	6%	0%	0%	16%
Your standard of living - the things you have such as housing, car, furniture, recreation, and the like	Females	5.2	17%	27%	37%	13%	0%	3%	3%	0%
	Males	5.0	9%	31%	25%	19%	6%	6%	0%	3%
The way your life measures up against your expectations	Females	5.3	17%	30%	23%	27%	0%	3%	0%	0%
	Males	4.8	6%	25%	41%	9%	3%	16%	0%	0%
Your life as a whole	Females	5.7	20%	40%	27%	13%	0%	0%	0%	0%
	Males	5.4	16%	42%	23%	13%	0%	6%	0%	0%
	Mean									
	Median									
On average, what percent of the time do you feel happy?	Females	66%	75%							
	Males	57%	65%							
What percent of the time do you feel unhappy?	Females	15%	10%							
	Males	20%	20%							
What percent of the time do you feel neutral neither happy nor unhappy)?	Females	21%	15%							
	Males	24%	17%							

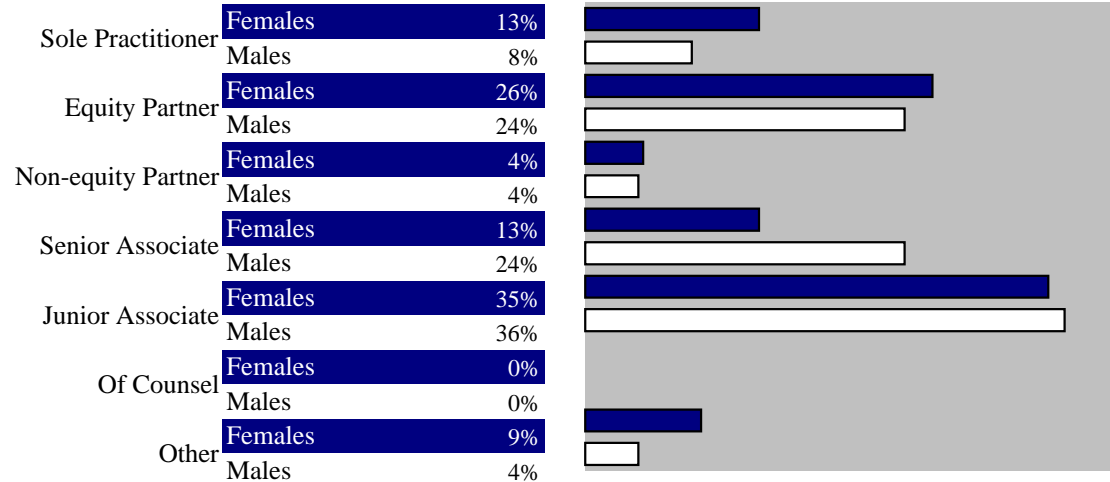
*In order to compute an average, the responses were coded on a 7-point scale.

Law Practice Environment

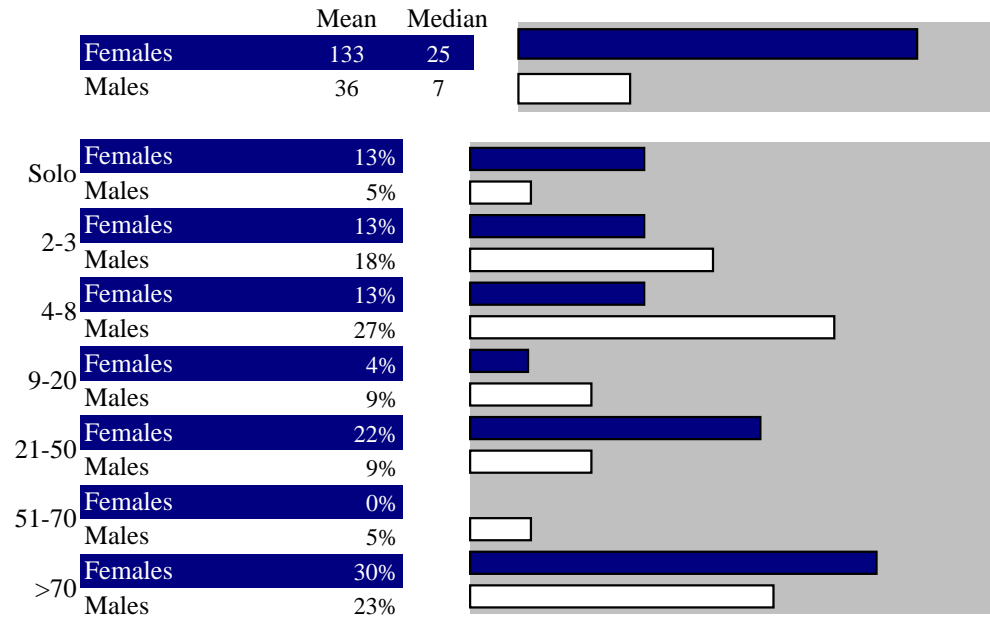
**Which of the following best describes your current job setting?
If you have more than one job, answer only for the job in which you
spend the most time.**



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

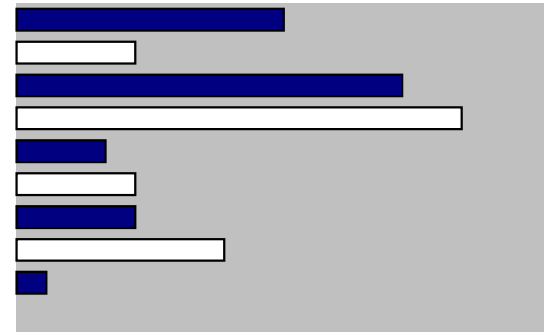
		Coding for mean:*									
		[7]	[6]	[5]	[4]	[3]	[2]	[1]			
	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply	
The way people are treated within the firm or organization	Females	5.0	14%	25%	14%	29%	7%	4%	0%	0%	7%
	Males	5.3	16%	32%	26%	10%	6%	3%	0%	0%	6%
The way you in particular are treated	Females	5.4	18%	29%	21%	29%	0%	0%	0%	0%	4%
	Males	5.5	19%	35%	16%	16%	6%	0%	0%	0%	6%
Your working relationship with clients	Females	5.5	7%	32%	39%	7%	0%	0%	0%	0%	14%
	Males	5.6	10%	39%	35%	3%	0%	0%	0%	3%	10%
The intellectual challenge of your work	Females	5.5	14%	39%	29%	11%	0%	4%	0%	0%	4%
	Males	5.3	13%	42%	19%	16%	3%	6%	0%	0%	0%
The way promotions are decided	Females	4.7	11%	18%	14%	21%	4%	7%	4%	0%	21%
	Males	5.0	10%	29%	13%	10%	3%	6%	3%	6%	19%
Your opportunities for advancement	Females	5.1	18%	21%	11%	21%	7%	4%	0%	4%	14%
	Males	5.3	19%	32%	16%	10%	0%	13%	0%	0%	10%
The quality of service that your firm/organization provides	Females	6.0	32%	39%	14%	11%	0%	0%	0%	0%	4%
	Males	5.8	23%	45%	26%	3%	0%	3%	0%	0%	0%
The work you do on your job - the work itself	Females	5.4	7%	41%	30%	19%	0%	0%	0%	0%	4%
	Males	4.9	6%	29%	35%	19%	0%	10%	0%	0%	0%
The clarity you have about your role and purpose in the firm/organization	Females	5.4	18%	39%	14%	18%	7%	0%	0%	0%	4%
	Males	5.1	13%	29%	29%	16%	0%	6%	3%	0%	3%
The people you work with on your job - your coworkers	Females	5.5	25%	25%	14%	29%	0%	0%	0%	0%	7%
	Males	5.5	16%	55%	6%	13%	10%	0%	0%	0%	0%
The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions	Females	5.9	39%	29%	11%	14%	4%	0%	0%	0%	4%
	Males	6.0	35%	39%	16%	0%	6%	0%	0%	0%	3%
The control you have over the kind of work you do	Females	5.3	21%	29%	18%	18%	7%	4%	0%	0%	4%
	Males	5.4	29%	19%	29%	6%	6%	6%	0%	0%	3%
The effectiveness of top leadership in managing the organization	Females	5.0	15%	22%	19%	22%	11%	4%	0%	0%	7%
	Males	4.6	13%	13%	23%	23%	13%	3%	3%	0%	10%
The way compensation decisions are made	Females	4.6	18%	14%	25%	11%	4%	18%	4%	4%	4%
	Males	4.9	10%	35%	6%	13%	10%	10%	0%	3%	13%
Your level of compensation	Females	4.9	18%	11%	25%	29%	7%	4%	0%	0%	7%
	Males	4.8	13%	35%	10%	13%	13%	10%	3%	0%	3%

		Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way work load is distributed	Females	5.1	11%	39%	11%	21%	11%	4%	0%	0%	4%
	Males	4.9	3%	39%	19%	23%	0%	3%	6%	0%	6%
The administrative support you receive	Females	4.9	14%	32%	18%	11%	11%	7%	4%	0%	4%
	Males	4.9	23%	23%	23%	6%	16%	3%	6%	0%	0%
The office and facilities	Females	5.6	18%	36%	29%	11%	4%	0%	0%	0%	4%
	Males	5.0	16%	35%	10%	23%	6%	10%	0%	0%	0%
The way people check with you before making commitments that involve you	Females	5.4	4%	50%	18%	14%	4%	0%	0%	4%	7%
	Males	5.3	16%	23%	32%	10%	6%	3%	0%	3%	6%
The chance you get to do the things you do best	Females	5.2	14%	36%	11%	29%	4%	4%	0%	0%	4%
	Males	4.7	13%	19%	23%	26%	6%	6%	3%	3%	0%
The amount of helpful feedback you receive about your performance	Females	5.0	0%	46%	18%	21%	7%	4%	0%	0%	4%
	Males	4.6	3%	26%	32%	23%	0%	6%	6%	0%	3%
The opportunity you have to learn	Females	5.5	18%	39%	25%	4%	7%	4%	0%	0%	4%
	Males	5.2	23%	23%	19%	26%	6%	3%	0%	0%	0%
The general level of planning and organization	Females	4.7	4%	30%	26%	19%	7%	7%	4%	0%	4%
	Males	4.4	0%	23%	32%	19%	10%	6%	6%	0%	3%
The opportunity you have to plan and direct your work	Females	5.0	14%	29%	21%	11%	11%	7%	0%	4%	4%
	Males	5.0	13%	20%	40%	13%	10%	0%	3%	0%	0%
The level of communication among coworkers about important matters	Females	4.5	7%	18%	25%	21%	14%	0%	7%	0%	7%
	Males	4.7	3%	39%	19%	16%	10%	3%	6%	0%	3%
Your job as a whole	Females	5.1	11%	39%	14%	21%	7%	4%	0%	0%	4%
	Males	5.1	10%	32%	35%	6%	3%	6%	3%	3%	0%

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

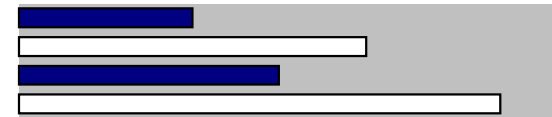
In thinking about your current job, overall, how satisfied or dissatisfied are you or do you feel neutral?

Very Satisfied	Females	30%
	Males	13%
Satisfied	Females	43%
	Males	50%
Neutral	Females	10%
	Males	13%
Dissatisfied	Females	13%
	Males	23%
Very Dissatisfied	Females	3%
	Males	0%



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)

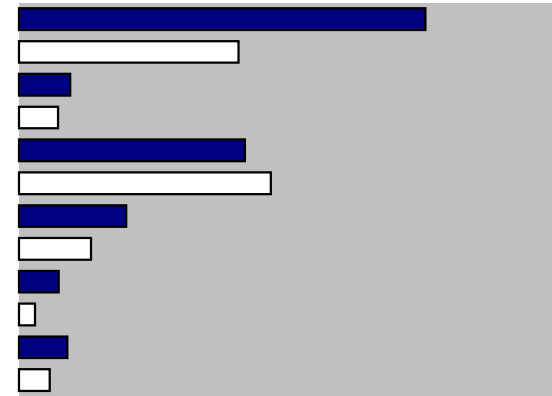
		Mean	Median
Number of billable hours you expect to work this year:	Females	1628	1800
	Males	1806	1963
Your billable hour requirement, if any	Females	1717	1825
	Males	1944	1975



Nonbillable Hours

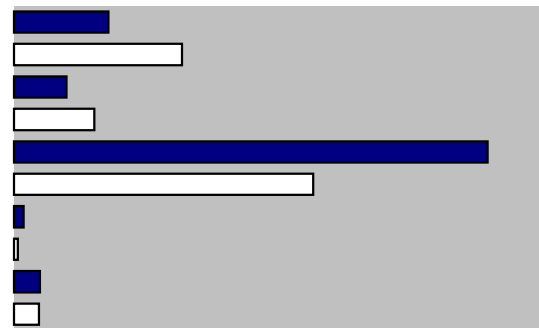
How many nonbillable hours do you expect to work during 2002 in each of the following categories:

		Mean	Median
Client work - nonbillable	Females	302	50
	Males	163	63
Pro Bono work	Females	38	50
	Males	29	20
Administrative or management activities	Females	168	100
	Males	187	78
Business (client) development	Females	80	40
	Males	54	45
Bar-related activities	Females	30	10
	Males	12	10
Other work activities	Females	36	0
	Males	23	3



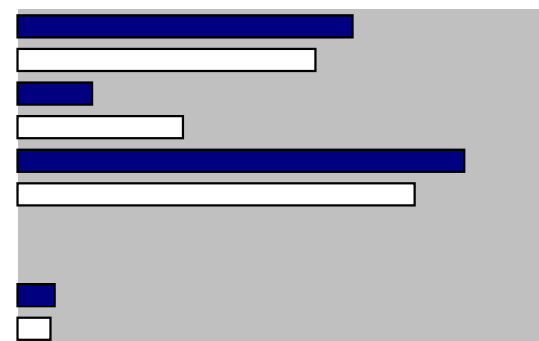
Of your fee-producing time, what percent is billed using the following methods?

		Mean	Median
Fixed fee	Females	21	10
	Males	37	25
Contingent fee	Females	12	0
	Males	18	8
Hourly rate	Females	105	88
	Males	66	70
Percentage of transaction	Females	2	0
	Males	1	0
Other	Females	6	0
	Males	6	0



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

Fixed fee	Females	38%
	Males	33%
Contingent fee	Females	8%
	Males	19%
Hourly rate	Females	50%
	Males	44%
Percentage fee	Females	0%
	Males	0%
Other	Females	4%
	Males	4%



Vacation time

		Mean	Median
Excluding working vacations, how many weeks of vacation did you take this last year?	Females	2.0	2
	Males	1.7	2
How many weeks of vacation were you allowed to take?	Females	2.9	3
	Males	3.4	2



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?

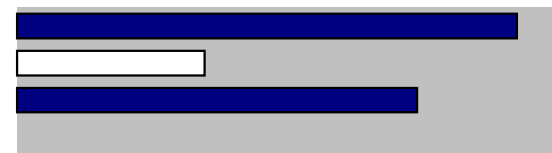
		Coding for mean:*												
		100	95	85	75	65	55	45	35	25	15	5	0	
	Mean	100%	90-99%	80-89%	70-79%	60-69%	50-59%	40-49%	30-39%	20-29%	10-19%	1-9%	0%	
Acting in a verbally aggressive manner, as if to intimidate other lawyers	Females	30%	0%	4%	4%	4%	0%	12%	4%	15%	12%	23%	4%	
	Males	26%	0%	0%	0%	4%	8%	12%	16%	12%	20%	20%	4%	
Continually interrupting opposing counsel when they are speaking	Females	24%	0%	0%	4%	4%	0%	0%	8%	27%	15%	23%	4%	
	Males	24%	0%	0%	4%	4%	0%	8%	12%	16%	28%	16%	4%	
Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel	Females	18%	0%	0%	0%	4%	0%	8%	8%	8%	12%	27%	12%	
	Males	20%	0%	0%	0%	4%	4%	8%	4%	8%	24%	16%	12%	
Insulting opposing counsel	Females	16%	0%	0%	4%	0%	4%	0%	4%	12%	16%	32%	16%	
	Males	13%	0%	0%	0%	0%	0%	13%	0%	8%	13%	46%	13%	
Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker	Females	13%	0%	0%	0%	0%	4%	4%	4%	4%	19%	23%	19%	
	Males	17%	0%	4%	0%	4%	0%	8%	4%	0%	16%	36%	20%	
Violating rules of procedure	Females	15%	0%	0%	0%	0%	0%	4%	8%	8%	8%	31%	4%	
	Males	26%	0%	4%	0%	4%	0%	4%	0%	25%	21%	13%	8%	
Doing whatever it takes to win, regardless of ethics or propriety	Females	15%	0%	0%	0%	4%	4%	4%	4%	4%	8%	36%	16%	
	Males	22%	0%	4%	0%	4%	0%	4%	8%	12%	24%	28%	4%	
Making statements they know to be false (for the purpose of persuasion)	Females	16%	0%	0%	0%	0%	4%	4%	4%	12%	8%	31%	8%	
	Males	13%	0%	0%	0%	0%	4%	4%	0%	16%	16%	32%	20%	
Overbilling clients (for work not performed or in clearly excessive bills)	Females	22%	0%	0%	0%	0%	8%	4%	0%	8%	0%	8%	12%	
	Males	23%	0%	0%	4%	0%	4%	4%	8%	0%	8%	17%	8%	
Doing unnecessary legal work to increase billings	Females	11%	0%	0%	0%	0%	0%	0%	8%	4%	12%	8%	23%	
	Males	17%	0%	0%	0%	0%	4%	4%	4%	4%	12%	16%	8%	
Taking on more work than they can handle	Females	34%	0%	4%	0%	4%	4%	8%	12%	12%	12%	12%	0%	
	Males	45%	0%	0%	8%	20%	0%	4%	4%	12%	20%	4%	4%	
Not doing what they say they will do	Females	18%	0%	0%	0%	0%	4%	8%	8%	19%	12%	23%	15%	
	Males	33%	0%	0%	4%	8%	8%	4%	4%	16%	20%	16%	4%	
Representing clients without appropriate knowledge or preparation	Females	17%	0%	0%	0%	0%	0%	12%	4%	12%	12%	23%	12%	
	Males	30%	0%	0%	8%	0%	12%	8%	4%	16%	12%	12%	8%	
Poorly representing clients	Females	14%	0%	0%	0%	0%	0%	8%	8%	8%	8%	46%	4%	
	Males	26%	0%	0%	4%	0%	8%	8%	12%	12%	24%	4%	12%	
Sending unduly burdensome discovery requests aimed at wearing down clients	Females	29%	0%	4%	0%	4%	4%	4%	12%	0%	4%	19%	4%	
	Males	39%	0%	0%	4%	8%	4%	8%	4%	12%	4%	8%	4%	
JUDGE'S BEHAVIOR: Of judges before whom you appear, how many often behave unprofessionally toward counsel, clients, witnesses or court	Females	10%	0%	0%	0%	0%	0%	4%	0%	8%	15%	31%	15%	
	Males	14%	0%	0%	0%	0%	4%	0%	4%	21%	4%	33%	17%	
Overall Index (Average of all item averages)	Females	19%												
	Males	24%												

*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	Females 3.6	3%	10%	17%	24%	21%	7%	14%	3%
	Males 4.8	23%	3%	35%	19%	13%	3%	3%	0%
Have two or more clients or people of higher rank ask you to do things which conflict substantively	Females 1.5	0%	0%	3%	3%	10%	7%	41%	34%
	Males 1.7	0%	3%	3%	7%	7%	7%	67%	7%
Have interpersonal conflicts with your co-workers	Females 1.3	0%	0%	0%	3%	3%	10%	55%	28%
	Males 1.5	0%	6%	0%	0%	6%	6%	52%	29%
Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice	Females 2.1	0%	0%	7%	3%	17%	34%	34%	3%
	Males 2.4	3%	3%	7%	7%	17%	24%	38%	0%
Have headaches	Females 2.3	3%	0%	7%	14%	14%	17%	28%	17%
	Males 2.5	3%	0%	3%	23%	20%	10%	30%	10%
Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session	Females 3.5	0%	10%	37%	7%	13%	10%	20%	3%
	Males 3.9	0%	10%	45%	16%	6%	3%	16%	3%
Feel upset because someone criticized you	Females 1.8	0%	0%	7%	3%	3%	33%	43%	10%
	Males 1.6	0%	3%	0%	3%	6%	19%	58%	10%
Use prescriptive medicines to reduce anxiety or depression	Females 1.3	0%	7%	0%	0%	0%	0%	10%	83%
	Males 1.5	0%	6%	3%	0%	0%	0%	6%	84%
Use mood-altering drugs other than alcohol or prescriptive medicines (remember that the information you provide is completely confidential)	Females 1.0	0%	0%	0%	0%	0%	0%	3%	97%
	Males 1.2	0%	3%	0%	0%	0%	0%	6%	90%
Have trouble sleeping at night	Females 2.2	0%	7%	3%	10%	10%	23%	37%	10%
	Males 2.3	0%	7%	7%	13%	10%	13%	43%	7%
Feel very lonely or remote from other people	Females 1.8	3%	0%	3%	3%	7%	20%	47%	17%
	Males 2.1	3%	3%	3%	6%	16%	13%	32%	23%
Have thoughts of ending your life	Females 1.0	0%	0%	0%	0%	0%	3%	7%	90%
	Males 1.0	0%	0%	0%	0%	0%	0%	13%	87%
Talk with family or friends	Females 6.1	53%	27%	10%	3%	3%	3%	0%	0%
	Males 5.6	35%	16%	26%	16%	6%	0%	0%	0%
Feel depressed or very unhappy	Females 1.4	0%	0%	0%	3%	0%	33%	50%	13%
	Males 1.8	0%	3%	6%	10%	0%	13%	48%	19%
Feel on top of the world	Females 2.9	0%	7%	13%	13%	23%	17%	17%	10%
	Males 3.1	0%	6%	19%	16%	16%	16%	26%	0%
Feel bothered by your heart beating hard or fast without physical exertion	Females 1.4	0%	0%	0%	7%	3%	13%	27%	50%
	Males 1.2	0%	0%	3%	0%	3%	3%	26%	65%

How often do you ...	Mean	Several times a day	Once a day	Several times a week	Weekly	Several times a month	Monthly	Rarely	Never	
Have temper outbursts you can't control	Females	1.3	0%	0%	0%	3%	3%	13%	40%	40%
	Males	1.5	0%	0%	0%	3%	10%	16%	29%	42%
Feel extremely fatigued or lethargic	Females	2.4	0%	7%	7%	10%	17%	17%	33%	10%
	Males	2.4	0%	3%	6%	3%	29%	26%	19%	13%
Practice meditation or other relaxation techniques	Females	1.4	0%	0%	7%	0%	7%	3%	40%	43%
	Males	1.1	0%	0%	0%	0%	3%	6%	19%	71%
Suffer from an upset stomach, stomach ache, or nausea	Females	1.9	0%	0%	7%	17%	0%	13%	33%	30%
	Males	1.5	0%	0%	0%	3%	3%	32%	35%	26%
Pray	Females	4.7	21%	21%	24%	10%	7%	3%	7%	7%
	Males	3.5	10%	19%	13%	6%	3%	16%	19%	13%
Attend church or other religious services	Females	2.8	0%	0%	10%	33%	17%	10%	23%	7%
	Males	2.0	0%	0%	3%	19%	13%	6%	39%	19%
Watch TV	Females	5.4	13%	57%	10%	13%	0%	0%	7%	0%
	Males	5.8	23%	52%	19%	3%	0%	0%	0%	3%
Overeat	Females	2.5	0%	0%	7%	28%	10%	21%	28%	7%
	Males	3.2	3%	6%	13%	23%	23%	6%	19%	6%
Blow off steam, vent anger	Females	2.4	0%	0%	14%	10%	14%	24%	31%	7%
	Males	2.6	0%	0%	16%	23%	3%	26%	26%	6%
Talk with a counselor or therapist	Females	1.1	0%	0%	0%	3%	0%	3%	20%	73%
	Males	1.0	0%	0%	0%	0%	0%	0%	19%	81%
Have your hands tremble enough to bother you	Females	1.1	0%	0%	0%	0%	3%	0%	38%	59%
	Males	1.1	0%	0%	0%	0%	3%	3%	6%	87%
Have your hands sweat so that you feel damp and clammy	Females	1.2	0%	0%	0%	3%	0%	10%	40%	47%
	Males	1.7	0%	0%	6%	10%	3%	10%	16%	55%
Feel faint or dizzy	Females	1.2	0%	0%	0%	0%	3%	10%	50%	37%
	Males	1.1	0%	0%	0%	0%	3%	0%	26%	71%
Experience a loss of appetite	Females	1.2	0%	0%	0%	0%	3%	17%	57%	23%
	Males	1.2	0%	0%	0%	0%	3%	10%	35%	52%
Become easily annoyed or irritated	Females	2.5	0%	0%	13%	17%	10%	30%	17%	13%
	Males	2.8	0%	0%	20%	17%	20%	10%	23%	10%
Feel pains in your heart or chest	Females	1.2	0%	0%	0%	0%	3%	17%	33%	47%
	Males	1.1	0%	0%	0%	0%	3%	3%	26%	68%

	Yes	No
Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease?		
Females	17%	83%
Males	6%	94%
Has ill health impaired your ability to work in the last few years?		
Females	13%	87%
Males	0%	100%



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)	Females	2.0	1	21%	43%	21%	7%	4%	0%	0%	0%	4%
	Males	2.8	3	13%	13%	25%	19%	13%	6%	3%	9%	0%
Average number of alcoholic drinks you consume on days that you drink	Females	2.6	2	4%	44%	36%	8%	0%	0%	4%	0%	4%
	Males	3.9	2	0%	28%	38%	24%	0%	3%	0%	0%	7%
Average number of cigarettes you smoke daily, if any	Females	0.3	0	97%	0%	0%	0%	0%	0%	0%	0%	3%
	Males	0.7	0	90%	3%	0%	0%	0%	0%	3%	0%	3%
Average number of times you smoke a pipe or cigar daily, if any	Females	0.0	0	100%	0%	0%	0%	0%	0%	0%	0%	0%
	Males	0.0	0	96%	4%	0%	0%	0%	0%	0%	0%	0%
Average number of servings of caffeinated drinks that you consume daily (coffee, tea, or soft drinks)	Females	2.1	2	13%	33%	23%	17%	3%	3%	3%	0%	3%
	Males	2.3	2	3%	27%	33%	17%	10%	10%	0%	0%	0%
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	Females	11.9	10	0%	3%	13%	17%	30%	37%			
	Males	12.5	10	0%	0%	17%	20%	33%	30%			
People from whom you could expect real help in times of trouble	Females	4.8	5	3%	3%	24%	41%	28%	0%			
	Males	7.4	5	0%	3%	19%	35%	29%	13%			
People with whom you can share your most private feelings	Females	2.7	2	7%	14%	52%	24%	3%	0%			
	Males	3.0	2	3%	27%	43%	17%	10%	0%			
People (other than your spouse or equivalent) who you feel will be happy simply because you are	Females	3.7	3	7%	11%	39%	32%	7%	4%			
	Males	3.8	2	13%	3%	48%	26%	6%	3%			

Attitudes and Opinions

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

For the following statements, indicate your level of agreement:

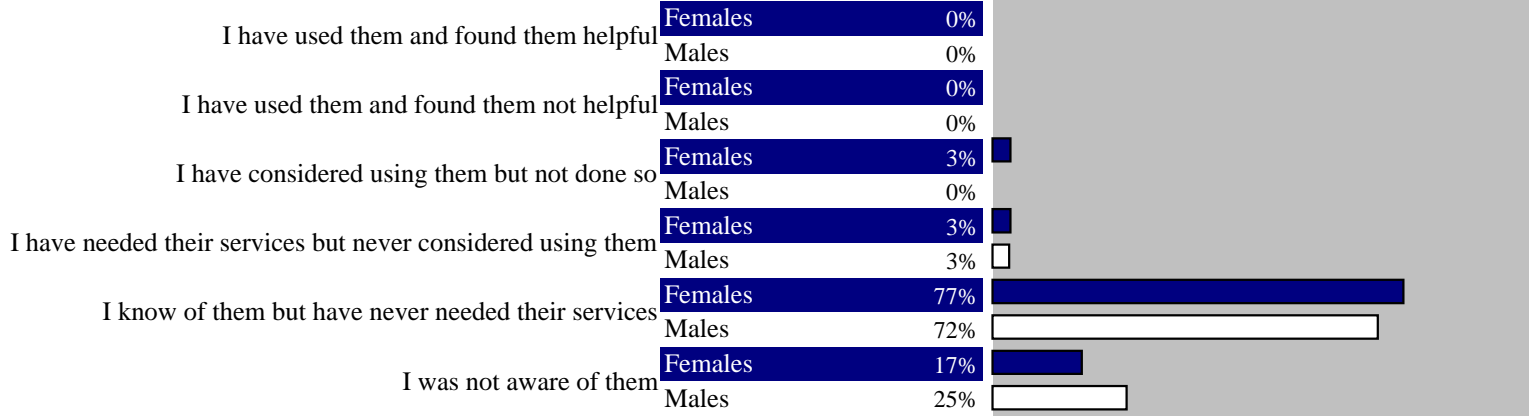
	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not Know	Does not apply
I would like to remain in the practice of law for the rest of my career									
Females	3.6	10%	33%	13%	0%	13%	20%	3%	7%
Males	3.9	19%	28%	19%	3%	6%	19%	3%	3%
I would like to stay with my current law firm or employer for the rest of my career									
Females	3.9	23%	23%	10%	3%	17%	13%	7%	3%
Males	4.1	19%	25%	16%	3%	16%	6%	9%	6%
If I knew then what I know now, I would not have become a lawyer									
Females	2.9	13%	3%	17%	13%	17%	30%	7%	0%
Males	2.7	9%	13%	13%	0%	28%	31%	3%	3%
No matter how fast our household's income goes up, we never seem to get ahead									
Females	3.7	13%	20%	23%	3%	27%	7%	0%	7%
Males	2.9	3%	13%	16%	13%	31%	16%	6%	3%
Our household income is high enough to satisfy virtually all our important desires									
Females	3.5	10%	30%	13%	13%	17%	17%	0%	0%
Males	3.6	19%	16%	19%	13%	16%	16%	0%	3%
My workload is too heavy									
Females	3.4	3%	17%	28%	14%	31%	3%	3%	0%
Males	3.8	6%	25%	31%	19%	16%	3%	0%	0%
I often feel worried or anxious									
Females	3.7	10%	23%	23%	17%	23%	3%	0%	0%
Males	3.7	3%	31%	31%	9%	13%	13%	0%	0%
My problems are so big that I can't run my life the way I want to									
Females	2.0	0%	7%	3%	13%	37%	40%	0%	0%
Males	2.3	0%	3%	23%	6%	35%	29%	0%	3%
I seem to get sick easier than other people									
Females	2.0	3%	7%	0%	7%	40%	40%	3%	0%
Males	1.7	0%	6%	0%	0%	44%	47%	0%	3%
I sometimes have an uncontrollable urge to have an alcoholic drink									
Females	1.7	0%	0%	0%	17%	30%	47%	3%	3%
Males	1.8	0%	3%	3%	9%	38%	47%	0%	0%
Excessive drinking is taking a toll on my professional or personal life									
Females	1.2	0%	0%	3%	0%	10%	80%	3%	3%
Males	1.3	0%	0%	3%	0%	19%	75%	0%	3%
The likelihood is greater than 50-50 that I will change employment within the next two years									
Females	3.5	30%	3%	17%	0%	20%	23%	3%	3%
Males	2.4	3%	9%	13%	9%	22%	38%	6%	0%
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									
Females	4.1	7%	37%	37%	7%	0%	10%	3%	0%
Males	4.3	16%	44%	13%	6%	9%	6%	6%	0%
I feel that I'm in control of my own destiny professionally									
Females	4.5	20%	40%	20%	10%	7%	3%	0%	0%
Males	4.3	16%	41%	19%	13%	9%	3%	0%	0%
It is a primary responsibility of bar-related organizations to sponsor programs that assist lawyers with balancing their personal and professional									
Females	4.0	17%	17%	27%	10%	20%	0%	10%	0%
Males	3.8	3%	31%	31%	13%	6%	9%	6%	0%
Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms									
Females	4.1	0%	28%	28%	7%	7%	0%	28%	3%
Males	2.6	0%	3%	13%	6%	19%	9%	41%	9%
Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms									
Females	4.2	3%	27%	20%	0%	10%	0%	33%	7%
Males	3.0	0%	9%	16%	3%	16%	9%	41%	6%
Within the last few years, I personally experienced sexual harassment in the profession									
Females	2.8	0%	17%	13%	7%	20%	23%	3%	17%
Males	1.3	0%	0%	3%	3%	13%	63%	6%	13%

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

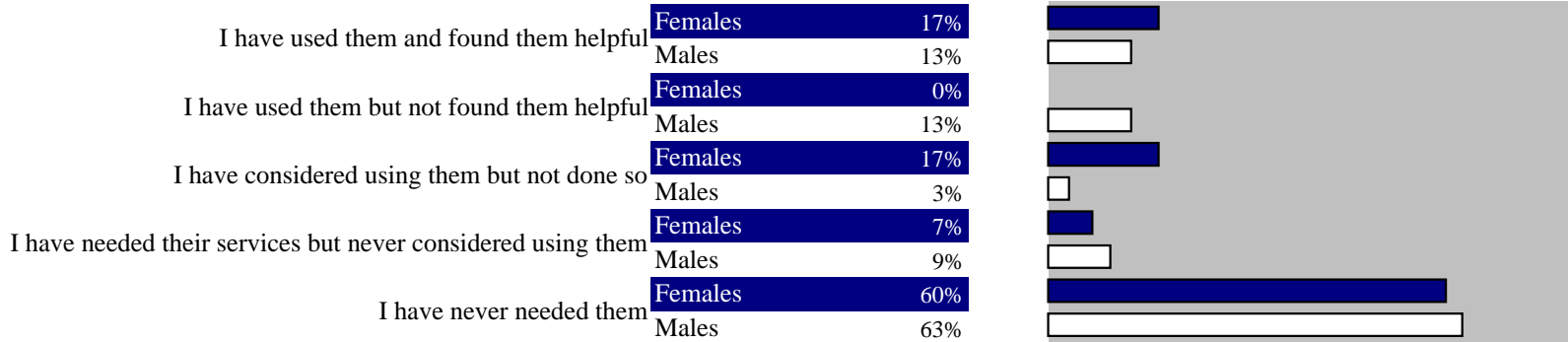
For the following statements, indicate your level of agreement:

	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										
	Females	3.1	3%	23%	10%	7%	23%	17%	3%	13%
	Males	1.4	0%	0%	0%	6%	16%	56%	6%	16%
Lawyers in my firm neglect management and leadership tasks										
	Females	2.8	3%	14%	14%	3%	24%	24%	0%	17%
	Males	3.0	6%	6%	23%	10%	19%	16%	6%	13%
I am concerned about the future of my firm because of significant outside threats										
	Females	2.0	0%	3%	3%	3%	38%	24%	3%	24%
	Males	2.0	0%	3%	10%	10%	26%	35%	6%	10%
I would rather work here than with any other law firm I know										
	Females	4.5	31%	24%	7%	0%	17%	3%	7%	10%
	Males	4.2	16%	28%	13%	6%	6%	9%	9%	13%
If I could afford to leave the practice of law at this time, I would do so										
	Females	3.7	21%	17%	3%	17%	21%	10%	0%	10%
	Males	3.2	13%	16%	13%	13%	13%	25%	0%	9%
My firm does not have enough work to keep all of our lawyers fully engaged										
	Females	2.6	7%	7%	3%	10%	41%	17%	0%	14%
	Males	1.9	0%	3%	6%	6%	38%	38%	3%	6%

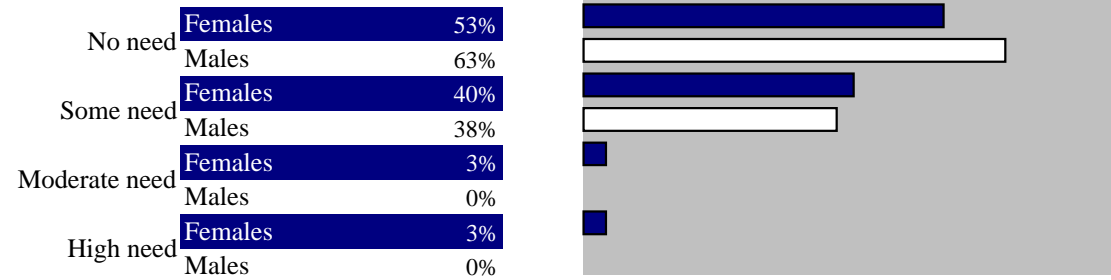
What is your experience with bar supported services such as BARCares, PALS, and FRIENDS?



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

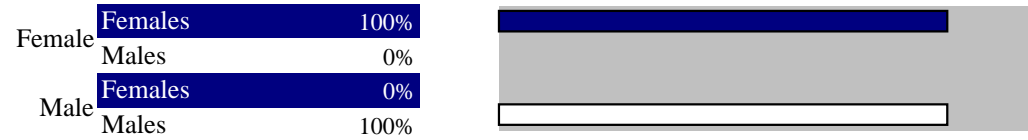


Please reflect honestly on the state of your life and the challenges you face. What is your level of need for counseling or other help (to address the problems such as stress, marital decline, drinking, or other addictions)?



Demographics

Your sex



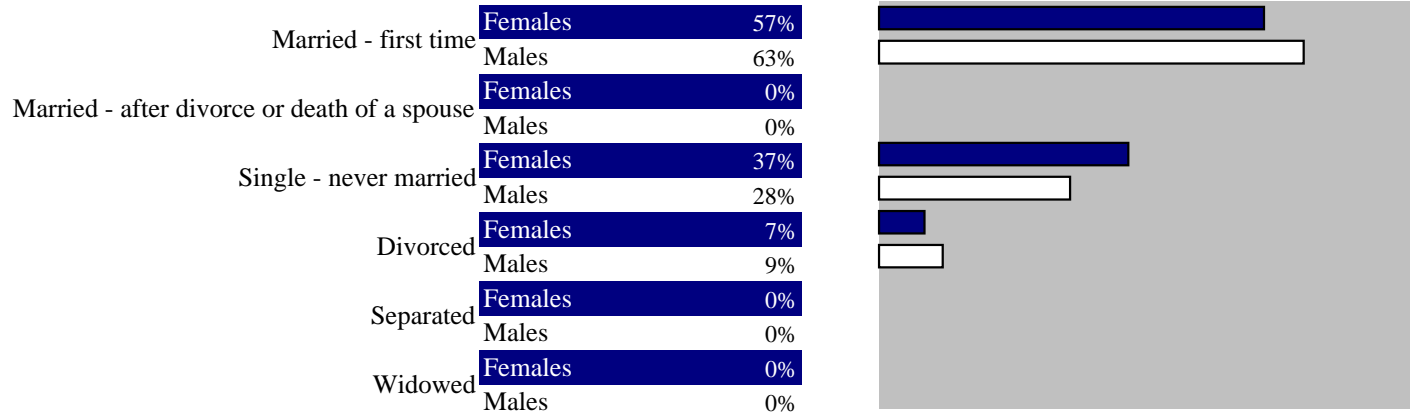
Your age



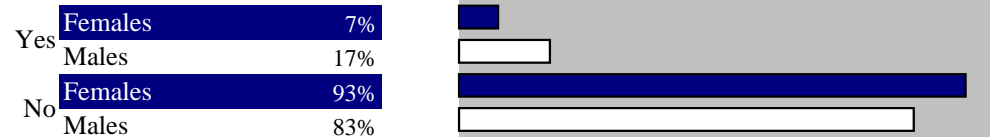
Year first admitted to any state bar



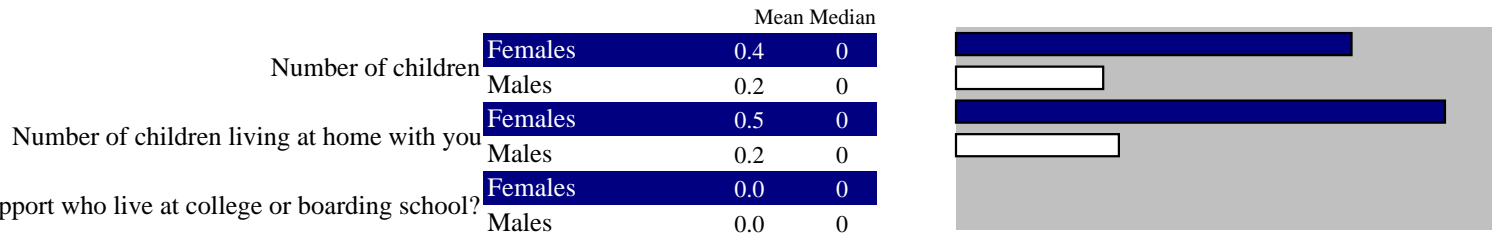
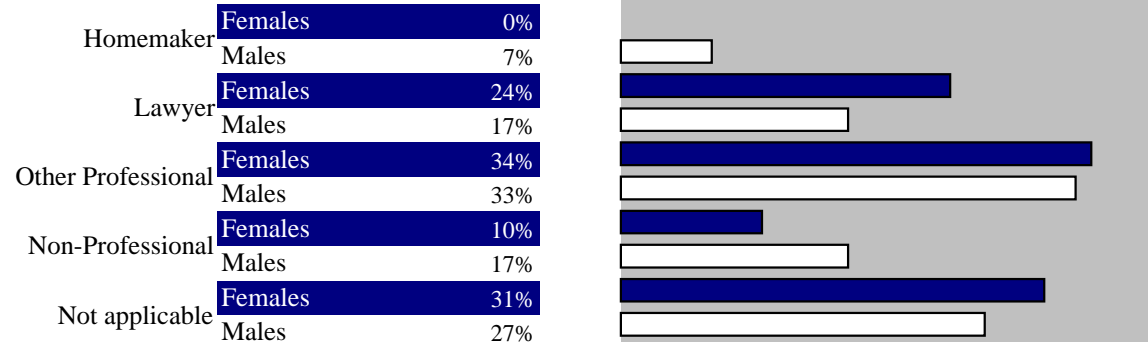
Your marital status



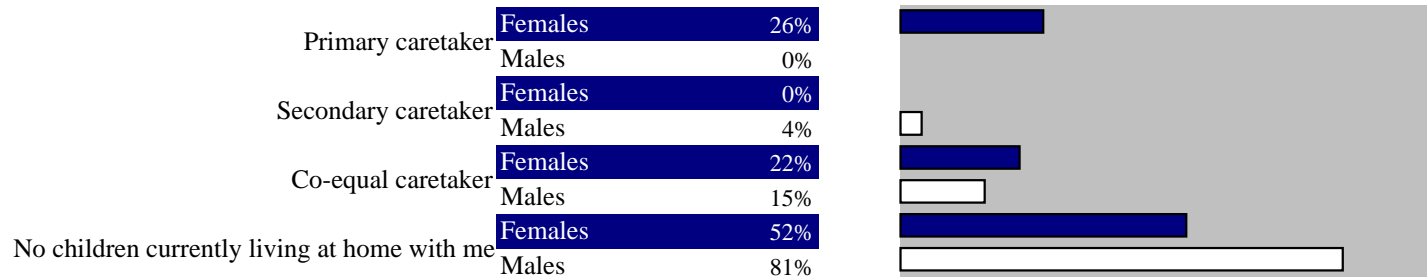
If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?



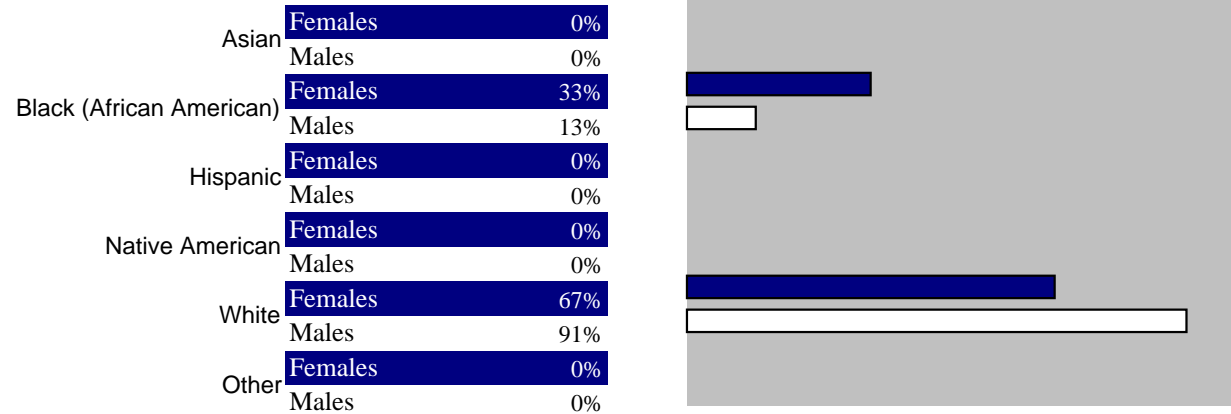
What is the occupation of your spouse or equivalent companion?



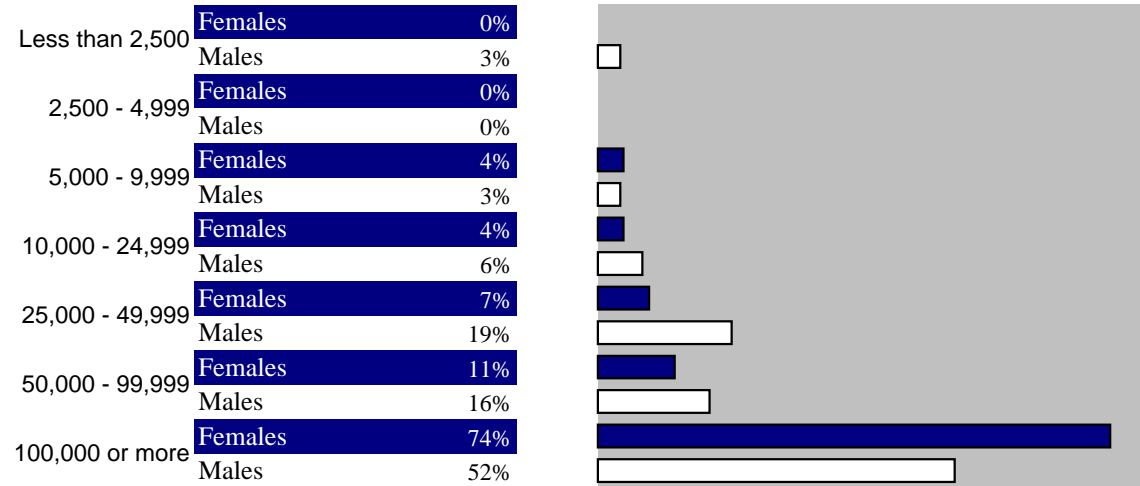
What is your level of caretaking responsibility for your children living at home with you?



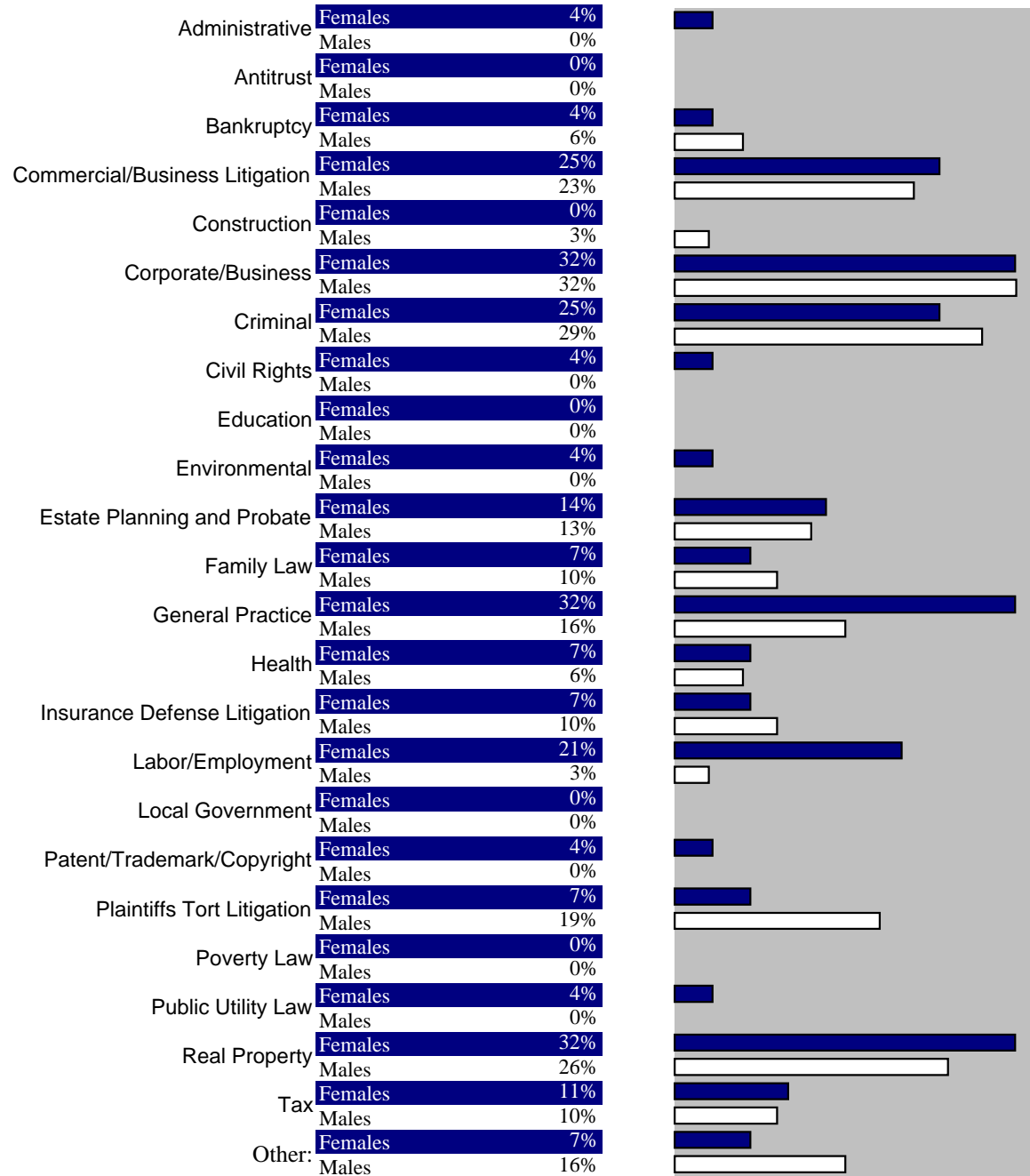
Your race (mark all that apply):



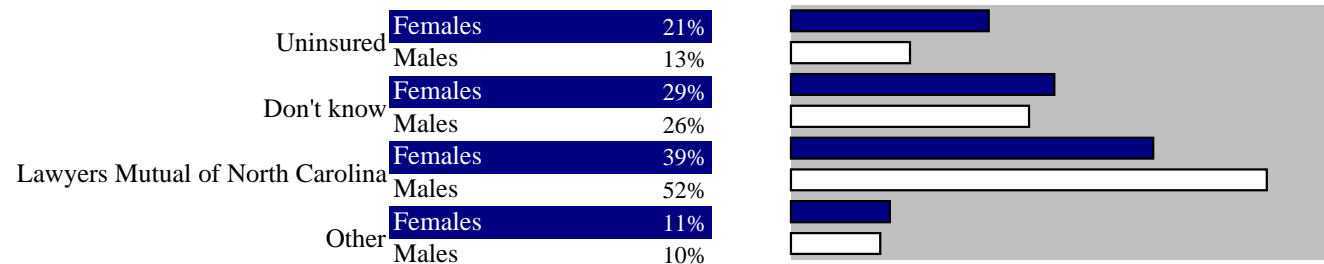
In what size city or town is your office located?



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:



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?	Females 66	44	60	92
	Males 79	56	75	104
Realistically, how much annual income from your law practice or career would you like to make within three years?	Females 107	75	83	124
	Males 144	100	120	150
How much debt does your firm/practice owe?	Females 3	0	0	5
	Males 27	0	4	36
What is your family's total annual income?	Females 104	48	98	156
	Males 114	78	105	143
What is your household's approximate net worth at present?	Females 80	5	25	75
	Males 106	10	55	106
What is your household's approximate debt at present?	Females 204	80	190	300
	Males 158	82	150	200
Realistically, how much would you like your total annual family income to be within three years?	Females 172	123	160	205
	Males 179	125	175	200
How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding?	Females 47	27	40	60
	Males 38	0	37	71

Aggregate Indices

Computed by examining several items in each topic area

Females
Males

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

