

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

Females 61years old and above (N=2)
Compared to Males 61 years old and above (N=59)
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)
P.O. Drawer 4280, Buies Creek, North Carolina 27506
910-893-1772

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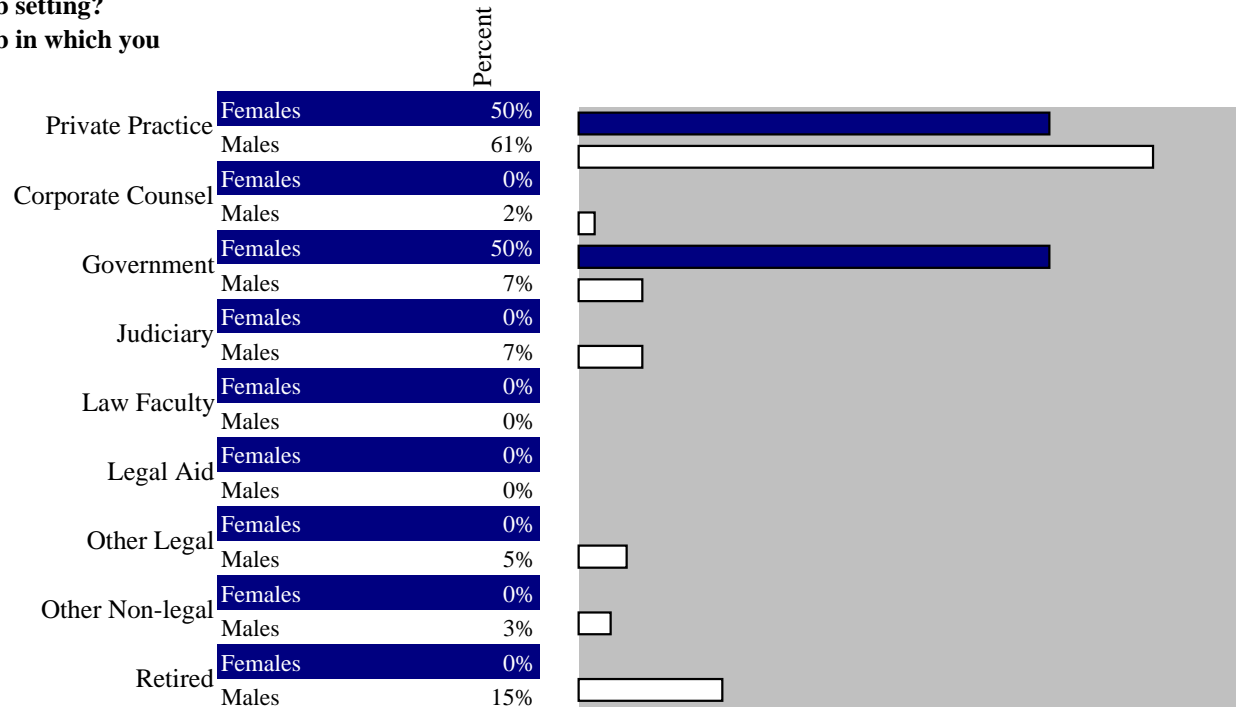
Life Satisfaction

		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	6.0	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Males	5.3	24%	24%	29%	10%	7%	2%	3%	0%	2%
	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	0%
	Males	5.0	17%	19%	37%	10%	10%	3%	3%	0%	0%
	Females	6.0	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Males	5.7	31%	32%	20%	10%	0%	3%	2%	0%	2%
	Females	5.0	0%	50%	0%	50%	0%	0%	0%	0%	0%
	Males	5.3	17%	37%	22%	14%	3%	3%	3%	0%	0%
	Females	5.0	0%	0%	100%	0%	0%	0%	0%	0%	0%
	Males	5.3	14%	44%	22%	10%	2%	3%	3%	2%	0%
	Females	4.5	0%	50%	0%	0%	50%	0%	0%	0%	0%
	Males	5.5	19%	37%	26%	12%	2%	4%	0%	0%	0%
	Females	5.0	0%	0%	100%	0%	0%	0%	0%	0%	0%
	Males	5.4	14%	39%	32%	10%	0%	5%	0%	0%	0%
	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	0%
	Males	6.0	34%	42%	15%	5%	2%	2%	0%	0%	0%
	Females	5.0	0%	0%	100%	0%	0%	0%	0%	0%	0%
	Males	5.7	28%	31%	22%	7%	0%	2%	2%	0%	9%
	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	0%
	Males	5.4	12%	37%	24%	8%	3%	2%	2%	0%	12%
	Females	4.0	0%	0%	0%	100%	0%	0%	0%	0%	0%
	Males	5.9	32%	39%	20%	3%	3%	2%	0%	0%	0%
	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	0%
	Males	5.5	22%	32%	25%	17%	0%	2%	2%	0%	0%
	Females	6.0	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Males	5.8	22%	47%	22%	5%	2%	2%	0%	0%	0%
		Mean	Median								
	Females	65%	65%								
	Males	66%	75%								
	Females	18%	18%								
	Males	15%	10%								
	Females	18%	18%								
	Males	20%	11%								

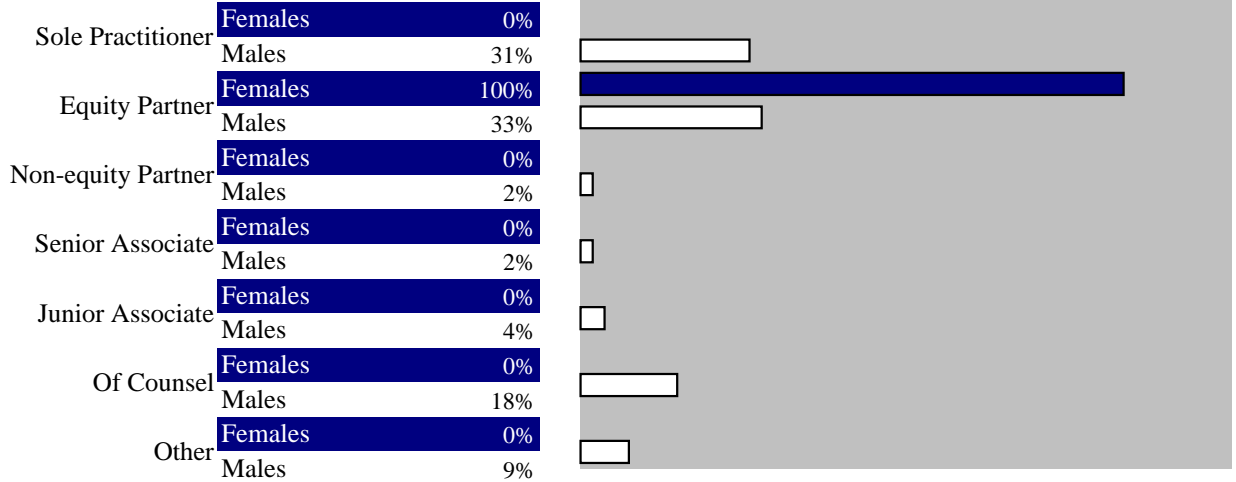
*In order to compute an average, the responses were coded on a 7-point scale.

Law Practice Environment

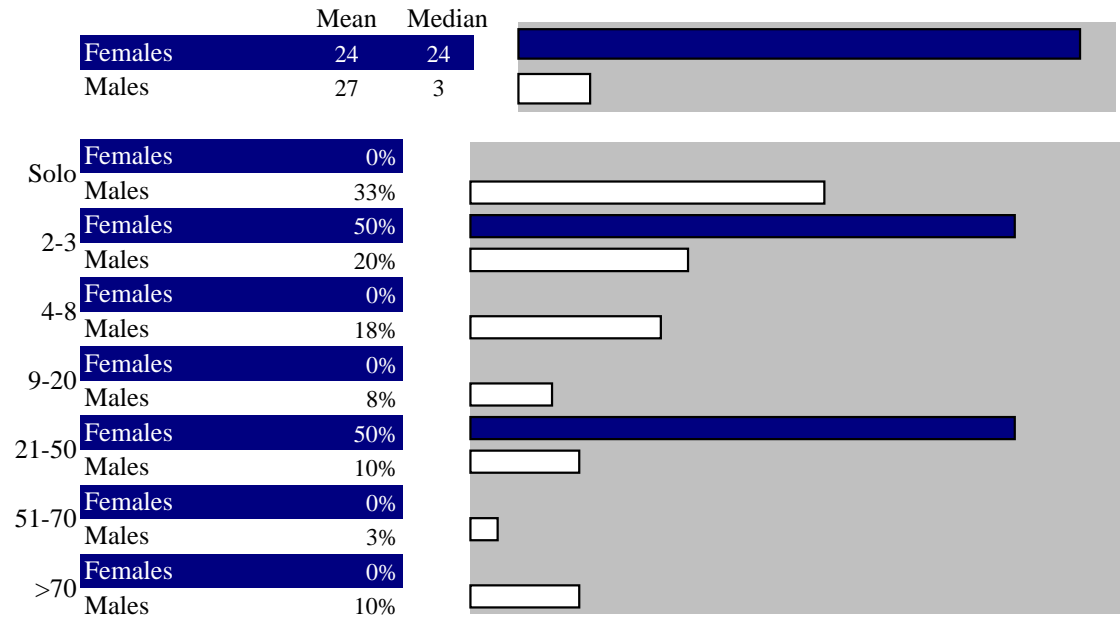
**Which of the following best describes your current job setting?
If you have more than one job, answer only for the job in which you
spend the most time.**



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

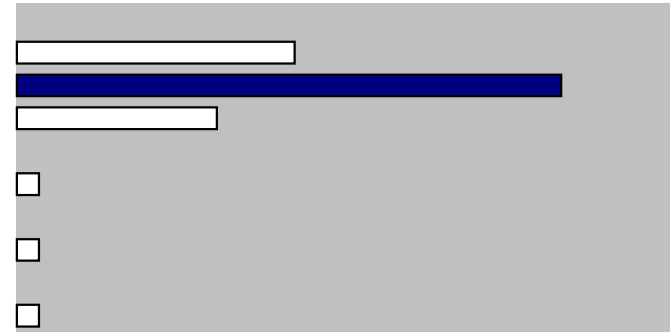
		Coding for mean:*									
		[7]	[6]	[5]	[4]	[3]	[2]	[1]			
	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply	
The way people are treated within the firm or organization	Females	6.5	50%	50%	0%	0%	0%	0%	0%	0%	
	Males	5.5	11%	47%	18%	8%	5%	3%	0%	8%	
The way you in particular are treated	Females	6.5	50%	50%	0%	0%	0%	0%	0%	0%	
	Males	5.8	24%	50%	8%	5%	0%	5%	0%	8%	
Your working relationship with clients	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	
	Males	5.7	22%	38%	19%	11%	3%	0%	0%	5%	
The intellectual challenge of your work	Females	6.0	0%	100%	0%	0%	0%	0%	0%	0%	
	Males	5.5	19%	41%	16%	19%	0%	3%	0%	3%	
The way promotions are decided	Females	6.0	0%	100%	0%	0%	0%	0%	0%	0%	
	Males	5.1	8%	29%	8%	8%	5%	3%	3%	37%	
Your opportunities for advancement	Females	6.0	0%	50%	0%	0%	0%	0%	0%	50%	
	Males	5.1	3%	22%	8%	6%	0%	3%	3%	56%	
The quality of service that your firm/organization provides	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	
	Males	5.9	32%	42%	16%	0%	0%	5%	0%	5%	
The work you do on your job - the work itself	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	
	Males	5.5	14%	44%	28%	6%	3%	3%	0%	3%	
The clarity you have about your role and purpose in the firm/organization	Females	6.0	0%	100%	0%	0%	0%	0%	0%	0%	
	Males	5.6	24%	38%	14%	11%	5%	0%	3%	5%	
The people you work with on your job - your coworkers	Females	6.5	50%	50%	0%	0%	0%	0%	0%	0%	
	Males	5.8	34%	26%	32%	3%	0%	0%	3%	3%	
The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions	Females	7.0	100%	0%	0%	0%	0%	0%	0%	0%	
	Males	6.1	41%	41%	5%	3%	3%	0%	3%	5%	
The control you have over the kind of work you do	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	
	Males	5.8	30%	46%	8%	5%	5%	0%	3%	3%	
The effectiveness of top leadership in managing the organization	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%	
	Males	5.3	11%	34%	18%	5%	5%	5%	0%	21%	
The way compensation decisions are made	Females	6.0	0%	100%	0%	0%	0%	0%	0%	0%	
	Males	5.1	11%	24%	22%	11%	3%	0%	5%	24%	
Your level of compensation	Females	3.5	0%	0%	0%	50%	50%	0%	0%	0%	
	Males	5.3	16%	37%	29%	5%	0%	0%	8%	5%	

	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way work load is distributed										
	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%
	Males	5.2	3%	38%	24%	5%	0%	0%	5%	0%
The administrative support you receive	Females	4.5	0%	0%	50%	50%	0%	0%	0%	0%
	Males	5.4	14%	41%	24%	11%	0%	5%	0%	5%
The office and facilities	Females	5.0	50%	0%	0%	0%	50%	0%	0%	0%
	Males	6.0	32%	42%	16%	5%	3%	0%	0%	3%
The way people check with you before making commitments that involve you	Females	5.0	0%	50%	0%	50%	0%	0%	0%	0%
	Males	5.5	29%	29%	16%	11%	3%	0%	5%	0%
The chance you get to do the things you do best	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%
	Males	5.4	28%	22%	25%	17%	0%	0%	6%	0%
The amount of helpful feedback you receive about your performance	Females	4.5	0%	0%	50%	50%	0%	0%	0%	0%
	Males	4.9	8%	22%	35%	14%	0%	3%	5%	0%
The opportunity you have to learn	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%
	Males	5.5	19%	36%	25%	6%	0%	3%	3%	3%
The general level of planning and organization	Females	4.5	0%	0%	50%	50%	0%	0%	0%	0%
	Males	4.8	3%	16%	53%	5%	3%	3%	5%	0%
The opportunity you have to plan and direct your work	Females	5.5	0%	50%	50%	0%	0%	0%	0%	0%
	Males	5.5	22%	38%	24%	3%	0%	3%	5%	0%
The level of communication among coworkers about important matters	Females	4.5	0%	0%	50%	50%	0%	0%	0%	0%
	Males	5.1	16%	19%	32%	16%	0%	8%	0%	3%
Your job as a whole	Females	6.0	0%	100%	0%	0%	0%	0%	0%	0%
	Males	5.7	19%	57%	16%	3%	0%	3%	3%	0%

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

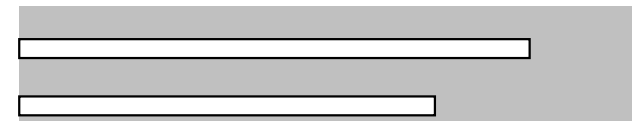
In thinking about your current job, overall, how satisfied or dissatisfied are you or do you feel neutral?

Very Satisfied	Females	0%
	Males	51%
Satisfied	Females	100%
	Males	37%
Neutral	Females	0%
	Males	4%
Dissatisfied	Females	0%
	Males	4%
Very Dissatisfied	Females	0%
	Males	4%



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		
	Males	1166	1365
Your billable hour requirement, if any	Females		
	Males	950	950



Nonbillable Hours

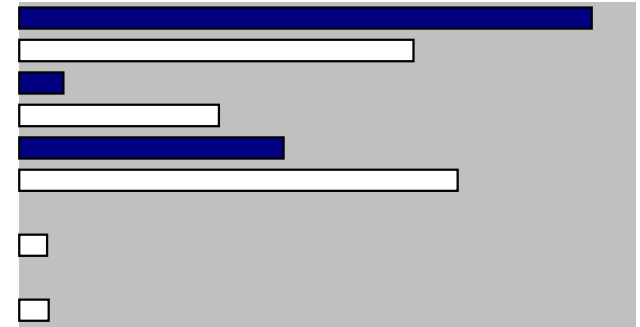
How many nonbillable hours do you expect to work during 2002 in each of the following categories:

		Mean	Median
Client work - nonbillable	Females		
	Males	146	78
Pro Bono work	Females		
	Males	65	40
Administrative or management activities	Females		
	Males	163	50
Business (client) development	Females		
	Males	60	25
Bar-related activities	Females		
	Males	38	10
Other work activities	Females		
	Males	92	5



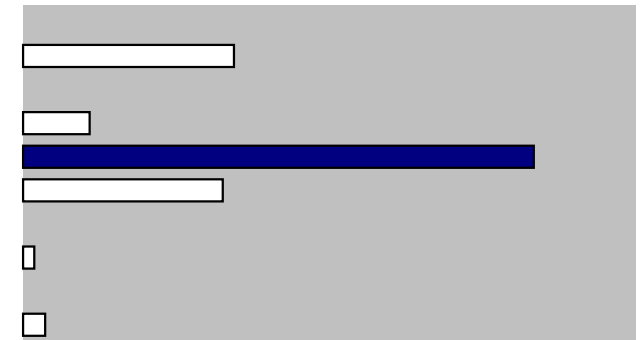
Of your fee-producing time, what percent is billed using the following methods?

		Mean	Median
Fixed fee	Females	65	65
	Males	45	50
Contingent fee	Females	5	5
	Males	23	3
Hourly rate	Females	30	30
	Males	50	50
Percentage of transaction	Females	0	0
	Males	3	0
Other	Females	0	0
	Males	3	0



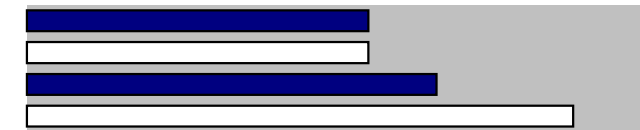
For which method of billing would you prefer to render legal services?

Fixed fee	Females	0%
	Males	41%
Contingent fee	Females	0%
	Males	13%
Hourly rate	Females	100%
	Males	39%
Percentage fee	Females	0%
	Males	2%
Other	Females	0%
	Males	4%



Vacation time

		Mean	Median
Excluding working vacations, how many weeks of vacation did you take this last year?	Females	2.5	3
	Males	4.9	3
How many weeks of vacation were you allowed to take?	Females	3.0	3
	Males	11.1	4



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?

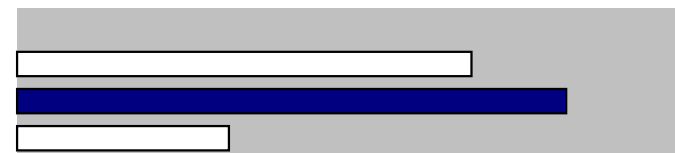
		Coding for mean:*										
		100	95	85	75	65	55	45	35	25	15	
	Mean	100%	90-99%	80-89%	70-79%	60-69%	50-59%	40-49%	30-39%	20-29%	10-19%	
Acting in a verbally aggressive manner, as if to intimidate other lawyers	Females	20%	0%	0%	0%	0%	0%	0%	50%	0%	0%	
	Males	24%	0%	2%	5%	2%	0%	2%	16%	9%	23%	
Continually interrupting opposing counsel when they are speaking	Females	15%	0%	0%	0%	0%	0%	0%	0%	0%	50%	
	Males	24%	0%	2%	5%	0%	5%	2%	7%	21%	21%	
Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel	Females	20%	0%	0%	0%	0%	0%	0%	50%	0%	0%	
	Males	22%	0%	5%	2%	0%	5%	5%	9%	9%	19%	
Insulting opposing counsel	Females	20%	0%	0%	0%	0%	0%	0%	50%	0%	0%	
	Males	18%	0%	2%	2%	0%	2%	0%	5%	10%	29%	
Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker	Females	30%	0%	0%	0%	0%	50%	0%	0%	0%	0%	
	Males	18%	0%	2%	2%	2%	2%	2%	7%	5%	17%	
Violating rules of procedure	Females	30%	0%	0%	0%	0%	50%	0%	0%	0%	0%	
	Males	21%	0%	2%	2%	2%	7%	0%	5%	16%	14%	
Doing whatever it takes to win, regardless of ethics or propriety	Females	35%	0%	0%	0%	0%	0%	0%	100%	0%	0%	
	Males	18%	0%	2%	5%	0%	5%	0%	5%	10%	19%	
Making statements they know to be false (for the purpose of persuasion)	Females	20%	0%	0%	0%	0%	0%	0%	50%	0%	0%	
	Males	14%	0%	0%	2%	2%	0%	0%	7%	17%	5%	
Overbilling clients (for work not performed or in clearly excessive bills)	Females	35%	0%	0%	0%	0%	50%	0%	0%	0%	50%	
	Males	20%	0%	0%	5%	0%	0%	2%	10%	10%	5%	
Doing unnecessary legal work to increase billings	Females	55%	0%	0%	0%	0%	50%	0%	0%	0%	0%	
	Males	24%	0%	2%	5%	0%	2%	7%	2%	17%	22%	
Taking on more work than they can handle	Females	85%	0%	50%	0%	0%	0%	0%	0%	0%	0%	
	Males	36%	2%	7%	5%	7%	0%	12%	5%	10%	14%	
Not doing what they say they will do	Females	45%	0%	0%	0%	0%	0%	50%	0%	0%	0%	
	Males	30%	0%	7%	10%	2%	0%	0%	10%	12%	26%	
Representing clients without appropriate knowledge or preparation	Females	85%	0%	50%	0%	0%	0%	0%	0%	0%	0%	
	Males	24%	0%	2%	2%	5%	2%	12%	2%	19%	12%	
Poorly representing clients	Females	60%	0%	50%	0%	0%	0%	0%	50%	0%	0%	
	Males	22%	0%	2%	2%	2%	0%	7%	5%	17%	27%	
Sending unduly burdensome discovery requests aimed at wearing down clients	Females	35%	0%	0%	0%	0%	0%	0%	50%	0%	0%	
	Males	32%	0%	7%	0%	5%	10%	0%	7%	17%	14%	
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%	0%	0%	0%	50%	
	Males	17%	0%	0%	2%	0%	7%	0%	10%	12%	10%	
Overall Index (Average of all item averages)	Females	38%										
	Males	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	Females	2.5	0%	0%	0%	0%	50%	50%	0%	0%
	Males	3.0	7%	4%	18%	11%	13%	11%	33%	4%
Have two or more clients or people of higher rank ask you to do things which conflict substantively	Females	1.0	0%	0%	0%	0%	0%	0%	0%	100%
	Males	1.6	0%	6%	2%	4%	2%	6%	42%	40%
Have interpersonal conflicts with your co-workers	Females	1.0	0%	0%	0%	0%	0%	0%	100%	0%
	Males	1.3	0%	2%	0%	2%	4%	4%	51%	38%
Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice	Females	1.0	0%	0%	0%	0%	0%	0%	100%	0%
	Males	1.9	2%	2%	4%	4%	6%	24%	51%	6%
Have headaches	Females	1.0	0%	0%	0%	0%	0%	0%	100%	0%
	Males	1.5	4%	0%	2%	4%	4%	2%	47%	38%
Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session	Females	3.5	0%	0%	0%	50%	50%	0%	0%	0%
	Males	3.4	4%	7%	35%	11%	7%	2%	14%	21%
Feel upset because someone criticized you	Females	1.0	0%	0%	0%	0%	0%	0%	100%	0%
	Males	1.5	0%	4%	4%	4%	0%	11%	71%	7%
Use prescriptive medicines to reduce anxiety or depression	Females	1.0	0%	0%	0%	0%	0%	0%	0%	100%
	Males	1.3	0%	5%	2%	0%	0%	0%	15%	78%
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%	0%	100%
	Males	1.0	0%	0%	0%	0%	0%	0%	5%	95%
Have trouble sleeping at night	Females	1.5	0%	0%	0%	0%	0%	50%	50%	0%
	Males	2.1	2%	2%	9%	2%	19%	7%	39%	21%
Feel very lonely or remote from other people	Females	2.0	0%	0%	0%	0%	0%	100%	0%	0%
	Males	1.4	2%	0%	4%	2%	4%	4%	61%	25%
Have thoughts of ending your life	Females	1.0	0%	0%	0%	0%	0%	0%	0%	100%
	Males	1.2	2%	0%	2%	0%	0%	2%	7%	88%
Talk with family or friends	Females	5.5	50%	0%	0%	50%	0%	0%	0%	0%
	Males	5.6	41%	18%	25%	4%	5%	2%	5%	0%
Feel depressed or very unhappy	Females	1.5	0%	0%	0%	0%	0%	50%	50%	0%
	Males	1.6	2%	4%	5%	2%	2%	4%	49%	33%
Feel on top of the world	Females	1.5	0%	0%	0%	0%	0%	50%	50%	0%
	Males	3.5	9%	4%	23%	12%	21%	11%	12%	9%
Feel bothered by your heart beating hard or fast without physical exertion	Females	1.0	0%	0%	0%	0%	0%	0%	100%	0%
	Males	1.3	0%	2%	2%	4%	2%	4%	28%	60%

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	Females	1.0	0%	0%	0%	0%	0%	100%	0%
	Males	1.1	0%	0%	0%	0%	9%	39%	53%
Feel extremely fatigued or lethargic	Females	3.0	0%	0%	0%	0%	100%	0%	0%
	Males	1.7	2%	0%	5%	4%	11%	11%	56%
Practice meditation or other relaxation techniques	Females	1.0	0%	0%	0%	0%	0%	0%	100%
	Males	2.1	2%	11%	7%	5%	2%	4%	14%
Suffer from an upset stomach, stomach ache, or nausea	Females	1.0	0%	0%	0%	0%	0%	0%	100%
	Males	1.5	2%	2%	4%	2%	5%	0%	44%
Pray	Females	1.0	0%	0%	0%	0%	0%	0%	100%
	Males	4.4	21%	25%	14%	4%	5%	5%	18%
Attend church or other religious services	Females	1.0	0%	0%	0%	0%	0%	0%	50%
	Males	2.8	0%	2%	7%	39%	7%	13%	28%
Watch TV	Females	5.0	0%	50%	0%	50%	0%	0%	0%
	Males	5.7	27%	49%	9%	2%	7%	2%	4%
Overeat	Females	3.5	0%	50%	0%	0%	0%	0%	50%
	Males	2.8	4%	7%	7%	13%	19%	15%	33%
Blow off steam, vent anger	Females	3.0	0%	0%	0%	50%	0%	50%	0%
	Males	1.8	0%	2%	2%	9%	11%	11%	60%
Talk with a counselor or therapist	Females	1.0	0%	0%	0%	0%	0%	0%	100%
	Males	1.0	0%	0%	0%	0%	0%	4%	18%
Have your hands tremble enough to bother you	Females	1.0	0%	0%	0%	0%	0%	0%	100%
	Males	1.4	0%	2%	5%	2%	0%	2%	12%
Have your hands sweat so that you feel damp and clammy	Females	1.0	0%	0%	0%	0%	0%	0%	100%
	Males	1.1	0%	0%	0%	0%	5%	2%	21%
Feel faint or dizzy	Females	1.0	0%	0%	0%	0%	0%	0%	50%
	Males	1.1	0%	0%	0%	0%	4%	4%	33%
Experience a loss of appetite	Females	1.0	0%	0%	0%	0%	0%	0%	100%
	Males	1.1	0%	0%	0%	0%	5%	0%	40%
Become easily annoyed or irritated	Females	2.5	0%	0%	0%	50%	0%	0%	50%
	Males	2.0	2%	0%	5%	12%	9%	18%	49%
Feel pains in your heart or chest	Females	1.0	0%	0%	0%	0%	0%	0%	50%
	Males	1.3	0%	0%	2%	4%	2%	5%	26%

	Yes	No
Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease?		
Females	0%	100%
Males	41%	59%
Has ill health impaired your ability to work in the last few years?		
Females	50%	50%
Males	19%	81%



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	3.0	3	0%	0%	50%	0%	50%	0%	0%	0%	0%
	Males	4.0	5	19%	9%	9%	0%	11%	8%	15%	28%	0%
Average number of alcoholic drinks you consume on days that you drink	Females	1.5	2	0%	50%	50%	0%	0%	0%	0%	0%	0%
	Males	2.4	2	0%	24%	57%	12%	0%	4%	0%	0%	2%
Average number of cigarettes you smoke daily, if any	Females	0.0	0	100%	0%	0%	0%	0%	0%	0%	0%	0%
	Males	2.1	0	93%	0%	0%	0%	0%	0%	0%	0%	7%
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	0.8	0	95%	0%	0%	2%	0%	0%	2%	0%	2%
Average number of servings of caffeinated drinks that you consume daily (coffee, tea, or soft drinks)	Females	5.5	6	0%	0%	50%	0%	0%	0%	0%	0%	50%
	Males	2.4	2	11%	18%	30%	26%	11%	2%	2%	0%	2%
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	15.0	15	0%	0%	0%	0%	50%	50%			
	Males	16.7	10	4%	4%	8%	13%	26%	45%			
People from whom you could expect real help in times of trouble	Females	4.5	5	0%	0%	0%	100%	0%	0%			
	Males	7.1	6	2%	7%	14%	23%	41%	13%			
People with whom you can share your most private feelings	Females	2.0	2	0%	0%	100%	0%	0%	0%			
	Males	3.1	2	11%	18%	37%	21%	14%	0%			
People (other than your spouse or equivalent) who you feel will be happy simply because you are	Females	3.5	4	0%	0%	50%	50%	0%	0%			
	Males	5.9	5	17%	2%	21%	21%	25%	13%			

Attitudes and Opinions

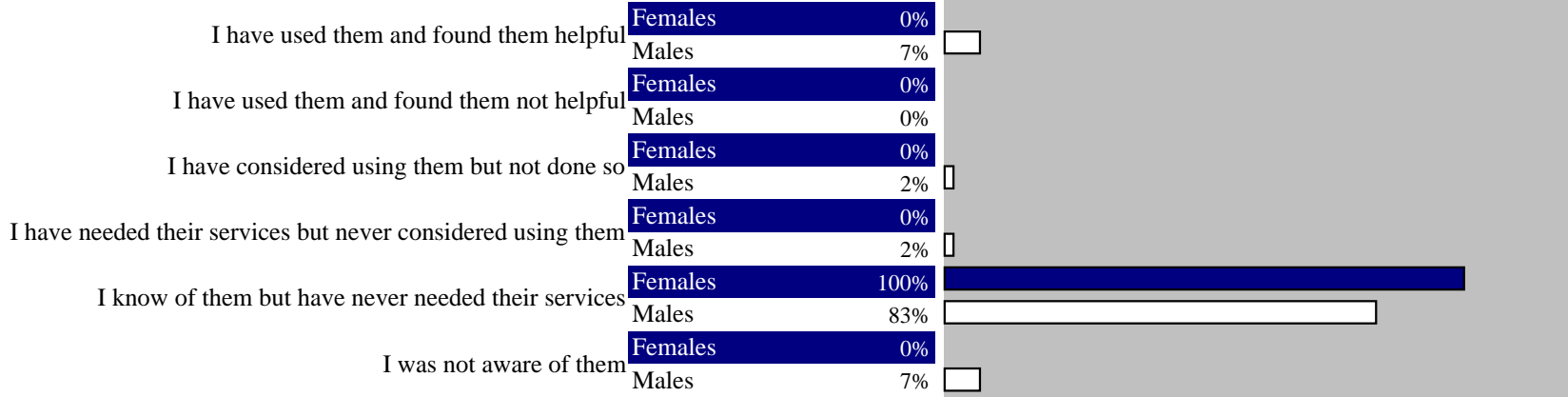
		Coding for mean: [6] [5] [4] [3] [2] [1]								
		Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not Know	Does not apply
For the following statements, indicate your level of agreement:										
I would like to remain in the practice of law for the rest of my career	Females	#DIV/0!	0%	0%	0%	0%	0%	0%	50%	50%
	Males	5.2	29%	40%	7%	2%	0%	0%	2%	21%
I would like to stay with my current law firm or employer for the rest of my career	Females	#DIV/0!	0%	0%	0%	0%	0%	0%	50%	50%
	Males	5.3	37%	33%	4%	0%	0%	4%	0%	23%
If I knew then what I know now, I would not have become a lawyer	Females	4.0	0%	0%	50%	0%	0%	0%	50%	0%
	Males	2.4	5%	12%	7%	5%	25%	37%	2%	7%
No matter how fast our household's income goes up, we never seem to get ahead	Females	3.5	50%	0%	0%	0%	0%	50%	0%	0%
	Males	2.8	5%	12%	14%	7%	37%	16%	0%	9%
Our household income is high enough to satisfy virtually all our important desires	Females	4.0	50%	0%	0%	0%	50%	0%	0%	0%
	Males	4.9	26%	47%	11%	5%	4%	2%	2%	4%
My workload is too heavy	Females	3.0	0%	0%	50%	0%	50%	0%	0%	0%
	Males	3.0	5%	16%	5%	14%	39%	5%	0%	14%
I often feel worried or anxious	Females	4.0	0%	50%	0%	50%	0%	0%	0%	0%
	Males	2.7	4%	5%	13%	21%	38%	13%	0%	7%
My problems are so big that I can't run my life the way I want to	Females	3.0	0%	0%	50%	0%	50%	0%	0%	0%
	Males	2.1	4%	4%	4%	4%	47%	27%	2%	9%
I seem to get sick easier than other people	Females	2.5	0%	0%	50%	0%	0%	50%	0%	0%
	Males	1.6	0%	4%	0%	0%	43%	43%	2%	9%
I sometimes have an uncontrollable urge to have an alcoholic drink	Females	2.0	0%	0%	0%	50%	0%	50%	0%	0%
	Males	1.5	2%	2%	0%	2%	25%	62%	2%	5%
Excessive drinking is taking a toll on my professional or personal life	Females	1.0	0%	0%	0%	0%	0%	100%	0%	0%
	Males	1.5	2%	0%	0%	4%	27%	59%	0%	9%
The likelihood is greater than 50-50 that I will change employment within the next two years	Females	5.0	0%	50%	0%	0%	0%	0%	50%	0%
	Males	1.5	0%	2%	0%	2%	29%	47%	0%	21%
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	4.0	0%	0%	100%	0%	0%	0%	0%	0%
	Males	4.5	23%	42%	11%	4%	12%	5%	2%	2%
I feel that I'm in control of my own destiny professionally	Females	4.0	0%	50%	0%	50%	0%	0%	0%	0%
	Males	4.8	22%	48%	14%	3%	5%	2%	0%	5%
It is a primary responsibility of bar-related organizations to sponsor programs that assist lawyers with balancing their personal and professional	Females	4.5	0%	50%	50%	0%	0%	0%	0%	0%
	Males	4.5	21%	38%	21%	2%	10%	3%	5%	0%
Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms	Females	2.0	0%	0%	0%	0%	50%	0%	50%	0%
	Males	2.9	5%	2%	16%	9%	32%	4%	23%	11%
Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms	Females	3.0	0%	0%	0%	50%	0%	0%	50%	0%
	Males	3.1	4%	5%	16%	9%	26%	4%	26%	11%
Within the last few years, I personally experienced sexual harassment in the profession	Females	1.5	0%	0%	0%	0%	50%	50%	0%	0%
	Males	1.8	4%	2%	0%	2%	26%	35%	4%	28%

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

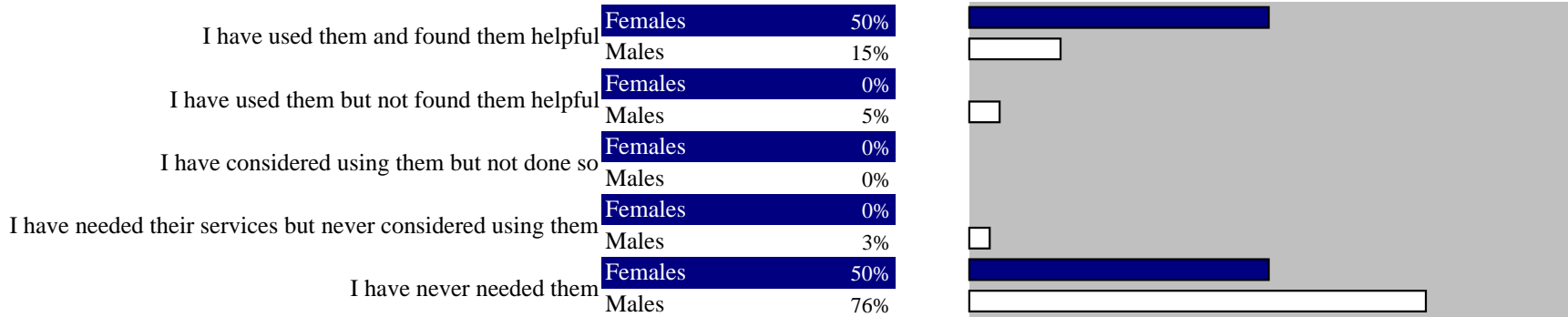
For the following statements, indicate your level of agreement:

	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	1.0	0%	0%	0%	0%	50%	50%	0%	
	Males	1.7	4%	0%	0%	4%	19%	37%	4%	33%
Lawyers in my firm neglect management and leadership tasks										
	Females	3.0	0%	0%	0%	50%	0%	0%	50%	
	Males	2.3	0%	2%	13%	2%	20%	17%	4%	43%
I am concerned about the future of my firm because of significant outside threats										
	Females	#DIV/0!	0%	0%	0%	0%	0%	0%	100%	
	Males	2.6	0%	7%	5%	11%	24%	11%	4%	38%
I would rather work here than with any other law firm I know										
	Females	4.0	0%	0%	50%	0%	0%	0%	50%	
	Males	5.3	35%	31%	4%	2%	2%	0%	2%	25%
If I could afford to leave the practice of law at this time, I would do so										
	Females	2.0	0%	0%	0%	0%	50%	0%	0%	50%
	Males	2.7	4%	15%	4%	0%	33%	18%	4%	24%
My firm does not have enough work to keep all of our lawyers fully engaged										
	Females	1.0	0%	0%	0%	0%	50%	0%	50%	
	Males	1.8	2%	0%	2%	0%	29%	24%	0%	44%

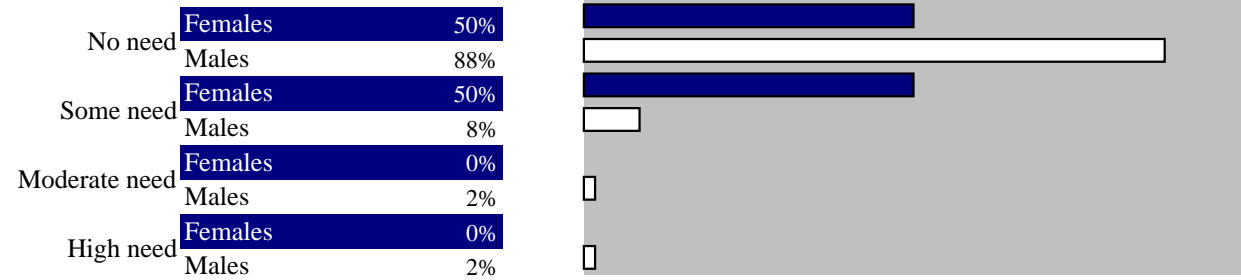
What is your experience with bar supported services such as BARCares, PALS, and FRIENDS?



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

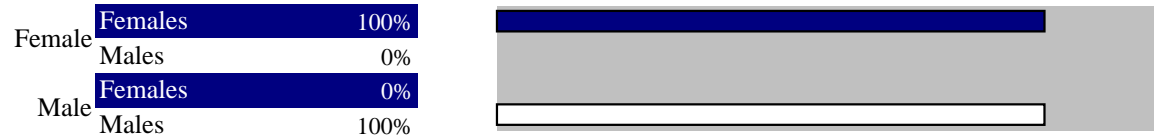


Please reflect honestly on the state of your life and the challenges you face. What is your level of need for counseling or other help (to address the problems such as stress, marital decline, drinking, or other addictions)?



Demographics

Your sex



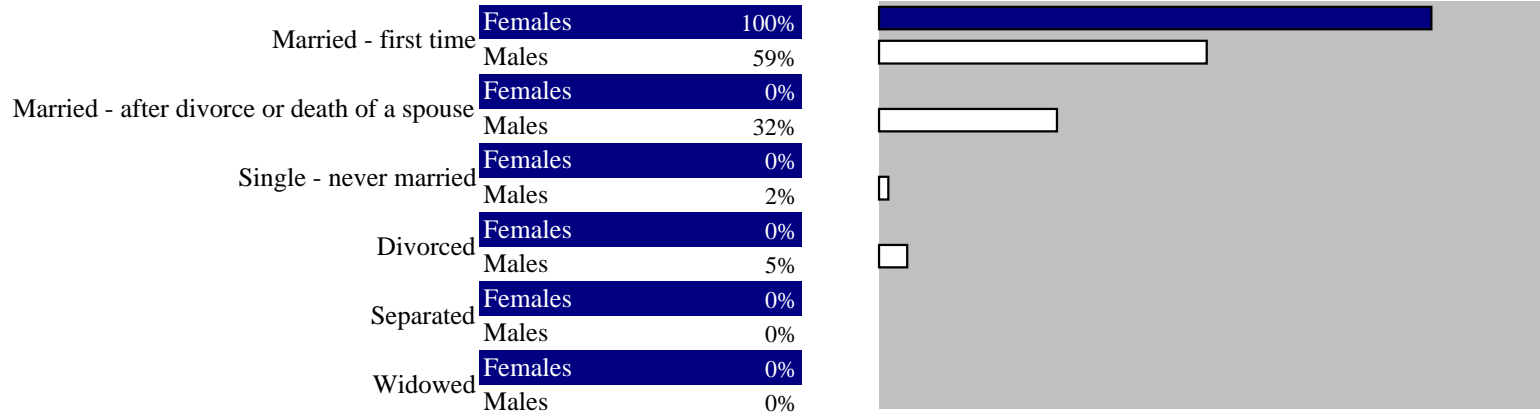
Your age



Year first admitted to any state bar

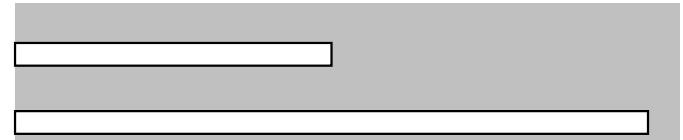


Your marital status



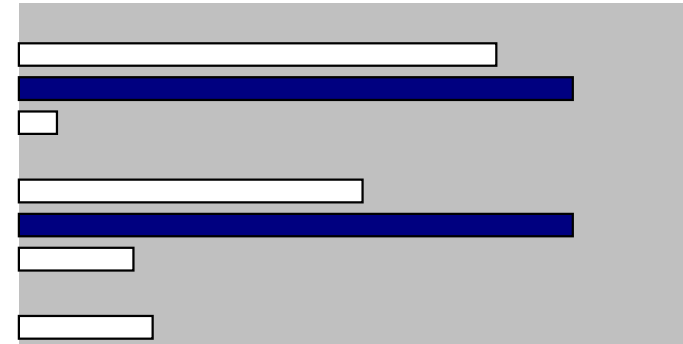
If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?

Yes	Females	
	Males	33%
No	Females	
	Males	67%

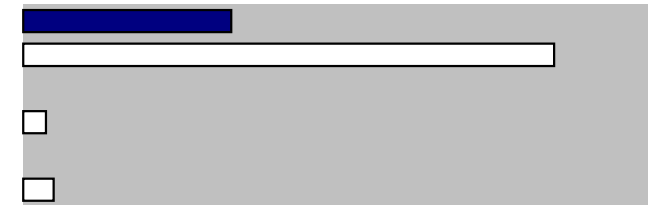


What is the occupation of your spouse or equivalent companion?

Homemaker	Females	0%
	Males	43%
Lawyer	Females	50%
	Males	3%
Other Professional	Females	0%
	Males	31%
Non-Professional	Females	50%
	Males	10%
Not applicable	Females	0%
	Males	12%



		Mean	Median
Number of children	Females	1.0	1
	Males	2.6	2
Number of children living at home with you	Females	0.0	0
	Males	0.1	0
How many children do you support who live at college or boarding school?	Females	0.0	0
	Males	0.1	0



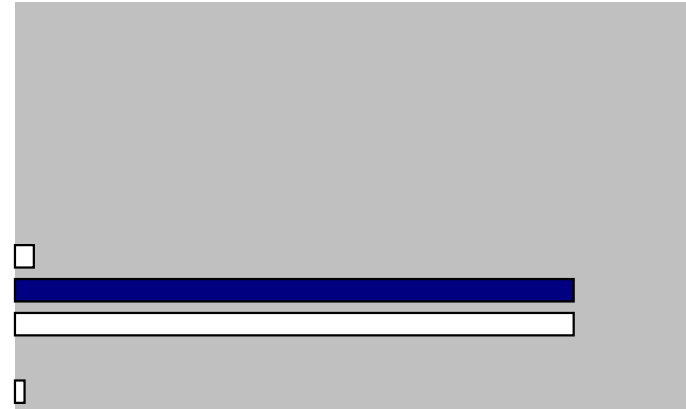
What is your level of caretaking responsibility for your children living at home with you?

Primary caretaker	Females	0%
	Males	0%
Secondary caretaker	Females	0%
	Males	5%
Co-equal caretaker	Females	0%
	Males	3%
No children currently living at home with me	Females	100%
	Males	93%



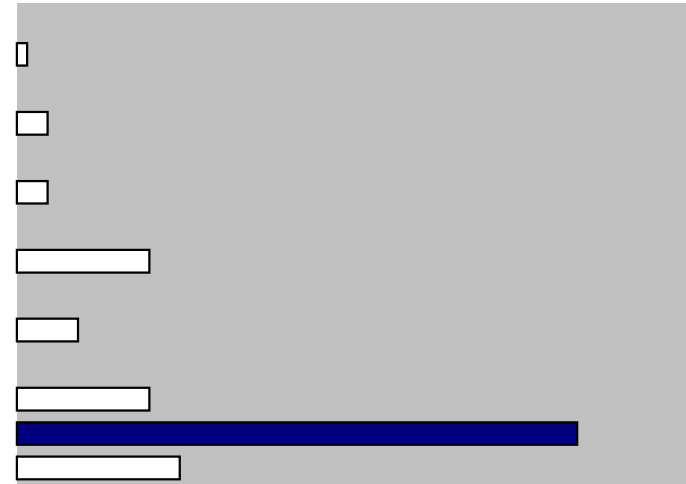
Your race (mark all that apply):

Asian	Females	0%
	Males	0%
Black (African American)	Females	0%
	Males	0%
Hispanic	Females	0%
	Males	0%
Native American	Females	0%
	Males	3%
White	Females	100%
	Males	100%
Other	Females	0%
	Males	2%

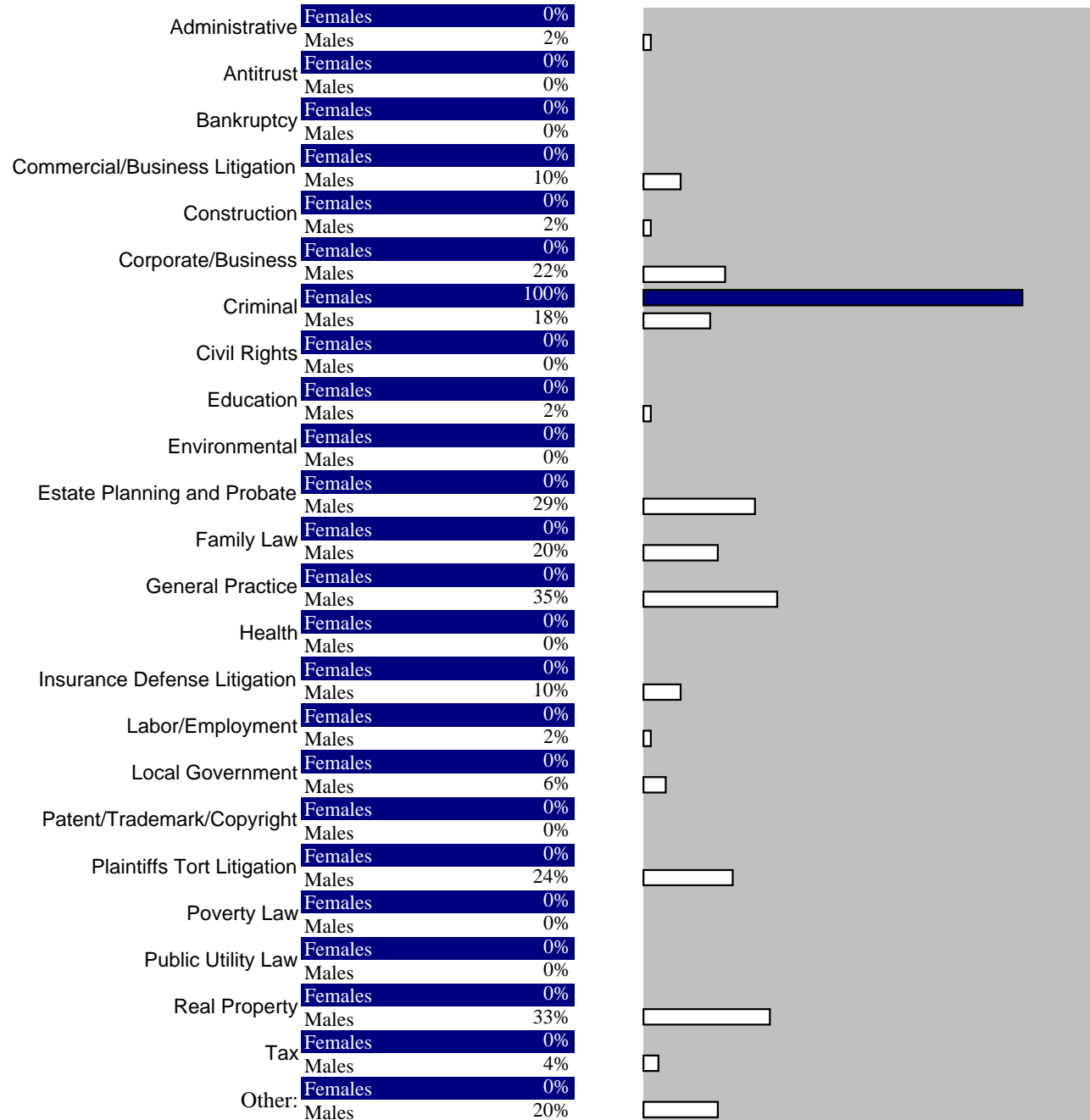


In what size city or town is your office located?

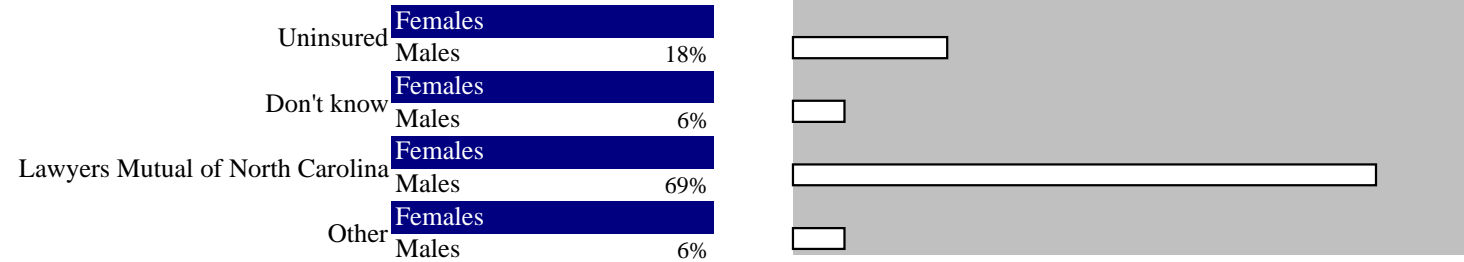
Less than 2,500	Females	0%
	Males	2%
2,500 - 4,999	Females	0%
	Males	5%
5,000 - 9,999	Females	0%
	Males	5%
10,000 - 24,999	Females	0%
	Males	24%
25,000 - 49,999	Females	0%
	Males	11%
50,000 - 99,999	Females	0%
	Males	24%
100,000 or more	Females	100%
	Males	29%



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	108	79	108	136
	Males	174	53	95	124
Realistically, how much annual income from your law practice or career would you like to make within three years?	Females	67	67	67	67
	Males	162	50	100	200
How much debt does your firm/practice owe?	Females	0	0	0	0
	Males	14	0	0	7
What is your family's total annual income?	Females	182	122	182	241
	Males	258	90	140	230
What is your household's approximate net worth at present?	Females	68	68	68	68
	Males	1763	800	1100	2000
What is your household's approximate debt at present?	Females	#DIV/0!	#NUM!	#NUM!	#NUM!
	Males	127	0	40	200
Realistically, how much would you like your total annual family income to be within three years?	Females	100	100	100	100
	Males	257	100	150	213
How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding?	Females	23	23	23	23
	Males	1	0	0	0

Aggregate Indices

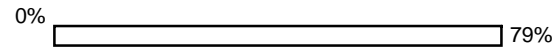
Computed by examining several items in each topic area

Females
Males

Percent of Maximum Score

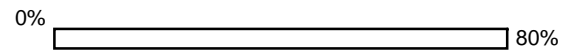
Work and Career Satisfaction

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

