

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

**Less than 10,000 (N=63)**  
**Compared to all Attorneys (N=597)**

**March 14, 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]

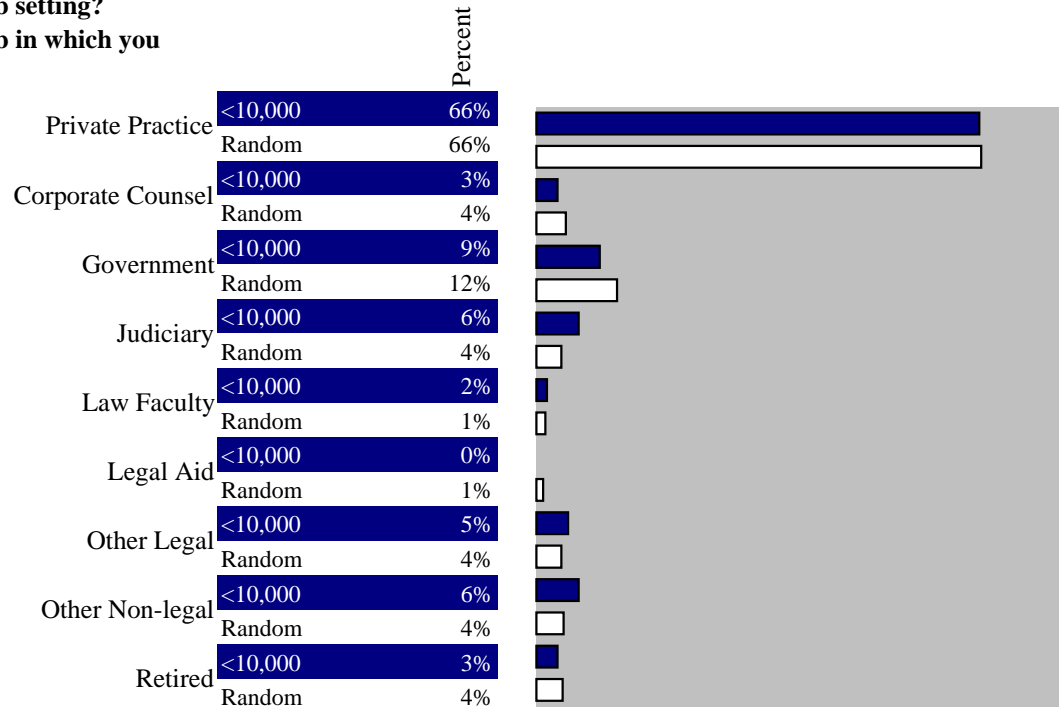
### Indicate your level of satisfaction with the following aspects of life:

	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply	
The amount of time you have available to spend with your family	<10,000	4.8	6%	33%	28%	16%	9%	3%	5%	0%	0%
	Random	4.8	8%	23%	32%	20%	9%	5%	2%	0%	2%
The amount of time you have for doing the things you want to do	<10,000	4.3	6%	23%	13%	28%	19%	8%	3%	0%	0%
	Random	4.4	5%	15%	27%	28%	17%	6%	3%	0%	0%
Your own family life - your spouse or equivalent, your marriage/relationship, your children, if any	<10,000	5.6	23%	36%	27%	8%	3%	3%	0%	0%	0%
	Random	5.5	27%	29%	21%	12%	5%	2%	1%	0%	2%
The amount of fun and enjoyment you have	<10,000	4.8	9%	33%	16%	23%	14%	3%	2%	0%	0%
	Random	4.9	8%	25%	32%	22%	9%	3%	1%	0%	0%
Your friends	<10,000	5.0	9%	31%	28%	20%	8%	3%	0%	0%	0%
	Random	5.1	11%	31%	29%	18%	7%	3%	1%	0%	1%
Your own health and physical condition	<10,000	4.5	9%	27%	19%	20%	9%	11%	5%	0%	0%
	Random	4.9	10%	29%	26%	21%	6%	5%	3%	0%	0%
Yourself - what you are accomplishing and how you handle problems	<10,000	5.0	11%	20%	39%	17%	8%	5%	0%	0%	0%
	Random	5.0	7%	27%	36%	21%	6%	3%	1%	0%	0%
Your house or apartment	<10,000	5.5	20%	38%	20%	17%	5%	0%	0%	0%	0%
	Random	5.7	25%	38%	23%	10%	3%	1%	0%	0%	0%
The direction of your career	<10,000	4.9	11%	30%	22%	22%	6%	3%	5%	0%	2%
	Random	5.0	11%	26%	26%	23%	6%	3%	2%	0%	2%
The way your family has adjusted to the work hours you put in	<10,000	5.0	8%	27%	27%	19%	14%	0%	0%	2%	5%
	Random	5.0	6%	30%	28%	19%	6%	1%	1%	1%	8%
Your standard of living - the things you have such as housing, car, furniture, recreation, and the like	<10,000	5.2	16%	34%	27%	9%	6%	3%	5%	0%	0%
	Random	5.4	17%	36%	27%	12%	4%	2%	1%	0%	0%
The way your life measures up against your expectations	<10,000	4.7	11%	27%	22%	19%	8%	11%	2%	2%	0%
	Random	5.0	12%	27%	24%	24%	7%	5%	1%	0%	0%
Your life as a whole	<10,000	5.3	20%	28%	33%	6%	8%	3%	2%	0%	0%
	Random	5.4	14%	36%	30%	14%	3%	2%	0%	0%	0%
		Mean	Median								
On average, what percent of the time do you feel happy?	<10,000	61%	70%								
	Random	59%	65%								
What percent of the time do you feel unhappy?	<10,000	18%	13%								
	Random	18%	10%								
What percent of the time do you feel neutral neither happy nor unhappy)?	<10,000	22%	15%								
	Random	24%	20%								

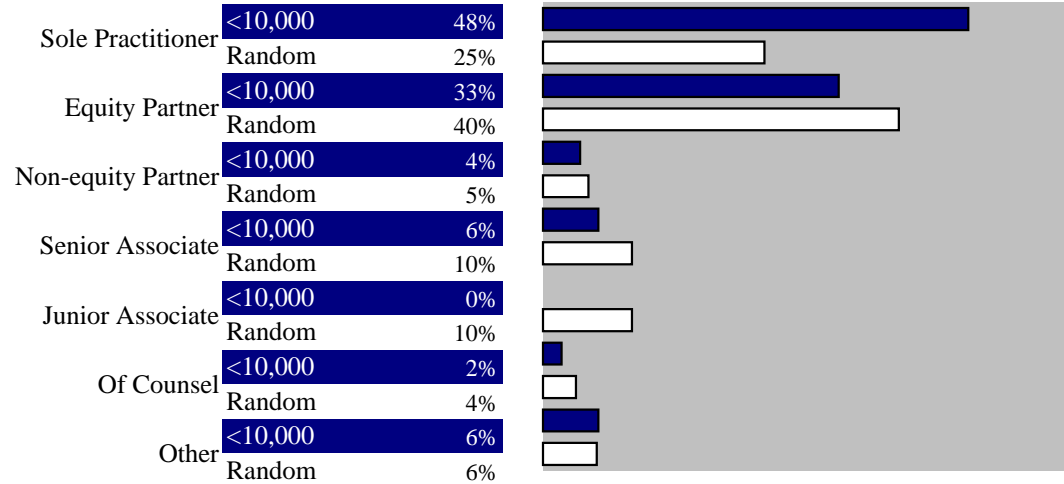
\*In order to compute an average, the responses were coded on a 7-point scale.

**Law Practice Environment**

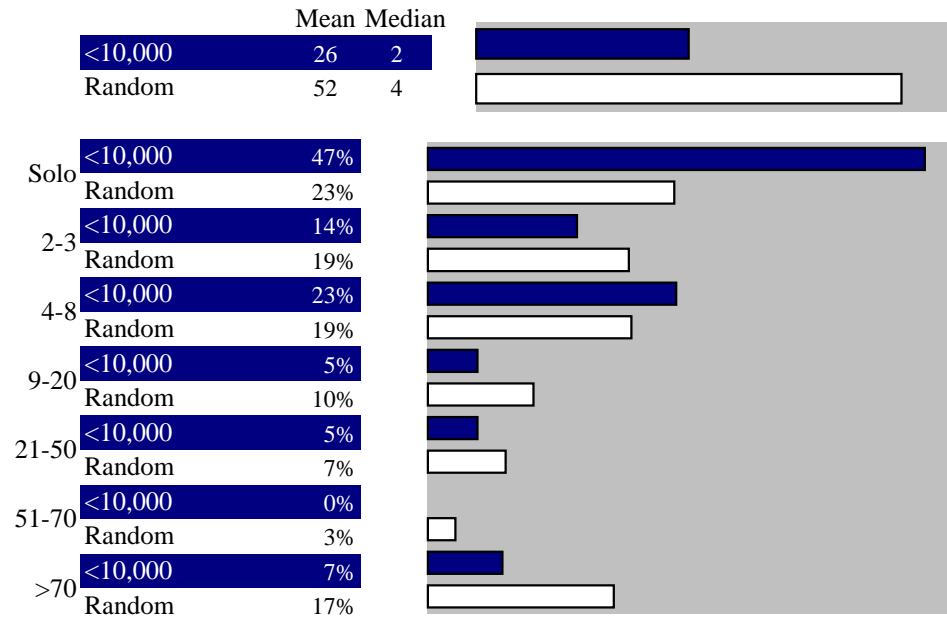
**Which of the following best describes your current job setting?  
If you have more than one job, answer only for the job in which you  
spend the most time.**



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



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



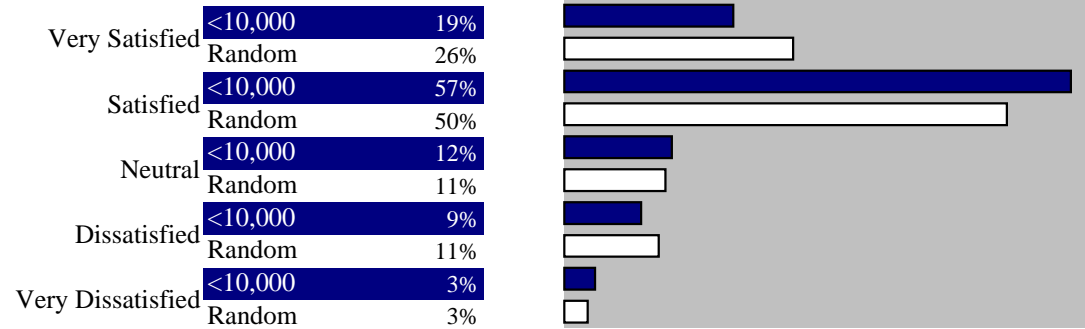
## Satisfaction with firm, office or organization

		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	<10,000	5.4	10%	36%	34%	6%	6%	0%	0%	8%
	Random	5.3	12%	37%	27%	12%	4%	3%	1%	6%
The way you in particular are treated	<10,000	5.6	12%	40%	34%	4%	0%	2%	0%	8%
	Random	5.5	17%	39%	24%	10%	1%	3%	1%	5%
Your working relationship with clients	<10,000	5.5	8%	33%	39%	8%	0%	0%	4%	8%
	Random	5.5	10%	40%	31%	7%	1%	1%	0%	9%
The intellectual challenge of your work	<10,000	5.3	14%	31%	29%	16%	6%	0%	0%	4%
	Random	5.4	15%	41%	22%	15%	4%	1%	0%	2%
The way promotions are decided	<10,000	4.9	8%	18%	8%	10%	12%	2%	0%	37%
	Random	4.9	6%	23%	17%	12%	5%	4%	2%	28%
Your opportunities for advancement	<10,000	4.9	12%	10%	16%	18%	4%	4%	0%	35%
	Random	5.0	10%	23%	12%	14%	7%	5%	1%	27%
The quality of service that your firm/organization provides	<10,000	5.6	14%	45%	31%	6%	2%	0%	0%	2%
	Random	5.7	22%	42%	23%	7%	1%	2%	0%	3%
The work you do on your job - the work itself	<10,000	5.4	8%	43%	31%	14%	2%	0%	0%	2%
	Random	5.5	12%	40%	29%	14%	1%	1%	0%	2%
The clarity you have about your role and purpose in the firm/organization	<10,000	5.5	12%	41%	20%	10%	4%	2%	0%	10%
	Random	5.4	15%	37%	22%	12%	4%	2%	1%	6%
The people you work with on your job - your coworkers	<10,000	5.8	27%	33%	27%	8%	2%	0%	0%	4%
	Random	5.6	20%	37%	23%	11%	2%	0%	1%	5%
The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions	<10,000	6.1	24%	63%	8%	0%	2%	0%	0%	2%
	Random	6.0	36%	38%	15%	5%	2%	1%	1%	3%
The control you have over the kind of work you do	<10,000	5.8	24%	47%	14%	8%	4%	0%	0%	2%
	Random	5.6	26%	34%	20%	11%	3%	2%	0%	3%
The effectiveness of top leadership in managing the organization	<10,000	5.0	10%	24%	8%	14%	8%	2%	2%	31%
	Random	5.1	12%	27%	20%	15%	6%	4%	2%	15%
The way compensation decisions are made	<10,000	5.1	10%	27%	10%	14%	8%	4%	0%	27%
	Random	4.8	10%	23%	19%	17%	6%	6%	2%	15%
Your level of compensation	<10,000	4.9	14%	27%	14%	18%	16%	6%	0%	4%
	Random	4.9	12%	26%	25%	17%	8%	4%	3%	5%

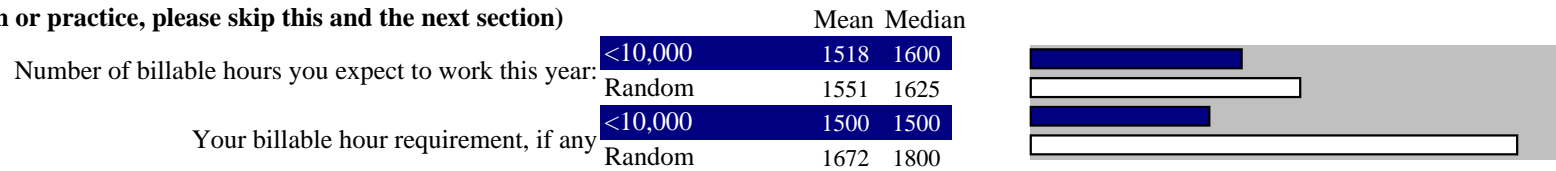
		Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way work load is distributed	<10,000	5.1	6%	29%	22%	10%	8%	2%	0%	0%	22%
	Random	5.1	6%	31%	28%	16%	4%	2%	1%	0%	11%
The administrative support you receive	<10,000	5.5	18%	37%	16%	6%	10%	0%	0%	2%	10%
	Random	5.0	13%	27%	25%	15%	8%	3%	2%	0%	5%
The office and facilities	<10,000	5.4	12%	35%	33%	16%	0%	2%	0%	0%	2%
	Random	5.5	20%	34%	24%	12%	4%	2%	1%	0%	3%
The way people check with you before making commitments that involve you	<10,000	5.3	6%	35%	22%	16%	4%	0%	0%	0%	16%
	Random	5.4	13%	32%	26%	13%	3%	1%	1%	1%	10%
The chance you get to do the things you do best	<10,000	5.2	12%	33%	24%	20%	2%	4%	0%	0%	4%
	Random	5.3	15%	34%	22%	19%	4%	2%	1%	0%	3%
The amount of helpful feedback you receive about your performance	<10,000	4.8	4%	24%	27%	20%	0%	6%	2%	0%	16%
	Random	4.8	5%	24%	28%	19%	7%	3%	3%	1%	10%
The opportunity you have to learn	<10,000	5.1	10%	29%	27%	22%	4%	0%	2%	0%	6%
	Random	5.3	14%	33%	27%	16%	4%	2%	1%	1%	3%
The general level of planning and organization	<10,000	4.9	6%	24%	33%	16%	6%	4%	2%	0%	8%
	Random	4.7	5%	22%	32%	22%	7%	5%	2%	0%	5%
The opportunity you have to plan and direct your work	<10,000	5.4	18%	31%	29%	18%	0%	2%	0%	0%	2%
	Random	5.3	15%	32%	28%	14%	4%	2%	1%	0%	4%
The level of communication among coworkers about important matters	<10,000	5.0	8%	31%	20%	24%	2%	2%	2%	0%	10%
	Random	4.9	8%	28%	27%	18%	7%	3%	3%	0%	7%
Your job as a whole	<10,000	5.3	12%	33%	29%	24%	0%	0%	0%	0%	2%
	Random	5.2	10%	37%	28%	15%	4%	3%	1%	0%	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?**

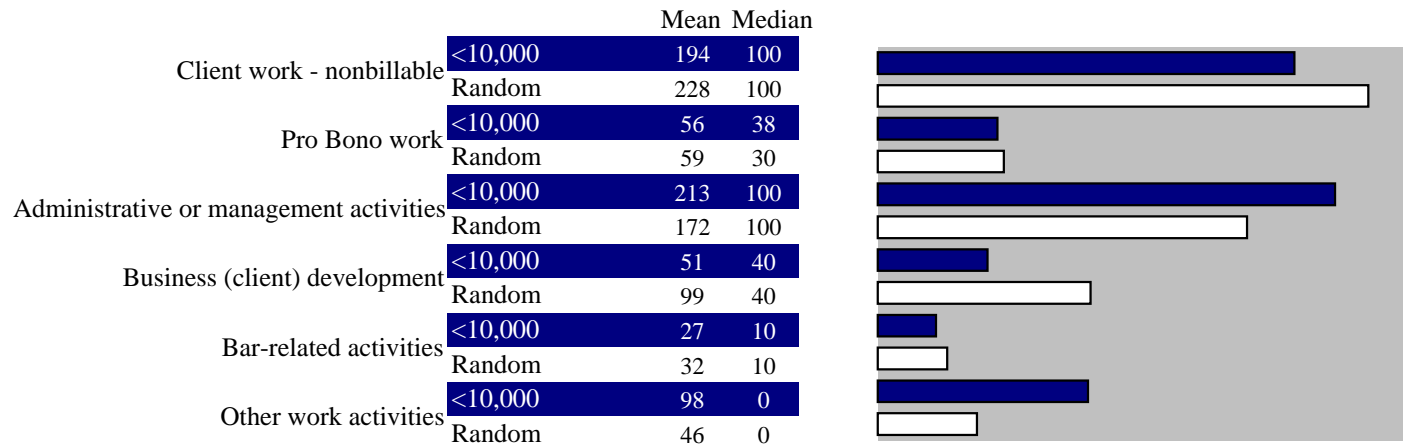


**Billable (fee-producing, devoted to creating work product) Hours. (If you are not in a firm or practice, please skip this and the next section)**



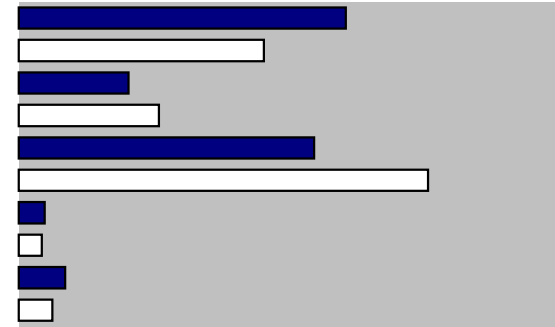
**Nonbillable Hours**

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



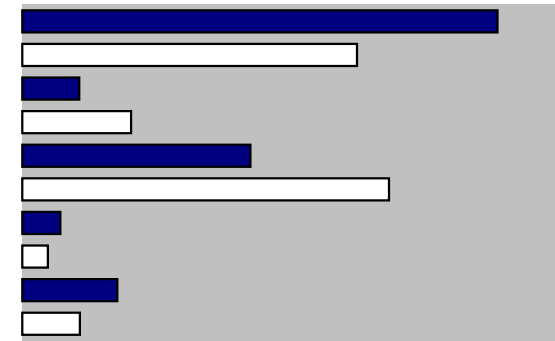
**Of your fee-producing time, what percent is billed using the following methods?**

		Mean	Median
Fixed fee	<10,000	48	45
	Random	36	25
Contingent fee	<10,000	16	10
	Random	21	5
Hourly rate	<10,000	44	40
	Random	61	70
Percentage of transaction	<10,000	4	0
	Random	3	0
Other	<10,000	7	0
	Random	5	0



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

Fixed fee	<10,000	53%
	Random	37%
Contingent fee	<10,000	6%
	Random	12%
Hourly rate	<10,000	26%
	Random	41%
Percentage fee	<10,000	4%
	Random	3%
Other	<10,000	11%
	Random	6%



**Vacation time**

		Mean	Median
Excluding working vacations, how many weeks of vacation did you take this last year?	<10,000	2.1	2
	Random	2.8	2
How many weeks of vacation were you allowed to take?	<10,000	6.8	3
	Random	5.6	3



## State of Professionalism

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

		Coding for mean:*													
	Mean	100	95	85	75	65	55	45	35	25	15	5	0	Do not know	
		100%	90-99%	80-89%	70-79%	60-69%	50-59%	40-49%	30-39%	20-29%	10-19%	1-9%	0%		
Acting in a verbally aggressive manner, as if to intimidate other lawyers	<10,000	27%	0%	2%	2%	4%	6%	8%	0%	9%	15%	23%	23%	6%	4%
	Random	24%	0%	1%	1%	4%	3%	6%	4%	9%	12%	23%	24%	7%	4%
Continually interrupting opposing counsel when they are speaking	<10,000	24%	0%	0%	4%	6%	2%	9%	0%	4%	19%	13%	26%	13%	4%
	Random	21%	0%	0%	1%	3%	3%	4%	2%	8%	14%	19%	28%	9%	5%
Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel	<10,000	19%	0%	0%	2%	6%	4%	2%	2%	6%	9%	6%	36%	21%	8%
	Random	19%	0%	1%	1%	2%	2%	4%	2%	7%	8%	15%	31%	14%	8%
Insulting opposing counsel	<10,000	17%	0%	2%	0%	2%	4%	6%	2%	4%	6%	12%	35%	25%	4%
	Random	14%	0%	1%	1%	1%	2%	3%	2%	4%	6%	16%	36%	21%	5%
Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker	<10,000	19%	0%	2%	0%	2%	0%	8%	6%	4%	12%	19%	29%	15%	4%
	Random	16%	0%	1%	1%	1%	1%	3%	4%	5%	8%	15%	33%	19%	8%
Violating rules of procedure	<10,000	18%	0%	0%	2%	2%	2%	2%	6%	8%	17%	11%	25%	23%	4%
	Random	18%	0%	1%	1%	1%	1%	4%	3%	6%	10%	18%	26%	15%	12%
Doing whatever it takes to win, regardless of ethics or propriety	<10,000	21%	0%	2%	0%	2%	9%	8%	4%	2%	6%	11%	42%	13%	2%
	Random	19%	1%	1%	1%	2%	2%	4%	2%	5%	11%	16%	33%	12%	6%
Making statements they know to be false (for the purpose of persuasion)	<10,000	16%	0%	0%	2%	0%	4%	4%	0%	6%	9%	9%	34%	17%	15%
	Random	15%	0%	1%	1%	1%	2%	2%	2%	5%	8%	12%	35%	17%	10%
Overbilling clients (for work not performed or in clearly excessive bills)	<10,000	21%	0%	0%	2%	2%	2%	4%	4%	4%	4%	8%	21%	11%	40%
	Random	18%	0%	0%	0%	1%	1%	3%	2%	4%	6%	11%	17%	12%	39%
Doing unnecessary legal work to increase billings	<10,000	21%	0%	0%	2%	2%	0%	8%	4%	6%	13%	10%	19%	17%	19%
	Random	20%	1%	0%	0%	2%	0%	4%	3%	7%	9%	13%	19%	13%	26%
Taking on more work than they can handle	<10,000	41%	0%	6%	4%	12%	6%	8%	6%	10%	10%	6%	13%	8%	13%
	Random	36%	1%	1%	4%	7%	3%	7%	6%	10%	12%	11%	13%	4%	18%
Not doing what they say they will do	<10,000	28%	0%	2%	2%	6%	4%	4%	11%	8%	15%	15%	23%	9%	2%
	Random	26%	0%	1%	2%	3%	2%	6%	7%	10%	14%	18%	20%	7%	8%
Representing clients without appropriate knowledge or preparation	<10,000	24%	0%	0%	6%	0%	2%	8%	9%	6%	15%	6%	36%	9%	4%
	Random	22%	0%	0%	1%	2%	2%	4%	6%	8%	14%	15%	25%	9%	11%
Poorly representing clients	<10,000	23%	0%	0%	6%	0%	0%	9%	6%	9%	11%	19%	23%	15%	2%
	Random	21%	0%	0%	1%	1%	2%	4%	6%	7%	15%	22%	24%	9%	7%
Sending unduly burdensome discovery requests aimed at wearing down clients	<10,000	24%	2%	0%	2%	2%	2%	8%	6%	4%	8%	23%	17%	13%	15%
	Random	25%	0%	1%	2%	2%	3%	4%	4%	8%	14%	16%	17%	9%	18%
JUDGE'S BEHAVIOR: Of judges before whom you appear, how many often behave unprofessionally toward counsel, clients, witnesses or court	<10,000	19%	0%	0%	0%	4%	6%	6%	0%	7%	9%	13%	20%	28%	6%
	Random	15%	0%	0%	1%	1%	1%	2%	3%	5%	9%	16%	27%	19%	13%
Overall Index (Average of all item averages)	<10,000	23%													
	Random	21%													

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

How often do you ...	Coding for mean:									
	Mean	[7] Several times a day	[6] Once a day	[5] Several times a	[4] Weekly	[3] Several times a	[2] Monthly	[1] Rarely	[0] Never	
Face rushed situations, with tight deadlines and lots of work to do	<10,000	3.7	13%	5%	17%	19%	17%	10%	16%	3%
Random	Random	3.8	11%	7%	21%	18%	19%	13%	11%	1%
Have two or more clients or people of higher rank ask you to do things which conflict substantively	<10,000	1.7	2%	2%	2%	5%	11%	8%	43%	29%
Random	Random	1.6	1%	2%	3%	4%	8%	7%	49%	27%
Have interpersonal conflicts with your co-workers	<10,000	1.2	0%	0%	0%	3%	2%	8%	63%	24%
Random	Random	1.3	0%	1%	1%	2%	5%	10%	62%	20%
Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice	<10,000	2.3	3%	5%	2%	8%	12%	29%	29%	12%
Random	Random	2.3	2%	1%	5%	10%	15%	27%	34%	6%
Have headaches	<10,000	1.8	0%	0%	3%	10%	10%	17%	45%	15%
Random	Random	1.9	1%	1%	5%	8%	11%	13%	44%	17%
Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session	<10,000	3.4	3%	2%	40%	13%	8%	2%	22%	11%
Random	Random	3.3	1%	8%	31%	12%	10%	6%	23%	9%
Feel upset because someone criticized you	<10,000	1.7	0%	0%	3%	8%	8%	17%	49%	14%
Random	Random	1.6	0%	1%	2%	4%	7%	23%	56%	6%
Use prescriptive medicines to reduce anxiety or depression	<10,000	1.8	0%	15%	0%	0%	2%	2%	6%	76%
Random	Random	1.5	1%	8%	1%	0%	0%	1%	7%	82%
Use mood-altering drugs other than alcohol or prescriptive medicines (remember that the information you provide is completely confidential)	<10,000	1.0	0%	0%	0%	0%	0%	0%	5%	95%
Random	Random	1.1	0%	0%	1%	0%	0%	1%	5%	93%
Have trouble sleeping at night	<10,000	2.4	3%	2%	6%	10%	21%	13%	34%	11%
Random	Random	2.2	1%	3%	10%	6%	15%	16%	39%	10%
Feel very lonely or remote from other people	<10,000	1.9	3%	2%	6%	3%	8%	10%	46%	22%
Random	Random	1.9	2%	1%	7%	5%	9%	14%	44%	19%
Have thoughts of ending your life	<10,000	1.2	0%	0%	3%	2%	0%	0%	10%	85%
Random	Random	1.1	0%	0%	1%	0%	1%	2%	16%	80%
Talk with family or friends	<10,000	5.6	45%	8%	24%	13%	5%	0%	5%	0%
Random	Random	5.7	46%	18%	18%	7%	4%	3%	4%	0%
Feel depressed or very unhappy	<10,000	1.9	3%	0%	8%	3%	6%	13%	40%	27%
Random	Random	1.8	2%	2%	4%	5%	6%	20%	46%	17%
Feel on top of the world	<10,000	3.0	8%	3%	19%	10%	11%	13%	32%	5%
Random	Random	2.8	3%	3%	15%	13%	17%	17%	28%	3%
Feel bothered by your heart beating hard or fast without physical exertion	<10,000	1.6	0%	2%	8%	3%	3%	5%	33%	46%
Random	Random	1.3	0%	1%	2%	2%	4%	8%	31%	53%

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	<10,000	1.3	0%	0%	2%	2%	5%	8%	32%	52%
	Random	1.3	0%	0%	1%	1%	4%	9%	42%	43%
Feel extremely fatigued or lethargic	<10,000	2.2	2%	6%	8%	3%	13%	14%	43%	11%
	Random	2.1	2%	3%	7%	5%	15%	19%	37%	14%
Practice meditation or other relaxation techniques	<10,000	1.6	0%	2%	5%	3%	8%	6%	17%	59%
	Random	1.6	0%	3%	6%	2%	5%	4%	22%	57%
Suffer from an upset stomach, stomach ache, or nausea	<10,000	1.5	0%	2%	3%	3%	5%	8%	47%	32%
	Random	1.5	1%	1%	3%	3%	6%	11%	45%	31%
Pray	<10,000	4.8	27%	28%	9%	11%	0%	5%	8%	13%
	Random	4.2	18%	20%	17%	8%	7%	6%	13%	11%
Attend church or other religious services	<10,000	2.9	0%	0%	14%	39%	5%	11%	20%	11%
	Random	2.6	0%	0%	7%	31%	14%	9%	27%	11%
Watch TV	<10,000	5.6	28%	39%	17%	9%	0%	2%	5%	0%
	Random	5.5	18%	48%	19%	6%	2%	1%	5%	1%
Overeat	<10,000	3.1	5%	6%	16%	18%	6%	15%	23%	11%
	Random	2.8	3%	6%	11%	15%	15%	14%	30%	6%
Blow off steam, vent anger	<10,000	2.1	0%	0%	8%	13%	14%	14%	30%	21%
	Random	2.2	0%	2%	6%	13%	14%	18%	40%	8%
Talk with a counselor or therapist	<10,000	1.0	0%	0%	0%	2%	0%	0%	20%	78%
	Random	1.1	0%	0%	0%	2%	0%	3%	22%	73%
Have your hands tremble enough to bother you	<10,000	1.2	0%	2%	2%	0%	3%	2%	16%	77%
	Random	1.1	0%	0%	1%	0%	1%	1%	13%	84%
Have your hands sweat so that you feel damp and clammy	<10,000	1.3	0%	0%	0%	3%	8%	0%	23%	66%
	Random	1.1	0%	0%	0%	1%	3%	3%	23%	70%
Feel faint or dizzy	<10,000	1.2	0%	0%	2%	2%	2%	5%	29%	62%
	Random	1.1	0%	0%	0%	0%	3%	4%	35%	58%
Experience a loss of appetite	<10,000	1.2	0%	0%	0%	0%	5%	6%	24%	65%
	Random	1.2	0%	0%	0%	1%	3%	7%	39%	50%
Become easily annoyed or irritated	<10,000	2.2	2%	2%	2%	14%	19%	16%	27%	20%
	Random	2.3	2%	2%	7%	10%	14%	22%	33%	11%
Feel pains in your heart or chest	<10,000	1.3	0%	0%	0%	5%	5%	6%	31%	53%
	Random	1.2	0%	0%	1%	1%	4%	5%	28%	60%

	Yes	No	
<b>Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease?</b>	<10,000	30%	70%
	Random	26%	74%
<b>Has ill health impaired your ability to work in the last few years?</b>	<10,000	23%	73%
	Random	12%	87%



## Health, Lifestyle and Support

		Mean	Median	0	1	2	3	4	5	6	7	>7
Number of days each week you usually have at least one alcoholic drink (a beer, glass of wine, or mixed drink)	<10,000	2.0	1	34%	21%	11%	8%	11%	6%	3%	5%	0%
	Random	2.6	2	21%	22%	14%	11%	9%	7%	4%	11%	0%
Average number of alcoholic drinks you consume on days that you drink	<10,000	2.6	2	9%	41%	37%	7%	0%	2%	2%	0%	2%
	Random	2.1	2	2%	38%	43%	12%	3%	1%	1%	0%	1%
Average number of cigarettes you smoke daily, if any	<10,000	1.7	0	88%	2%	2%	0%	0%	2%	0%	0%	7%
	Random	1.3	0	92%	1%	1%	0%	0%	0%	1%	0%	5%
Average number of times you smoke a pipe or cigar daily, if any	<10,000	0.1	0	98%	0%	0%	2%	0%	0%	0%	0%	0%
	Random	0.2	0	97%	1%	1%	1%	0%	0%	0%	0%	1%
Average number of servings of caffeinated drinks that you consume daily (coffee, tea, or soft drinks)	<10,000	3.3	2	10%	26%	23%	16%	8%	6%	2%	3%	6%
	Random	2.7	2	9%	21%	28%	20%	8%	6%	3%	1%	3%
<b>How many people in your community can you turn to for help?</b>				0	1	2-3	4-5	6-10	>10			
People whom you can easily ask for small favors	<10,000	13.6	10	0%	2%	11%	27%	27%	33%			
	Random	16.3	10	1%	3%	13%	21%	26%	36%			
People from whom you could expect real help in times of trouble	<10,000	6.8	5	2%	2%	35%	18%	32%	12%			
	Random	7.0	5	3%	3%	24%	33%	27%	11%			
People with whom you can share your most private feelings	<10,000	2.6	2	7%	31%	43%	14%	3%	2%			
	Random	2.7	2	11%	22%	43%	18%	6%	1%			
People (other than your spouse or equivalent) who you feel will be happy simply because you are	<10,000	6.4	2	13%	4%	47%	11%	18%	7%			
	Random	6.6	3	15%	6%	34%	22%	16%	7%			

## Attitudes and Opinions

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

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

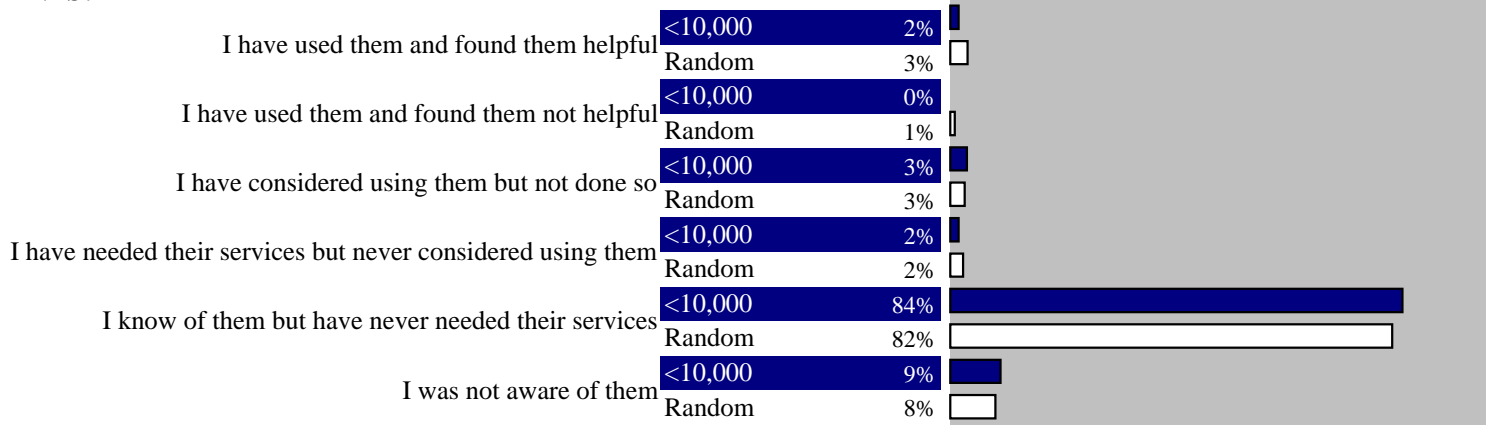
	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not Know	Does not apply	
I would like to remain in the practice of law for the rest of my career	<10,000	4.1	11%	32%	19%	0%	10%	10%	5%	14%
	Random	4.2	19%	30%	13%	5%	10%	10%	5%	8%
I would like to stay with my current law firm or employer for the rest of my career	<10,000	4.5	13%	42%	13%	6%	5%	5%	3%	14%
	Random	4.2	20%	29%	13%	6%	10%	8%	5%	10%
If I knew then what I know now, I would not have become a lawyer	<10,000	3.3	19%	17%	10%	2%	25%	22%	2%	3%
	Random	2.9	9%	13%	14%	8%	23%	29%	3%	2%
No matter how fast our household's income goes up, we never seem to get ahead	<10,000	3.3	8%	21%	16%	11%	24%	14%	2%	5%
	Random	3.2	8%	17%	18%	9%	26%	16%	1%	6%
Our household income is high enough to satisfy virtually all our important desires	<10,000	4.1	22%	28%	19%	9%	9%	11%	0%	2%
	Random	4.1	19%	35%	15%	11%	11%	8%	0%	1%
My workload is too heavy	<10,000	3.6	5%	21%	29%	13%	24%	2%	2%	6%
	Random	3.7	9%	20%	25%	14%	23%	3%	0%	5%
I often feel worried or anxious	<10,000	3.4	6%	25%	21%	11%	25%	11%	0%	0%
	Random	3.6	10%	21%	22%	14%	24%	8%	0%	1%
My problems are so big that I can't run my life the way I want to	<10,000	2.4	0%	8%	14%	14%	37%	24%	0%	3%
	Random	2.4	2%	8%	11%	12%	37%	27%	1%	2%
I seem to get sick easier than other people	<10,000	1.9	0%	6%	8%	0%	37%	40%	3%	5%
	Random	1.8	2%	3%	5%	5%	37%	45%	1%	3%
I sometimes have an uncontrollable urge to have an alcoholic drink	<10,000	1.4	0%	0%	2%	3%	23%	65%	0%	8%
	Random	1.6	1%	2%	3%	5%	27%	58%	0%	5%
Excessive drinking is taking a toll on my professional or personal life	<10,000	1.3	0%	0%	2%	0%	21%	67%	2%	10%
	Random	1.3	0%	0%	1%	0%	21%	67%	1%	10%
The likelihood is greater than 50-50 that I will change employment within the next two years	<10,000	2.2	8%	0%	13%	5%	22%	42%	5%	6%
	Random	2.3	8%	5%	6%	5%	28%	38%	4%	5%
If my children or other able young people asked for my advice regarding careers, I would encourage them to go to law school if they had an interest	<10,000	4.0	13%	36%	23%	6%	9%	11%	2%	0%
	Random	4.2	14%	36%	21%	8%	11%	6%	3%	1%
I feel that I'm in control of my own destiny professionally	<10,000	4.4	21%	32%	25%	11%	5%	5%	2%	0%
	Random	4.2	13%	37%	23%	12%	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	<10,000	3.9	8%	27%	38%	6%	9%	9%	3%	0%
	Random	4.0	12%	29%	25%	8%	14%	5%	6%	1%
Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms	<10,000	2.8	0%	3%	14%	5%	11%	8%	49%	10%
	Random	3.0	4%	9%	14%	8%	21%	10%	28%	6%
Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms	<10,000	3.3	0%	14%	10%	3%	10%	8%	44%	11%
	Random	3.2	5%	11%	14%	6%	18%	9%	30%	6%
Within the last few years, I personally experienced sexual harassment in the profession	<10,000	1.6	0%	5%	2%	0%	22%	48%	2%	22%
	Random	1.8	2%	4%	4%	1%	23%	46%	2%	18%

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

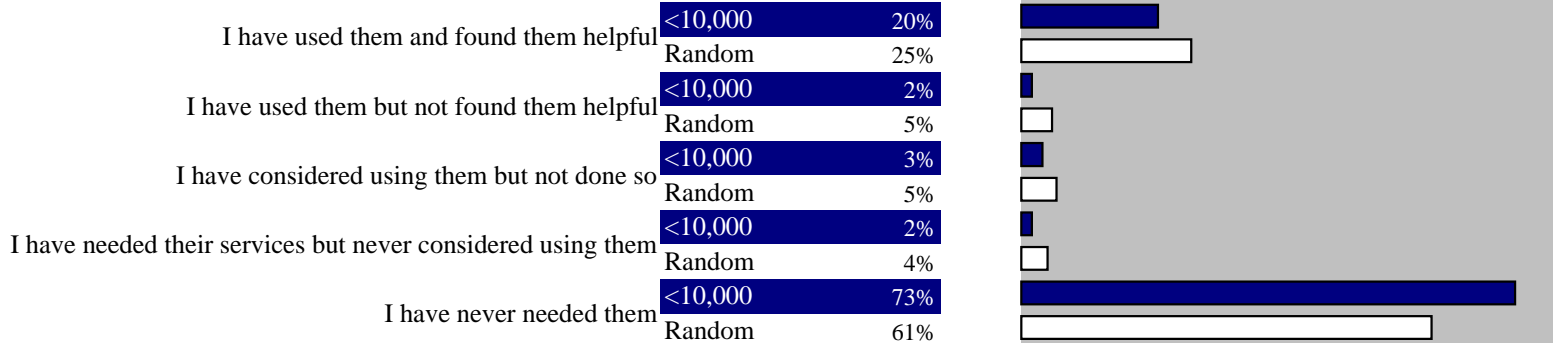
**For the following statements, indicate your level of agreement:**

	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not know	Does not Apply	
Within the last few years, I personally experienced discrimination against me in the profession because of my sex or race	<10,000	1.6	2%	0%	5%	2%	21%	44%	8%	19%
	Random	2.1	4%	6%	6%	2%	21%	41%	4%	16%
Lawyers in my firm neglect management and leadership tasks	<10,000	2.8	2%	3%	13%	0%	15%	8%	5%	55%
	Random	3.1	3%	10%	18%	5%	18%	12%	2%	32%
I am concerned about the future of my firm because of significant outside threats	<10,000	2.7	2%	8%	8%	3%	16%	15%	5%	44%
	Random	2.6	3%	7%	9%	7%	24%	17%	2%	30%
I would rather work here than with any other law firm I know	<10,000	4.9	29%	16%	16%	0%	6%	0%	3%	30%
	Random	4.7	26%	27%	13%	2%	6%	3%	4%	20%
If I could afford to leave the practice of law at this time, I would do so	<10,000	3.9	17%	10%	22%	5%	14%	6%	3%	22%
	Random	3.6	14%	17%	15%	10%	18%	11%	2%	12%
My firm does not have enough work to keep all of our lawyers fully engaged	<10,000	1.8	0%	2%	5%	2%	17%	27%	5%	43%
	Random	2.0	1%	3%	6%	5%	25%	29%	2%	28%

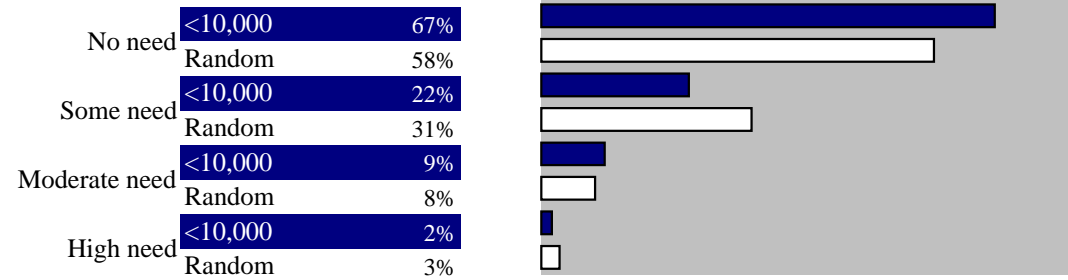
**What is your experience with bar supported services such as BARCares, PALS, and FRIENDS?**



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

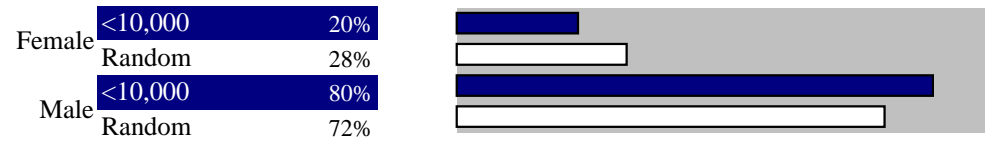


Please reflect honestly on the state of your life and the challenges you face. What is your level of need for counseling or other help (to address the problems such as stress, marital decline, drinking, or other addictions)?



## Demographics

### Your sex



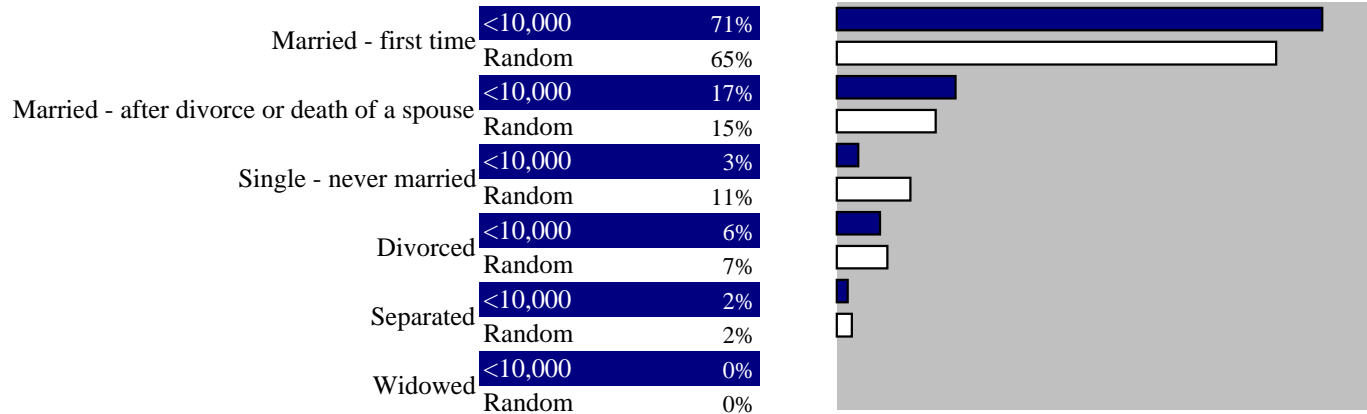
### Your age



### Year first admitted to any state bar



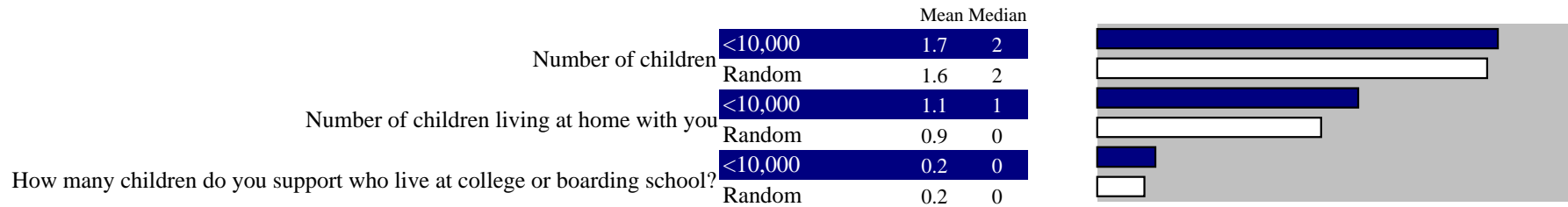
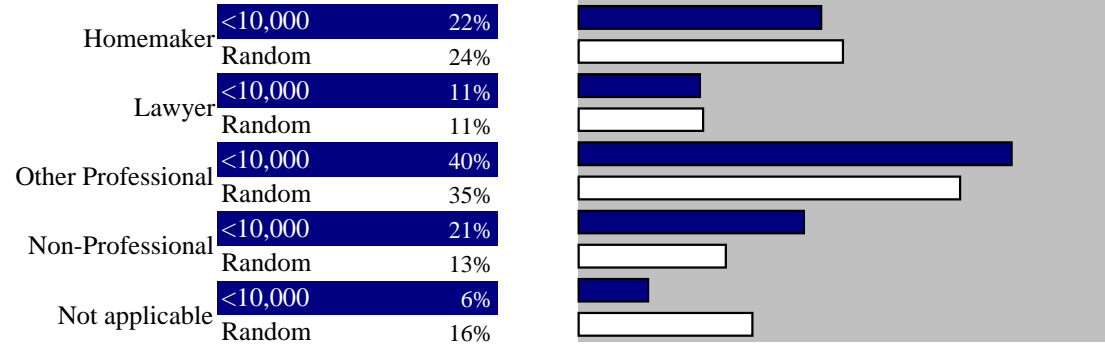
### Your marital status



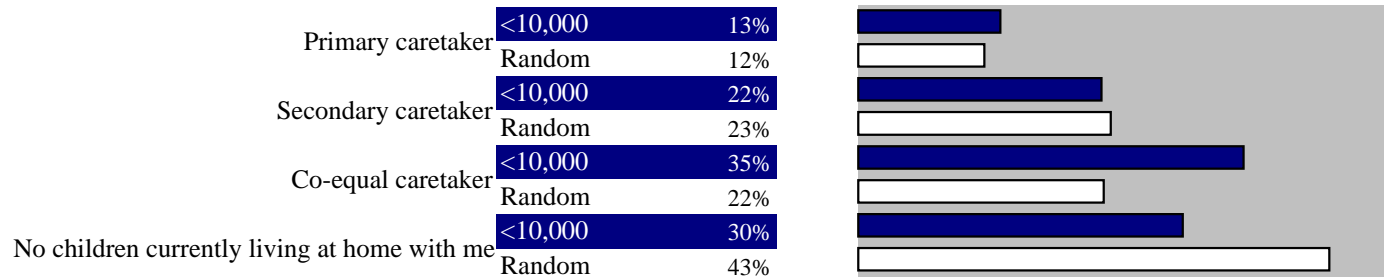
**If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?**



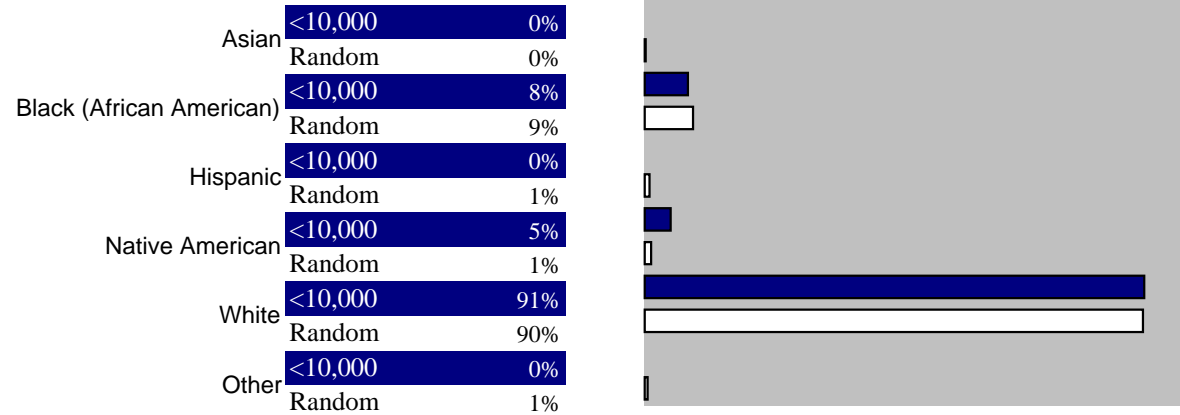
**What is the occupation of your spouse or equivalent companion?**



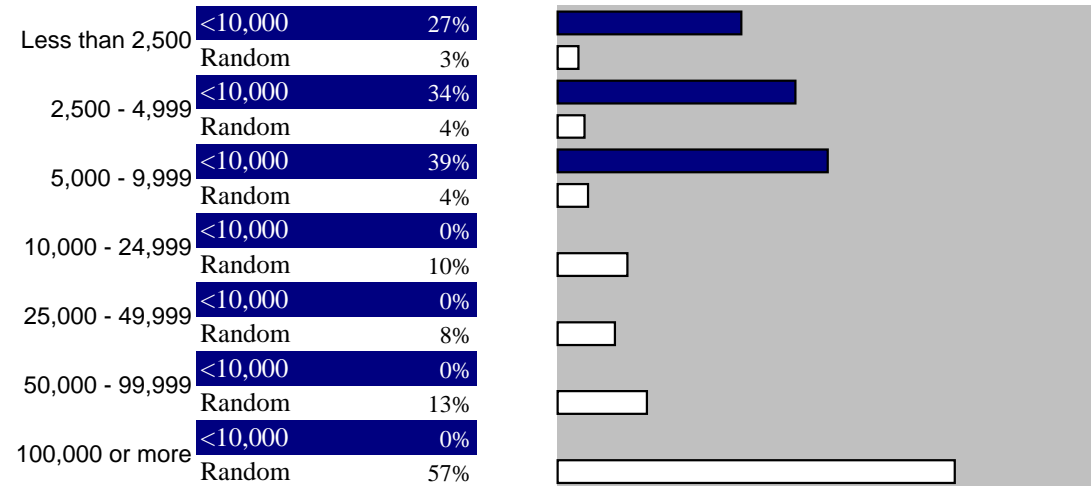
**What is your level of caretaking responsibility for your children living at home with you?**



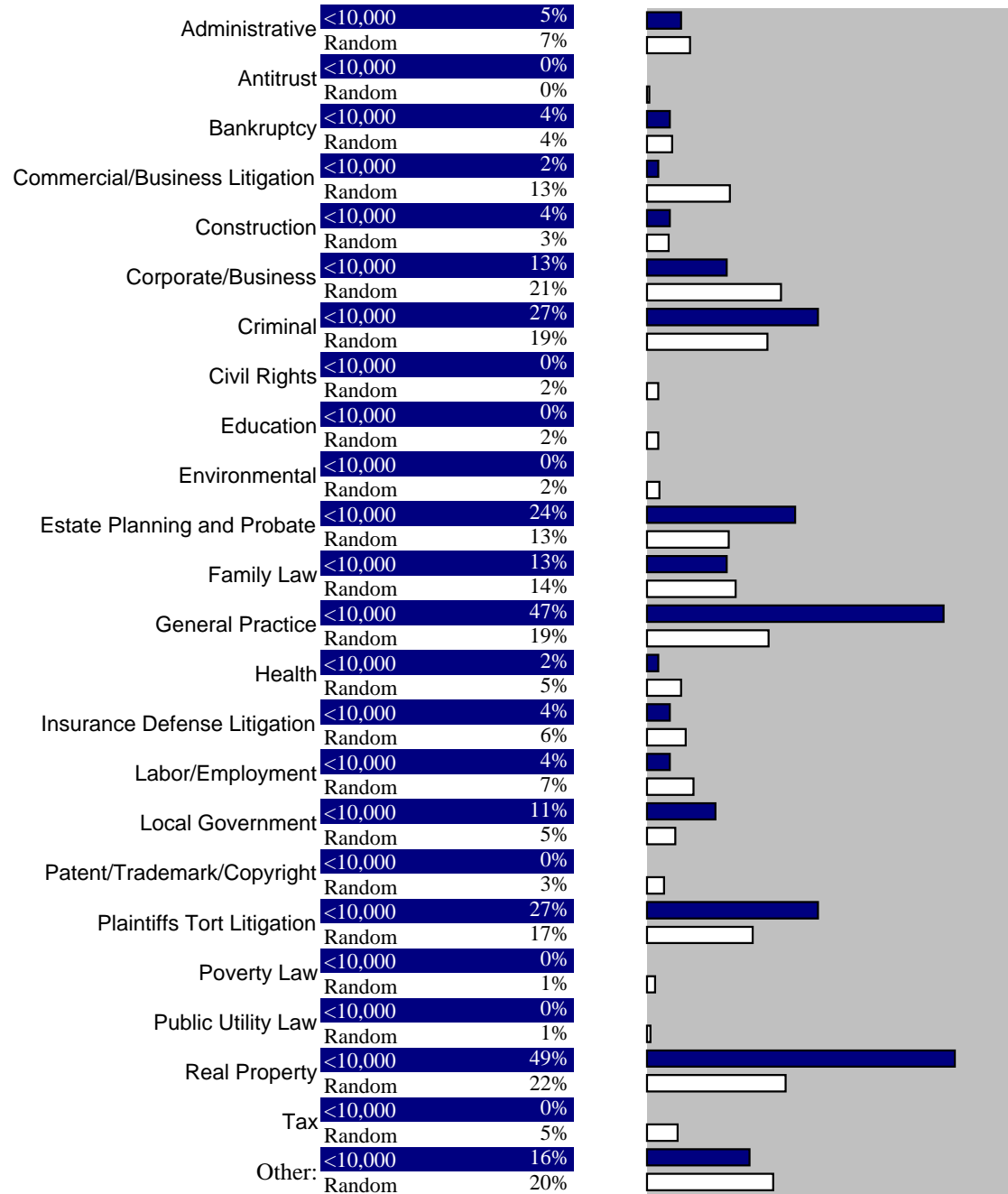
**Your race (mark all that apply):**



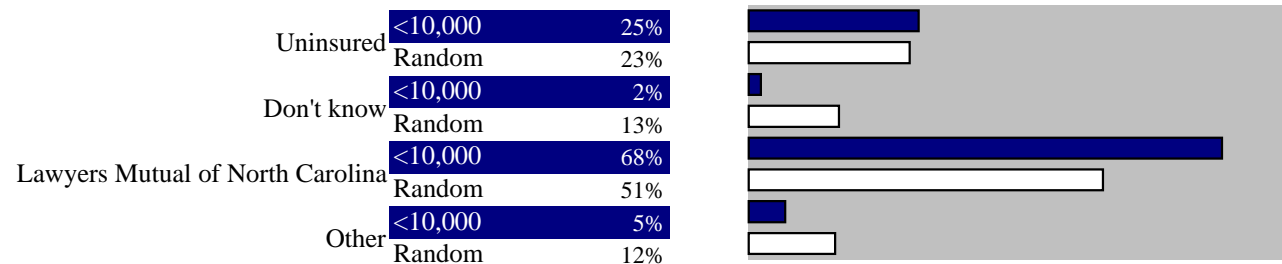
**In what size city or town is your office located?**



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?	<10,000	96	50	75	105
	Random	119	60	92	130
Realistically, how much annual income from your law practice or career would you like to make within three years?	<10,000	142	68	100	150
	Random	168	85	125	200
How much debt does your firm/practice owe?	<10,000	9	0	0	6
	Random	72	0	0	23
What is your family's total annual income?	<10,000	135	76	107	155
	Random	175	90	130	200
What is your household's approximate net worth at present?	<10,000	648	100	375	800
	Random	732	100	350	850
What is your household's approximate debt at present?	<10,000	533	40	105	270
	Random	230	48	150	260
Realistically, how much would you like your total annual family income to be within three years?	<10,000	164	100	140	200
	Random	219	120	175	250
How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding?	<10,000	5	0	0	0
	Random	12	0	0	3

## Aggregate Indices

Computed by examining several items in each topic area

<10,000  
Random

### Percent of Maximum Score

#### Work and Career Satisfaction

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



#### Satisfaction with the firm or organization

Satisfaction with coworkers, the level of organization and leadership



#### Physical Health

Absence of reported health problems.



#### Healthy Lifestyle

Absence of unhealthy habits; engaging in exercise.



#### Mental Health

General level of optimism, freedom from stress, etc.



#### Social Support

Family and friends to provide emotional and personal support



#### Income and financial condition

Level of satisfaction with pay

