

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

Size of City: Less than 2,500 (N= 18)

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

March 9, 2004

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

National Institute to Enhance Leadership and Law Practice (LAWLEAD)

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Life Satisfaction

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

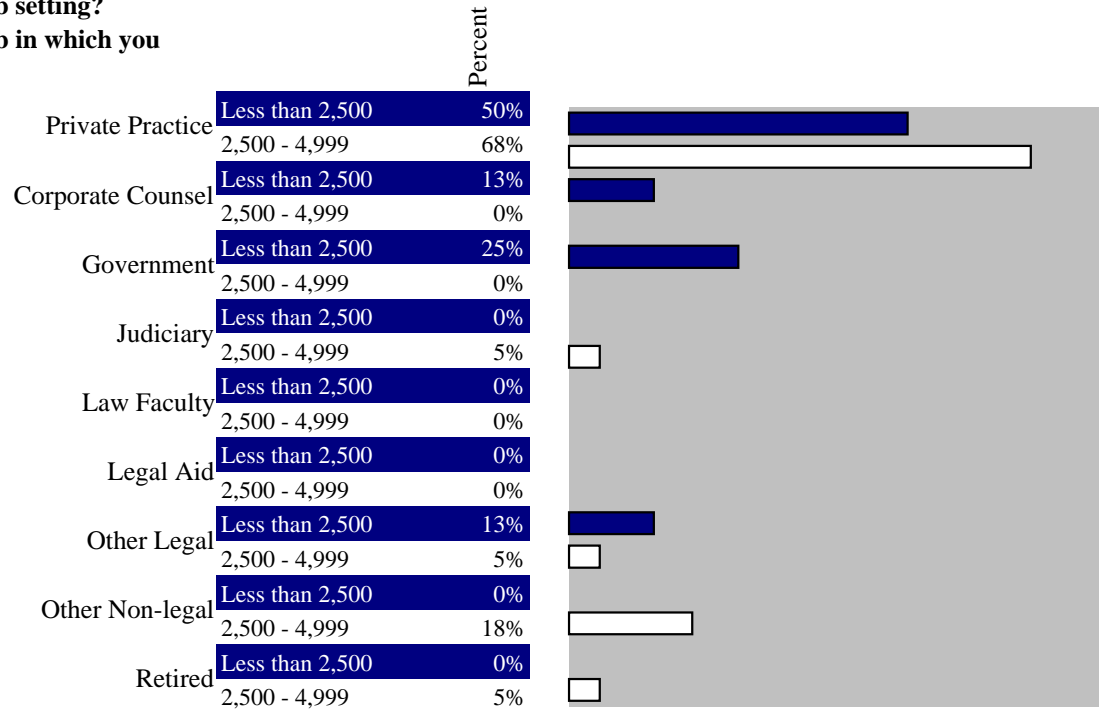
Indicate your level of satisfaction with the following aspects of life:

	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	Less than 2,500	5.3	6%	50%	31%	0%	6%	6%	0%	0%	
	2,500 - 4,999	5.1	9%	36%	27%	14%	14%	0%	0%	0%	
The amount of time you have for doing the things you want to do	Less than 2,500	4.8	6%	31%	19%	25%	13%	6%	0%	0%	
	2,500 - 4,999	4.5	9%	23%	14%	27%	23%	5%	0%	0%	
Your own family life - your spouse or equivalent, your marriage/relationship, your children, if any	Less than 2,500	5.7	25%	31%	31%	13%	0%	0%	0%	0%	
	2,500 - 4,999	5.5	23%	36%	27%	5%	5%	5%	0%	0%	
The amount of fun and enjoyment you have	Less than 2,500	4.4	6%	31%	6%	25%	25%	0%	6%	0%	
	2,500 - 4,999	4.9	14%	27%	23%	14%	18%	5%	0%	0%	
Your friends	Less than 2,500	4.9	6%	38%	25%	13%	13%	6%	0%	0%	
	2,500 - 4,999	5.0	5%	41%	18%	27%	5%	5%	0%	0%	
Your own health and physical condition	Less than 2,500	4.5	6%	31%	13%	31%	0%	13%	6%	0%	
	2,500 - 4,999	4.2	9%	18%	18%	18%	18%	14%	5%	0%	
Yourself - what you are accomplishing and how you handle problems	Less than 2,500	5.3	13%	31%	38%	13%	0%	6%	0%	0%	
	2,500 - 4,999	4.3	0%	14%	32%	27%	23%	5%	0%	0%	
Your house or apartment	Less than 2,500	5.4	13%	44%	19%	19%	6%	0%	0%	0%	
	2,500 - 4,999	5.4	14%	45%	14%	23%	5%	0%	0%	0%	
The direction of your career	Less than 2,500	4.8	6%	31%	25%	19%	13%	0%	6%	0%	
	2,500 - 4,999	4.4	5%	23%	18%	27%	9%	9%	5%	0%	
The way your family has adjusted to the work hours you put in	Less than 2,500	5.1	0%	38%	25%	19%	6%	0%	0%	13%	
	2,500 - 4,999	4.9	14%	18%	27%	18%	18%	0%	0%	5%	
Your standard of living - the things you have such as housing, car, furniture, recreation, and the like	Less than 2,500	5.2	13%	31%	38%	13%	0%	0%	6%	0%	
	2,500 - 4,999	5.2	23%	32%	18%	5%	14%	9%	0%	0%	
The way your life measures up against your expectations	Less than 2,500	4.7	6%	31%	31%	0%	0%	25%	0%	6%	
	2,500 - 4,999	4.5	5%	23%	18%	32%	18%	5%	0%	0%	
Your life as a whole	Less than 2,500	5.3	19%	31%	38%	0%	0%	13%	0%	0%	
	2,500 - 4,999	5.1	14%	32%	32%	5%	14%	0%	5%	0%	
		Mean	Median								
On average, what percent of the time do you feel happy?	Less than 2,500	60%	60%								
	2,500 - 4,999	56%	50%								
What percent of the time do you feel unhappy?	Less than 2,500	16%	8%								
	2,500 - 4,999	21%	20%								
What percent of the time do you feel neutral neither happy nor unhappy)?	Less than 2,500	23%	18%								
	2,500 - 4,999	22%	15%								

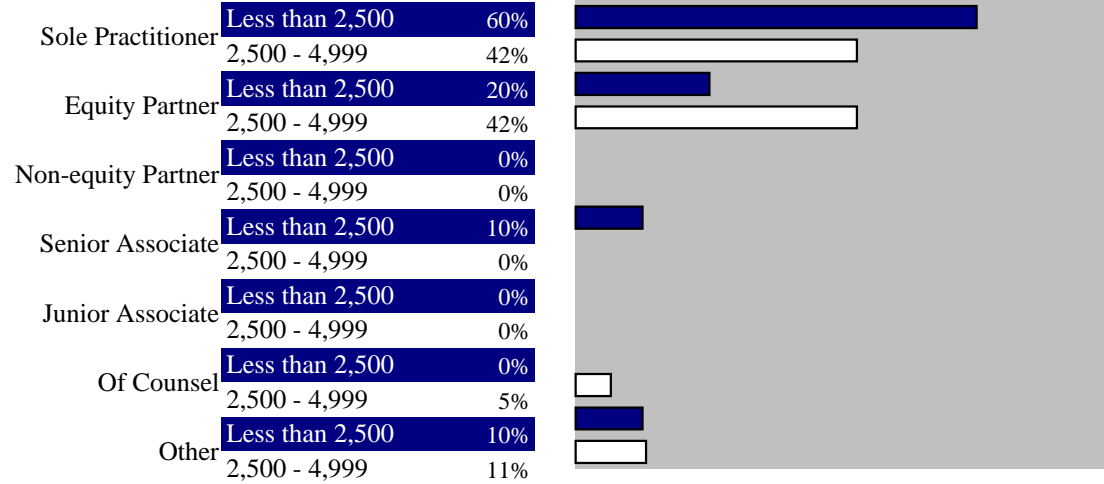
*In order to compute an average, the responses were coded on a 7-point scale.

Law Practice Environment

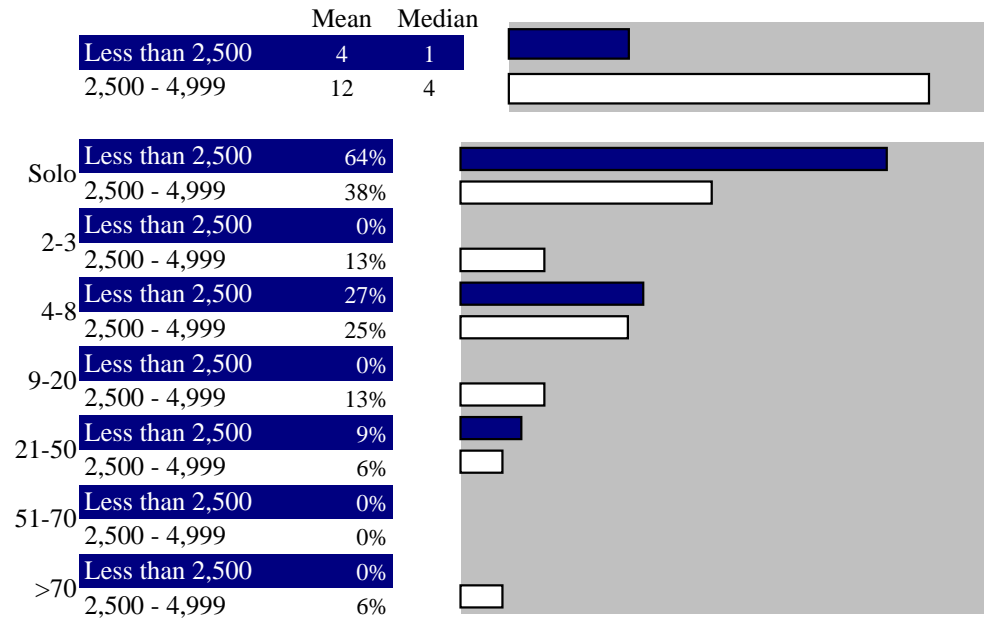
**Which of the following best describes your current job setting?
If you have more than one job, answer only for the job in which you
spend the most time.**



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



How many lawyers are in your firm/practice?



Satisfaction with firm, office or organization

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

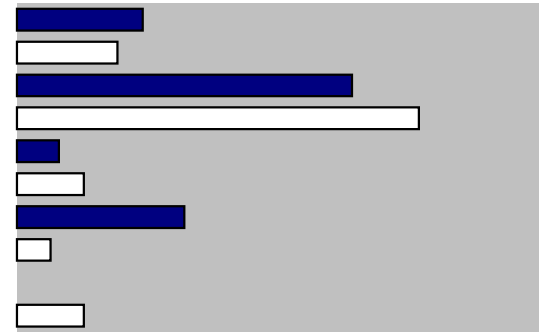
	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way people are treated within the firm or organization	5.2	8%	38%	31%	15%	8%	0%	0%	0%	0%
2,500 - 4,999	5.5	14%	29%	43%	7%	0%	0%	0%	0%	7%
The way you in particular are treated	5.6	8%	69%	15%	0%	0%	8%	0%	0%	0%
2,500 - 4,999	5.6	14%	29%	50%	0%	0%	0%	0%	0%	7%
Your working relationship with clients	5.9	8%	50%	17%	0%	0%	0%	0%	17%	8%
2,500 - 4,999	5.3	7%	14%	64%	0%	0%	0%	0%	0%	14%
The intellectual challenge of your work	5.8	8%	75%	8%	0%	8%	0%	0%	0%	0%
2,500 - 4,999	4.7	0%	21%	29%	36%	7%	0%	0%	0%	7%
The way promotions are decided	5.0	8%	42%	8%	0%	17%	8%	0%	0%	17%
2,500 - 4,999	4.6	0%	7%	21%	14%	7%	0%	0%	7%	43%
Your opportunities for advancement	4.6	8%	17%	17%	25%	8%	8%	0%	0%	17%
2,500 - 4,999	5.1	0%	21%	29%	14%	0%	0%	0%	0%	36%
The quality of service that your firm/organization provides	5.8	17%	67%	0%	8%	8%	0%	0%	0%	0%
2,500 - 4,999	5.6	14%	36%	50%	0%	0%	0%	0%	0%	0%
The work you do on your job - the work itself	5.5	8%	50%	25%	17%	0%	0%	0%	0%	0%
2,500 - 4,999	5.2	7%	36%	36%	14%	7%	0%	0%	0%	0%
The clarity you have about your role and purpose in the firm/organization	5.4	17%	42%	17%	17%	8%	0%	0%	0%	0%
2,500 - 4,999	5.3	7%	29%	21%	21%	0%	0%	0%	0%	21%
The people you work with on your job - your coworkers	5.6	8%	58%	25%	0%	8%	0%	0%	0%	0%
2,500 - 4,999	5.8	29%	29%	36%	7%	0%	0%	0%	0%	0%
The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions	6.2	25%	67%	8%	0%	0%	0%	0%	0%	0%
2,500 - 4,999	6.0	14%	71%	14%	0%	0%	0%	0%	0%	0%
The control you have over the kind of work you do	5.8	25%	42%	17%	17%	0%	0%	0%	0%	0%
2,500 - 4,999	5.7	7%	64%	21%	7%	0%	0%	0%	0%	0%
The effectiveness of top leadership in managing the organization	5.1	8%	50%	8%	8%	8%	0%	8%	0%	8%
2,500 - 4,999	5.4	14%	21%	14%	21%	0%	0%	0%	0%	29%
The way compensation decisions are made	4.9	8%	33%	17%	17%	8%	8%	0%	0%	8%
2,500 - 4,999	5.5	7%	50%	0%	14%	7%	0%	0%	0%	21%
Your level of compensation	5.2	17%	33%	17%	8%	8%	8%	0%	0%	8%
2,500 - 4,999	4.9	14%	36%	7%	7%	36%	0%	0%	0%	0%

		Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way work load is distributed	Less than 2,500	5.8	8%	58%	8%	8%	0%	0%	0%	0%	17%
	2,500 - 4,999	4.9	0%	21%	43%	0%	14%	0%	0%	0%	21%
The administrative support you receive	Less than 2,500	5.8	8%	67%	8%	8%	0%	0%	0%	8%	0%
	2,500 - 4,999	5.6	7%	43%	29%	7%	0%	0%	0%	0%	14%
The office and facilities	Less than 2,500	5.4	0%	50%	42%	8%	0%	0%	0%	0%	0%
	2,500 - 4,999	5.5	14%	43%	21%	21%	0%	0%	0%	0%	0%
The way people check with you before making commitments that involve you	Less than 2,500	5.6	8%	58%	17%	0%	8%	0%	0%	0%	8%
	2,500 - 4,999	5.4	0%	36%	36%	7%	0%	0%	0%	0%	21%
The chance you get to do the things you do best	Less than 2,500	5.2	17%	33%	8%	25%	0%	8%	0%	0%	8%
	2,500 - 4,999	5.3	0%	50%	29%	21%	0%	0%	0%	0%	0%
The amount of helpful feedback you receive about your performance	Less than 2,500	5.0	8%	42%	8%	25%	0%	0%	8%	0%	8%
	2,500 - 4,999	4.8	0%	14%	29%	29%	0%	0%	0%	0%	29%
The opportunity you have to learn	Less than 2,500	5.5	8%	50%	25%	0%	8%	0%	0%	0%	8%
	2,500 - 4,999	4.8	0%	21%	36%	29%	7%	0%	0%	0%	7%
The general level of planning and organization	Less than 2,500	5.5	8%	58%	17%	0%	0%	0%	8%	0%	8%
	2,500 - 4,999	4.8	0%	14%	57%	14%	0%	7%	0%	0%	7%
The opportunity you have to plan and direct your work	Less than 2,500	5.6	25%	33%	17%	25%	0%	0%	0%	0%	0%
	2,500 - 4,999	5.3	7%	21%	64%	7%	0%	0%	0%	0%	0%
The level of communication among coworkers about important matters	Less than 2,500	5.3	8%	58%	17%	8%	0%	0%	8%	0%	0%
	2,500 - 4,999	5.2	0%	36%	29%	21%	0%	0%	0%	0%	14%
Your job as a whole	Less than 2,500	5.6	17%	50%	8%	25%	0%	0%	0%	0%	0%
	2,500 - 4,999	5.3	7%	29%	50%	14%	0%	0%	0%	0%	0%

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

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

Very Satisfied	Less than 2,500	19%
	2,500 - 4,999	15%
Satisfied	Less than 2,500	50%
	2,500 - 4,999	60%
Neutral	Less than 2,500	6%
	2,500 - 4,999	10%
Dissatisfied	Less than 2,500	25%
	2,500 - 4,999	5%
Very Dissatisfied	Less than 2,500	0%
	2,500 - 4,999	10%



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

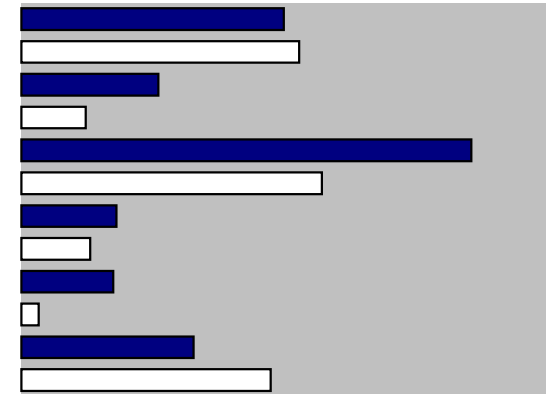
		Mean	Median
Number of billable hours you expect to work this year:	Less than 2,500	1721	1663
	2,500 - 4,999	1314	1300
Your billable hour requirement, if any	Less than 2,500	1800	1800
	2,500 - 4,999		



Nonbillable Hours

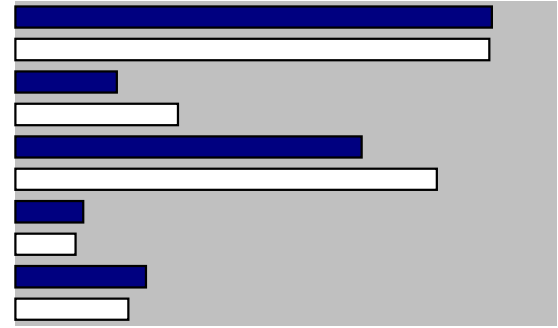
How many nonbillable hours do you expect to work during 2002 in each of the following categories:

		Mean	Median
Client work - nonbillable	Less than 2,500	146	63
	2,500 - 4,999	154	100
Pro Bono work	Less than 2,500	76	45
	2,500 - 4,999	36	25
Administrative or management activities	Less than 2,500	250	120
	2,500 - 4,999	167	50
Business (client) development	Less than 2,500	53	20
	2,500 - 4,999	38	18
Bar-related activities	Less than 2,500	51	15
	2,500 - 4,999	10	10
Other work activities	Less than 2,500	96	0
	2,500 - 4,999	138	0



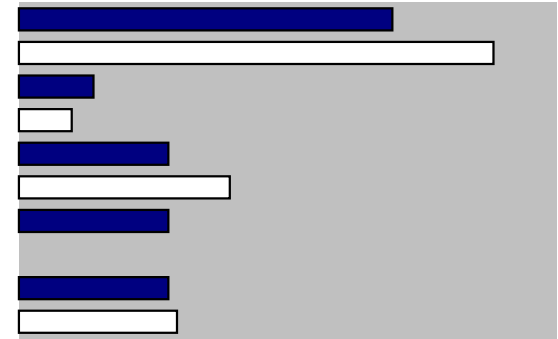
Of your fee-producing time, what percent is billed using the following methods?

		Mean	Median
Fixed fee	Less than 2,500	53	50
	2,500 - 4,999	53	43
Contingent fee	Less than 2,500	11	10
	2,500 - 4,999	18	5
Hourly rate	Less than 2,500	38	20
	2,500 - 4,999	47	43
Percentage of transaction	Less than 2,500	8	0
	2,500 - 4,999	7	0
Other	Less than 2,500	14	0
	2,500 - 4,999	13	0



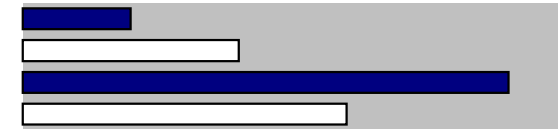
For which method of billing would you prefer to render legal services?

Fixed fee	Less than 2,500	42%
	2,500 - 4,999	53%
Contingent fee	Less than 2,500	8%
	2,500 - 4,999	6%
Hourly rate	Less than 2,500	17%
	2,500 - 4,999	24%
Percentage fee	Less than 2,500	17%
	2,500 - 4,999	0%
Other	Less than 2,500	17%
	2,500 - 4,999	18%



Vacation time

		Mean	Median
Excluding working vacations, how many weeks of vacation did you take this last year?	Less than 2,500	2.5	1
	2,500 - 4,999	2.1	2
How many weeks of vacation were you allowed to take?	Less than 2,500	10.1	5
	2,500 - 4,999	3.2	3



State of Professionalism

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

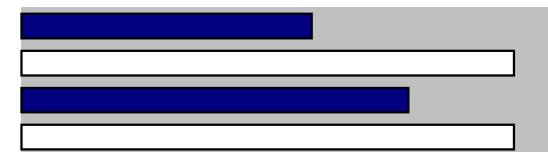
		Coding for mean:*												
		100	95	85	75	65	55	45	35	25	15	5	0	
	Mean	100%	90-99%	80-89%	70-79%	60-69%	50-59%	40-49%	30-39%	20-29%	10-19%	1-9%	0%	
Acting in a verbally aggressive manner, as if to intimidate other lawyers	Less than 2,500	18%	0%	0%	0%	0%	15%	0%	8%	15%	15%	23%	23%	
	2,500 - 4,999	24%	0%	0%	0%	0%	5%	11%	0%	11%	11%	37%	16%	0%
Continually interrupting opposing counsel when they are speaking	Less than 2,500	18%	0%	0%	0%	0%	23%	0%	0%	15%	0%	38%	23%	
	2,500 - 4,999	19%	0%	0%	0%	0%	5%	0%	11%	32%	11%	21%	11%	
Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel	Less than 2,500	10%	0%	0%	0%	0%	0%	0%	8%	23%	0%	38%	31%	
	2,500 - 4,999	14%	0%	0%	0%	5%	0%	0%	5%	0%	5%	16%	32%	21%
Insulting opposing counsel	Less than 2,500	10%	0%	0%	0%	0%	8%	0%	0%	0%	8%	8%	38%	38%
	2,500 - 4,999	12%	0%	0%	0%	0%	0%	0%	6%	6%	11%	11%	39%	17%
Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker	Less than 2,500	13%	0%	0%	0%	0%	0%	8%	8%	0%	8%	0%	42%	33%
	2,500 - 4,999	14%	0%	0%	0%	0%	0%	0%	11%	0%	11%	26%	26%	16%
Violating rules of procedure	Less than 2,500	10%	0%	0%	0%	0%	0%	0%	8%	0%	15%	15%	15%	46%
	2,500 - 4,999	18%	0%	0%	0%	0%	5%	0%	0%	16%	21%	5%	21%	21%
Doing whatever it takes to win, regardless of ethics or propriety	Less than 2,500	15%	0%	0%	0%	0%	15%	0%	0%	0%	8%	8%	46%	23%
	2,500 - 4,999	19%	0%	0%	0%	5%	5%	5%	5%	0%	11%	5%	42%	16%
Making statements they know to be false (for the purpose of persuasion)	Less than 2,500	10%	0%	0%	0%	0%	0%	8%	0%	0%	8%	15%	23%	46%
	2,500 - 4,999	18%	0%	0%	0%	0%	5%	5%	0%	11%	11%	5%	37%	11%
Overbilling clients (for work not performed or in clearly excessive bills)	Less than 2,500	9%	0%	0%	0%	0%	0%	8%	0%	0%	0%	8%	8%	38%
	2,500 - 4,999	33%	0%	0%	0%	5%	5%	5%	11%	5%	5%	0%	16%	5%
Doing unnecessary legal work to increase billings	Less than 2,500	15%	0%	0%	0%	0%	0%	17%	0%	0%	8%	8%	17%	42%
	2,500 - 4,999	26%	0%	0%	5%	0%	0%	5%	11%	11%	5%	5%	21%	11%
Taking on more work than they can handle	Less than 2,500	30%	0%	8%	0%	15%	8%	0%	0%	0%	0%	15%	31%	15%
	2,500 - 4,999	46%	0%	6%	6%	11%	0%	17%	11%	11%	17%	0%	6%	6%
Not doing what they say they will do	Less than 2,500	25%	0%	0%	0%	8%	8%	0%	15%	8%	8%	8%	31%	15%
	2,500 - 4,999	25%	0%	0%	0%	5%	0%	5%	16%	0%	26%	16%	16%	11%
Representing clients without appropriate knowledge or preparation	Less than 2,500	18%	0%	0%	0%	0%	0%	15%	8%	0%	8%	15%	31%	23%
	2,500 - 4,999	27%	0%	0%	5%	0%	5%	5%	16%	0%	21%	5%	32%	5%
Poorly representing clients	Less than 2,500	18%	0%	0%	0%	0%	0%	15%	8%	8%	0%	15%	23%	31%
	2,500 - 4,999	24%	0%	0%	5%	0%	0%	5%	11%	5%	16%	32%	11%	11%
Sending unduly burdensome discovery requests aimed at wearing down clients	Less than 2,500	10%	0%	0%	0%	0%	0%	0%	8%	0%	0%	31%	31%	23%
	2,500 - 4,999	29%	0%	0%	5%	0%	5%	5%	11%	11%	11%	16%	11%	11%
JUDGE'S BEHAVIOR: Of judges before whom you appear, how many often behave unprofessionally toward counsel, clients, witnesses or court	Less than 2,500	10%	0%	0%	0%	0%	0%	0%	0%	8%	15%	23%	0%	54%
	2,500 - 4,999	16%	0%	0%	0%	5%	5%	0%	0%	5%	10%	10%	20%	30%
Overall Index (Average of all item averages)	Less than 2,500	15%												
	2,500 - 4,999	23%												

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

How often do you ...	Coding for mean:									
	Mean	[7] Several times a day	[6] Once a day	[5] Several times a	[4] Weekly	[3] Several times a	[2] Monthly	[1] Rarely	[0] Never	
Face rushed situations, with tight deadlines and lots of work to do	Less than 2,500	3.6	19%	0%	6%	19%	25%	19%	13%	0%
	2,500 - 4,999	3.9	19%	0%	24%	14%	14%	10%	14%	5%
Have two or more clients or people of higher rank ask you to do things which conflict substantively	Less than 2,500	1.4	0%	0%	0%	0%	13%	13%	44%	31%
	2,500 - 4,999	1.8	5%	0%	0%	5%	14%	9%	45%	23%
Have interpersonal conflicts with your co-workers	Less than 2,500	1.5	0%	0%	0%	13%	6%	0%	56%	25%
	2,500 - 4,999	1.1	0%	0%	0%	0%	0%	14%	64%	23%
Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice	Less than 2,500	1.7	0%	6%	0%	0%	6%	25%	50%	13%
	2,500 - 4,999	2.6	11%	0%	0%	11%	16%	37%	16%	11%
Have headaches	Less than 2,500	1.9	0%	0%	0%	13%	13%	20%	33%	20%
	2,500 - 4,999	2.1	0%	0%	10%	10%	10%	20%	40%	10%
Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session	Less than 2,500	3.1	0%	6%	44%	0%	0%	0%	25%	25%
	2,500 - 4,999	2.9	5%	0%	29%	10%	10%	0%	33%	14%
Feel upset because someone criticized you	Less than 2,500	1.8	0%	0%	6%	6%	6%	19%	56%	6%
	2,500 - 4,999	1.7	0%	0%	0%	14%	5%	19%	52%	10%
Use prescriptive medicines to reduce anxiety or depression	Less than 2,500	2.3	0%	25%	0%	0%	0%	0%	6%	69%
	2,500 - 4,999	1.5	0%	10%	0%	0%	0%	0%	5%	86%
Use mood-altering drugs other than alcohol or prescriptive medicines (remember that the information you provide is completely confidential)	Less than 2,500	1.0	0%	0%	0%	0%	0%	0%	6%	94%
	2,500 - 4,999	1.0	0%	0%	0%	0%	0%	0%	0%	100%
Have trouble sleeping at night	Less than 2,500	2.1	7%	7%	0%	0%	20%	0%	47%	20%
	2,500 - 4,999	2.6	0%	0%	14%	14%	24%	10%	29%	10%
Feel very lonely or remote from other people	Less than 2,500	2.1	6%	6%	6%	0%	6%	6%	38%	31%
	2,500 - 4,999	1.6	0%	0%	10%	0%	5%	10%	57%	19%
Have thoughts of ending your life	Less than 2,500	1.3	0%	0%	7%	0%	0%	0%	13%	80%
	2,500 - 4,999	1.2	0%	0%	5%	0%	0%	0%	10%	86%
Talk with family or friends	Less than 2,500	5.3	44%	6%	25%	6%	6%	0%	13%	0%
	2,500 - 4,999	6.0	52%	10%	29%	10%	0%	0%	0%	0%
Feel depressed or very unhappy	Less than 2,500	2.0	6%	0%	13%	0%	0%	13%	38%	31%
	2,500 - 4,999	1.7	0%	0%	5%	5%	10%	14%	52%	14%
Feel on top of the world	Less than 2,500	3.5	13%	13%	6%	19%	13%	6%	13%	19%
	2,500 - 4,999	2.3	5%	0%	10%	5%	14%	24%	43%	0%
Feel bothered by your heart beating hard or fast without physical exertion	Less than 2,500	1.3	0%	0%	6%	0%	0%	0%	38%	56%
	2,500 - 4,999	2.1	0%	5%	10%	10%	5%	10%	33%	29%

How often do you ...	Mean	Several times a day	Once a day	Several times a	Weekly	Several times a	Monthly	Rarely	Never	
Have temper outbursts you can't control	Less than 2,500	1.2	0%	0%	0%	0%	0%	19%	13%	69%
	2,500 - 4,999	1.4	0%	0%	0%	5%	10%	5%	43%	38%
Feel extremely fatigued or lethargic	Less than 2,500	2.7	6%	13%	13%	0%	6%	6%	44%	13%
	2,500 - 4,999	2.3	0%	5%	10%	5%	19%	14%	43%	5%
Practice meditation or other relaxation techniques	Less than 2,500	1.6	0%	0%	0%	6%	13%	13%	19%	50%
	2,500 - 4,999	1.7	0%	0%	10%	0%	10%	10%	14%	57%
Suffer from an upset stomach, stomach ache, or nausea	Less than 2,500	1.4	0%	7%	0%	0%	0%	7%	40%	47%
	2,500 - 4,999	1.7	0%	0%	5%	5%	14%	5%	62%	10%
Pray	Less than 2,500	4.9	38%	25%	6%	6%	0%	0%	19%	6%
	2,500 - 4,999	4.6	23%	27%	9%	14%	0%	9%	5%	14%
Attend church or other religious services	Less than 2,500	3.3	0%	0%	19%	50%	0%	0%	13%	19%
	2,500 - 4,999	3.0	0%	0%	23%	27%	5%	18%	18%	9%
Watch TV	Less than 2,500	5.1	31%	31%	13%	6%	0%	0%	19%	0%
	2,500 - 4,999	5.8	32%	41%	14%	9%	0%	5%	0%	0%
Overeat	Less than 2,500	2.8	6%	13%	6%	13%	6%	6%	25%	25%
	2,500 - 4,999	3.1	5%	10%	14%	14%	10%	19%	24%	5%
Blow off steam, vent anger	Less than 2,500	2.0	0%	0%	6%	13%	19%	0%	13%	50%
	2,500 - 4,999	2.6	0%	0%	14%	19%	10%	24%	29%	5%
Talk with a counselor or therapist	Less than 2,500	1.0	0%	0%	0%	0%	0%	0%	19%	81%
	2,500 - 4,999	1.0	0%	0%	0%	0%	0%	0%	18%	82%
Have your hands tremble enough to bother you	Less than 2,500	1.3	0%	6%	0%	0%	0%	0%	13%	81%
	2,500 - 4,999	1.1	0%	0%	0%	0%	5%	5%	14%	77%
Have your hands sweat so that you feel damp and clammy	Less than 2,500	1.3	0%	0%	0%	6%	6%	0%	0%	88%
	2,500 - 4,999	1.4	0%	0%	0%	0%	18%	0%	27%	55%
Feel faint or dizzy	Less than 2,500	1.3	0%	0%	6%	0%	0%	6%	25%	63%
	2,500 - 4,999	1.2	0%	0%	0%	0%	5%	9%	32%	55%
Experience a loss of appetite	Less than 2,500	1.1	0%	0%	0%	0%	0%	6%	19%	75%
	2,500 - 4,999	1.2	0%	0%	0%	0%	10%	0%	29%	62%
Become easily annoyed or irritated	Less than 2,500	2.2	6%	0%	0%	19%	6%	13%	19%	38%
	2,500 - 4,999	2.4	0%	0%	5%	14%	36%	9%	27%	9%
Feel pains in your heart or chest	Less than 2,500	1.1	0%	0%	0%	0%	0%	6%	50%	44%
	2,500 - 4,999	1.5	0%	0%	0%	9%	9%	9%	23%	50%

	Yes	No
Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease?		
Less than 2,500	19%	81%
2,500 - 4,999	32%	68%
Has ill health impaired your ability to work in the last few years?		
Less than 2,500	25%	75%
2,500 - 4,999	32%	59%



Health, Lifestyle and Support

	Mean	Median	0	1	2	3	4	5	6	7	>7
Number of days each week you usually have at least one alcoholic drink (a beer, glass of wine, or mixed drink)	1.6	1	50%	13%	13%	6%	0%	13%	6%	0%	0%
	2,500 - 4,999	1.7	1	40%	25%	10%	10%	5%	0%	10%	0%
Average number of alcoholic drinks you consume on days that you drink	1.5	1	30%	30%	20%	10%	0%	10%	0%	0%	0%
	2,500 - 4,999	1.6	2	7%	29%	64%	0%	0%	0%	0%	0%
Average number of cigarettes you smoke daily, if any	2.0	0	87%	0%	0%	0%	0%	7%	0%	0%	7%
	2,500 - 4,999	0.5	0	90%	5%	0%	0%	0%	0%	0%	5%
Average number of times you smoke a pipe or cigar daily, if any	0.0	0	100%	0%	0%	0%	0%	0%	0%	0%	0%
	2,500 - 4,999	0.2	0	95%	0%	0%	5%	0%	0%	0%	0%
Average number of servings of caffeinated drinks that you consume daily (coffee, tea, or soft drinks)	1.6	1	31%	31%	6%	19%	6%	0%	6%	0%	0%
	2,500 - 4,999	4.8	2	0%	24%	29%	5%	5%	14%	0%	10%

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

	Mean	Median	0	1	2-3	4-5	6-10	>10
People whom you can easily ask for small favors	11.7	10	0%	0%	6%	25%	38%	31%
	2,500 - 4,999	14.2	10	0%	0%	9%	23%	36%
People from whom you could expect real help in times of trouble	10.3	8	0%	0%	20%	20%	33%	27%
	2,500 - 4,999	6.4	5	0%	0%	35%	25%	30%
People with whom you can share your most private feelings	3.3	2	0%	33%	47%	13%	0%	7%
	2,500 - 4,999	1.9	1	11%	42%	42%	0%	5%
People (other than your spouse or equivalent) who you feel will be happy simply because you are	10.7	2	13%	6%	44%	6%	19%	13%
	2,500 - 4,999	4.4	2	11%	0%	56%	6%	22%

Attitudes and Opinions

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

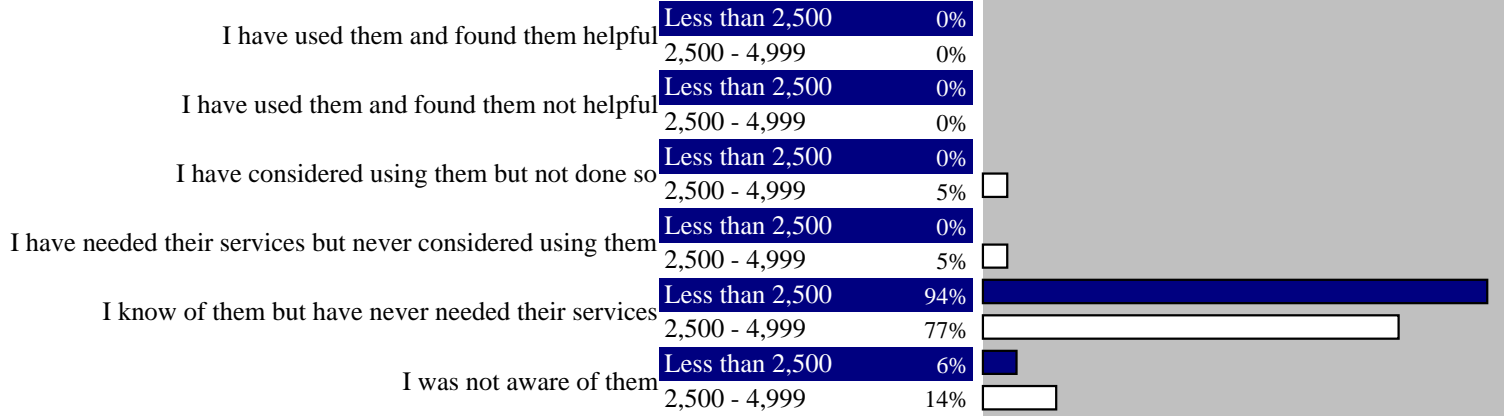
	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not Know	Does not apply	
For the following statements, indicate your level of agreement:										
I would like to remain in the practice of law for the rest of my career	Less than 2,500	3.9	7%	27%	13%	0%	13%	7%	20%	13%
	2,500 - 4,999	4.1	9%	41%	14%	0%	5%	14%	0%	18%
I would like to stay with my current law firm or employer for the rest of my career	Less than 2,500	4.1	13%	31%	6%	13%	0%	13%	6%	19%
	2,500 - 4,999	5.1	9%	64%	5%	0%	0%	0%	0%	23%
If I knew then what I know now, I would not have become a lawyer	Less than 2,500	3.5	19%	25%	13%	0%	19%	25%	0%	0%
	2,500 - 4,999	3.2	18%	9%	9%	5%	32%	18%	5%	5%
No matter how fast our household's income goes up, we never seem to get ahead	Less than 2,500	2.9	0%	19%	19%	13%	31%	19%	0%	0%
	2,500 - 4,999	3.4	9%	23%	9%	14%	27%	9%	0%	9%
Our household income is high enough to satisfy virtually all our important desires	Less than 2,500	4.1	19%	38%	13%	6%	19%	6%	0%	0%
	2,500 - 4,999	4.2	23%	27%	23%	14%	5%	9%	0%	0%
My workload is too heavy	Less than 2,500	3.3	0%	13%	38%	13%	38%	0%	0%	0%
	2,500 - 4,999	3.8	0%	32%	23%	14%	9%	5%	0%	18%
I often feel worried or anxious	Less than 2,500	3.1	6%	19%	19%	6%	31%	19%	0%	0%
	2,500 - 4,999	3.8	5%	32%	32%	14%	9%	9%	0%	0%
My problems are so big that I can't run my life the way I want to	Less than 2,500	2.8	0%	6%	38%	13%	19%	25%	0%	0%
	2,500 - 4,999	2.3	0%	9%	9%	9%	45%	23%	0%	5%
I seem to get sick easier than other people	Less than 2,500	1.9	0%	6%	13%	0%	31%	50%	0%	0%
	2,500 - 4,999	2.3	0%	10%	10%	0%	52%	19%	0%	10%
I sometimes have an uncontrollable urge to have an alcoholic drink	Less than 2,500	1.4	0%	0%	0%	13%	13%	75%	0%	0%
	2,500 - 4,999	1.2	0%	0%	0%	0%	14%	67%	0%	19%
Excessive drinking is taking a toll on my professional or personal life	Less than 2,500	1.1	0%	0%	0%	0%	13%	81%	6%	0%
	2,500 - 4,999	1.2	0%	0%	0%	0%	18%	59%	0%	23%
The likelihood is greater than 50-50 that I will change employment within the next two years	Less than 2,500	2.5	19%	0%	13%	0%	19%	50%	0%	0%
	2,500 - 4,999	1.5	0%	0%	5%	0%	27%	55%	5%	9%
If my children or other able young people asked for my advice regarding careers, I would encourage them to go to law school if they had an interest	Less than 2,500	4.4	31%	25%	19%	13%	6%	6%	0%	0%
	2,500 - 4,999	4.0	0%	50%	23%	5%	9%	9%	5%	0%
I feel that I'm in control of my own destiny professionally	Less than 2,500	4.2	25%	31%	19%	0%	13%	13%	0%	0%
	2,500 - 4,999	4.1	5%	32%	41%	14%	0%	5%	5%	0%
It is a primary responsibility of bar-related organizations to sponsor programs that assist lawyers with balancing their personal and professional	Less than 2,500	3.3	0%	25%	25%	6%	25%	13%	6%	0%
	2,500 - 4,999	3.8	5%	23%	45%	5%	5%	14%	5%	0%
Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms	Less than 2,500	3.0	0%	6%	6%	0%	6%	6%	56%	19%
	2,500 - 4,999	2.8	0%	0%	18%	14%	18%	5%	41%	5%
Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms	Less than 2,500	3.7	0%	6%	6%	0%	6%	0%	56%	25%
	2,500 - 4,999	2.8	0%	5%	14%	9%	18%	9%	41%	5%
Within the last few years, I personally experienced sexual harassment in the profession	Less than 2,500	1.6	0%	6%	0%	0%	19%	50%	0%	25%
	2,500 - 4,999	1.4	0%	0%	0%	0%	32%	45%	0%	23%

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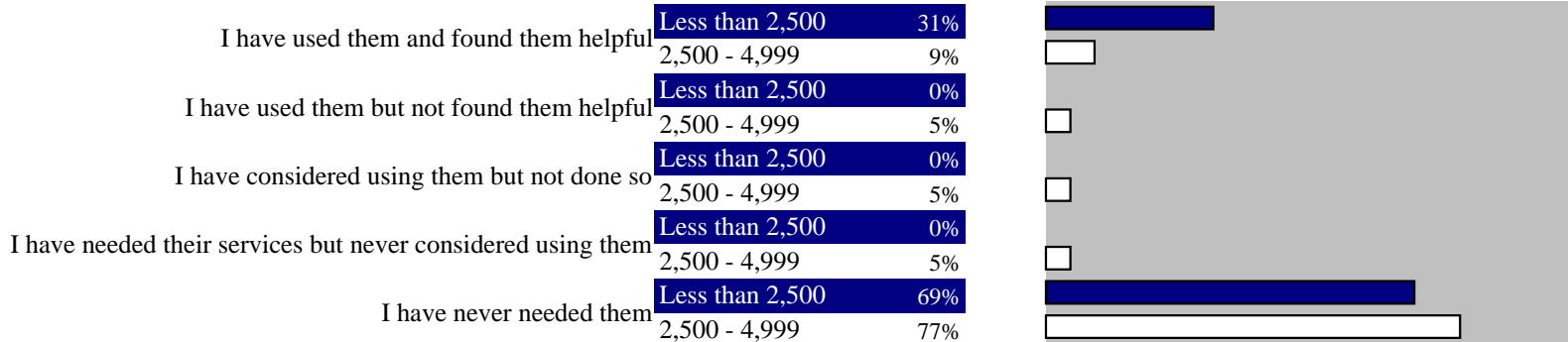
For the following statements, indicate your level of agreement:

	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	Less than 2,500	1.9	6%	0%	6%	0%	13%	44%	6%	25%
	2,500 - 4,999	1.6	0%	0%	5%	5%	23%	45%	5%	18%
Lawyers in my firm neglect management and leadership tasks	Less than 2,500	1.8	0%	0%	6%	0%	0%	19%	13%	63%
	2,500 - 4,999	3.3	5%	0%	14%	0%	9%	5%	0%	68%
I am concerned about the future of my firm because of significant outside threats	Less than 2,500	2.2	0%	6%	0%	0%	19%	13%	19%	44%
	2,500 - 4,999	3.2	5%	5%	18%	0%	14%	9%	0%	50%
I would rather work here than with any other law firm I know	Less than 2,500	5.1	19%	31%	13%	0%	0%	0%	6%	31%
	2,500 - 4,999	4.8	23%	14%	9%	0%	9%	0%	0%	45%
If I could afford to leave the practice of law at this time, I would do so	Less than 2,500	3.5	19%	6%	19%	0%	31%	6%	6%	13%
	2,500 - 4,999	4.1	9%	14%	32%	0%	5%	5%	5%	32%
My firm does not have enough work to keep all of our lawyers fully engaged	Less than 2,500	1.2	0%	0%	0%	0%	6%	25%	13%	56%
	2,500 - 4,999	2.3	0%	5%	9%	0%	14%	18%	0%	55%

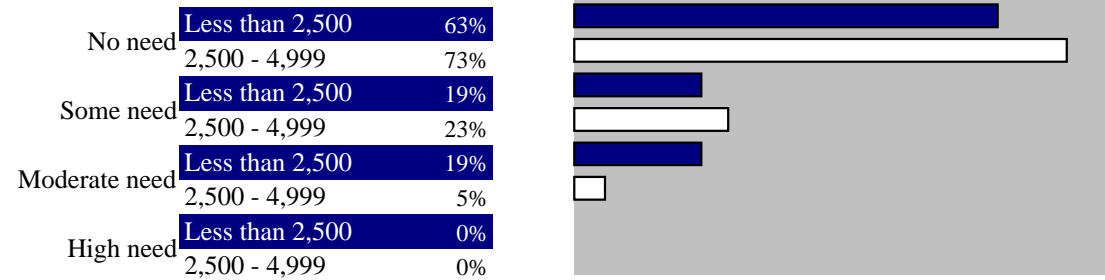
What is your experience with bar supported services such as BARCares, PALS, and FRIENDS?



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

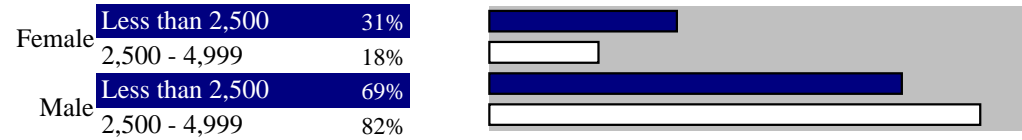


Please reflect honestly on the state of your life and the challenges you face. What is your level of need for counseling or other help (to address the problems such as stress, marital decline, drinking, or other addictions)?



Demographics

Your sex



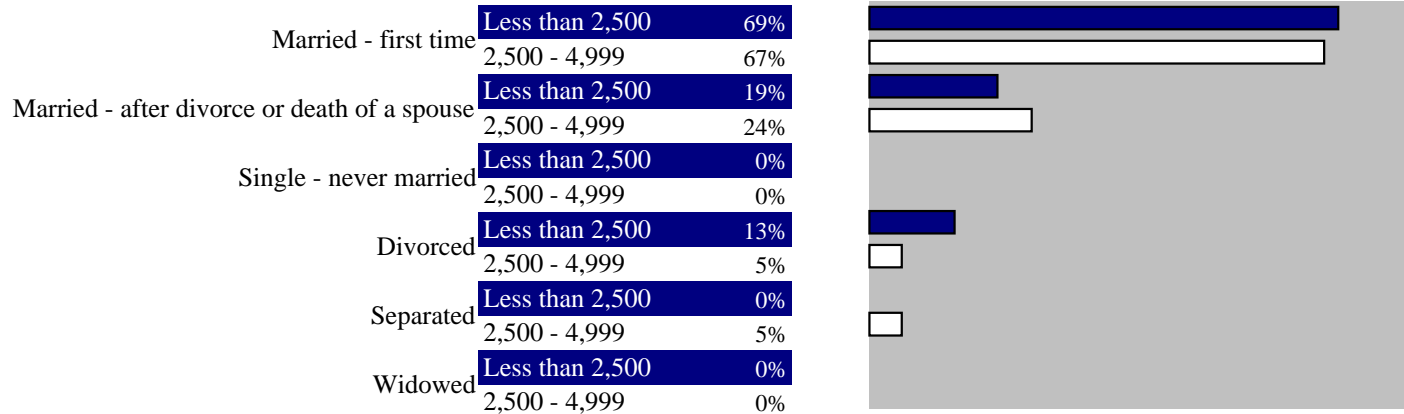
Your age



Year first admitted to any state bar

	Mean	Median
Less than 2,500	1982	1980
2,500 - 4,999	1979	1980

Your marital status



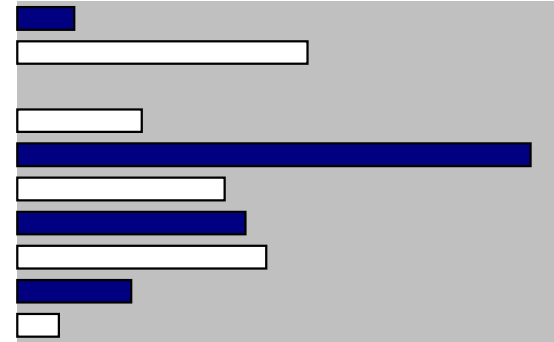
If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?

Yes	Less than 2,500	0%
	2,500 - 4,999	0%
No	Less than 2,500	100%
	2,500 - 4,999	100%

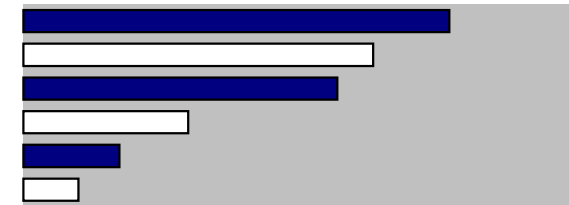


What is the occupation of your spouse or equivalent companion?

Homemaker	Less than 2,500	6%
	2,500 - 4,999	32%
Lawyer	Less than 2,500	0%
	2,500 - 4,999	14%
Other Professional	Less than 2,500	56%
	2,500 - 4,999	23%
Non-Professional	Less than 2,500	25%
	2,500 - 4,999	27%
Not applicable	Less than 2,500	13%
	2,500 - 4,999	5%

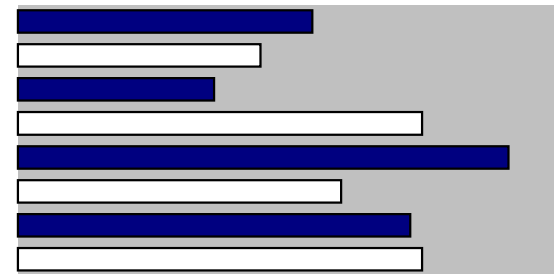


		Mean	Median
Number of children	Less than 2,500	1.9	2
	2,500 - 4,999	1.6	2
Number of children living at home with you	Less than 2,500	1.4	2
	2,500 - 4,999	0.8	1
How many children do you support who live at college or boarding school?	Less than 2,500	0.4	0
	2,500 - 4,999	0.3	0



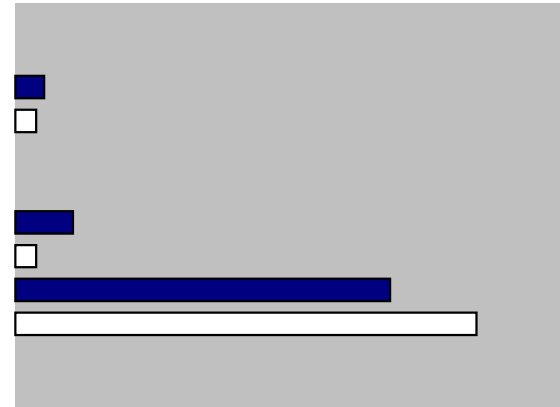
What is your level of caretaking responsibility for your children living at home with you?

Primary caretaker	Less than 2,500	21%
	2,500 - 4,999	18%
Secondary caretaker	Less than 2,500	14%
	2,500 - 4,999	29%
Co-equal caretaker	Less than 2,500	36%
	2,500 - 4,999	24%
No children currently living at home with me	Less than 2,500	29%
	2,500 - 4,999	29%



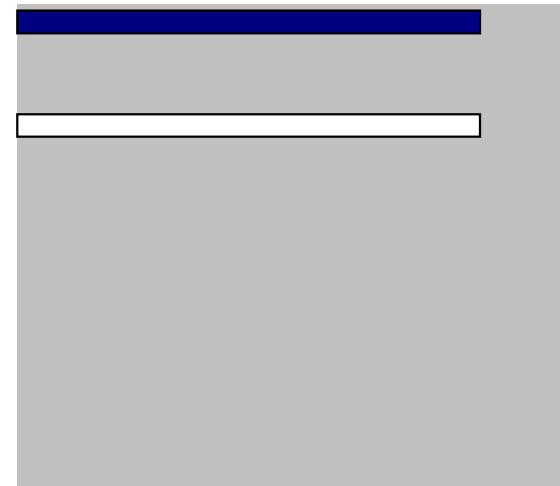
Your race (mark all that apply):

Asian	Less than 2,500	0%
	2,500 - 4,999	0%
Black (African American)	Less than 2,500	6%
	2,500 - 4,999	5%
Hispanic	Less than 2,500	0%
	2,500 - 4,999	0%
Native American	Less than 2,500	13%
	2,500 - 4,999	5%
White	Less than 2,500	81%
	2,500 - 4,999	100%
Other	Less than 2,500	0%
	2,500 - 4,999	0%

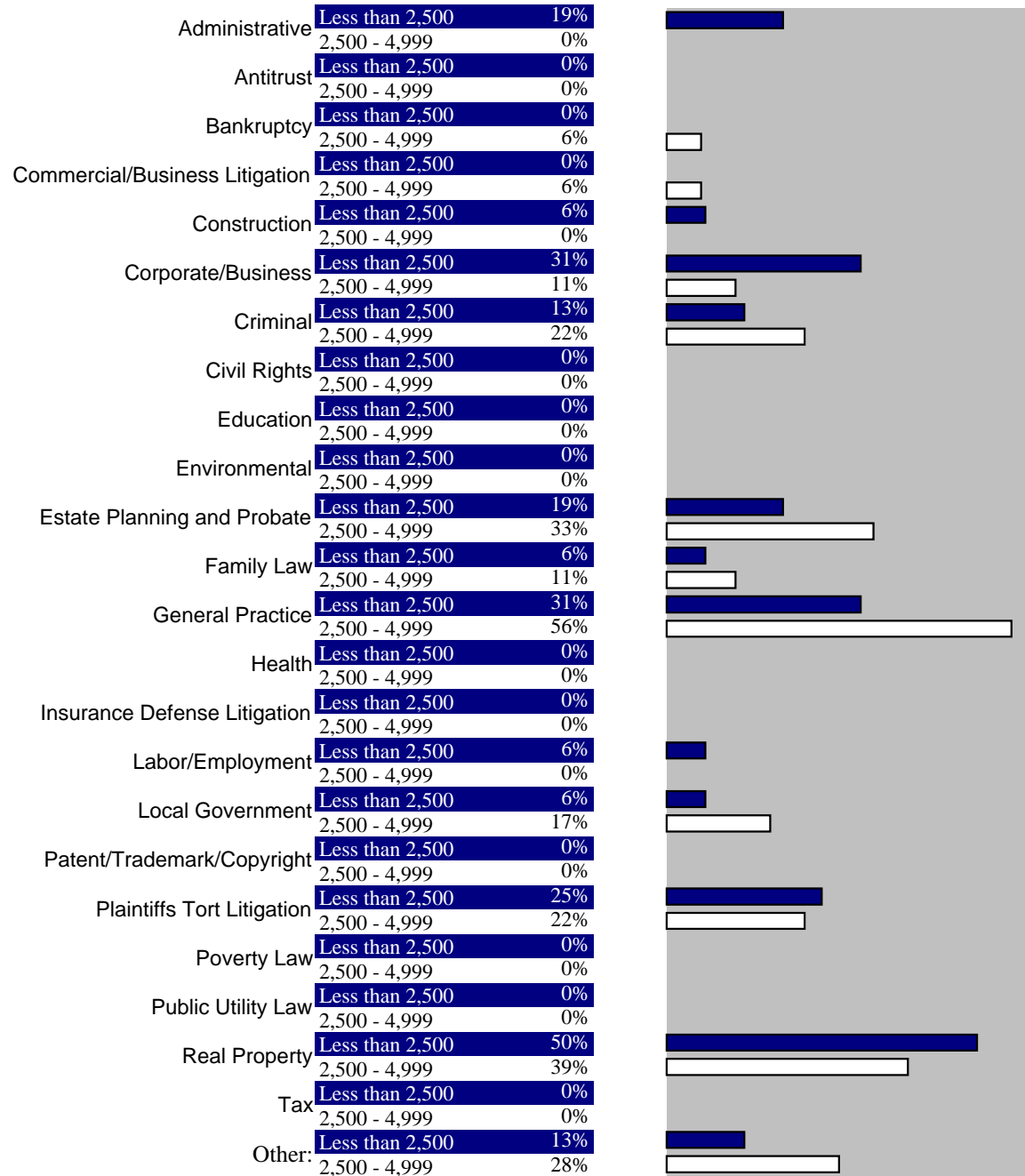


In what size city or town is your office located?

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

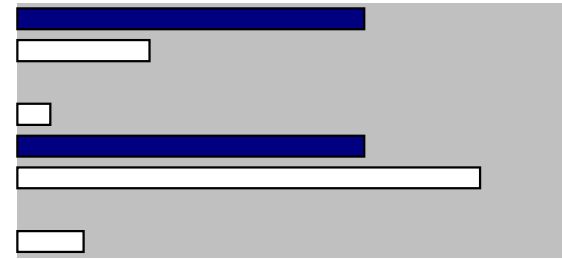


Check each substantive area of law that represents at least 25% of your practice.



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

Uninsured	Less than 2,500	50%
	2,500 - 4,999	19%
Don't know	Less than 2,500	0%
	2,500 - 4,999	5%
Lawyers Mutual of North Carolina	Less than 2,500	50%
	2,500 - 4,999	67%
Other	Less than 2,500	0%
	2,500 - 4,999	10%



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

Financial Data

	Mean	25th Percentile	Median	75th Percentile	
What is your total annual income, from your law practice or career, approximately?	Less than 2,500	81	45	70	100
	2,500 - 4,999	98	46	75	103
Realistically, how much annual income from your law practice or career would you like to make within three years?	Less than 2,500	130	68	100	195
	2,500 - 4,999	174	50	100	150
How much debt does your firm/practice owe?	Less than 2,500	0	0	0	0
	2,500 - 4,999	8	0	0	5
What is your family's total annual income?	Less than 2,500	137	83	105	195
	2,500 - 4,999	153	72	110	174
What is your household's approximate net worth at present?	Less than 2,500	551	125	500	750
	2,500 - 4,999	862	75	245	1000
What is your household's approximate debt at present?	Less than 2,500	171	40	85	210
	2,500 - 4,999	1157	60	150	270
Realistically, how much would you like your total annual family income to be within three years?	Less than 2,500	176	96	113	273
	2,500 - 4,999	177	85	130	200
How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding?	Less than 2,500	4	0	0	0
	2,500 - 4,999	1	0	0	0

Aggregate Indices

Computed by examining several items in each topic area

2,500

4,999

Percent of Maximum Score

Work and Career Satisfaction

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



Satisfaction with the firm or organization

Satisfaction with coworkers, the level of organization and leadership



Physical Health

Absence of reported health problems.



Healthy Lifestyle

Absence of unhealthy habits; engaging in exercise.



Mental Health

General level of optimism, freedom from stress, etc.



Social Support

Family and friends to provide emotional and personal support



Income and financial condition

Level of satisfaction with pay

