

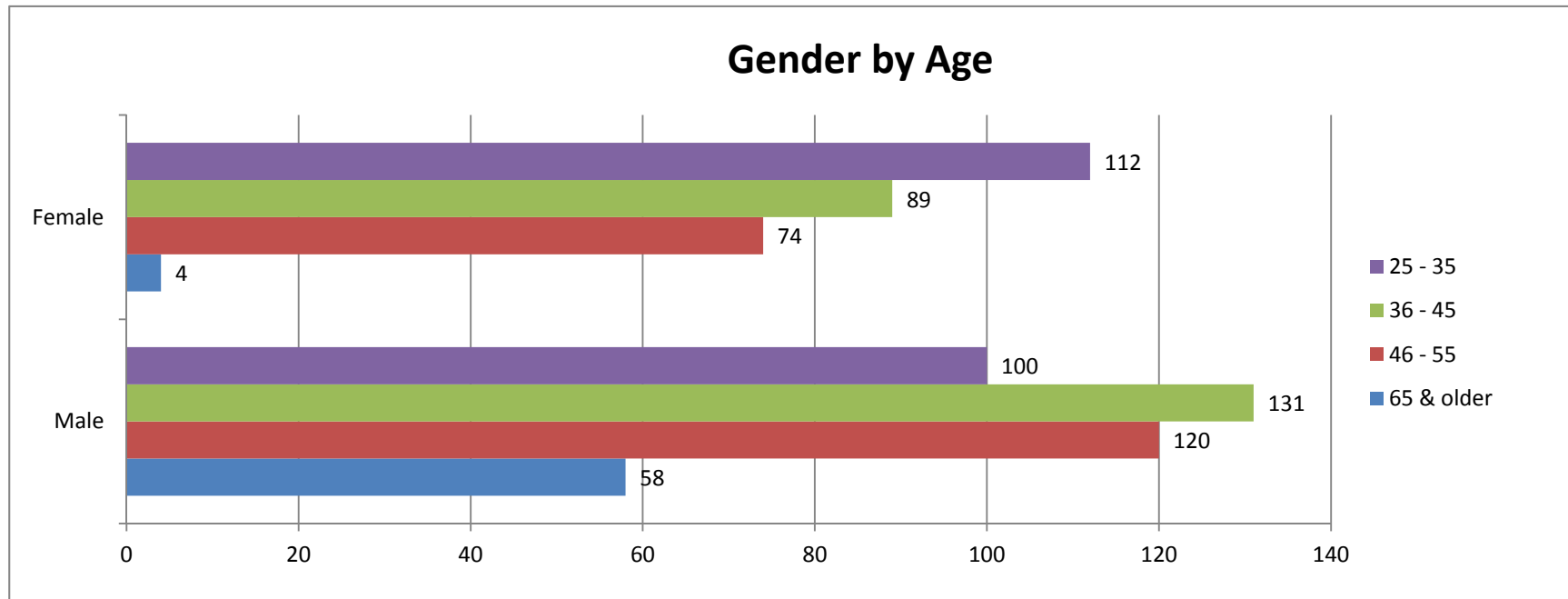
Survey Analysis by Age

Work-Life Balance Survey

October, 2010

Gender by Age

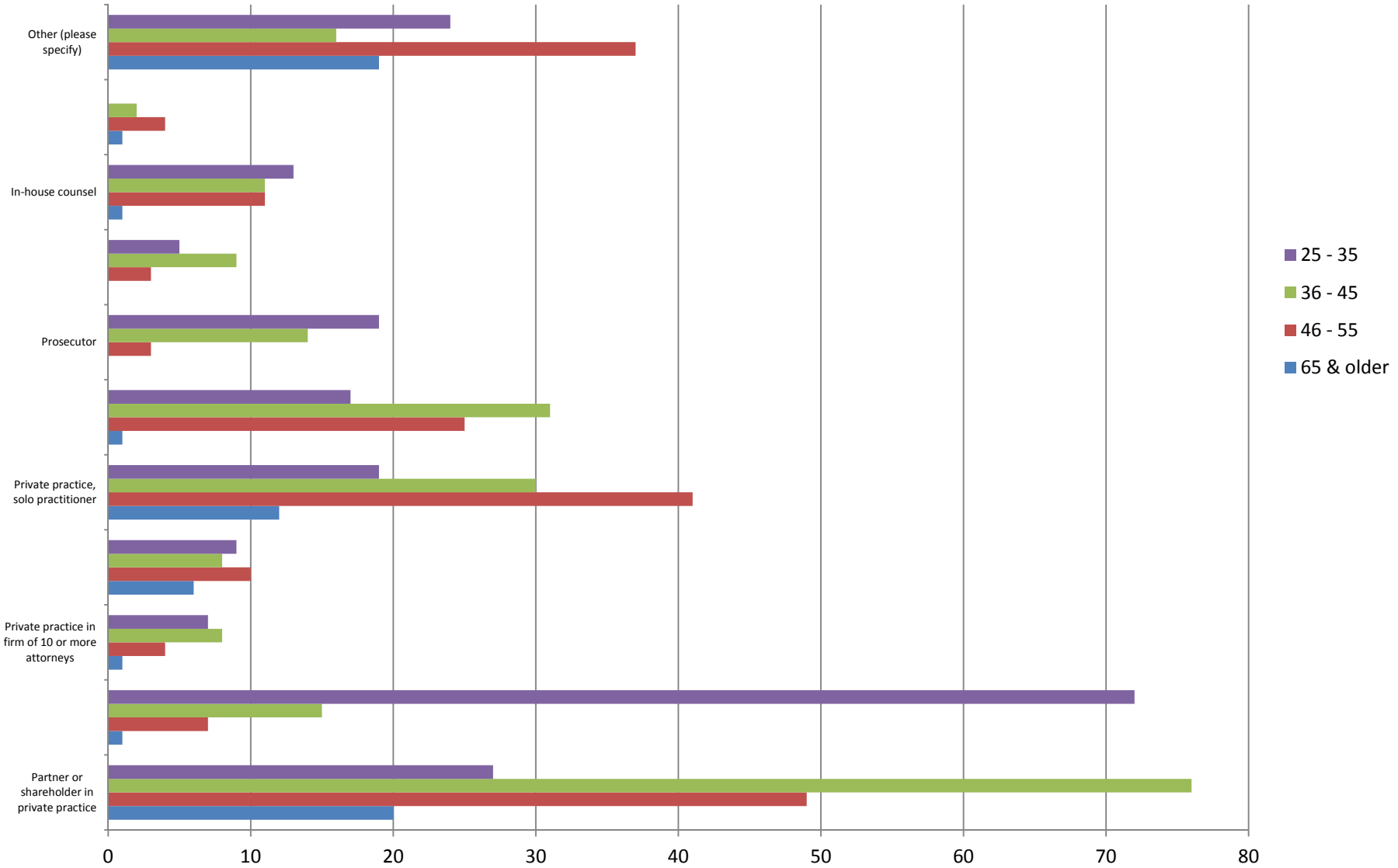
Gender:						
Age:						
Answer Options	25 - 35	36 - 45	46 - 55	65 & older	Response Percent	Response Count
Male	100	131	120	58	59.4%	409
Female	112	89	74	4	40.6%	279
<i>answered question</i>						688
<i>skipped question</i>						0



Category of Practice - by Age

Category of practice:						
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Partner or shareholder in private practice	27	76	49	20	25.0%	172
Associate in private practice	72	15	7	1	13.8%	95
Private practice in firm of 10 or more attorneys	7	8	4	1	2.9%	20
Private practice, 2-10 attorneys	9	8	10	6	4.8%	33
Private practice, solo practitioner	19	30	41	12	14.8%	102
Public practice (government)	17	31	25	1	10.8%	74
Prosecutor	19	14	3	0	5.2%	36
Public defender	5	9	3	0	2.5%	17
In-house counsel	13	11	11	1	5.2%	36
Educator	0	2	4	1	1.0%	7
Other (please specify)	24	16	37	19	14.0%	96
					<i>answered question</i>	688
					<i>skipped question</i>	0

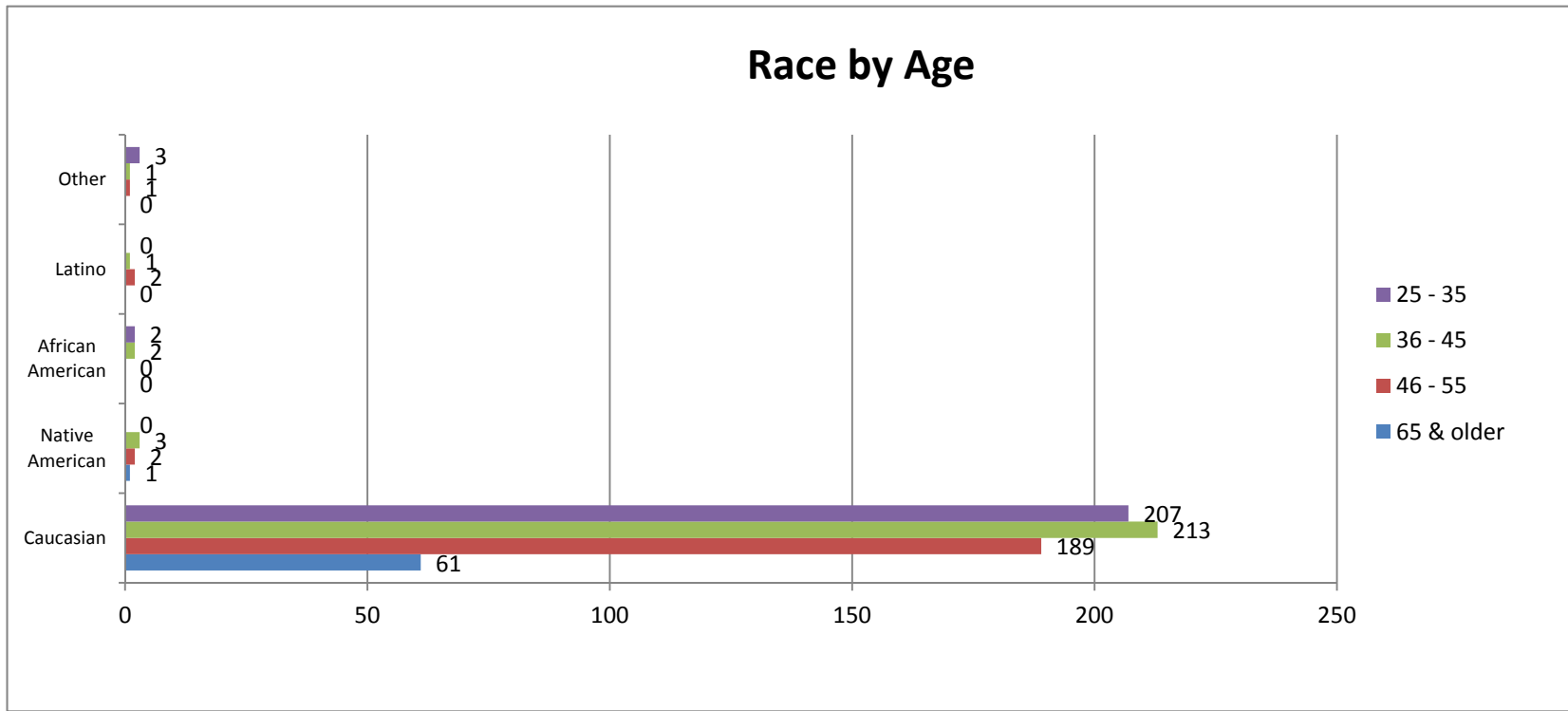
Category of Practice - by Age



Race by Age

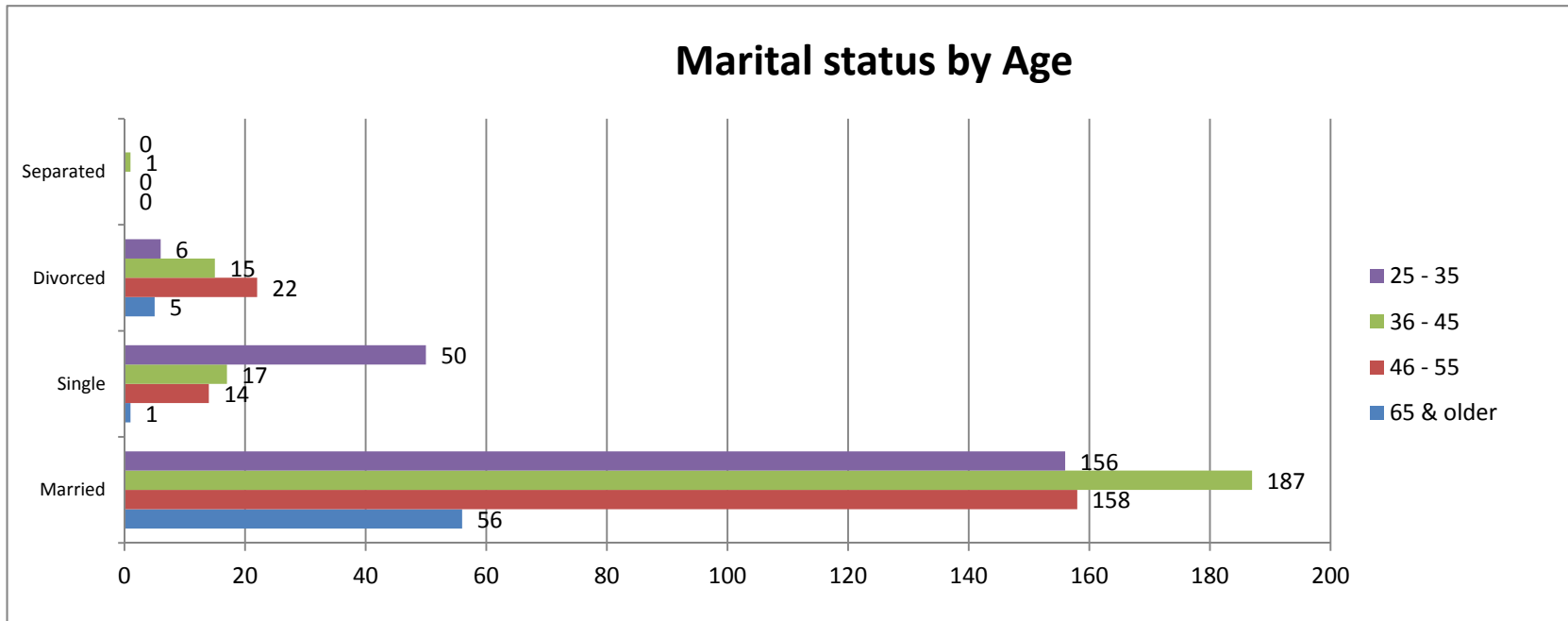
Race:						
Age:						
Answer Options	25 - 35	36 - 45	46 - 55	65 & older	Response Percent	Response Count
Caucasian	207	213	189	61	97.4%	670
Native American	0	3	2	1	0.9%	6
African American	2	2	0	0	0.6%	4
Latino	0	1	2	0	0.4%	3
Other	3	1	1	0	0.7%	5
<i>answered question</i>						688
<i>skipped question</i>						0

Race by Age



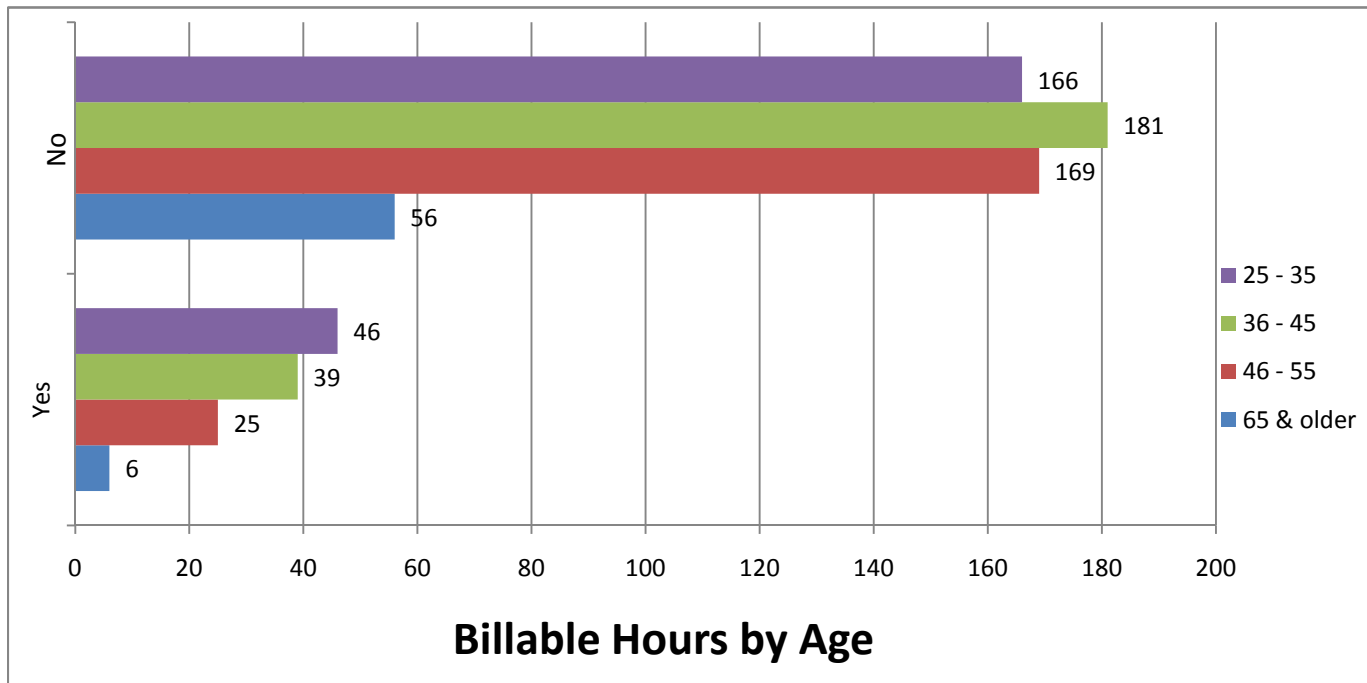
Marital Status by Age

Marital status:						
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Married	156	187	158	56	81.0%	557
Single	50	17	14	1	11.9%	82
Divorced	6	15	22	5	7.0%	48
Separated	0	1	0	0	0.1%	1
<i>answered question</i>						688
<i>skipped question</i>						0



Billable Hours by Age

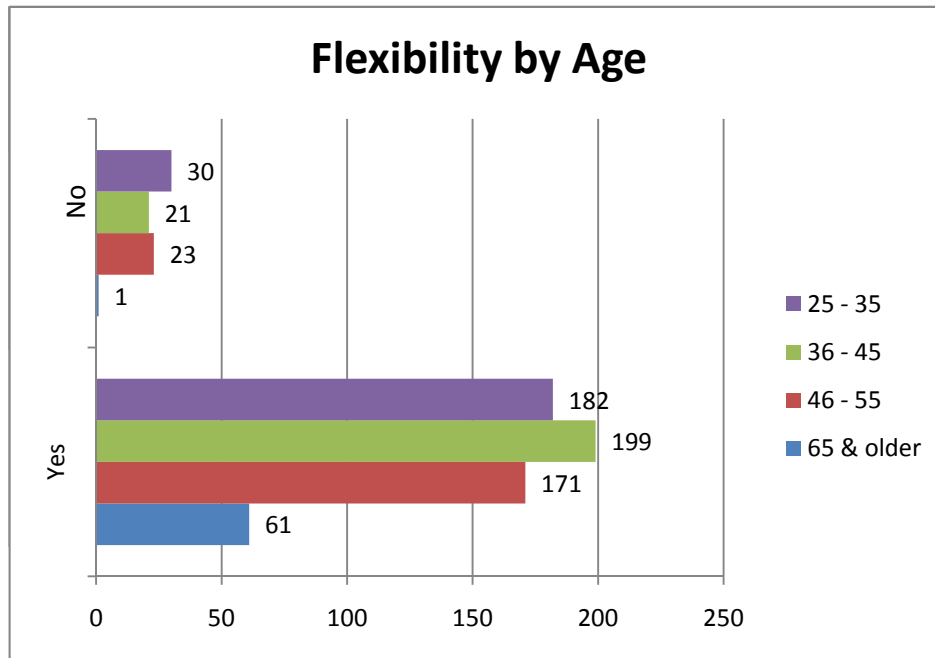
Do you have a billable hours requirement where you work?						
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	46	39	25	6	16.9%	116
No	166	181	169	56	83.1%	572
<i>answered question</i>						688
<i>skipped question</i>						0



Flexibility by Age

In your opinion, do you have flexibility in your work schedule?

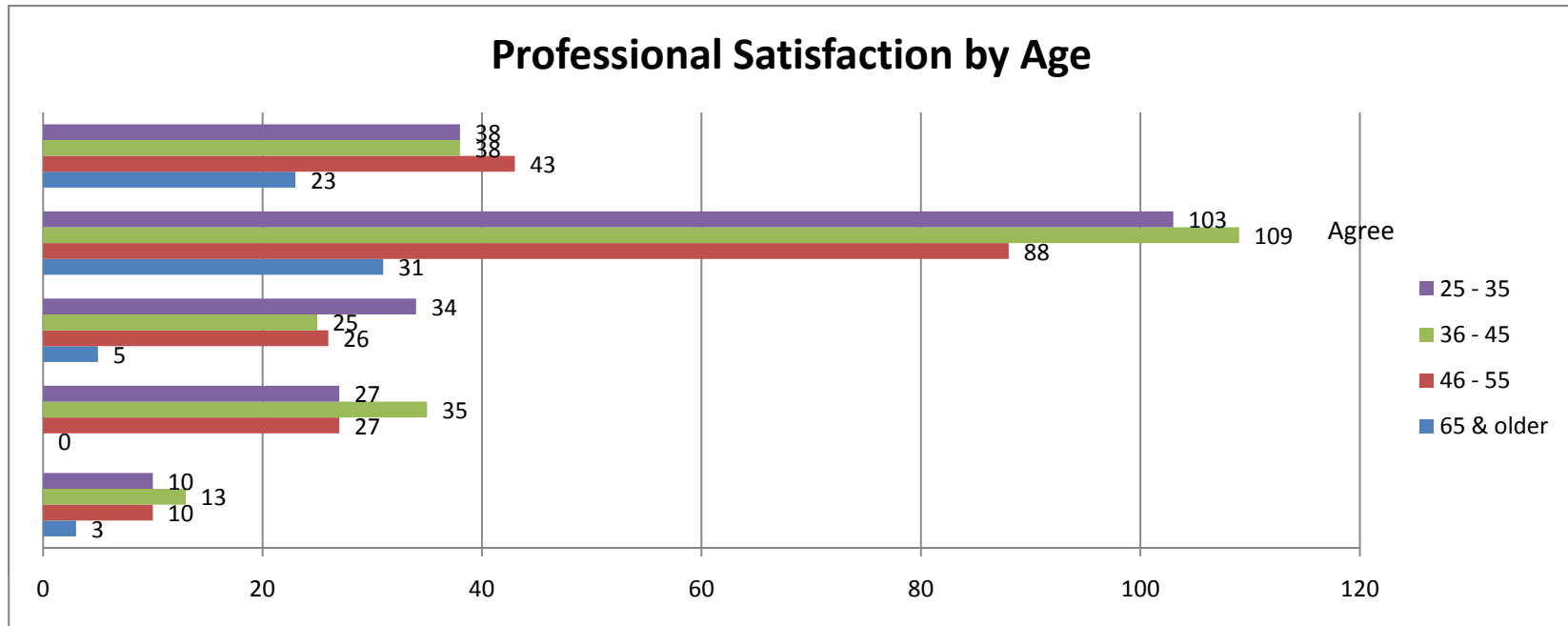
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	182	199	171	61	89.1%	613
No	30	21	23	1	10.9%	75
<i>answered question</i>						688
<i>skipped question</i>						0



Professional Satisfaction by Age

I am satisfied with my professional life at this point.

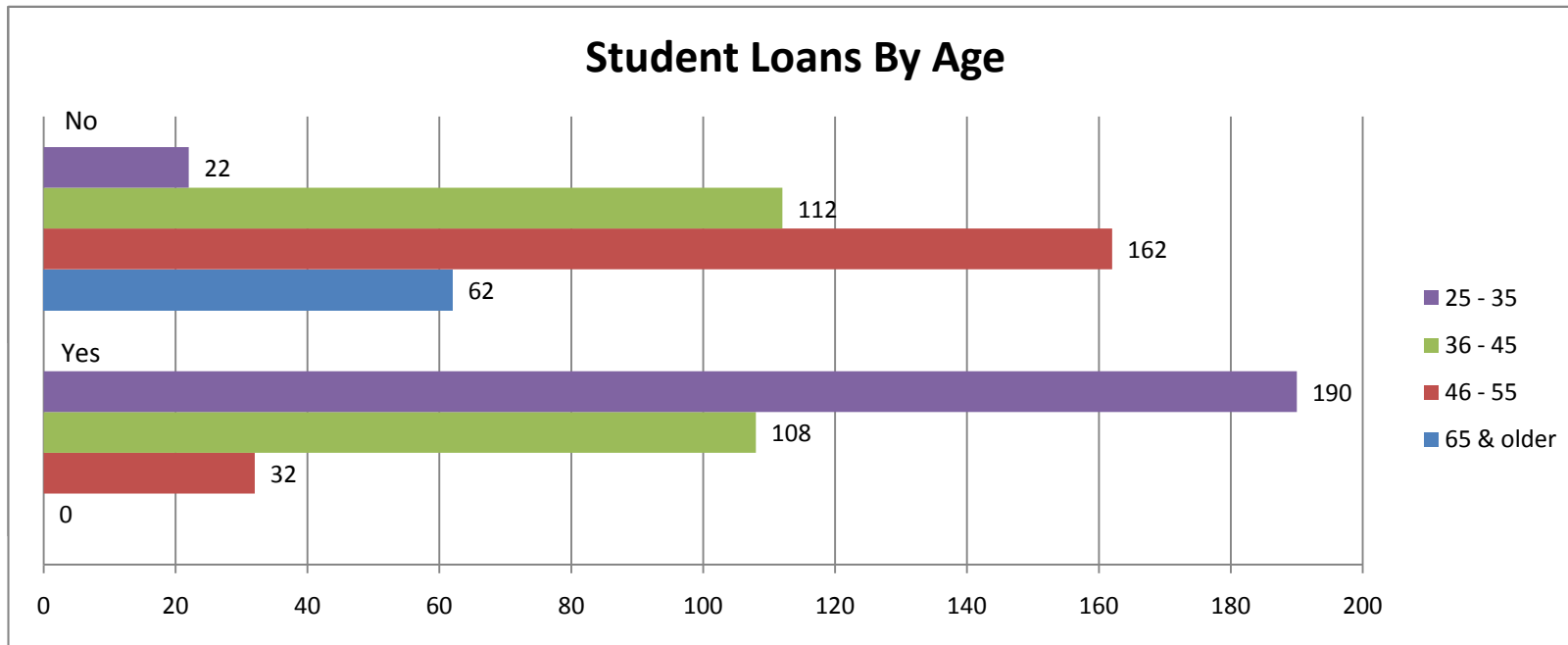
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Strongly Disagree	10	13	10	3	5.2%	36
Disagree	27	35	27	0	12.9%	89
Neither Agree or Disagree	34	25	26	5	13.1%	90
Agree	103	109	88	31	48.1%	331
Strongly Agree	38	38	43	23	20.6%	142
<i>answered question</i>						688
<i>skipped question</i>						0



Student Loans by Age

Do you currently have outstanding student loans from your legal education?

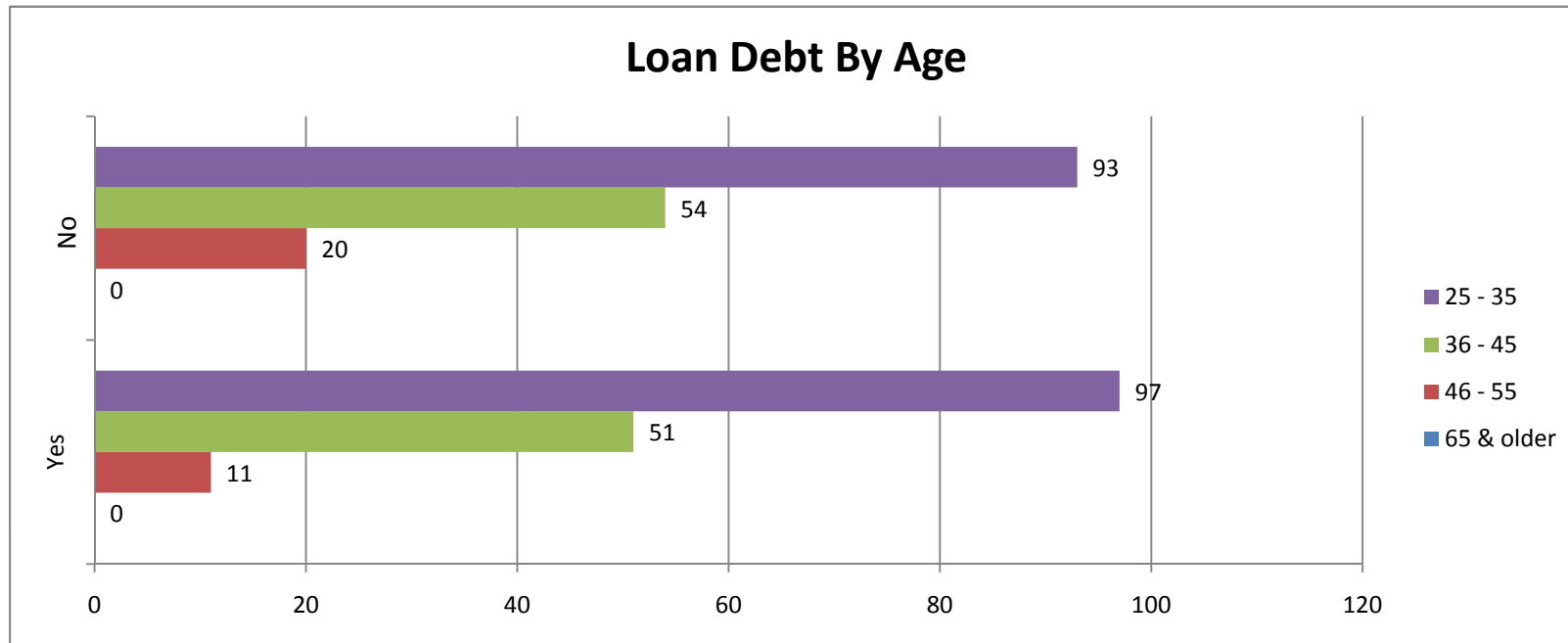
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	190	108	32	0	48.0%	330
No	22	112	162	62	52.0%	358
<i>answered question</i>						688
<i>skipped question</i>						0



Loan Debt By Age

Is that debt a major contributing factor in your decision to work at your current position?

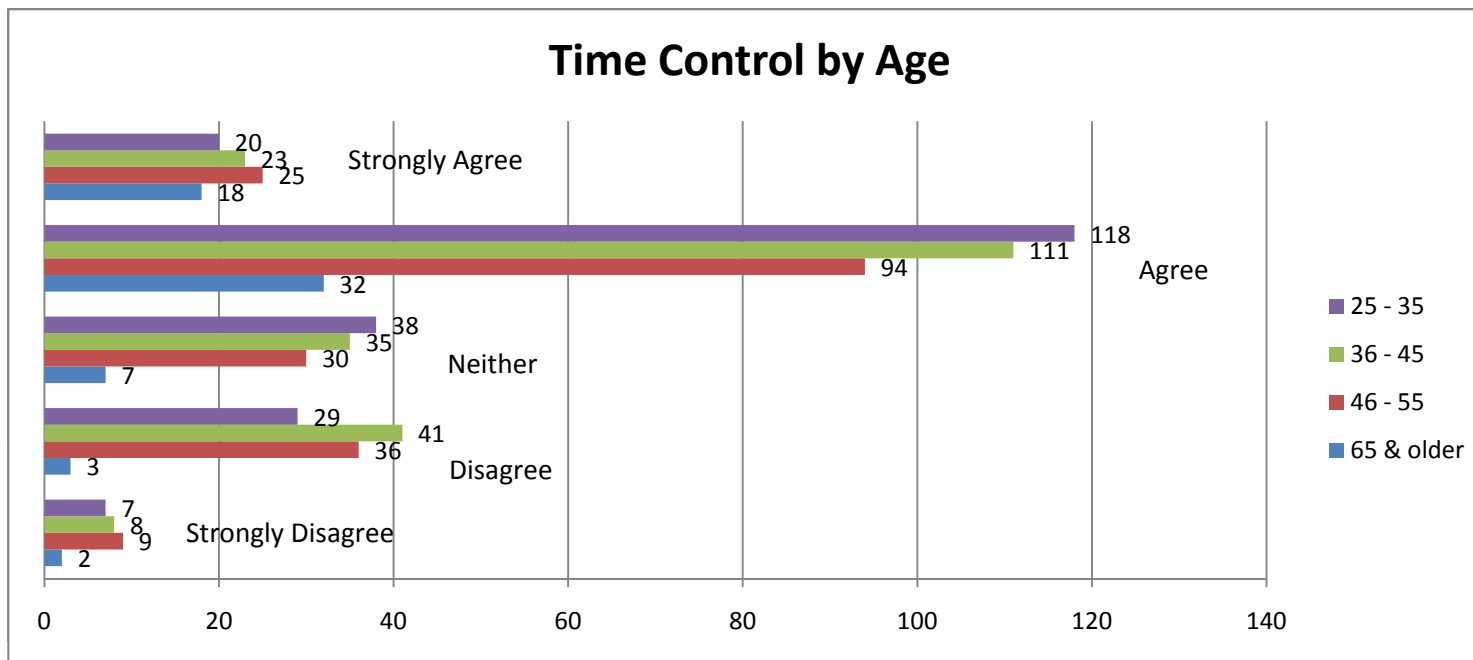
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	97	51	11	0	48.8%	159
No	93	54	20	0	51.2%	167
<i>answered question</i>						326
<i>skipped question</i>						362



Time Control By Age

I believe that I have control over how I spend my time.

Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Strongly Disagree	7	8	9	2	3.8%	26
Disagree	29	41	36	3	15.9%	109
Neither Agree or Disagree	38	35	30	7	16.0%	110
Agree	118	111	94	32	51.7%	355
Strongly Agree	20	23	25	18	12.5%	86
<i>answered question</i>						686
<i>skipped question</i>						2

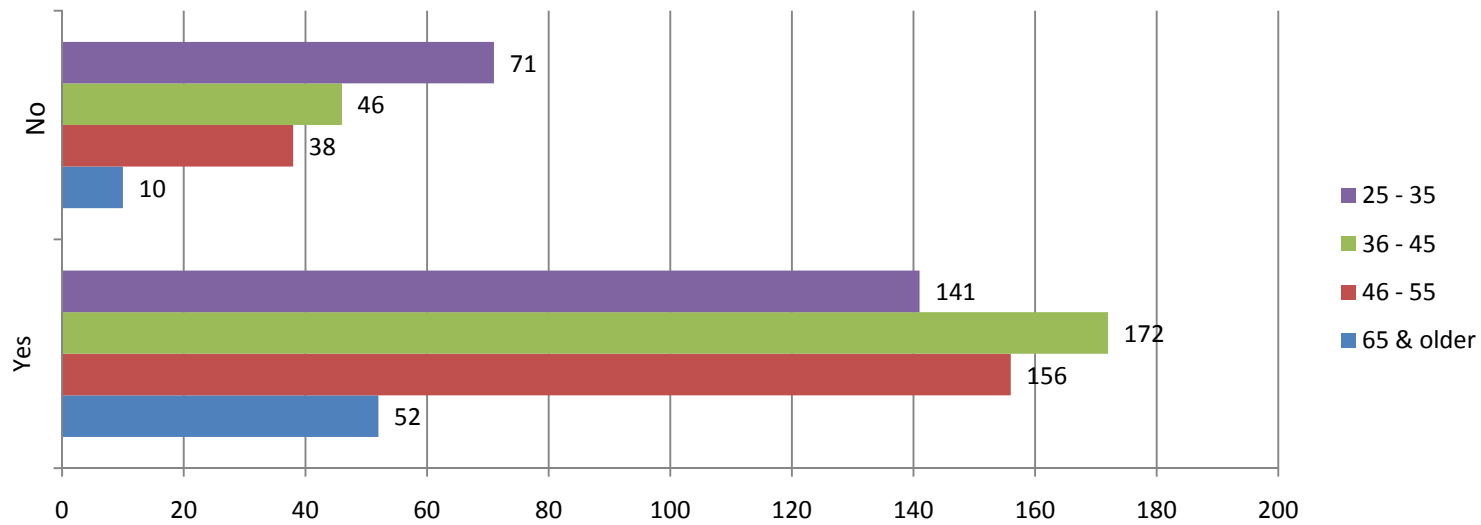


Community Service by Age

Are you involved in community service or volunteerism?

Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	141	172	156	52	75.9%	521
No	71	46	38	10	24.1%	165
<i>answered question</i>						686
<i>skipped question</i>						2

Are you involved in community service or volunteerism?

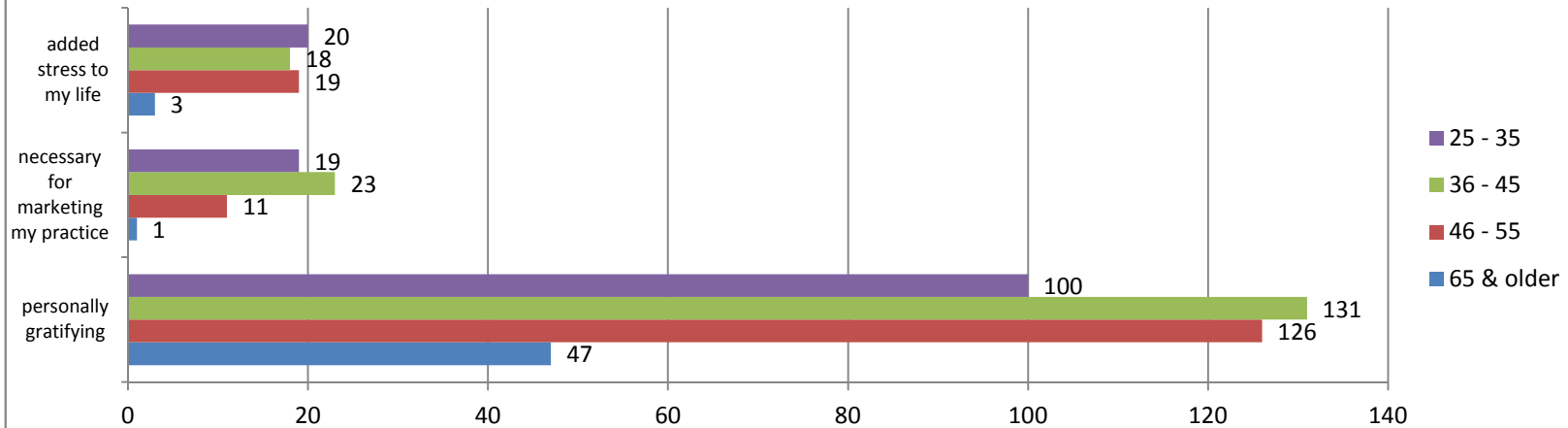


Community Service Description by Age

Which of these best describes your community service/volunteerism? (choose one)

Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
personally gratifying	100	131	126	47	78.0%	404
necessary for marketing my practice	19	23	11	1	10.4%	54
added stress to my life	20	18	19	3	11.6%	60
<i>answered question</i>						518
<i>skipped question</i>						170

Community Service by Age

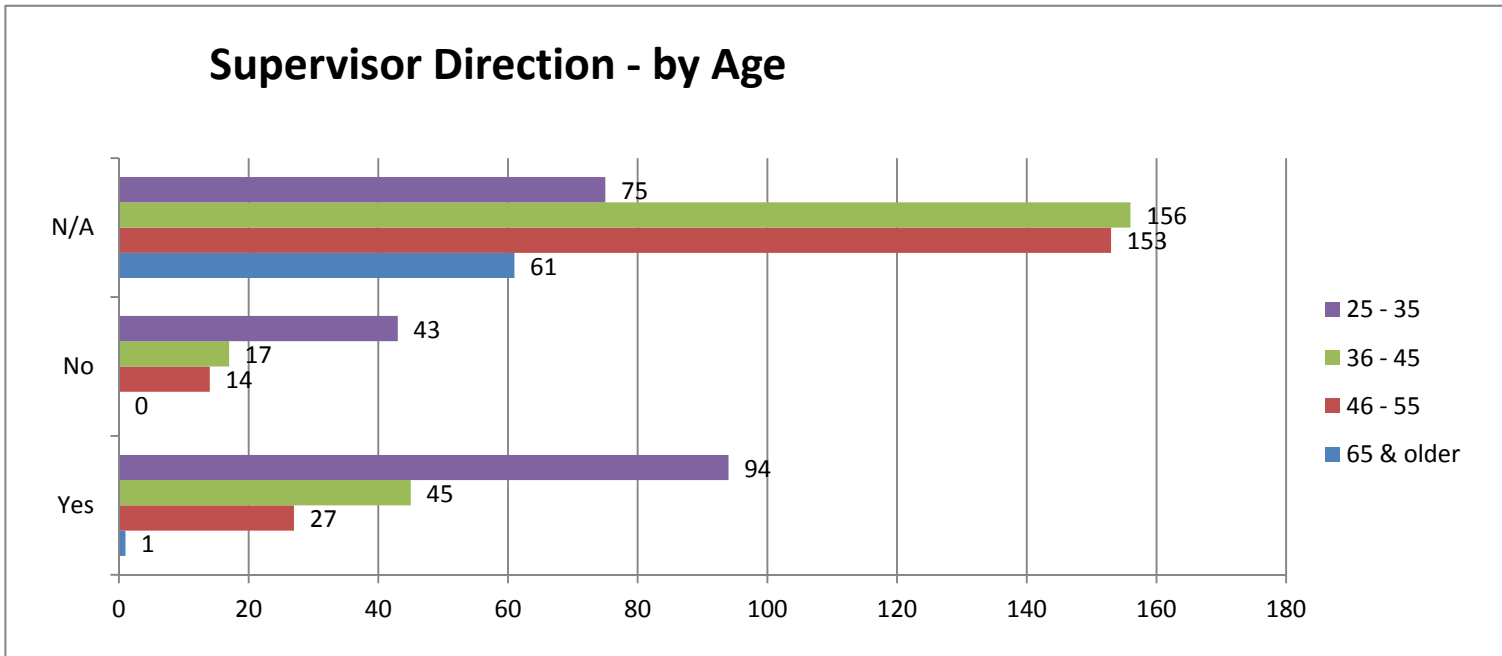


Supervisor Direction - by Age

If you have a supervising attorney, do you believe you are getting an appropriate amount of direction and feedback in your position?

Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	94	45	27	1	24.3%	167
No	43	17	14	0	10.8%	74
N/A	75	156	153	61	64.9%	445
<i>answered question</i>						686
<i>skipped question</i>						2

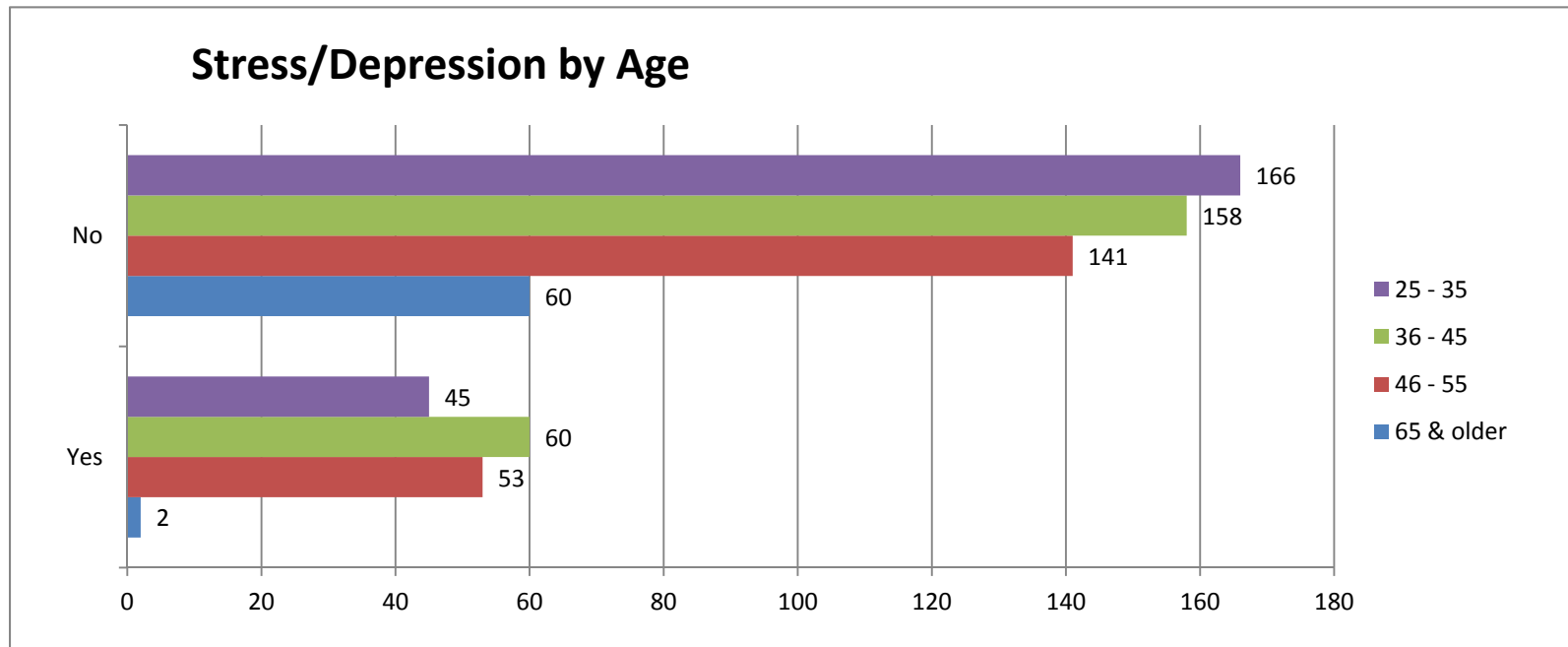
Supervisor Direction - by Age



Stress/Depression by Age

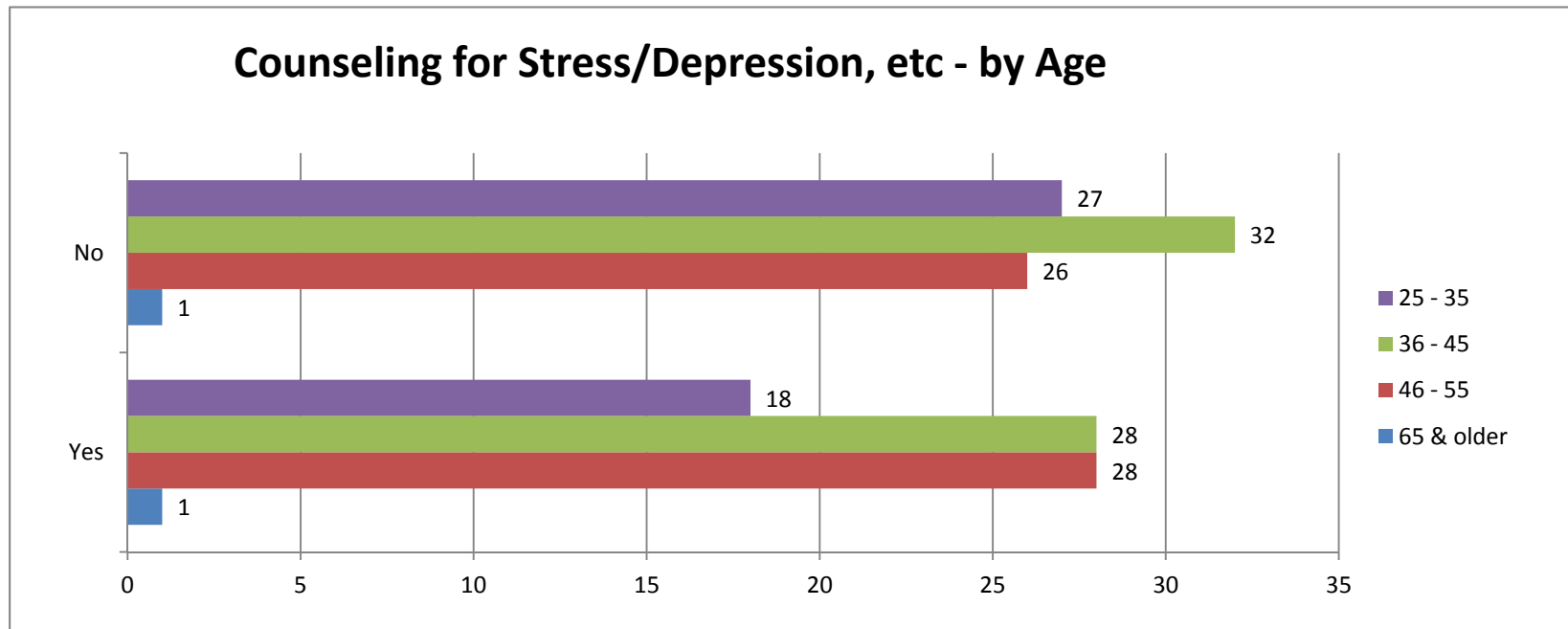
Do you suffer from excessive stress, depression or other mental illness?

Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	45	60	53	2	23.4%	160
No	166	158	141	60	76.6%	525
<i>answered question</i>						685
<i>skipped question</i>						3



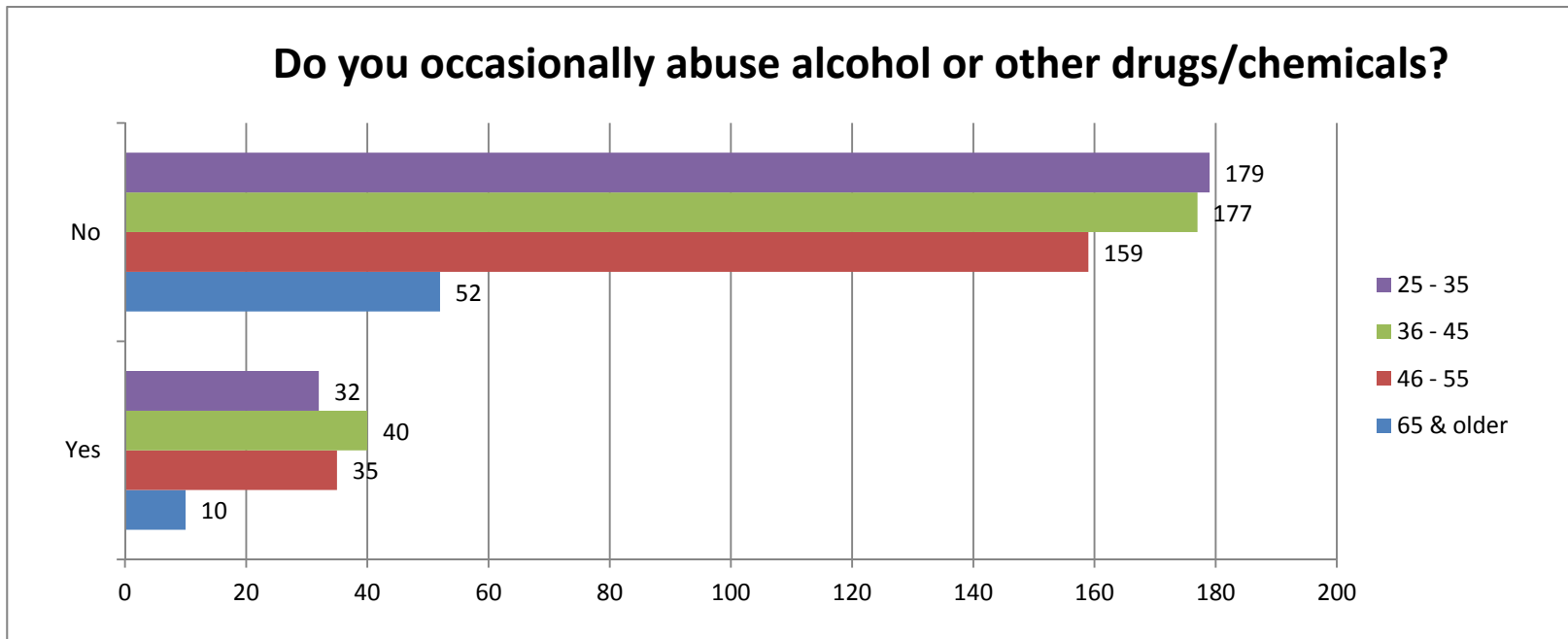
Counseling for Stress/Depression, etc - by Age

Have you sought treatment or counseling for your excessive stress, depression, or other mental illness?						
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	18	28	28	1	46.6%	75
No	27	32	26	1	53.4%	86
<i>answered question</i>						161
<i>skipped question</i>						527



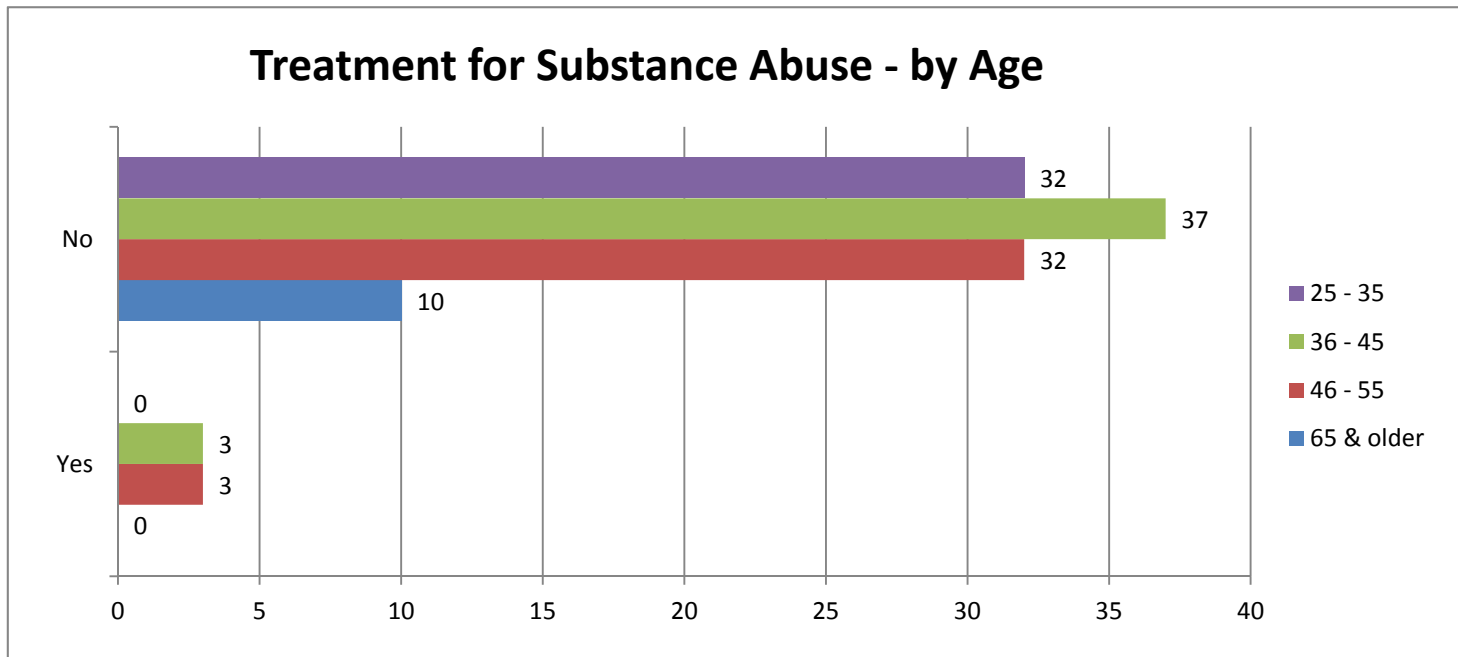
Alcohol/Drug Abuse - by Age

Do you occasionally abuse alcohol or other drugs/chemicals?						
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	32	40	35	10	17.1%	117
No	179	177	159	52	82.9%	567
<i>answered question</i>						684
<i>skipped question</i>						4



Treatment for Substance Abuse - by Age

Have you sought counseling or treatment for substance abuse?						
Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
Yes	0	3	3	0	5.1%	6
No	32	37	32	10	94.9%	117
<i>answered question</i>						117
<i>skipped question</i>						571

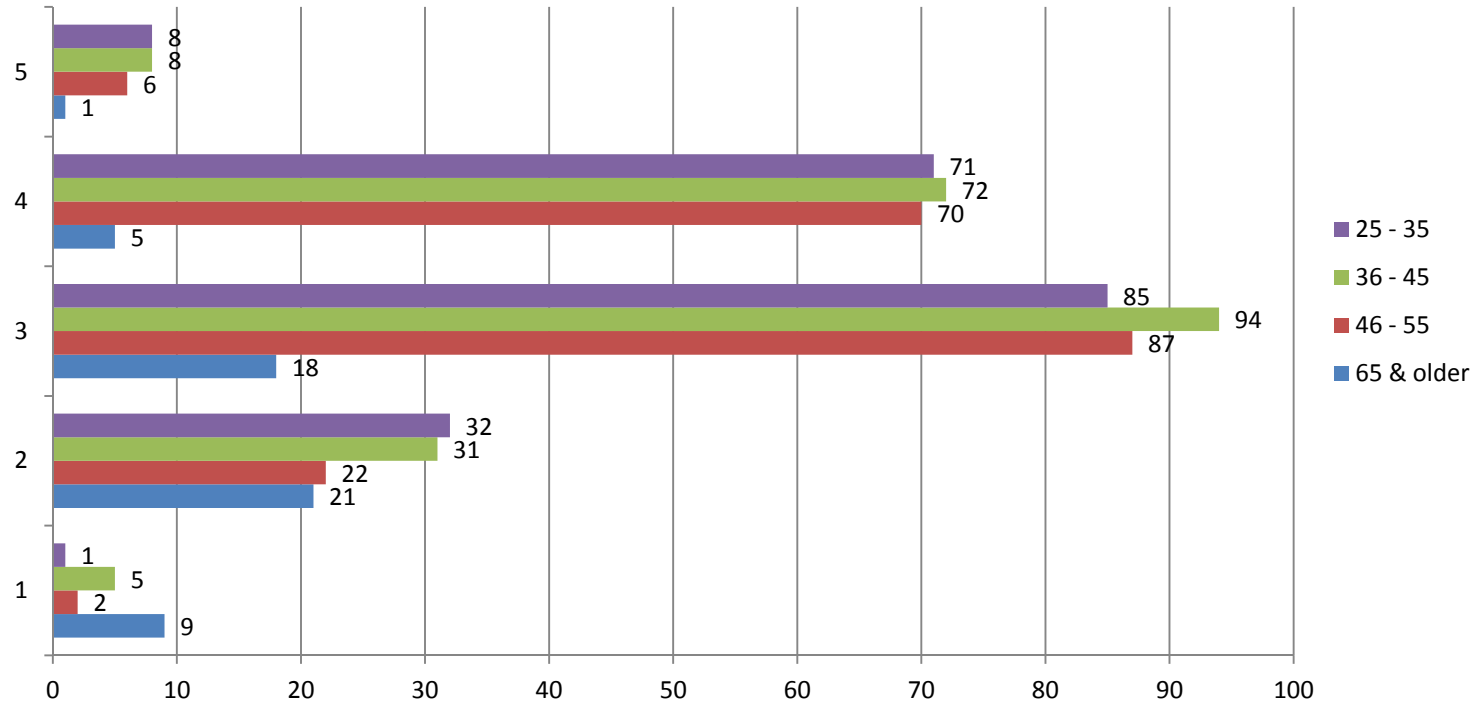


Stress Rating by Age

On a scale of 1-5, with 5 being the most stress you feel you are under, how would you rate your stress level on a continual basis?

Answer Options	Age:				Response Percent	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
1	1	5	2	9	2.6%	17
2	32	31	22	21	16.4%	106
3	85	94	87	18	43.8%	284
4	71	72	70	5	33.6%	218
5	8	8	6	1	3.5%	23
<i>answered question</i>						648
<i>skipped question</i>						40

Stress Rating by Age - 5 being the most stress



Stress Rankings by Age

In order of importance, with 1 being the most important, please rank the following contributors to your personal stress: (you do not need to fill in all rows, if only 2 or 3 represent your stress, rank those and leave the rest blank)

Answer Options	Age:				Rating Average	Response Count
	25 - 35	36 - 45	46 - 55	65 & older		
too many demands on my time at work						
1	72	89	70	11		
2	36	28	23	1		
3	17	19	22	3		
4	13	12	5	1		
5	8	6	8	5		
6	7	5	2	4		
7	6	4	5	1		
8	3	3	3	1		
9	0	2	4	1		
10	2	2	4	0		
11	3	5	3	0		
12	1	2	4	1		
13	3	4	2	4		
	2.92	2.93	3.20	4.94	3.13	540
too many demands on my time at home						
1	17	15	14	1		
2	46	50	40	6		
3	18	23	17	3		
4	15	15	14	3		
5	17	15	6	0		
6	11	5	6	3		
7	6	6	4	0		
8	4	6	8	2		
9	13	3	8	1		
10	4	12	9	2		
11	3	2	2	2		
12	5	8	7	3		

13	4	9	1	1		
	4.60	4.86	4.71	6.22	4.81	495
lack of direction from my supervisor(s) at work						
1	5	3	4	1		
2	6	4	4	0		
3	28	7	6	1		
4	16	10	7	0		
5	18	9	8	2		
6	13	10	7	0		
7	9	7	6	0		
8	5	2	5	2		
9	8	12	8	0		
10	7	9	8	0		
11	4	11	6	1		
12	10	5	8	4		
13	14	16	26	3		
	6.46	7.90	8.49	9.14	7.55	365
lack of civility in the profession of law						
1	6	7	7	3		
2	4	8	10	4		
3	12	18	10	4		
4	22	20	11	5		
5	14	17	14	4		
6	20	12	10	4		
7	9	6	11	2		
8	17	15	11	0		
9	6	7	11	0		
10	8	8	7	2		
11	3	8	12	3		
12	16	6	10	1		
13	8	5	3	1		
	6.83	6.16	6.74	5.42	6.49	442
not sufficient income to meet my financial obligations						
1	45	29	15	2		
2	28	13	12	3		
3	19	25	19	2		
4	14	13	11	1		

5	17	16	10	2		
6	8	18	5	3		
7	4	10	6	0		
8	6	4	10	1		
9	9	3	8	0		
10	5	6	10	2		
11	9	5	9	2		
12	2	4	9	2		
13	1	7	4	0		
	4.13	4.92	6.04	6.00	4.99	468

I am not being fairly compensated for my work

1	11	9	8	2		
2	17	19	13	1		
3	20	22	19	2		
4	23	17	15	2		
5	14	20	8	0		
6	16	9	10	2		
7	14	12	8	2		
8	8	7	16	1		
9	8	11	8	1		
10	12	7	6	5		
11	3	2	9	1		
12	4	5	7	1		
13	1	1	2	0		
	5.37	5.24	6.02	6.70	5.58	441

negative public perception of lawyers

1	3	4	4	1		
2	4	5	7	6		
3	7	7	5	4		
4	6	17	16	2		
5	4	8	6	1		
6	9	9	10	1		
7	20	14	11	3		
8	20	13	6	2		
9	17	7	11	2		
10	8	11	8	1		
11	15	5	17	3		

12	13	10	13	0		
13	14	6	5	0		
	8.33	7.11	7.55	5.46	7.56	401
the work I do is not personally gratifying						
1	1	3	4	1		
2	9	10	8	1		
3	13	14	5	0		
4	13	10	12	0		
5	17	15	13	3		
6	8	14	11	1		
7	18	14	16	1		
8	17	20	14	4		
9	13	9	12	1		
10	12	8	7	2		
11	12	9	6	1		
12	6	3	9	2		
13	5	4	2	1		
	7.02	6.54	6.86	7.78	6.85	414
the work I do is not sufficiently challenging						
1	3	1	0	2		
2	3	3	2	0		
3	4	6	5	1		
4	2	4	4	2		
5	12	9	6	0		
6	9	19	17	1		
7	14	14	10	3		
8	18	9	12	2		
9	27	24	15	6		
10	21	12	13	2		
11	12	15	11	1		
12	6	7	7	1		
13	5	0	3	1		
	8.14	7.76	8.02	7.55	7.95	386
I don't like the work I do						
1	5	5	8	0		
2	9	14	5	1		
3	9	9	5	1		

4	12	8	10	1		
5	12	7	12	0		
6	15	8	11	1		
7	15	11	18	1		
8	14	10	8	3		
9	10	10	6	1		
10	19	20	12	3		
11	12	14	10	1		
12	9	10	6	2		
13	7	8	8	2		
	7.27	7.46	7.13	8.59	7.35	418
I am not treated fairly by the courts or my colleagues based on gender, race, or other classification						
1	2	4	2	0		
2	3	4	2	0		
3	4	3	2	0		
4	5	6	3	1		
5	5	4	8	3		
6	3	4	8	0		
7	6	6	8	2		
8	9	7	8	2		
9	11	6	8	0		
10	12	6	11	0		
11	31	21	9	3		
12	12	9	13	1		
13	33	33	30	4		
	9.78	9.46	9.46	9.13	9.56	377
health issues that I am facing						
1	5	2	8	6		
2	5	5	2	4		
3	9	0	11	2		
4	3	9	8	1		
5	5	6	8	2		
6	12	6	10	2		
7	8	3	7	2		
8	6	7	7	0		
9	6	8	11	0		
10	12	10	8	2		

11	15	13	7	3		
12	34	37	15	2		
13	18	7	15	1		
	8.96	9.21	7.80	5.56	8.46	395
health issues facing a family member or significant other						
1	8	7	3	3		
2	3	2	18	4		
3	7	5	14	3		
4	6	6	13	0		
5	4	3	9	2		
6	12	2	2	2		
7	5	7	9	2		
8	8	6	2	0		
9	6	10	6	2		
10	11	9	7	0		
11	16	11	8	0		
12	24	17	10	2		
13	32	31	23	5		
	9.11	9.33	7.26	6.52	8.45	407
Other (please specify)						61
					<i>answered question</i>	648
					<i>skipped question</i>	40