

Survey Analysis by Gender

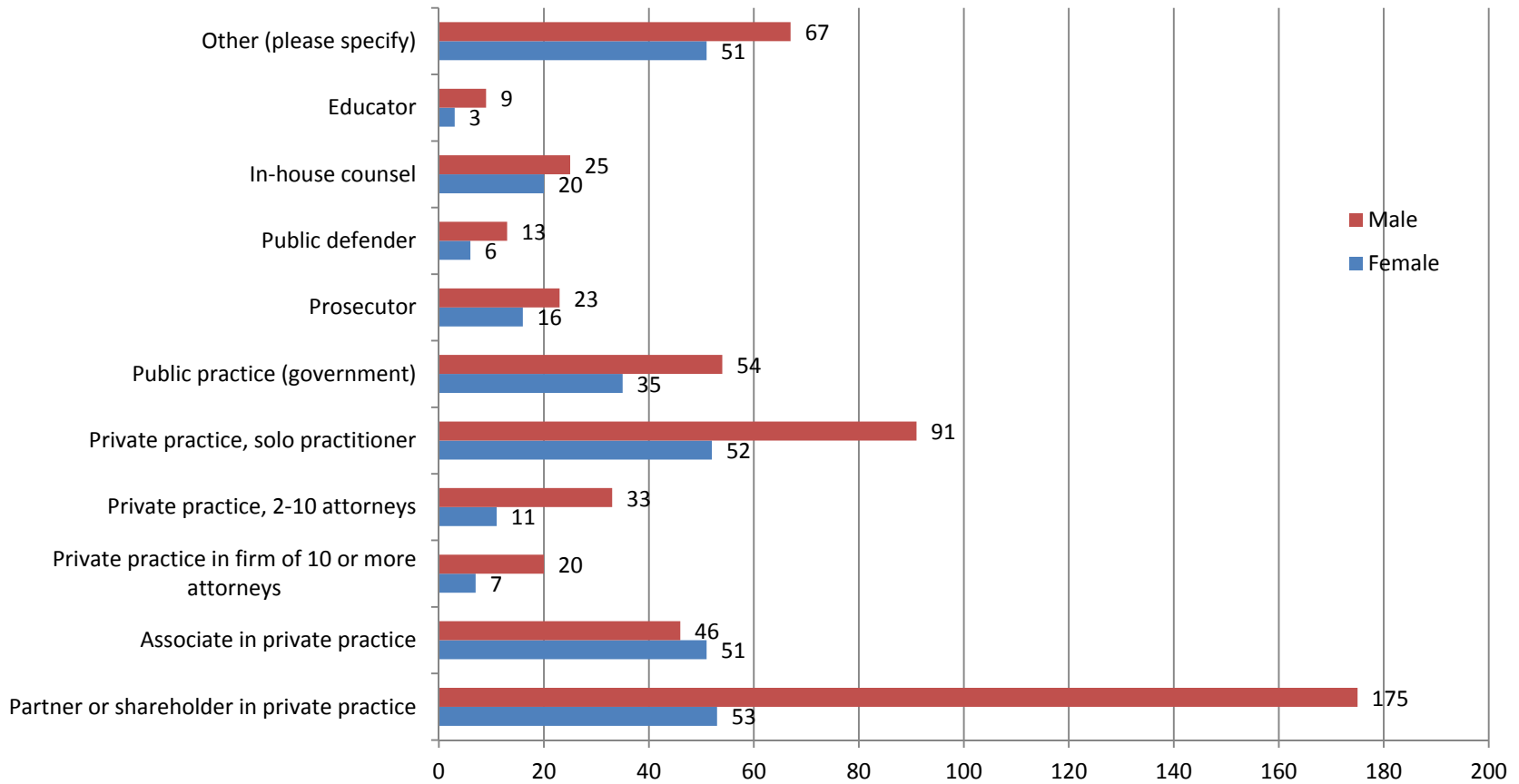
Work-Life Balance Survey

October, 2010

Category of Practice by Gender

Category of practice:				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Partner or shareholder in private practice	175	53	26.5%	228
Associate in private practice	46	51	11.3%	97
Private practice in firm of 10 or more attorneys	20	7	3.1%	27
Private practice, 2-10 attorneys	33	11	5.1%	44
Private practice, solo practitioner	91	52	16.6%	143
Public practice (government)	54	35	10.3%	89
Prosecutor	23	16	4.5%	39
Public defender	13	6	2.2%	19
In-house counsel	25	20	5.2%	45
Educator	9	3	1.4%	12
Other (please specify)	67	51	13.7%	118
<i>answered question</i>				861
<i>skipped question</i>				0

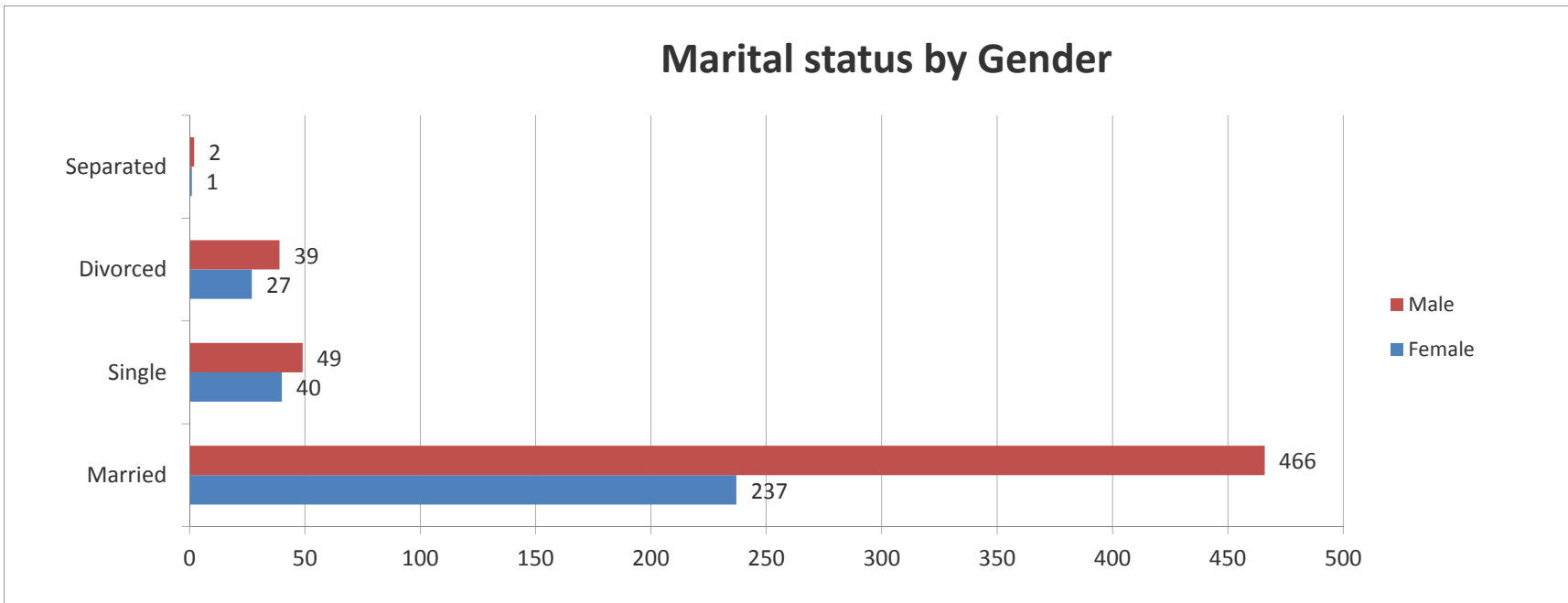
Category of practice:



Marital Status by Gender

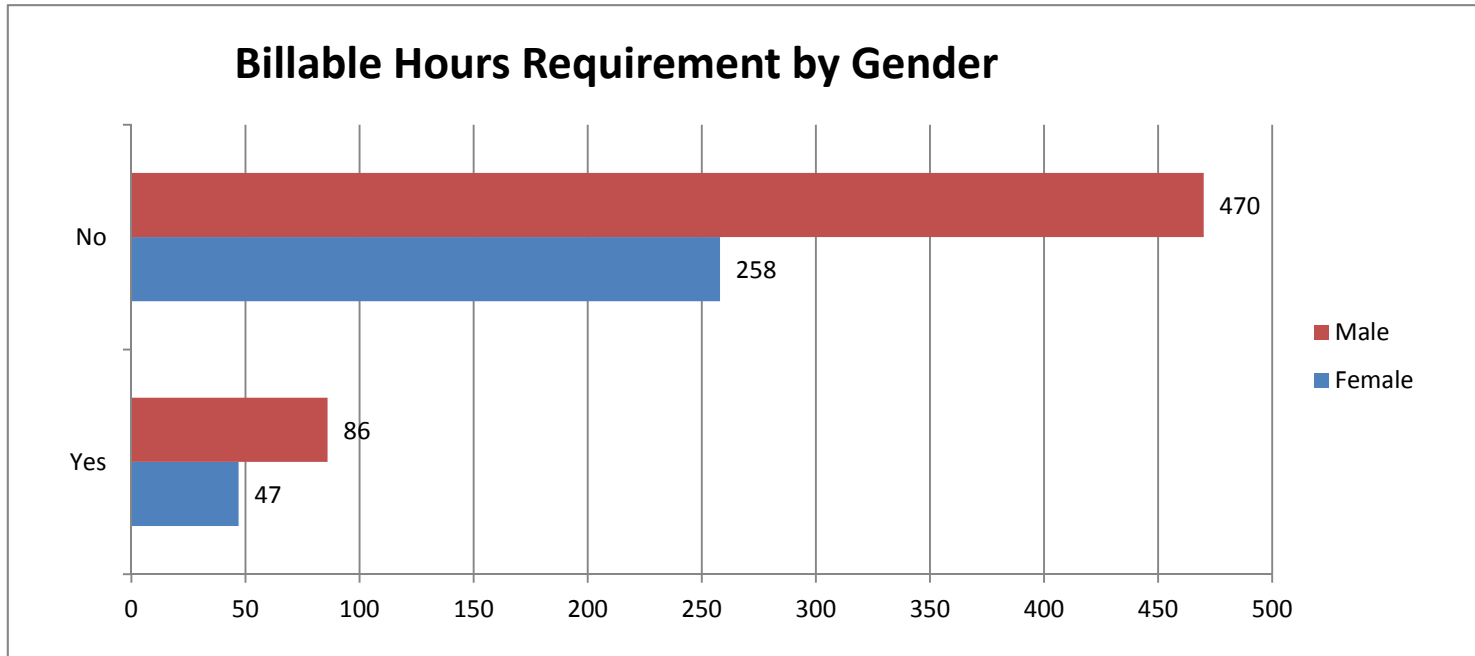
Marital status:				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Married	466	237	81.6%	703
Single	49	40	10.3%	89
Divorced	39	27	7.7%	66
Separated	2	1	0.3%	3
<i>answered question</i>				861
<i>skipped question</i>				0

Marital status by Gender



Billable Hours Requirement by Gender

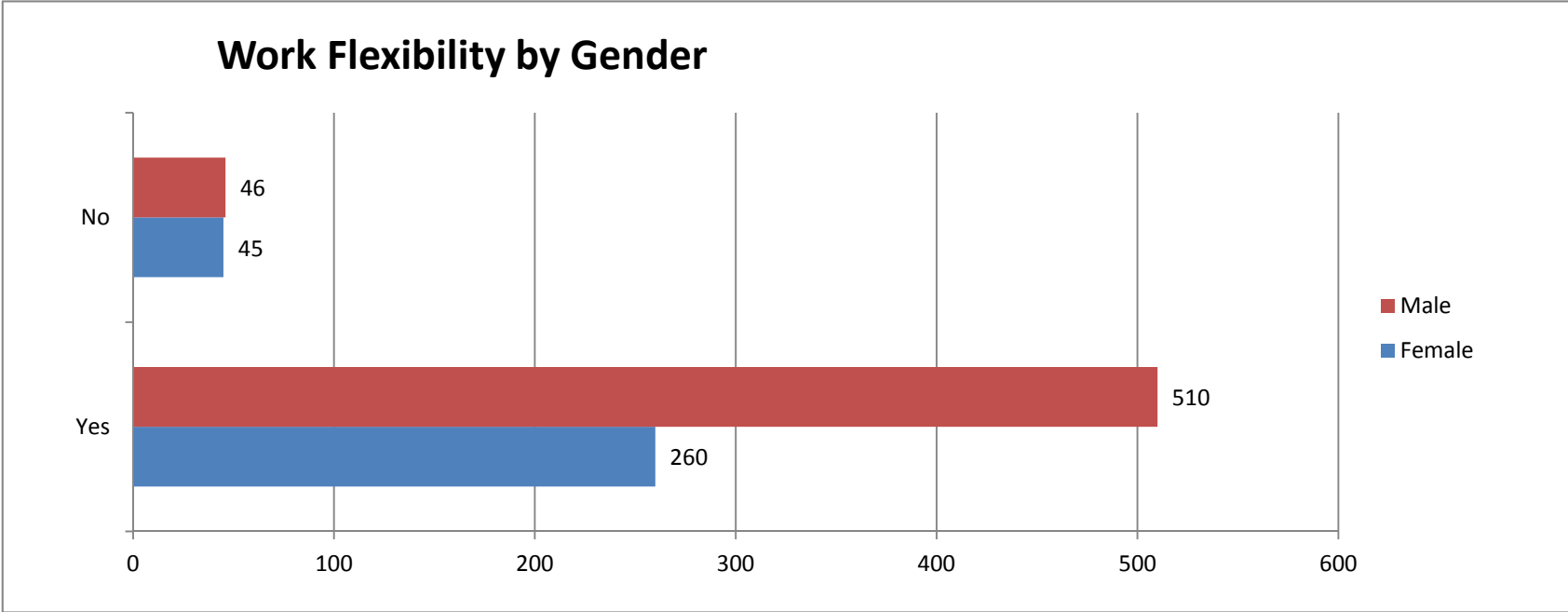
Do you have a billable hours requirement where you work?				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	86	47	15.4%	133
No	470	258	84.6%	728
<i>answered question</i>				861
<i>skipped question</i>				0



Work Flexibility by Gender

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

Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	510	260	89.4%	770
No	46	45	10.6%	91
<i>answered question</i>				861
<i>skipped question</i>				0

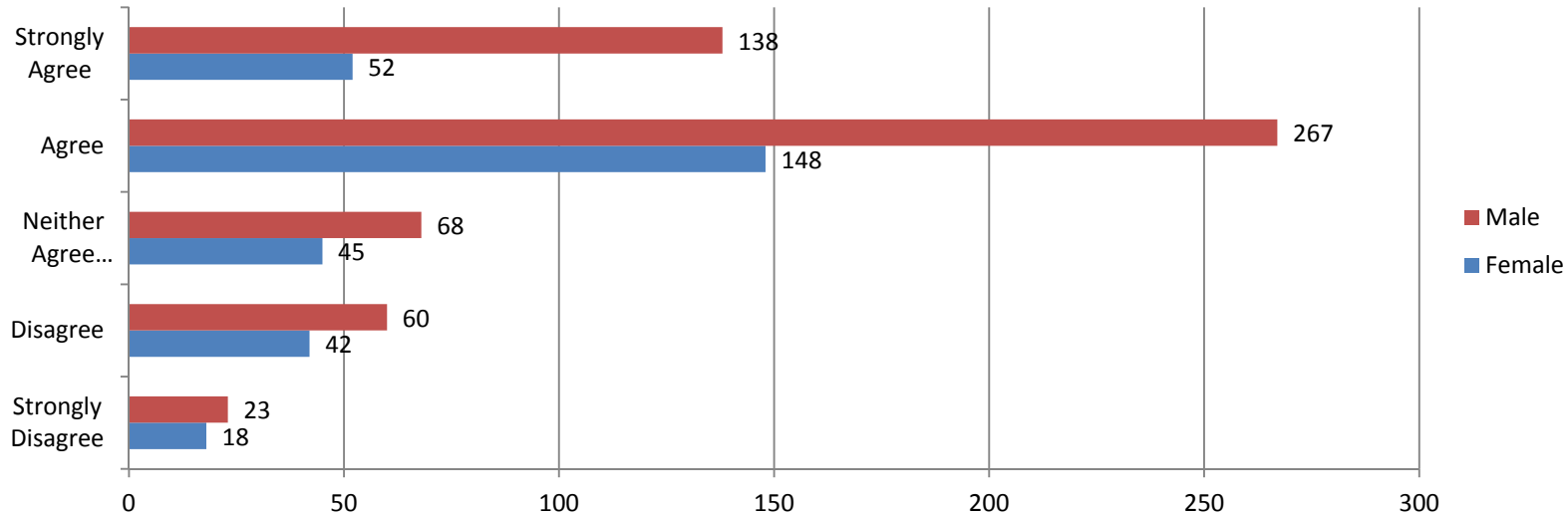


Professional Satisfaction by Gender

I am satisfied with my professional life at this point.

Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Strongly Disagree	23	18	4.8%	41
Disagree	60	42	11.8%	102
Neither Agree or Disagree	68	45	13.1%	113
Agree	267	148	48.2%	415
Strongly Agree	138	52	22.1%	190
<i>answered question</i>				861
<i>skipped question</i>				0

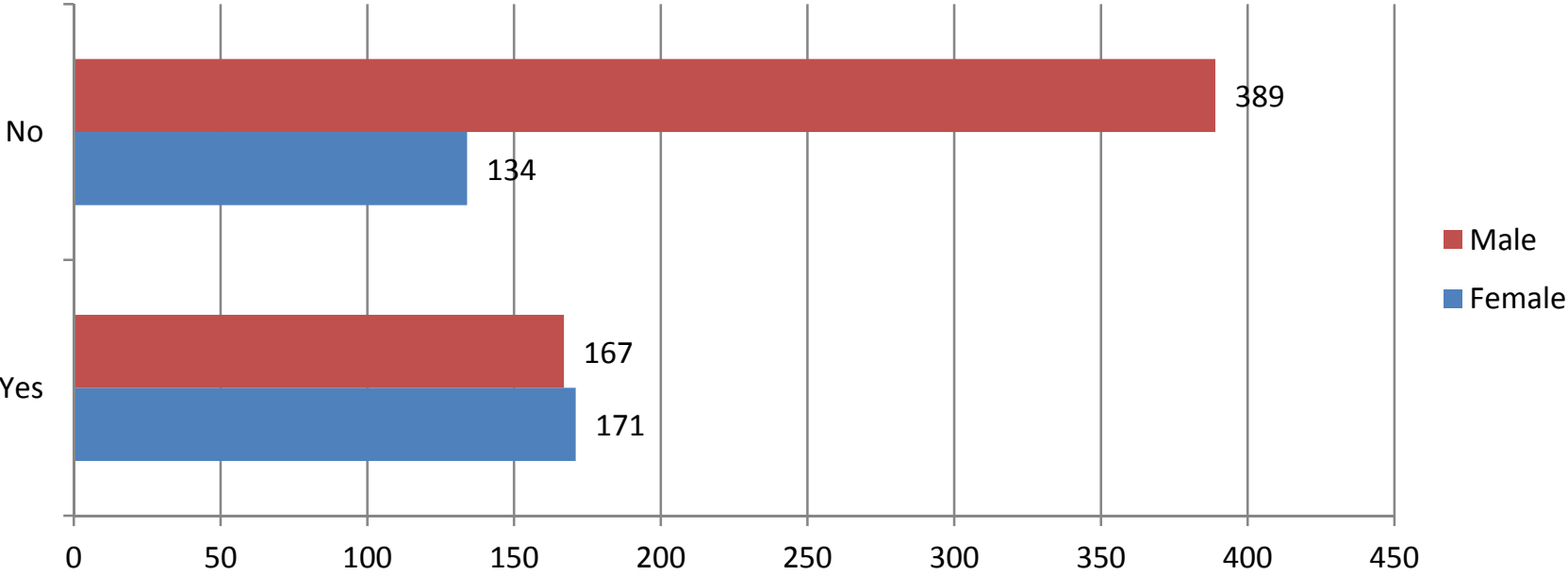
I am satisfied with my professional life at this point.



Student Loans by Gender

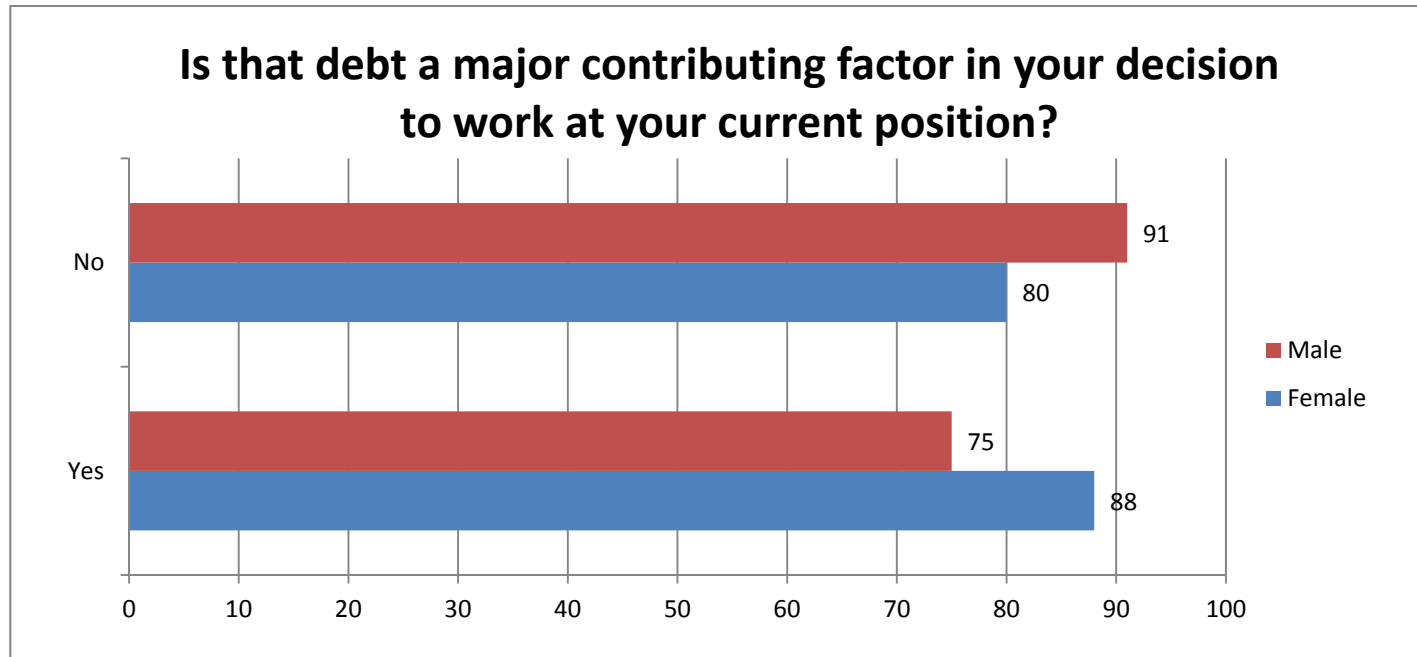
Do you currently have outstanding student loans from your legal education?				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	167	171	39.3%	338
No	389	134	60.7%	523
			<i>answered question</i>	861
			<i>skipped question</i>	0

Student Loans by Gender



Loans factoring in to current position

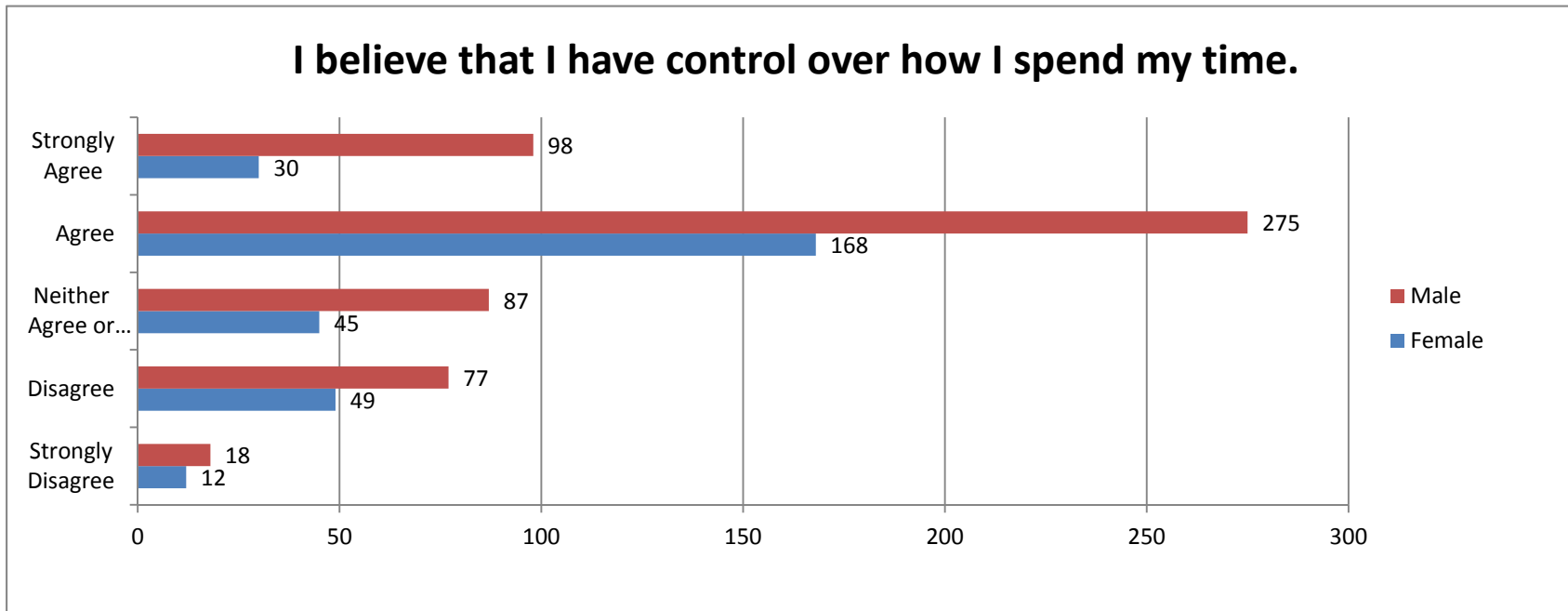
Is that debt a major contributing factor in your decision to work at your current position?				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	75	88	48.8%	163
No	91	80	51.2%	171
<i>answered question</i>				334
<i>skipped question</i>				527



Time Control by Gender

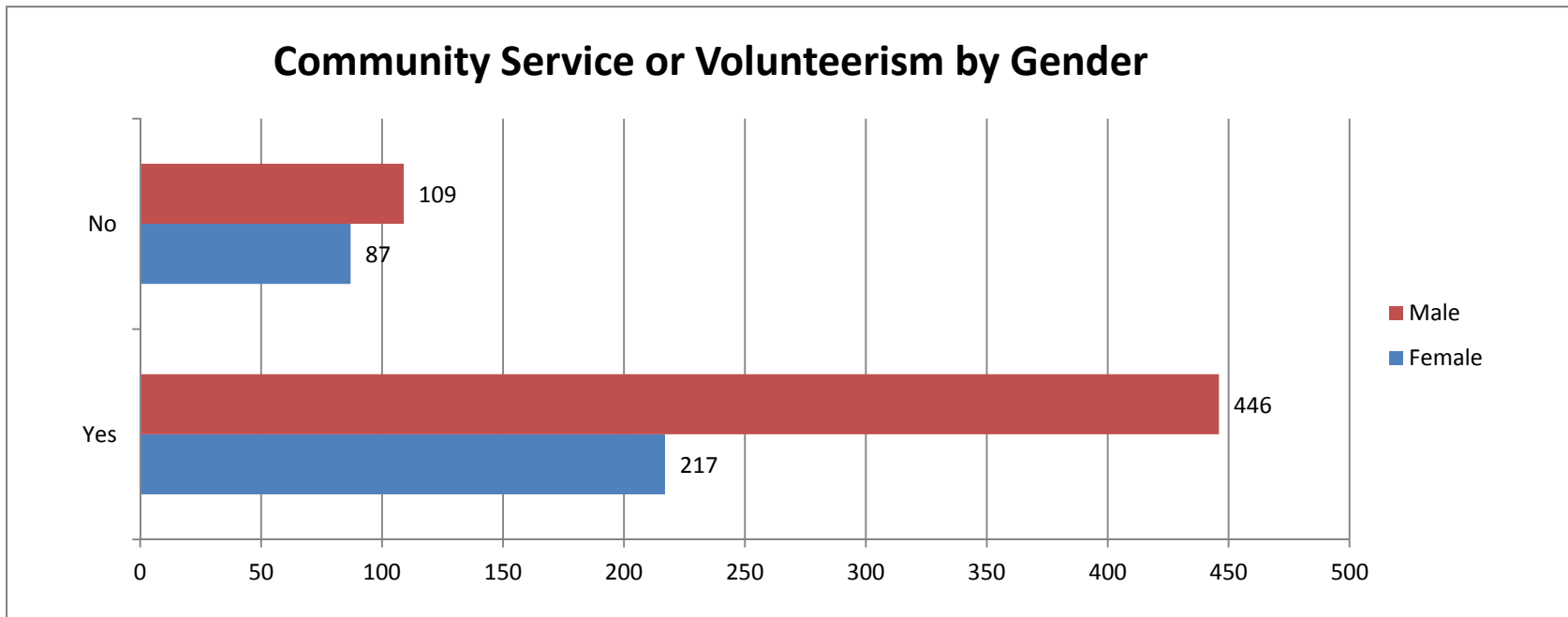
I believe that I have control over how I spend my time.

Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Strongly Disagree	18	12	3.5%	30
Disagree	77	49	14.7%	126
Neither Agree or Disagree	87	45	15.4%	132
Agree	275	168	51.6%	443
Strongly Agree	98	30	14.9%	128
<i>answered question</i>				859
<i>skipped question</i>				2



Community Service by Gender

Are you involved in community service or volunteerism?				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	446	217	77.2%	663
No	109	87	22.8%	196
<i>answered question</i>				859
<i>skipped question</i>				2

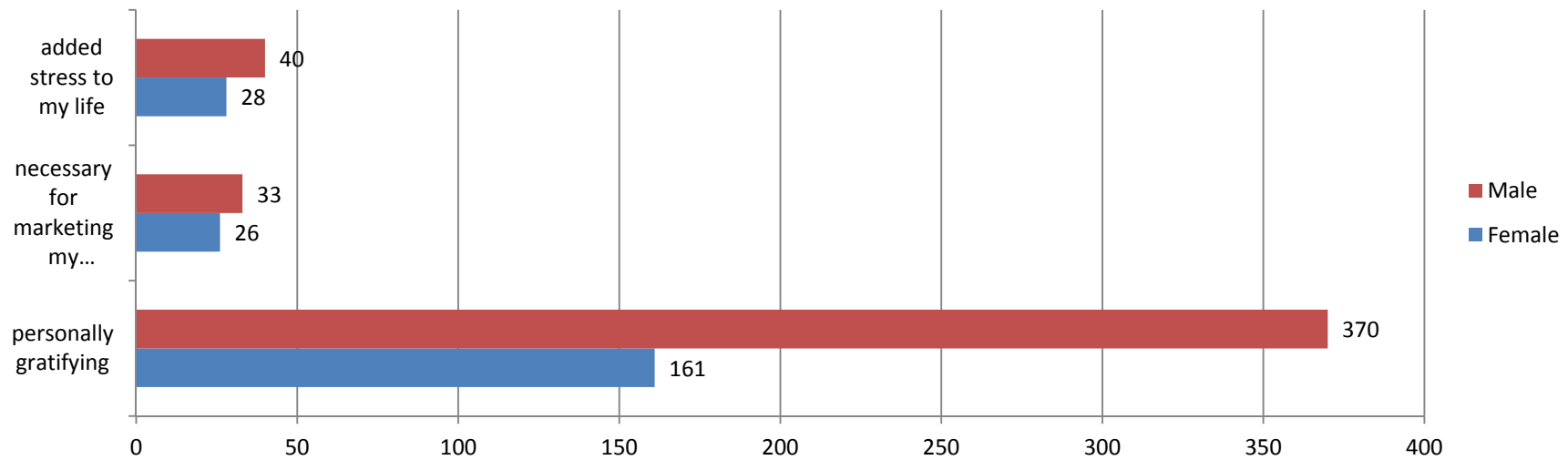


Community Service feelings by Gender

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

Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
personally gratifying	370	161	80.7%	531
necessary for marketing my practice	33	26	9.0%	59
added stress to my life	40	28	10.3%	68
<i>answered question</i>				658
<i>skipped question</i>				203

Which of these best describes your community service/volunteerism?

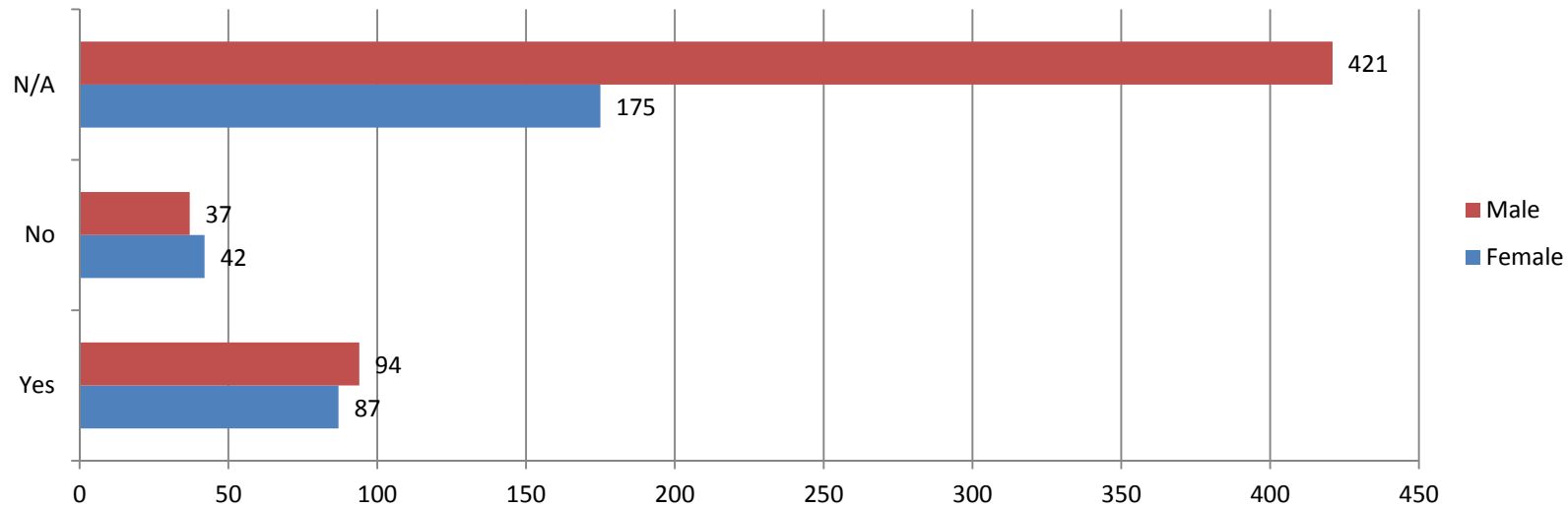


Supervisor Direction by Gender

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

Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	94	87	21.1%	181
No	37	42	9.2%	79
N/A	421	175	69.6%	596
<i>answered question</i>				856
<i>skipped question</i>				5

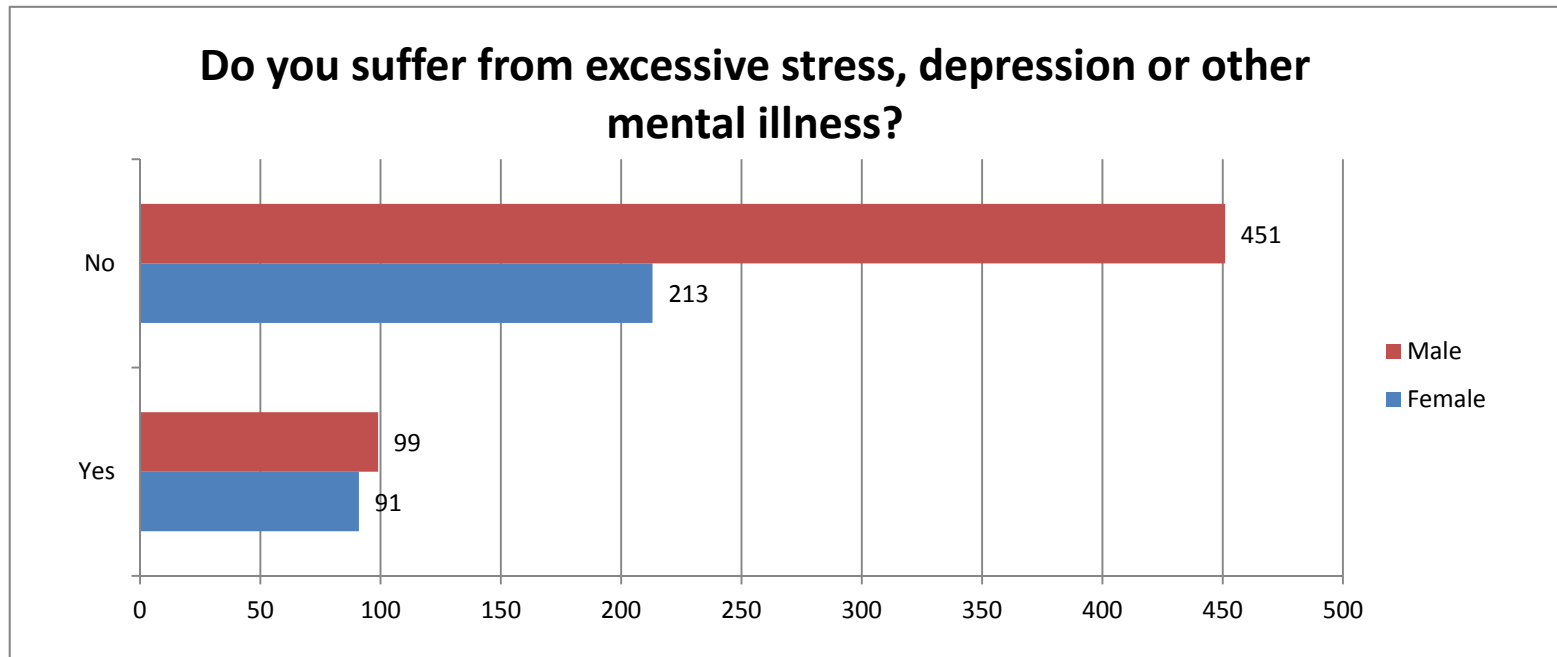
If you have a supervising attorney, do you believe you are getting an appropriate amount of direction and feedback in your position?



Stress/Depression, etc by Gender

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

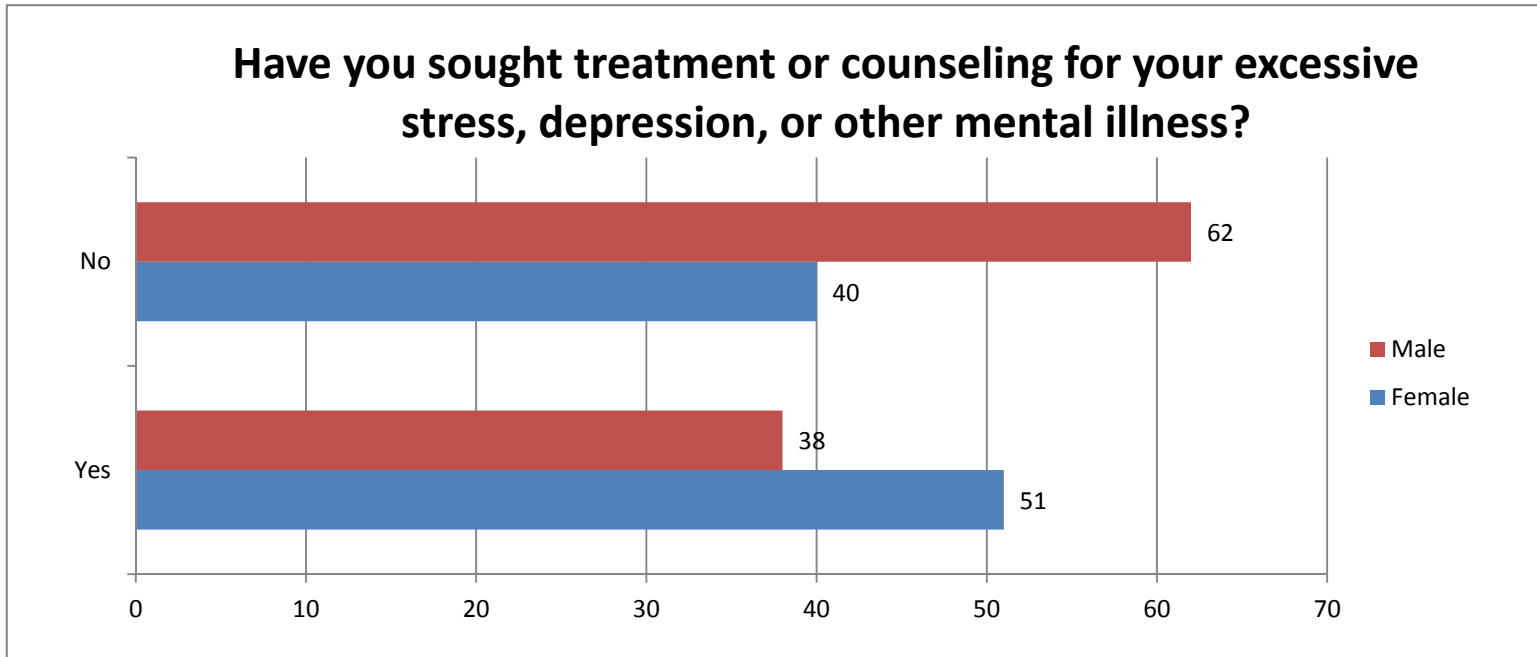
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	99	91	22.2%	190
No	451	213	77.8%	664
<i>answered question</i>				854
<i>skipped question</i>				7



Treatment for Stress/Depression, etc by Gender

Have you sought treatment or counseling for your excessive stress, depression, or other mental illness?

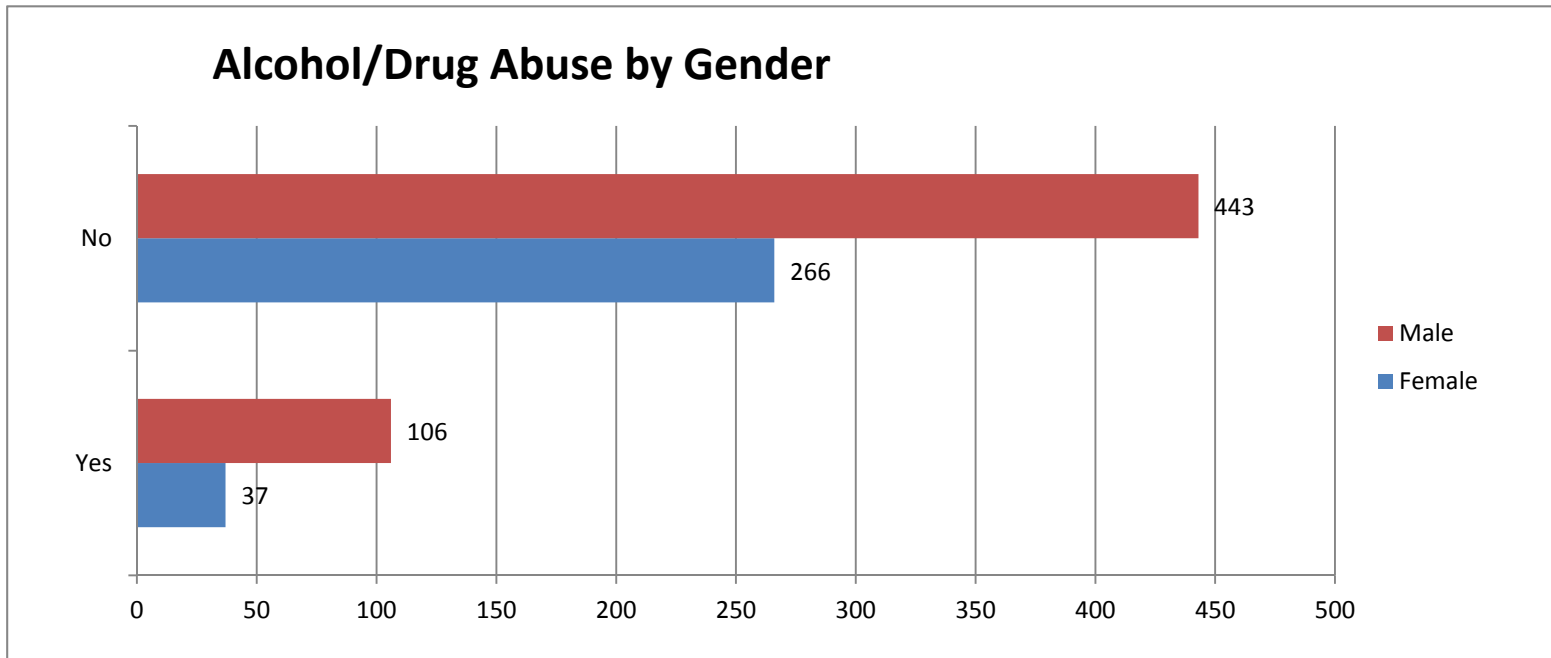
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	38	51	46.6%	89
No	62	40	53.4%	102
<i>answered question</i>				191
<i>skipped question</i>				670



Alcohol/Drug Abuse by Gender

Do you occasionally abuse alcohol or other drugs/chemicals?

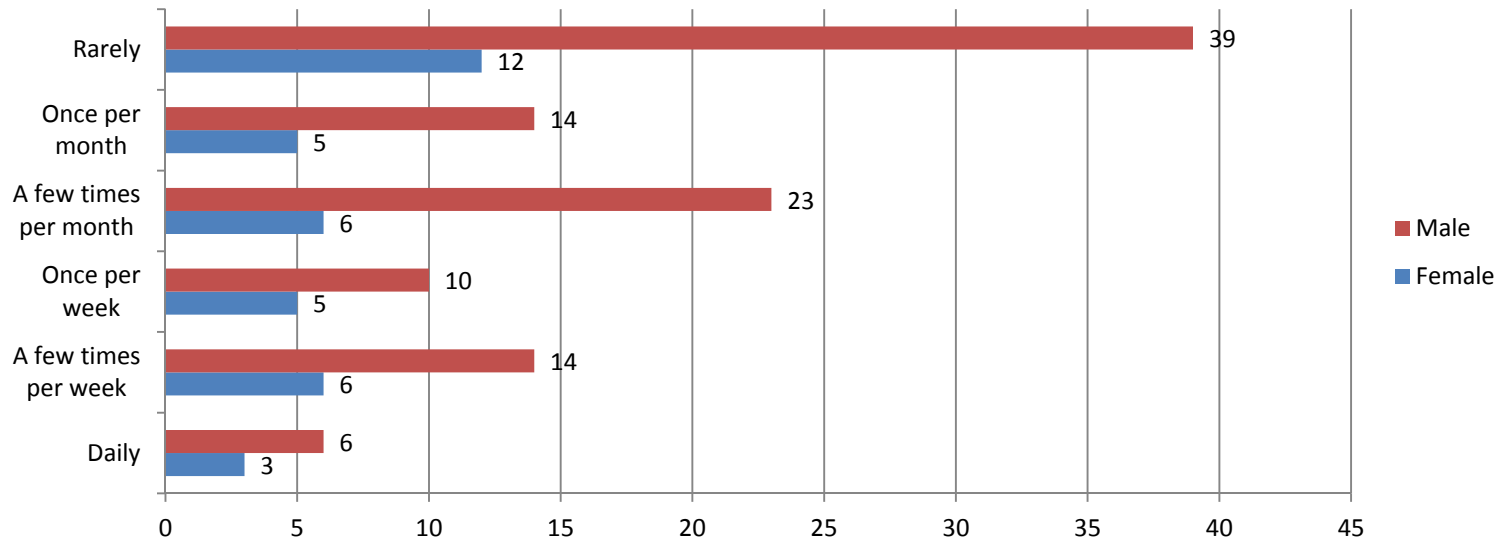
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	106	37	16.8%	143
No	443	266	83.2%	709
<i>answered question</i>				852
<i>skipped question</i>				9



Frequency of Abuse by Gender

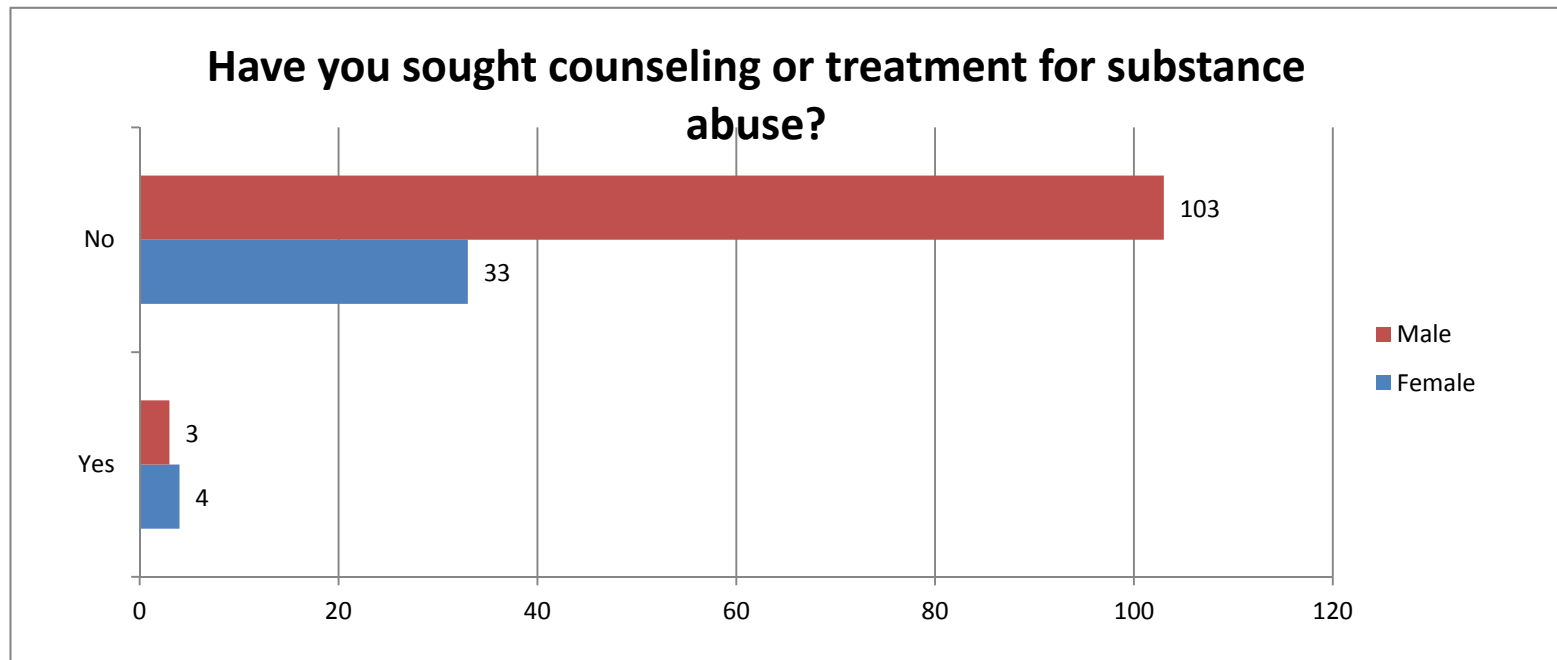
How often do you abuse alcohol or other drugs/chemicals?				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Daily	6	3	6.3%	9
A few times per week	14	6	14.0%	20
Once per week	10	5	10.5%	15
A few times per month	23	6	20.3%	29
Once per month	14	5	13.3%	19
Rarely	39	12	35.7%	51
			<i>answered question</i>	143
			<i>skipped question</i>	718

How often do you abuse alcohol or other drugs/chemicals?



Counseling for Abuse by Gender

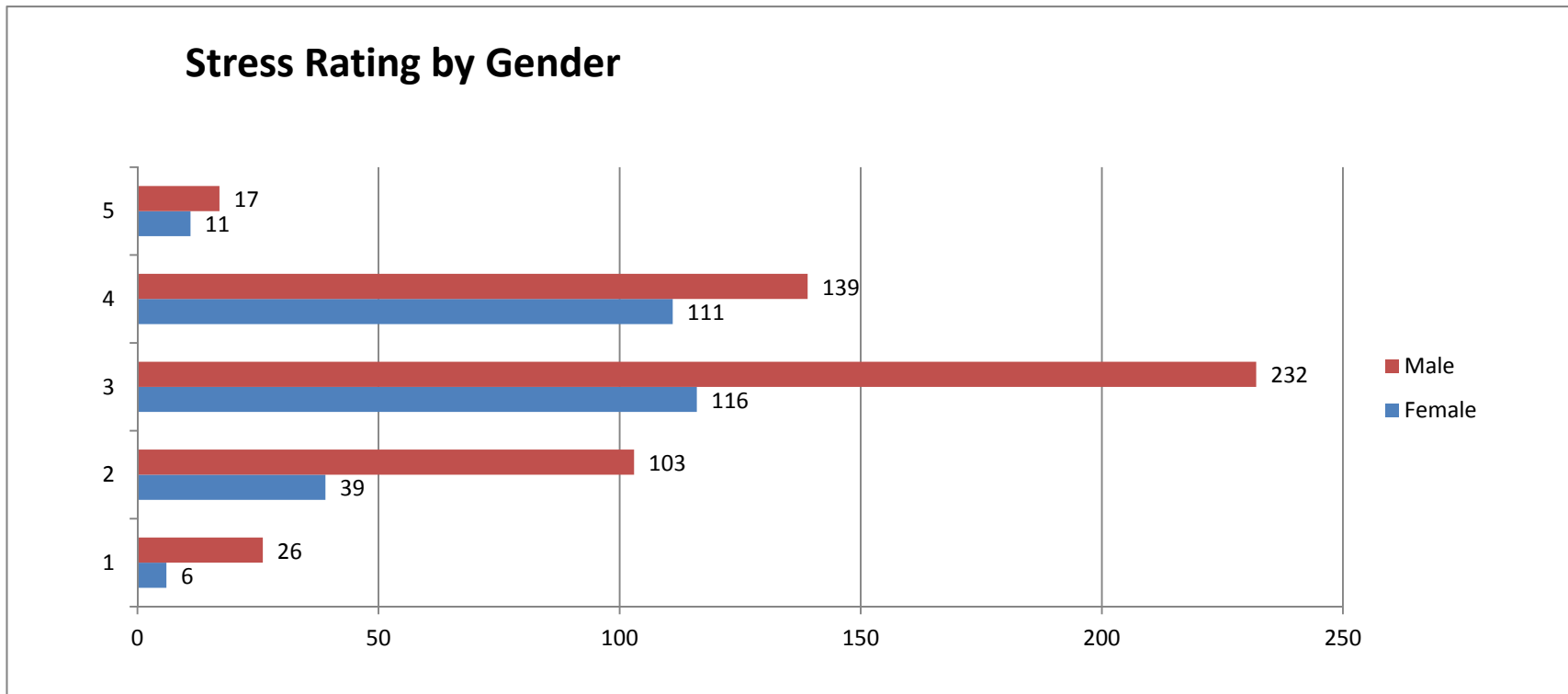
Have you sought counseling or treatment for substance abuse?				
Answer Options	Gender:		Response Percent	Response Count
	Male	Female		
Yes	3	4	4.9%	7
No	103	33	95.1%	136
<i>answered question</i>				143
<i>skipped question</i>				718



Stress Rating by Gender (5 being the most)

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	Gender:		Response Percent	Response Count
	Male	Female		
1	26	6	4.0%	32
2	103	39	17.8%	142
3	232	116	43.5%	348
4	139	111	31.3%	250
5	17	11	3.5%	28
<i>answered question</i>				800
<i>skipped question</i>				61



Work-Life Balance Survey

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

Answer Options	Gender:		Rating Average	Response Count
	Male	Female		
too many demands on my time at work				
1	204	94		
2	63	45		
3	45	31		
4	17	19		
5	22	12		
6	14	9		
7	8	9		
8	5	6		
9	5	2		
10	11	1		
11	6	6		
12	5	5		
13	12	2		
	3.02	3.15	3.07	658
too many demands on my time at home				
1	17	36		
2	92	64		
3	43	30		
4	39	18		
5	30	15		
6	17	12		
7	16	8		
8	19	5		
9	22	10		
10	21	9		
11	8	3		
12	22	5		
13	13	5		
	5.38	4.12	4.90	579
lack of direction from my supervisor(s) at work				
1	6	7		
2	8	6		
3	31	16		
4	21	13		
5	21	19		
6	22	9		
7	11	14		
8	8	7		
9	19	14		
10	16	10		
11	14	12		
12	20	13		

13	51	24		
	7.92	7.61	7.80	412
lack of civility in the profession of law				
1	19	10		
2	29	11		
3	35	19		
4	54	18		
5	29	26		
6	35	20		
7	23	9		
8	29	21		
9	20	8		
10	27	7		
11	18	11		
12	21	17		
13	8	9		
	6.20	6.59	6.33	533
not sufficient income to meet my financial obligations				
1	54	47		
2	42	21		
3	40	32		
4	27	16		
5	39	18		
6	29	13		
7	15	11		
8	10	12		
9	21	6		
10	18	7		
11	21	11		
12	16	8		
13	9	6		
	5.36	4.85	5.17	549
I am not being fairly compensated for my work				
1	23	12		
2	33	27		
3	43	27		
4	38	26		
5	29	19		
6	29	17		
7	20	18		
8	27	13		
9	25	11		
10	23	14		
11	16	4		
12	17	4		
13	4	1		
	5.91	5.30	5.68	520
negative public perception of lawyers				
1	15	4		
2	20	6		
3	23	10		
4	28	19		

5	21	7		
6	14	19		
7	40	17		
8	32	18		
9	32	9		
10	26	11		
11	30	19		
12	19	19		
13	12	13		
	7.13	7.78	7.36	483

the work I do is not personally gratifying				
1	7	2		
2	20	14		
3	26	11		
4	30	19		
5	35	19		
6	24	15		
7	47	12		
8	43	22		
9	15	23		
10	21	13		
11	26	9		
12	12	11		
13	7	8		
	6.72	7.06	6.84	491

the work I do is not sufficiently challenging				
1	5	2		
2	8	2		
3	12	8		
4	11	7		
5	16	15		
6	39	15		
7	29	20		
8	34	15		
9	53	30		
10	33	21		
11	25	17		
12	16	10		
13	3	6		
	7.76	8.02	7.86	452

I don't like the work I do				
1	14	9		
2	21	12		
3	19	7		
4	23	11		
5	27	9		
6	25	17		
7	37	14		
8	23	20		
9	22	11		
10	40	22		
11	22	19		

12		18	13		
13		18	15		
		7.19	7.72	7.39	488
I am not treated fairly by the courts or my colleagues based on gender, race, or other classification					
1		4	5		
2		5	5		
3		5	6		
4		12	7		
5		11	9		
6		11	9		
7		11	13		
8		21	7		
9		12	15		
10		14	19		
11		43	30		
12		28	19		
13		90	30		
		10.00	9.08	9.64	441
health issues that I am facing					
1		18	10		
2		18	9		
3		23	10		
4		14	11		
5		17	9		
6		20	14		
7		20	5		
8		13	9		
9		17	11		
10		20	15		
11		26	16		
12		73	28		
13		27	22		
		8.15	8.20	8.17	475
health issues facing a family member or significant other					
1		20	9		
2		25	12		
3		20	14		
4		16	14		
5		15	9		
6		18	5		
7		14	10		
8		14	5		
9		13	11		
10		25	12		
11		35	8		
12		36	23		
13		60	42		
		8.20	8.30	8.24	485
Other (please specify)					83
					<i>answered question</i> 800
					<i>skipped question</i> 61