

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

Attorneys Ages 0 to 36 (N=149)
Compared to Attorneys Ages 36 and over (N=423)

October 6, 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)
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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:

The amount of time you have available to spend with your family

The amount of time you have for doing the things you want to do

Your own family life - your spouse or equivalent, your marriage/relationship, your children, if any

The amount of fun and enjoyment you have

Your friends

Your own health and physical condition

Yourself - what you are accomplishing and how you handle problems

Your house or apartment

The direction of your career

The way your family has adjusted to the work hours you put in

Your standard of living - the things you have such as housing, car, furniture, recreation, and the like

The way your life measures up against your expectations

Your life as a whole

	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
Ages 0 to 36	4.7	9%	18%	31%	23%	7%	7%	3%	0%	3%
Age 36 and over	4.8	8%	25%	32%	19%	9%	4%	2%	0%	1%
Ages 0 to 36	4.3	6%	15%	21%	32%	14%	7%	4%	0%	1%
Age 36 and over	4.4	5%	15%	30%	26%	17%	5%	2%	0%	0%
Ages 0 to 36	5.4	33%	20%	15%	14%	7%	3%	3%	0%	5%
Age 36 and over	5.6	26%	31%	23%	12%	4%	2%	0%	0%	1%
Ages 0 to 36	4.9	10%	25%	28%	21%	9%	4%	1%	0%	1%
Age 36 and over	4.9	7%	25%	33%	22%	9%	2%	1%	0%	0%
Ages 0 to 36	5.2	12%	38%	22%	14%	8%	5%	0%	0%	1%
Age 36 and over	5.1	11%	29%	32%	19%	6%	2%	1%	0%	0%
Ages 0 to 36	4.9	9%	28%	22%	28%	6%	3%	3%	0%	1%
Age 36 and over	4.9	11%	29%	27%	18%	6%	6%	3%	0%	0%
Ages 0 to 36	5.1	5%	28%	42%	18%	5%	1%	0%	0%	1%
Age 36 and over	5.0	8%	26%	34%	21%	6%	3%	1%	0%	0%
Ages 0 to 36	5.6	22%	35%	27%	10%	5%	0%	0%	0%	1%
Age 36 and over	5.7	26%	39%	21%	10%	2%	2%	0%	0%	0%
Ages 0 to 36	4.9	11%	28%	22%	20%	10%	4%	2%	0%	2%
Age 36 and over	5.0	12%	26%	27%	24%	5%	3%	2%	0%	2%
Ages 0 to 36	5.0	6%	34%	20%	16%	7%	3%	2%	1%	10%
Age 36 and over	5.1	6%	30%	31%	19%	6%	1%	0%	1%	7%
Ages 0 to 36	5.3	18%	33%	28%	13%	3%	3%	2%	0%	1%
Age 36 and over	5.4	17%	37%	27%	12%	4%	1%	1%	0%	0%
Ages 0 to 36	4.9	13%	25%	26%	23%	5%	7%	2%	0%	0%
Age 36 and over	5.0	12%	28%	25%	24%	6%	4%	0%	0%	0%
Ages 0 to 36	5.4	19%	36%	24%	16%	1%	3%	1%	0%	0%
Age 36 and over	5.4	13%	37%	32%	13%	4%	1%	0%	0%	0%

Mean Median

On average, what percent of the time do you feel happy?

Ages 0 to 36	60%	70%
Age 36 and over	59%	60%
Ages 0 to 36	19%	15%
Age 36 and over	17%	10%
Ages 0 to 36	21%	15%
Age 36 and over	24%	20%

What percent of the time do you feel unhappy?

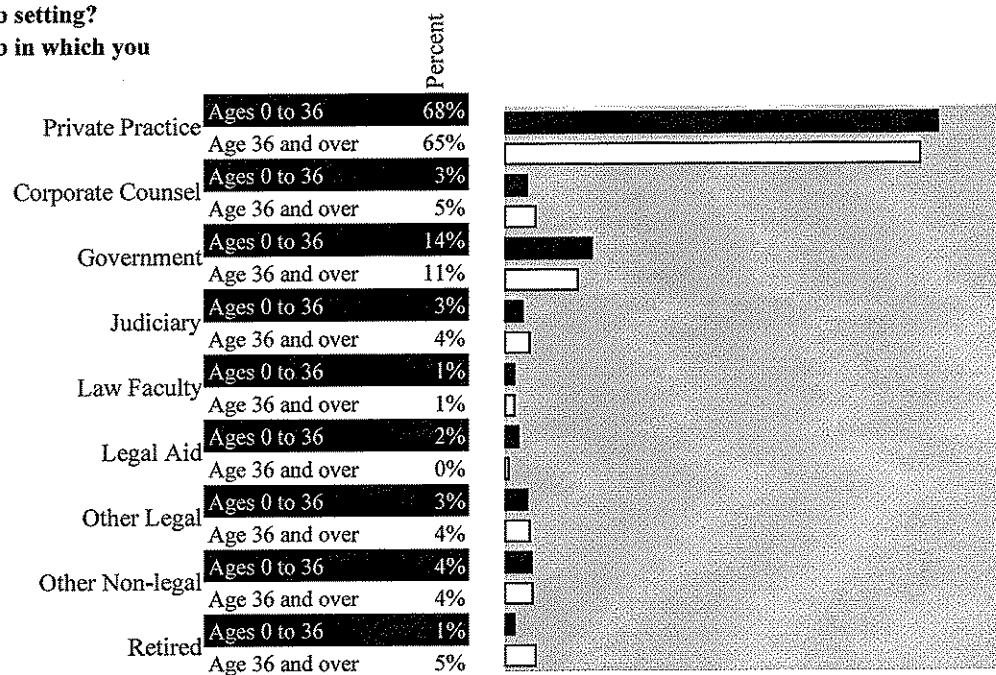
What percent of the time do you feel neutral neither happy nor unhappy)?

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

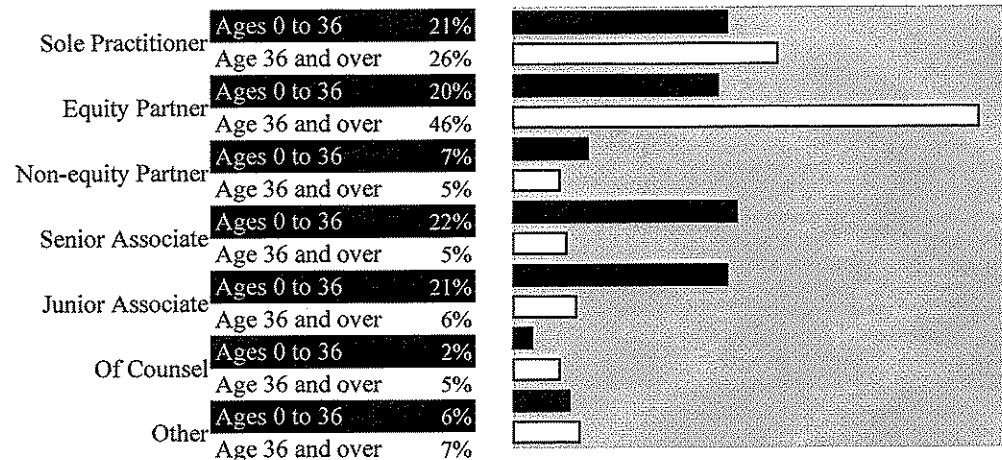
Law Practice Environment

Which of the following best describes your current job setting?

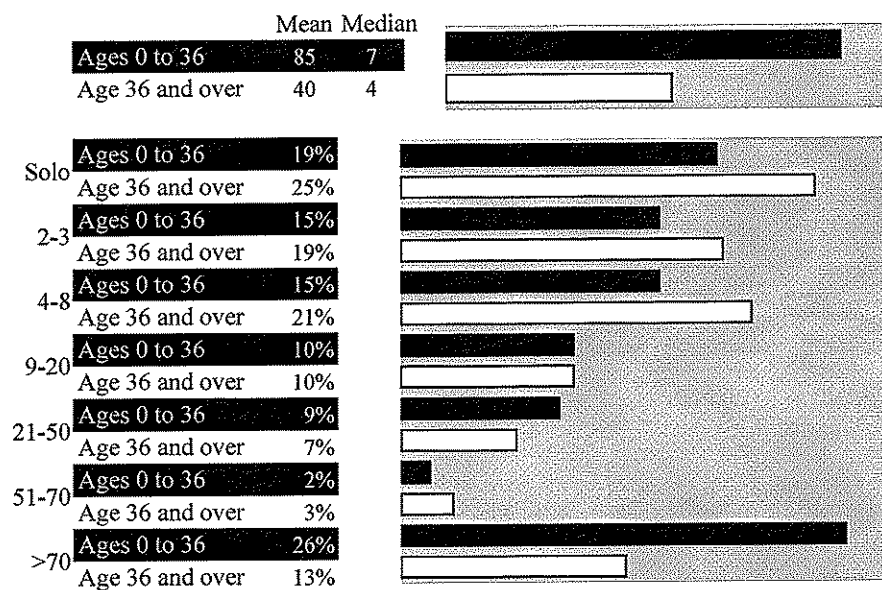
If you have more than one job, answer only for the job in which you spend the most time.



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

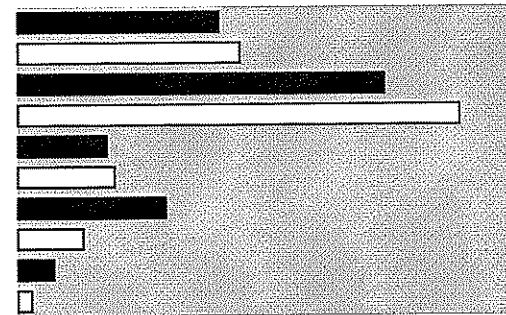
		Coding for mean:* [7] [6] [5] [4] [3] [2] [1]									
		Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way people are treated within the firm or organization	Ages 0 to 36	5.2	13%	32%	23%	12%	7%	6%	0%	1%	6%
	Age 36 and over	5.4	10%	40%	29%	12%	2%	1%	0%	0%	5%
The way you in particular are treated	Ages 0 to 36	5.4	24%	28%	21%	15%	3%	4%	1%	0%	4%
	Age 36 and over	5.6	15%	45%	25%	8%	1%	1%	1%	0%	5%
Your working relationship with clients	Ages 0 to 36	5.5	10%	38%	32%	6%	0%	2%	1%	1%	10%
	Age 36 and over	5.6	11%	41%	31%	7%	1%	0%	0%	1%	8%
The intellectual challenge of your work	Ages 0 to 36	5.4	17%	39%	21%	11%	5%	3%	1%	0%	2%
	Age 36 and over	5.5	14%	41%	22%	17%	3%	0%	0%	0%	2%
The way promotions are decided	Ages 0 to 36	4.8	10%	24%	17%	10%	5%	4%	5%	2%	22%
	Age 36 and over	4.9	5%	25%	18%	13%	6%	3%	1%	1%	28%
Your opportunities for advancement	Ages 0 to 36	5.0	17%	26%	13%	13%	4%	10%	2%	1%	13%
	Age 36 and over	5.0	8%	23%	12%	14%	8%	3%	0%	1%	31%
The quality of service that your firm/organization provides	Ages 0 to 36	5.8	29%	38%	19%	9%	1%	3%	0%	0%	2%
	Age 36 and over	5.7	20%	44%	24%	6%	1%	1%	0%	0%	3%
The work you do on your job - the work itself	Ages 0 to 36	5.4	14%	35%	31%	13%	1%	3%	0%	0%	2%
	Age 36 and over	5.5	12%	41%	29%	14%	1%	1%	0%	0%	2%
The clarity you have about your role and purpose in the firm/organization	Ages 0 to 36	5.2	15%	36%	21%	11%	4%	6%	3%	0%	4%
	Age 36 and over	5.5	15%	38%	23%	14%	3%	1%	0%	0%	6%
The people you work with on your job - your coworkers	Ages 0 to 36	5.5	21%	37%	17%	13%	5%	1%	2%	0%	4%
	Age 36 and over	5.7	21%	38%	26%	9%	1%	0%	0%	1%	5%
The opportunity you have to exercise your own judgement, make decisions, and be accountable for the effects of your decisions	Ages 0 to 36	5.9	38%	33%	14%	7%	4%	0%	1%	0%	3%
	Age 36 and over	6.1	36%	40%	15%	5%	1%	0%	0%	0%	3%
The control you have over the kind of work you do	Ages 0 to 36	5.5	26%	31%	18%	12%	6%	4%	0%	0%	3%
	Age 36 and over	5.7	26%	36%	20%	11%	2%	1%	0%	0%	3%
The effectiveness of top leadership in managing the organization	Ages 0 to 36	4.8	12%	24%	19%	17%	6%	6%	4%	0%	12%
	Age 36 and over	5.2	13%	28%	21%	14%	6%	3%	1%	0%	14%
The way compensation decisions are made	Ages 0 to 36	4.8	11%	29%	13%	12%	5%	12%	4%	1%	12%
	Age 36 and over	4.9	9%	22%	22%	20%	6%	4%	2%	1%	16%
Your level of compensation	Ages 0 to 36	4.9	15%	27%	18%	16%	9%	7%	4%	0%	4%
	Age 36 and over	4.9	11%	25%	28%	18%	7%	3%	3%	0%	4%

	Mean	Delighted	Pleased	Mostly Satisfied	Mixed	Mostly Dissatisfied	Unhappy	Terrible	Neutral	Does not apply
The way work load is distributed	Ages 0 to 36 5.0	9%	33%	19%	22%	3%	4%	4%	0%	7%
	Age 36 and over 5.1	5%	31%	31%	15%	4%	1%	1%	0%	12%
The administrative support you receive	Ages 0 to 36 4.7	15%	18%	25%	16%	13%	4%	6%	0%	3%
	Age 36 and over 5.2	13%	31%	26%	15%	5%	3%	1%	1%	6%
The office and facilities	Ages 0 to 36 5.3	16%	33%	21%	17%	6%	3%	1%	1%	2%
	Age 36 and over 5.5	21%	33%	26%	10%	4%	2%	1%	0%	3%
The way people check with you before making commitments that involve you	Ages 0 to 36 5.3	14%	30%	29%	13%	3%	1%	2%	1%	7%
	Age 36 and over 5.4	13%	34%	24%	13%	3%	1%	1%	1%	11%
The chance you get to do the things you do best	Ages 0 to 36 5.1	16%	28%	19%	22%	7%	4%	1%	1%	2%
	Age 36 and over 5.4	15%	36%	23%	18%	3%	1%	1%	0%	4%
The amount of helpful feedback you receive about your performance	Ages 0 to 36 4.7	7%	28%	22%	19%	7%	4%	5%	1%	5%
	Age 36 and over 4.9	4%	23%	31%	19%	7%	2%	1%	1%	12%
The opportunity you have to learn	Ages 0 to 36 5.3	20%	33%	20%	16%	5%	3%	1%	0%	2%
	Age 36 and over 5.3	12%	34%	29%	16%	3%	2%	1%	1%	4%
The general level of planning and organization	Ages 0 to 36 4.6	7%	20%	31%	19%	10%	7%	4%	0%	3%
	Age 36 and over 4.8	5%	23%	32%	23%	6%	3%	2%	0%	5%
The opportunity you have to plan and direct your work	Ages 0 to 36 5.1	13%	29%	26%	15%	10%	3%	1%	1%	3%
	Age 36 and over 5.4	16%	33%	28%	14%	2%	2%	1%	0%	4%
The level of communication among coworkers about important matters	Ages 0 to 36 4.7	8%	30%	17%	18%	11%	3%	7%	1%	5%
	Age 36 and over 5.0	8%	28%	30%	18%	5%	3%	1%	0%	6%
Your job as a whole	Ages 0 to 36 5.0	11%	33%	24%	15%	7%	7%	1%	1%	2%
	Age 36 and over 5.4	10%	40%	30%	14%	2%	1%	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?

Very Satisfied	Ages 0 to 36	24%
	Age 36 and over	26%
Satisfied	Ages 0 to 36	44%
	Age 36 and over	53%
Neutral	Ages 0 to 36	11%
	Age 36 and over	11%
Dissatisfied	Ages 0 to 36	18%
	Age 36 and over	8%
Very Dissatisfied	Ages 0 to 36	4%
	Age 36 and over	2%



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)

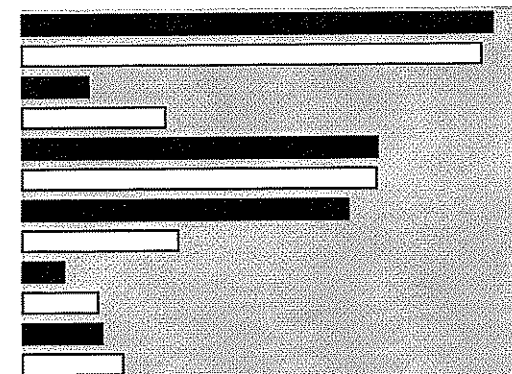
		Mean	Median
Number of billable hours you expect to work this year:	Ages 0 to 36	1649	1800
	Age 36 and over	1519	1560
Your billable hour requirement, if any	Ages 0 to 36	1760	1900
	Age 36 and over	1569	1800



Nonbillable Hours

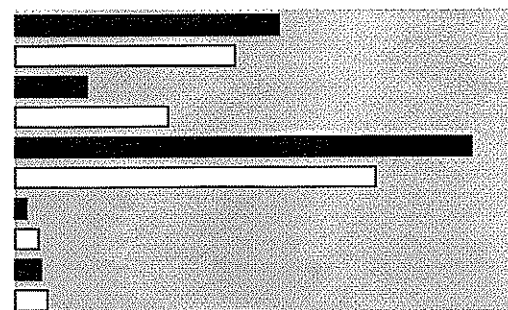
How many nonbillable hours do you expect to work during 2002 in each of the following categories:

		Mean	Median
Client work - nonbillable	Ages 0 to 36	232	68
	Age 36 and over	227	100
Pro Bono work	Ages 0 to 36	33	25
	Age 36 and over	71	35
Administrative or management activities	Ages 0 to 36	175	100
	Age 36 and over	175	100
Business (client) development	Ages 0 to 36	161	45
	Age 36 and over	77	40
Bar-related activities	Ages 0 to 36	20	10
	Age 36 and over	37	10
Other work activities	Ages 0 to 36	39	0
	Age 36 and over	49	0



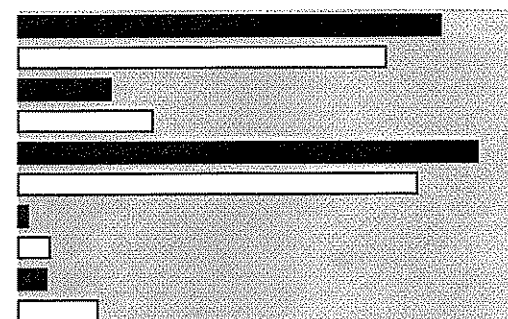
Of your fee-producing time, what percent is billed using the following methods?

		Mean	Median
Fixed fee	Ages 0 to 36	41	28
	Age 36 and over	35	25
Contingent fee	Ages 0 to 36	11	1
	Age 36 and over	24	10
Hourly rate	Ages 0 to 36	72	78
	Age 36 and over	57	70
Percentage of transaction	Ages 0 to 36	2	0
	Age 36 and over	4	0
Other	Ages 0 to 36	4	0
	Age 36 and over	5	0



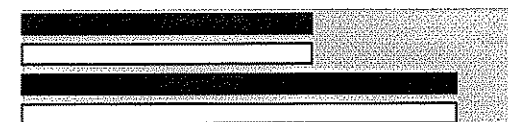
For which method of billing would you prefer to render legal services?

Fixed fee	Ages 0 to 36	42%
	Age 36 and over	36%
Contingent fee	Ages 0 to 36	9%
	Age 36 and over	13%
Hourly rate	Ages 0 to 36	45%
	Age 36 and over	39%
Percentage fee	Ages 0 to 36	1%
	Age 36 and over	3%
Other	Ages 0 to 36	3%
	Age 36 and over	8%



Vacation time

		Mean	Median
Excluding working vacations, how many weeks of vacation did you take this last year?	Ages 0 to 36	2.1	2
	Age 36 and over	2.9	2
How many weeks of vacation were you allowed to take?	Ages 0 to 36	3.9	3
	Age 36 and over	6.1	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	Do not know
		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	Ages 0 to 36	28%	1%	1%	2%	4%	4%	4%	6%	11%	12%	24%	20%	3%	6%
	Age 36 and over	23%	0%	1%	1%	4%	3%	6%	3%	8%	12%	23%	25%	9%	3%
Continually interrupting opposing counsel when they are speaking	Ages 0 to 36	24%	1%	0%	2%	4%	3%	3%	3%	8%	15%	27%	20%	4%	7%
	Age 36 and over	20%	0%	0%	1%	3%	3%	5%	2%	8%	14%	16%	31%	11%	4%
Taking advantage of defaults or technical mistakes as soon as they happen without communicating with opposing counsel	Ages 0 to 36	23%	1%	1%	2%	2%	3%	4%	4%	7%	8%	17%	25%	10%	14%
	Age 36 and over	19%	0%	1%	1%	3%	2%	3%	2%	7%	9%	14%	32%	16%	6%
Insulting opposing counsel	Ages 0 to 36	17%	1%	0%	2%	1%	4%	1%	4%	3%	8%	17%	39%	12%	7%
	Age 36 and over	13%	0%	1%	1%	1%	1%	3%	1%	5%	6%	16%	35%	25%	4%
Attempting to undermine opposing counsel's credibility before a judge, client or other decision-maker	Ages 0 to 36	17%	0%	3%	1%	1%	1%	3%	4%	7%	4%	16%	33%	15%	10%
	Age 36 and over	15%	0%	1%	1%	1%	1%	4%	3%	4%	9%	14%	33%	20%	6%
Violating rules of procedure	Ages 0 to 36	23%	1%	1%	3%	1%	1%	3%	6%	5%	11%	21%	20%	8%	19%
	Age 36 and over	17%	0%	1%	1%	1%	1%	4%	2%	6%	10%	17%	28%	17%	11%
Doing whatever it takes to win, regardless of ethics or propriety	Ages 0 to 36	22%	1%	2%	3%	0%	3%	5%	3%	4%	10%	20%	28%	9%	9%
	Age 36 and over	18%	1%	1%	1%	2%	2%	4%	3%	6%	10%	15%	34%	14%	6%
Making statements they know to be false (for the purpose of persuasion)	Ages 0 to 36	16%	0%	2%	1%	0%	1%	5%	2%	4%	8%	11%	38%	13%	14%
	Age 36 and over	15%	0%	0%	1%	1%	3%	1%	2%	5%	9%	12%	34%	20%	9%
Overbilling clients (for work not performed or in clearly excessive bills)	Ages 0 to 36	21%	0%	1%	0%	2%	0%	4%	4%	4%	6%	12%	13%	11%	40%
	Age 36 and over	17%	0%	0%	1%	1%	1%	2%	1%	4%	6%	11%	18%	12%	39%
Doing unnecessary legal work to increase billings	Ages 0 to 36	19%	1%	0%	0%	1%	0%	3%	6%	6%	5%	14%	15%	16%	30%
	Age 36 and over	20%	1%	0%	1%	2%	1%	4%	3%	6%	11%	14%	19%	12%	25%
Taking on more work than they can handle	Ages 0 to 36	43%	1%	2%	5%	15%	3%	4%	4%	10%	13%	9%	9%	1%	20%
	Age 36 and over	34%	1%	1%	4%	5%	3%	7%	7%	10%	12%	12%	13%	4%	18%
Not doing what they say they will do	Ages 0 to 36	29%	1%	1%	2%	4%	4%	5%	7%	14%	13%	19%	16%	6%	7%
	Age 36 and over	25%	0%	1%	2%	3%	2%	5%	7%	8%	15%	18%	21%	7%	8%
Representing clients without appropriate knowledge or preparation	Ages 0 to 36	25%	1%	0%	1%	2%	2%	6%	10%	7%	14%	13%	22%	5%	16%
	Age 36 and over	21%	0%	0%	2%	2%	2%	3%	5%	8%	13%	16%	26%	11%	9%
Poorly representing clients	Ages 0 to 36	25%	1%	0%	1%	3%	2%	3%	10%	12%	10%	19%	22%	5%	10%
	Age 36 and over	20%	0%	0%	2%	1%	1%	4%	4%	6%	17%	23%	24%	10%	6%
Sending unduly burdensome discovery requests aimed at wearing down clients	Ages 0 to 36	32%	0%	2%	3%	2%	6%	3%	5%	11%	11%	14%	9%	6%	25%
	Age 36 and over	23%	1%	1%	1%	1%	2%	4%	7%	15%	17%	20%	10%	15%	
JUDGE'S BEHAVIOR: Of judges before whom you appear, how many often behave unprofessionally toward counsel, clients, witnesses or court	Ages 0 to 36	17%	0%	1%	2%	0%	2%	1%	3%	7%	9%	18%	29%	12%	15%
	Age 36 and over	14%	0%	0%	0%	1%	1%	2%	3%	5%	10%	16%	26%	21%	13%
Overall Index (Average of all item averages)	Ages 0 to 36	24%													
	Age 36 and over	20%													

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

How often do you ...

Face rushed situations, with tight deadlines and lots of work to do

Have two or more clients or people of higher rank ask you to do things which conflict substantively

Have interpersonal conflicts with your co-workers

Have problems because clients have unreasonable expectations, make difficult demands, or do not follow advice

Have headaches

Engage in vigorous, sustained aerobic exercise of at least 20 minutes per session

Feel upset because someone criticized you

Use prescriptive medicines to reduce anxiety or depression

Use mood-altering drugs other than alcohol or prescriptive medicines (remember that the information you provide is completely confidential)

Have trouble sleeping at night

Feel very lonely or remote from other people

Have thoughts of ending your life

Talk with family or friends

Feel depressed or very unhappy

Feel on top of the world

Feel bothered by your heart beating hard or fast without physical exertion

Coding for mean: [7] [6] [5] [4] [3] [2] [1] [0]

	Mean	Several times a day	Once a day	Several times a week	Weekly	Several times a month	Monthly	Rarely	Never
Ages 0 to 36	4.0	11%	10%	17%	22%	21%	10%	8%	1%
Age 36 and over	3.8	11%	6%	22%	16%	18%	14%	12%	1%
Ages 0 to 36	1.6	1%	2%	2%	4%	10%	9%	50%	23%
Age 36 and over	1.6	1%	1%	3%	5%	7%	7%	49%	27%
Ages 0 to 36	1.4	1%	1%	0%	1%	4%	12%	58%	22%
Age 36 and over	1.3	0%	1%	1%	2%	5%	9%	64%	18%
Ages 0 to 36	2.3	1%	1%	5%	10%	16%	29%	33%	4%
Age 36 and over	2.3	2%	2%	5%	10%	15%	26%	34%	6%
Ages 0 to 36	2.3	3%	0%	5%	15%	15%	17%	35%	9%
Age 36 and over	1.8	1%	1%	6%	5%	9%	11%	47%	20%
Ages 0 to 36	3.3	0%	5%	35%	13%	9%	10%	24%	4%
Age 36 and over	3.3	1%	8%	31%	12%	10%	5%	23%	10%
Ages 0 to 36	1.8	1%	1%	3%	5%	10%	24%	50%	7%
Age 36 and over	1.6	0%	0%	2%	4%	6%	23%	58%	6%
Ages 0 to 36	1.3	0%	4%	1%	0%	1%	0%	10%	85%
Age 36 and over	1.5	1%	9%	0%	0%	0%	1%	7%	82%
Ages 0 to 36	1.1	0%	1%	1%	0%	0%	1%	5%	93%
Age 36 and over	1.1	0%	0%	1%	0%	0%	0%	5%	93%
Ages 0 to 36	2.2	0%	6%	10%	6%	10%	20%	39%	10%
Age 36 and over	2.2	1%	1%	11%	5%	17%	15%	40%	10%
Ages 0 to 36	2.0	3%	2%	5%	5%	10%	14%	41%	19%
Age 36 and over	1.9	2%	1%	7%	4%	9%	13%	46%	18%
Ages 0 to 36	1.1	0%	1%	0%	0%	1%	2%	15%	80%
Age 36 and over	1.1	0%	0%	1%	0%	1%	3%	15%	80%
Ages 0 to 36	5.6	38%	21%	22%	10%	4%	1%	3%	0%
Age 36 and over	5.7	49%	17%	16%	6%	4%	3%	5%	0%
Ages 0 to 36	1.8	1%	1%	5%	4%	5%	23%	45%	15%
Age 36 and over	1.8	2%	2%	4%	5%	6%	19%	46%	18%
Ages 0 to 36	2.9	3%	3%	14%	14%	19%	15%	29%	3%
Age 36 and over	2.8	3%	3%	15%	13%	17%	18%	27%	4%
Ages 0 to 36	1.4	0%	1%	1%	3%	4%	10%	29%	51%
Age 36 and over	1.3	0%	1%	2%	1%	4%	7%	32%	52%

How often do you ...

Have temper outbursts you can't control

Feel extremely fatigued or lethargic

Practice meditation or other relaxation techniques

Suffer from an upset stomach, stomach ache, or nausea

Pray

Attend church or other religious services

Watch TV

Overeat

Blow off steam, vent anger

Talk with a counselor or therapist

Have your hands tremble enough to bother you

Have your hands sweat so that you feel damp and clammy

Feel faint or dizzy

Experience a loss of appetite

Become easily annoyed or irritated

Feel pains in your heart or chest

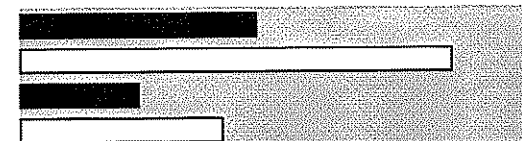
	Mean	Several times a day	Once a day	Several times a week	Weekly	Several times a month	Monthly	Rarely	Never
Ages 0 to 36	1.4	1%	0%	1%	3%	6%	14%	36%	40%
Age 36 and over	1.2	0%	0%	1%	1%	4%	7%	42%	45%
Ages 0 to 36	2.4	3%	3%	5%	7%	18%	21%	32%	10%
Age 36 and over	2.1	1%	2%	7%	4%	14%	18%	38%	15%
Ages 0 to 36	1.5	0%	1%	8%	0%	5%	4%	24%	59%
Age 36 and over	1.7	0%	4%	6%	3%	5%	5%	20%	57%
Ages 0 to 36	1.7	0%	0%	5%	7%	5%	17%	39%	27%
Age 36 and over	1.5	0%	1%	3%	2%	6%	9%	46%	32%
Ages 0 to 36	4.2	17%	18%	18%	9%	7%	11%	10%	10%
Age 36 and over	4.1	17%	21%	16%	8%	8%	4%	14%	12%
Ages 0 to 36	2.5	0%	0%	7%	27%	15%	9%	28%	14%
Age 36 and over	2.6	0%	0%	7%	31%	13%	9%	27%	11%
Ages 0 to 36	5.4	15%	48%	21%	10%	1%	1%	4%	1%
Age 36 and over	5.5	19%	47%	19%	5%	3%	2%	5%	0%
Ages 0 to 36	2.7	3%	3%	12%	14%	15%	16%	30%	6%
Age 36 and over	2.8	3%	6%	11%	16%	15%	14%	30%	6%
Ages 0 to 36	2.4	0%	1%	9%	16%	12%	20%	36%	6%
Age 36 and over	2.1	0%	2%	5%	12%	14%	16%	41%	9%
Ages 0 to 36	1.1	0%	0%	0%	2%	0%	3%	23%	72%
Age 36 and over	1.1	0%	0%	0%	2%	0%	2%	22%	74%
Ages 0 to 36	1.0	0%	0%	0%	0%	1%	1%	16%	82%
Age 36 and over	1.1	0%	0%	1%	0%	0%	1%	12%	85%
Ages 0 to 36	1.3	0%	0%	1%	3%	4%	6%	29%	57%
Age 36 and over	1.1	0%	0%	0%	0%	2%	1%	23%	73%
Ages 0 to 36	1.1	0%	0%	0%	0%	4%	3%	37%	56%
Age 36 and over	1.1	0%	0%	0%	0%	2%	4%	33%	59%
Ages 0 to 36	1.2	0%	0%	1%	0%	3%	12%	43%	42%
Age 36 and over	1.2	0%	0%	0%	1%	3%	5%	37%	54%
Ages 0 to 36	2.6	2%	2%	12%	12%	16%	21%	25%	11%
Age 36 and over	2.2	2%	1%	5%	9%	13%	24%	35%	10%
Ages 0 to 36	1.2	0%	0%	1%	1%	5%	8%	25%	60%
Age 36 and over	1.2	0%	0%	2%	1%	4%	5%	29%	60%

Have you ever been diagnosed as having ulcers, coronary artery disease, hypertension, stroke, irritable bowel syndrome, or other stress-related disease?

	Yes	No
Ages 0 to 36	16%	84%
Age 36 and over	30%	70%

Has ill health impaired your ability to work in the last few years?

	Yes	No
Ages 0 to 36	8%	91%
Age 36 and over	14%	86%



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)											
Ages 0 to 36	2.2	2	19%	23%	21%	19%	8%	4%	3%	3%	1%
Age 36 and over	2.8	2	21%	21%	12%	9%	10%	8%	5%	13%	0%
Average number of alcoholic drinks you consume on days that you drink											
Ages 0 to 36	2.5	2	2%	35%	42%	15%	2%	1%	1%	0%	2%
Age 36 and over	2.0	2	2%	40%	43%	10%	3%	1%	1%	1%	1%
Average number of cigarettes you smoke daily, if any											
Ages 0 to 36	0.8	0	93%	1%	1%	0%	0%	1%	1%	0%	4%
Age 36 and over	1.6	0	92%	1%	1%	0%	0%	0%	1%	0%	6%
Average number of times you smoke a pipe or cigar daily, if any											
Ages 0 to 36	0.1	0	97%	1%	1%	0%	0%	0%	0%	0%	1%
Age 36 and over	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)											
Ages 0 to 36	2.4	2	9%	26%	26%	22%	6%	6%	2%	1%	2%
Age 36 and over	2.8	2	10%	18%	29%	20%	10%	6%	3%	1%	4%
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											
Ages 0 to 36	13.1	10	1%	4%	11%	22%	27%	35%			
Age 36 and over	17.6	10	1%	2%	13%	21%	25%	37%			
People from whom you could expect real help in times of trouble											
Ages 0 to 36	6.7	5	4%	2%	21%	35%	27%	11%			
Age 36 and over	7.2	5	3%	4%	24%	31%	27%	11%			
People with whom you can share your most private feelings											
Ages 0 to 36	2.8	2	9%	18%	52%	16%	5%	1%			
Age 36 and over	2.7	2	11%	23%	39%	19%	7%	1%			
People (other than your spouse or equivalent) who you feel will be happy simply because you are											
Ages 0 to 36	4.1	3	14%	6%	37%	27%	13%	4%			
Age 36 and over	7.6	3	15%	6%	32%	20%	18%	8%			

Attitudes and Opinions

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

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

I would like to stay with my current law firm or employer for the rest of my career

If I knew then what I know now, I would not have become a lawyer

No matter how fast our household's income goes up, we never seem to get ahead

Our household income is high enough to satisfy virtually all our important desires

My workload is too heavy

I often feel worried or anxious

My problems are so big that I can't run my life the way I want to

I seem to get sick easier than other people

I sometimes have an uncontrollable urge to have an alcoholic drink

Excessive drinking is taking a toll on my professional or personal life

The likelihood is greater than 50-50 that I will change employment within the next two years

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

I feel that I'm in control of my own destiny professionally

It is a primary responsibility of bar-related organizations to sponsor programs that assist lawyers with balancing their personal and professional

Sexist attitudes are preventing women attorneys from becoming senior partners and managing partners in medium and large law firms

Racist attitudes are preventing minority attorneys from becoming senior partners and managing partners in medium and large law firms

Within the last few years, I personally experienced sexual harassment in the profession

	Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not know	Does not apply
Ages 0 to 36	3.7	14%	25%	14%	5%	14%	16%	7%	4%
Age 36 and over	4.4	22%	32%	13%	4%	9%	7%	4%	9%
Ages 0 to 36	3.7	14%	25%	12%	5%	18%	14%	7%	5%
Age 36 and over	4.4	22%	31%	13%	6%	7%	6%	4%	11%
Ages 0 to 36	2.9	10%	11%	18%	7%	18%	32%	3%	1%
Age 36 and over	2.9	9%	14%	13%	8%	25%	28%	2%	1%
Ages 0 to 36	3.1	6%	14%	19%	10%	30%	14%	2%	5%
Age 36 and over	3.2	9%	18%	18%	9%	24%	16%	0%	6%
Ages 0 to 36	3.8	18%	26%	16%	13%	14%	13%	0%	1%
Age 36 and over	4.2	19%	37%	15%	11%	11%	6%	0%	1%
Ages 0 to 36	3.6	10%	17%	28%	18%	20%	5%	1%	1%
Age 36 and over	3.7	9%	22%	25%	13%	23%	2%	0%	6%
Ages 0 to 36	3.7	14%	21%	22%	15%	23%	5%	0%	0%
Age 36 and over	3.5	9%	22%	21%	13%	24%	9%	0%	2%
Ages 0 to 36	2.4	1%	7%	15%	10%	38%	28%	0%	1%
Age 36 and over	2.4	2%	9%	10%	13%	36%	27%	1%	3%
Ages 0 to 36	2.0	3%	5%	5%	4%	38%	43%	1%	1%
Age 36 and over	1.8	1%	2%	5%	6%	38%	45%	1%	3%
Ages 0 to 36	1.7	0%	3%	2%	9%	30%	53%	1%	2%
Age 36 and over	1.5	1%	2%	3%	3%	25%	60%	0%	6%
Ages 0 to 36	1.2	0%	0%	1%	0%	16%	74%	1%	8%
Age 36 and over	1.3	0%	0%	1%	0%	23%	65%	0%	10%
Ages 0 to 36	2.9	18%	5%	9%	7%	22%	32%	5%	1%
Age 36 and over	2.1	5%	5%	5%	4%	30%	41%	4%	6%
Ages 0 to 36	4.1	9%	39%	20%	11%	8%	8%	5%	0%
Age 36 and over	4.2	15%	37%	21%	7%	12%	6%	1%	2%
Ages 0 to 36	4.2	16%	32%	22%	18%	8%	4%	0%	0%
Age 36 and over	4.2	13%	39%	23%	11%	9%	4%	0%	2%
Ages 0 to 36	3.8	9%	26%	27%	8%	18%	5%	7%	0%
Age 36 and over	4.1	13%	30%	25%	8%	13%	5%	5%	1%
Ages 0 to 36	3.2	5%	11%	16%	9%	16%	12%	29%	3%
Age 36 and over	3.0	4%	8%	14%	7%	23%	10%	28%	6%
Ages 0 to 36	3.3	5%	12%	15%	5%	16%	11%	33%	3%
Age 36 and over	3.2	5%	12%	13%	6%	19%	9%	29%	6%
Ages 0 to 36	2.1	3%	9%	6%	2%	14%	49%	3%	14%
Age 36 and over	1.7	1%	3%	4%	1%	26%	44%	2%	18%

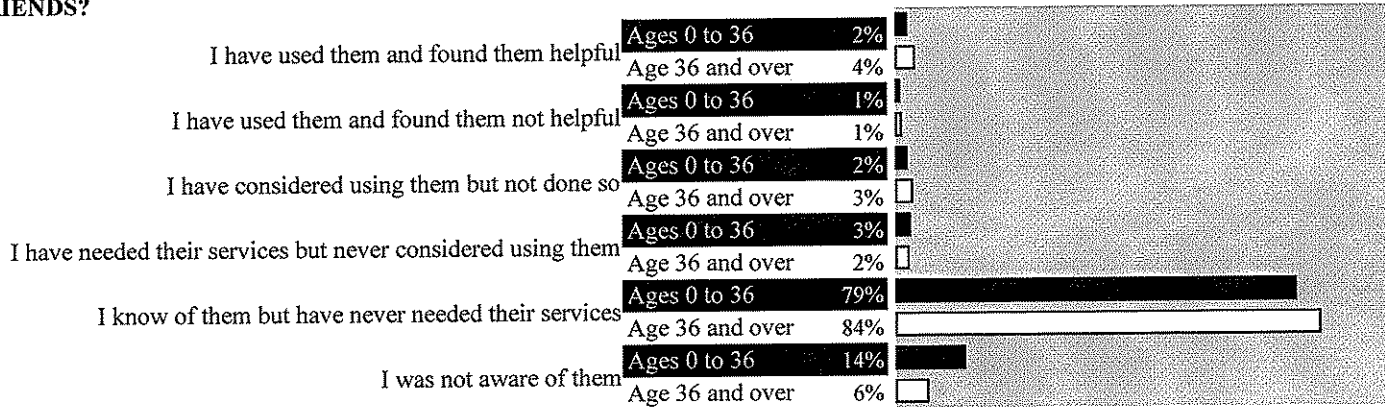
Coding for mean: [6] [5] [4] [3] [2] [1]

For the following statements, indicate your level of agreement:

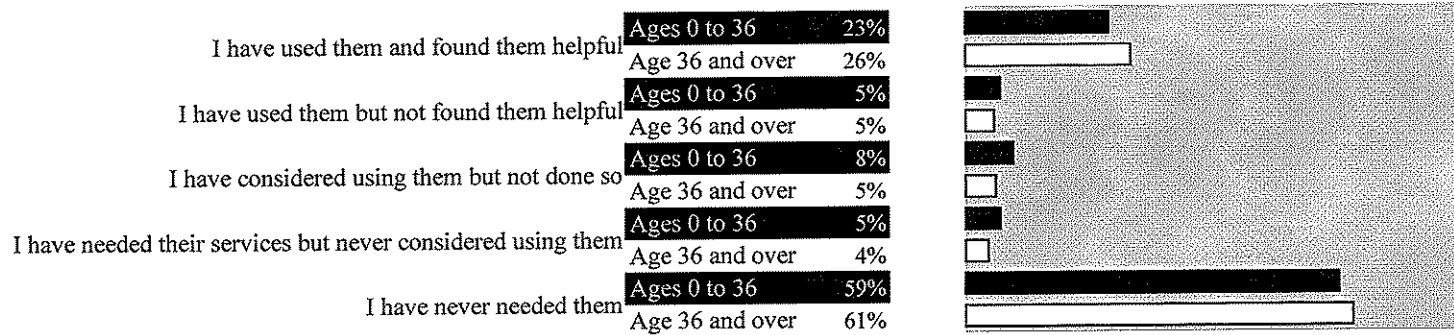
		Mean	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	Do not know	Does not Apply
Within the last few years, I personally experienced discrimination against me in the profession because of my sex or race	Ages 0 to 36	2.3	5%	11%	5%	3%	14%	44%	4%	14%
	Age 36 and over	2.0	3%	5%	6%	2%	24%	40%	4%	17%
Lawyers in my firm neglect management and leadership tasks	Ages 0 to 36	2.9	5%	10%	16%	8%	22%	18%	3%	17%
	Age 36 and over	3.1	2%	10%	20%	4%	17%	10%	2%	37%
I am concerned about the future of my firm because of significant outside threats	Ages 0 to 36	2.2	4%	2%	5%	6%	33%	27%	4%	18%
	Age 36 and over	2.8	3%	9%	10%	8%	22%	13%	2%	34%
I would rather work here than with any other law firm I know	Ages 0 to 36	4.3	24%	23%	13%	4%	11%	7%	6%	12%
	Age 36 and over	4.9	27%	29%	13%	2%	4%	1%	3%	22%
If I could afford to leave the practice of law at this time, I would do so	Ages 0 to 36	3.6	16%	15%	16%	14%	15%	14%	2%	10%
	Age 36 and over	3.6	13%	18%	15%	9%	20%	11%	1%	13%
My firm does not have enough work to keep all of our lawyers fully engaged	Ages 0 to 36	2.1	1%	6%	7%	7%	28%	33%	2%	16%
	Age 36 and over	2.0	1%	2%	6%	4%	25%	28%	2%	32%

Support Services

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

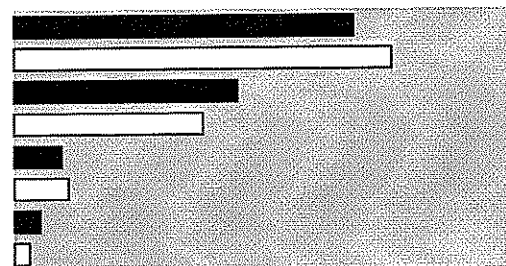


What is your experience with other support services such as counseling or support groups?



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)?

No need	Ages 0 to 36	53%
	Age 36 and over	59%
Some need	Ages 0 to 36	35%
	Age 36 and over	30%
Moderate need	Ages 0 to 36	7%
	Age 36 and over	9%
High need	Ages 0 to 36	4%
	Age 36 and over	2%



Demographics

Your sex

Female	Ages 0 to 36	45%
	Age 36 and over	22%
Male	Ages 0 to 36	55%
	Age 36 and over	78%



Your age

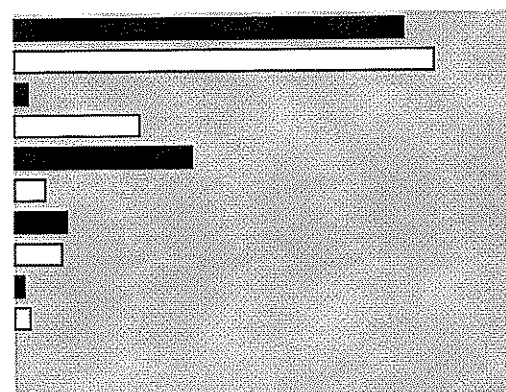
	Mean	Median
Ages 0 to 36	31	31
Age 36 and over	51	50
Ages 0 to 36	1996	1997
Age 36 and over	1980	1981



Year first admitted to any state bar

Your marital status

Married - first time	Ages 0 to 36	61%
	Age 36 and over	66%
Married - after divorce or death of a spouse	Ages 0 to 36	2%
	Age 36 and over	19%
Single - never married	Ages 0 to 36	28%
	Age 36 and over	5%
Divorced	Ages 0 to 36	8%
	Age 36 and over	7%
Separated	Ages 0 to 36	1%
	Age 36 and over	2%
Widowed	Ages 0 to 36	0%
	Age 36 and over	0%



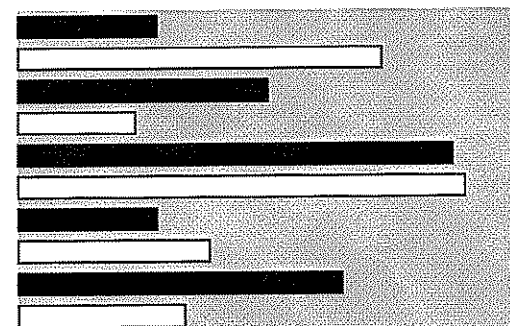
If unmarried, do you presently live with an adult companion you consider to be the equivalent of a spouse?

Yes	Ages 0 to 36	14%
	Age 36 and over	17%
No	Ages 0 to 36	86%
	Age 36 and over	83%

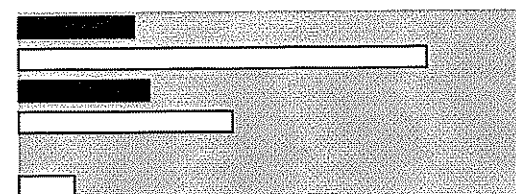


What is the occupation of your spouse or equivalent companion?

Homemaker	Ages 0 to 36	11%
	Age 36 and over	28%
Lawyer	Ages 0 to 36	19%
	Age 36 and over	9%
Other Professional	Ages 0 to 36	34%
	Age 36 and over	35%
Non-Professional	Ages 0 to 36	11%
	Age 36 and over	15%
Not applicable	Ages 0 to 36	25%
	Age 36 and over	13%

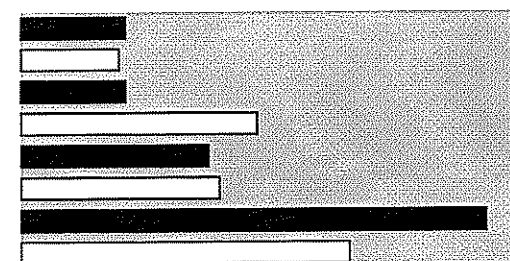


		Mean	Median
Number of children	Ages 0 to 36	0.6	0
	Age 36 and over	2.0	2
Number of children living at home with you	Ages 0 to 36	0.6	0
	Age 36 and over	1.0	1
How many children do you support who live at college or boarding school?	Ages 0 to 36	0.0	0
	Age 36 and over	0.3	0



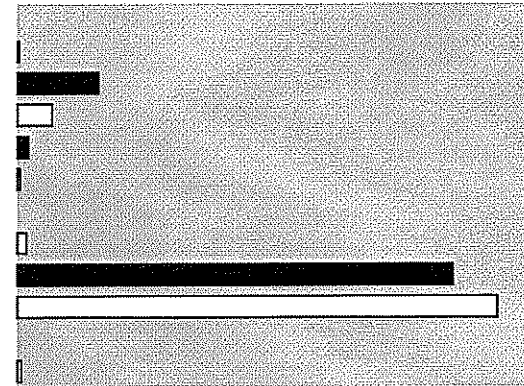
What is your level of caretaking responsibility for your children living at home with you?

Primary caretaker	Ages 0 to 36	12%
	Age 36 and over	11%
Secondary caretaker	Ages 0 to 36	12%
	Age 36 and over	27%
Co-equal caretaker	Ages 0 to 36	22%
	Age 36 and over	23%
No children currently living at home with me	Ages 0 to 36	54%
	Age 36 and over	38%



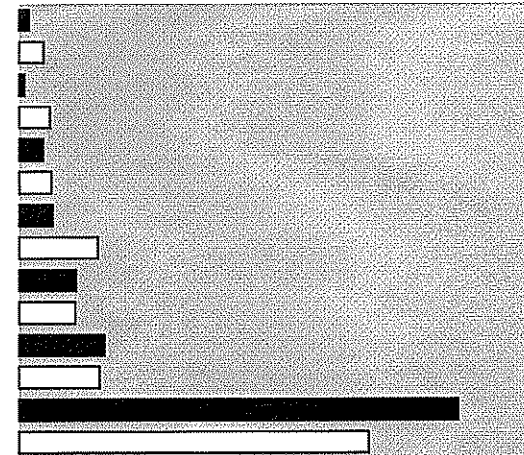
Your race (mark all that apply):

Asian	Ages 0 to 36	0%
	Age 36 and over	0%
Black (African American)	Ages 0 to 36	16%
	Age 36 and over	7%
Hispanic	Ages 0 to 36	2%
	Age 36 and over	0%
Native American	Ages 0 to 36	0%
	Age 36 and over	2%
White	Ages 0 to 36	84%
	Age 36 and over	92%
Other	Ages 0 to 36	0%
	Age 36 and over	1%

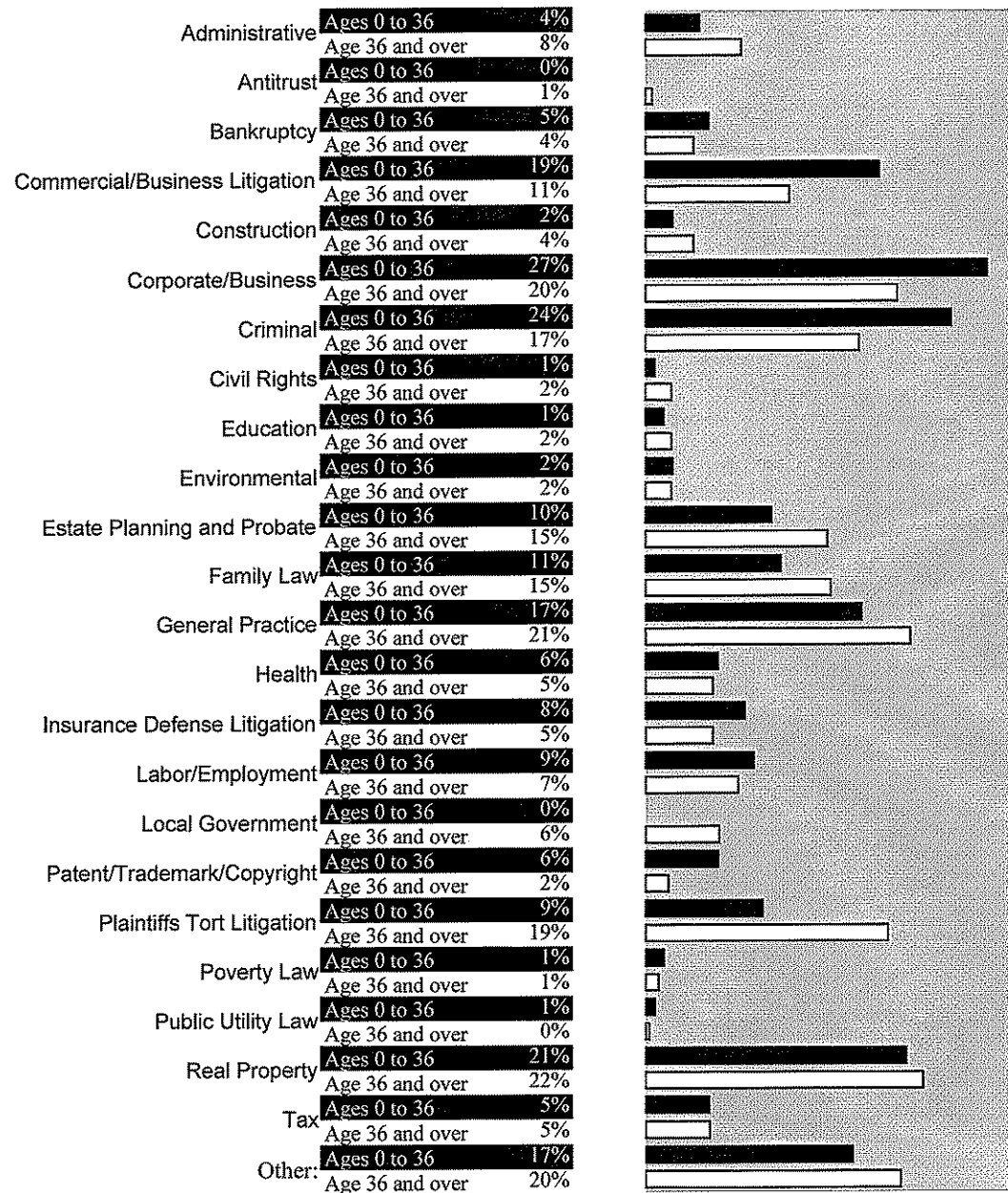


In what size city or town is your office located?

Less than 2,500	Ages 0 to 36	1%
	Age 36 and over	4%
2,500 - 4,999	Ages 0 to 36	1%
	Age 36 and over	5%
5,000 - 9,999	Ages 0 to 36	4%
	Age 36 and over	5%
10,000 - 24,999	Ages 0 to 36	5%
	Age 36 and over	12%
25,000 - 49,999	Ages 0 to 36	9%
	Age 36 and over	9%
50,000 - 99,999	Ages 0 to 36	13%
	Age 36 and over	12%
100,000 or more	Ages 0 to 36	67%
	Age 36 and over	54%

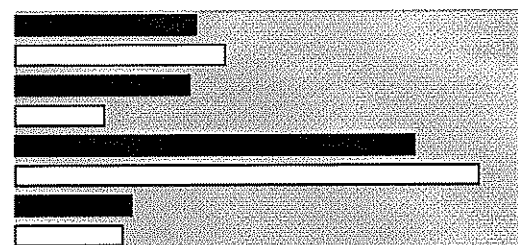


Check each substantive area of law that represents at least 25% of your practice.



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

Uninsured	Ages 0 to 36	21%
	Age 36 and over	24%
Don't know	Ages 0 to 36	20%
	Age 36 and over	10%
Lawyers Mutual of North Carolina	Ages 0 to 36	46%
	Age 36 and over	53%
Other	Ages 0 to 36	13%
	Age 36 and over	12%



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

Financial Data

What is your total annual income, from your law practice or career, approximately?

Realistically, how much annual income from your law practice or career would you like to make within three years?

How much debt does your firm/practice owe?

What is your family's total annual income?

What is your household's approximate net worth at present?

What is your household's approximate debt at present?

Realistically, how much would you like your total annual family income to be within three years?

How much educational debt (from undergraduate, law school, and any other graduate school combined) do you still have outstanding?

	Mean	25th Percentile	Median	75th Percentile
Ages 0 to 36	76	47	71	100
Age 36 and over	134	65	100	150
Ages 0 to 36	129	80	100	150
Age 36 and over	183	91	140	200
Ages 0 to 36	24	0	0	5
Age 36 and over	85	0	0	25
Ages 0 to 36	130	70	115	150
Age 36 and over	193	100	150	224
Ages 0 to 36	304	10	70	225
Age 36 and over	859	200	500	1000
Ages 0 to 36	171	64	158	250
Age 36 and over	254	50	150	275
Ages 0 to 36	182	120	160	210
Age 36 and over	233	125	180	256
Ages 0 to 36	34	0	26	60
Age 36 and over	4	0	0	0

What are the most significant opportunities for the legal profession today -- opportunities that may present themselves to you or to your law firm or employer?

Ages 0 to 36

- * An opportunity to improve its image with the general public.
- * counseling business clients
- * Elder care, health law and computer law.
- * Ever growing need for assistance in dealing with federal and state laws affecting businesses and business owners.
- * Provide stability and leadership to the general population. To help keep people doing the right thing.
- *
- Teaching/mentoring young lawyers and seeking to instill within them the desire to excel for excellence's sake without regard to economic reward.
- * THE OPPORTUNITY - EVEN IN THIS WORLD OF SPECIALIZATION AND LARGER LAW FIRMS - TO BE BOTH LAWYER AND COUNSELOR TO CLIENTS, GETTING TO KNOW AND UNDERSTAND EACH CLIENT AND HIS OR HER BUSINESS, AND TO BECOME NOT JUST A LAWYER USED BY YOUR CLIENTS, BUT INSTEAD A TRUSTED ADVISOR OR FRIEND, OR AT LEAST SOMEONE THEY CONSIDER TO BE A CRITICAL PART OF THEIR "TEAM."
- * The opportunity to use modern technology to facilitate the daily practice, enhance revenue and provide the client with quality, economical product.
- * To continue to improve the level of professionalism in the practice. WE are making huge progress, but we could do better. To figure out a way for law firms to support partners with family responsibilities without creating resentment among full time partners.
- * To make the public see the law as an honorable profession again.

- * To make the public see the law as an honorable profession again.

What is the single largest problem you face in your law practice today?

Ages 0 to 36

- * Balancing the billable/nonbillable hour requirements with the need to have an outside life
- * slow economy
- * Client resistance to hourly rate increases in the face of increasing overhead, including staff and associate salary expectations.
- * Educating clients as to the complex rules and requirements to which they may be subject.
- * Balancing family and practice.
- * Adapting to the changes in energy and focus that have come after almost 30 intense years of practice.
- * PARTNERS IN MY FIRM WHO DO NOT APPRECIATE THEIR OBLIGATIONS TO THEIR PARTNERS TO DEDICATE THEIR PROFESSIONAL LIFE TO BEING FINANCIALLY PRODUCTIVE, PROFESSIONALLY RESPONSIBLE, AND TO DOING EXCELLENT WORK (RATHER THAN MERELY ACCEPTABLE WORK), AND THE FIRM'S REFUSAL TO REQUIRE THAT THEY DO.
- * The inability to efficiently transition the personal knowledge and lore I have accumulated over the course of my practice in a manner that is cost efficient for the firm and the client.
- * Difficulty balancing professional success with desire to have enough time to take care of family. Firm is very supportive, but clients need the work done on their schedule, and in today's economy, only a fool would make a client angry or dissatisfied!
- * The only way to get ahead is to do an unrealistic amount of work, which leaves no time for anything else -- all work and no play makes lawyer a dull boy.
- * Balancing work and family. Staying ahead or on top of a busy work load.
- * I would like more feedback on my work. I've been here 6 months, but have had no affirmative review. I guess people are happy with my work because I'm very busy. At times, I think my work load is out of control, but that has only happened once, and the partners were very understanding about shifting work.
- * Inability to have sufficient number of challenging cases.
- * Increased competition from non lawyers
- * Intense competition for work in my area of specialty.
- * Lack of direction and vision for my firm.
- * My practice is excellent, and I love my work environment. My speciality is bankruptcy law and it ebbs and flows with the economy. Now I am very busy and challenged, but I am not sure what the future holds. I believe that my firm must be forward looking and more competitive in the market place and demand more from its attorneys to meet the challenges of today.
- * not enough time to do everything i want to do
- * The feeling that there is not enough time to get to all of the work that I have to do while still spending time with my family.
- * There is no real incentive for associates to work any harder than the bare minimum that is needed for advancement.
- * Unhappiness with the practice in general and a strong desire to change careers.

If you have any additional comments regarding the state of the profession or the quality of life among attorneys, please include them now.

Ages 0 to 36

I wish I had more free time. A 55 hour week would be much appreciated. I'm also uncertain about how much vacation I'll be able to take in the future. I would hope I could take at least 2 weeks a year. I personally think that attorneys work too many hours. I would like to leave the office regularly at 6pm if I arrive at 8:15 and don't take a lunch.

The number of people who become lawyers has increased over the last several decades. Many of them are not suited to work as lawyers in the traditional private practice of law, either by personality, drive or ability to cope with all of the demands (business related and client related) that are imposed on them. However, I believe that the benefits of a legal education are invaluable and will enable a person to find happiness in some endeavor.

Kudos to the Bar for requiring the CLE on mental health and substance abuse. This is far more pervasive than most folks think.

The attorneys I work with are very professional and I love what I do. The judges are excellent in the bankruptcy courts. As for other attorneys outside my specialty, I have found them to be very professional and courteous as well. Most attorneys I know have a balanced life. I believe that I am very fortunate to be practicing in Wake County.

* If lawyers did more to help people, lawyers would be better respected by people.