

Well-being in the Legal Profession

This survey is specifically for collaboration between Thomson Reuters and occupational psychologist and independent researcher Jens Näsström.

The purposes of this survey are to:

- assess levels of stress in in-house lawyers
- enhance the understanding of stressors for this group
- explore their satisfaction with the law firms they are hiring
- map interest in training relevant for in-house lawyers
- evaluate if female in-house lawyers are more stressed than their male peers, and if so, why.

You are guaranteed complete confidentiality and anonymity. No information that can be traced to any one individual will be collected. All data will be presented at the group level, eliminating the possibility of any individual being identified. Raw data will not be shared by Jens Näsström to any individual or organisation including Thomson Reuters.

When completing the survey, we invite you to be as honest as you can.

If you have questions or comments about this survey, you are welcome to contact the head researcher Jens Näsström: jens.nasstrom@lawyerperformance.org.

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I agree to the data I submit in this survey to be used in research.

- Yes
 No

Demographic Data

Gender

- Male Female Other

Age

years

Office location (country)

Years of post-qualification experience

 years

Number of hours worked per week, in average

 hours

Position

Junior (0-5 years' PQE) Senior (5+ years' PQE) General Counsel

Number of employees in the legal team or department, i.e. the physical space where you work

 employees

Are you living with a partner?

Yes No

Does your partner work ...

... less than you? ... equally? ... more than you?

Is your partner's work ...

... less demanding than yours? ... equally demanding? ... more demanding than yours?

Do you have children?

Yes No

How many children do you have?

 children

How old are your children?

Please enter the age of your children in years separating the numbers with a comma (,), if you have more than one child.

Efficacy

Confidence

Please indicate the extent to which you disagree or agree with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
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My work during the last week constituted an effective use of my skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current ability to work is at its highest potential.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Focus

Please indicate the extent to which each of the following statements describes you.

	Very undescriptive of me	Mostly undescriptive of me	A little undescriptive of me	A little descriptive of me	Mostly descriptive of me	Very descriptive of me
When I work towards something, it gets all my attention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I keep focused on tasks I need to do even if I do not like them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I become very aware of what I am doing when I am working towards a goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I make sure to track my progress regularly when I am working on a goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I pay close attention to my thoughts when I am working on something hard.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know I can track my behaviour when working toward a goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Wellbeing

Workload

Please indicate the extent to which you disagree or agree with each of the following statements.

	Completely Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Completely Agree
I have enough time to finish my tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fairly often I have to work under strong time pressure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often have too much to do at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work-Life Balance

Please indicate the extent to which you disagree or agree with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Overall, I believe that my work and non-work life are balanced.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The demands of my job interfere with my ability to fulfill family or home responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Stress

The questions in this scale ask you about your feelings and thoughts **during the last month**. In each case, you will be asked to indicate *how often* you felt or thought a certain way.

In the last month, how often have you ...

	Never	Almost Never	Sometimes	Fairly Often	Very Often
... felt that you were unable to control the important things in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... felt confident about your ability to handle your personal problems?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

... felt that things were going your way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... felt difficulties were piling up so high that you could not overcome them?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Intention to Quit

Please indicate the extent to which you disagree or agree with each of the following statements.

	Completely Disagree	Disagree	Agree	Completely Agree
I am actively looking for other jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I was completely free to choose, I would leave this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I could leave this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Email Management

Please indicate the extent to which you disagree or agree with each of the following statements.

During non-office hours, ...

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
I check my work-related email often.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I check my work-related email more often than I need to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the past twelve months, have you been in a situation in which a male colleague has told suggestive stories or offensive jokes?

Yes No

Flexibility

Please rate how true each statement is for you.

	Never true	Very seldom true	Seldom true	Sometimes true	Frequently true	Almost always true	Always true
I am able to work effectively in spite of any personal worries that I have.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can admit to my mistakes at work and still be successful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can still work very effectively, even if I am nervous about something.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worries do not get in the way of my success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can perform as required no matter how I feel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I can work effectively, even when I doubt myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My thoughts and feelings do not get in the way of my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the extent to which you disagree or agree with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Even when I do something very carefully, I often feel that it is not quite right.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I usually have doubts about the simple everyday things I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tend to get behind in my work because I repeat things over and over.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It takes me a long time to do something "right."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Law Firm Satisfaction

I would recommend my primary law firm.

Yes No Uncertain

I would consider changing law firm if another firm seriously tried harder at adapting their services to better meet the needs of in-house lawyers.

Yes No Uncertain

If I were to select a law firm to provide services, I would give priority to firms that are more ambitious in the inclusion of women lawyers.

Yes No Uncertain

In your experience, what could law firms do to improve their service to in-house lawyers?

What type of training would you be most interested in? Which skills would you like most to hone?

