



THE FLORIDA BAR

Results of the Young Lawyers Division Mental Health & Wellness in the Legal Profession Survey

January 2019

Young Lawyers Division Mental Health & Wellness in the Legal Profession Survey

A link to an electronic survey was e-mailed to 20,372 Florida Bar Young Lawyers Division in-state members with known email addresses on November 15, 2018. By the December 6, 2018 cut-off date, 1,967 completed surveys were received for a response rate of 10%.

In reporting the results, all percentages were rounded to the nearest whole percent (example: 34.5% equals 35%). For this reason, totals may vary from 99 to 101 percent. Note that several questions are “multiple response questions.” This means that respondents were encouraged to check all responses which apply to a given situation. Thus, multiple response questions will not total 100 percent.

1. In which of the following regions is your primary law practice/employment?

<u>Category</u>	<u>Percent</u>
Southeast Florida	41
Central/Southwest Florida	41
North Florida	18

2. What is the approximate number of attorneys employed in the firm or legal work place where you primarily practice? (INCLUDES ONLY THOSE RESPONDENTS WHO ARE CURRENTLY EMPLOYED)

<u>Category</u>	<u>Percent</u>
One attorney	12
2 to 5 attorneys	28
6 to 10 attorneys	13
11 to 20 attorneys	13
21 to 50 attorneys	11
51 to 100 attorneys	8
Over 100 attorneys	15

- Over half (53%) of respondents are employed in law firms or legal offices of 10 or fewer attorneys. 40% are employed in law firms or legal offices of 5 or fewer attorneys.

2a. What is the approximate number of attorneys employed in the firm or legal work place where you primarily practice? – BY GENDER (INCLUDES ONLY THOSE RESPONDENTS WHO ARE CURRENTLY EMPLOYED)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
One attorney	11	13
2 to 5 attorneys	28	29
6 to 10 attorneys	12	14
11 to 20 attorneys	13	13
21 to 50 attorneys	12	10
51 to 100 attorneys	10	6
Over 100 attorneys	14	15

2b. What is the approximate number of attorneys employed in the firm or legal work place where you primarily practice? – BY REGION (INCLUDES ONLY THOSE RESPONDENTS WHO ARE CURRENTLY EMPLOYED)

<u>Category</u>	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
One attorney	10	13	12
2 to 5 attorneys	27	29	28
6 to 10 attorneys	12	13	14
11 to 20 attorneys	13	13	14
21 to 50 attorneys	17	10	9
51 to 100 attorneys	9	8	7
Over 100 attorneys	13	14	16

2c. Comparison Between 2018 YLD Earnings Survey and YLD 2018 Mental Health & Wellness Survey – What is the approximate number of attorneys employed in the firm or legal work place where you primarily practice? (INCLUDES ONLY THOSE RESPONDENTS WHO ARE CURRENTLY EMPLOYED)

<u>Category</u>	<u>2018 Earnings Survey Percent</u>	<u>2018 MH/Wellness Survey Percent</u>
One attorney	11	12
2 to 5 attorneys	28	28
6 to 10 attorneys	14	13
11 to 20 attorneys	15	13
21 to 100 attorneys	17	19
Over 100 attorneys	15	15

3. What is your legal occupation/employment classification?

<u>Category</u>	<u>Percent</u>
Associate	52
Sole practitioner	9
Partner/shareholder	7
Managing partner	3
Other private practitioner	1
Practitioner with 1 or more associates	<1
Government attorney	13
Judicial	1
Corporate counsel	5
Non-attorney position	2
Legal aid/legal service	2
Unemployed	2
Other	3

- Over two-thirds (72%) of all respondents are in private practice positions. 14% are in government practice positions.

3a. If “Other”, please specify:

- Academia.

- Assistant Public Defender.
- Assistant State Attorney.
- Assistant Vice President Legal Operations.
- Associate Counsel.
- Changing career. New Florida Bar member looking for a job as a lawyer.
- College of Law.
- Contractor/unemployed.
- Contracts manager.
- Counsel.
- Document review attorney.
- Document Review Specialist.
- Hybrid of a Paralegal and Attorney, soon to be taking on solo attorney work.
- Independent Contractor.
- Law Clerk.
- Lead Civil Attorney.
- Left a position with a firm to start my own practice.
- Legal Editor.
- Legal Fellow.
- Litigation Counsel.
- Litigation Manager.
- Managing Attorney.
- Nonprofit Attorney.
- Of Counsel. **(3 Responses)**

- Part-time Senior Attorney.
- Pro bono attorney.
- Research.
- Reviewer.
- Self-Discovery.
- Senior Trust Advisor for Bank.
- Supervising Attorney.
- Wealth Planning Strategist.
- Work a non-legal night job full-time while doing pretrial appearance work part-time and odd jobs from clients.
- Work for a Title Company.

3b. What is your legal occupation/employment classification? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Associate	53	54
Sole practitioner	8	10
Partner/shareholder	4	9
Managing partner	2	3
Practitioner with 1 or more associates	<1	1
Other private practitioner	<1	2
Government attorney	16	9
Judicial	1	1
Corporate counsel	5	6
Non-attorney position	2	1
Legal aid/legal service	4	<1
Unemployed	1	2
Other	3	2

- A higher percentage of males are in private practice positions (79% male to 68% female), while a higher percentage of females are in government practice positions (17% female to 10% male).

3c. Comparison Between 2018 YLD Earnings Survey and YLD 2018 Mental Health & Wellness Survey – What is your legal occupation/employment classification?

<u>Category</u>	2018 Earnings Survey <u>Percent</u>	2018 MH & Wellness Survey <u>Percent</u>
Associate	49	52
Sole practitioner	8	9
Partner/shareholder	7	7
Managing partner	1	3
Other private practitioner	<1	1
Practitioner with 1 or more associates	1	<1
Government attorney	15	13
Judicial	2	1
Corporate counsel	8	5
Non-attorney position	3	2
Legal aid/legal service	2	2
Unemployed	1	2
Other	3	3

4. Which of the following best describes your primary practice of law? (If you are currently unemployed, but previously worked, please select the response category that best reflects the work you did when employed)

<u>Category</u>	<u>Percent</u>
Predominantly litigation	52
Predominantly transactional	13
Mix of litigation and transactional	11
Mix of litigation, transactional, and consulting	7
Mix of transactional and consulting	4
Mix of litigation and consulting	3
Predominantly consulting (includes lobbying)	1
Other	5
I do not perform legal work	4

4a. Comparison Between 2018 YLD Earnings Survey and YLD 2018 Mental Health & Wellness Survey – Which of the following best describes your primary practice of law? (If you are currently unemployed, but previously worked, please select the response category that best reflects the work you did when employed)

<u>Category</u>	<u>2018 Earnings Survey Percent</u>	<u>2018 MH & Wellness Survey Percent</u>
Predominantly litigation	53	52
Predominantly transactional	13	13
Mix of litigation and transactional	11	11
Mix of litigation, transactional, and consulting	6	7
Mix of transactional and consulting	3	4
Mix of litigation and consulting	2	3
Predominantly consulting (includes lobbying)	2	1
Other	6	5
I do not perform legal work	4	4

5. Which of the following best describes the types of clients you primarily serve? (If you are currently unemployed, but previously worked, please select the response category that best reflects the clients you had when employed)?

<u>Category</u>	<u>Percent</u>
Predominantly commercial or government defendants	20
Predominantly single plaintiffs	16
Mix of all types	16
Mix of commercial defendants and plaintiffs	10
Mix of single plaintiffs and defendants	10
Predominantly single defendants	10
Predominantly commercial or government plaintiffs	5
I do not have clients	13

- 5a. Which of the following best describes the types of clients you primarily serve? – BY GENDER (If you are currently unemployed, but previously worked, please select the response category that best reflects the clients you had when employed)?

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Predominantly commercial or government defendants	20	21
Predominantly single plaintiffs	16	16
Mix of all types	12	19
Mix of commercial defendants and plaintiffs	9	10
Mix of single plaintiffs and defendants	12	9
Predominantly single defendants	10	9
Predominantly commercial or government plaintiffs	6	5
I do not have clients	14	11

6. On the average, how many hours per week did you devote to the legal profession in 2017? (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS) (INCLUDES ONLY THOSE RESPONDENTS WHO WERE EMPLOYED IN 2017)

<u>Category</u>	<u>Percent</u>
Less than 20 hours	3
20 to 29 hours	2
30 to 39 hours	5
40 to 49 hours	35
50 to 59 hours	34
60 or more hours	21

- 90% of all respondents worked at least 40 hours in an average 2017 work week, while over half (55%) worked at least 50 hours, and just over one-fifth (21%) worked at least 60 hours.

6a. On the average, how many hours per week did you devote to the legal profession in 2017? – BY GENDER (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS) (INCLUDES ONLY THOSE RESPONDENTS WHO WERE EMPLOYED IN 2017)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Less than 20 hours	2	3
20 to 29 hours	3	1
30 to 39 hours	6	4
40 to 49 hours	38	31
50 to 59 hours	30	38
60 or more hours	21	23

- Just over three-fifths (61%) of male respondents worked 50 hours or more in an average 2017 work week, compared to just over half (51%) of female respondents who report the same.

6b. On the average, how many hours per week did you devote to the legal profession in 2017? – BY TYPE OF PRACTICE (INCLUDES ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS) (INCLUDES ONLY THOSE RESPONDENTS WHO WERE EMPLOYED IN 2017)

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Pos. Position Percent</u>
Less than 20 hours	3	2	9
20 to 29 hours	2	2	3
30 to 39 hours	5	4	5
40 to 49 hours	30	51	45
50 to 59 hours	36	28	27
60 or more hours	24	13	11

- Three-fifths (60%) of respondents in private practice worked at least 50 hours in an average 2017 work week, compared to 41% of respondents in government practice, and 38% of respondents in other legal positions who report the same.

7. Please indicate the extent to which you agree or disagree with the following statements: (INCLUDES ONLY APPLICABLE CASES)

a. I am more efficient in my job now compared to when I started as a lawyer.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	91	6	3
Female	90	6	4
Male	92	5	3
Private Practice	91	6	4
Government Practice	91	6	3
Other Legal Position	92	5	3
Income = Less than \$50,000	83	12	5
Income = \$50,000 to \$99,999	92	4	4
Income = \$100,000 or more	96	2	2

b. I get a sense of personal accomplishment from my work.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	79	7	14
Female	80	6	14
Male	79	8	13
Private Practice	79	7	14
Government Practice	84	5	11
Other Legal Position	79	8	13
Income = Less than \$50,000	81	7	13
Income = \$50,000 to \$99,999	77	8	15
Income = \$100,000 or more	82	7	11

c. I enjoy performing the day-to-day work of my job.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	66	13	21
Female	66	13	21
Male	66	13	21
Private Practice	63	15	22
Government Practice	78	7	15
Other Legal Position	70	14	16
Income = Less than \$50,000	67	14	19
Income = \$50,000 to \$99,999	65	13	22
Income = \$100,000 or more	66	13	21

d. I am fairly compensated for my work.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	54	11	35
Female	52	9	39
Male	56	13	31
Private Practice	57	12	31
Government Practice	33	8	59
Other Legal Position	56	9	35
Income = Less than \$50,000	38	16	46
Income = \$50,000 to \$99,999	49	11	40
Income = \$100,000 or more	77	6	17

e. I have the tools and resources to do my job well.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	73	10	17
Female	72	9	19
Male	74	11	15
Private Practice	73	10	17
Government Practice	72	9	19
Other Legal Position	70	10	20
Income = Less than \$50,000	72	9	19
Income = \$50,000 to \$99,999	70	12	18
Income = \$100,000 or more	78	6	16

f. I feel safe at my workplace.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	90	5	5
Female	89	5	6
Male	91	5	4
Private Practice	90	5	5
Government Practice	89	3	8
Other Legal Position	90	5	5
Income = Less than \$50,000	88	7	5
Income = \$50,000 to \$99,999	89	5	6
Income = \$100,000 or more	93	4	4

g. My employer supports lawyer/staff health and wellness.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	66	17	17
Female	65	16	19
Male	66	18	16
Private Practice	65	17	18
Government Practice	70	13	17
Other Legal Position	72	16	12
Income = Less than \$50,000	68	16	16
Income = \$50,000 to \$99,999	66	16	18
Income = \$100,000 or more	62	18	20

h. I am able to balance work and my personal life.

<u>Category</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>
All Respondents	63	10	27
Female	63	8	29
Male	63	12	25
Private Practice	59	11	30
Government Practice	70	8	22
Other Legal Position	81	8	11
Income = Less than \$50,000	66	10	24
Income = \$50,000 to \$99,999	65	9	26
Income = \$100,000 or more	56	11	33

8. Have you considered, or are you considering, transitioning to a different career, to a different field of practice, or starting your own firm? (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Yes, to a different career	41
Yes, to a different field of practice	35
Yes, I am considering starting my own firm	16
No	42

- Almost three-fifths (58%) of all respondents have considered, or are considering, transitioning to a different career/different field of practice or starting their own firm.

8a. Have you considered, or are you considering, transitioning to a different career, to a different field of practice, or starting your own firm? – BY GENDER (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes, to a different career	42	41
Yes, to a different field of practice	35	34
Yes, I am considering starting my own firm	13	19
No	41	42

9. In general, do you feel that the legal profession in Florida, as a career, is:

<u>Category</u>	<u>Percent</u>
Becoming much more desirable	2
Becoming somewhat more desirable	4
Staying about the same	36
Becoming somewhat less desirable	36
Becoming much less desirable	22

- Over half (58%) of respondents believe the legal profession in Florida, as a career, is becoming less desirable, compared to 6% who believe it is becoming more desirable.

9a. In general, do you feel that the legal profession in Florida, as a career, is: – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Becoming much more desirable	1	2
Becoming somewhat more desirable	3	6
Staying about the same	38	33
Becoming somewhat less desirable	37	36
Becoming much less desirable	21	23

10. How many weeks of vacation did/will you take in 2018?

<u>Category</u>	<u>Percent</u>
No vacation taken	7
Less than 1 week	13
1 week	21
2 weeks	32
3 weeks	14
4 weeks	4
More than 4 weeks	2
Newly employed/not applicable	7

10a. How many weeks of vacation did/will you take in 2018? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
No vacation taken	7	7
Less than 1 week	13	14
1 week	21	21
2 weeks	31	33
3 weeks	16	12
4 weeks	4	4
More than 4 weeks	3	1
Newly employed/not applicable	5	8

10b. How many weeks of vacation did/will you take in 2018? – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Pos. Position Percent</u>
No vacation taken	8	4	4
Less than 1 week	15	10	8
1 week	22	18	20
2 weeks	32	32	30
3 weeks	12	20	21
4 weeks	3	6	8
More than 4 weeks	2	3	3
Newly employed/not applicable	7	7	6

11. What was your primary reason for not taking more vacation in 2018?

<u>Category</u>	<u>Percent</u>
Time constraints	32
Did not have enough annual leave to take longer	18
Financial limitations	17
Pressure from employer	15
Did not feel need to/satisfied with amount of vacation taken	12
Pressure from clients	5
Family scheduling problems	2

11a. What was your primary reason for not taking more vacation in 2018? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Time constraints	30	34
Did not have enough annual leave to take longer	20	16
Financial limitations	16	17
Pressure from employer	16	14
Did not feel need to/satisfied with amount of vacation	11	12
Pressure from clients	4	5
Family scheduling problems	2	2

11b. What was your primary reason for not taking more vacation in 2018? – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Pos. Position Percent</u>
Time constraints	33	32	23
Did not have enough annual leave	15	26	28
Financial limitations	16	20	18
Pressure from employer	17	6	11
Did not feel need to/satisfied with amount	11	13	16
Pressure from clients	6	<1	1
Family scheduling problems	2	2	3

12. All things considered, how do you feel about your legal career at this time?

<u>Category</u>	<u>Percent</u>
Very satisfied	18
Somewhat satisfied	49
Somewhat unsatisfied	23
Very unsatisfied	10

12a. All things considered, how do you feel about your legal career at this time? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Very satisfied	18	19
Somewhat satisfied	48	50
Somewhat unsatisfied	24	21
Very unsatisfied	10	10

12b. All things considered, how do you feel about your legal career at this time? – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Pos. Position Percent</u>
Very satisfied	17	28	19
Somewhat satisfied	50	48	53
Somewhat unsatisfied	24	18	18
Very unsatisfied	10	6	10

12c. All things considered, how do you feel about your legal career at this time? – BY REGION

<u>Category</u>	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Very satisfied	18	19	18
Somewhat satisfied	49	49	49
Somewhat unsatisfied	24	22	23
Very unsatisfied	9	10	10

13. Did you experience a traumatizing event(s) prior to the start of your legal career which is sometimes triggered by work you perform as part of your job today?

<u>Category</u>	<u>Percent</u>
Yes	12
No	74
Not sure	9
Not applicable	5

- 12% report experiencing a traumatizing event(s) prior to the start of their legal career which is sometimes triggered by work that they perform as part of their job today.

13a. Did you experience a traumatizing event(s) prior to the start of your legal career which is sometimes triggered by work you perform as part of your job today? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	14	10
No	72	75
Not sure	9	10
Not applicable	5	5

14. Have you experienced any non-work-related traumatic events since the start of your legal career that have had a noticeable impact on your ability to feel content with your job and/or caused you to experience what you might self-describe as post-traumatic stress-like symptoms? (These could include divorce, loss of a relative/friend, loss of a job, loss of a pregnancy or child, unprofessional interactions with others, or anything you find relevant—this question is highly subjective and there are no wrong answers)

<u>Category</u>	<u>Percent</u>
Yes	26
No	63
Not sure	8
Not applicable	3

- Just over one-quarter (26%) of all respondents report experiencing non-work-related traumatic events since the start of their legal career that have had a noticeable impact on their ability to feel content with their job and/or caused them to experience what they might self-describe as post-traumatic stress-like symptoms.

14a. Have you experienced any non-work-related traumatic events since the start of your legal career that have had a noticeable impact on your ability to feel content with your job and/or caused you to experience what you might self-describe as post-traumatic stress-like symptoms? (These could include divorce, loss of a relative/friend, loss of a job, loss of a pregnancy or child, unprofessional interactions with others, or anything you find relevant—this question is highly subjective and there are no wrong answers) – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	30	23
No	60	66
Not sure	7	8
Not applicable	3	3

15. **Have you ever experienced a work-related traumatic event during your legal career that caused you to subsequently experience prolonged symptoms (lasting a week or more), such as flashbacks, anxiety when triggering events occur (such as a ringing phone or an email), heart palpitations, panic attacks, and so forth? (Events might include dealing with unprofessional opposing counsel or judges, missing a deadline, being in court, having dishonest or disrespectful clients, dealing with an ill-tempered or harassing superior, or anything that has caused you a reaction that you think may fall into this category)**

<u>Category</u>	<u>Percent</u>
Yes	39
No	54
Not sure	5
Not applicable	3

- Almost two-fifths (39%) of all respondents report experiencing a work-related traumatic event during their legal career that caused them to subsequently experience prolonged symptoms (lasting a week or more), such as flashbacks, anxiety when triggering events occur (such as a ringing phone or an email), heart palpitations, panic attacks, and so forth.

- 15a. **Have you ever experienced a work-related traumatic event during your legal career that caused you to subsequently experience prolonged symptoms (lasting a week or more), such as flashbacks, anxiety when triggering events occur (such as a ringing phone or an email), heart palpitations, panic attacks, and so forth? (Events might include dealing with unprofessional opposing counsel or judges, missing a deadline, being in court, having dishonest or disrespectful clients, dealing with an ill-tempered or harassing superior, or anything that has caused you a reaction that you think may fall into this category) – BY GENDER**

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	48	30
No	46	62
Not sure	4	5
Not applicable	2	3

16. Has stress or anxiety ever caused you to leave employment at a law firm or legal office?

<u>Category</u>	<u>Percent</u>
Yes, it was <u>one of several</u> factors for my leaving	20
Yes, it was the <u>primary</u> factor for my leaving	17
No	56
Not sure/do not recall	<1
Not applicable	7

- Over one-third (37%) of all respondents report that stress or anxiety were either a primary factor, or one of several factors, that caused them to leave employment at a law firm or legal office.

16a. Has stress or anxiety ever caused you to leave employment at a law firm or legal office? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes, it was <u>one of several</u> factors for my leaving	21	18
Yes, it was the <u>primary</u> factor for my leaving	22	12
No	50	62
Not sure/do not recall	<1	<1
Not applicable	7	7

17. In your opinion, to what level does seeking treatment for mental health related reasons impact you or a colleague’s current employment or future career?

<u>Category</u>	<u>Percent</u>
A great deal	11
A lot	12
A moderate amount	14
A little	13
None at all	27
Not sure	23

17a. In your opinion, to what level does seeking treatment for mental health related reasons impact you or a colleague’s current employment or future career? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
A great deal	12	11
A lot	14	10
A moderate amount	14	14
A little	13	14
None at all	24	30
Not sure	23	22

18. Since the start of law school through today, do you feel you might suffer, or have suffered, from some type of depression that significantly impacted your job or lasting longer than 4 weeks (whether major, situational, postpartum, premenstrual, persistent or another type) or anxiety regardless of whether you ever sought treatment or were diagnosed with such?

<u>Category</u>	<u>During Law School Percent</u>	<u>During Law Practice Percent</u>
Yes – anxiety	20	19
Yes – depression	3	4
Yes – both anxiety and depression	28	39
No	43	32
Not sure	5	6

18a. Since the start of law school through today, do you feel you might suffer, or have suffered, from some type of depression that significantly impacted your job or lasting longer than 4 weeks (whether major, situational, postpartum, premenstrual, persistent or another type) or anxiety regardless of whether you ever sought treatment or were diagnosed with such? – BY GENDER

<u>Category</u>	<u>During Law School Percent</u>	<u>During Law Practice Percent</u>
Yes – anxiety (female)	25	20
Yes – anxiety (male)	16	18
Yes – depression (female)	3	4
Yes – depression (male)	4	5
Yes – both anxiety and depression (female)	30	41
Yes – both anxiety and depression (male)	26	36
No (female)	38	29
No (male)	48	35
Not sure (female)	4	6
Not sure (male)	6	7

19. Since the start of law school through today, have you ever been diagnosed with or professionally treated for depression, anxiety or another mental health concern?

<u>Category</u>	<u>Percent</u>
Yes – both depression and anxiety	15
Yes – anxiety	9
Yes – depression	4
Yes – something else plus anxiety	3
Yes – something else plus depression and anxiety	3
Yes – something else	2
Yes – something else plus depression	<1
No	63

19a. Since the start of law school through today, have you ever been diagnosed with or professionally treated for depression, anxiety or another mental health concern? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes – both depression and anxiety	17	12
Yes – anxiety	10	7
Yes – depression	5	3
Yes – something else plus anxiety	3	3
Yes – something else plus depression and anxiety	4	3
Yes – something else	2	3
Yes – something else plus depression	<1	<1
No	59	68

19b. Since the start of law school through today, have you ever been diagnosed with or professionally treated for depression, anxiety or another mental health concern? – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Yes – both depression and anxiety	16	11	11
Yes – anxiety	9	9	9
Yes – depression	4	4	4
Yes – something else plus anxiety	3	5	5
Yes – something else plus depression and anxiety	3	4	4
Yes – something else	2	2	2
Yes – something else plus depression	<1	<1	<1
No	63	64	65

20. **If you have experienced depression, anxiety or other mental health concerns since the start of law school through today, what did you do in response to your situation? (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS WHO PREVIOUSLY REPORTED THAT THEY HAVE EXPERIENCED DEPRESSION, ANXIETY OR OTHER MENTAL HEALTH CONCERNS SINCE THE START OF LAW SCHOOL THROUGH TODAY)**

<u>Category</u>	<u>Percent</u>
I sought treatment from a licensed therapist, counselor or psychologist	67
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I took	64
I exercised regularly	52
I used other self-help methods (meditation, journaling, visualization, affirmations, gratitude exercises and so forth)	37
I started consuming, or increased my consumption of, alcohol	36
I changed my diet	35
I focused on my family	33
I started taking, or increased my usage of prescribed medication	28
I started taking, or increased my use of, vitamins and/or herbal remedies (not including marijuana)	27
I focused on my friends	21
I kept a lively social calendar	18
I focused on religion	17
I reduced or eliminated my alcohol intake	16
I focused on an artistic hobby that I enjoy	13
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I chose not to take	9
I received acupuncture treatment	7
I reduced or eliminated my intake of prescribed medication	6
I played a musical instrument	5
Nothing	4
I received hypnotherapy treatment	1

20a. If you have experienced depression, anxiety or other mental health concerns since the start of law school through today, what did you do in response to your situation? – BY GENDER (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS WHO PREVIOUSLY REPORTED THAT THEY HAVE EXPERIENCED DEPRESSION, ANXIETY OR OTHER MENTAL HEALTH CONCERNS SINCE THE START OF LAW SCHOOL THROUGH TODAY)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
I sought treatment from a licensed therapist, counselor or psychologist	67	68
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I took	67	62
I exercised regularly	56	48
I used other self-help methods (meditation, journaling, visualization, affirmations, gratitude exercises and so forth)	43	31
I started consuming, or increased my consumption of, alcohol	34	39
I changed my diet	35	36
I focused on my family	35	30
I started taking, or increased my usage of prescribed medication	27	29
I started taking, or increased my use of, vitamins and/or herbal remedies (not including marijuana)	31	22
I focused on my friends	21	20
I kept a lively social calendar	19	17
I focused on religion	17	16
I reduced or eliminated my alcohol intake	16	17
I focused on an artistic hobby that I enjoy	15	11
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I chose not to take	8	9
I received acupuncture treatment	8	5
I reduced or eliminated my intake of prescribed medication	6	6
I played a musical instrument	3	6
Nothing	4	5
I received hypnotherapy treatment	1	2

21. **What, if any, of the same methods were effective for you in the long-term? (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS WHO PREVIOUSLY REPORTED THAT THEY HAVE EXPERIENCED DEPRESSION, ANXIETY OR OTHER MENTAL HEALTH CONCERNS SINCE THE START OF LAW SCHOOL THROUGH TODAY)**

<u>Category</u>	<u>Percent</u>
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I took	45
I sought treatment from a licensed therapist, counselor or psychologist	44
I exercised regularly	43
I focused on my family	27
I changed my diet	25
I used other self-help methods (meditation, journaling, visualization, affirmations, gratitude exercises and so forth)	24
I focused on my friends	16
I started taking or increased my intake of prescribed medication	15
I focused on religion	13
I kept a lively social calendar	11
I reduced or eliminated my alcohol intake	11
Nothing	11
I started taking, or increased my use of, vitamins and/or herbal remedies	10
I focused on an artistic hobby that I enjoy	9
I started consuming, or increased my consumption of, alcohol	7
I played a musical instrument	3
I reduced or eliminated my intake of prescribed medication	3
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I chose not to take	2
I received acupuncture treatment	2
I received hypnotherapy treatment	<1

21a. What, if any, of the same methods were effective for you in the long-term? – BY GENDER (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS WHO PREVIOUSLY REPORTED THAT THEY HAVE EXPERIENCED DEPRESSION, ANXIETY OR OTHER MENTAL HEALTH CONCERNS SINCE THE START OF LAW SCHOOL THROUGH TODAY)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I took	47	44
I sought treatment from a licensed therapist, counselor or psychologist	44	44
I exercised regularly	46	41
I focused on my family	30	24
I changed my diet	27	24
I used other self-help methods (meditation, journaling, visualization, affirmations, gratitude exercises and so forth)	26	22
I focused on my friends	16	16
I started taking or increased my intake of prescribed medication	15	15
I focused on religion	13	13
I kept a lively social calendar	11	11
I reduced or eliminated my alcohol intake	11	11
Nothing	9	14
I started taking, or increased my use of, vitamins and/or herbal remedies	11	9
I focused on an artistic hobby that I enjoy	9	9
I started consuming, or increased my consumption of, alcohol	4	11
I played a musical instrument	3	3
I reduced or eliminated my intake of prescribed medication	3	4
I sought treatment from a psychiatrist or other prescribing doctor and was prescribed medication that I chose not to take	2	3
I received acupuncture treatment	3	1
I received hypnotherapy treatment	<1	<1

22. **If you have experienced depression, anxiety or other mental health-related concerns and did not seek professional treatment from a licensed therapist, counselor, psychologist, psychiatrist or other medical doctor, what are the reasons you did not? (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS WHO PREVIOUSLY REPORTED THAT THEY HAVE EXPERIENCED DEPRESSION, ANXIETY OR OTHER MENTAL HEALTH CONCERNS SINCE THE START OF LAW SCHOOL THROUGH TODAY)**

<u>Category</u>	<u>Percent</u>
Not enough time	47
I felt like I should be able to manage it on my own	40
Cost/insufficient insurance coverage	35
Stigma/embarrassment	27
I used self-help methods instead (meditation, exercise, diet, etc.)	22
I started consuming, or increased my consumption of, alcohol	14
Did not know how to locate a trained professional for help	8
I started using, or increased my use of, something other than alcohol, tobacco, vitamins or herbal remedies	7
I do not know	6
I started using, or increased my use of, vitamins and/or herbal remedies (not including marijuana)	5
I started or increased my use of smoking or chewing tobacco	4
My family/spouse did not support my seeking outside treatment	1
My religion did not support my seeking outside treatment	<1

22a. If you have experienced depression, anxiety or other mental health-related concerns and did not seek professional treatment from a licensed therapist, counselor, psychologist, psychiatrist or other medical doctor, what are the reasons you did not? – BY GENDER (ONLY INCLUDES THOSE RESPONDENTS WHO PREVIOUSLY REPORTED THAT THEY HAVE EXPERIENCED DEPRESSION, ANXIETY OR OTHER MENTAL HEALTH CONCERNS SINCE THE START OF LAW SCHOOL THROUGH TODAY) (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Not enough time	52	44
I felt like I should be able to manage it on my own	40	41
Cost/insufficient insurance coverage	42	29
Stigma/embarrassment	31	24
I used self-help methods instead (meditation, exercise, diet, etc.)	23	22
I started consuming, or increased my consumption of, alcohol	9	20
Did not know how to locate a trained professional for help	8	8
I started using, or increased my use of, something other than alcohol, tobacco, vitamins or herbal remedies	4	9
I do not know	4	7
I started using, or increased my use of, vitamins and/or herbal remedies (not including marijuana)	3	8
I started or increased my use of smoking or chewing tobacco	4	4
My family/spouse did not support my seeking outside treatment	2	<1
My religion did not support my seeking outside treatment	<1	0

**23. What do you find are effective ways to take care of your daily well-being?
(MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
I focus on my family	58
I exercise regularly	57
I watch my diet	51
I stay socially active	37
I focus on my friends	35
I try to limit my social engagements to manage my time and energy	30
I drink with alcohol	27
I use other self-help methods (meditation, journaling, visualization, affirmations, gratitude exercises and so forth)	25
I focus on my religious beliefs	21
I take vitamins or herbal remedies (not including marijuana)	21
I limit my alcohol intake or do not drink at all	20
I focus on an artistic hobby that I enjoy	14
Though I feel I am doing well, I have spoken or speak regularly with a licensed therapist, counselor or psychologist because I think it makes me a better person	11
I ingest or smoke something other than alcohol, tobacco, vitamins or herbal remedies	8
I limit my illegal drug intake or do not use at all	8
I have not found anything effective yet	8
I limit my marijuana intake or do not use at all	7
I play a musical instrument	6
I smoke or chew tobacco	4
I receive acupuncture treatment	1
I receive hypnotherapy treatment	<1

23a. What do you find are effective ways to take care of your daily well-being? – BY GENDER (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
I focus on my family	60	55
I exercise regularly	58	57
I watch my diet	52	50
I stay socially active	36	37
I focus on my friends	36	33
I try to limit my social engagements to manage my time/energy	35	24
I drink with alcohol	26	29
I use other self-help methods (meditation, journaling, visualization, affirmations, gratitude exercises and so forth)	29	21
I focus on my religious beliefs	22	21
I take vitamins or herbal remedies (not including marijuana)	24	18
I limit my alcohol intake or do not drink at all	18	22
I focus on an artistic hobby that I enjoy	16	13
Though I feel I am doing well, I have spoken or speak regularly with a licensed therapist, counselor or psychologist because I think it makes me a better person	14	9
I ingest or smoke something other than alcohol, tobacco, vitamins Or herbal remedies	4	13
I limit my illegal drug intake or do not use at all	5	10
I have not found anything effective yet	8	9
I limit my marijuana intake or do not use at all	5	10
I play a musical instrument	4	8
I smoke or chew tobacco	2	6
I receive acupuncture treatment	1	<1
I receive hypnotherapy treatment	<1	<1

24. Knowing what you know now, if you could go back to a time prior to when you applied to law school, would you still enroll?

<u>Category</u>	<u>Percent</u>
Yes	38
Maybe	32
No	30

24a. Knowing what you know now, if you could go back to a time prior to when you applied to law school, would you still enroll? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	40	36
Maybe	32	31
No	28	33

24b. Knowing what you know now, if you could go back to a time prior to when you applied to law school, would you still enroll? – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Pos. Position Percent</u>
Yes	38	41	38
Maybe	32	30	30
No	30	29	32

24c. Knowing what you know now, if you could go back to a time prior to when you applied to law school, would you still enroll? – BY REGION

<u>Category</u>	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Yes	40	38	38
Maybe	32	32	31
No	28	30	31

25. Did you know of any law student-specific mental health resources available to you during law school?

<u>Category</u>	<u>Percent</u>
Yes	35
No	45
I cannot remember	20

25a. Did you know of any law student-specific mental health resources available to you during law school? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	38	32
No	44	47
I cannot remember	18	21

26. If you had known such resources were available during law school, would you have used them? (ONLY INCLUDES THOSE RESPONDENTS WHO DID NOT KNOW OF/CANNOT REMEMBER IF ANY LAW STUDENT-SPECIFIC MENTAL HEALTH RESOURCES WERE AVAILABLE DURING LAW SCHOOL)

<u>Category</u>	<u>Percent</u>
Yes	23
No	32
Not sure	45

26a. If you had known such resources were available during law school, would you have used them? (ONLY INCLUDES THOSE RESPONDENTS WHO DID NOT KNOW OF/CANNOT REMEMBER IF ANY LAW STUDENT-SPECIFIC MENTAL HEALTH RESOURCES WERE AVAILABLE DURING LAW SCHOOL)

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	23	23
No	28	35
Not sure	49	42

27. What, if any, impression do you have of the Florida Lawyers Assistance, Inc. (FLA) program?

<u>Category</u>	<u>Percent</u>
I never heard of FLA prior to today	38
I neither have a positive nor negative impression (neutral)	31
Not sure	12
I have a <u>positive</u> overall impression	11
I have a <u>negative</u> overall impression	8

27a. What, if any, impression do you have of the Florida Lawyers Assistance, Inc. program (FLA)? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
I never heard of FLA prior to today	38	39
I neither have a positive nor negative impression (neutral)	35	26
Not sure	12	13
I have a <u>positive</u> overall impression	10	11
I have a <u>negative</u> overall impression	5	11

28. Have you or your partner experienced any reproductive complications either during law school or after starting the practice of law?

<u>Category</u>	<u>Percent</u>
Yes, I have personally	12
Yes, my partner has and is also an attorney	2
Yes, my partner has and is <u>not</u> an attorney	3
No, neither my partner nor I have had any complications	38
Not applicable	44

29. Please indicate which health-related benefits you currently receive through your employer: (MULTIPLE RESPONSE QUESTION – SELECT ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Medical insurance	71
Dental insurance	55
Life insurance	50
Eye-care/vision insurance	46
Long-term disability	30
Flu shots	19
Employee Assistance Plan (EAP)	13
Mental health and well-being	12
Fitness/gym membership	10
Live well incentive program	8
Fertility	1
Other	5

30. Are there any health-related benefits you currently do not receive that you wish your employer provided?

<u>Category</u>	<u>Percent</u>
Yes	40
No	60

30a. If “Yes”, please specify: (The 15 most frequently mentioned responses are listed below)

<u>Category</u>	<u>Number of Responses</u>
Fitness/gym membership	234
Health/medical insurance	186
Better/less expensive insurance	130
Vision/eye-care insurance	95
Dental insurance	92
Mental health/well-being	73
Disability insurance	53
Life insurance	48
Reproductive/fertility	47
Maternity leave	37
All benefits (mentioned in Q29)	23
Massage	17
Flexible/remote work schedule	16
Any benefit (mentioned in Q29)	14
Paternity leave	13

31. To what extent does your health insurance cover mental health treatments?

<u>Category</u>	<u>Percent</u>
I don't know	54
Sufficient coverage	17
Partial coverage	16
I do not have health insurance coverage	7
It does not cover it at all	6

32. To what extent does your health insurance cover fertility treatments?

<u>Category</u>	<u>Percent</u>
I don't know	78
It does not cover it at all	12
I do not have health insurance coverage	7
Sufficient coverage	2
Partial coverage	2

33. Are you aware of how to find mental health related resources or how to find qualified mental health professionals in your area?

<u>Category</u>	<u>Percent</u>
Yes	69
No	20
I don't know	11

33a. Are you aware of how to find mental health related resources or how to find qualified mental health professionals in your area? – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Yes	70	68
No	19	22
I don't know	11	10

34. How many years have you been a lawyer?

<u>Category</u>	<u>Percent</u>
Less than 2 years	26
2 to 5 years	38
6 to 8 years	22
9 to 10 years	7
More than 10 years	7

35. Do you have outstanding school loans (undergraduate, graduate and law school loans combined)?

<u>Category</u>	2018 Earnings Survey <u>Percent</u>	2018 MH/Wellness Survey <u>Percent</u>
Yes	75	77
I did not take out any loans	15	13
My loan has been paid in full	10	10

35a. If "Yes", what is your best estimate of the outstanding amount?

<u>Category</u>	2018 Earnings Survey <u>Percent</u>	2018 MH/Wellness Survey <u>Percent</u>
\$50,000 or less	15	12
\$50,001 to \$100,000	20	19
\$100,001 to \$150,000	19	20
\$150,001 to \$200,000	22	21
More than \$200,000	24	28
Median outstanding school loan amount	\$150,000	\$150,000

36. Please indicate your PERSONAL TOTAL INCOME BEFORE TAXES derived from the practice of law in 2017:

<u>Category</u>	<u>Percent</u>
Less than \$25,000	9
\$25,000-\$49,999	15
\$50,000-\$74,999	31
\$75,000-\$99,999	20
\$100,000-\$124,999	9
\$125,000-\$149,999	6
\$150,000-\$199,999	6
\$200,000-\$299,999	3
\$300,000 or more	1

36a. Please indicate your PERSONAL TOTAL INCOME BEFORE TAXES derived from the practice of law in 2017: – BY GENDER

<u>Category</u>	<u>Female Percent</u>	<u>Male Percent</u>
Less than \$25,000	9	9
\$25,000-\$49,999	16	14
\$50,000-\$74,999	33	27
\$75,000-\$99,999	19	22
\$100,000-\$124,999	9	9
\$125,000-\$149,999	6	6
\$150,000-\$199,999	5	7
\$200,000-\$299,999	2	4
\$300,000 or more	<1	2

36b. Please indicate your PERSONAL TOTAL INCOME BEFORE TAXES derived from the practice of law in 2017: – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Less than \$25,000	9	6	6
\$25,000-\$49,999	12	32	13
\$50,000-\$74,999	28	46	32
\$75,000-\$99,999	22	12	21
\$100,000-\$124,999	10	2	11
\$125,000-\$149,999	7	2	10
\$150,000-\$199,999	7	<1	5
\$200,000-\$299,999	4	0	1
\$300,000 or more	1	0	1

37. What is your race or ethnic origin?

<u>Category</u>	<u>Percent</u>
Caucasian/White	72
Hispanic/Latino	17
African American/Black	6
Asian/Pacific Islander	2
Native American	<1
Other	3

38. What is your gender?

<u>Category</u>	<u>Percent</u>
Female	52
Male	48
Other	<1

39. What is your sexual orientation?

<u>Category</u>	<u>Percent</u>
Heterosexual	94
Homosexual	3
Bisexual	3
Other	<1

40. Current relationship status (check the one that best describes your mindset if not your legal status)?

<u>Category</u>	<u>During Law School Percent</u>	<u>After Law School Percent</u>	<u>Current Status Percent</u>
Single and not looking	14	16	6
Casually dating	21	12	6
Single and pursuing a relationship	7	11	9
In a long-term relationship	36	30	21
Engaged	5	9	7
Married/civil union/life partner (Less than 5 yrs.)	8	11	25
Married/civil union/life partner (5 to 10 yrs.)	4	6	15
Married/civil union/life partner (10+ yrs.)	2	3	10
Separated	<1	<1	<1
Divorced	<1	1	1
Widowed	0	<1	<1
Other	<1	<1	<1

41. What is your age category?

<u>Category</u>	<u>Percent</u>
24 years of age or under	<1
25 to 29 years of age	30
30 to 34 years of age	42
35 to 39 years of age	20
40 to 44 years of age	4
45 to 49 years of age	2
50 years of age or older	2

APPENDIX A:

Counties Comprising Regions

Counties Comprising Regions

North

Alachua
Baker
Bay
Bradford
Calhoun
Citrus
Clay
Columbia
Dixie
Duval
Escambia
Flagler
Franklin
Gadsden
Gilchrist
Gulf
Hamilton
Hernando
Holmes
Jackson
Jefferson
Lafayette
Lake
Leon
Levy
Liberty
Madison
Marion
Nassau
Okaloosa
Putnam
St. Johns
Santa Rosa
Sumter
Suwannee
Taylor
Union
Volusia
Wakulla
Walton
Washington

Central/Southwest

Brevard
Charlotte
Collier
DeSoto
Glades
Hardee
Hendry
Highlands
Hillsborough
Indian River
Lee
Manatee
Martin
Monroe
Okeechobee
Orange
Osceola
Pasco
Pinellas
Polk
St. Lucie
Sarasota
Seminole

Southeast

Broward
Dade
Palm Beach