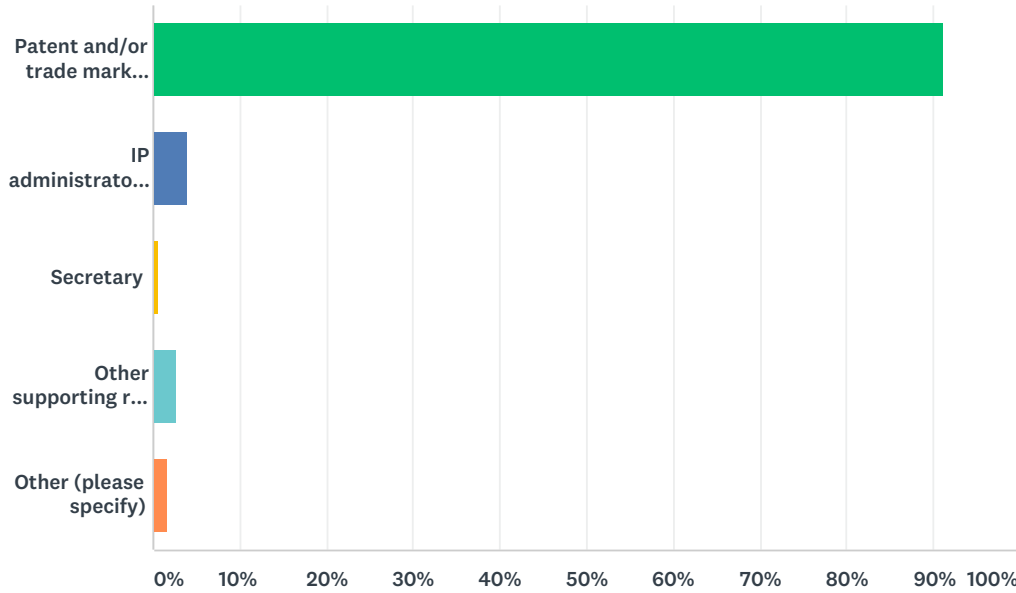


Q1 What job do you do?

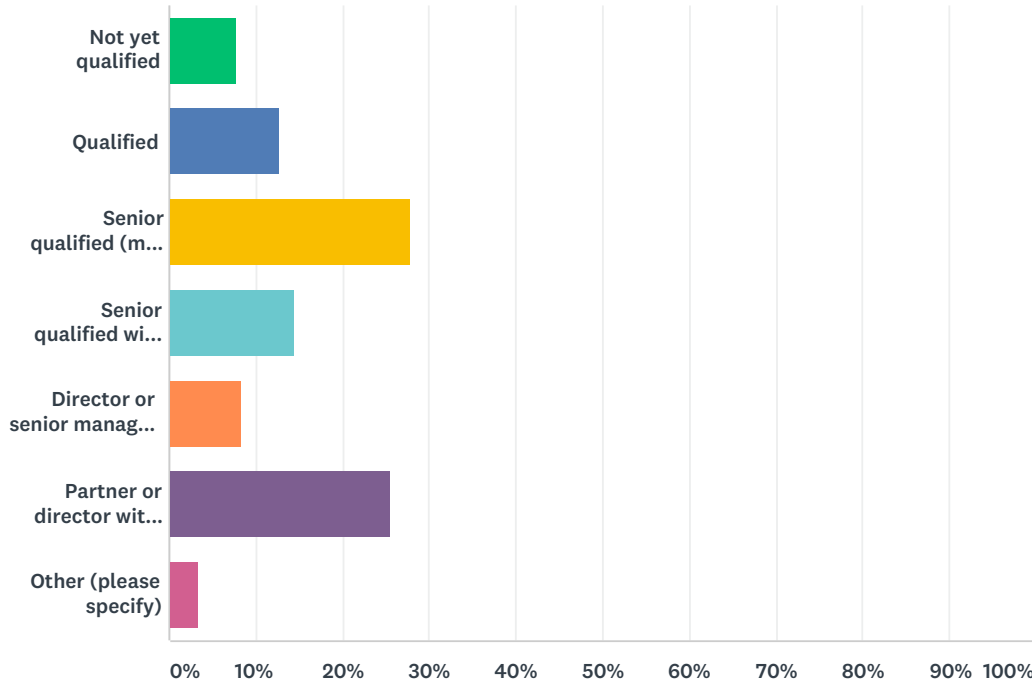
Answered: 180 Skipped: 0



ANSWER CHOICES	RESPONSES	
Patent and/or trade mark attorney	91.11%	164
IP administrator/paralegal	3.89%	7
Secretary	0.56%	1
Other supporting role (eg HR, finance, office management)	2.78%	5
Other (please specify)	1.67%	3
TOTAL		180

Q2 What career level are you at?

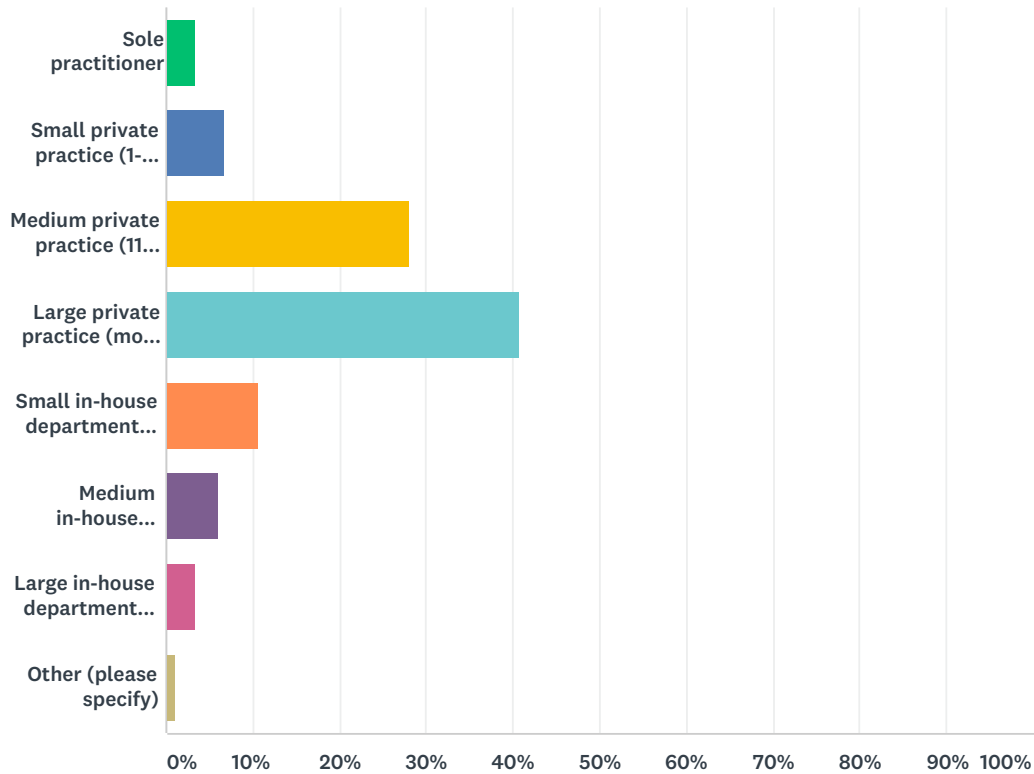
Answered: 180 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not yet qualified	7.78%	14
Qualified	12.78%	23
Senior qualified (more than three years post-qualification)	27.78%	50
Senior qualified with management responsibilities	14.44%	26
Director or senior manager (non-owner)	8.33%	15
Partner or director with business ownership	25.56%	46
Other (please specify)	3.33%	6
TOTAL		180

Q3 What type of organisation do you work in?

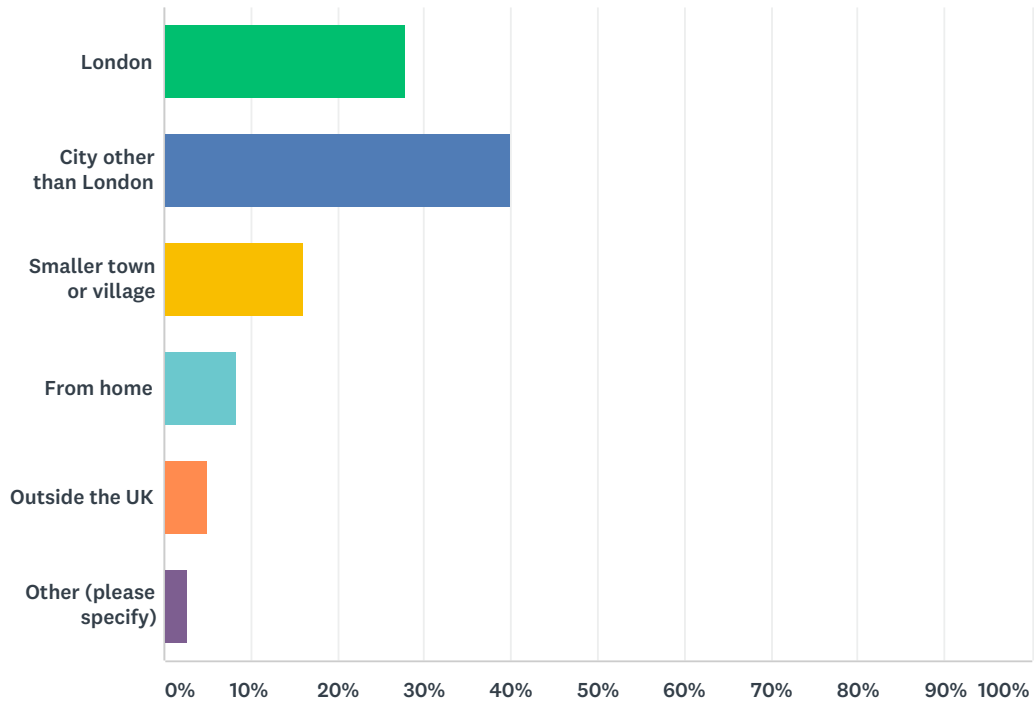
Answered: 179 Skipped: 1



ANSWER CHOICES	RESPONSES	
Sole practitioner	3.35%	6
Small private practice (1-10 staff including partners/directors)	6.70%	12
Medium private practice (11-80 staff including partners/directors)	27.93%	50
Large private practice (more than 80 staff including partners/directors)	40.78%	73
Small in-house department (1-10 staff)	10.61%	19
Medium in-house department (11-50 staff)	6.15%	11
Large in-house department (more than 50 staff)	3.35%	6
Other (please specify)	1.12%	2
TOTAL		179

Q4 Where do you work, mostly?

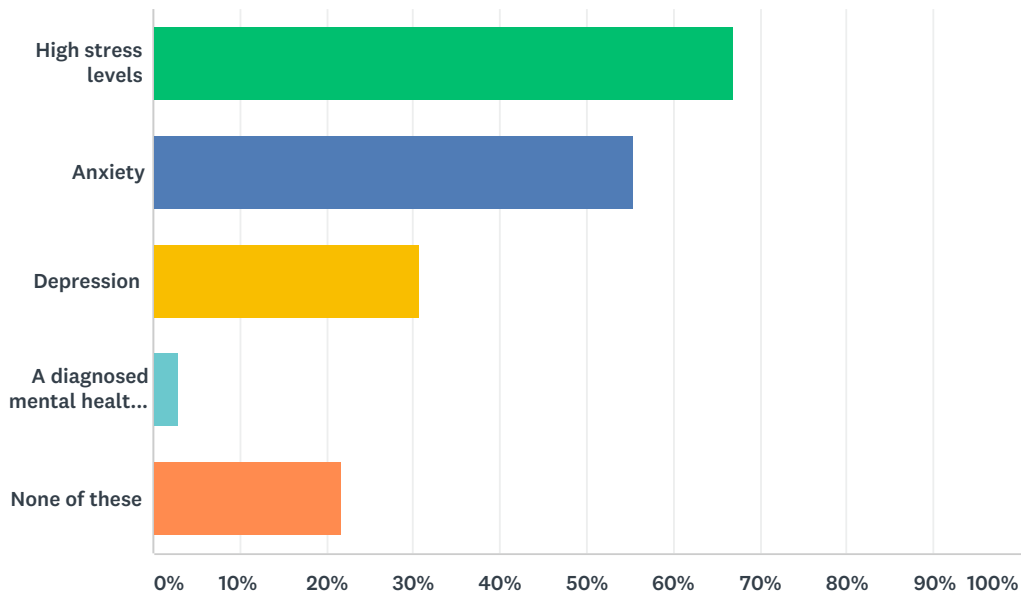
Answered: 180 Skipped: 0



ANSWER CHOICES	RESPONSES	
London	27.78%	50
City other than London	40.00%	72
Smaller town or village	16.11%	29
From home	8.33%	15
Outside the UK	5.00%	9
Other (please specify)	2.78%	5
TOTAL		180

Q5 Which of the following have adversely affected your work (select as many as applicable)?

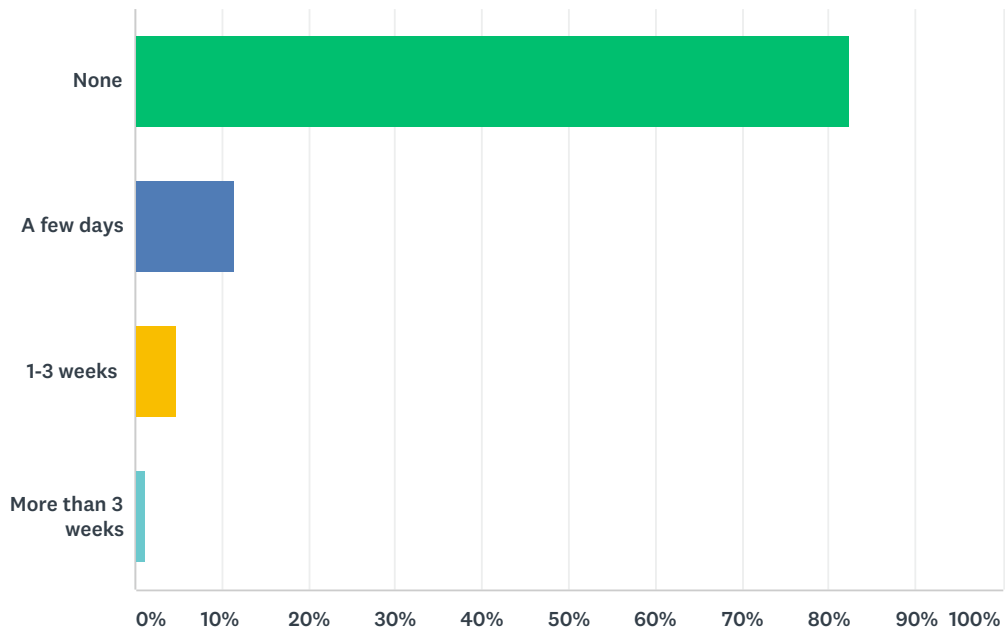
Answered: 166 Skipped: 14



ANSWER CHOICES	RESPONSES	
High stress levels	66.87%	111
Anxiety	55.42%	92
Depression	30.72%	51
A diagnosed mental health problem other than the above	3.01%	5
None of these	21.69%	36
Total Respondents: 166		

Q6 How much time have you had off work due to stress or mental health problems?

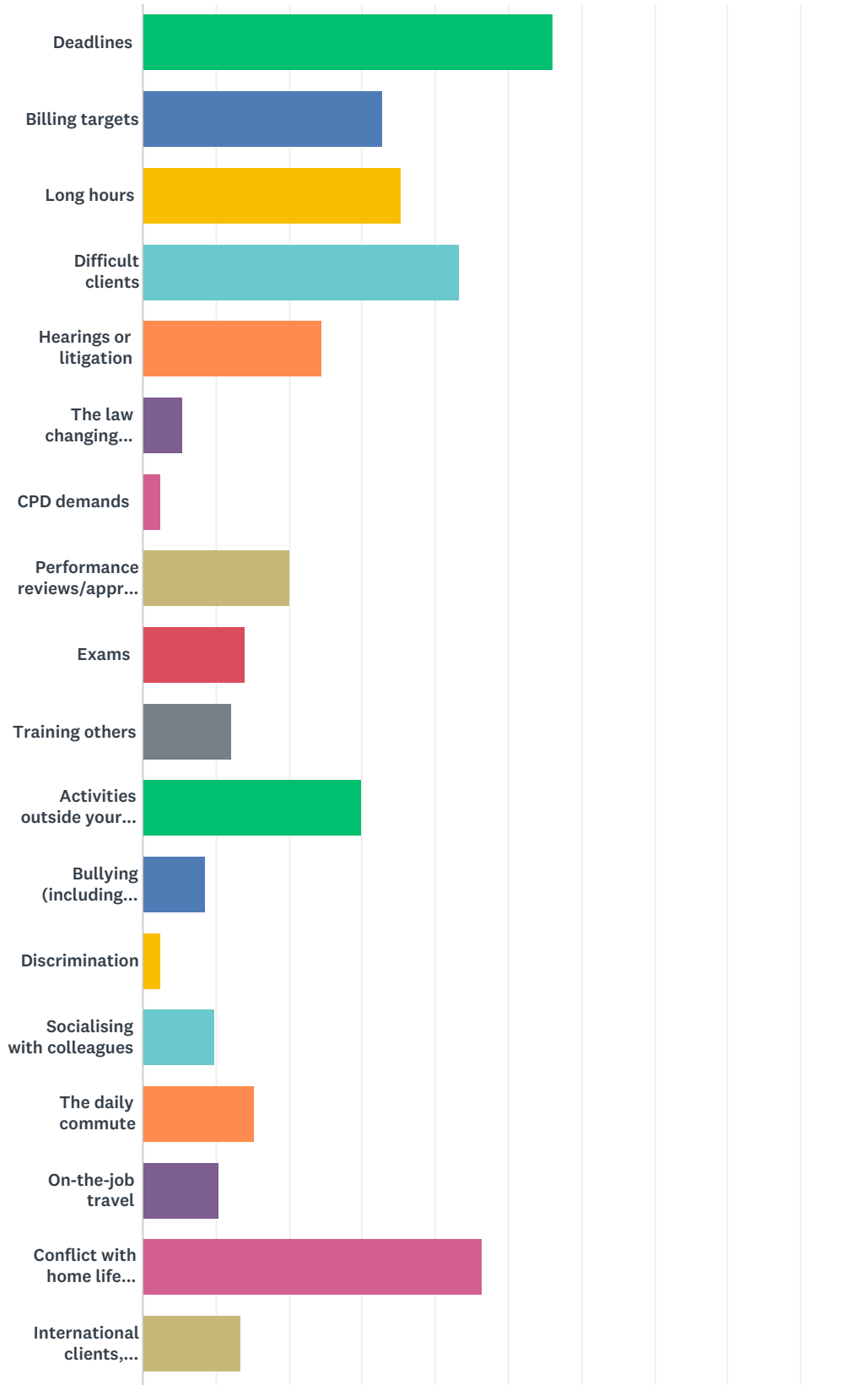
Answered: 165 Skipped: 15

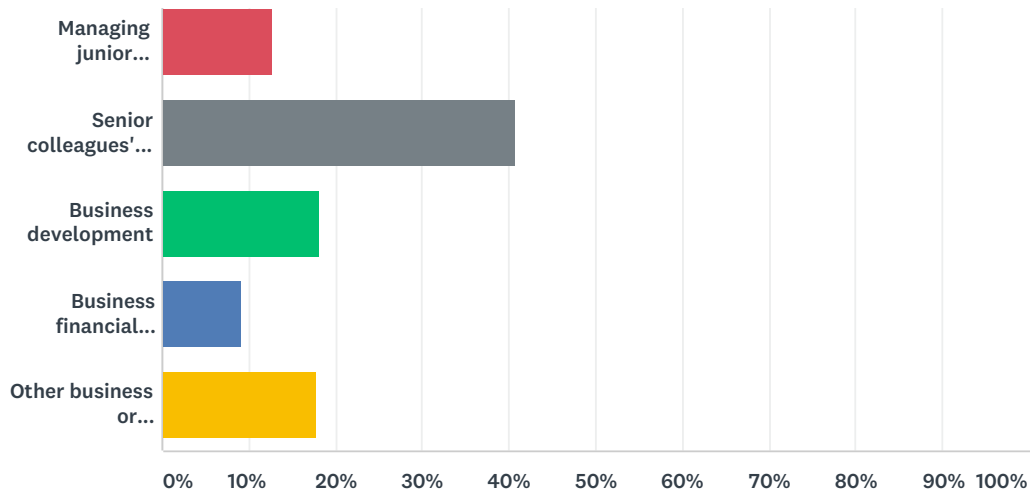


ANSWER CHOICES	RESPONSES	
None	82.42%	136
A few days	11.52%	19
1-3 weeks	4.85%	8
More than 3 weeks	1.21%	2
TOTAL		165

Q7 Which of the following has caused you significant stress or anxiety at work (select as many as applicable)?

Answered: 164 Skipped: 16



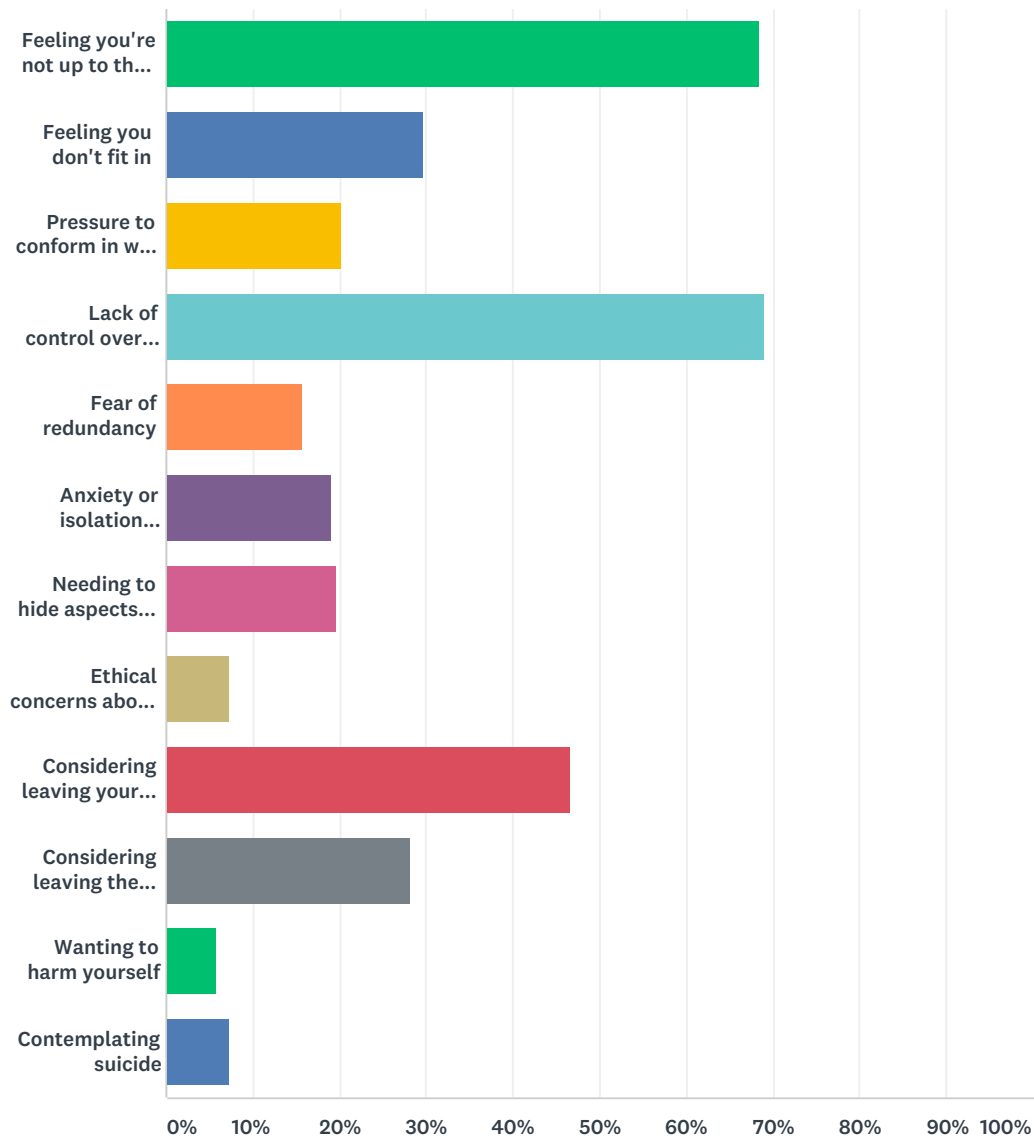


ANSWER CHOICES	RESPONSES	
Deadlines	56.10%	92
Billing targets	32.93%	54
Long hours	35.37%	58
Difficult clients	43.29%	71
Hearings or litigation	24.39%	40
The law changing quicker than you can keep up with	5.49%	9
CPD demands	2.44%	4
Performance reviews/appraisals	20.12%	33
Exams	14.02%	23
Training others	12.20%	20
Activities outside your comfort zone (eg presentations, formal hearings, "networking")	29.88%	49
Bullying (including inappropriate banter) or harassment	8.54%	14
Discrimination	2.44%	4
Socialising with colleagues	9.76%	16
The daily commute	15.24%	25
On-the-job travel	10.37%	17
Conflict with home life and/or personal (eg caring) responsibilities	46.34%	76
International clients, different time zones and the need for 24-hour availability	13.41%	22
Managing junior colleagues	12.80%	21
Senior colleagues' behaviour	40.85%	67
Business development	18.29%	30
Business financial worries	9.15%	15
Other business or management-related worries (eg regulation and compliance, legal, HR)	17.68%	29

Total Respondents: 164

Q8 Which of the following negative feelings have troubled you at work (select as many as applicable)?

Answered: 152 Skipped: 28

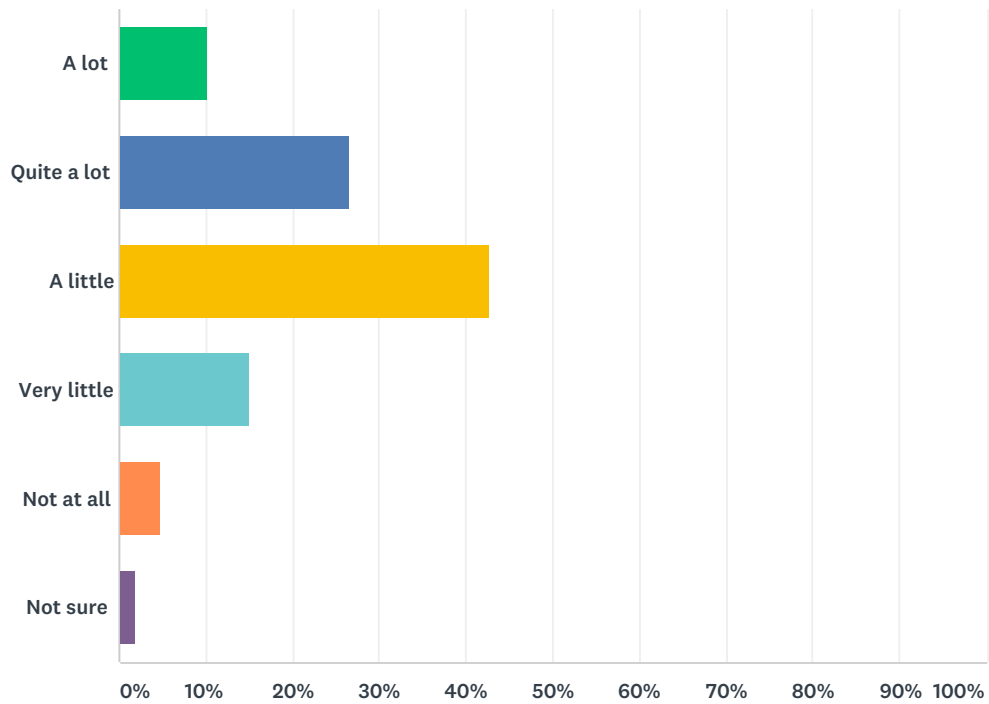


ANSWER CHOICES	RESPONSES
Feeling you're not up to the job	68.42% 104
Feeling you don't fit in	29.61% 45
Pressure to conform in ways you're uncomfortable with	20.39% 31
Lack of control over workload	69.08% 105
Fear of redundancy	15.79% 24
Anxiety or isolation linked to something personal, such as gender, sexuality, ethnicity, religion, age, physical disability or mental health	19.08% 29

Needing to hide aspects of yourself or your life from colleagues	19.74%	30
Ethical concerns about the work you're asked to do	7.24%	11
Considering leaving your current job	46.71%	71
Considering leaving the profession	28.29%	43
Wanting to harm yourself	5.92%	9
Contemplating suicide	7.24%	11
Total Respondents: 152		

Q9 To what extent has stress at work affected your relationships outside of work?

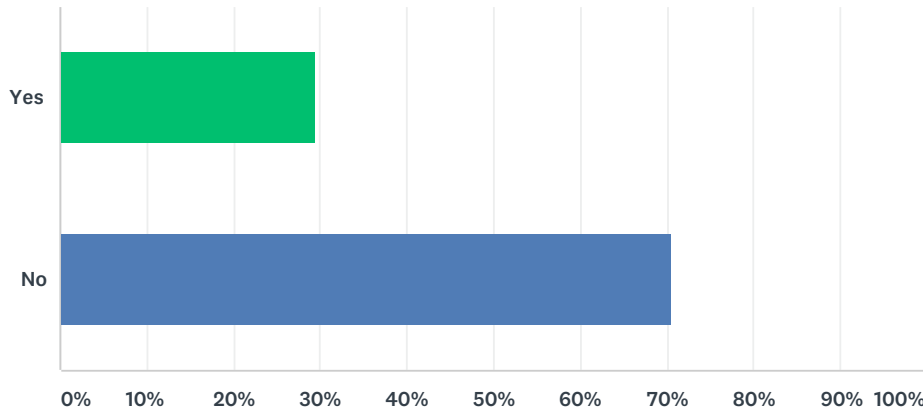
Answered: 166 Skipped: 14



ANSWER CHOICES	RESPONSES	
A lot	10.24%	17
Quite a lot	26.51%	44
A little	42.77%	71
Very little	15.06%	25
Not at all	4.82%	8
Not sure	1.81%	3
Total Respondents: 166		

Q10 Are you aware of the support available from the charity LawCare, which supports mental health in the legal community?

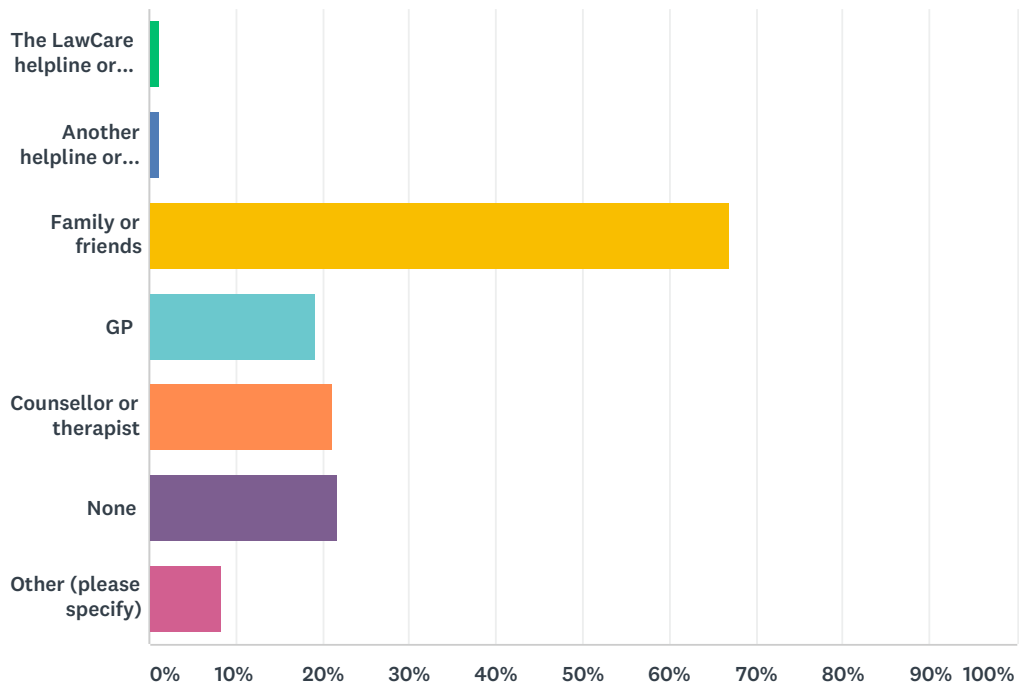
Answered: 166 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	29.52%	49
No	70.48%	117
TOTAL		166

Q11 Which, if any, of the following forms of support have you drawn on (select as many as applicable)?

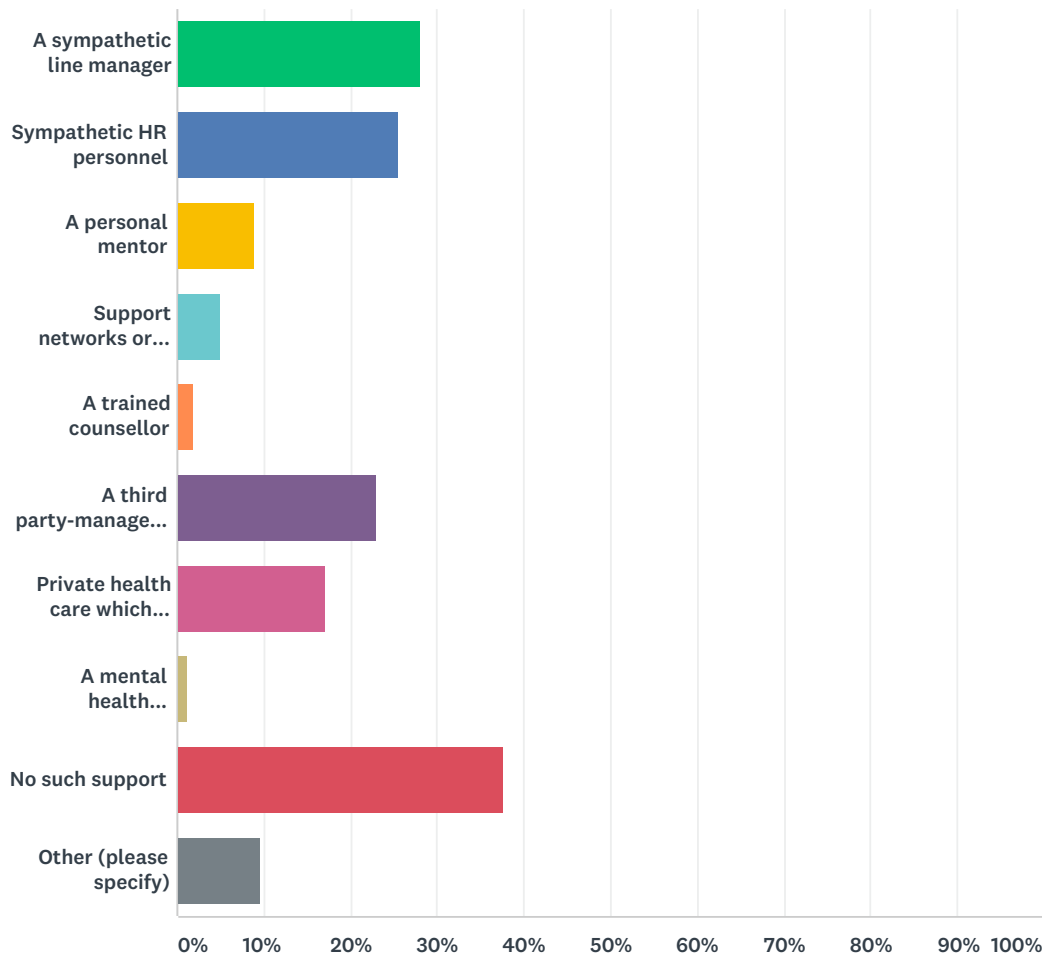
Answered: 166 Skipped: 14



ANSWER CHOICES	RESPONSES	
The LawCare helpline or website	1.20%	2
Another helpline or charity (eg The Samaritans) (please use the box below to specify which)	1.20%	2
Family or friends	66.87%	111
GP	19.28%	32
Counsellor or therapist	21.08%	35
None	21.69%	36
Other (please specify)	8.43%	14
Total Respondents: 166		

Q12 Which of the following forms of support do you have access to through work (select as many as applicable)?

Answered: 157 Skipped: 23

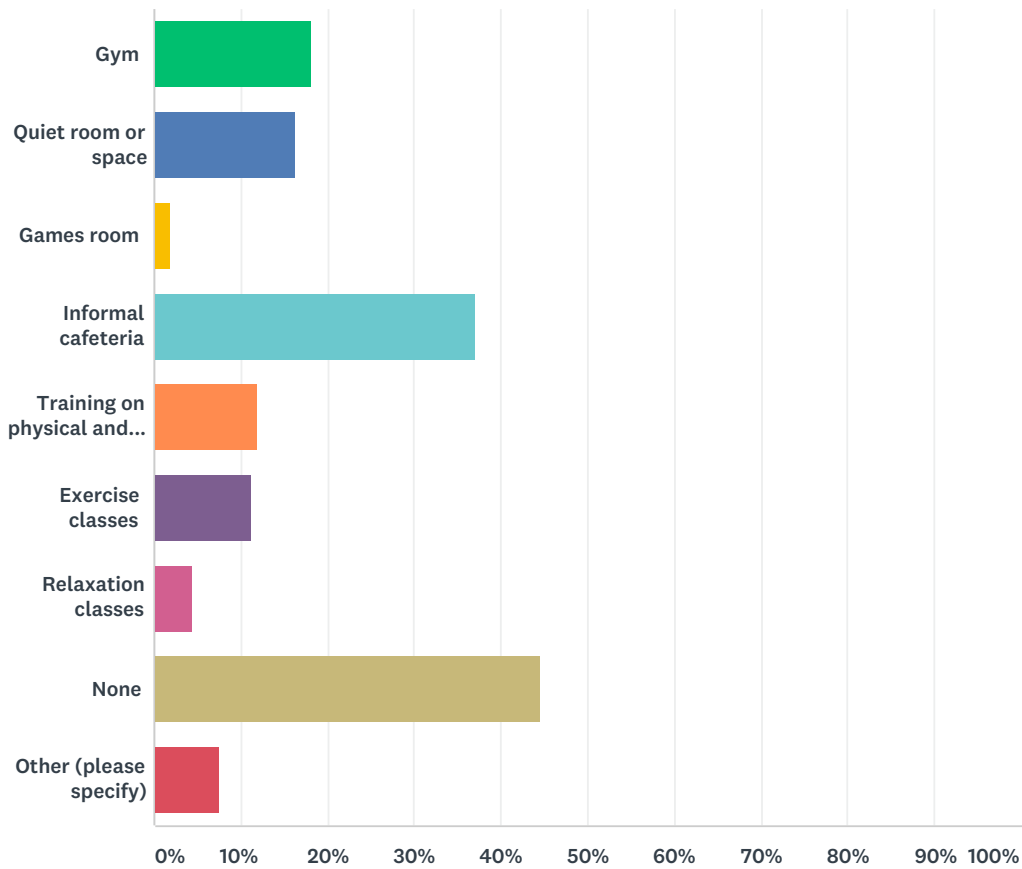


ANSWER CHOICES	RESPONSES	
A sympathetic line manager	28.03%	44
Sympathetic HR personnel	25.48%	40
A personal mentor	8.92%	14
Support networks or groups (eg for women, LGBT+, BAME)	5.10%	8
A trained counsellor	1.91%	3
A third party-managed "employee assistance programme"	22.93%	36
Private health care which extends to mental health problems	17.20%	27
A mental health "first-aider" or similar	1.27%	2
No such support	37.58%	59
Other (please specify)	9.55%	15

Total Respondents: 157

Q13 What well-being activities or facilities do you have access to through work (select as many as applicable)?

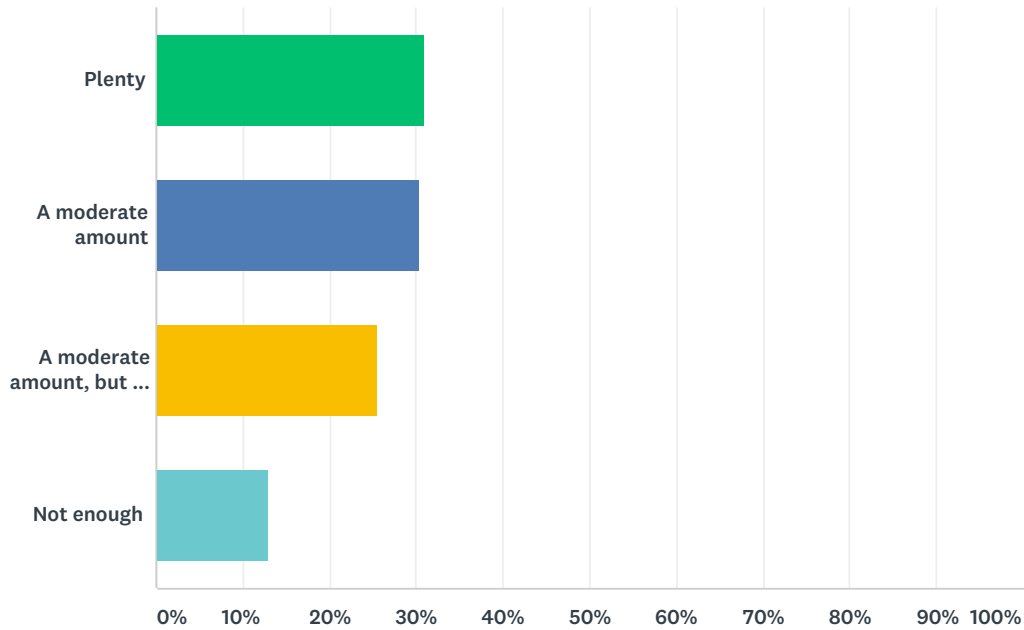
Answered: 159 Skipped: 21



ANSWER CHOICES	RESPONSES	
Gym	18.24%	29
Quiet room or space	16.35%	26
Games room	1.89%	3
Informal cafeteria	37.11%	59
Training on physical and/or mental well-being	11.95%	19
Exercise classes	11.32%	18
Relaxation classes	4.40%	7
None	44.65%	71
Other (please specify)	7.55%	12
Total Respondents: 159		

Q14 How much flexibility do you have in your working arrangements?

Answered: 161 Skipped: 19



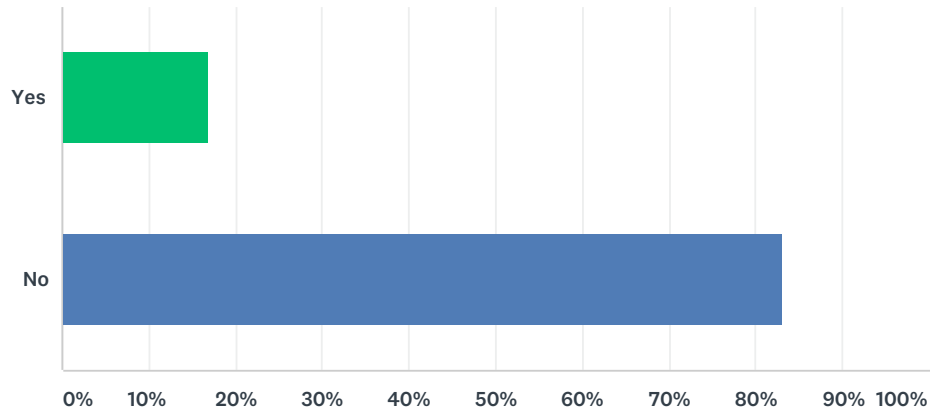
ANSWER CHOICES	RESPONSES	
Plenty	31.06%	50
A moderate amount	30.43%	49
A moderate amount, but I have to justify it	25.47%	41
Not enough	13.04%	21
TOTAL		161

Q15 What further support would you like to have access to, either in the workplace or through CIPA?

Answered: 39 Skipped: 141

Q16 In the last two years, have you experienced a medically diagnosed mental health problem?

Answered: 153 Skipped: 27



ANSWER CHOICES	RESPONSES	
Yes	16.99%	26
No	83.01%	127
TOTAL		153

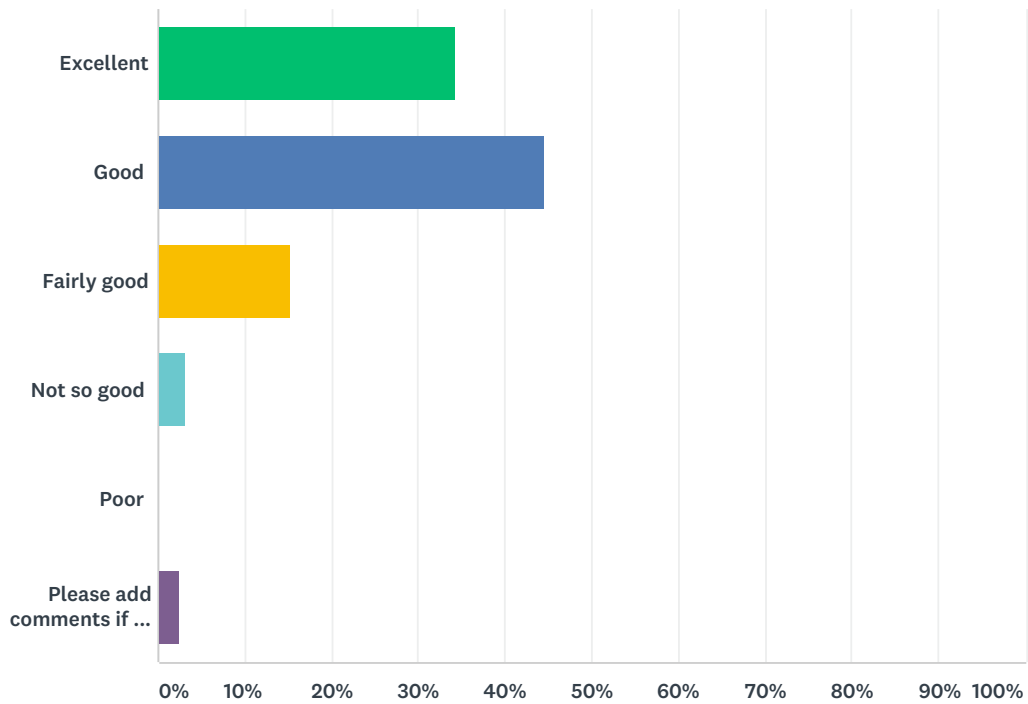
Q17 If so, and you're willing to provide further information, please tell us briefly:

Answered: 25 Skipped: 155

ANSWER CHOICES	RESPONSES	
What was the problem?	96.00%	24
What if any treatment did you undergo (eg medication, counselling, CBT)?	88.00%	22
Roughly how much time, if any, did it cause you to take off work?	92.00%	23
How supportive was your employer?	92.00%	23
How supportive were your colleagues?	84.00%	21
If applicable, how easy did you find the return to work?	80.00%	20
What kind of back-to-work support did your organisation provide (eg a phased return)?	72.00%	18

Q18 When your work is going well, how would you describe your level of job satisfaction?

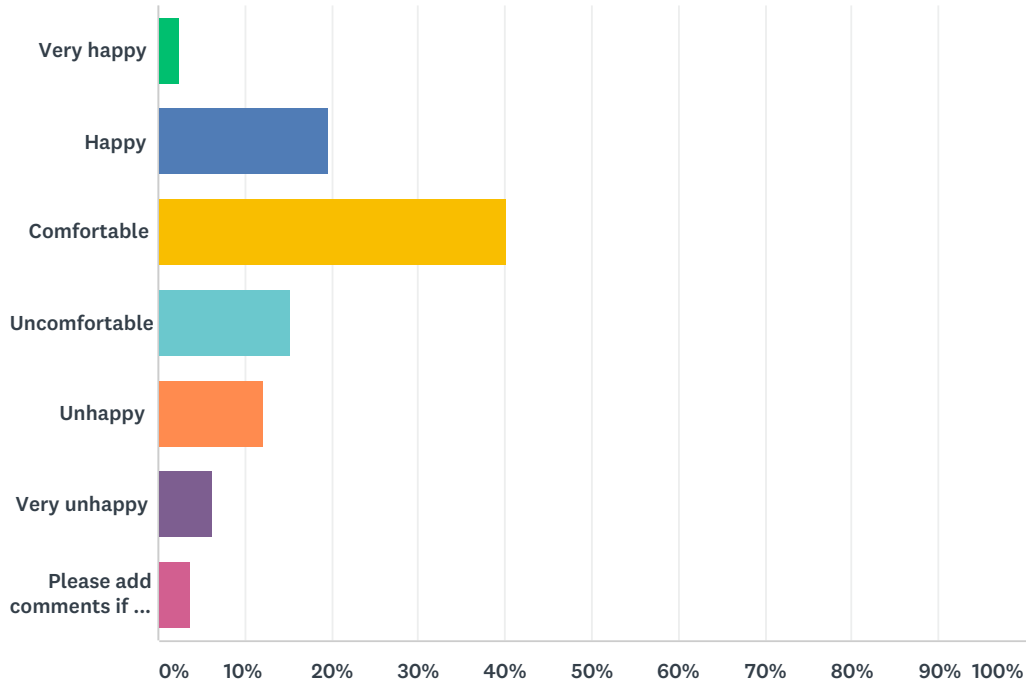
Answered: 157 Skipped: 23



ANSWER CHOICES	RESPONSES	
Excellent	34.39%	54
Good	44.59%	70
Fairly good	15.29%	24
Not so good	3.18%	5
Poor	0.00%	0
Please add comments if you wish.	2.55%	4
TOTAL		157

Q19 How would you describe your current mood at work?

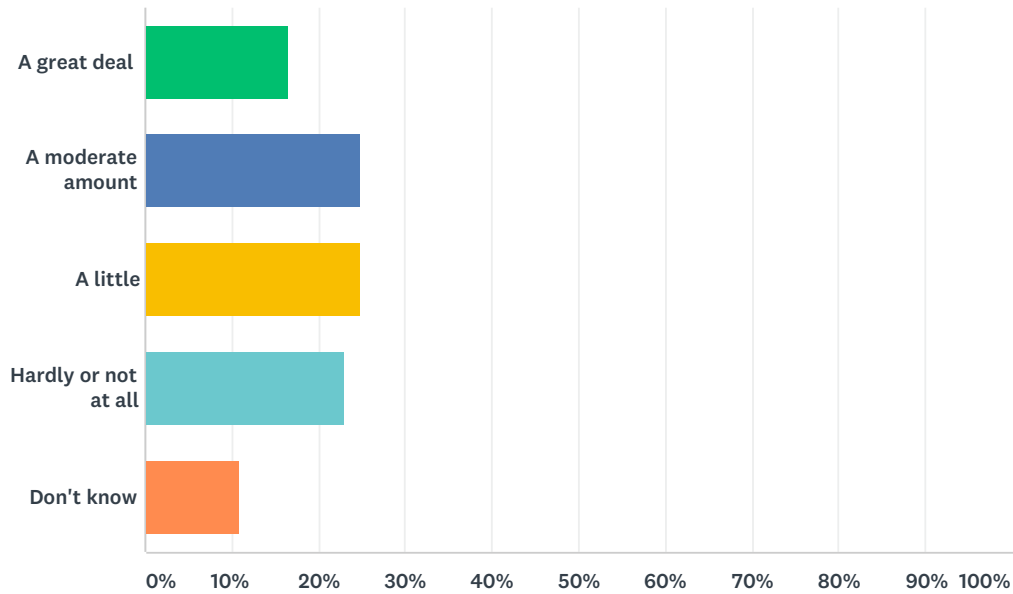
Answered: 157 Skipped: 23



ANSWER CHOICES	RESPONSES	
Very happy	2.55%	4
Happy	19.75%	31
Comfortable	40.13%	63
Uncomfortable	15.29%	24
Unhappy	12.10%	19
Very unhappy	6.37%	10
Please add comments if you wish.	3.82%	6
TOTAL		157

Q20 To what extent would your current job satisfaction level be improved by a more open and sensitive approach to mental health in your workplace?

Answered: 157 Skipped: 23



ANSWER CHOICES	RESPONSES	
A great deal	16.56%	26
A moderate amount	24.84%	39
A little	24.84%	39
Hardly or not at all	22.93%	36
Don't know	10.83%	17
Total Respondents: 157		