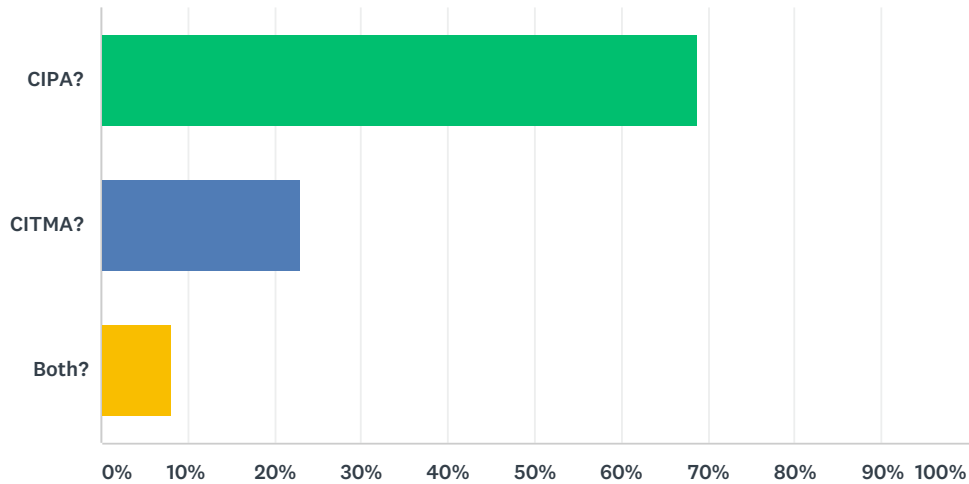


Q1 Are you a member of:

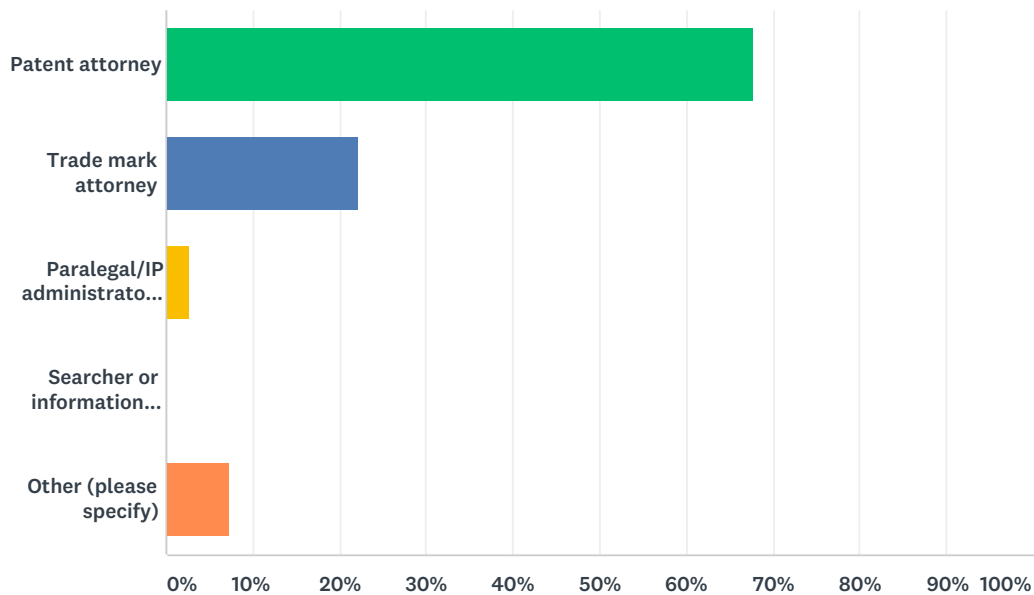
Answered: 603 Skipped: 5



ANSWER CHOICES	RESPONSES
CIPA?	68.82% 415
CITMA?	23.05% 139
Both?	8.13% 49
TOTAL	603

Q2 What job do you do (tick as many as applicable)?

Answered: 607 Skipped: 1

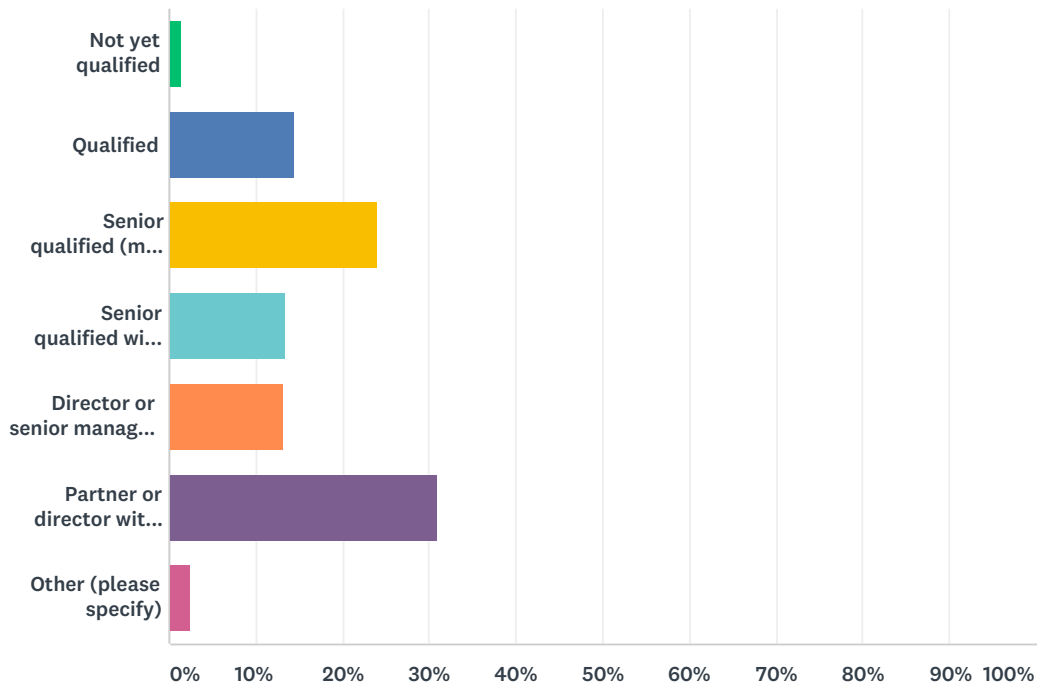


ANSWER CHOICES	RESPONSES
----------------	-----------

Patent attorney	67.87%	412
Trade mark attorney	22.08%	134
Paralegal/IP administrator/formalities clerk	2.80%	17
Searcher or information scientist	0.00%	0
Other (please specify)	7.25%	44
TOTAL		607

Q3 What career level are you at?

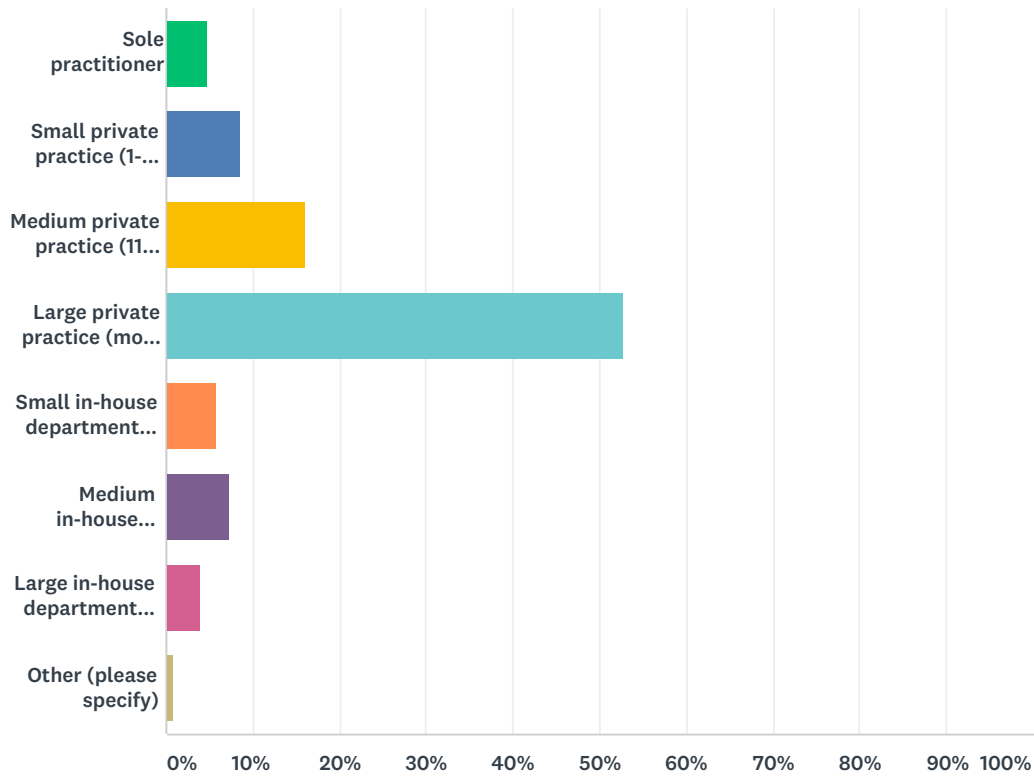
Answered: 606 Skipped: 2



ANSWER CHOICES	RESPONSES	
Not yet qualified	1.49%	9
Qualified	14.36%	87
Senior qualified (more than three years post-qualification)	24.09%	146
Senior qualified with some management responsibilities	13.37%	81
Director or senior manager (non-owner)	13.20%	80
Partner or director with business ownership	31.02%	188
Other (please specify)	2.48%	15
TOTAL		606

Q4 What type of organisation do you work in? (Note that "in-house" also covers government and third sector organisations.)

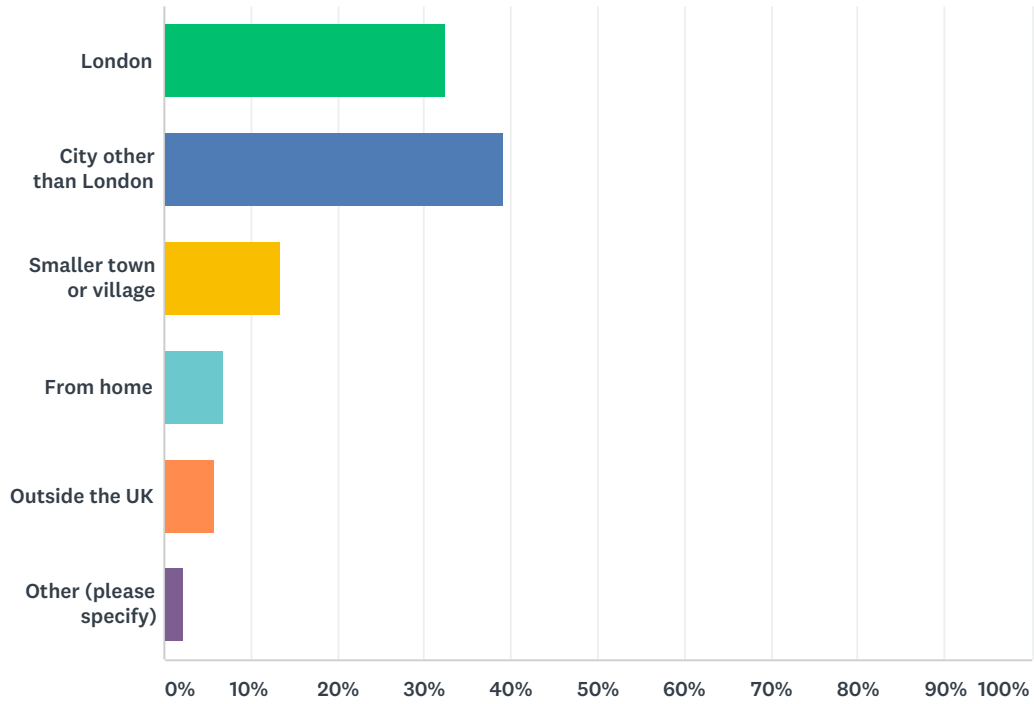
Answered: 606 Skipped: 2



ANSWER CHOICES	RESPONSES	
Sole practitioner	4.79%	29
Small private practice (1-10 staff including partners/directors)	8.58%	52
Medium private practice (11-80 staff including partners/directors)	16.01%	97
Large private practice (more than 80 staff including partners/directors)	52.64%	319
Small in-house department (1-10 staff)	5.78%	35
Medium in-house department (11-50 staff)	7.43%	45
Large in-house department (more than 50 staff)	3.96%	24
Other (please specify)	0.83%	5
TOTAL		606

Q5 Where do you work, mostly?

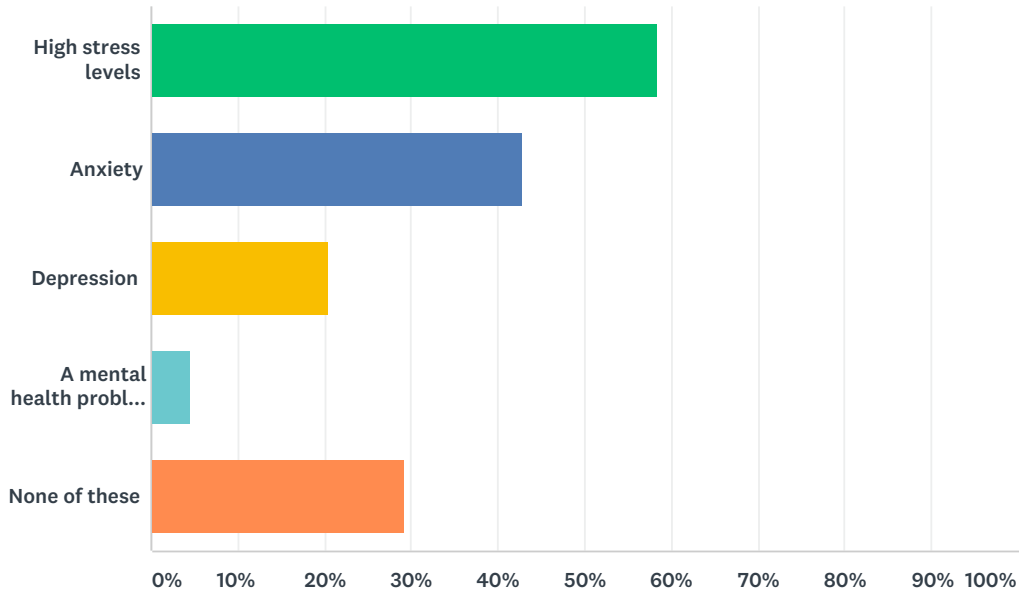
Answered: 607 Skipped: 1



ANSWER CHOICES	RESPONSES	
London	32.45%	197
City other than London	39.04%	237
Smaller town or village	13.34%	81
From home	6.92%	42
Outside the UK	5.93%	36
Other (please specify)	2.31%	14
TOTAL		607

Q6 Which of the following have adversely affected your work (select as many as applicable)?

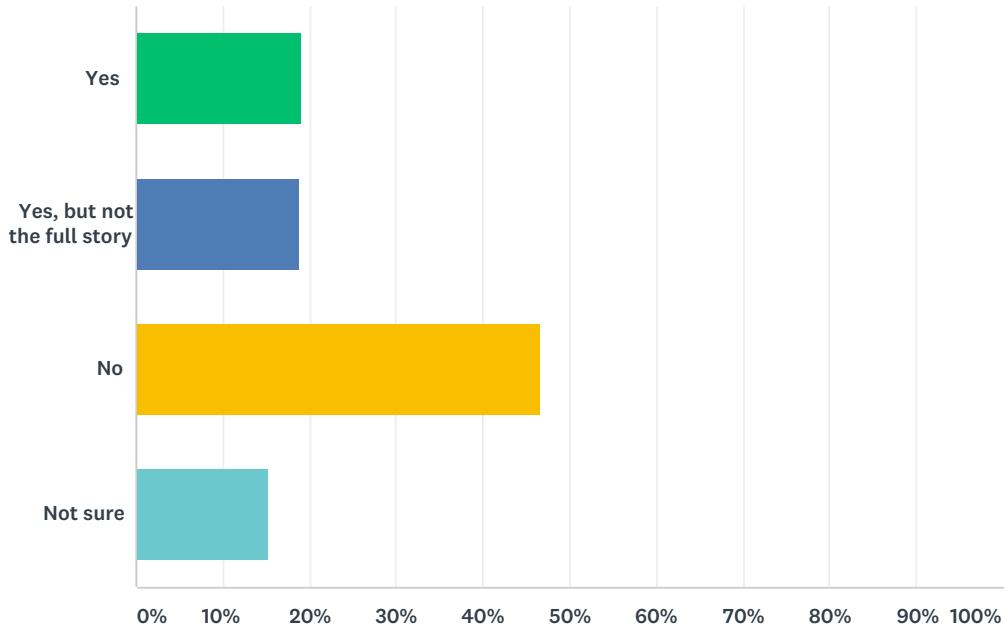
Answered: 558 Skipped: 50



ANSWER CHOICES	RESPONSES	
High stress levels	58.42%	326
Anxiety	42.83%	239
Depression	20.43%	114
A mental health problem other than the above (whether formally diagnosed or not)	4.66%	26
None of these	29.21%	163
Total Respondents: 558		

Q7 Did your employer (or at least your line manager or HR department) know you were experiencing these problems?

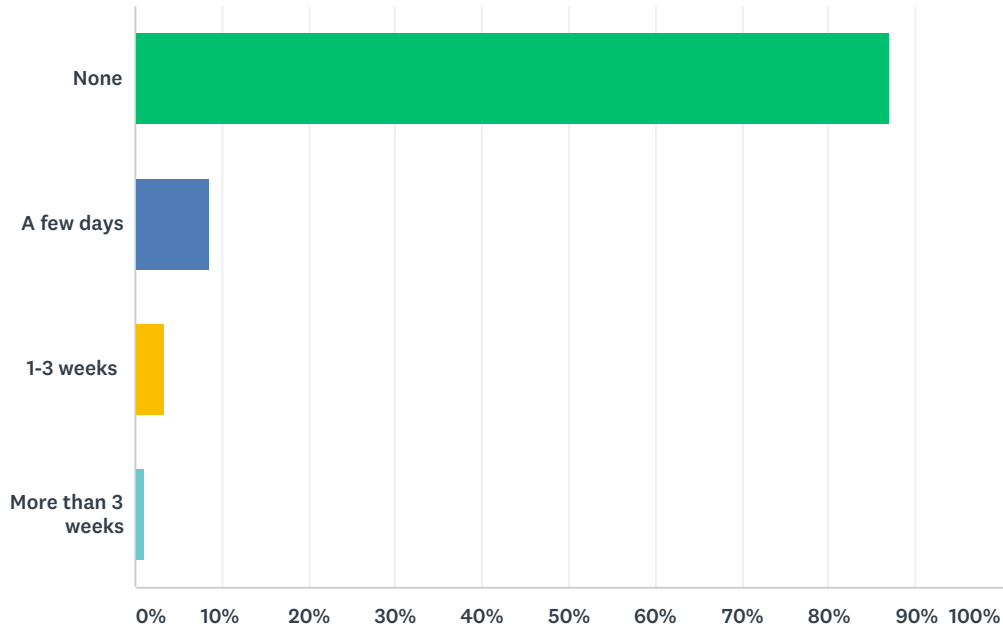
Answered: 508 Skipped: 100



ANSWER CHOICES	RESPONSES
Yes	19.09% 97
Yes, but not the full story	18.90% 96
No	46.65% 237
Not sure	15.35% 78
TOTAL	508

Q8 How much time have you had off work due to stress or mental health problems?

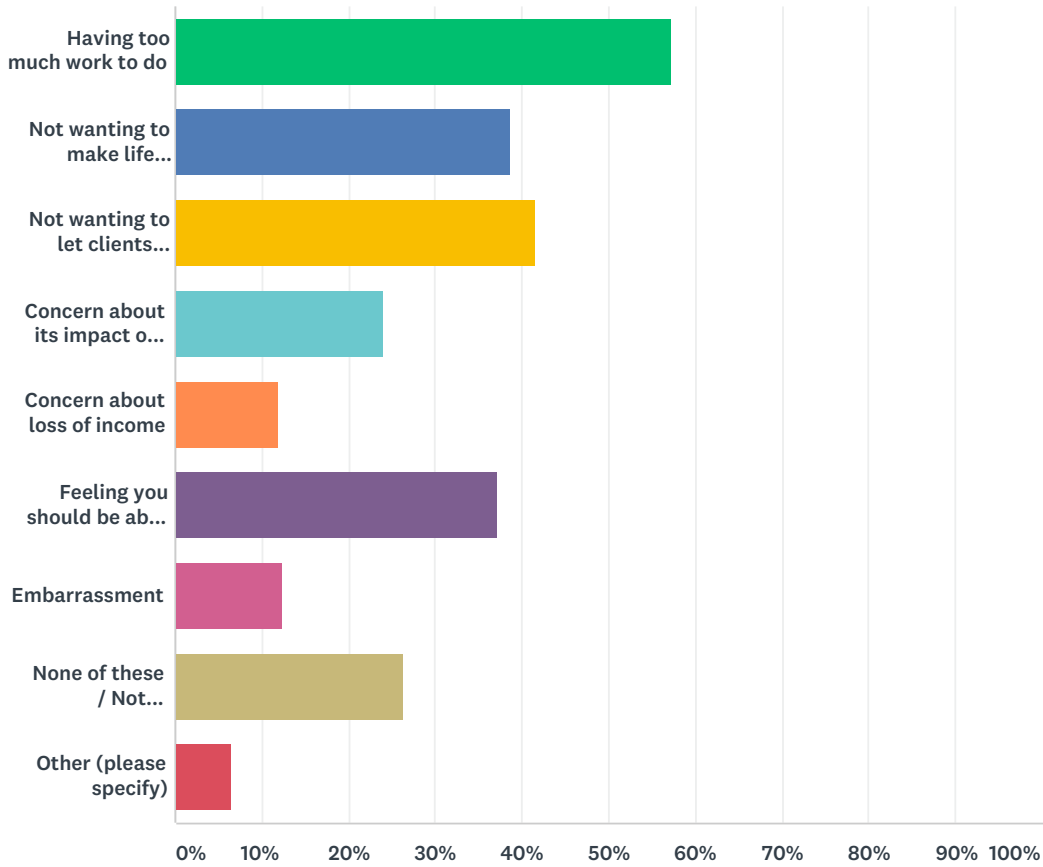
Answered: 553 Skipped: 55



ANSWER CHOICES	RESPONSES	
None	86.98%	481
A few days	8.68%	48
1-3 weeks	3.25%	18
More than 3 weeks	1.08%	6
TOTAL		553

Q9 Which of the following caused you to take less time off work than you would have liked or than you felt you needed (select as many as applicable)?

Answered: 556 Skipped: 52

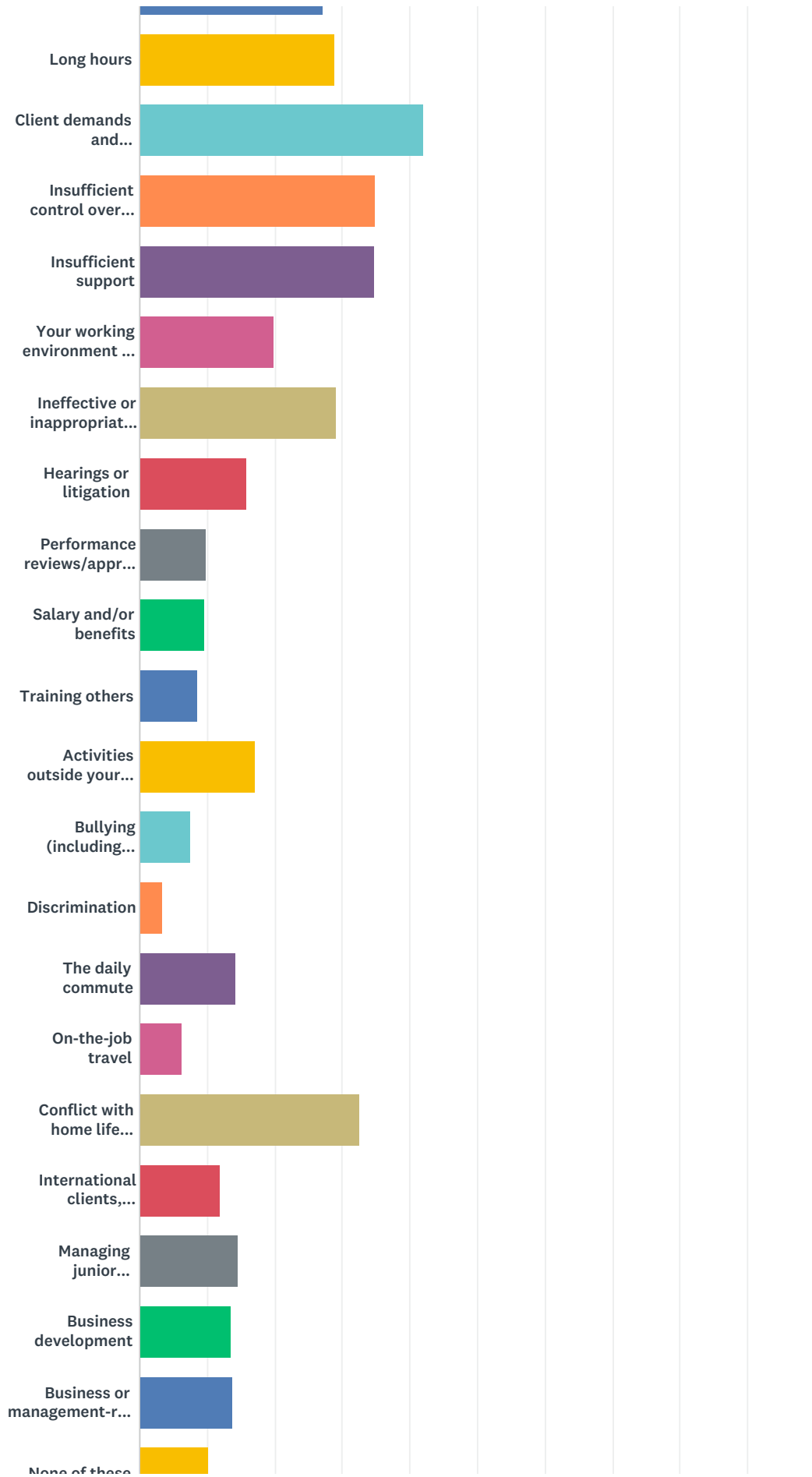


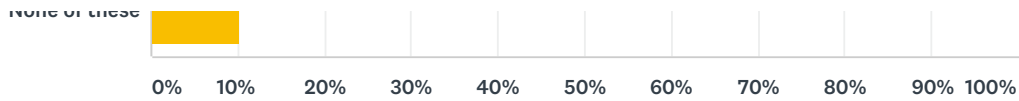
ANSWER CHOICES	RESPONSES	
Having too much work to do	57.37%	319
Not wanting to make life difficult for colleagues	38.67%	215
Not wanting to let clients down	41.55%	231
Concern about its impact on career prospects	24.10%	134
Concern about loss of income	11.87%	66
Feeling you should be able to cope anyway	37.23%	207
Embarrassment	12.41%	69
None of these / Not applicable	26.44%	147
Other (please specify)	6.47%	36
Total Respondents: 556		

Q10 Which of the following have caused you significant stress or anxiety at work (select as many as applicable)?

Answered: 557 Skipped: 51



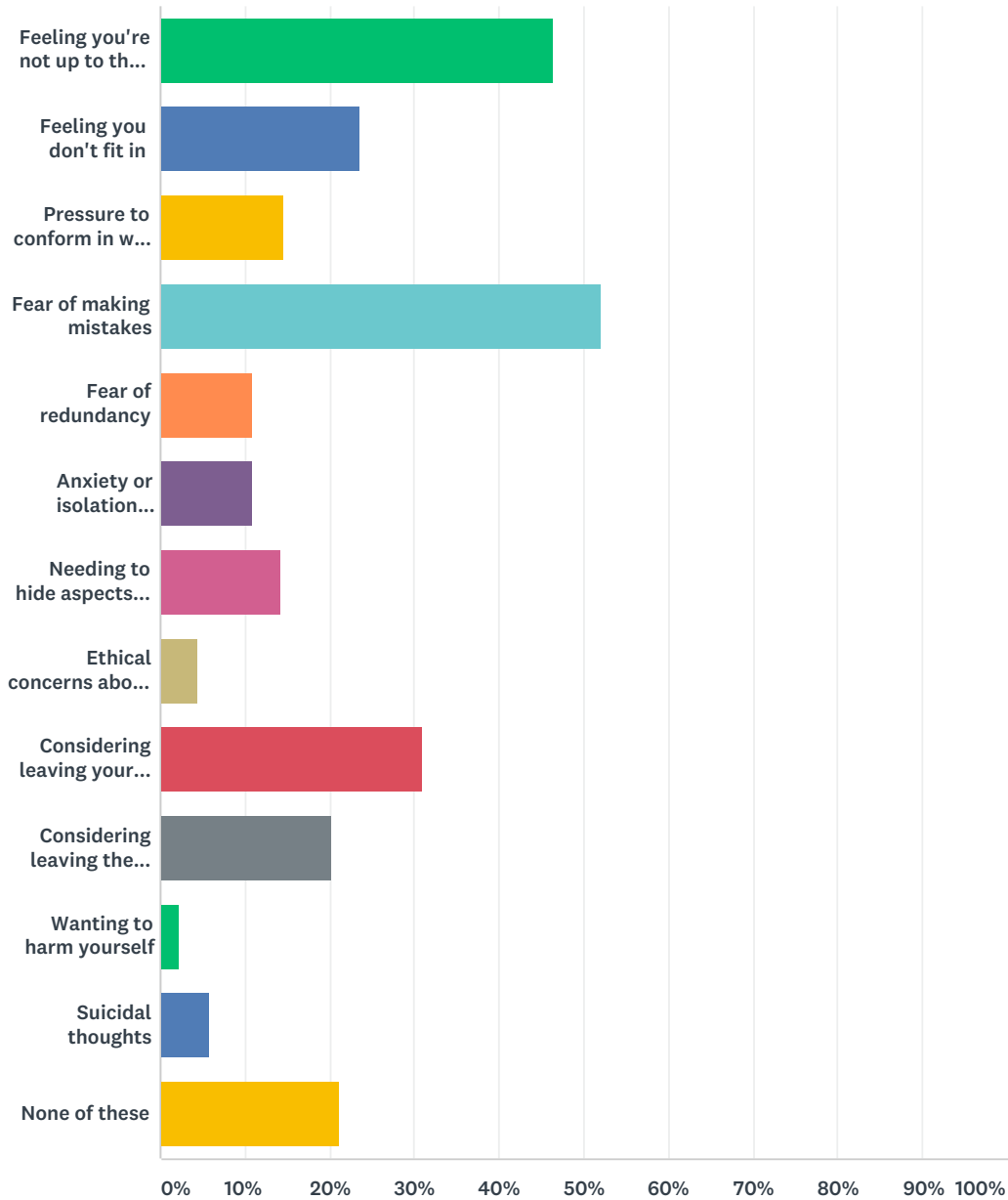




ANSWER CHOICES	RESPONSES	
Deadlines	48.29%	269
Billing targets	27.29%	152
Long hours	28.90%	161
Client demands and expectations	42.01%	234
Insufficient control over your workload	35.01%	195
Insufficient support	34.65%	193
Your working environment and available resources (eg IT and infrastructure)	19.93%	111
Ineffective or inappropriate management, or senior colleagues' behaviour	29.08%	162
Hearings or litigation	15.80%	88
Performance reviews/appraisals	9.87%	55
Salary and/or benefits	9.69%	54
Training others	8.62%	48
Activities outside your comfort zone (eg presentations or networking)	17.06%	95
Bullying (including inappropriate banter) or harassment	7.54%	42
Discrimination	3.41%	19
The daily commute	14.18%	79
On-the-job travel	6.28%	35
Conflict with home life and/or personal (eg caring) responsibilities	32.68%	182
International clients, different time zones and the need for 24-hour availability	11.85%	66
Managing junior colleagues	14.54%	81
Business development	13.64%	76
Business or management-related worries (eg financial, regulation and compliance, legal, HR)	13.82%	77
None of these	10.23%	57
Total Respondents: 557		

Q11 Which of the following negative feelings have troubled you at, or because of, work (select as many as applicable)?

Answered: 556 Skipped: 52

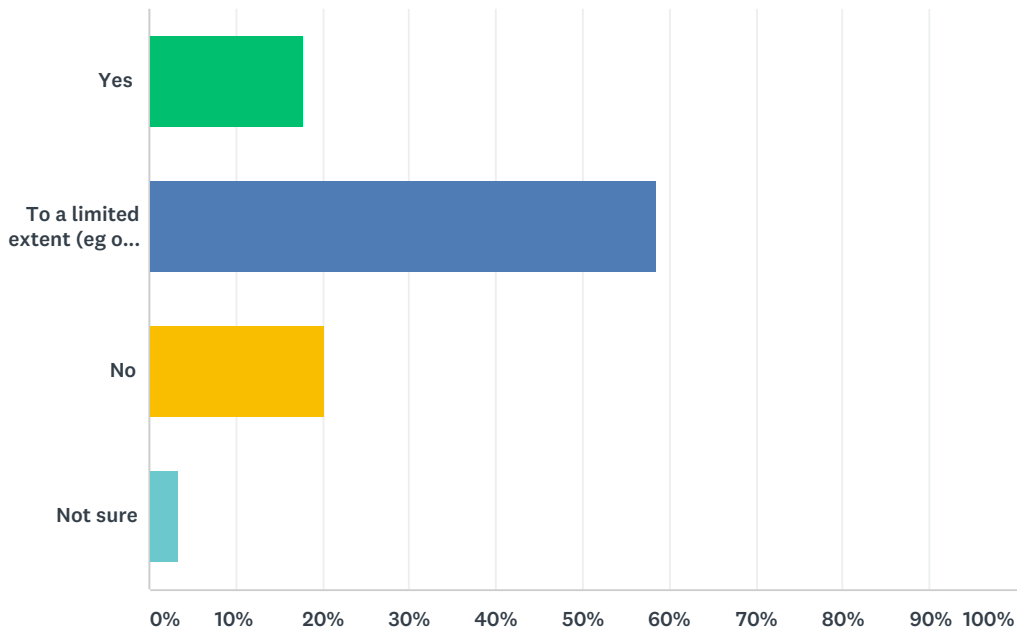


ANSWER CHOICES	RESPONSES
Feeling you're not up to the job	46.40% 258
Feeling you don't fit in	23.56% 131
Pressure to conform in ways you're uncomfortable with	14.57% 81
Fear of making mistakes	52.16% 290
Fear of redundancy	10.79% 60
Anxiety or isolation linked to something personal, such as gender, sexuality, ethnicity, religion, age, physical disability or mental health	10.79% 60
Needing to hide aspects of yourself or your life from colleagues	14.21% 79
Ethical concerns about the work you're asked to do	4.32% 24
Considering leaving your current job	30.94% 172

Considering leaving the profession	20.32%	113
Wanting to harm yourself	2.34%	13
Suicidal thoughts	5.76%	32
None of these	21.04%	117
Total Respondents: 556		

Q12 Do you feel able to talk to colleagues about stress and mental health problems?

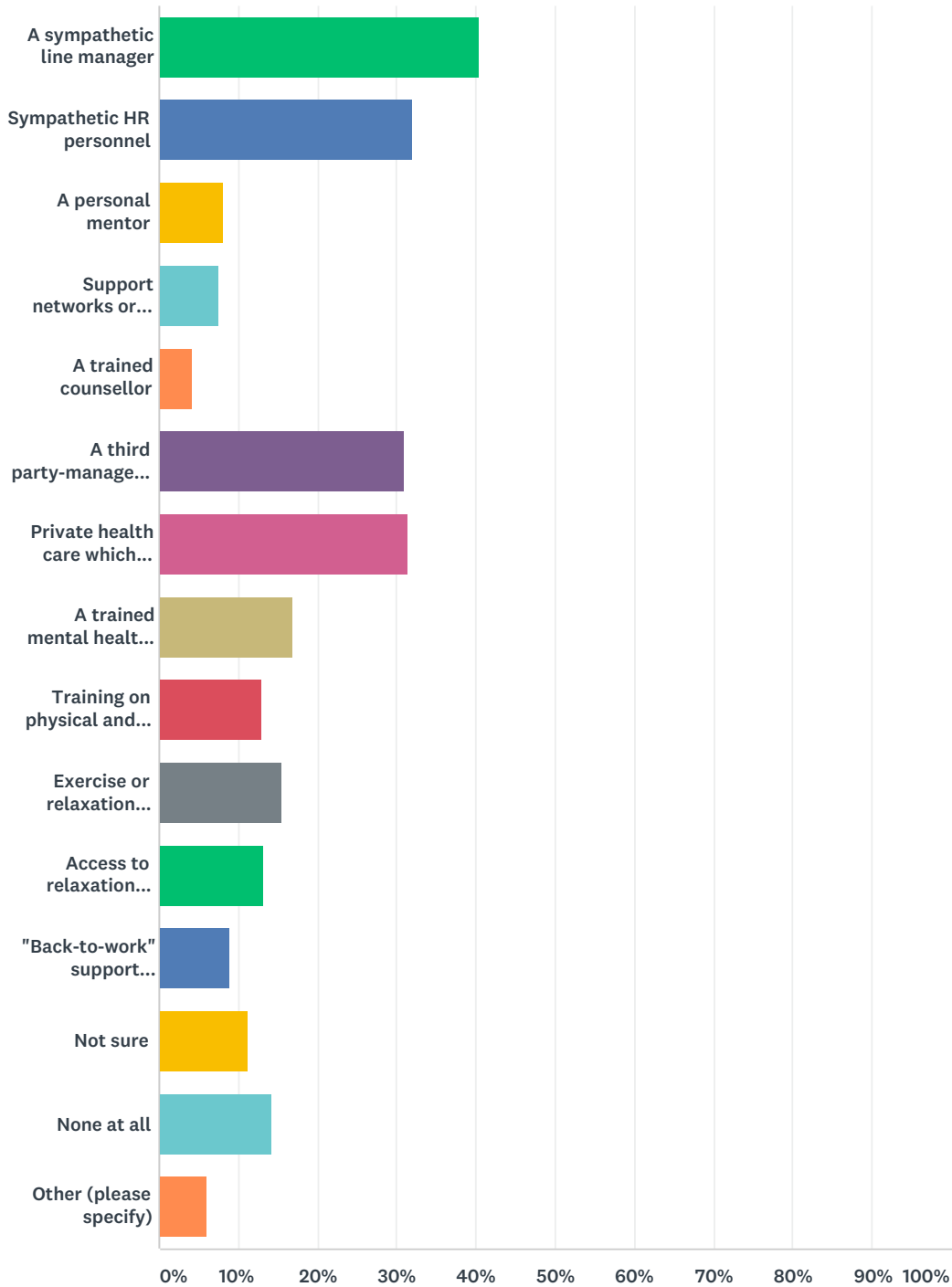
Answered: 554 Skipped: 54



ANSWER CHOICES	RESPONSES	
Yes	17.69%	98
To a limited extent (eg only to certain colleagues and/or about certain types of problem)	58.48%	324
No	20.40%	113
Not sure	3.43%	19
TOTAL		554

Q13 Which of the following forms of support do you have access to through work (select as many as applicable)?

Answered: 552 Skipped: 56

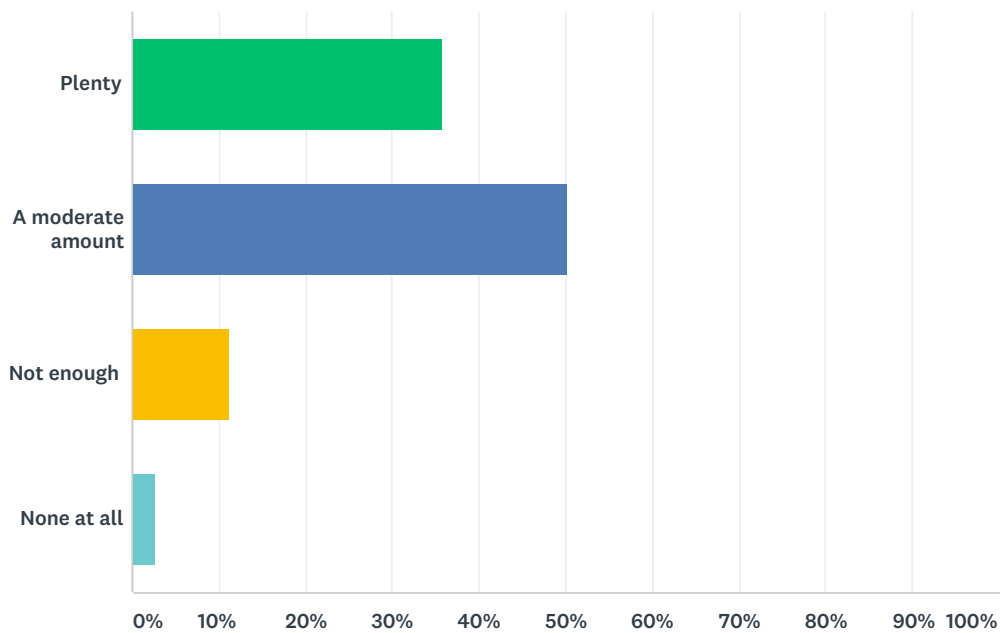


ANSWER CHOICES	RESPONSES
A sympathetic line manager	40.40% 223
Sympathetic HR personnel	32.07% 177
A personal mentor	8.15% 45
Support networks or groups (eg for women, LGBT+, BAME)	7.61% 42
A trained counsellor	4.17% 23
A third party-managed "employee assistance programme"	30.98% 171
Private health care which extends to mental health problems	31.34% 173

A trained mental health "first-aider"	16.85%	93
Training on physical and/or mental wellbeing	13.04%	72
Exercise or relaxation classes	15.58%	86
Access to relaxation facilities such as a gym, games room or quiet room	13.22%	73
"Back-to-work" support following absence due to stress or mental illness (for example a phased return, counselling or regular follow-up reviews)	9.06%	50
Not sure	11.23%	62
None at all	14.13%	78
Other (please specify)	5.98%	33
Total Respondents: 552		

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

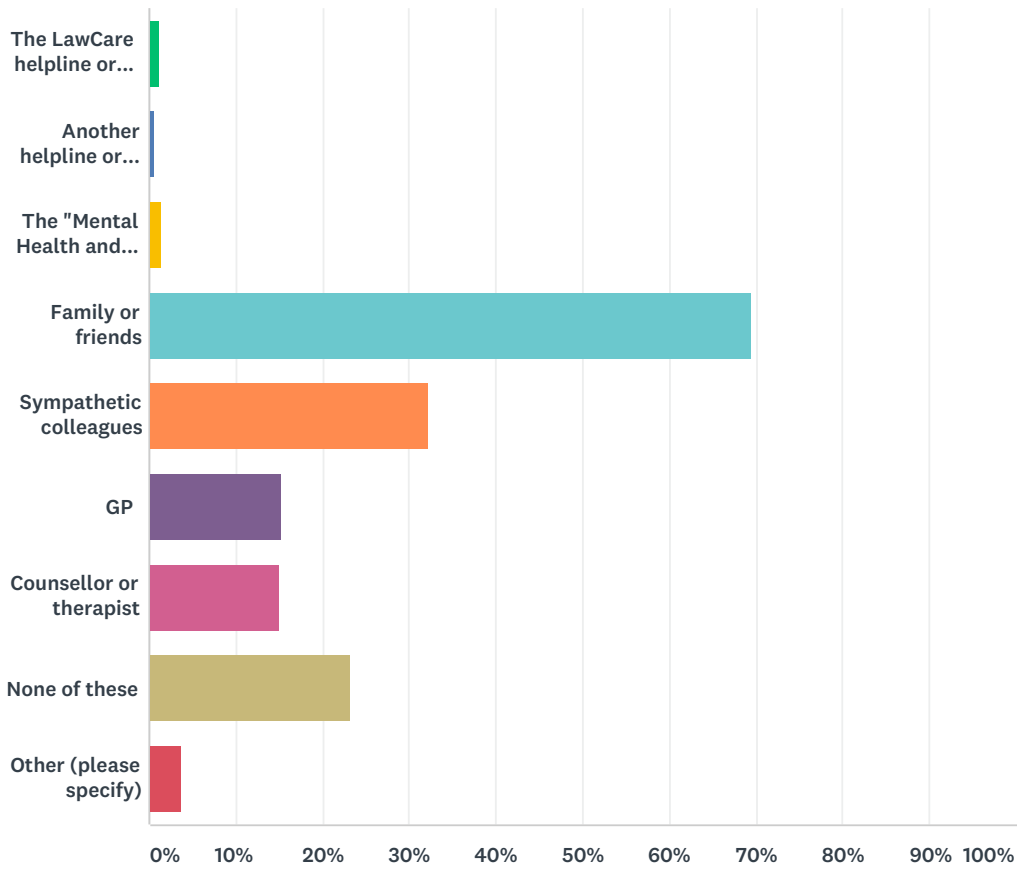
Answered: 557 Skipped: 51



ANSWER CHOICES	RESPONSES
Plenty	35.73% 199
A moderate amount	50.27% 280
Not enough	11.31% 63
None at all	2.69% 15
TOTAL	557

Q15 Which of the following forms of support have you drawn on (select as many as applicable)?

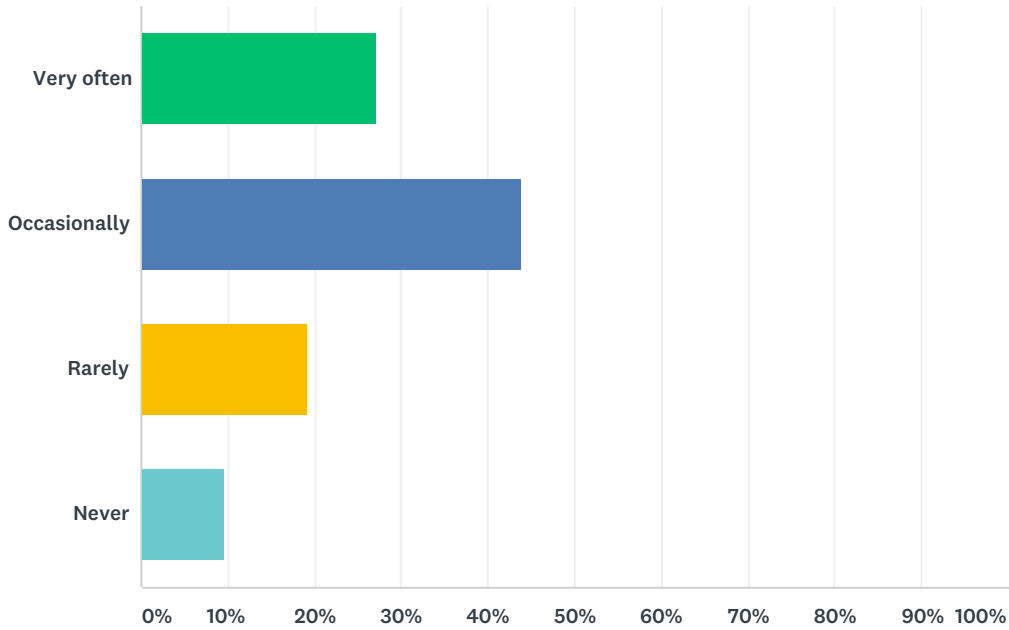
Answered: 551 Skipped: 57



ANSWER CHOICES	RESPONSES	
The LawCare helpline or website	1.27%	7
Another helpline or charity (eg The Samaritans) (please use the box below to specify which)	0.73%	4
The "Mental Health and Wellbeing" page on the IP Inclusive website	1.45%	8
Family or friends	69.51%	383
Sympathetic colleagues	32.30%	178
GP	15.25%	84
Counsellor or therapist	15.06%	83
None of these	23.23%	128
Other (please specify)	3.81%	21
Total Respondents: 551		

Q16 How often in the last month have you felt stressed (ie under too much emotional or mental pressure) as a result of work?

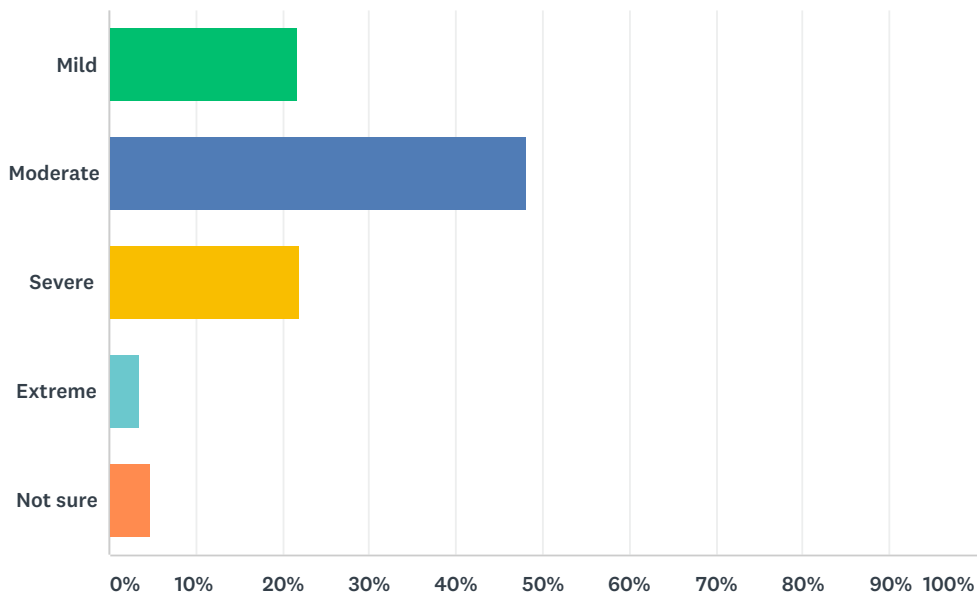
Answered: 547 Skipped: 61



ANSWER CHOICES	RESPONSES
Very often	27.24% 149
Occasionally	43.88% 240
Rarely	19.20% 105
Never	9.69% 53
TOTAL	547

Q17 If applicable, how would you describe the level of stress you were under?

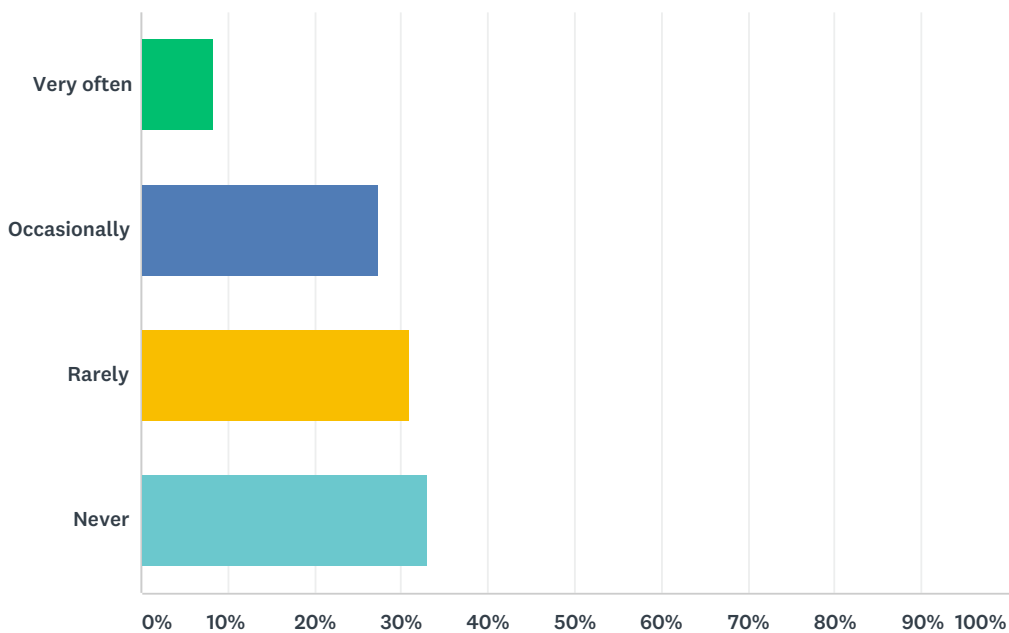
Answered: 526 Skipped: 82



ANSWER CHOICES	RESPONSES	
Mild	21.67%	114
Moderate	48.10%	253
Severe	21.86%	115
Extreme	3.61%	19
Not sure	4.75%	25
TOTAL		526

Q18 How often in the last month have you felt unable to cope with your work as a result of stress?

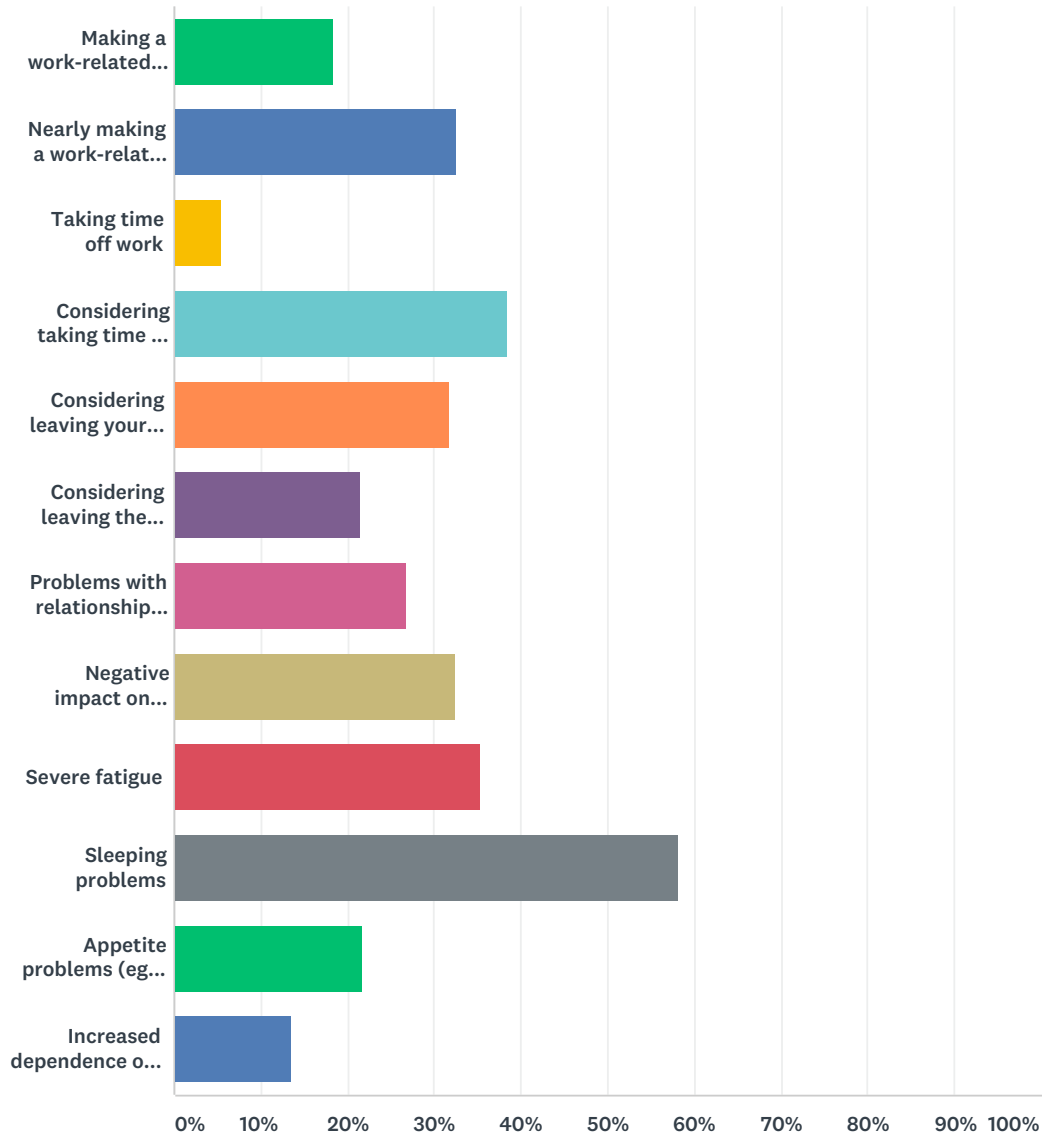
Answered: 546 Skipped: 62



ANSWER CHOICES	RESPONSES	
Very often	8.42%	46
Occasionally	27.47%	150
Rarely	30.95%	169
Never	33.15%	181
TOTAL		546

Q19 In the last month, which of the following have you experienced as a result of work-related stress (select as many as applicable)?

Answered: 440 Skipped: 168

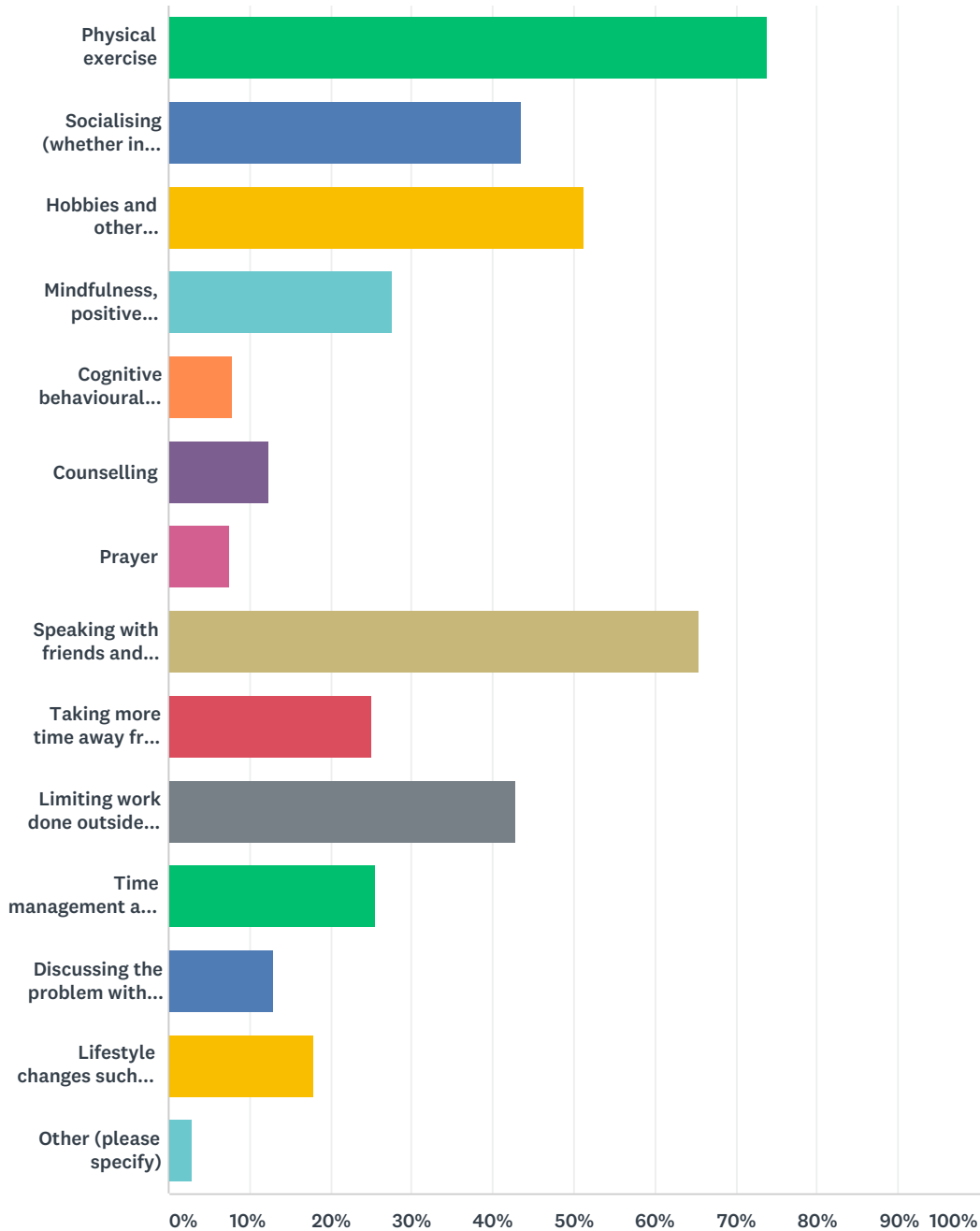


ANSWER CHOICES	RESPONSES	
Making a work-related mistake that would not have happened otherwise	18.41%	81
Nearly making a work-related mistake that would not have happened otherwise	32.73%	144
Taking time off work	5.45%	24
Considering taking time off work but not actually doing so	38.41%	169
Considering leaving your current job	31.82%	140
Considering leaving the profession	21.59%	95
Problems with relationships outside of work	26.82%	118
Negative impact on physical health	32.50%	143
Severe fatigue	35.45%	156
Sleeping problems	58.18%	256
Appetite problems (eg loss of appetite or comfort eating)	21.82%	96
Increased dependence on alcohol, nicotine or recreational drugs	13.64%	60

Total Respondents: 440

Q20 Which of the following have you used, with at least some degree of success, to help you manage stress (select as many as applicable)?

Answered: 509 Skipped: 99

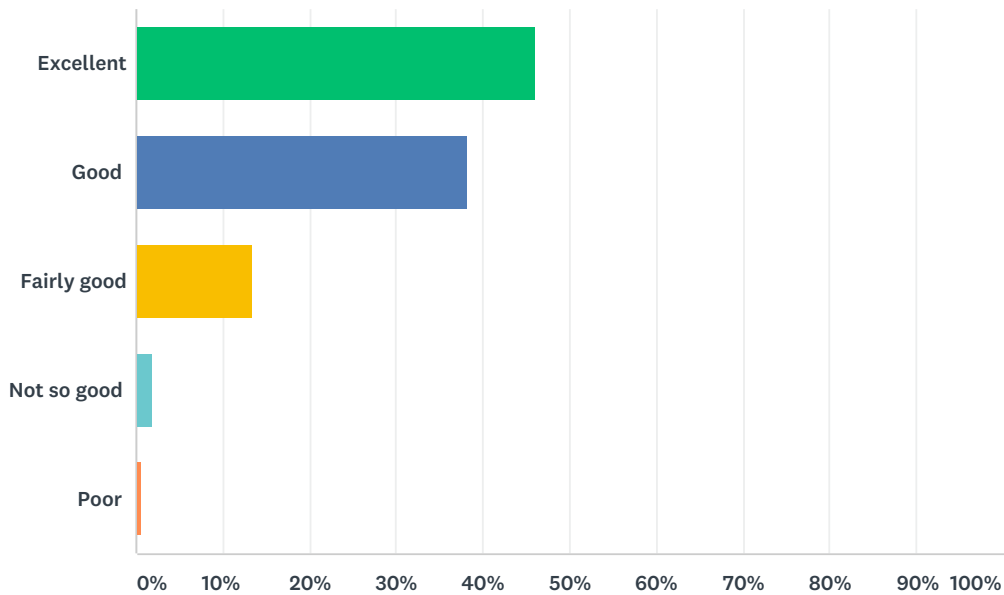


ANSWER CHOICES	RESPONSES	
Physical exercise	73.87%	376
Socialising (whether in large groups or small)	43.42%	221
Hobbies and other non-work-related activities	51.28%	261

Mindfulness, positive thinking or meditation techniques	27.70%	141
Cognitive behavioural therapy	7.86%	40
Counselling	12.38%	63
Prayer	7.47%	38
Speaking with friends and family	65.42%	333
Taking more time away from the desk during the working day	25.15%	128
Limiting work done outside office hours	42.83%	218
Time management and work planning techniques (including delegation)	25.54%	130
Discussing the problem with a line manager, HR colleague or other senior member of staff	12.97%	66
Lifestyle changes such as to diet and/or sleeping patterns	18.07%	92
Other (please specify)	2.95%	15
Total Respondents: 509		

Q21 When your work is going well, how would you describe your level of job satisfaction?

Answered: 546 Skipped: 62



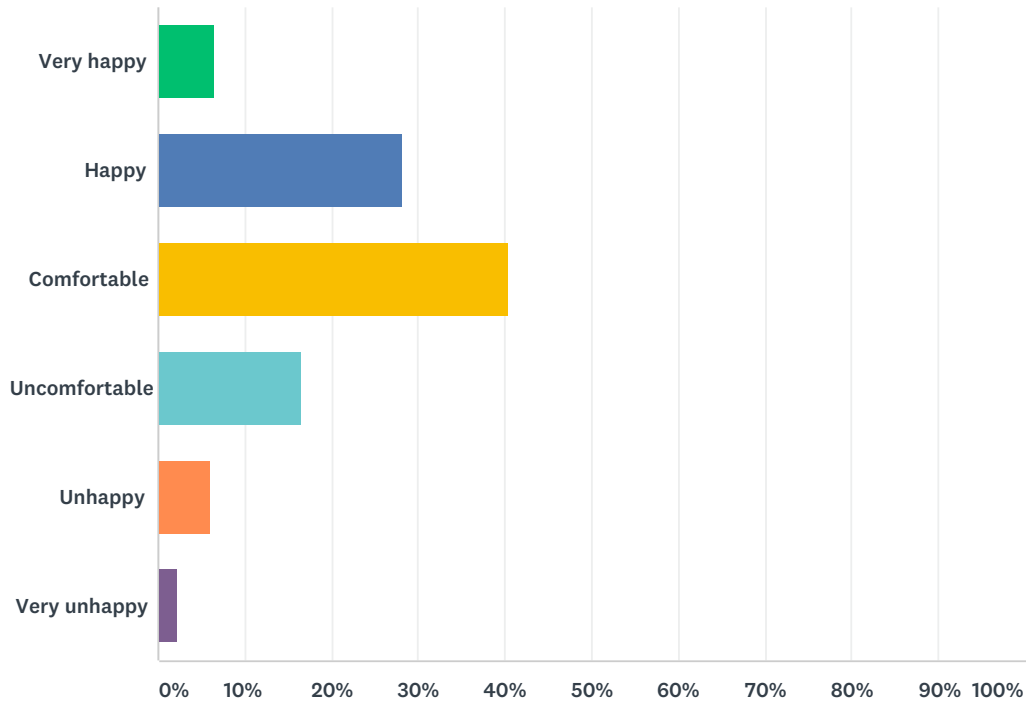
ANSWER CHOICES	RESPONSES
Excellent	45.97% 251
Good	38.28% 209
Fairly good	13.37% 73
Not so good	1.83% 10
Poor	0.55% 3

TOTAL

546

Q22 How would you describe your current mood at work?

Answered: 543 Skipped: 65



ANSWER CHOICES	RESPONSES	
Very happy	6.45%	35
Happy	28.18%	153
Comfortable	40.33%	219
Uncomfortable	16.57%	90
Unhappy	6.08%	33
Very unhappy	2.39%	13
TOTAL		543

Q23 Please use this optional box for any comments you'd like to make regarding your answers above.

Answered: 98 Skipped: 510