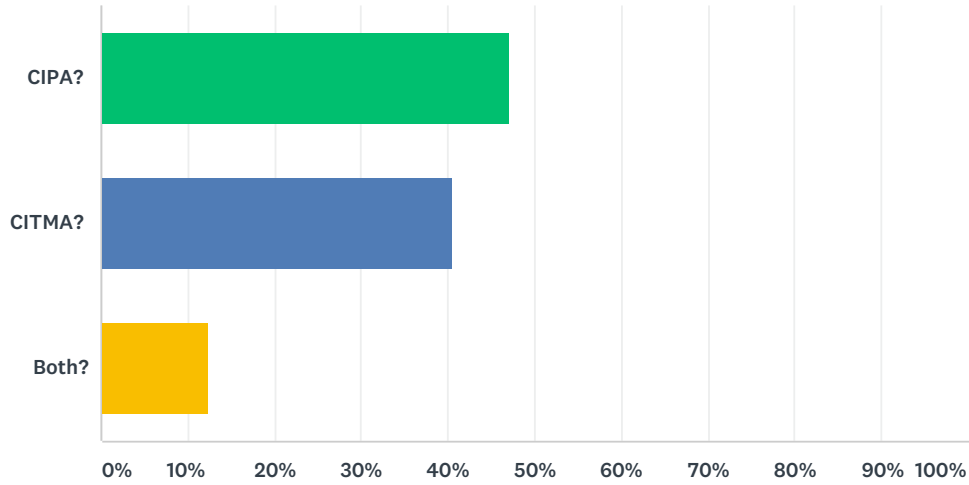


Q1 Are you a paralegal member of:

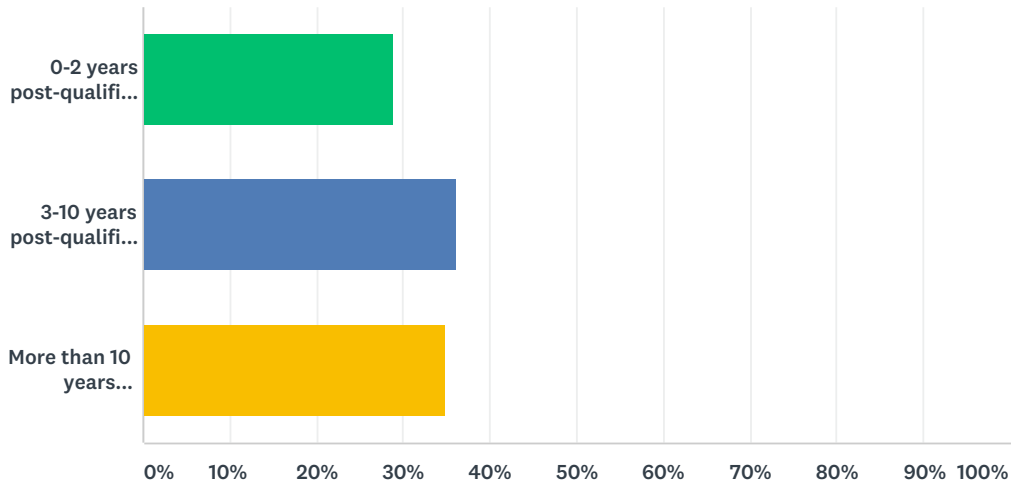
Answered: 153 Skipped: 2



ANSWER CHOICES	RESPONSES	
CIPA?	47.06%	72
CITMA?	40.52%	62
Both?	12.42%	19
TOTAL		153

Q2 What career level are you at?

Answered: 152 Skipped: 3

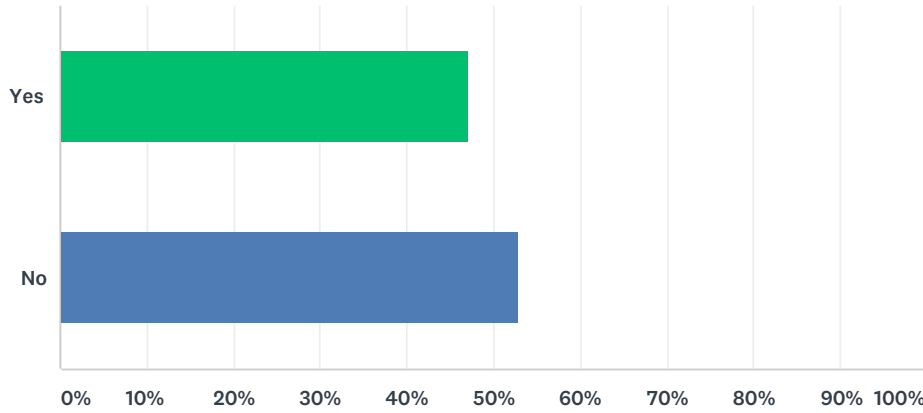


ANSWER CHOICES	RESPONSES	
0-2 years post-qualification	28.95%	44
3-10 years post-qualification	36.18%	55

More than 10 years post-qualification	34.87%	53
TOTAL		152

Q3 Are you responsible for managing more junior colleagues?

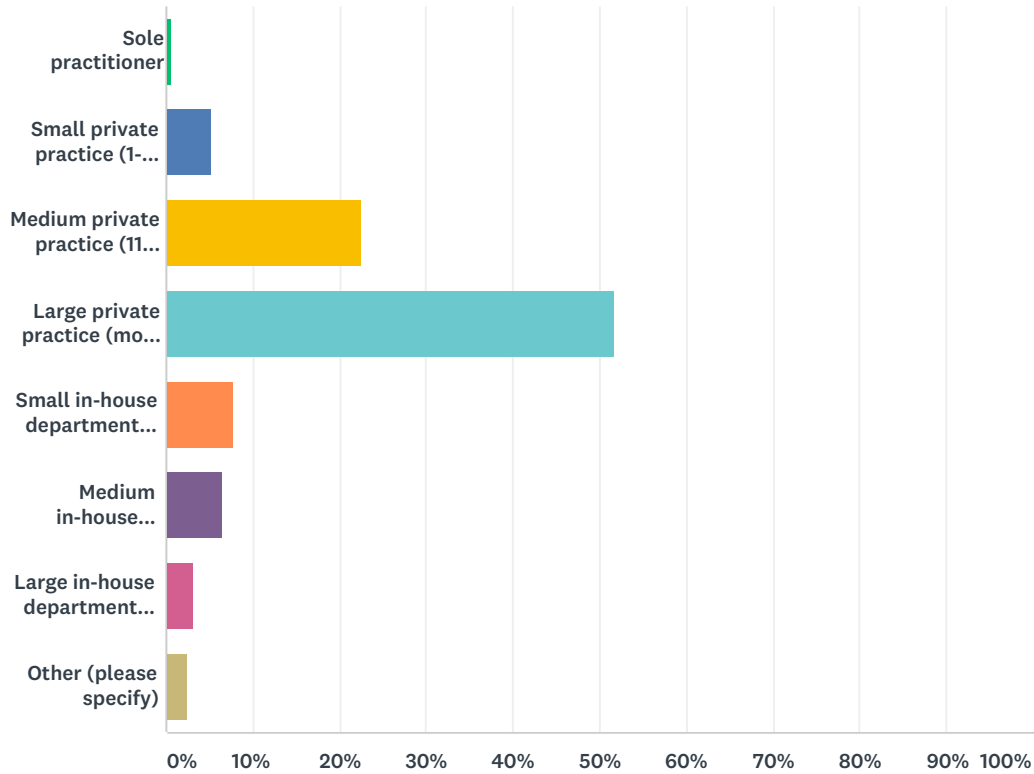
Answered: 155 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	47.10%	73
No	52.90%	82
TOTAL		155

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

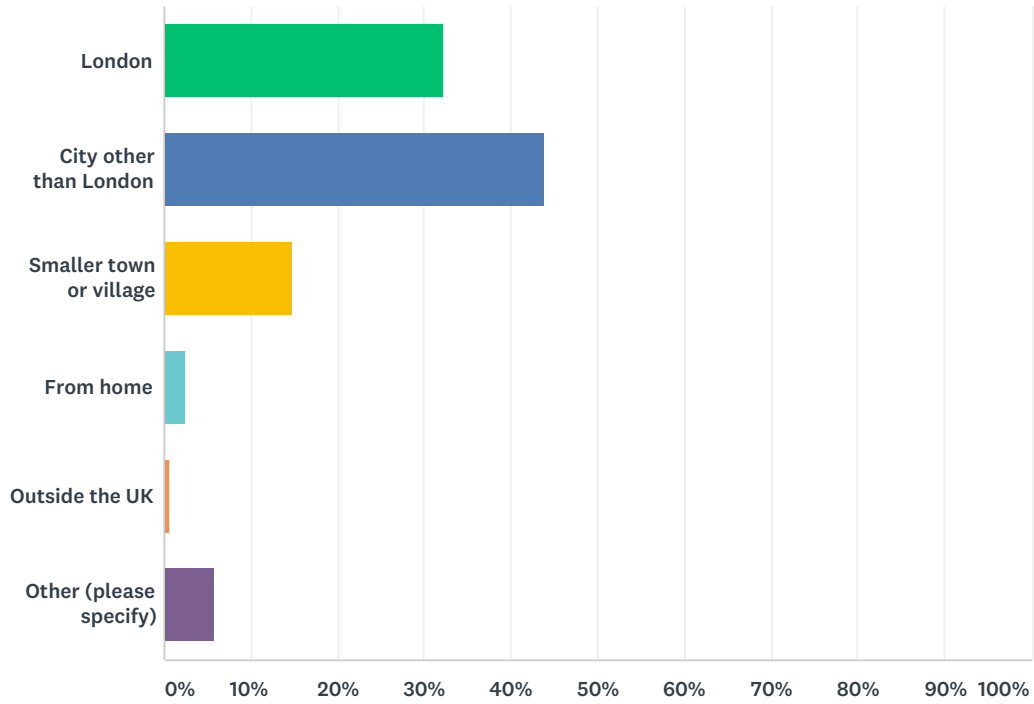
Answered: 155 Skipped: 0



ANSWER CHOICES	RESPONSES	
Sole practitioner	0.65%	1
Small private practice (1-10 staff including partners/directors)	5.16%	8
Medium private practice (11-80 staff including partners/directors)	22.58%	35
Large private practice (more than 80 staff including partners/directors)	51.61%	80
Small in-house department (1-10 staff)	7.74%	12
Medium in-house department (11-50 staff)	6.45%	10
Large in-house department (more than 50 staff)	3.23%	5
Other (please specify)	2.58%	4
TOTAL		155

Q5 Where do you work, mostly?

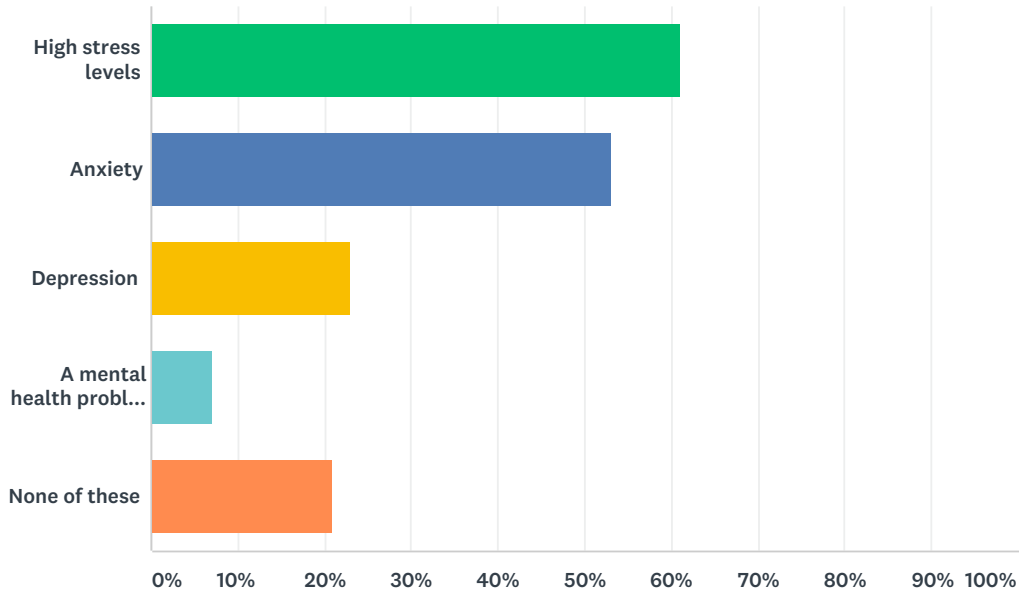
Answered: 155 Skipped: 0



ANSWER CHOICES	RESPONSES	
London	32.26%	50
City other than London	43.87%	68
Smaller town or village	14.84%	23
From home	2.58%	4
Outside the UK	0.65%	1
Other (please specify)	5.81%	9
TOTAL		155

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

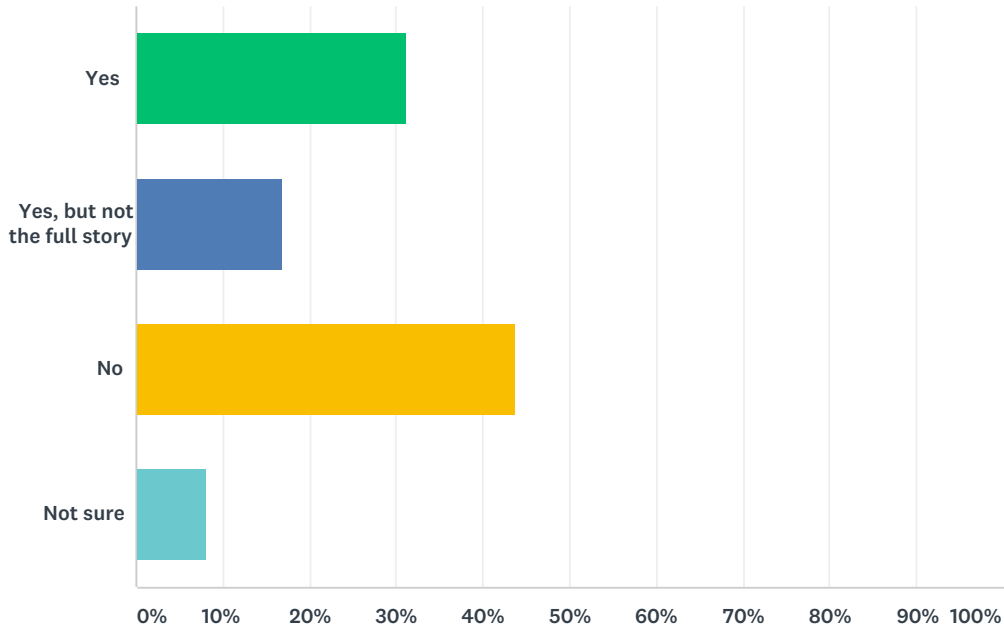
Answered: 139 Skipped: 16



ANSWER CHOICES	RESPONSES	
High stress levels	61.15%	85
Anxiety	53.24%	74
Depression	23.02%	32
A mental health problem other than the above (whether formally diagnosed or not)	7.19%	10
None of these	20.86%	29
Total Respondents: 139		

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

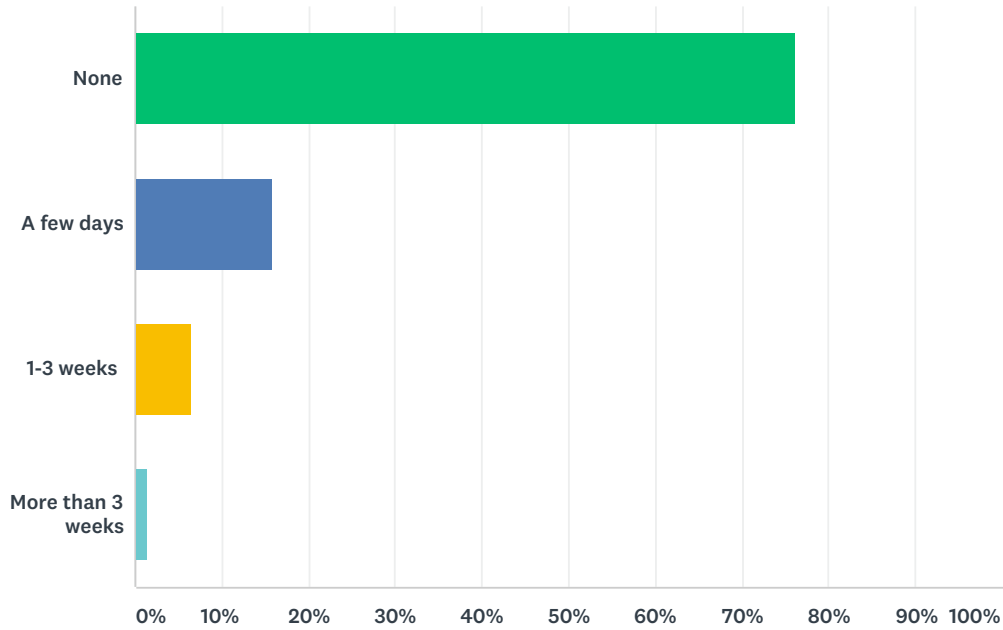
Answered: 135 Skipped: 20



ANSWER CHOICES	RESPONSES	
Yes	31.11%	42
Yes, but not the full story	17.04%	23
No	43.70%	59
Not sure	8.15%	11
TOTAL		135

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

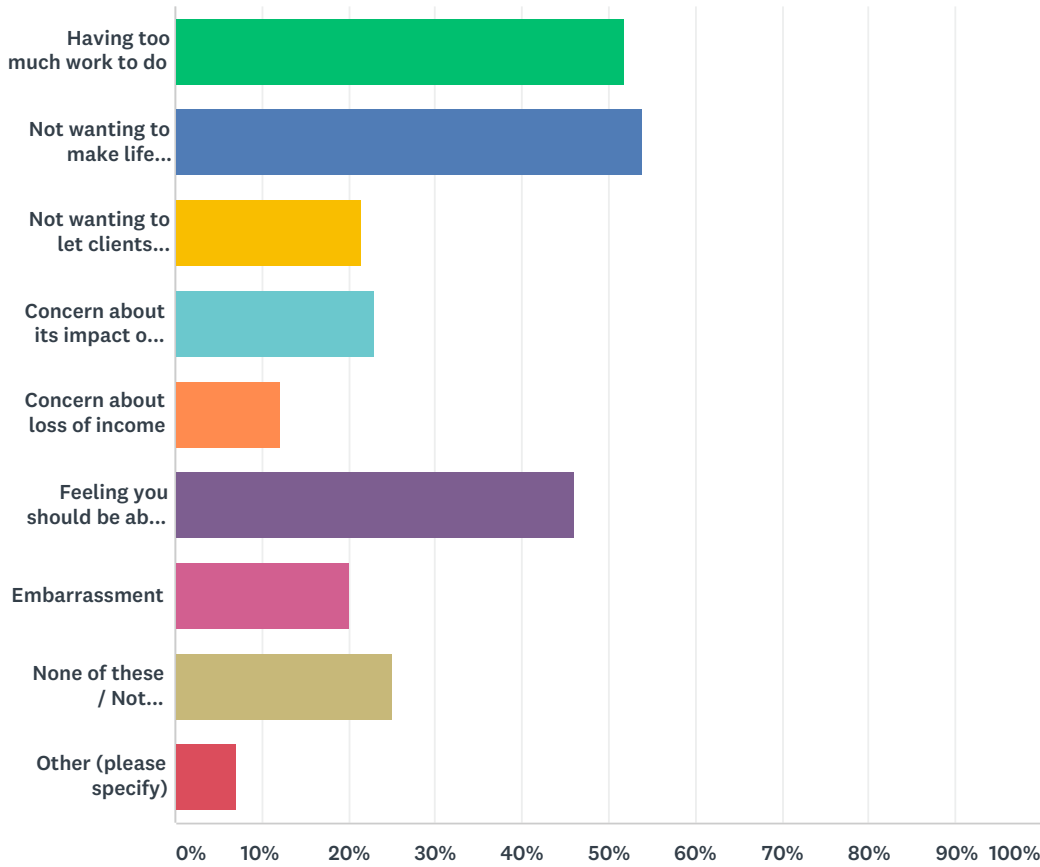
Answered: 138 Skipped: 17



ANSWER CHOICES	RESPONSES
None	76.09% 105
A few days	15.94% 22
1-3 weeks	6.52% 9
More than 3 weeks	1.45% 2
TOTAL	138

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)?

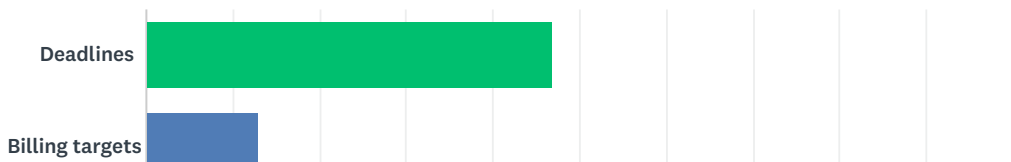
Answered: 139 Skipped: 16

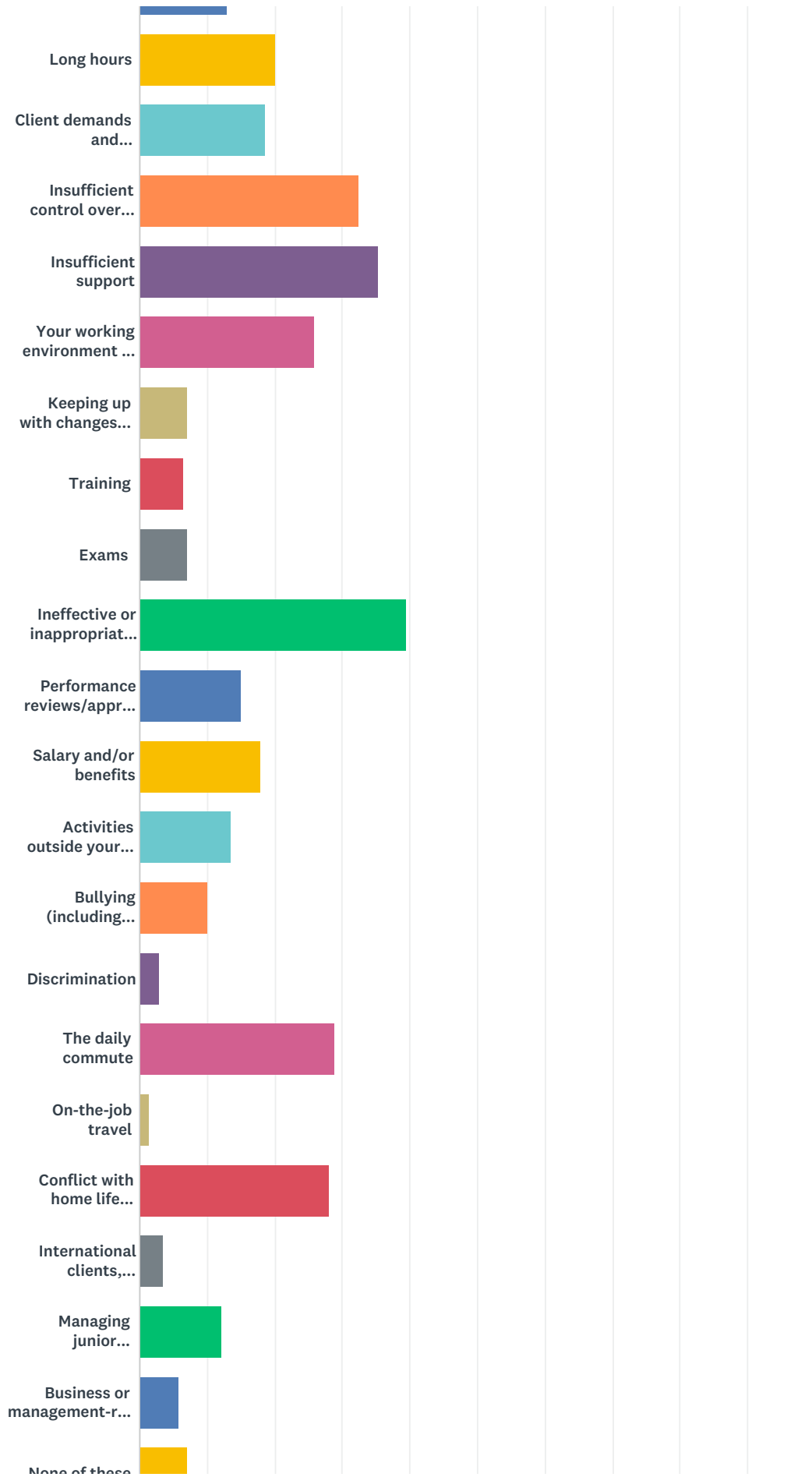


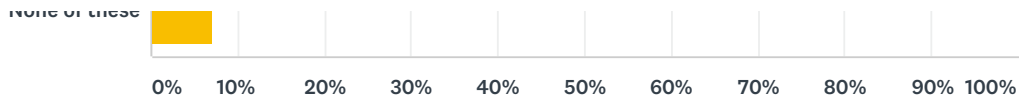
ANSWER CHOICES	RESPONSES
Having too much work to do	51.80% 72
Not wanting to make life difficult for colleagues	53.96% 75
Not wanting to let clients down	21.58% 30
Concern about its impact on career prospects	23.02% 32
Concern about loss of income	12.23% 17
Feeling you should be able to cope anyway	46.04% 64
Embarrassment	20.14% 28
None of these / Not applicable	25.18% 35
Other (please specify)	7.19% 10
Total Respondents: 139	

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

Answered: 139 Skipped: 16



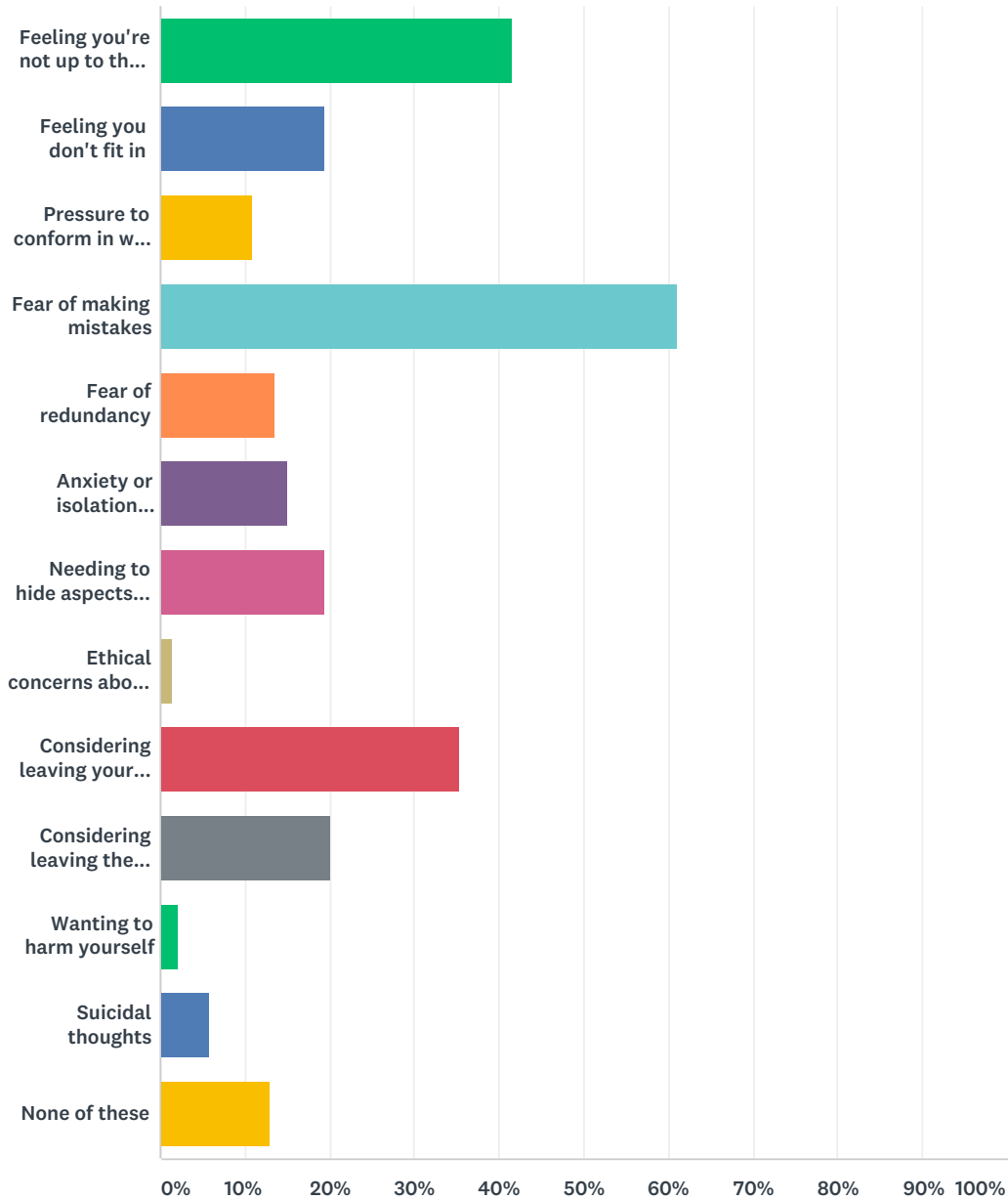




ANSWER CHOICES	RESPONSES	
Deadlines	46.76%	65
Billing targets	12.95%	18
Long hours	20.14%	28
Client demands and expectations	18.71%	26
Insufficient control over your workload	32.37%	45
Insufficient support	35.25%	49
Your working environment and available resources (eg IT and infrastructure)	25.90%	36
Keeping up with changes in the law	7.19%	10
Training	6.47%	9
Exams	7.19%	10
Ineffective or inappropriate management, or senior colleagues' behaviour	39.57%	55
Performance reviews/appraisals	15.11%	21
Salary and/or benefits	17.99%	25
Activities outside your comfort zone (eg presentations or "networking")	13.67%	19
Bullying (including inappropriate banter) or harassment	10.07%	14
Discrimination	2.88%	4
The daily commute	28.78%	40
On-the-job travel	1.44%	2
Conflict with home life and/or personal (eg caring) responsibilities	28.06%	39
International clients, different time zones and the need for 24-hour availability	3.60%	5
Managing junior colleagues	12.23%	17
Business or management-related worries (eg financial, regulation and compliance, legal, HR)	5.76%	8
None of these	7.19%	10
Total Respondents: 139		

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

Answered: 139 Skipped: 16

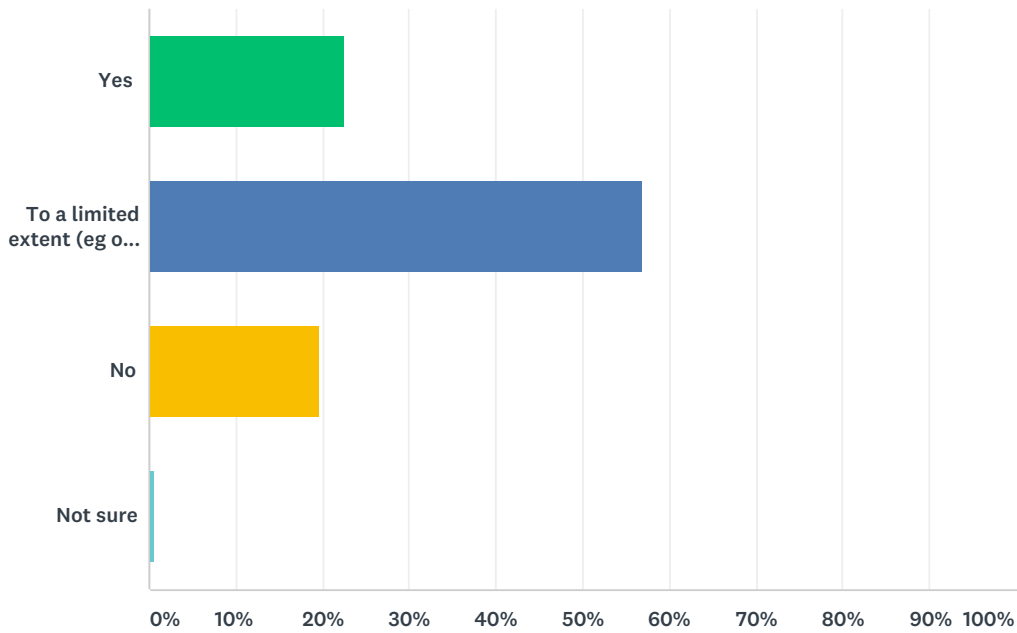


ANSWER CHOICES	RESPONSES
Feeling you're not up to the job	41.73% 58
Feeling you don't fit in	19.42% 27
Pressure to conform in ways you're uncomfortable with	10.79% 15
Fear of making mistakes	61.15% 85
Fear of redundancy	13.67% 19
Anxiety or isolation linked to something personal, such as gender, sexuality, ethnicity, religion, age, physical disability or mental health	15.11% 21
Needing to hide aspects of yourself or your life from colleagues	19.42% 27
Ethical concerns about the work you're asked to do	1.44% 2
Considering leaving your current job	35.25% 49

Considering leaving the profession	20.14%	28
Wanting to harm yourself	2.16%	3
Suicidal thoughts	5.76%	8
None of these	12.95%	18
Total Respondents: 139		

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

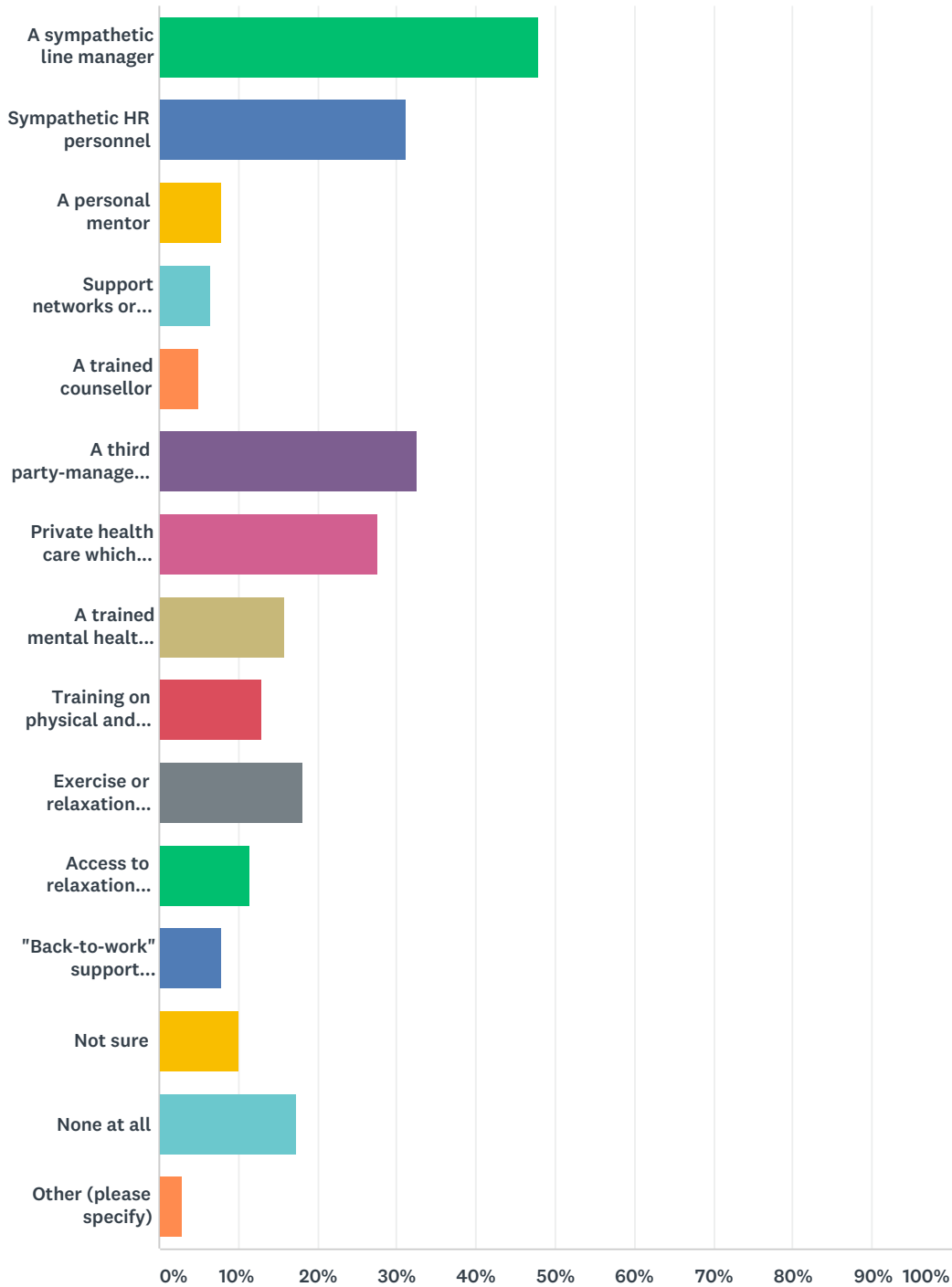
Answered: 137 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	22.63%	31
To a limited extent (eg only to certain colleagues and/or about certain types of problem)	56.93%	78
No	19.71%	27
Not sure	0.73%	1
TOTAL		137

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

Answered: 138 Skipped: 17

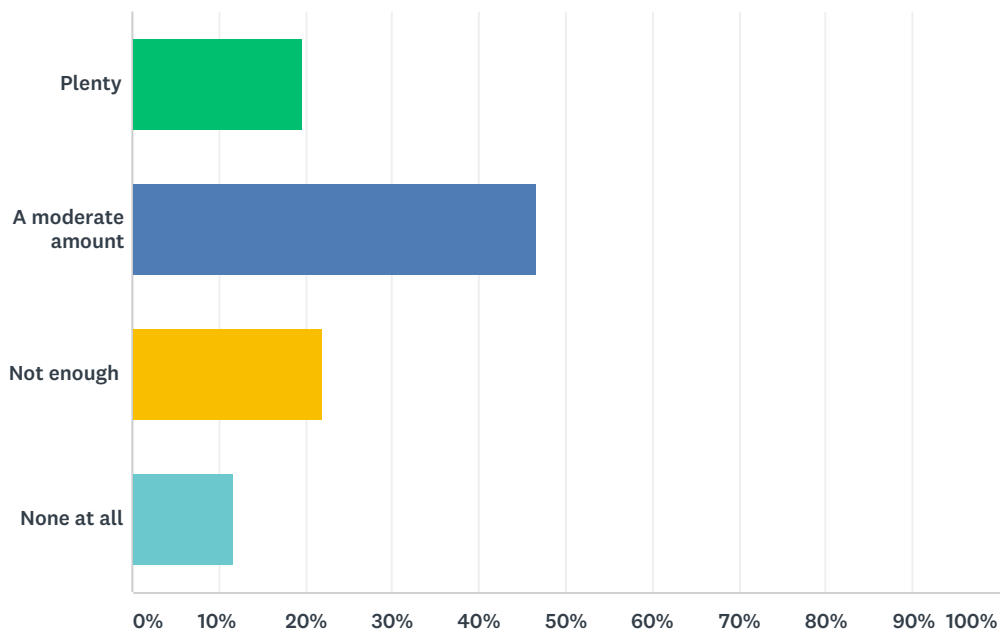


ANSWER CHOICES	RESPONSES
A sympathetic line manager	47.83% 66
Sympathetic HR personnel	31.16% 43
A personal mentor	7.97% 11
Support networks or groups (eg for women, LGBT+, BAME)	6.52% 9
A trained counsellor	5.07% 7
A third party-managed "employee assistance programme"	32.61% 45
Private health care which extends to mental health problems	27.54% 38

A trained mental health "first-aider"	15.94%	22
Training on physical and/or mental wellbeing	13.04%	18
Exercise or relaxation classes	18.12%	25
Access to relaxation facilities such as a gym, games room or quiet room	11.59%	16
"Back-to-work" support following absence due to stress or mental illness (for example a phased return, counselling or regular follow-up reviews)	7.97%	11
Not sure	10.14%	14
None at all	17.39%	24
Other (please specify)	2.90%	4
Total Respondents: 138		

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

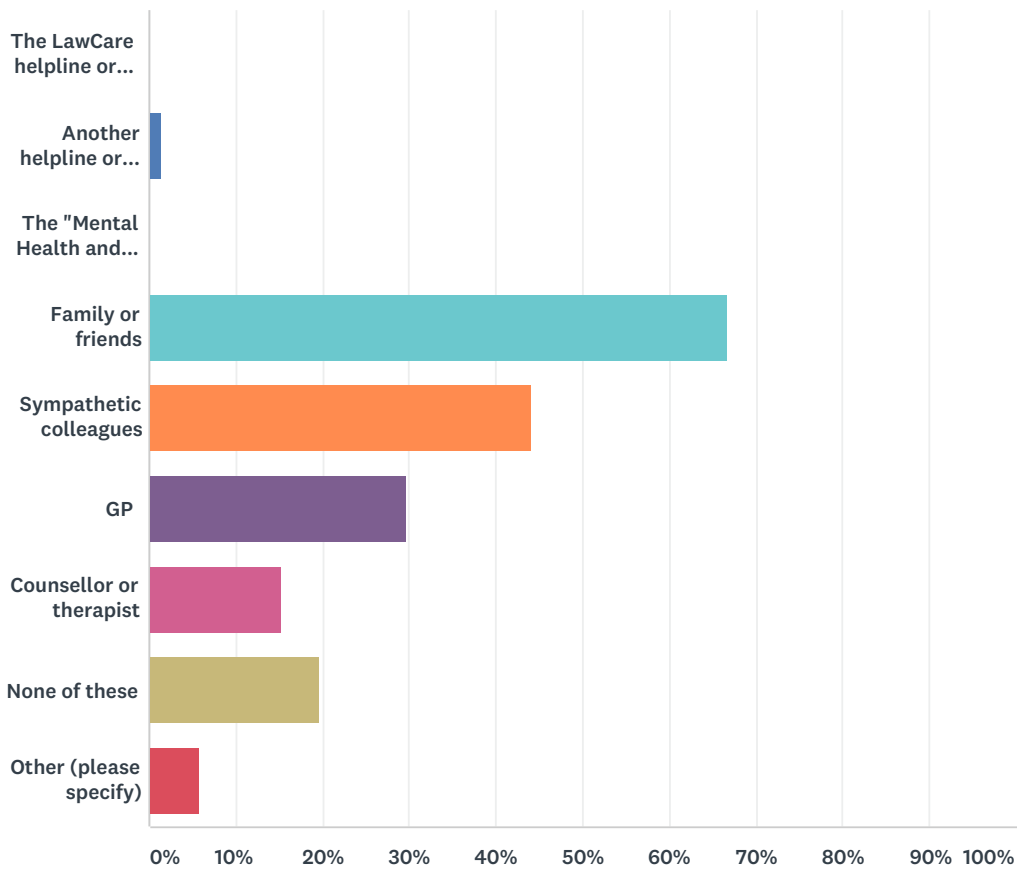
Answered: 137 Skipped: 18



ANSWER CHOICES	RESPONSES
Plenty	19.71% 27
A moderate amount	46.72% 64
Not enough	21.90% 30
None at all	11.68% 16
TOTAL	137

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

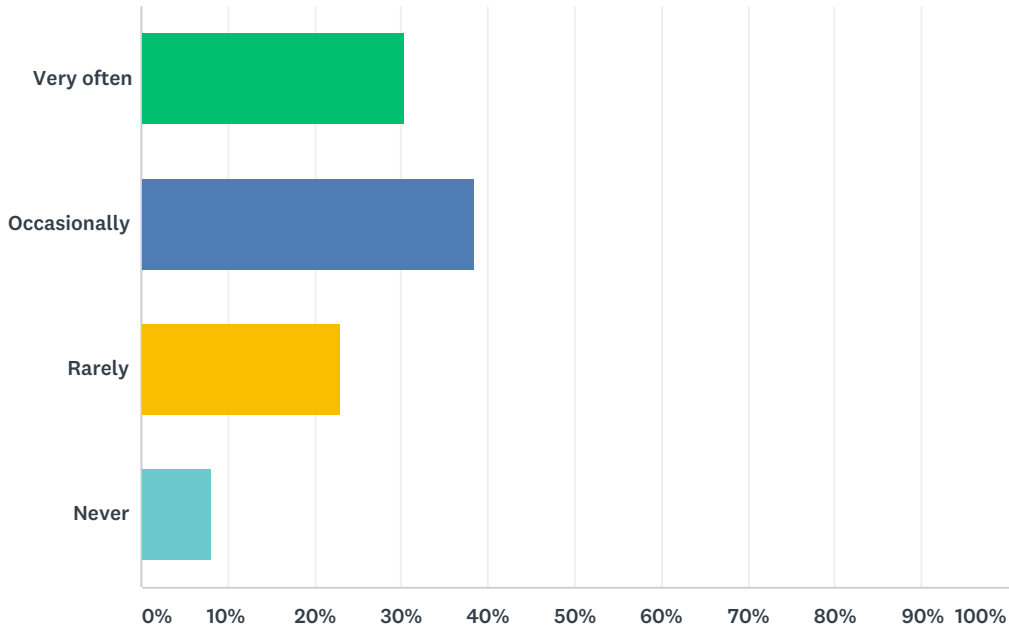
Answered: 138 Skipped: 17



ANSWER CHOICES	RESPONSES	
The LawCare helpline or website	0.00%	0
Another helpline or charity (eg The Samaritans) (please use the box below to specify which)	1.45%	2
The "Mental Health and Wellbeing" page on the IP Inclusive website	0.00%	0
Family or friends	66.67%	92
Sympathetic colleagues	44.20%	61
GP	29.71%	41
Counsellor or therapist	15.22%	21
None of these	19.57%	27
Other (please specify)	5.80%	8
Total Respondents: 138		

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

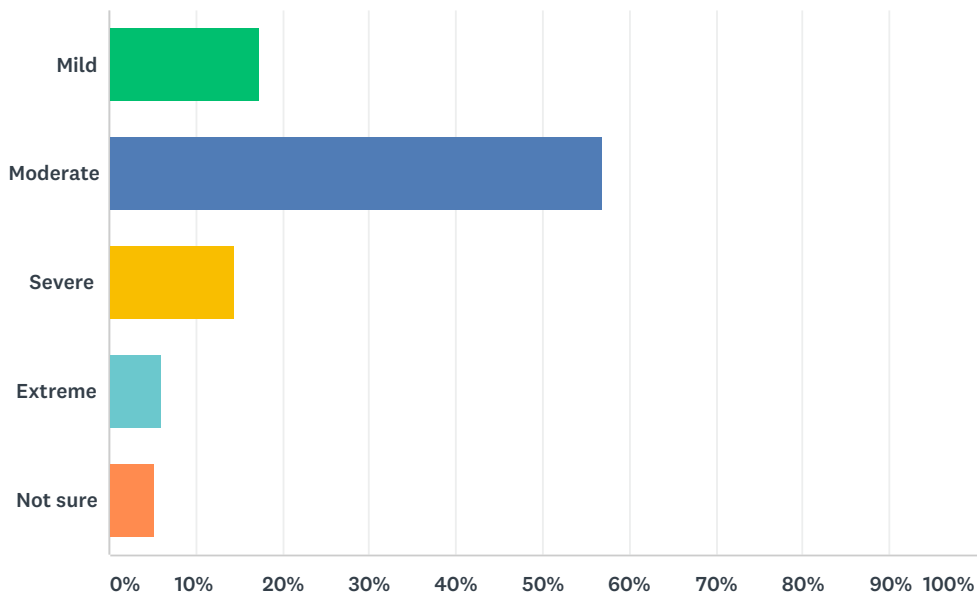
Answered: 135 Skipped: 20



ANSWER CHOICES	RESPONSES	
Very often	30.37%	41
Occasionally	38.52%	52
Rarely	22.96%	31
Never	8.15%	11
TOTAL		135

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

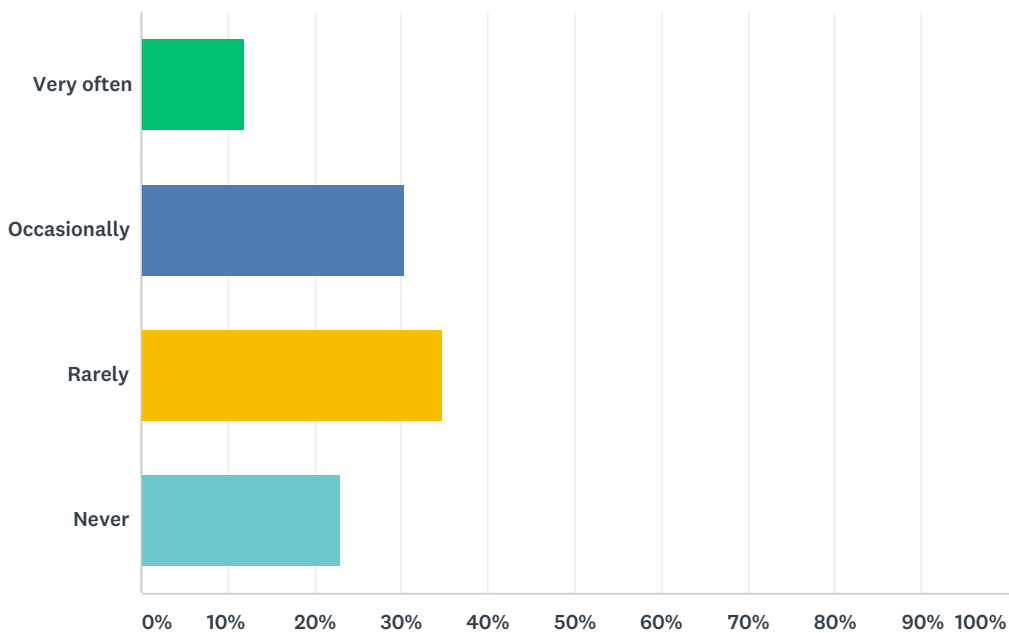
Answered: 132 Skipped: 23



ANSWER CHOICES	RESPONSES	
Mild	17.42%	23
Moderate	56.82%	75
Severe	14.39%	19
Extreme	6.06%	8
Not sure	5.30%	7
TOTAL		132

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

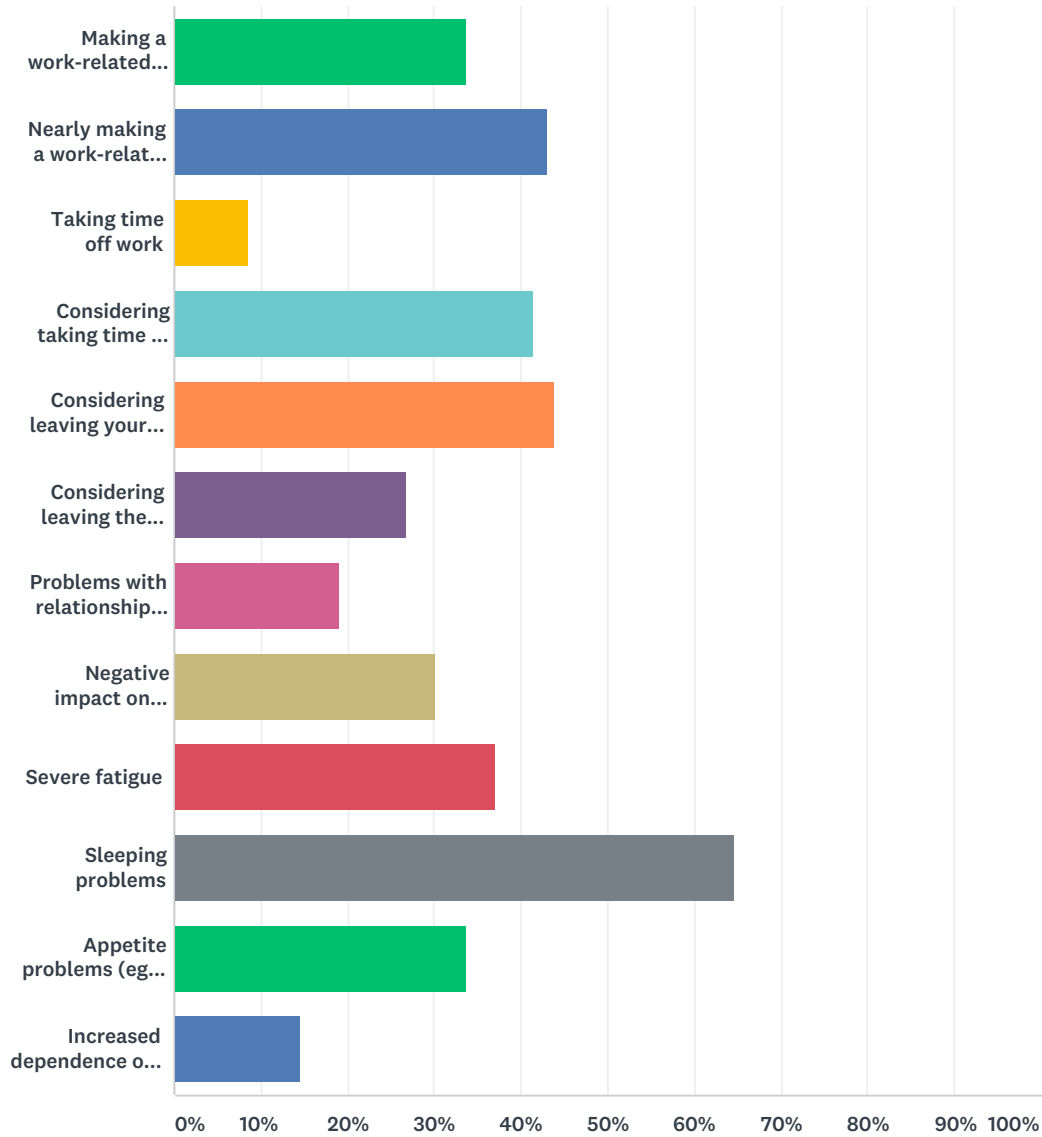
Answered: 135 Skipped: 20



ANSWER CHOICES	RESPONSES	
Very often	11.85%	16
Occasionally	30.37%	41
Rarely	34.81%	47
Never	22.96%	31
TOTAL		135

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: 116 Skipped: 39

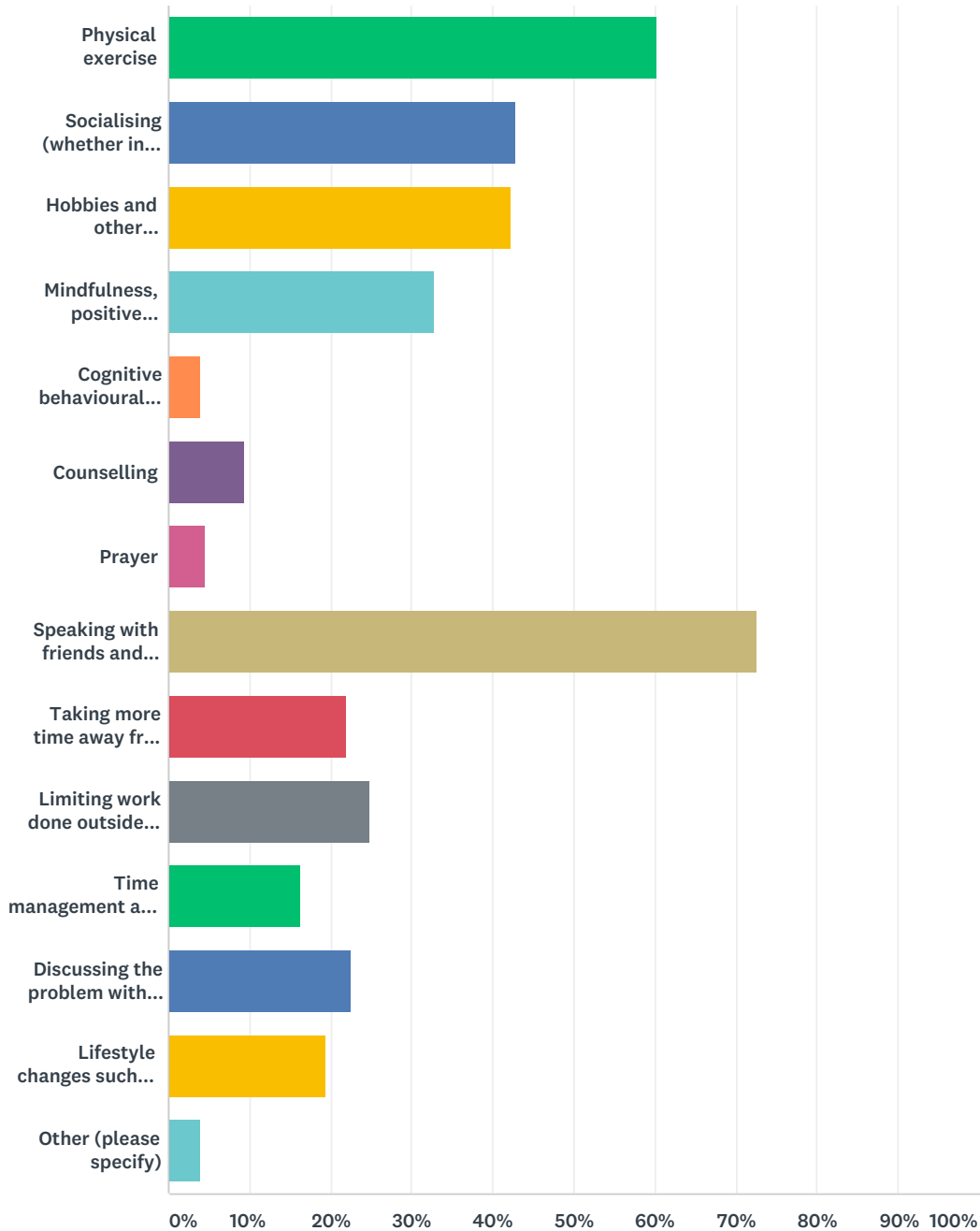


ANSWER CHOICES	RESPONSES	
Making a work-related mistake that would not have happened otherwise	33.62%	39
Nearly making a work-related mistake that would not have happened otherwise	43.10%	50
Taking time off work	8.62%	10
Considering taking time off work but not actually doing so	41.38%	48
Considering leaving your current job	43.97%	51
Considering leaving the profession	26.72%	31
Problems with relationships outside of work	18.97%	22
Negative impact on physical health	30.17%	35
Severe fatigue	37.07%	43
Sleeping problems	64.66%	75
Appetite problems (eg loss of appetite or comfort eating)	33.62%	39
Increased dependence on alcohol, nicotine or recreational drugs	14.66%	17

Total Respondents: 116

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: 128 Skipped: 27

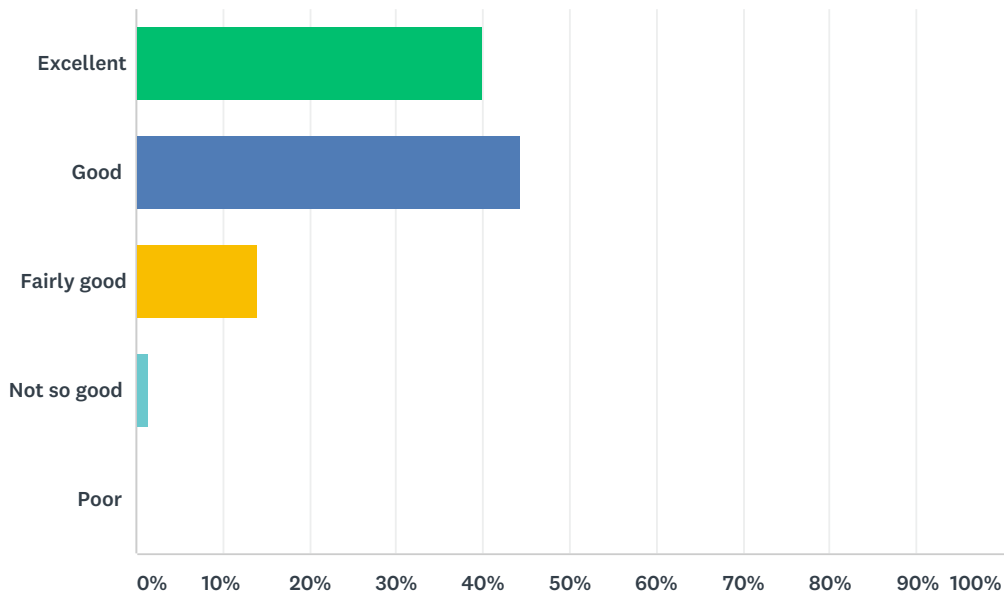


ANSWER CHOICES	RESPONSES	
Physical exercise	60.16%	77
Socialising (whether in large groups or small)	42.97%	55
Hobbies and other non-work-related activities	42.19%	54

Mindfulness, positive thinking or meditation techniques	32.81%	42
Cognitive behavioural therapy	3.91%	5
Counselling	9.38%	12
Prayer	4.69%	6
Speaking with friends and family	72.66%	93
Taking more time away from the desk during the working day	21.88%	28
Limiting work done outside office hours	25.00%	32
Time management and work planning techniques (including delegation)	16.41%	21
Discussing the problem with a line manager, HR colleague or other senior member of staff	22.66%	29
Lifestyle changes such as to diet and/or sleeping patterns	19.53%	25
Other (please specify)	3.91%	5
Total Respondents: 128		

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

Answered: 135 Skipped: 20



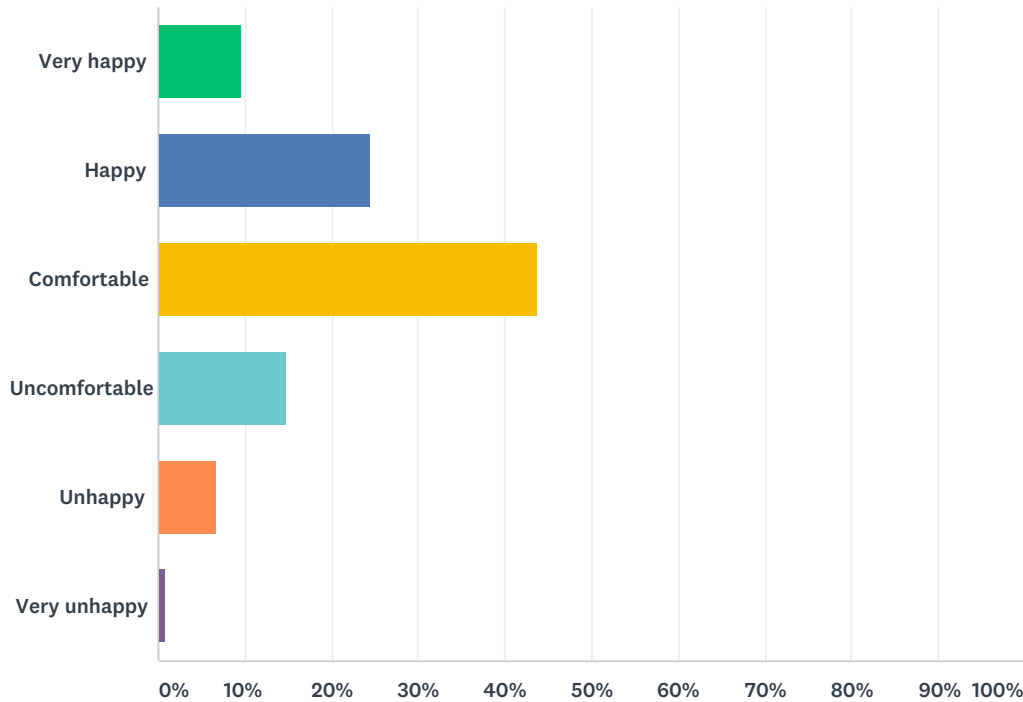
ANSWER CHOICES	RESPONSES
Excellent	40.00% 54
Good	44.44% 60
Fairly good	14.07% 19
Not so good	1.48% 2
Poor	0.00% 0

TOTAL

135

Q22 How would you describe your current mood at work?

Answered: 135 Skipped: 20



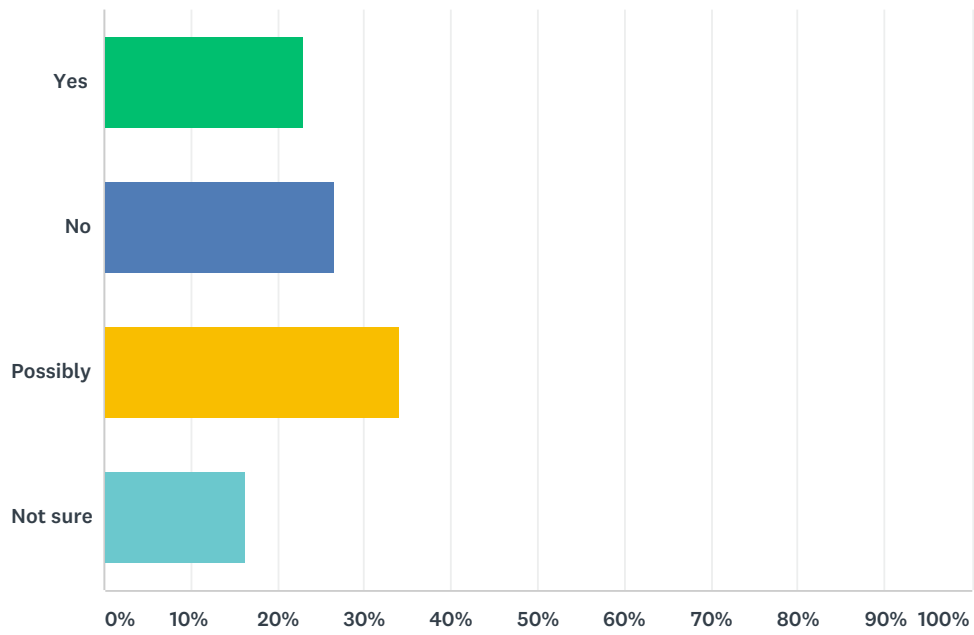
ANSWER CHOICES	RESPONSES	
Very happy	9.63%	13
Happy	24.44%	33
Comfortable	43.70%	59
Uncomfortable	14.81%	20
Unhappy	6.67%	9
Very unhappy	0.74%	1
TOTAL		135

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

Answered: 14 Skipped: 141

Q24 Would you be interested in joining an IP Inclusive group dedicated to paralegal members of the IP professions, and/or taking part in its activities?

Answered: 135 Skipped: 20



ANSWER CHOICES	RESPONSES	
Yes	22.96%	31
No	26.67%	36
Possibly	34.07%	46
Not sure	16.30%	22
TOTAL		135