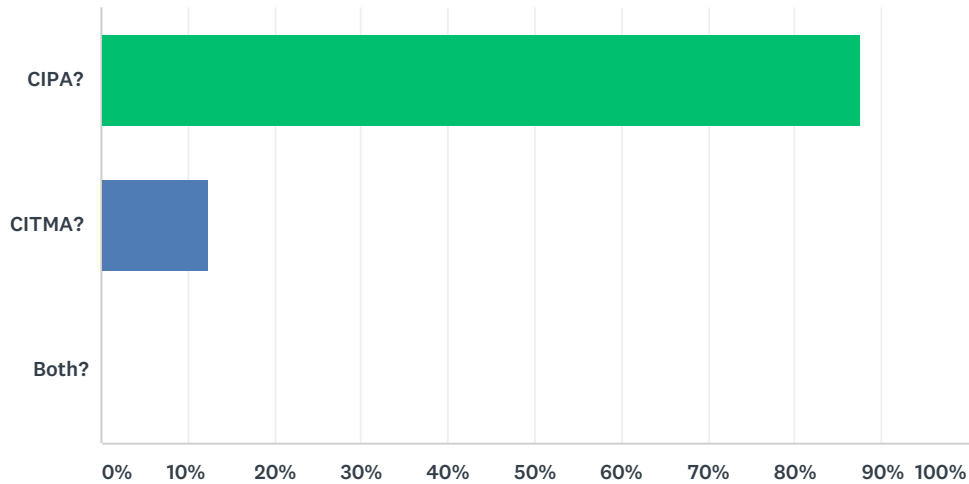


Q1 Are you a student member of:

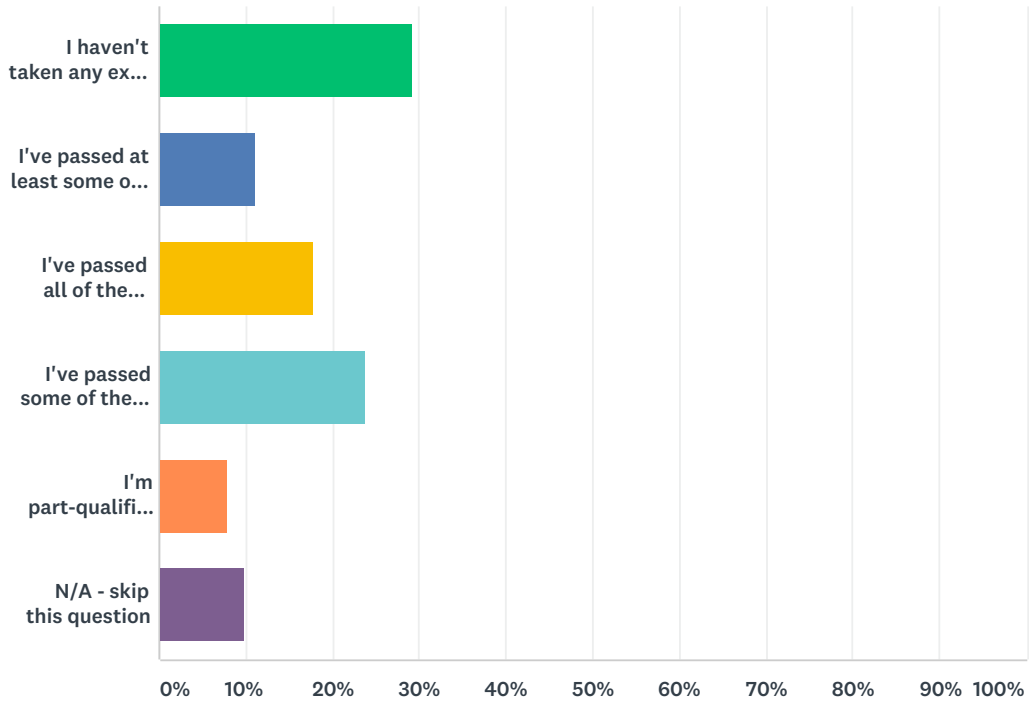
Answered: 253 Skipped: 0



ANSWER CHOICES	RESPONSES	
CIPA?	87.75%	222
CITMA?	12.25%	31
Both?	0.00%	0
TOTAL		253

Q2 If you are a student member of CIPA, how far are you into your training?

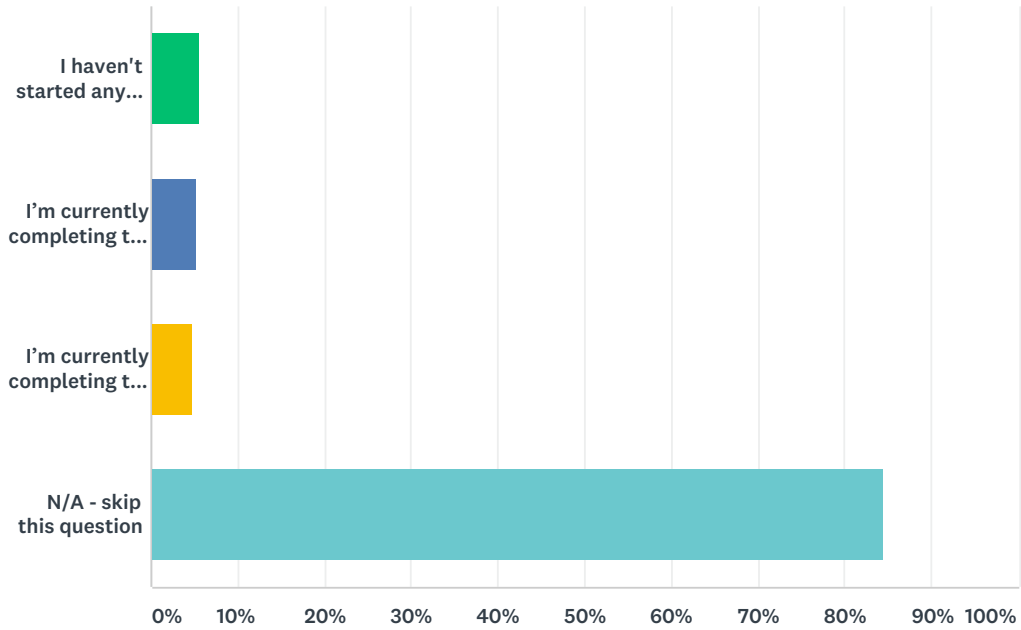
Answered: 252 Skipped: 1



ANSWER CHOICES	RESPONSES	
I haven't taken any exams yet	29.37%	74
I've passed at least some of the Foundation exams or an equivalent (eg Queen Mary) course	11.11%	28
I've passed all of the Foundation exams or an equivalent course	17.86%	45
I've passed some of the Final exams and/or some of the EQEs	23.81%	60
I'm part-qualified (either EPA or CPA but not both)	7.94%	20
N/A - skip this question	9.92%	25
TOTAL		252

Q3 If you are a student member of CITMA, how far are you into qualification?

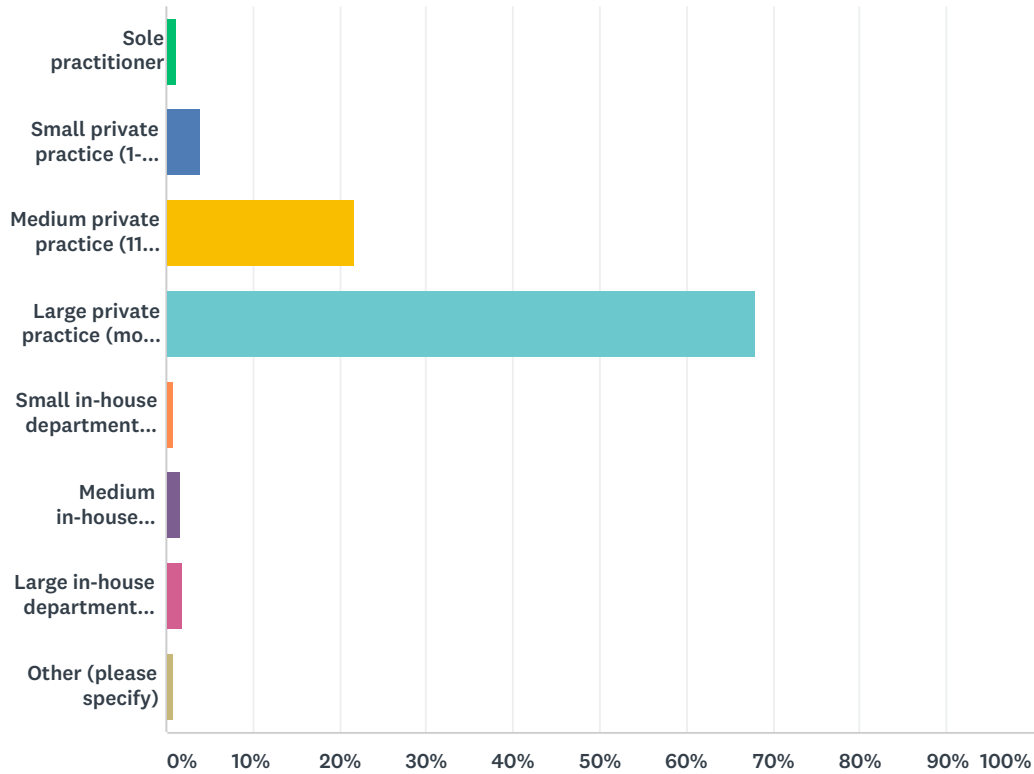
Answered: 251 Skipped: 2



ANSWER CHOICES	RESPONSES	
I haven't started any course yet	5.58%	14
I'm currently completing the Queen Mary University or Bournemouth University course	5.18%	13
I'm currently completing the Nottingham Law School course	4.78%	12
N/A - skip this question	84.46%	212
TOTAL		251

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

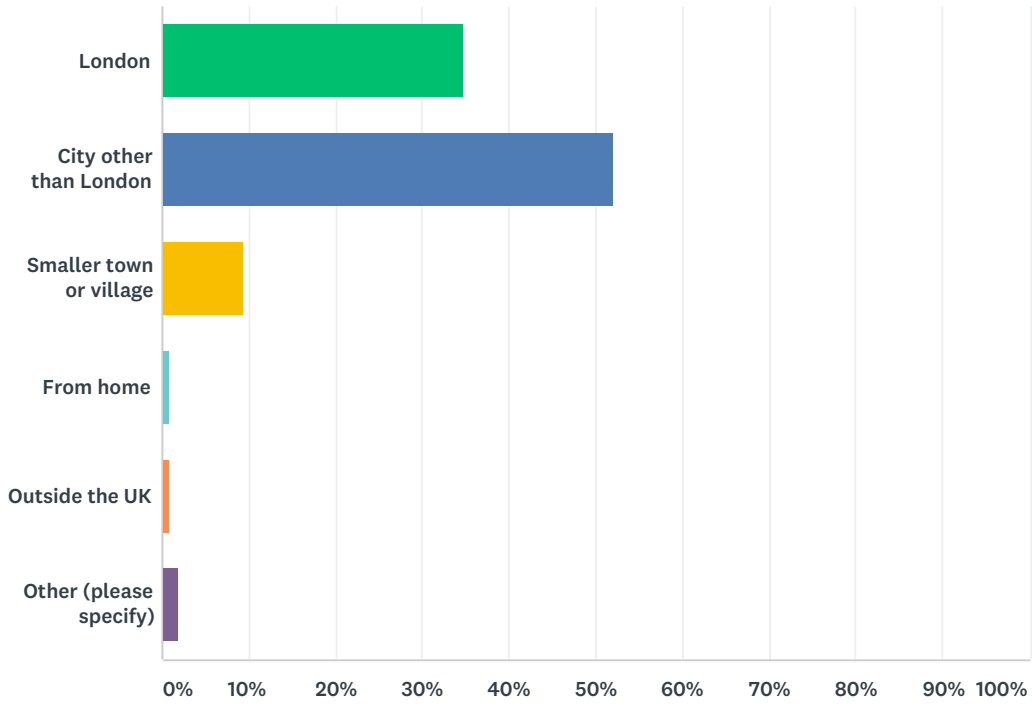
Answered: 253 Skipped: 0



ANSWER CHOICES	RESPONSES	
Sole practitioner	1.19%	3
Small private practice (1-10 staff including partners/directors)	3.95%	10
Medium private practice (11-80 staff including partners/directors)	21.74%	55
Large private practice (more than 80 staff including partners/directors)	67.98%	172
Small in-house department (1-10 staff)	0.79%	2
Medium in-house department (11-50 staff)	1.58%	4
Large in-house department (more than 50 staff)	1.98%	5
Other (please specify)	0.79%	2
TOTAL		253

Q5 Where do you work, mostly?

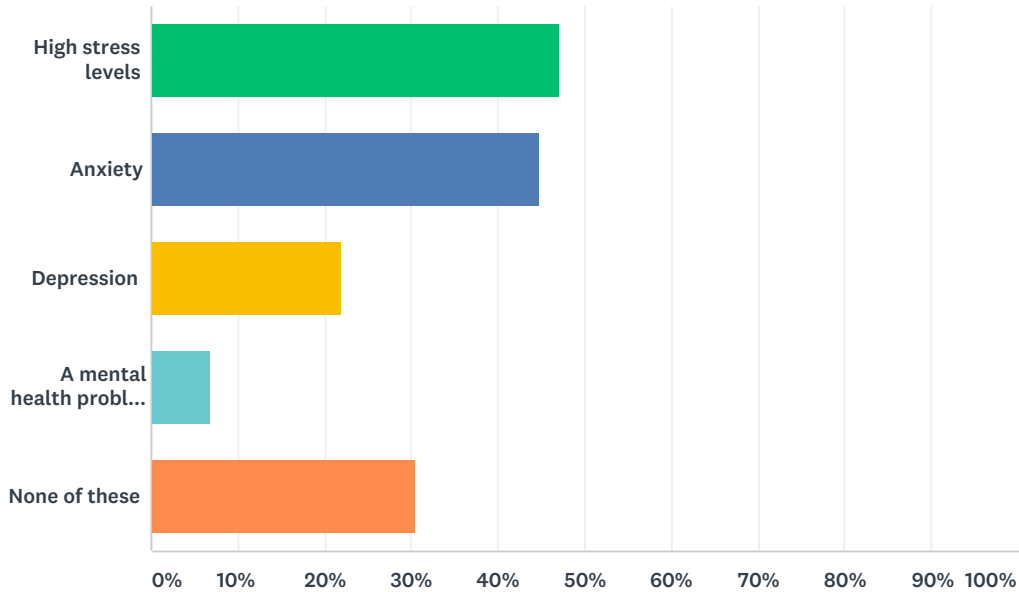
Answered: 253 Skipped: 0



ANSWER CHOICES	RESPONSES	
London	34.78%	88
City other than London	52.17%	132
Smaller town or village	9.49%	24
From home	0.79%	2
Outside the UK	0.79%	2
Other (please specify)	1.98%	5
TOTAL		253

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

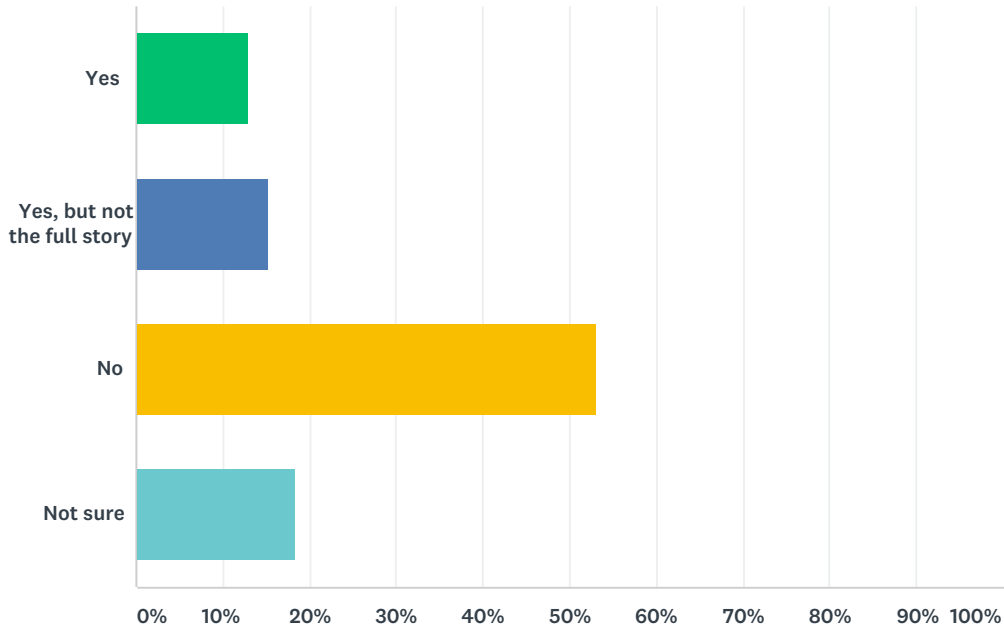
Answered: 232 Skipped: 21



ANSWER CHOICES	RESPONSES	
High stress levels	46.98%	109
Anxiety	44.83%	104
Depression	21.98%	51
A mental health problem other than the above (whether formally diagnosed or not)	6.90%	16
None of these	30.60%	71
Total Respondents: 232		

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

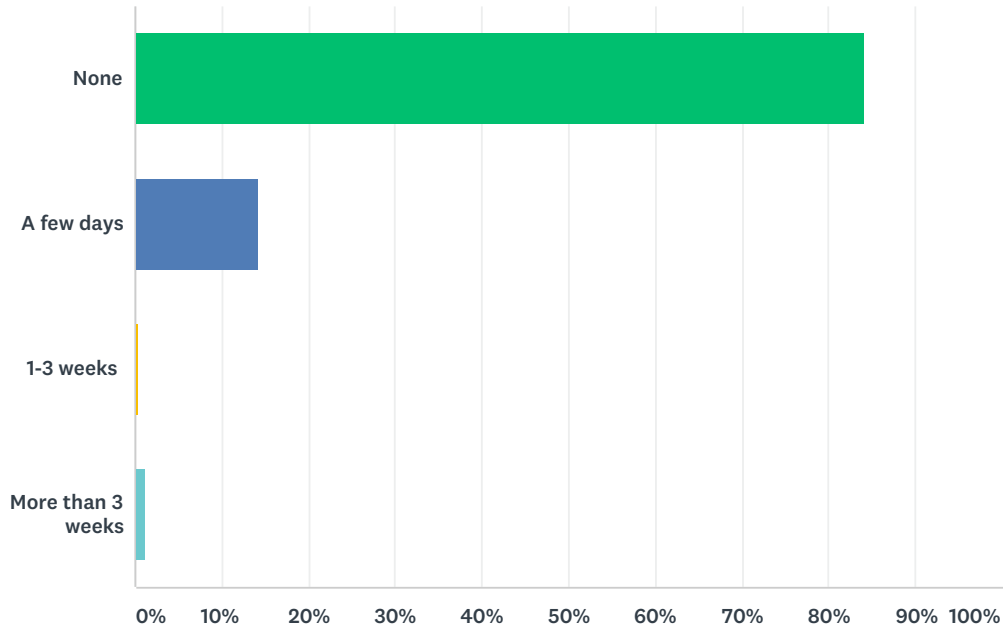
Answered: 222 Skipped: 31



ANSWER CHOICES	RESPONSES
Yes	13.06% 29
Yes, but not the full story	15.32% 34
No	53.15% 118
Not sure	18.47% 41
TOTAL	222

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

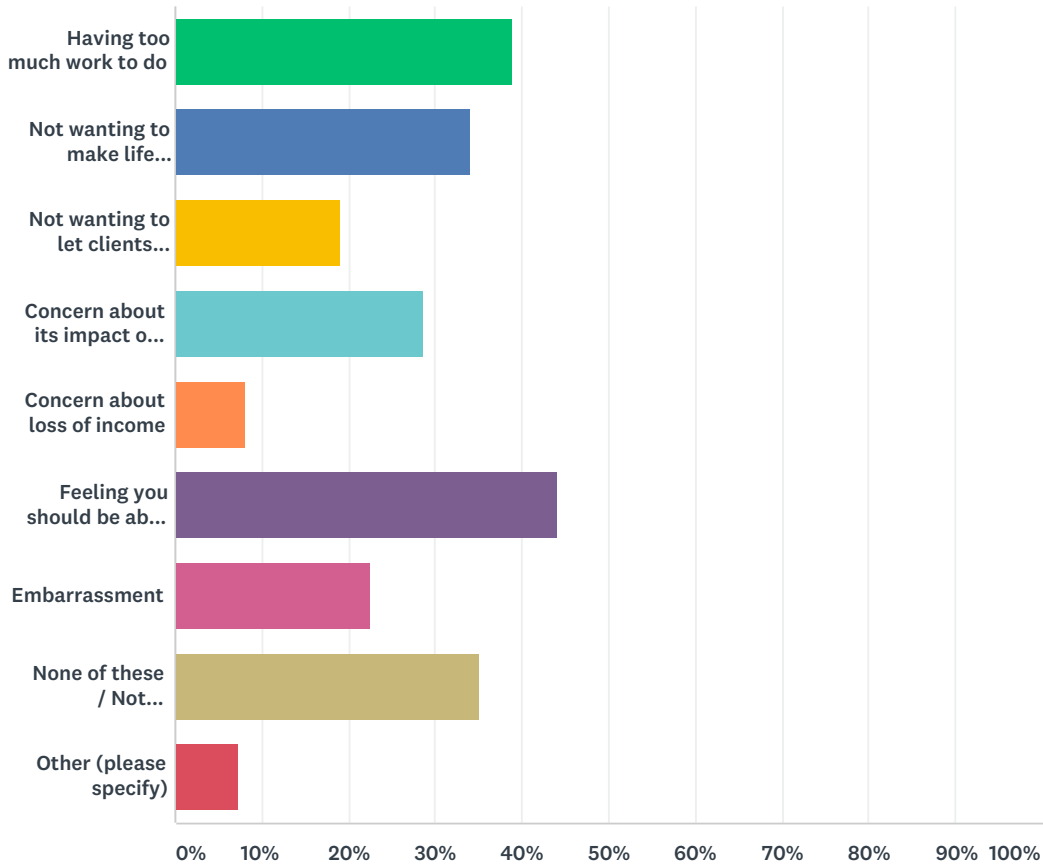
Answered: 232 Skipped: 21



ANSWER CHOICES	RESPONSES
None	84.05% 195
A few days	14.22% 33
1-3 weeks	0.43% 1
More than 3 weeks	1.29% 3
TOTAL	232

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)?

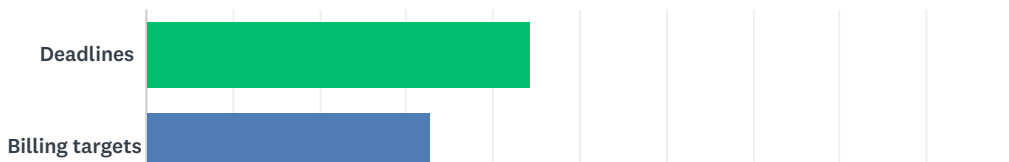
Answered: 231 Skipped: 22

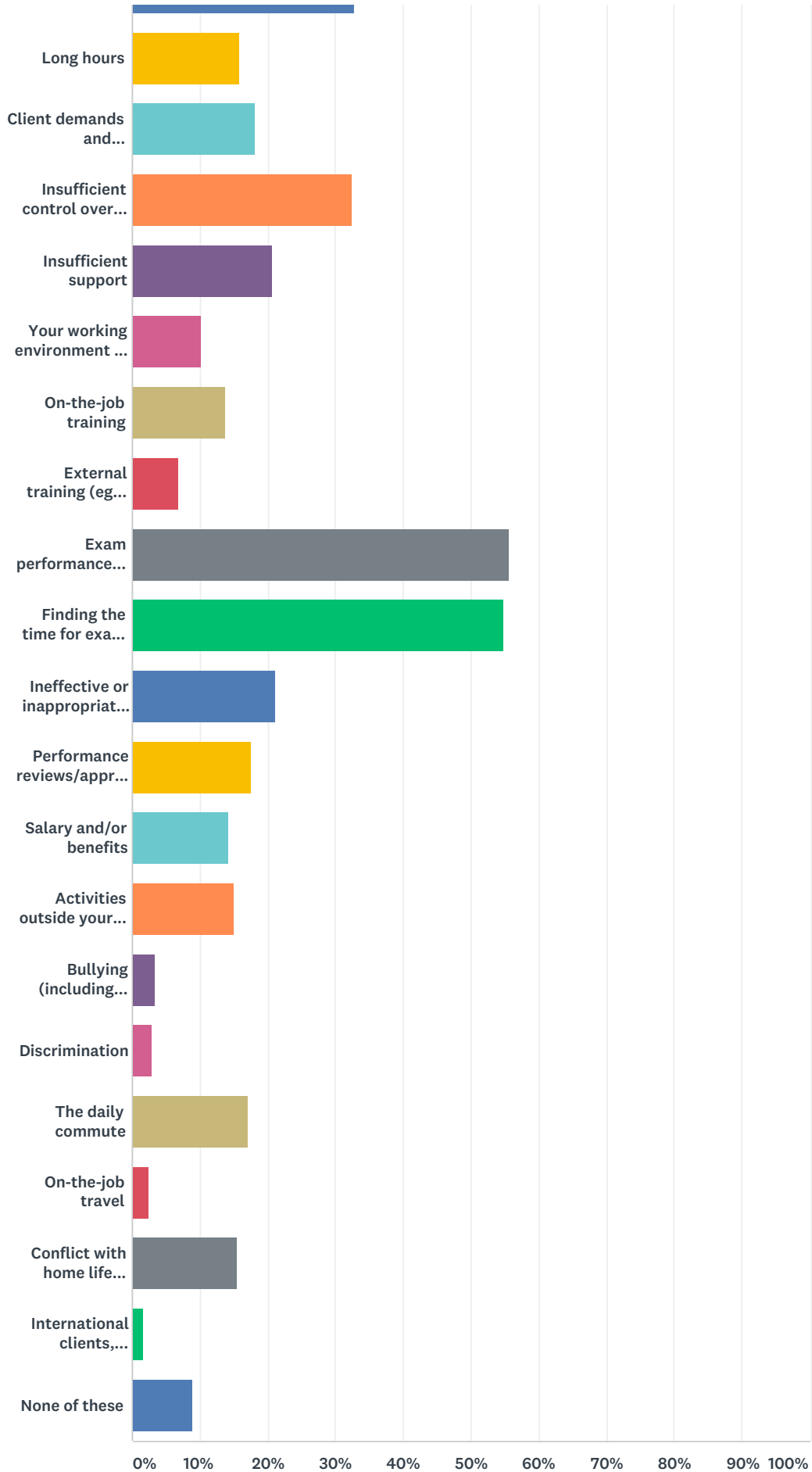


ANSWER CHOICES	RESPONSES
Having too much work to do	38.96% 90
Not wanting to make life difficult for colleagues	34.20% 79
Not wanting to let clients down	19.05% 44
Concern about its impact on career prospects	28.57% 66
Concern about loss of income	8.23% 19
Feeling you should be able to cope anyway	44.16% 102
Embarrassment	22.51% 52
None of these / Not applicable	35.06% 81
Other (please specify)	7.36% 17
Total Respondents: 231	

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

Answered: 232 Skipped: 21

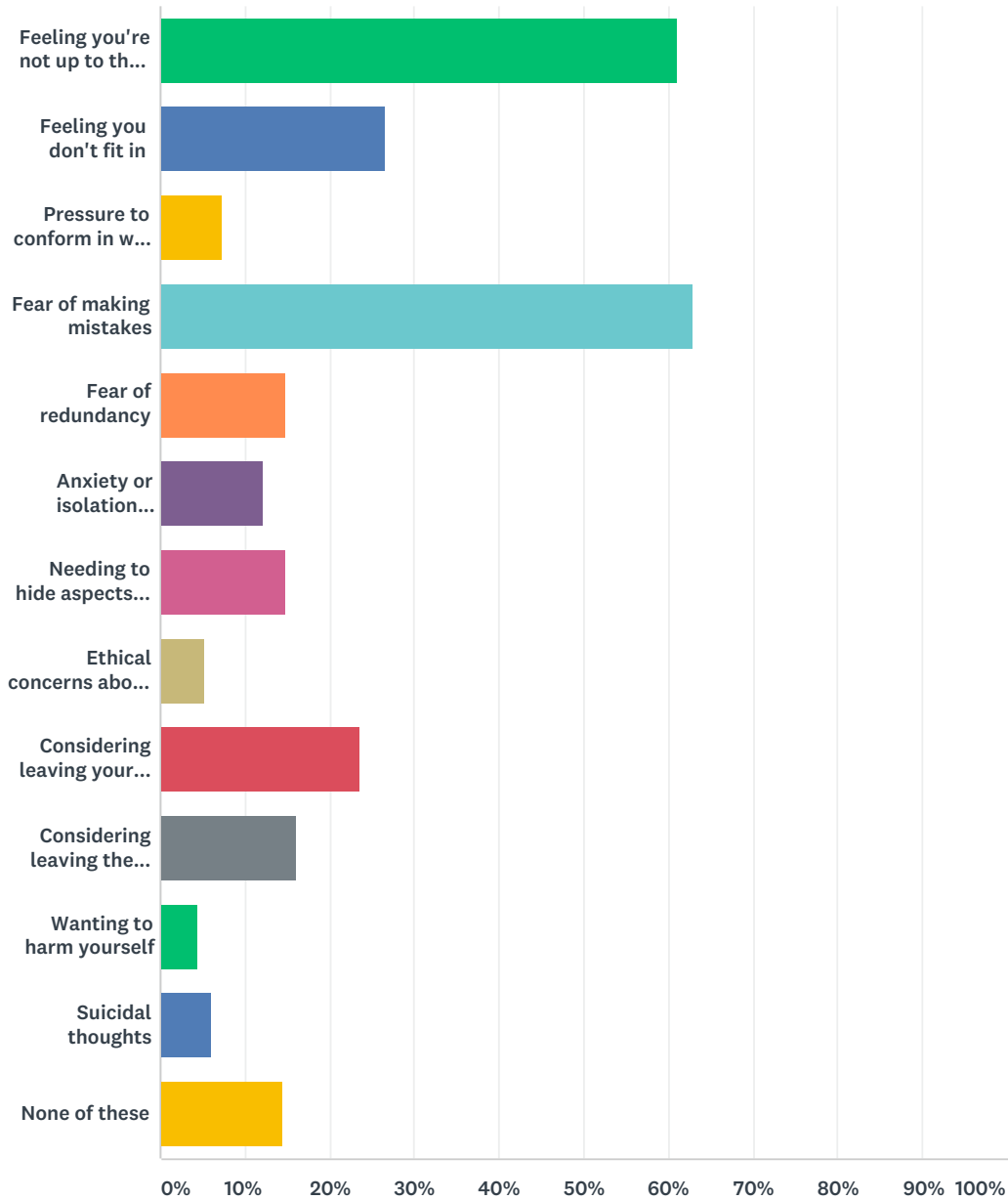




ANSWER CHOICES	RESPONSES	
Deadlines	44.40%	103
Billing targets	32.76%	76
Long hours	15.95%	37
Client demands and expectations	18.10%	42
Insufficient control over your workload	32.33%	75
Insufficient support	20.69%	48
Your working environment and available resources (eg IT and infrastructure)	10.34%	24
On-the-job training	13.79%	32
External training (eg courses)	6.90%	16
Exam performance fears	55.60%	129
Finding the time for exam preparation	54.74%	127
Ineffective or inappropriate management, or senior colleagues' behaviour	21.12%	49
Performance reviews/appraisals	17.67%	41
Salary and/or benefits	14.22%	33
Activities outside your comfort zone (eg presentations, formal hearings or "networking")	15.09%	35
Bullying (including inappropriate banter) or harassment	3.45%	8
Discrimination	3.02%	7
The daily commute	17.24%	40
On-the-job travel	2.59%	6
Conflict with home life and/or personal (eg caring) responsibilities	15.52%	36
International clients, different time zones and the need for 24-hour availability	1.72%	4
None of these	9.05%	21
Total Respondents: 232		

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

Answered: 229 Skipped: 24

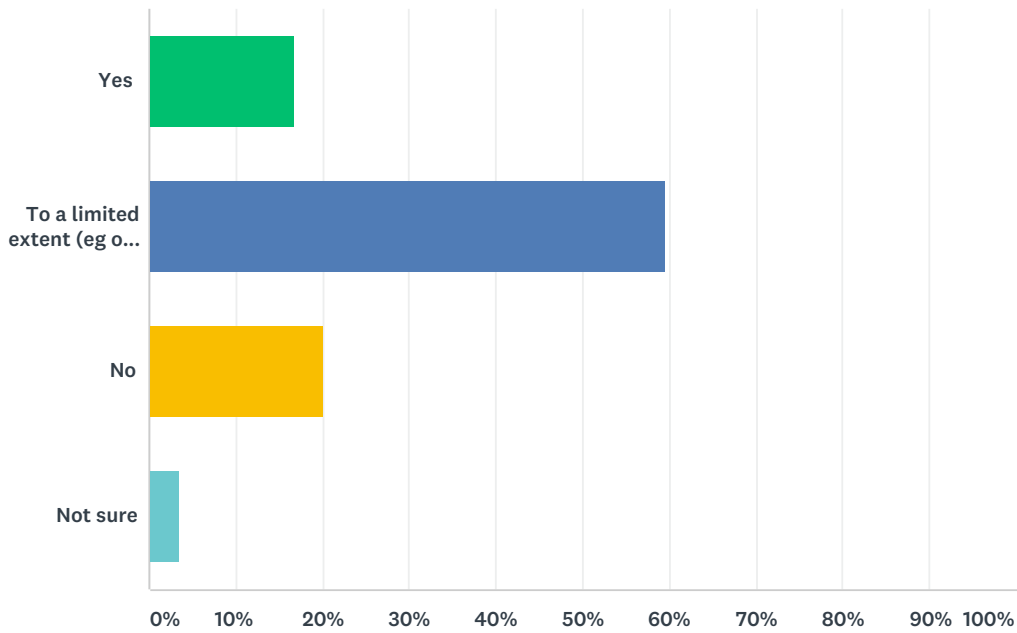


ANSWER CHOICES	RESPONSES
Feeling you're not up to the job	61.14% 140
Feeling you don't fit in	26.64% 61
Pressure to conform in ways you're uncomfortable with	7.42% 17
Fear of making mistakes	62.88% 144
Fear of redundancy	14.85% 34
Anxiety or isolation linked to something personal, such as gender, sexuality, ethnicity, religion, age, physical disability or mental health	12.23% 28
Needing to hide aspects of yourself or your life from colleagues	14.85% 34
Ethical concerns about the work you're asked to do	5.24% 12
Considering leaving your current job	23.58% 54

Considering leaving the profession	16.16%	37
Wanting to harm yourself	4.37%	10
Suicidal thoughts	6.11%	14
None of these	14.41%	33
Total Respondents: 229		

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

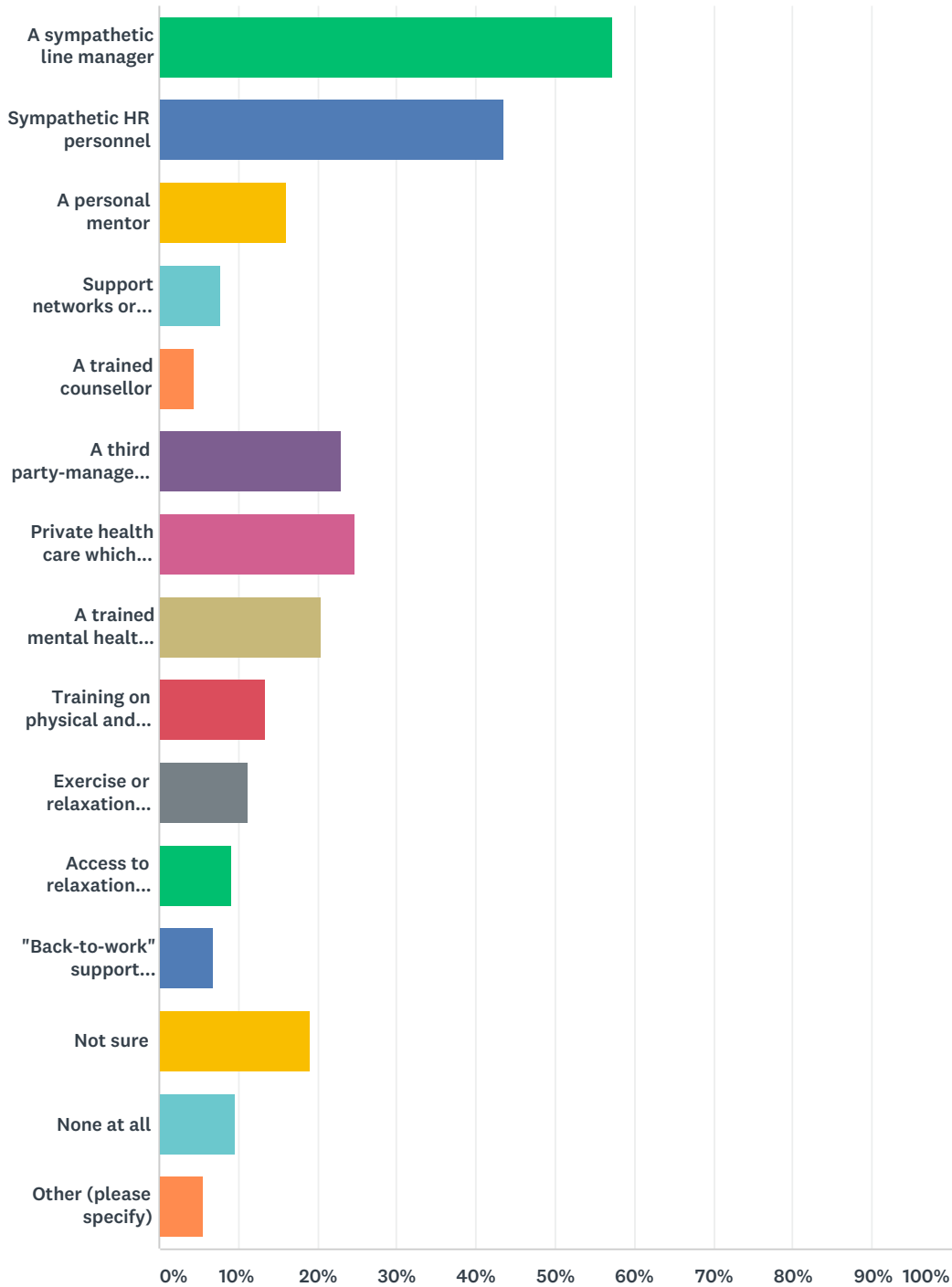
Answered: 228 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	16.67%	38
To a limited extent (eg only to certain colleagues and/or about certain types of problem)	59.65%	136
No	20.18%	46
Not sure	3.51%	8
TOTAL		228

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

Answered: 230 Skipped: 23

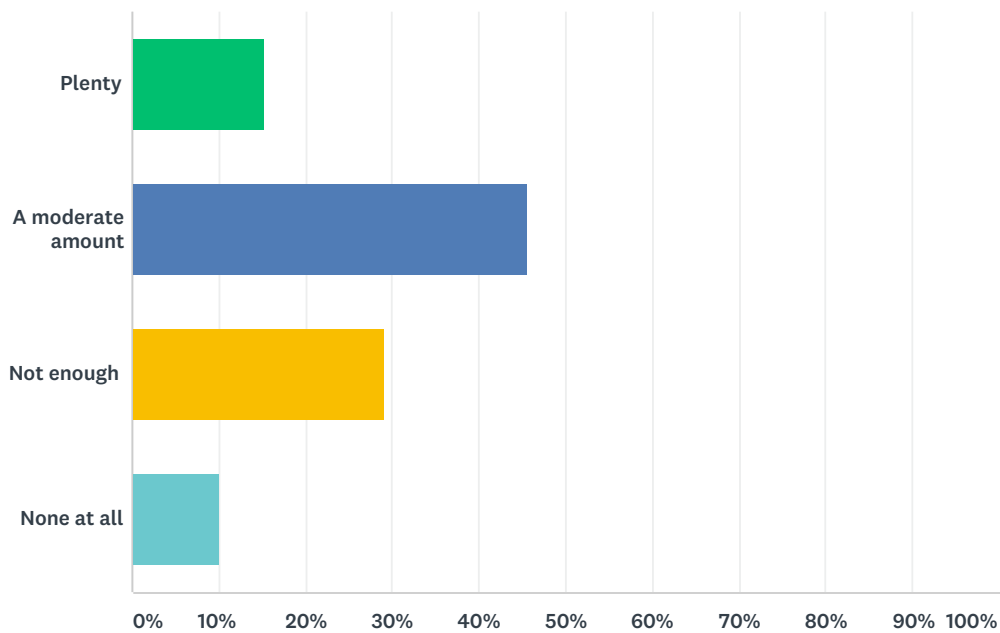


ANSWER CHOICES	RESPONSES
A sympathetic line manager	57.39% 132
Sympathetic HR personnel	43.48% 100
A personal mentor	16.09% 37
Support networks or groups (eg for women, LGBT+, BAME)	7.83% 18
A trained counsellor	4.35% 10
A third party-managed "employee assistance programme"	23.04% 53
Private health care which extends to mental health problems	24.78% 57

A trained mental health "first-aider"	20.43%	47
Training on physical and/or mental wellbeing	13.48%	31
Exercise or relaxation classes	11.30%	26
Access to relaxation facilities such as a gym, games room or quiet room	9.13%	21
"Back-to-work" support following absence due to stress or mental illness (for example a phased return, counselling or regular follow-up reviews)	6.96%	16
Not sure	19.13%	44
None at all	9.57%	22
Other (please specify)	5.65%	13
Total Respondents: 230		

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

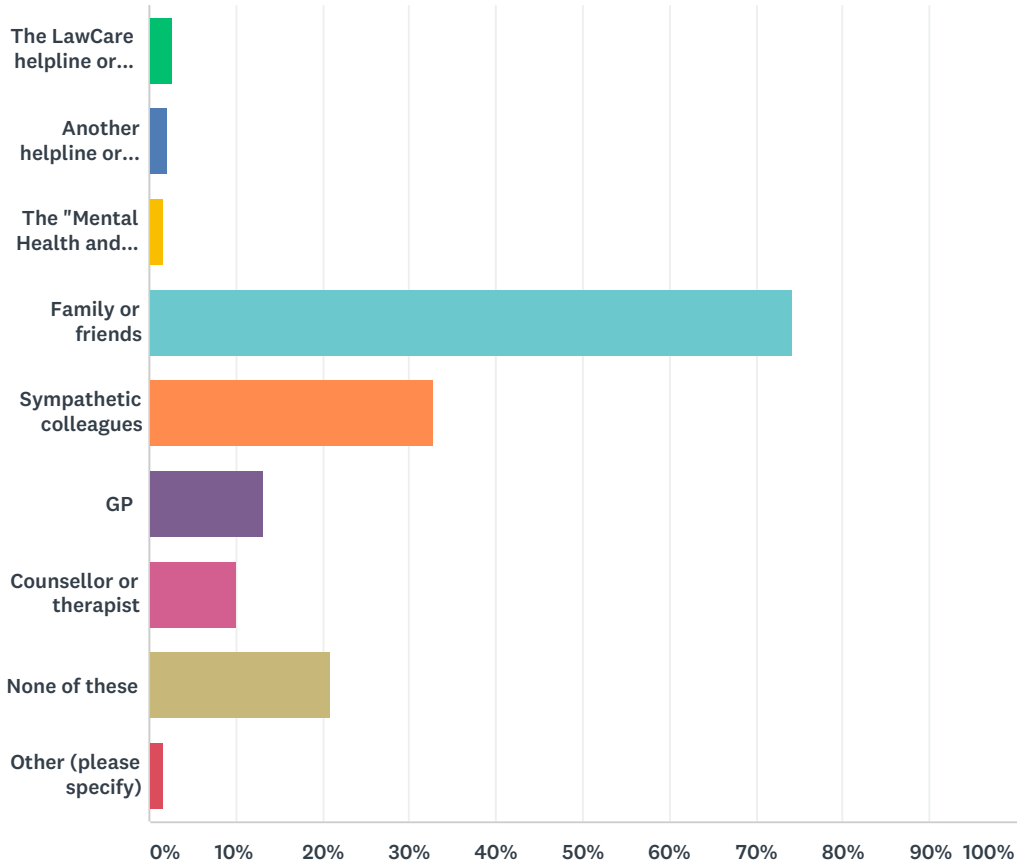
Answered: 230 Skipped: 23



ANSWER CHOICES	RESPONSES	
Plenty	15.22%	35
A moderate amount	45.65%	105
Not enough	29.13%	67
None at all	10.00%	23
TOTAL		230

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

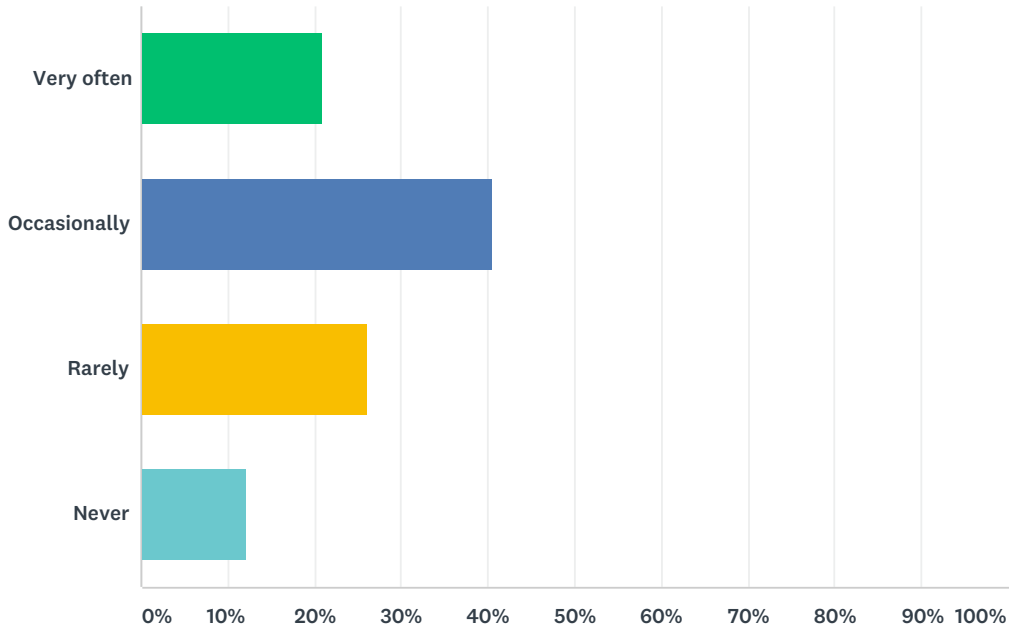
Answered: 229 Skipped: 24



ANSWER CHOICES	RESPONSES	
The LawCare helpline or website	2.62%	6
Another helpline or charity (eg The Samaritans) (please use the box below to specify which)	2.18%	5
The "Mental Health and Wellbeing" page on the IP Inclusive website	1.75%	4
Family or friends	74.24%	170
Sympathetic colleagues	32.75%	75
GP	13.10%	30
Counsellor or therapist	10.04%	23
None of these	20.96%	48
Other (please specify)	1.75%	4
Total Respondents: 229		

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

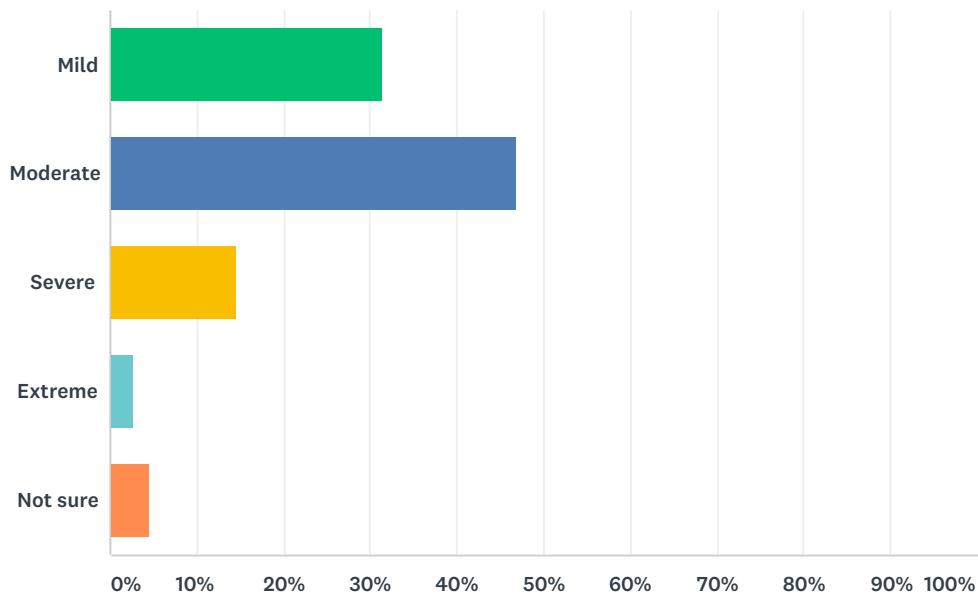
Answered: 229 Skipped: 24



ANSWER CHOICES	RESPONSES	
Very often	20.96%	48
Occasionally	40.61%	93
Rarely	26.20%	60
Never	12.23%	28
TOTAL		229

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

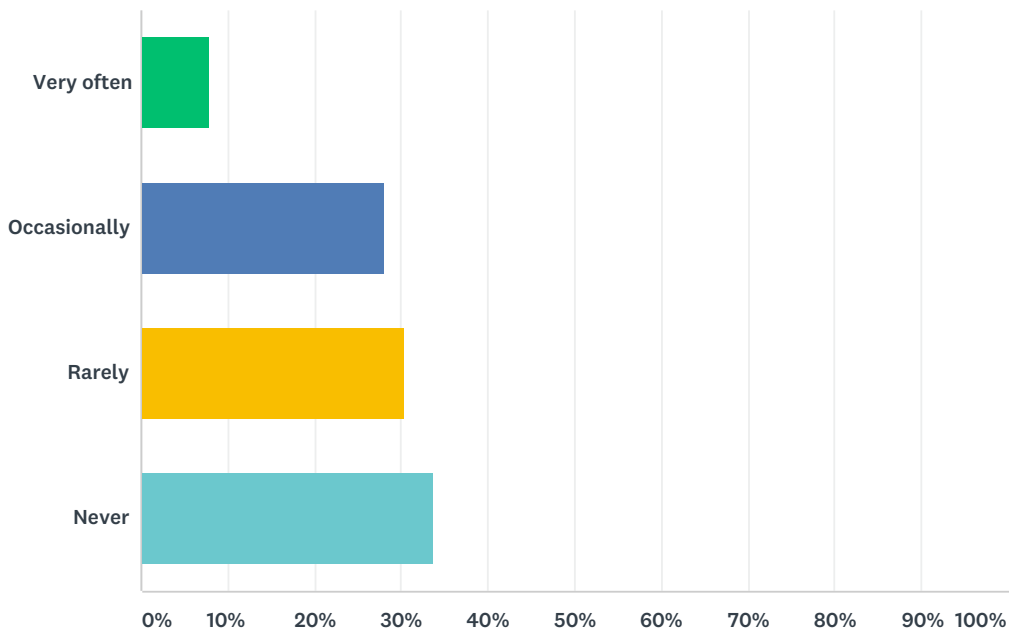
Answered: 220 Skipped: 33



ANSWER CHOICES	RESPONSES	
Mild	31.36%	69
Moderate	46.82%	103
Severe	14.55%	32
Extreme	2.73%	6
Not sure	4.55%	10
TOTAL		220

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

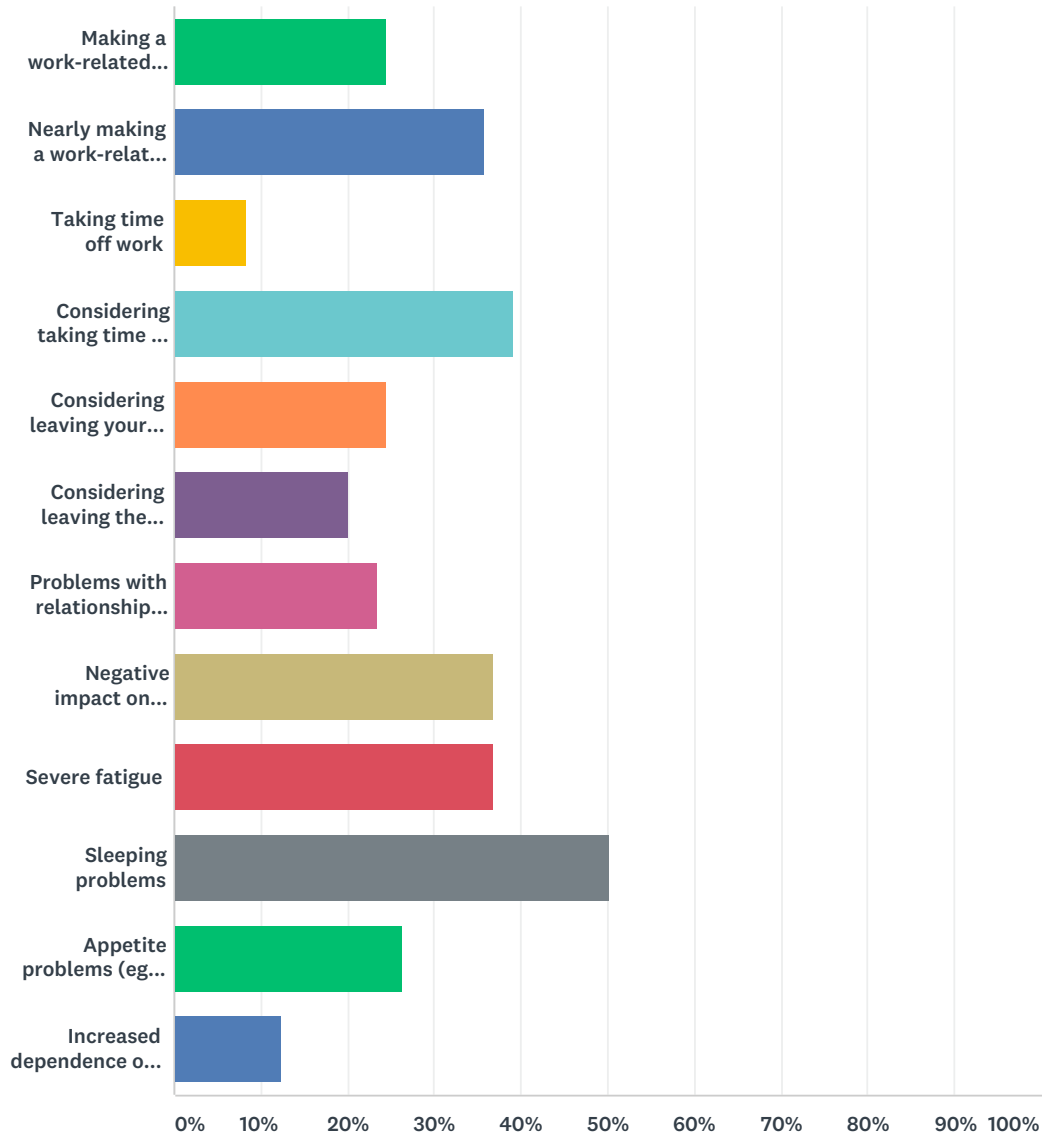
Answered: 228 Skipped: 25



ANSWER CHOICES	RESPONSES	
Very often	7.89%	18
Occasionally	28.07%	64
Rarely	30.26%	69
Never	33.77%	77
TOTAL		228

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: 179 Skipped: 74

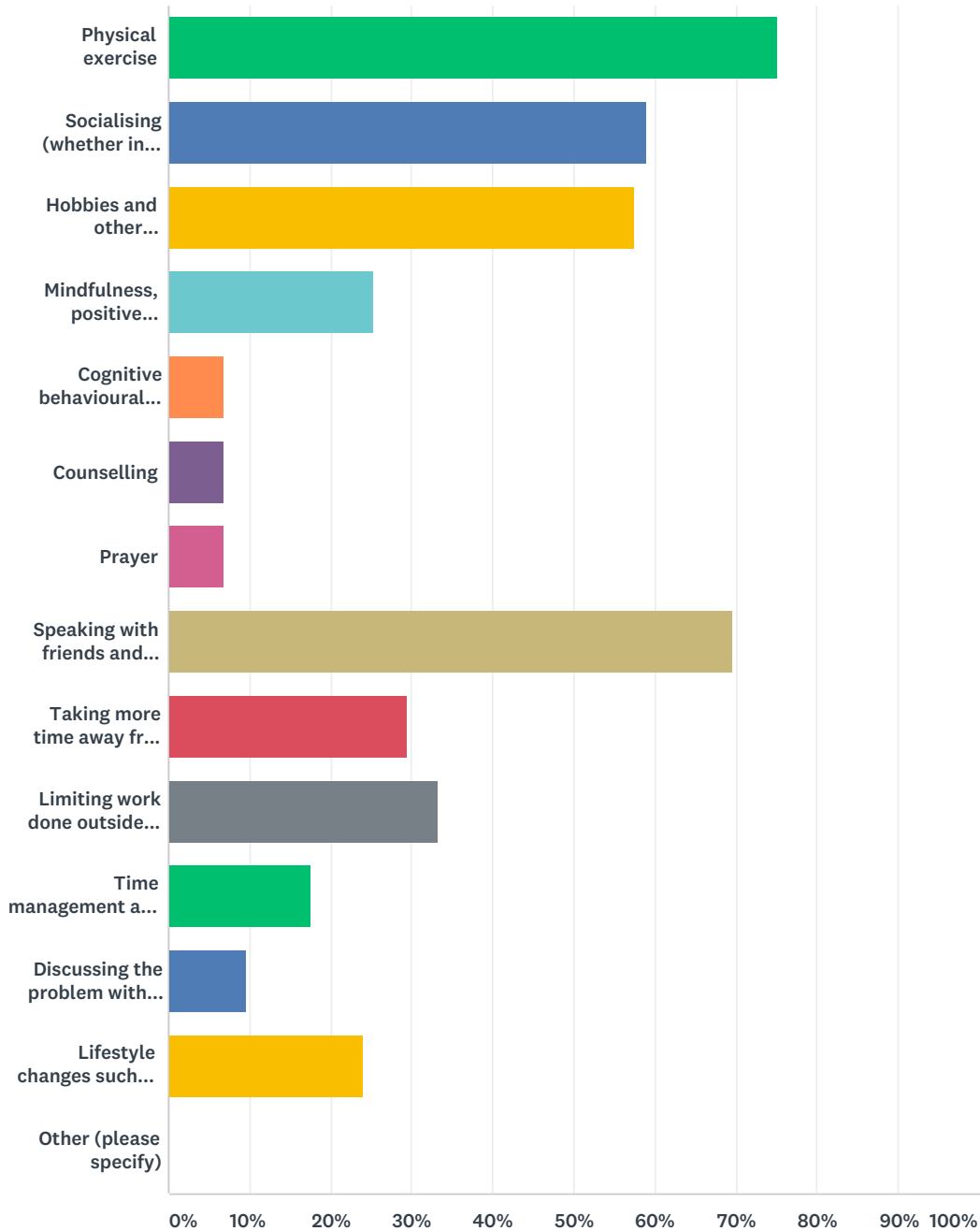


ANSWER CHOICES	RESPONSES
Making a work-related mistake that would not have happened otherwise	24.58% 44
Nearly making a work-related mistake that would not have happened otherwise	35.75% 64
Taking time off work	8.38% 15
Considering taking time off work but not actually doing so	39.11% 70
Considering leaving your current job	24.58% 44
Considering leaving the profession	20.11% 36
Problems with relationships outside of work	23.46% 42
Negative impact on physical health	36.87% 66
Severe fatigue	36.87% 66
Sleeping problems	50.28% 90
Appetite problems (eg loss of appetite or comfort eating)	26.26% 47
Increased dependence on alcohol, nicotine or recreational drugs	12.29% 22

Total Respondents: 179

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: 217 Skipped: 36

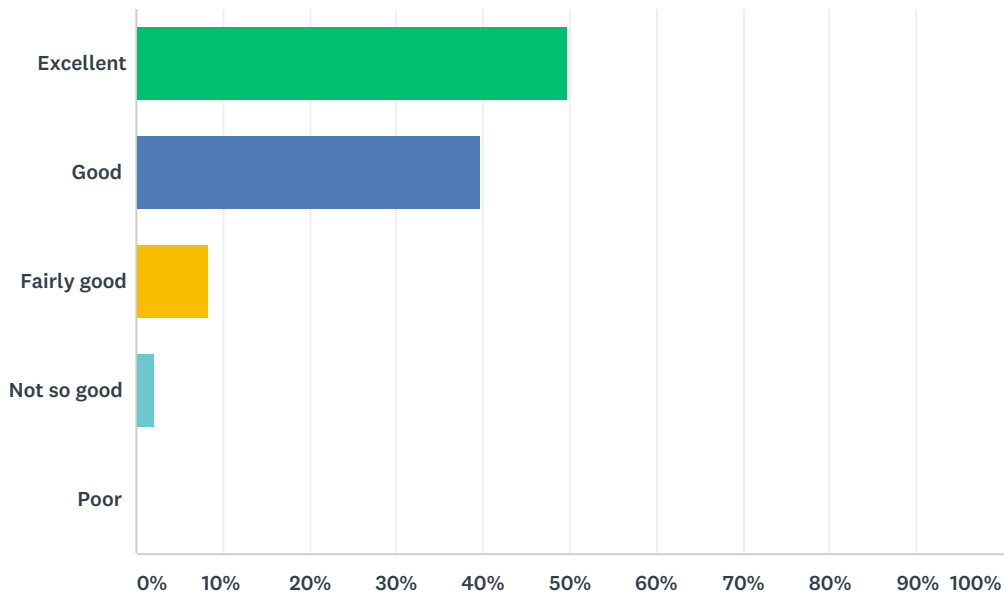


ANSWER CHOICES	RESPONSES	
Physical exercise	75.12%	163
Socialising (whether in large groups or small)	58.99%	128
Hobbies and other non-work-related activities	57.60%	125

Mindfulness, positive thinking or meditation techniques	25.35%	55
Cognitive behavioural therapy	6.91%	15
Counselling	6.91%	15
Prayer	6.91%	15
Speaking with friends and family	69.59%	151
Taking more time away from the desk during the working day	29.49%	64
Limiting work done outside office hours	33.18%	72
Time management and work planning techniques (including delegation)	17.51%	38
Discussing the problem with a line manager, HR colleague or other senior member of staff	9.68%	21
Lifestyle changes such as to diet and/or sleeping patterns	23.96%	52
Other (please specify)	0.00%	0
Total Respondents: 217		

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

Answered: 229 Skipped: 24



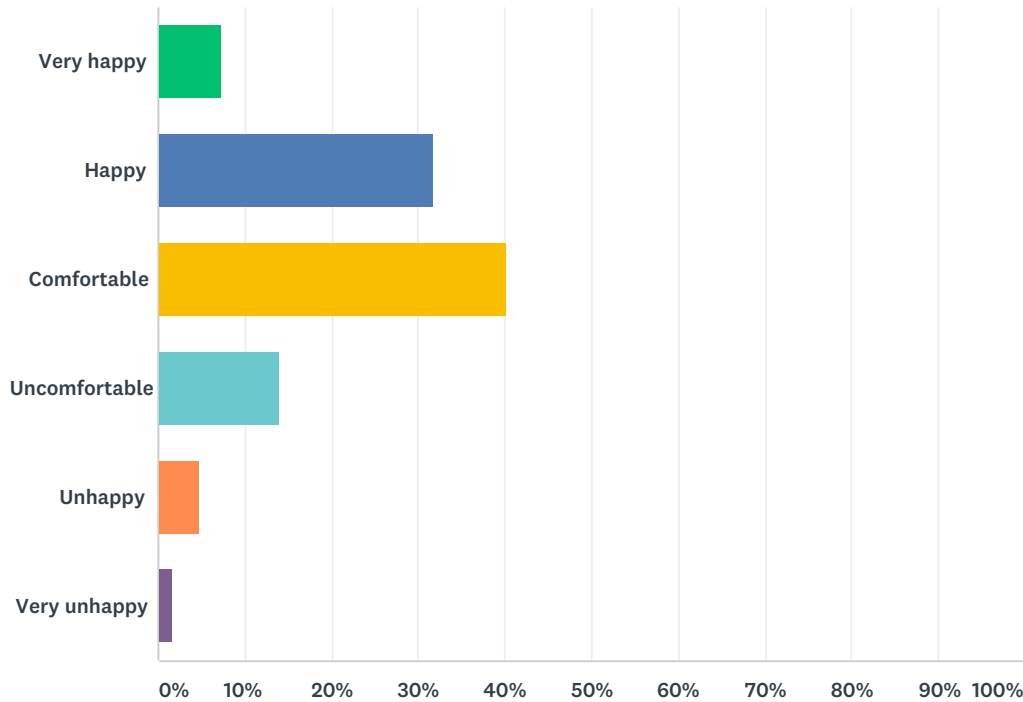
ANSWER CHOICES	RESPONSES
Excellent	49.78% 114
Good	39.74% 91
Fairly good	8.30% 19
Not so good	2.18% 5
Poor	0.00% 0

TOTAL

229

Q22 How would you describe your current mood at work?

Answered: 229 Skipped: 24



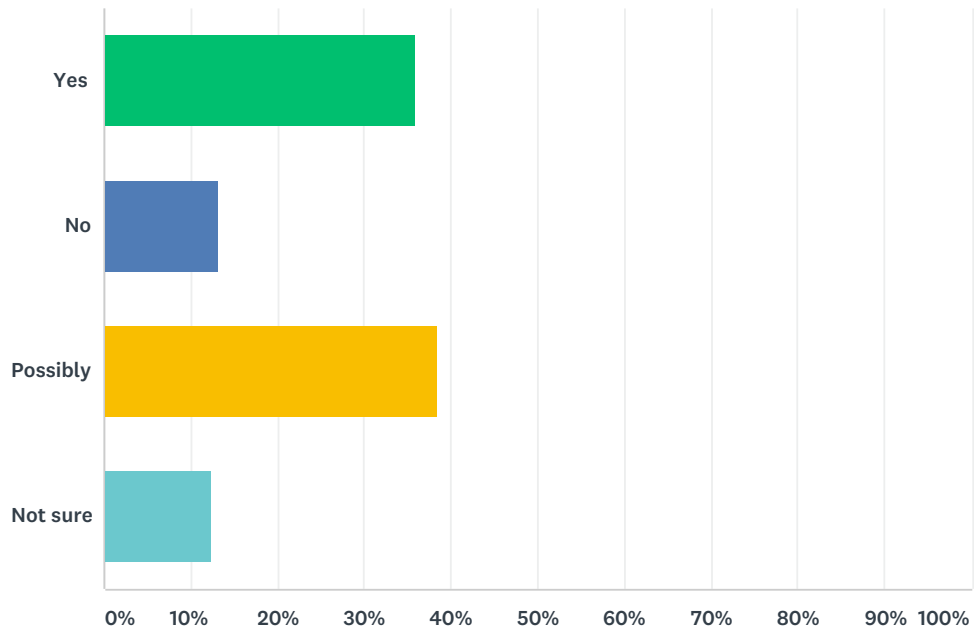
ANSWER CHOICES	RESPONSES	
Very happy	7.42%	17
Happy	31.88%	73
Comfortable	40.17%	92
Uncomfortable	13.97%	32
Unhappy	4.80%	11
Very unhappy	1.75%	4
TOTAL		229

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

Answered: 35 Skipped: 218

Q24 Would you be interested in joining such a group and/or taking part in its activities?

Answered: 228 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	35.96%	82
No	13.16%	30
Possibly	38.60%	88
Not sure	12.28%	28
TOTAL		228