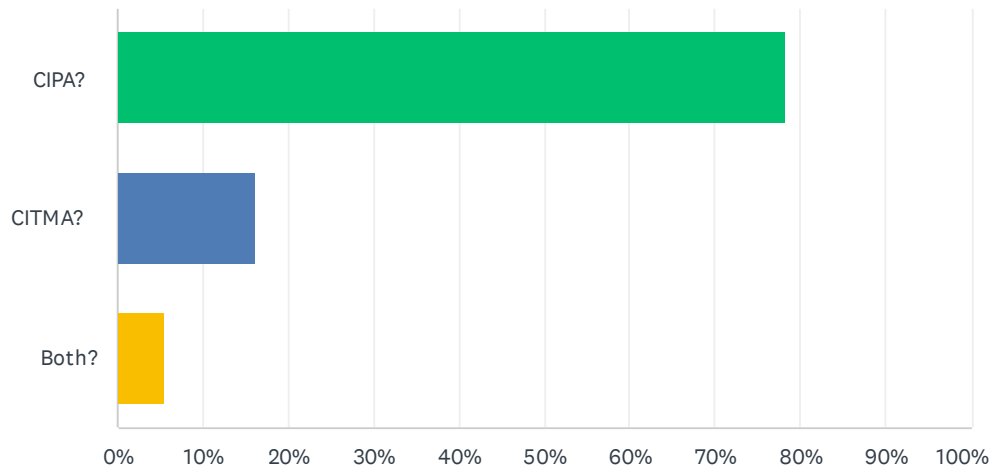


Q1 Are you a member of:

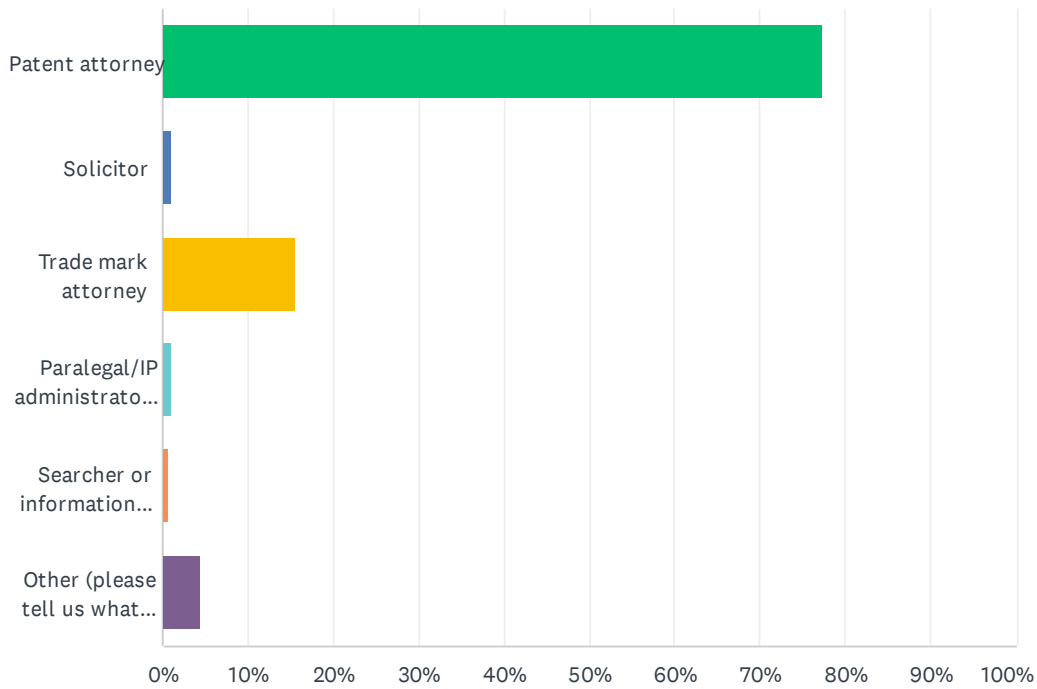
Answered: 179 Skipped: 2



ANSWER CHOICES	RESPONSES	
CIPA?	78.21%	140
CITMA?	16.20%	29
Both?	5.59%	10
TOTAL		179

Q2 What job do you do (please select as many as applicable)?

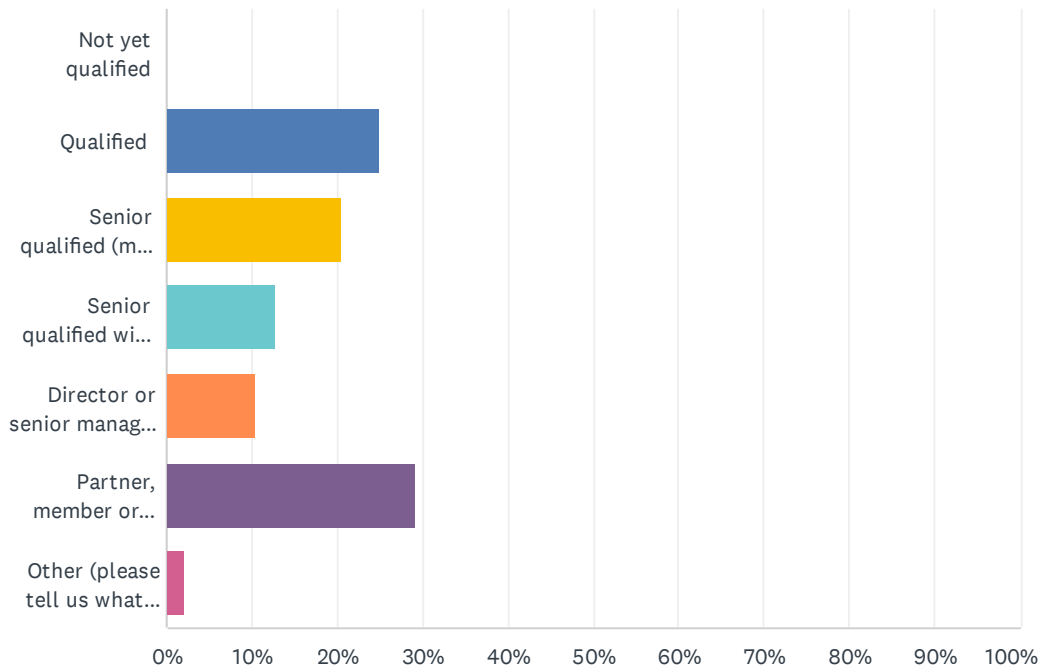
Answered: 181 Skipped: 0



ANSWER CHOICES	RESPONSES	
Patent attorney	77.35%	140
Solicitor	1.10%	2
Trade mark attorney	15.47%	28
Paralegal/IP administrator/formalities clerk	1.10%	2
Searcher or information scientist	0.55%	1
Other (please tell us what job you do, if none of the above)	4.42%	8
TOTAL		181

Q3 What career level are you at?

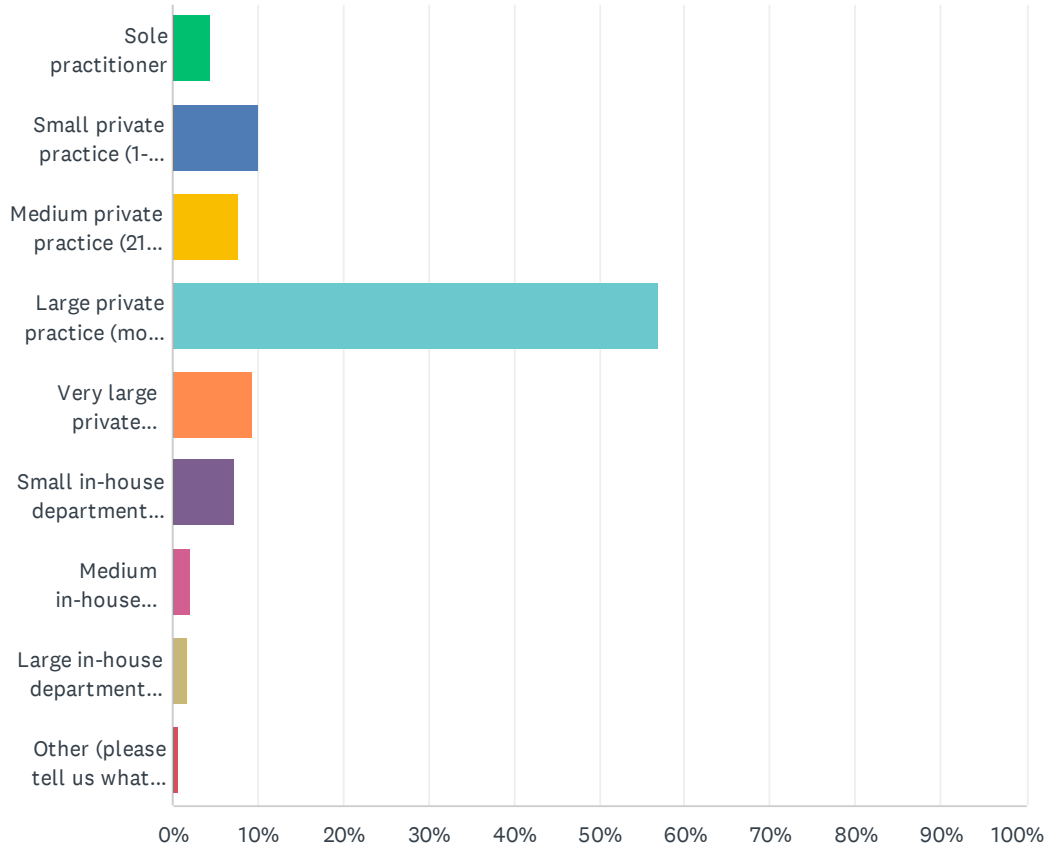
Answered: 181 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not yet qualified	0.00%	0
Qualified	24.86%	45
Senior qualified (more than three years post-qualification)	20.44%	37
Senior qualified with some management responsibilities	12.71%	23
Director or senior manager (non-owner)	10.50%	19
Partner, member or director with business ownership	29.28%	53
Other (please tell us what career level you're at, if none of the above)	2.21%	4
TOTAL		181

Q4 What type of organisation do you work in? (Note that for this question, "in-house" also covers government agencies and charities.)

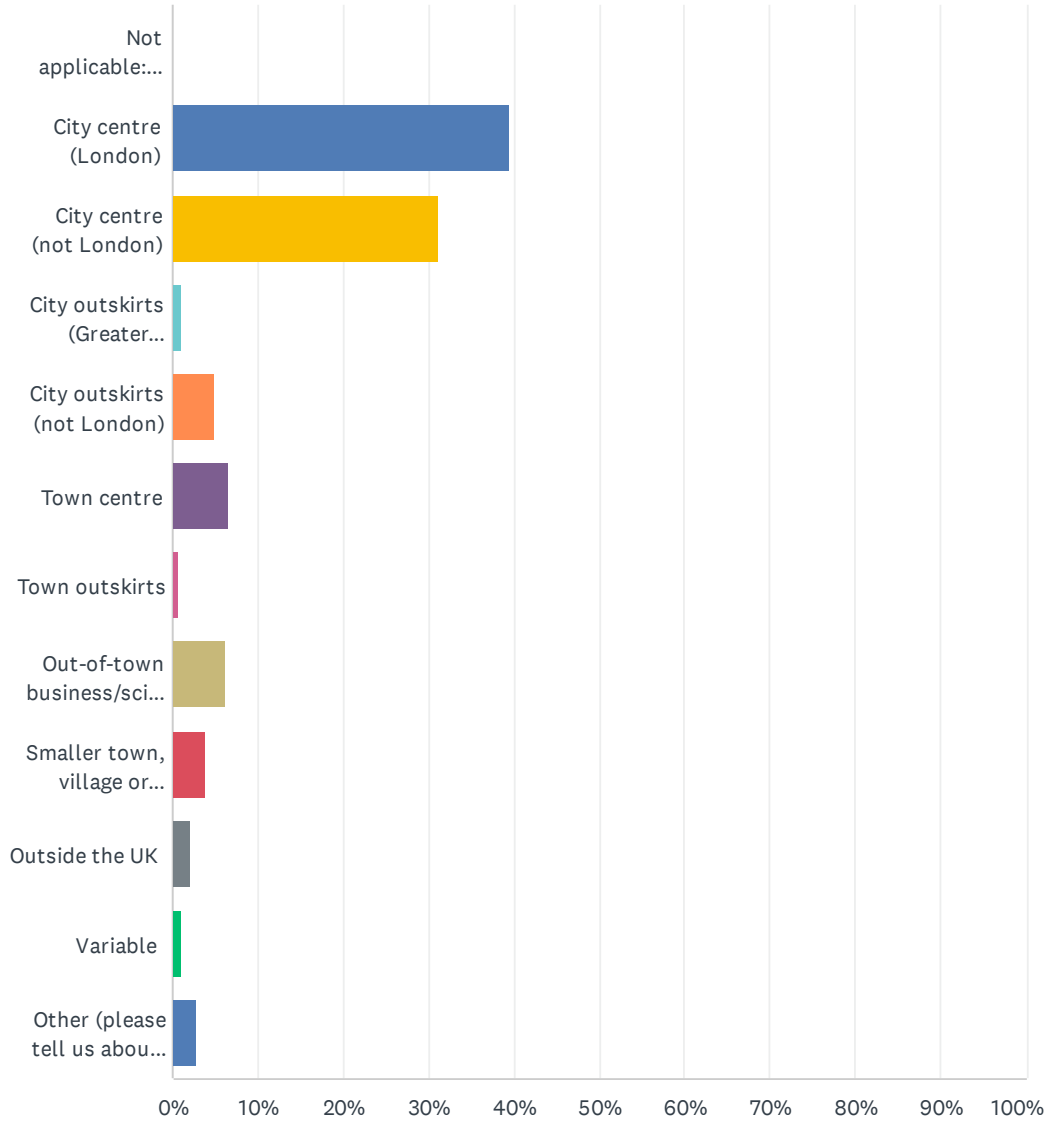
Answered: 181 Skipped: 0



ANSWER CHOICES	RESPONSES	
Sole practitioner	4.42%	8
Small private practice (1-20 staff including partners/members/directors)	9.94%	18
Medium private practice (21-80 staff including partners/members/directors)	7.73%	14
Large private practice (more than 80 staff including partners/members/directors)	56.91%	103
Very large private practice (more than 500 staff including partners/members/directors)	9.39%	17
Small in-house department (1-10 staff)	7.18%	13
Medium in-house department (11-50 staff)	2.21%	4
Large in-house department (more than 50 staff)	1.66%	3
Other (please tell us what type of organisation you work in, if none of the above)	0.55%	1
TOTAL		181

Q5 If you work some or all of the time on your organisation's premises, where are they based?

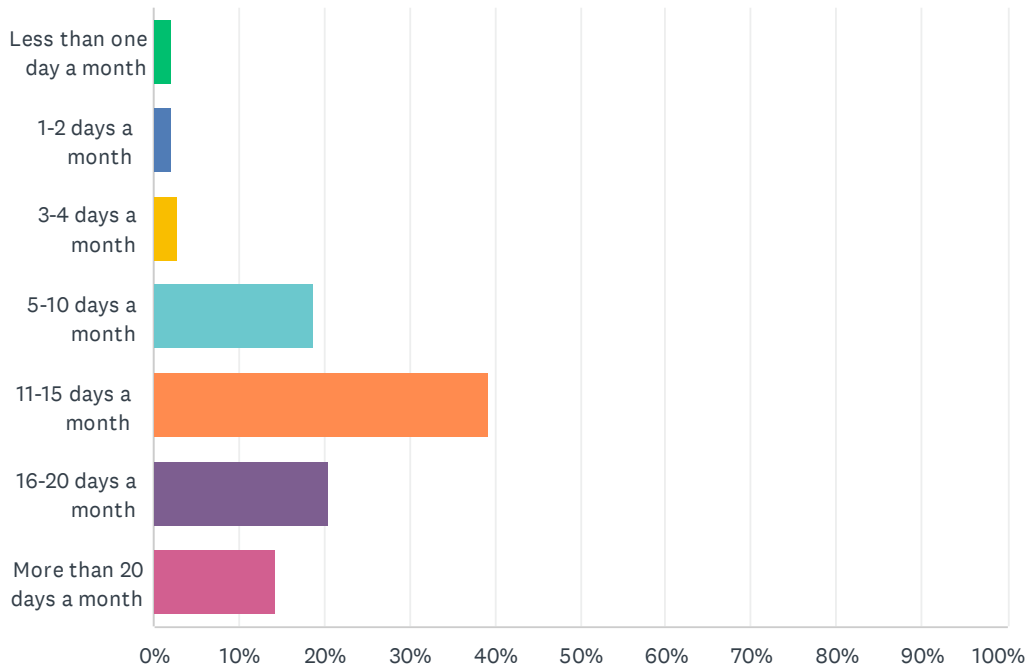
Answered: 180 Skipped: 1



ANSWER CHOICES	RESPONSES	
Not applicable: retired or not currently working	0.00%	0
City centre (London)	39.44%	71
City centre (not London)	31.11%	56
City outskirts (Greater London)	1.11%	2
City outskirts (not London)	5.00%	9
Town centre	6.67%	12
Town outskirts	0.56%	1
Out-of-town business/science park or campus	6.11%	11
Smaller town, village or rural location	3.89%	7
Outside the UK	2.22%	4
Variable	1.11%	2
Other (please tell us about the type of location if you can - but please don't include information that would allow us to identify you or your organisation)	2.78%	5
TOTAL		180

Q6 Roughly how many days a month do you work from home or another remote location of your choosing? (If you work part-time, please put the full-time equivalent.)

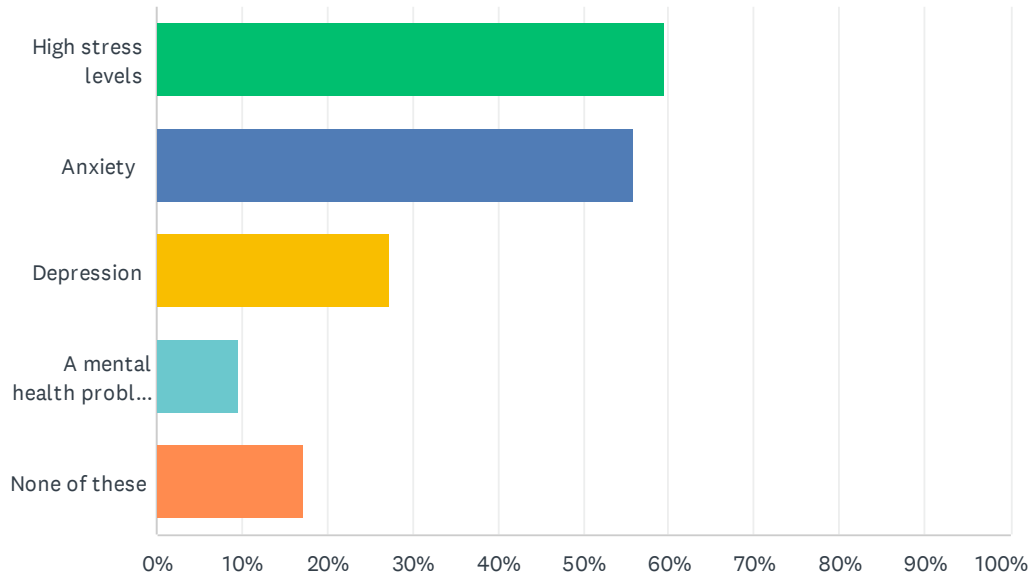
Answered: 181 Skipped: 0



ANSWER CHOICES	RESPONSES
Less than one day a month	2.21% 4
1-2 days a month	2.21% 4
3-4 days a month	2.76% 5
5-10 days a month	18.78% 34
11-15 days a month	39.23% 71
16-20 days a month	20.44% 37
More than 20 days a month	14.36% 26
TOTAL	181

Q7 Which of the following have adversely affected your work (please select as many as applicable)?

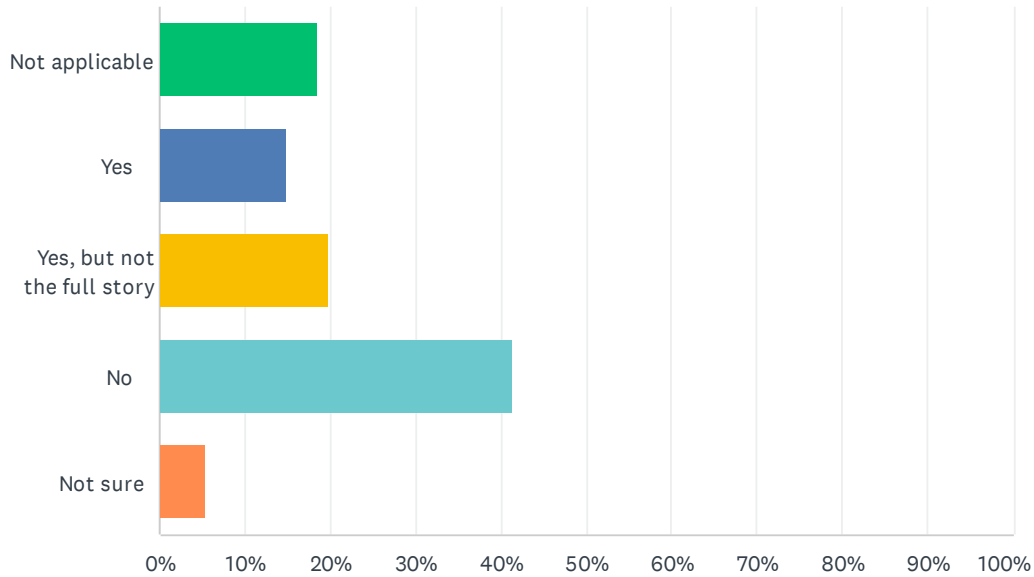
Answered: 168 Skipped: 13



ANSWER CHOICES	RESPONSES	
High stress levels	59.52%	100
Anxiety	55.95%	94
Depression	27.38%	46
A mental health problem other than the above (whether formally diagnosed or not)	9.52%	16
None of these	17.26%	29
Total Respondents: 168		

Q8 Did your employer (or at least your line manager or HR department) know you were experiencing these problems?

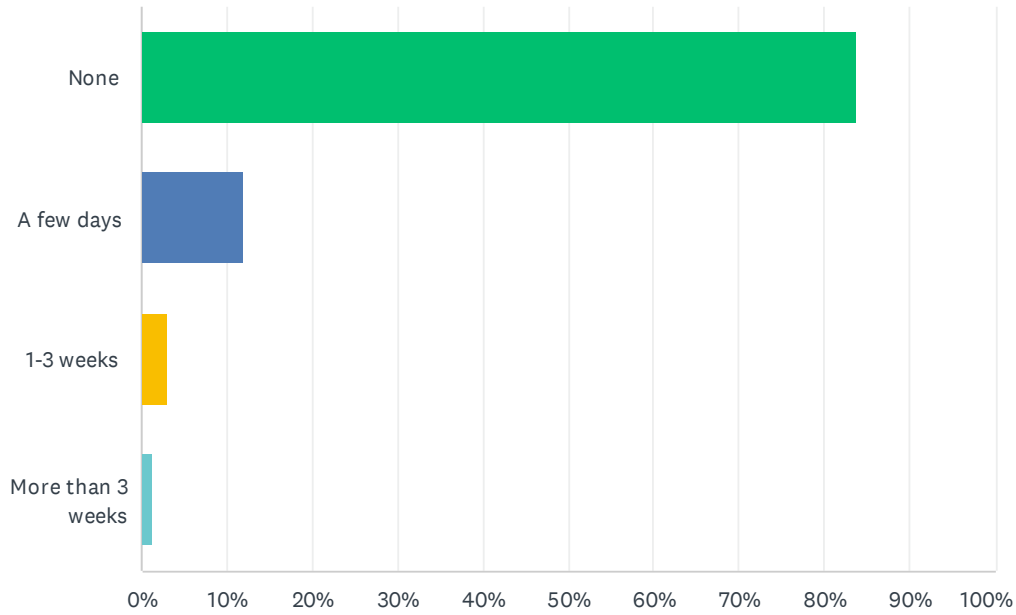
Answered: 167 Skipped: 14



ANSWER CHOICES	RESPONSES	
Not applicable	18.56%	31
Yes	14.97%	25
Yes, but not the full story	19.76%	33
No	41.32%	69
Not sure	5.39%	9
TOTAL		167

Q9 How much time have you had off work due to stress or mental health problems?

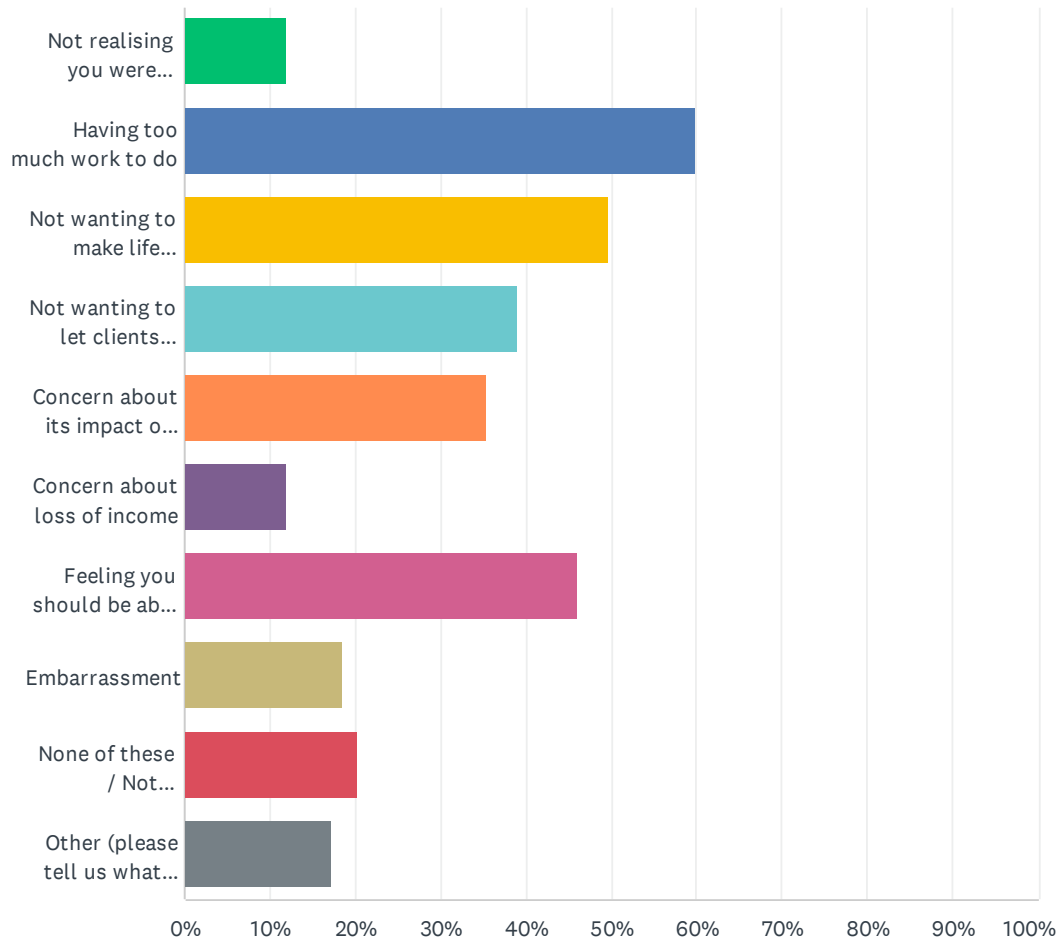
Answered: 167 Skipped: 14



ANSWER CHOICES	RESPONSES	
None	83.83%	140
A few days	11.98%	20
1-3 weeks	2.99%	5
More than 3 weeks	1.20%	2
TOTAL		167

Q10 Which of the following caused you to take less time off work than you would have liked or than you felt you needed (please select as many as applicable)?

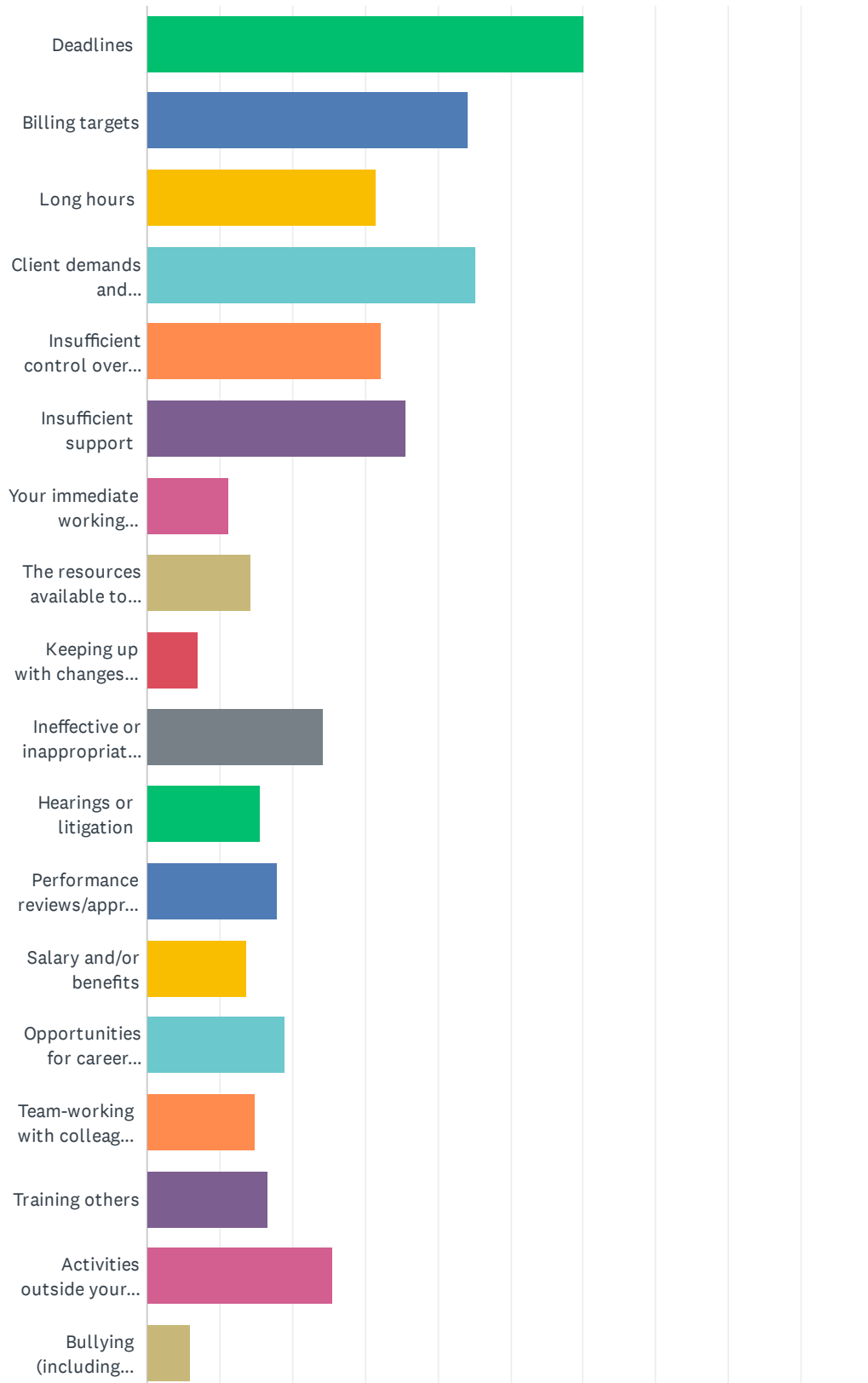
Answered: 167 Skipped: 14

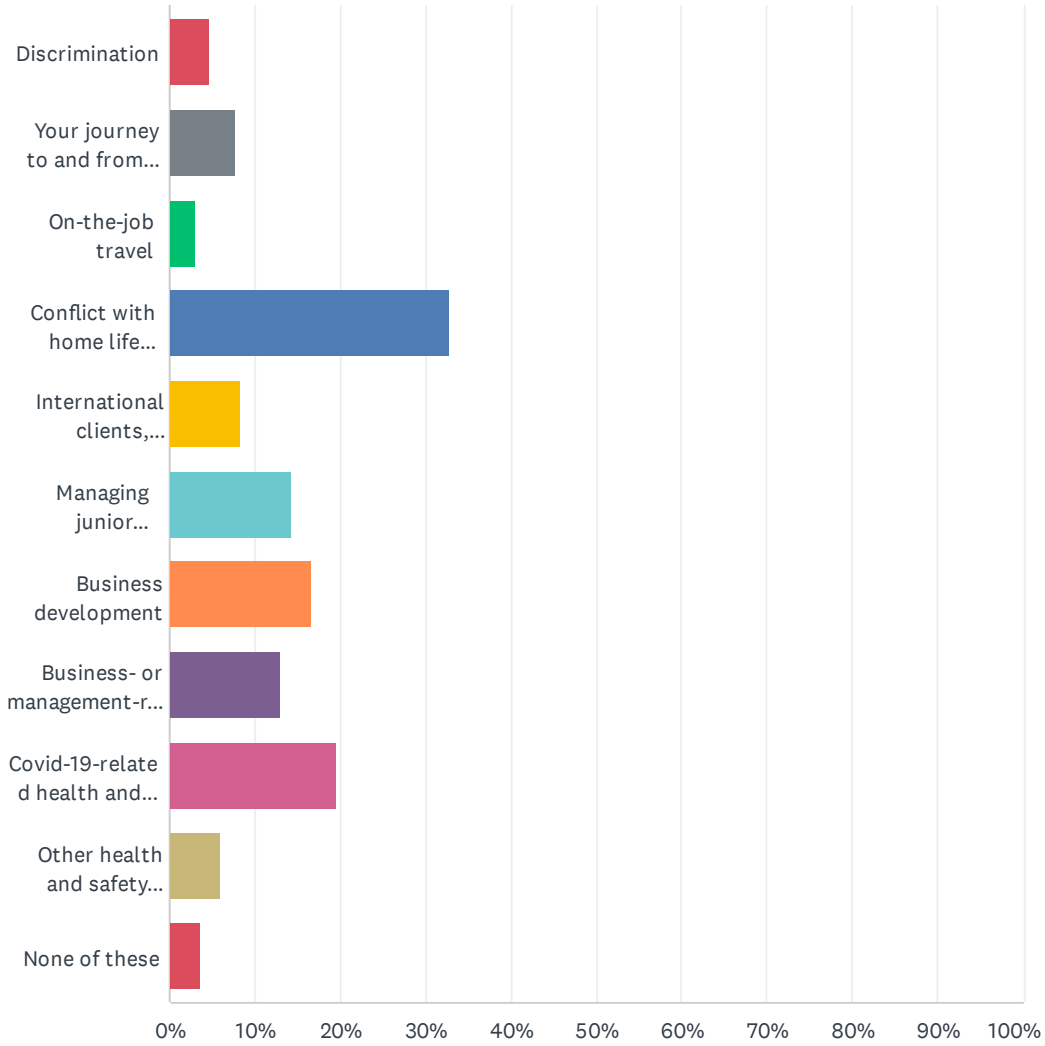


ANSWER CHOICES	RESPONSES	
Not realising you were allowed to take time off for your mental health	11.98%	20
Having too much work to do	59.88%	100
Not wanting to make life difficult for colleagues	49.70%	83
Not wanting to let clients down	38.92%	65
Concern about its impact on career prospects	35.33%	59
Concern about loss of income	11.98%	20
Feeling you should be able to cope anyway	46.11%	77
Embarrassment	18.56%	31
None of these / Not applicable	20.36%	34
Other (please tell us what other things have caused you to take less time off than you might have done)	17.37%	29
Total Respondents: 167		

Q11 Which of the following have caused you significant stress or anxiety at work (please select as many as applicable)?

Answered: 168 Skipped: 13

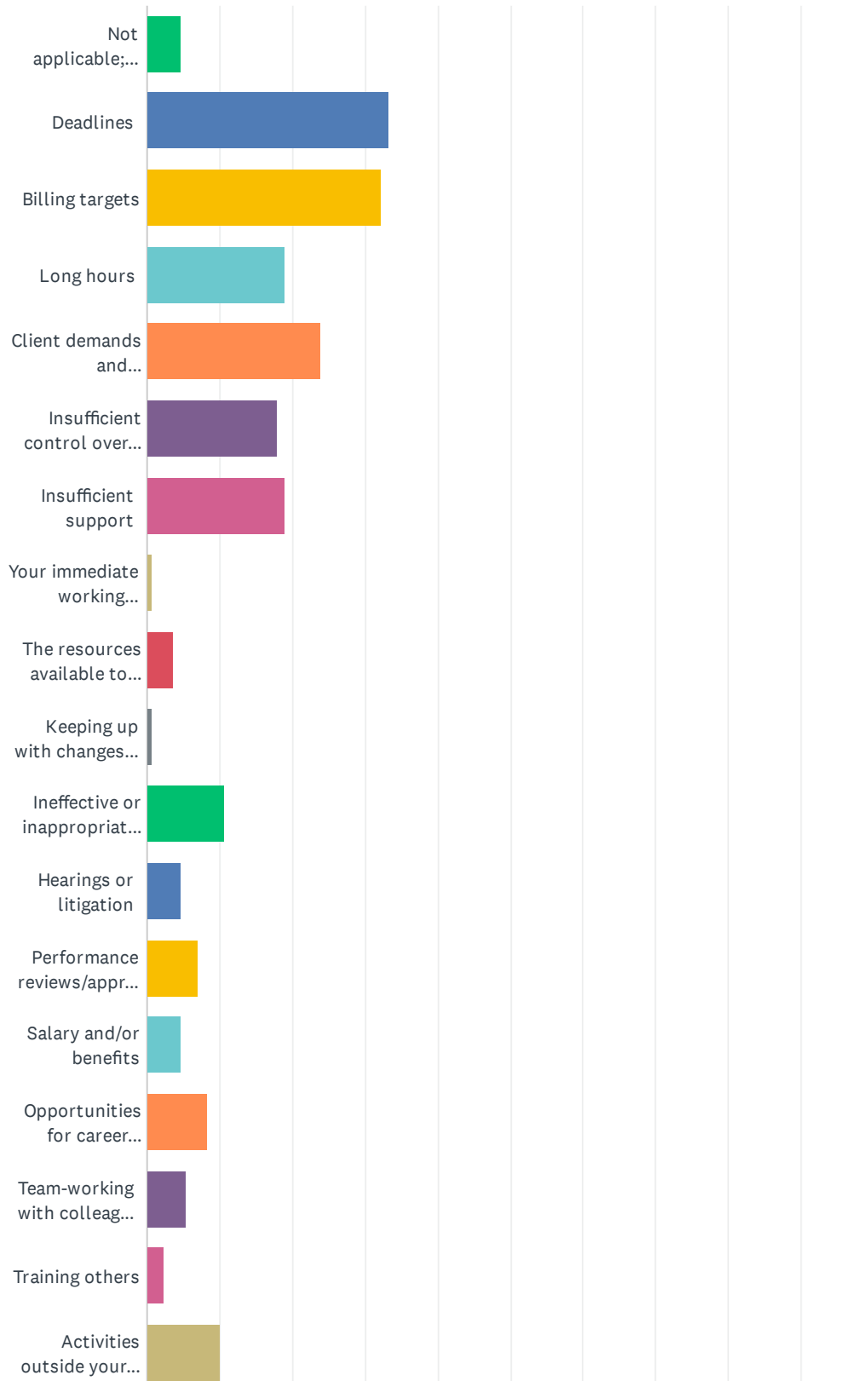


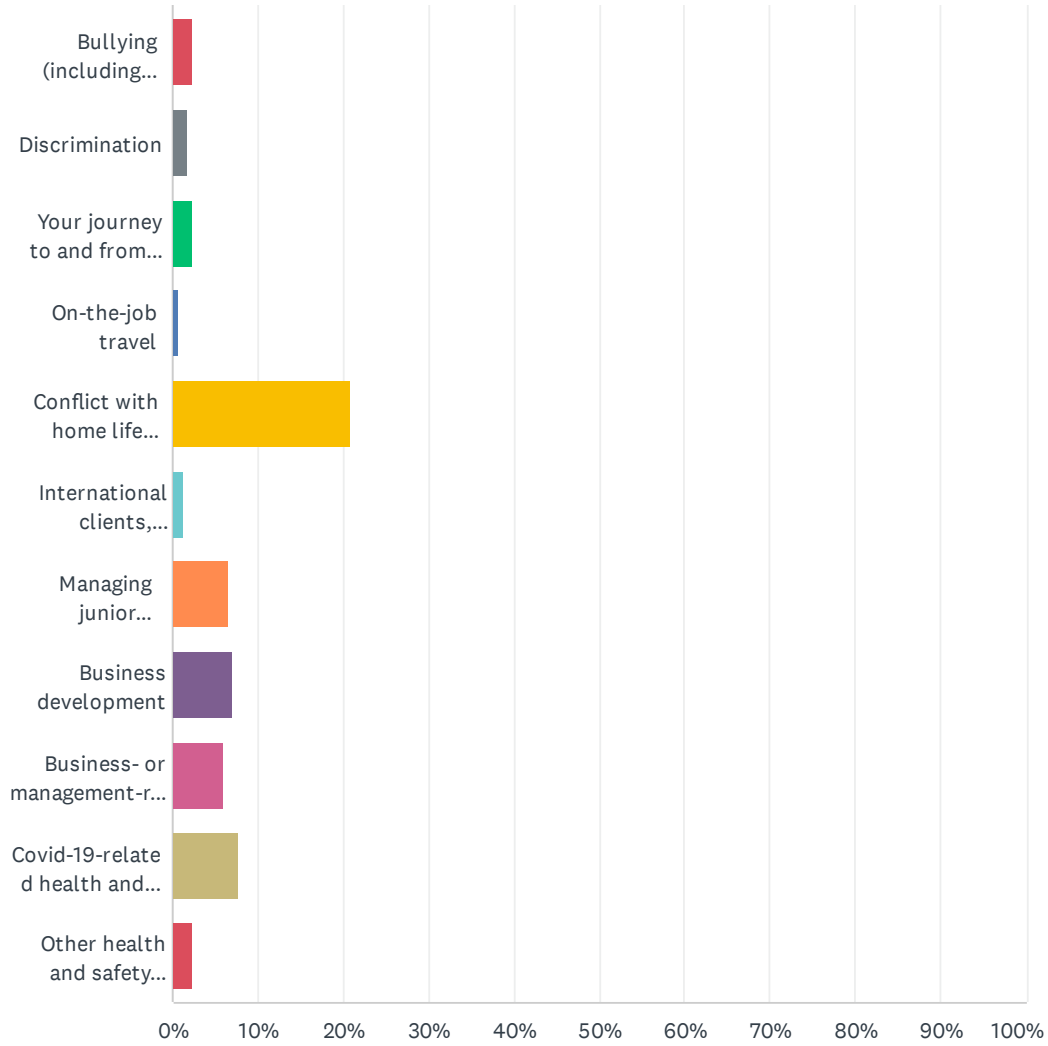


ANSWER CHOICES	RESPONSES	
Deadlines	60.12%	101
Billing targets	44.05%	74
Long hours	31.55%	53
Client demands and expectations	45.24%	76
Insufficient control over your workload	32.14%	54
Insufficient support	35.71%	60
Your immediate working environment (eg comfort and privacy at your work station)	11.31%	19
The resources available to you at work (eg IT and infrastructure)	14.29%	24
Keeping up with changes in the law	7.14%	12
Ineffective or inappropriate management, or senior colleagues' behaviour	24.40%	41
Hearings or litigation	15.48%	26
Performance reviews/appraisals	17.86%	30
Salary and/or benefits	13.69%	23
Opportunities for career progression	19.05%	32
Team-working with colleagues (eg the extent to which you do this or how well the interactions work)	14.88%	25
Training others	16.67%	28
Activities outside your comfort zone (eg presentations, formal hearings or "networking")	25.60%	43
Bullying (including inappropriate banter) or harassment	5.95%	10
Discrimination	4.76%	8
Your journey to and from work	7.74%	13
On-the-job travel	2.98%	5
Conflict with home life and/or personal (eg caring) responsibilities	32.74%	55
International clients, different time zones and the need for 24-hour availability	8.33%	14
Managing junior colleagues	14.29%	24
Business development	16.67%	28
Business- or management-related worries (eg financial, regulation and compliance, legal, HR)	13.10%	22
Covid-19-related health and safety concerns	19.64%	33
Other health and safety concerns	5.95%	10
None of these	3.57%	6
Total Respondents: 168		

Q12 If you can, now please select from those the three things you think have had the biggest impact on you.

Answered: 168 Skipped: 13

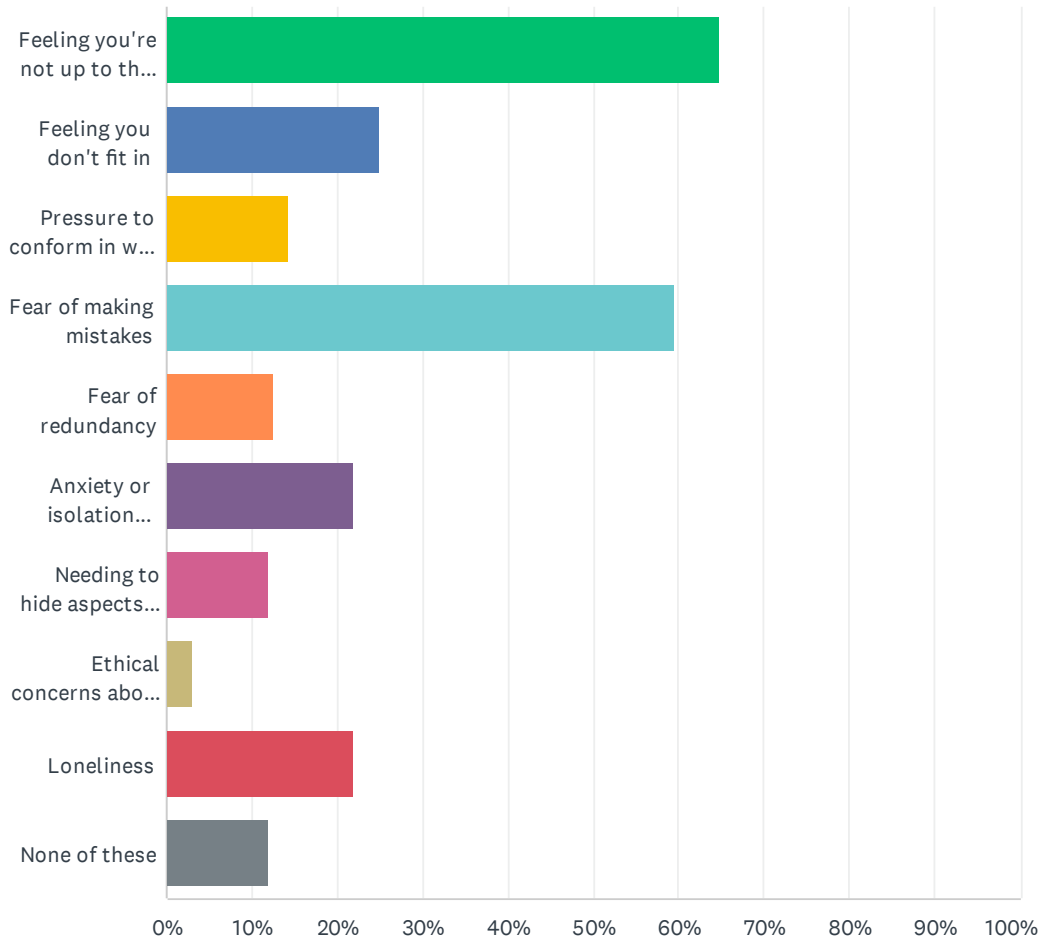




ANSWER CHOICES	RESPONSES	
Not applicable; none of them have caused you significant anxiety or stress at work in the last twelve months	4.76%	8
Deadlines	33.33%	56
Billing targets	32.14%	54
Long hours	19.05%	32
Client demands and expectations	23.81%	40
Insufficient control over your workload	17.86%	30
Insufficient support	19.05%	32
Your immediate working environment (eg comfort and privacy at your work station)	0.60%	1
The resources available to you at work (eg IT and infrastructure)	3.57%	6
Keeping up with changes in the law	0.60%	1
Ineffective or inappropriate management, or senior colleagues' behaviour	10.71%	18
Hearings or litigation	4.76%	8
Performance reviews/appraisals	7.14%	12
Salary and/or benefits	4.76%	8
Opportunities for career progression	8.33%	14
Team-working with colleagues (eg the extent to which you do this or how well the interactions work)	5.36%	9
Training others	2.38%	4
Activities outside your comfort zone (eg presentations, formal hearings or "networking")	10.12%	17
Bullying (including inappropriate banter) or harassment	2.38%	4
Discrimination	1.79%	3
Your journey to and from work	2.38%	4
On-the-job travel	0.60%	1
Conflict with home life and/or personal (eg caring) responsibilities	20.83%	35
International clients, different time zones and the need for 24-hour availability	1.19%	2
Managing junior colleagues	6.55%	11
Business development	7.14%	12
Business- or management-related worries (eg financial, regulation and compliance, legal, HR)	5.95%	10
Covid-19-related health and safety concerns	7.74%	13
Other health and safety concerns	2.38%	4
Total Respondents: 168		

Q13 Which of the following negative feelings have troubled you at, or because of, work (please select as many as applicable)?

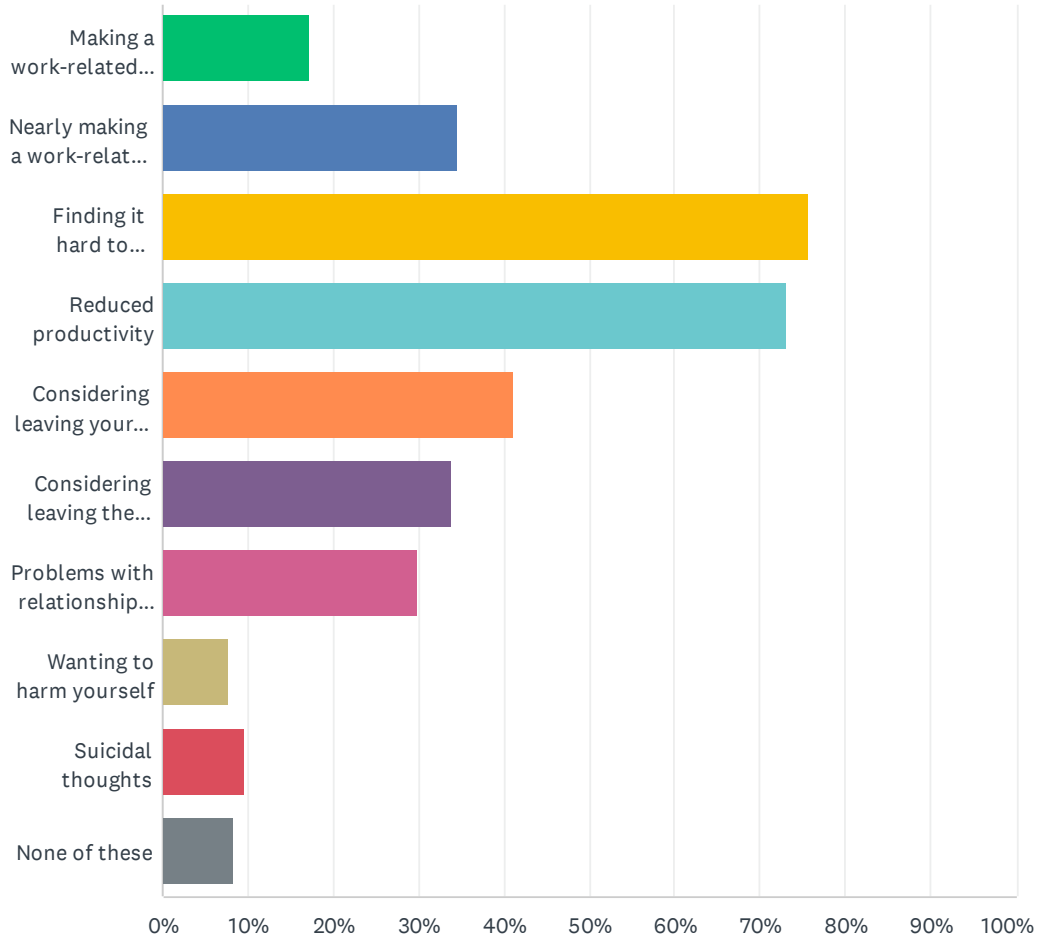
Answered: 168 Skipped: 13



ANSWER CHOICES	RESPONSES
Feeling you're not up to the job	64.88% 109
Feeling you don't fit in	25.00% 42
Pressure to conform in ways you're uncomfortable with	14.29% 24
Fear of making mistakes	59.52% 100
Fear of redundancy	12.50% 21
Anxiety or isolation linked to something personal, such as gender, sexuality, ethnicity, religion, age, physical disability or mental health	22.02% 37
Needing to hide aspects of yourself or your life from colleagues	11.90% 20
Ethical concerns about the work you're asked to do	2.98% 5
Loneliness	22.02% 37
None of these	11.90% 20
Total Respondents: 168	

Q14 Which of the following have you experienced as a result of work-related stress (please select as many as applicable)?

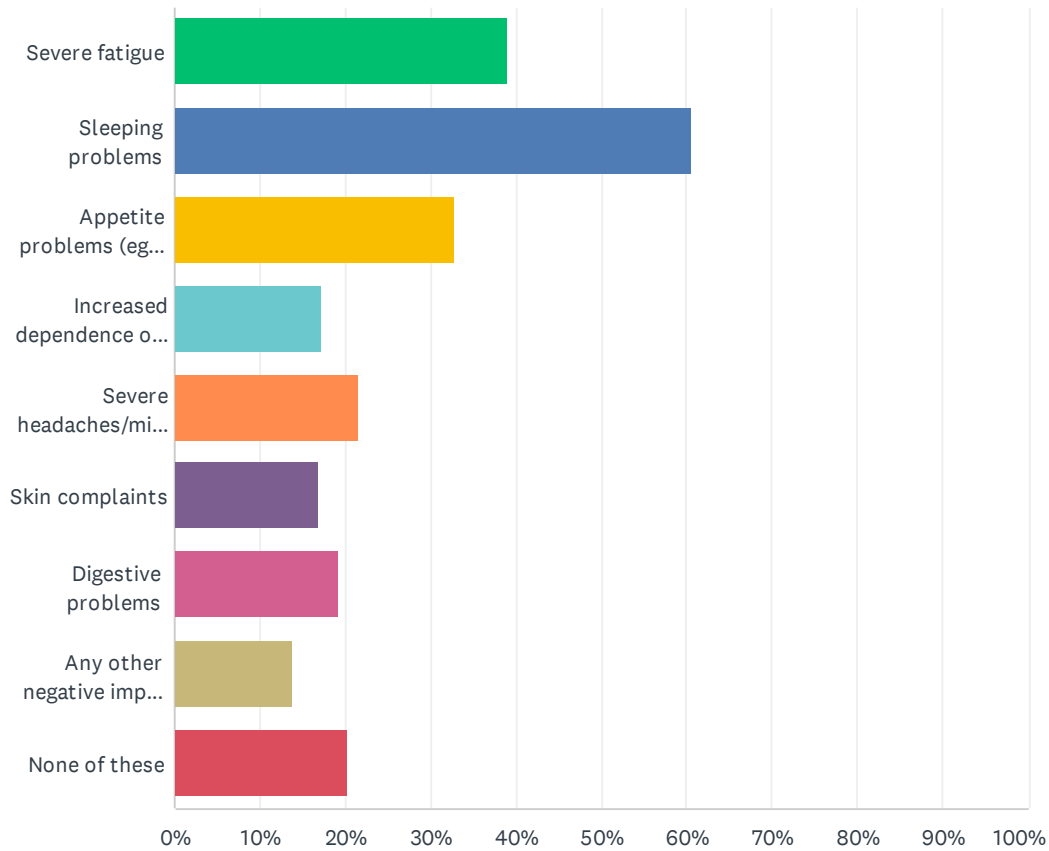
Answered: 168 Skipped: 13



ANSWER CHOICES	RESPONSES	
Making a work-related mistake that would not have happened otherwise	17.26%	29
Nearly making a work-related mistake that would not have happened otherwise	34.52%	58
Finding it hard to concentrate on your work	75.60%	127
Reduced productivity	73.21%	123
Considering leaving your current job	41.07%	69
Considering leaving the profession	33.93%	57
Problems with relationships outside of work	29.76%	50
Wanting to harm yourself	7.74%	13
Suicidal thoughts	9.52%	16
None of these	8.33%	14
Total Respondents: 168		

Q15 Which of the following physical symptoms have you experienced that you believe resulted from work-related stress (please select as many as applicable)?

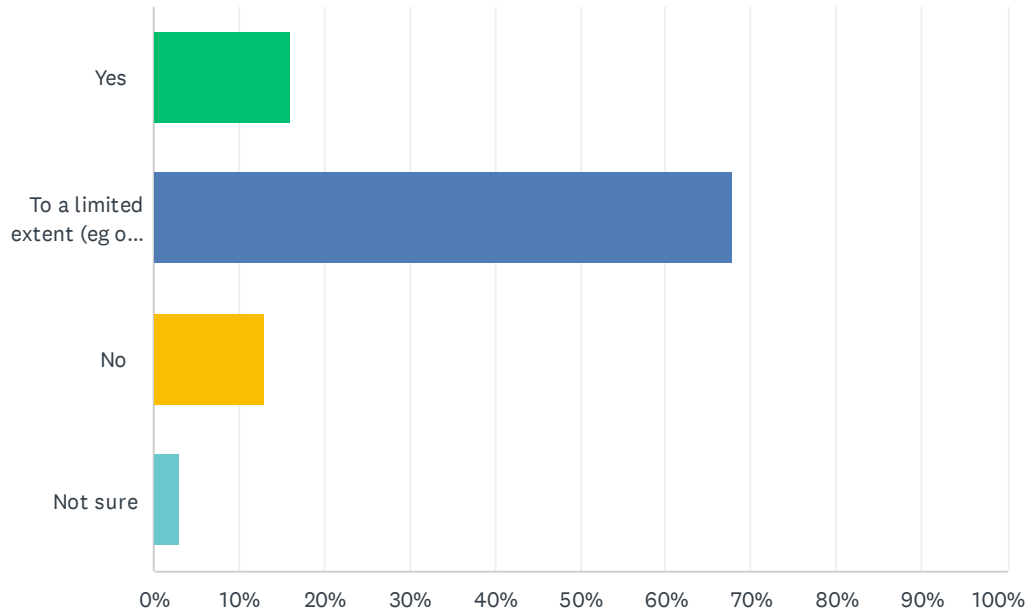
Answered: 167 Skipped: 14



ANSWER CHOICES	RESPONSES	
Severe fatigue	38.92%	65
Sleeping problems	60.48%	101
Appetite problems (eg loss of appetite or comfort eating)	32.93%	55
Increased dependence on alcohol, nicotine or recreational drugs	17.37%	29
Severe headaches/migraines	21.56%	36
Skin complaints	16.77%	28
Digestive problems	19.16%	32
Any other negative impact on physical health	13.77%	23
None of these	20.36%	34
Total Respondents: 167		

Q16 Do you feel able to talk to colleagues about stress and mental health problems?

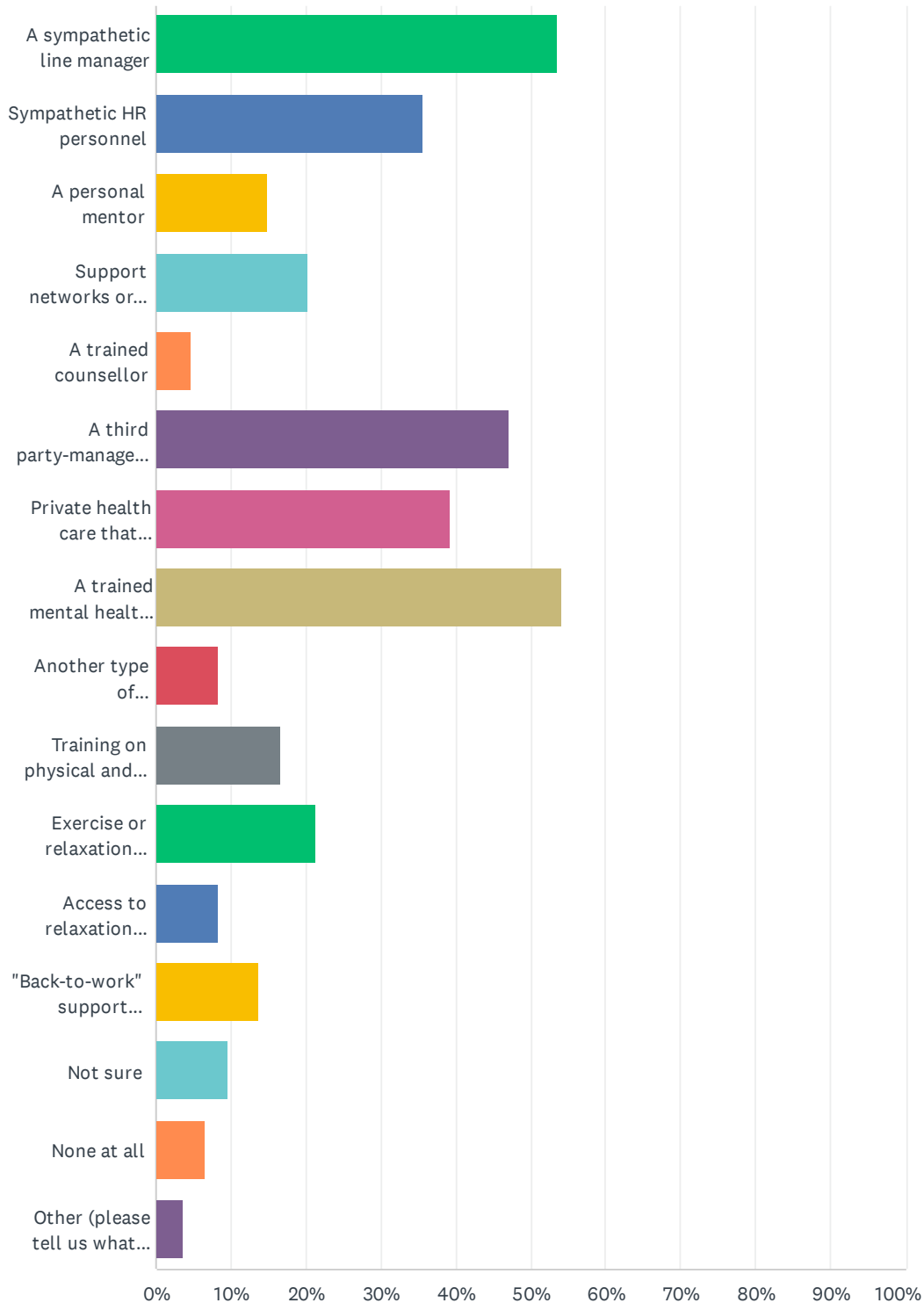
Answered: 168 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	16.07%	27
To a limited extent (eg only to certain colleagues and/or about certain types of problem)	67.86%	114
No	13.10%	22
Not sure	2.98%	5
TOTAL		168

Q17 Which of the following forms of support do you have access to through work (please select as many as applicable)?

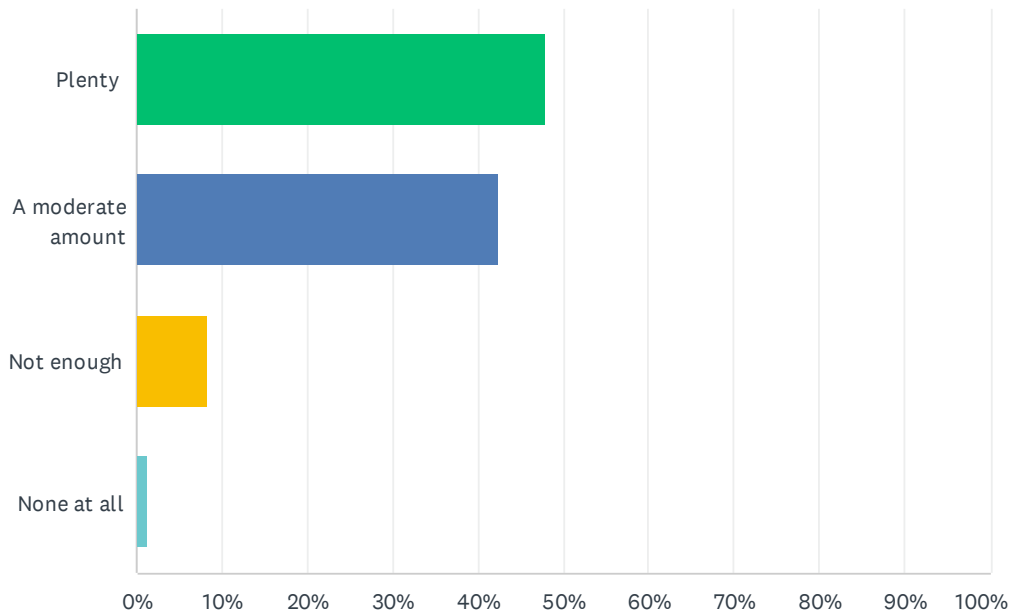
Answered: 168 Skipped: 13



ANSWER CHOICES	RESPONSES	
A sympathetic line manager	53.57%	90
Sympathetic HR personnel	35.71%	60
A personal mentor	14.88%	25
Support networks or groups (eg for women, LGBT+ or minority ethnic professionals, disabled people or carers)	20.24%	34
A trained counsellor	4.76%	8
A third party-managed "employee assistance programme"	47.02%	79
Private health care that extends to mental health problems	39.29%	66
A trained mental health "first aider"	54.17%	91
Another type of internally-appointed mental health champion	8.33%	14
Training on physical and/or mental wellbeing	16.67%	28
Exercise or relaxation classes	21.43%	36
Access to relaxation facilities such as a gym, games room or quiet room	8.33%	14
"Back-to-work" support following absence due to stress or mental illness (for example a phased return, counselling or regular follow-up reviews)	13.69%	23
Not sure	9.52%	16
None at all	6.55%	11
Other (please tell us what other forms of support you have access to through work)	3.57%	6
Total Respondents: 168		

Q18 How much flexibility do you have in your working arrangements?

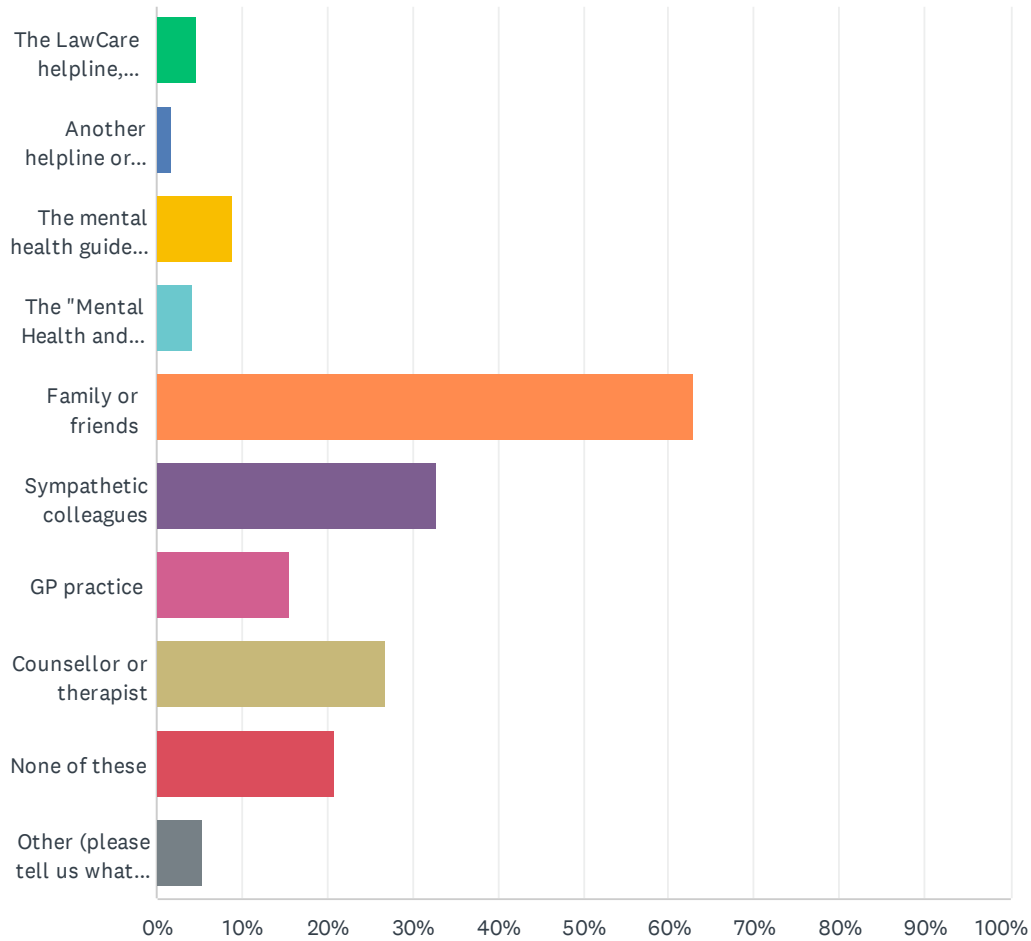
Answered: 167 Skipped: 14



ANSWER CHOICES	RESPONSES	
Plenty	47.90%	80
A moderate amount	42.51%	71
Not enough	8.38%	14
None at all	1.20%	2
TOTAL		167

Q19 Which of the following forms of mental wellbeing support have you drawn on (please select as many as applicable)?

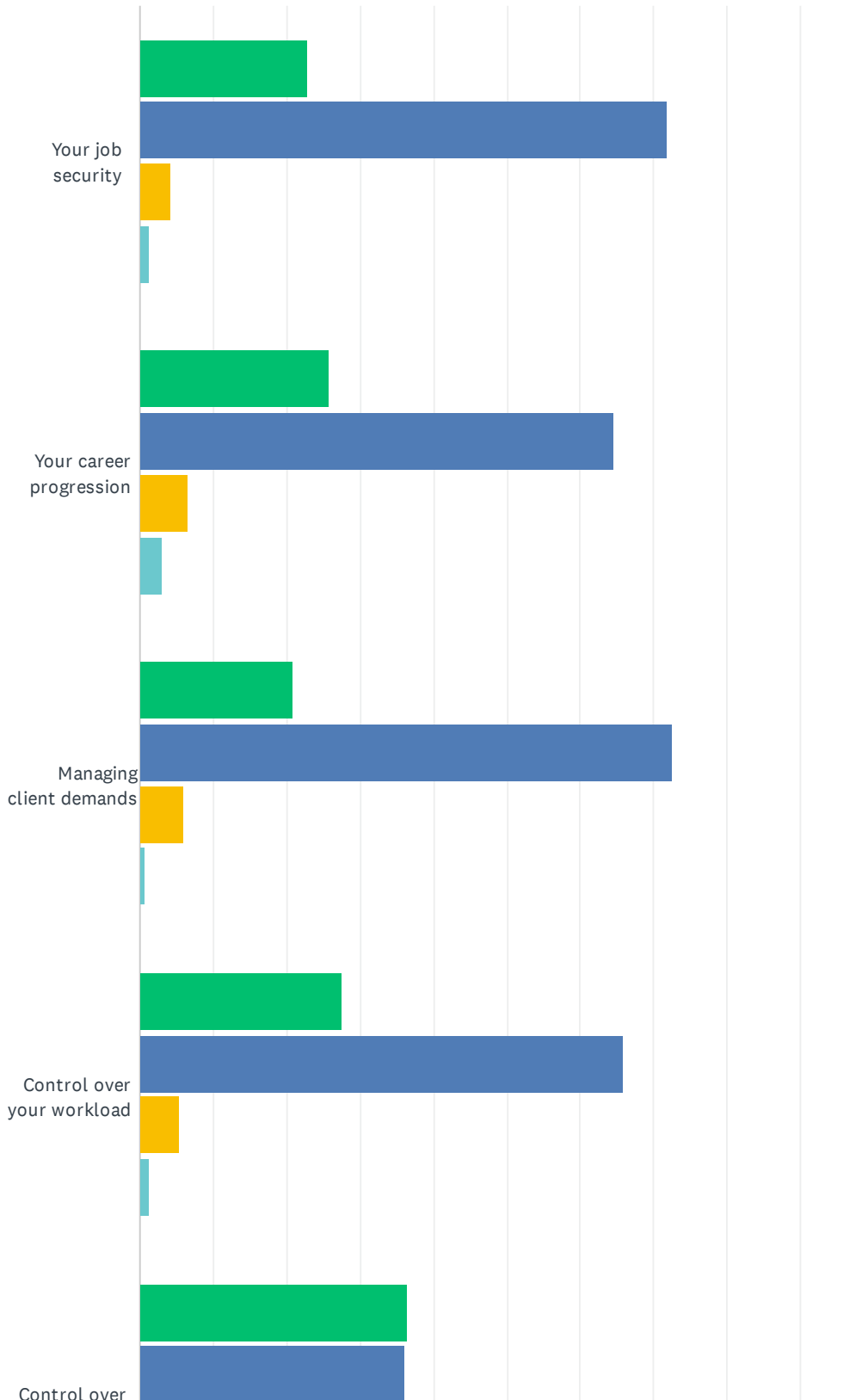
Answered: 167 Skipped: 14

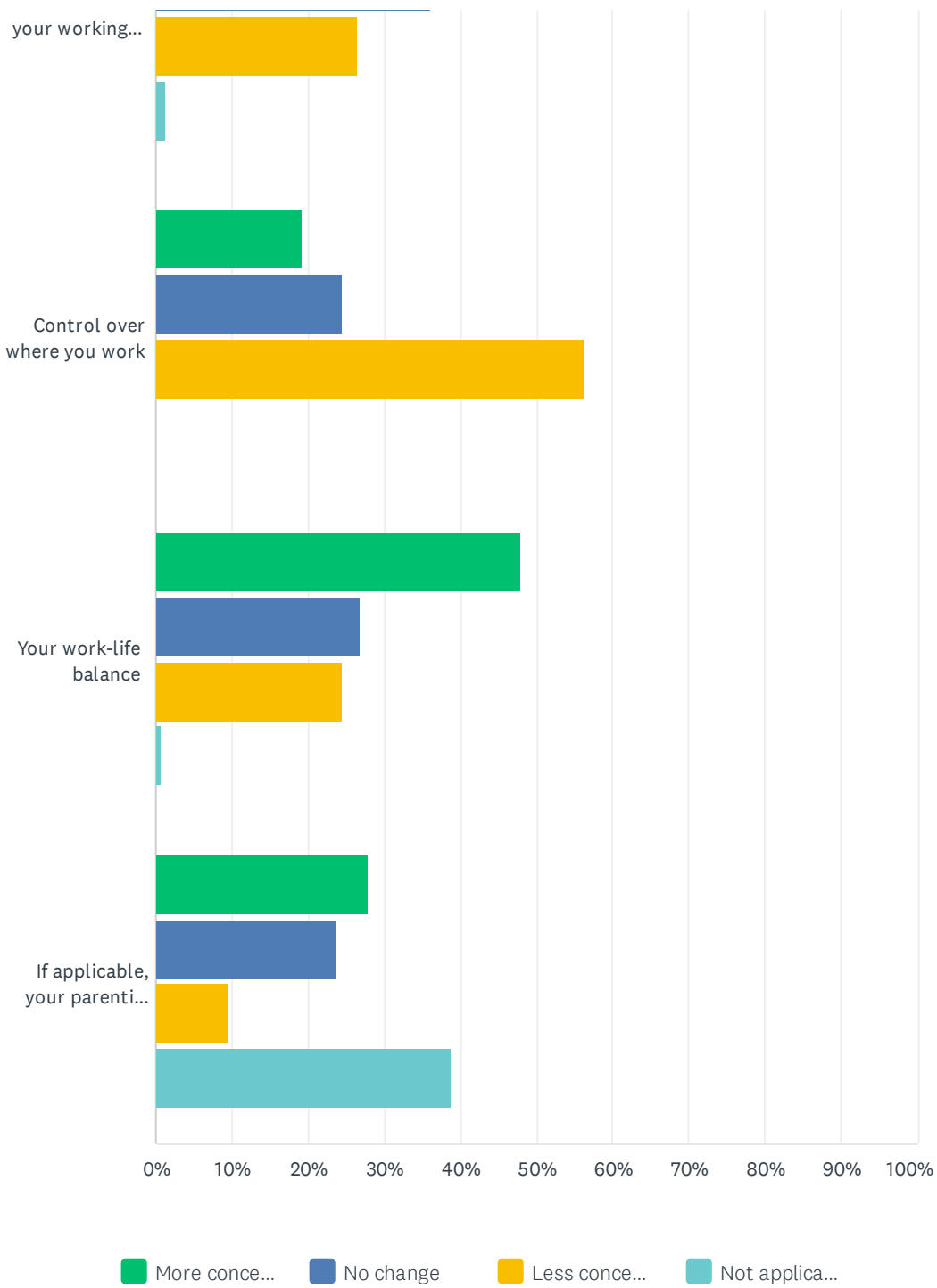


ANSWER CHOICES	RESPONSES	
The LawCare helpline, online chat service or website	4.79%	8
Another helpline or charity (eg Samaritans) (please use the box below to specify which)	1.80%	3
The mental health guides produced by Jonathan's Voice	8.98%	15
The "Mental Health and Wellbeing" page on the IP Inclusive website	4.19%	7
Family or friends	62.87%	105
Sympathetic colleagues	32.93%	55
GP practice	15.57%	26
Counsellor or therapist	26.95%	45
None of these	20.96%	35
Other (please tell us what other forms of mental wellbeing support you've drawn on in the last twelve months)	5.39%	9
Total Respondents: 167		

Q20 How has the Covid-19 pandemic affected how you feel in relation to each of the following?

Answered: 167 Skipped: 14





	MORE CONCERNED	NO CHANGE	LESS CONCERNED	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Your job security	22.75% 38	71.86% 120	4.19% 7	1.20% 2	167	1.84
Your career progression	25.75% 43	64.67% 108	6.59% 11	2.99% 5	167	1.87
Managing client demands	20.96% 35	72.46% 121	5.99% 10	0.60% 1	167	1.86
Control over your workload	27.54% 46	65.87% 110	5.39% 9	1.20% 2	167	1.80
Control over your working hours	36.53% 61	35.93% 60	26.35% 44	1.20% 2	167	1.92
Control over where you work	19.16% 32	24.55% 41	56.29% 94	0.00% 0	167	2.37
Your work-life balance	47.90% 80	26.95% 45	24.55% 41	0.60% 1	167	1.78
If applicable, your parenting or other caring responsibilities	27.88% 46	23.64% 39	9.70% 16	38.79% 64	165	2.59

Q21 Please use this optional box for any comments you'd like to make regarding your answers above.

Answered: 24 Skipped: 157