

## International Bar Association

### Mental Wellbeing Survey Questions – Individual Lawyer Survey

Questionnaire – June 2020

#### Introduction content

#### **About the IBA**

The International Bar Association (IBA), established in 1947, is the world's leading international organisation of legal practitioners, bar associations, law societies, law firms and in-house legal teams. The IBA influences the development of international law reform and shapes the future of the legal profession throughout the world. It has a membership of more than 80,000 lawyers, 190 bar associations and law societies and 200 group member law firms, spanning over 170 countries. The IBA is headquartered in London, with offices in São Paulo, Seoul, The Hague and Washington, DC.

#### **Mental Wellbeing Survey**

Please note, the IBA will be distributing this survey via multiple channels so it is possible you will be invited more than once, however please only submit one set of results to the survey.

Please [Click Here](#) to begin the survey.

The survey should take between 5-10 minutes to complete and will need to be completed in one sitting. If you have any queries about the project itself, please contact the IBA at xxx@int-bar.org, or for any technical queries please contact Acritas directly [xxx@acritas.com].

Thank you for participating in this research – every response is valuable.

The IBA appreciates that commenting on issues of mental wellbeing may be distressing and encourages participants to seek appropriate support. Some questions may be sensitive to respond to, so whilst we would value your candid views, please feel free to skip questions if you would prefer not to comment.

Your responses will be kept completely anonymous and neither The IBA nor Acritas will know or record the names of participants. Please see the IBA's privacy policy and Acritas' privacy policy below.

## Screen title – Select language

I would like to complete the UK English language version of the survey	
[In Spanish] I would like to complete the Spanish language version of the survey	

## Individual Survey Path

### Screen title – About you

To help us analyse the results in more detail, we would like to find out a bit more about you and your background. These questions are for analysis and survey routing purposes only and will not be used to identify you.

S1 – Are you an IBA member?

Yes – Individual IBA member	
Yes – Group IBA member	
No	
Unsure	

S2. Which of the below best describes your main employer / place of work?

Law firm (<5 partners)	
Law firm (11-50 partners)	
Law firm (51-100 partners)	
Law firm (>100 partners)	
Barristers' Chambers (hide for Spanish version)	
Corporation/Organisation	
Government	
Judiciary (Including courts and tribunals)	
Self employed (excluding Barristers within Sets of Chambers) (hide note for Spanish version)	
Other Legal Role (Please specify)	

S3 – Which country do you primarily work in?

Full drop-down list of countries on survey	
<i>[Programming note, regroup to below regions in survey]</i>	
<i>North America</i>	
<i>Latin America</i>	
<i>Africa</i>	
<i>Middle East / North Africa</i>	
<i>Mainland Europe</i>	
<i>UK</i>	
<i>Eurasia / South Asia</i>	
<i>East Asia</i>	
<i>Australia/Pacific</i>	

S4 – What is your gender?

Female	
Male	
Other / prefer to self-describe (Please specify)	
Prefer not to say	

S5 – Do you consider yourself to be an ethnic minority in the country in which you primarily work?

Yes	
No	
Prefer not to say	
Don't know	

S6 – Do you consider yourself to have a disability?

Yes	
No	
Prefer not to say	

S7. Which of the following age groups do you fall into?

<25	
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25-29	
30-34	
35-39	
40-44	
45-49	
50-54	
55-59	
60 and above	
Would prefer not to specify	

S8. Which of the below best describes your primary profession?

Solicitor / attorney (Partner)	
Solicitor / attorney (Senior Associate / Associate / Of Counsel)	
Barrister	
Advocate /Solicitor-advocate	
In-house counsel	
Judge / Magistrate	
Legal Advisor / Legal Officer	
Academic / Researcher	
Paralegal	
Other role (Please specify)	
None of the above [Proceed to screen out]	

## Screen title – Mental Wellbeing in the legal workplace

For the purposes of this survey, we are drawing on the following definition of mental wellbeing:

‘A state of healthy mental wellbeing means you are able to realise your own potential, cope with the normal stresses of life, work productively and fruitfully, and are able to make a contribution to your community.’

Q1. Please indicate for each of the five statements which option is closest to how you have been feeling over the last two weeks.

[Routing note – assign values?]

Over the last two weeks:	All of the time	Most of the time	More than half of the time	Less than half of the time	Some of the time	At no time
I have felt cheerful and in good spirits	5	4	3	2	1	0
I have felt calm and relaxed	5	4	3	2	1	0
I have felt active and vigorous	5	4	3	2	1	0
I woke up feeling refreshed and rested	5	4	3	2	1	0
My daily life has been filled with things that interest me	5	4	3	2	1	0

Q2. On balance, what impact do you feel your work as a legal professional has upon your mental wellbeing?

Extremely positive	
Positive	
Neutral	
Negative	
Extremely negative	
Don't know	

Q2a. (Open ended optional item) Please explain your answer.

“Open ended question / written response.”

Q3. Which (if any) of the following issues have you personally experienced at work in the past twelve months

	All / most of the	Regularly	Seldom	Never	NA
Unrealistic time pressures on work					
Having to neglect tasks due to wider workload					
Inability to take sufficient breaks from work					
Pressure to work long hours					
Lack of performance feedback					
Lack of support from line manager (or equivalent)					
Unclear what is expected from me at work					
Competing demands on my time					
Lack of clarity about my goals / objectives					
Lack of personal control over my workload					
Personal harassment / bullying					
Pressure to meet targets (billable hours, billings etc)					

Q3a. Of those you selected, which (if any) have had the most negative impact on your mental wellbeing? [Programming note: pull through experienced options at Q3]

Unrealistic time pressures on work	
Having to neglect tasks due to wider workload	
Inability to take sufficient breaks from work	
Pressure to work long hours	
Lack of performance feedback	
Lack of support from line manager (or equivalent)	
Unclear what is expected from me at work	
Competing demands on my time	

Lack of clarity about my goals / objectives	
Lack of personal control over my workload	
Personal harassment / bullying	
Pressure to meet targets (billable hours, billings etc)	

Q3b. (Pull through those having most negative impact) How would you rate your workplace / employer's response to these issues (for the workforce in general), in terms of support available?

Highly effective	
Somewhat effective	
Neither effective nor ineffective	
Somewhat ineffective	
Highly ineffective	
Unsure / no direct experience	

**Note on separate screen.**

The following few questions will ask you about any personal health or health-related issues you have experienced as a result of mental wellbeing issues. If you would prefer not to answer these questions please feel free to skip them.

Q4. In the past twelve months, have you experienced/undertaken any of the following as a result of work-related mental wellbeing issues? (Choose any that apply)

Considered taking time off but did not	
Took time off	
Nearly made a mistake that would not have happened otherwise	
Made a mistake that would not have happened otherwise	
Felt unable to cope at work	
Felt unable to perform at work	
Looked for another job	
Other (please specify)	
No work-related mental wellbeing issues experienced (exclusive)	
I would rather not answer this question (exclusive)	

Q5. In the last twelve months, have you experienced any of the following health issues as a result of work-related mental wellbeing issues: (Choose any that apply)

Disrupted Sleep	
Anxiety	
Emotional upset	
Fatigue	
Negative and depressed thoughts	
Self-harm	
Problems with family life or relationships	
Negative impact on physical health (feeling physically sick, chest pains)	
Experienced suicidal thoughts	
No health-related mental wellbeing issues experienced (exclusive)	
I would rather not answer this question (exclusive)	
Other – please specify	

Q6. Do you know of any external organisation(s) that exist to help you discuss work or any mental wellbeing issues?

Yes (Q6a. Please specify)	
No	

Q7. What strategies or coping mechanisms do you feel are most effective to manage or try to improve your mental wellbeing? (Please select up to 5)

Exercise (walking, sports or gym)	
Meditation	
Yoga	
Use of mindfulness apps	
Taking a break/time off	
Sharing problems with family or friends	
Keeping a clear divide between home and work life	
Socialising with colleagues	
Talking with colleagues about problems or concerns	
Seeking medical help (therapy, medication)	
Speaking with line manager	

Hobbies	
Getting plenty of sleep	
Managing diet	
Use of alcohol	
Use of recreational drugs	
No specific strategies (Exclusive option)	
Other – please specify	

Q8. If you have had, or if you were to have, concerns about your mental wellbeing at work, would any of the following put you off discussing the concerns with your employer?

Unaware of the correct protocols / reporting procedure	
Lack of confidence in protocols / reporting procedure	
Reported previously and no / insufficient support provided	
Witnessed colleagues reporting previously and no / insufficient support provided	
Fear of not being believed / taken seriously	
Fear of being treated differently as a result	
Fear that it may have a negative impact on career / opportunities	
Would prefer not to discuss a personal issue with my employer	
Employer does not sufficiently recognise mental wellbeing issues	
I am self-employed / do not have an employer (exclusive)	
None of the above (exclusive)	
Other – please specify	

Q9. Open question: Are there any particular stories that you would like to share about your experience of mental wellbeing issues at your workplace?

*NB – We are grateful for any examples you may wish to share to explain your experiences. Please avoid identifying yourself or others within your responses.*

*“Open ended question / written response.”*

Q10. Open question – self-employed’ at s2 and/or ‘Barrister’ at s7: What aspects of being a self-employed lawyer do you feel have the most detrimental impact on your mental wellbeing, if any?’

“Open ended question / written response.”

**[Note on screen if selected ‘self-employed’ at s2 and/or ‘Barrister’ at s7]**

Some of the following questions will relate to ‘employers’ or ‘workplaces’ and, as such, may not apply if you are self-employed. Please feel free to respond if you can or select ‘not applicable’ and move on if the question does not apply to you.

**Screen title – Your employer and your wellbeing**

Q11. What, if any, support does your employer / place of work provide in relation to mental wellbeing at work? (Select all that apply)

Employee assistance schemes	
Telephone helplines	
Access to free counselling	
HR and mental health practitioners employed to promote wellbeing and raise awareness	
Wellbeing awareness weeks/workshops	
Supportive and approachable senior staff	
Wellbeing training	
Family-friendly / flexible / agile working hours policies	
Supportive workplace culture (open-door discussion, policies relating to wellbeing)	
Line managers/supervisors who help to manage workload	
Flexible working patterns	
Ability to take time off for wellbeing reasons	
Access to mindfulness sessions (in person or through apps, yoga etc.)	
Staff surveys to measure morale and wellbeing	
No help, guidance or support [exclusive]	
Not applicable (exclusive)	
Other – please specify	

Q12. Do you think your organisation should do more to provide help, guidance, or support to employees in relation to mental wellbeing?

Yes	
No	
Don't know	
Not applicable	

Q12a. If yes, what more could your organisation do?

*"Open ended question / written response."*

## Screen title – Mental wellbeing in broader society

Q13: Which of these statements best describes your local country/culture's attitude towards mental wellbeing? Please use the slider to indicate where this would be on the scale.

Mental wellbeing is not acknowledged or discussed at all

Mental wellbeing is commonly and openly discussed



Q14. Over the last three years, which of the following best describes any changes to attitudes in your local culture/country with respect to discussing mental wellbeing?

Significantly more open	
More open	
No shift	
Less open	
Significantly less open	
Don't know	

## Screen title – Wellbeing and work during the Covid-19 pandemic

[Note on screen if selected ‘self-employed’ at s2 and/or ‘Barrister’ at s7]

Some of the following questions will relate to ‘employers’ or ‘workplaces’ and, as such, may not apply if you are self-employed. Please feel free to respond if you can or select ‘not applicable’ and move on if the question does not apply to you.

Q15. How well has your employer responded to the COVID-19 pandemic, in terms of employee wellbeing?

1 – Very badly	
2 - Badly	
3 – Neither badly nor well	
4 - Well	
5 – Very well	
Don't know	
Not applicable	

Q16. Has your employer provided mental wellbeing support and/or advice to assist you during the current situation?

Yes – and I have accessed it	
Yes – but I have not accessed it	
No	
Don't know	
Not applicable	

Q17. Do you think the pandemic has increased awareness of employees’ mental wellbeing as a key issue for your employer?

Yes	
No	

Don't know	
Not applicable	

Q18. On balance, do you feel more or less able to talk about your mental wellbeing with your employer than before the COVID-19 pandemic?

More able	
About the same	
Less able	
Not applicable	
Unsure	

Q18a. (If answer to above was 'More able') Do you think this situation will last beyond the pandemic?

Yes	
No	
Don't know	

Q19. Which of the following are currently in place at your workplace (or have been in place during the pandemic)?

Working from home	
Flexible hours	
Virtual meetings / less travel	
Increased focus on employee wellbeing	
None of these	
Other (Please specify)	
Don't know	

Q19a: Which of those would you like to retain after the pandemic? [Pull through from previously selected]

Working from home	
Flexible hours	

Virtual meetings / less travel	
Increased focus on employee wellbeing	
None of these	
Other (Please specify)	
Don't know	

Q20. How, if at all, has the pandemic changed your perspective on your own career within the legal industry?

*"Open ended question / written response."*

Q21. What lessons from the pandemic do you think the legal profession, and legal institutions in particular, need to learn for the future, in relation to mental wellbeing?

*"Open ended question / written response."*

End Survey