

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 | |
|-----|--|

| | |
|-----------------------------|--|
| 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