



## **Attorney Well-Being Task Force Report to the Idaho State Bar Board of Commissioners September 2022**

### **Background**

In 2017 *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change* was published by the National Task Force on Lawyer Well-Being which, in 2020, became the Institute for Well-Being in Law. The report has become the catalyst for efforts to improve the well-being of lawyers nationwide. In its summary of the meaning of “well-being” the Institute states:

Maintaining well-being is part of lawyers’ ethical duty of competence. It calls for healthy, positive choices to assure that lawyers can be their best for their clients, families, organizations, and communities. Further, to be their best, lawyers depend on a large number of important contributors who are not lawyers. Therefore, well-being across the legal profession is an important goal.

The Task Force’s definition of well-being is not defined solely as an absence of dysfunction; nor is it limited to feeling “happy.” Full well-being is multi-dimensional and requires things like connection, belonging, continual growth, and aligning our lives with our values. It requires that we take care of all aspects of our lives.<sup>1</sup>

Different committees and sections of the Idaho State Bar sought an avenue to work together on improving the well-being of Idaho’s lawyers. In February 2020 they approached the Idaho State Bar Board of Commissioners asking to form the Attorney Well-Being Task Force (Task Force).

The Task Force held its first meeting in March 2020 shortly before the COVID pandemic began. Despite the challenges the past several years, the Task Force forged ahead with their work and now present this report and recommendations to the Board of Commissioners.

### **Members of the Idaho State Bar Attorney Well-Being Task Force**

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<sup>1</sup> Institute For Well-Being In Law, *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change* (August 15, 2017), <https://lawyerwellbeing.net/the-report/>

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## Well-Being Survey

One of the first action items of the Task Force was to assess a baseline of member well-being via a survey. The Idaho State Bar's Survey, conducted in October 2020 with the permission from the Board of Commissioners, sought feedback on the well-being of Idaho's attorneys. Specifically, questions sought feedback regarding the impact of respondents work environment and interactions on their wellbeing, and the survey included demographic questions to gain insight into the types of environments in which respondents work. The Task Force presented the survey results to the Board during the Board in April 2021.

The survey questions were drafted by members of the Task Force using resources available from surveys conducted in other states and they also sought counsel and review of the survey by experts in the field, including the co-chair of the National Task Force.

The Idaho survey consisted of three types of questions:

- 1) well-being status questions;
- 2) questions about knowledge of and access to well-being resources; and
- 3) demographic questions.

The survey was distributed via email with encouragement from the Board and members of the judiciary to complete it. (See Appendix 1.) The typical time spent by those taking the survey was 6 minutes and 5 seconds.

Those ISB members who took the survey were offered a coupon code to watch the on-demand CLE "[Lawyer Well-Being: What's It Got to Do with Me?](#)" at no cost. To date, 189 attorneys have completed this course.

The results of the survey were tabulated and have been used by the Task Force in the recommendations of this report for the development of resources to make available to ISB members. The report that was provided to the Board of Commissioners is attached at Appendix 2.

## Recommendations of the Task Force

The Task Force started their analysis based up the type of law practice our members are engaged in. This included the judiciary, solo and small law firms, large law firms, government, and corporate counsel, as well as law students. The Task Force looked at avenues to improve well-being in the legal community from both a services approach and from a regulatory standpoint and includes recommendations to the Idaho State Bar and the University of Idaho School of Law. Ultimately, subcommittees organized its report within the following Practice Area Work Group (Legal Employers and Lawyers, the Judiciary, the Lawyers Assistance Program, Law School and Law Students, and Regulatory Considerations.)

Each Practice Area Work Group looked at the following issues as appropriate for that group

1. Status of well-being with the ISB (survey results and/or any work group outreach or other sources),
2. Obstacles identified by survey (and outside sources) to improving well-being relevant to the Practice Area
3. Desired resources for improving well-being as identified in the survey or by the Work Group
4. Resources/ program currently in place or available through the ISB
5. Existing no or low-cost resources available outside of the ISB
6. Recommendations to ISB related to supporting the Work Group

### Legal Employers and Lawyers

Legal employers and lawyers is a broad category encompassing attorneys working in private practice, government, nonprofits, and corporate or in-house environments. The Idaho State Bar's Well-Being Survey indicated that over 83% of respondents fall into this category.

While the survey did not tailor unique questions to any particular demographic group, the demographic information provides a foundation for understanding the makeup of the respondents. With respect to attorney work group size, almost one-quarter (22%) of respondents were sole practitioners, while another 17% worked in small firms/agencies/practice groups of 2-3 employees. A full 25% of respondents work in a firm or group of 4-10 attorneys, and approximately 24% work in larger attorney offices. (The remaining respondents indicated "not applicable".)

In response to questions about type of employer, over 53% of respondents were in private practice. Twenty percent were in government, and nearly 7% identified themselves as house counsel. Approximately 3% indicated they were employed by a nonprofit. Thus, a significant majority of respondents (over 83%) reported themselves as within the general "legal employers and lawyers" category discussed here.

#### 1. Well-Being Status

With regard to the substantive questions on well-being, questions generally sought multiple choice responses but also allowed space for written comments. Three-quarters of respondents reported being

“satisfied” or “very satisfied” with their professional life. A majority of respondents also responded favorably to questions regarding their input being valued at work; having a trusted professional colleague who cares about their development or supports their well-being; and the opportunity for professional development and growth.

A few questions solicited a relatively greater volume of negative responses. Two areas of concern were time for personal interests outside work, and compensation. Twenty percent of respondents indicated that they do not have time or energy to pursue interests outside of work that make them feel good about themselves. It was indicated that professional and personal responsibilities take priority. Separately, over twenty percent of respondents indicated they were not well compensated for the time and energy they put into work. Written comments discussed on pay compared to hours worked; public sector compensation; and perceived low attorney compensation compared to other jobs. Given the timing with which the survey was issued (October 2021), the impact of the COVID-19 pandemic and remote work while balancing personal commitments were also concerns.

Other comments touched on negative interactions that can have a detrimental effect on well-being, whether it be negativity within the respondent’s work group or from outside individuals (opposing counsel, clients, others).

## **2. Obstacles to Improving Well-Being**

Overall, respondents generally responded positively to questions regarding well-being, but finding time to focus on well-being and personal interests was a common challenge. Forty-five percent of respondents reported finding it difficult to find time for personal hobbies and interests. Compensation was another area of concern, as was negative interactions at work.

These concerns are not unique to attorneys in our state. The National Task Force on Attorney Well-Being’s Report acknowledges these and other concerns and discusses the benefits of improving attorney well-being.<sup>2</sup> That report recommends training and education on well-being, assessing well-being and looking for signs of burnout and other impacts, and establishing policies and practices to support well-being, including social activities and interactions with colleagues.<sup>3</sup>

Critically, the report acknowledges that employers may need to evolve their cultures, standards, and incentives to truly encourage and make progress on employee well-being. Tools to create this shift include leader development programs; standards for leadership skills, and incentive systems that value and reward development of leadership skills or well-being in employees.<sup>4</sup> Legal employers could start by forming committees or task forces to consider how to assess their employees’ well-being attitudes and determine which approaches might be most beneficial in their environments. Some employers and employee groups may most value opportunities to enhance physical health and well-being, while others may most value opportunities to build relationships among themselves, and still others may prefer a mix of opportunities. Employers also have a potentially unique ability to offer education for employees on

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<sup>2</sup> <https://lawyerwellbeing.net/wp-content/uploads/2017/11/Lawyer-Wellbeing-Report.pdf>, p. 7-11.

<sup>3</sup> <https://lawyerwellbeing.net/wp-content/uploads/2017/11/Lawyer-Wellbeing-Report.pdf>, p. 31-34.

<sup>4</sup> *Id.* at 34.

some relevant topics, including retirement planning and professional development in their particular work areas.

### **3. Desired Resources**

Respondents to the Idaho Attorney Well-Being Survey indicated interest in a variety of well-being topics. Stress management and physical health and well-being were the most commonly mentioned topics, followed closely by retirement options, meditation and relaxation, and professional growth and development. Personal growth and development, and aging topics, were also of interest. In terms of the types of programs these topics might be offered through, respondents were interested primarily in Continuing Legal Education courses, followed by a dedicated attorney well-being website. There was also interest in other education courses (even if not CLE), informative articles, and social activities or classes/interest groups.

### **4. Resources Currently in Place or Available Through the ISB**

The ISB currently has many resources available to its members through its website.<sup>5</sup> There are free CLEs available on demand covering topics such as attorney well-being and suicide prevention and various topics, that while some were initially geared toward the pandemic, still have relevance as we emerge from the pandemic. The website also includes many articles, blogs, podcasts, and reports covering mindfulness exercises, practical recommendations for positive change, and risk factors for mental health problems and attrition among licensed attorneys.

The ISB also supports Lawyer Well-Being Week in early May each year. Different aspects of well-being are covered Monday through Friday during Lawyer Well-Being Week, with at least three different daily suggestions for activities and education. The activities have been conducted remotely since the pandemic began, but the ISB hopes to have more live group activities in the future and to work with the district bars to bring activities throughout Idaho.

Additionally, the Idaho Lawyer Assistance Program remains an excellent support resource for lawyers and judges in crisis. Idaho LAP provides confidential, anonymous support, including consultation and referral services. These services are available 24-hours a day via telephone through the services of the Southworth and Associates.

### **5. Existing No or Low-cost Resources Available Outside of the ISB**

Many Idaho legal employers have resources available to their employees through employee assistance programs. These typically include in-person or telehealth counseling sessions and work-life consultation services available at no cost to the employee.

The Idaho Crisis & Suicide Hotline provides call or text through the number universal number “988” that support services for all Idahoans in crisis. In addition, the Idaho Department of Health and Welfare’s website<sup>6</sup> includes a number of resources for substance use disorders in addition to links for behavioral

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<sup>5</sup> <https://isb.idaho.gov/member-services/programs-resources/attorney-well-being-resources/>

<sup>6</sup> <https://healthandwelfare.idaho.gov/services-programs/behavioral-health/resources-0>

health boards and councils through 2-1-1 Idaho Careline. These services are available via telephone, text or online using 2-1-1 or the Idaho 2-1-1 website.

## **6. Recommendations to Legal Employers and Lawyers**

Legal employers should be educated on how to form a well-being committee. It is in a legal employer's interest to prioritize lawyer well-being because lawyers who are well balanced mentally, physically, and emotionally are more successful in their performance and better stewards of the practice of law. Well-being education and training materials, including Idaho LAP materials, should be made available to employees early in the onboarding process.

Legal employers should establish policies and practices to support lawyer well-being. This includes developing confidential reporting procedures for employees to convey concerns about their colleagues' mental health or substance use internally and communicate how lawyers and staff can report concerns internally or to Idaho LAP.

Legal employers should also consider continually assessing the state of well-being among lawyers and staff and whether workplace cultures support well-being. An assessment strategy might include an anonymous survey conducted to measure lawyer and staff attitudes and beliefs about well-being, as well as stressors at the legal employer's office that significantly affect well-being in the workplace.

Additionally, legal employers should monitor for work addiction and avoid rewarding extreme behaviors that can ultimately harm the employee's health. Employees should be encouraged to make time to care for themselves and to attend to other personal obligations. Promoting physical activities to aid health and cognitive functioning is recommended.

Legal employers should also facilitate social events to promote camaraderie and team building. However, special care should be taken to deemphasize alcohol consumption at such events.

## **7. Recommendation to Idaho State Bar Board of Commissioners**

Continue providing training and education on well-being topics. Consider more well-being CLEs that include an ethics credit to help promote a broader audience.

## **The Judiciary**

### **1. Status of Well-Being within the Judiciary**

Judges and their staff have long endured a high level of stress caused by factors including long hours, heavy workloads, understaffing, the importance/impact of their decisions, traumatic cases, and safety concerns.<sup>7</sup> Feelings of isolation and tensions created by social and political change within the last few years have exacerbated the mental and emotional strain placed on the judiciary. The National Judicial

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<sup>7</sup> [Stress and Resiliency in the U.S. Judiciary, Journal of the Professional Lawyer 2020](https://www.americanbar.org/content/dam/aba/administrative/professional_responsibility/journal-of-the-professional-lawyer-2020.pdf)

([Americanbar.org/content/dam/aba/administrative/professional\\_responsibility/journal-of-the-professional-lawyer-2020.pdf](https://www.americanbar.org/content/dam/aba/administrative/professional_responsibility/journal-of-the-professional-lawyer-2020.pdf))

Stress and Resiliency Survey, the results of which were released in 2020, concluded that the demands of the profession can negatively impact judicial officers' mental health and personal lives.<sup>8</sup> The stress triggers identified in the national survey are mirrored by the experience of Judges in Idaho.

## **2. Obstacles to Improving Well-Being on the Bench**

The stress of serving a growing population with limited financial and staffing resources.

## **3. Existing Resources**

The Supreme Court has demonstrated its commitment to providing support to judges and judicial staff by providing a mentor program for new judges, providing educational opportunities on well-being topics at judicial conferences, with online classes and by sending judges to outside conferences on well-being topics when funding is available.

## **4. Recommendations to the Idaho Supreme Court**

- a) Communicate and demonstrate by example that judicial well-being is a priority. The national survey on the judiciary echoed the recommendation of the National Task Force Report, stating “the highest court in each state should set the tone for the importance of well-being of judges.”<sup>9</sup> As the ultimate leaders of Idaho’s legal system, the Supreme Court should maintain awareness that they are “closely watched for signals about what is expected” when it comes to well-being within profession.<sup>10</sup>
- b) Continue to foster connection and support within the judiciary through the judge mentorship program.
- c) Many jurisdictions have instituted judicial roundtables, a practice taken from the medical profession. These interactive sessions have proven to reduce isolation, by allow for sharing of common experiences and normalizing some of the stress responses experienced by participant jurists.<sup>11</sup>
- d) Continue to embed well-being topics in trainings for new judges that will adequately educate the new judicial officers on the array of behavioral health issues they may encounter in themselves,

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<sup>8</sup> *Id.*

<sup>9</sup> *Id.*; Institute For Well-Being In Law, *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change* (August 15, 2017), <https://lawyerwellbeing.net/the-report/>

<sup>10</sup> *Id.*

<sup>11</sup> A detailed protocol with many practical tips for hosting roundtables developed by the Judicial Assistance Initiative of the American Bar Association Commission on Lawyer Assistance Programs is an available resource. See Judicial Roundtables, [https://www.americanbar.org/content/dam/aba/administrative/lawyer\\_assistance/lis\\_colap\\_Judicial\\_Roundtable\\_Protocols.pdf](https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/lis_colap_Judicial_Roundtable_Protocols.pdf) (last accessed Aug. 4, 2020).

or their colleagues, over the course of their career on the bench. Such topics may include burnout, secondary trauma, and issues related to feelings of isolation and loneliness within the profession.

- e) Continue to provide high quality training and education to all members of the judicial system. Judicial educators should also review their websites and online offerings of on-demand availability of programming, resources, and articles.<sup>12</sup>
- f) Work with the LAP and its judicial representatives to promote the existing resources available to all judges.

## **7. Recommendations to the Judiciary Related to Supporting Staff and Attorneys**

- a) Just as it is important for the Idaho Supreme Court to both model and communicate the importance of well-being, it is critical that judges throughout the state model and provide the same message to lawyers appearing in their courts. This can be done not only during presentations and speeches or in written articles, but also more informally in judges' interactions with lawyers and other judges in and outside of court.
- b) Encourage lawyers exhibiting behaviors indicative of mental or emotional health issues to seek help through the LAP.

## **Lawyer Assistance Program**

The Lawyer Assistance Program (LAP) Committee is composed of attorney and judge volunteers except for the Southworth and Associates Counseling organization, which is paid by ISB. Committee members regularly provide assistance to members who are experiencing difficulty with substance abuse or anxiety and depression. Committee members also provide training on various wellness issues to members of the Bar, judiciary, and the LAP Committee.

### **1. Status of the LAP Committee as a Well-Being Resource**

The LAP Committee is actively involved in promoting well-being through presentations to various legal organizations including practice sections, most recently, the Family Law and the Taxation, Probate and Trust Law Sections, the BYU lawyers and the Attorney General's Office. The LAP Committee also provides well-being information and resources to the University of Idaho College of Law at both the Boise and the Moscow campuses through annual Wellness Faires and weekly opportunities for student to meet with LAP committee members via Zoom or in person. The Committee provides wellness resources through links on the ISB web page, in *The Advocate* and through email blasts to the membership. The Committee currently has some funding from the ISB and has received a several small grants from the Idaho Liquor Division over the past three years to help pay for the wellness faires at the law schools.

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<sup>12</sup> See for example, a compendium of resources on judicial impairment, stress and well-being topics can be found at the National Center for State Courts website, National Center for State Courts, <https://cdm16501.contentdm.oclc.org/digital/collection/judicial/id/525> (last viewed Aug. 4, 2020)



## **2. Obstacles to Improving Well-Being through the LAP Committee**

Almost 50% of respondents to the Well-Being Survey said they felt the overall well-being of their personal lives was fair to very poor. Despite, this demonstrated need for well-being resources and services, the survey identified obstacles that prevent lawyers from seeking resources such as those provided by the LAP, including:

- a) the reluctance of respondents to seek help for fear of that their co-workers or other members of the ISB will find out;
- b) a perceived lack of time to get help or to use well-being resources, even though the majority said they knew where to obtain help or resources;
- c) a perception that resources are only available in the Fourth District.

In addition to these hurdles of perception, the time limitations of the Committee members and limited funding hampers the Committee's ability to provide robust programming and resources to the legal community.

## **3. Recommendations to the Idaho State Bar Board of Commissioners**

The ISB, through the Bar First, Commissioners and leadership can support the work of the LAP Committee in several ways, including the following:

- a) helping to de-stigmatize help seeking behaviors by continuing to vocalize its strong commitment to well-being within the legal profession and highlight the LAP as a confidential resource whenever the opportunity arises;
- b) increasing sponsorship and funding of LAP presentations;
- c) encouraging the bar sections to include well-being presentations;
- d) sponsoring more training for the Committee; and
- e) funding a part-time LAP director position to develop and facilitate training for the Committee and outreach, presentations, and other resources for the legal community.

## **The Law School and Law Students**

### **1. Status of Law Student Well-Being**

The ISB Task Force survey was designed to measure the well-being of practicing attorneys and therefore was not provided to law students. However, the LAP's interactions with law students tracks with a 2021 survey of students at 39 law schools conducted by the ABA in 2021, including the reluctance to seek help for substance abuse and mental health problems, the lingering effects of the pandemic and the increased stress that comes with being a law student. In the ABA's survey, nearly 70% of respondents reported that they needed help for emotional or mental health problems in the past year. The 2014 version of the same survey reported 42% of participants reported needing the same help. The study also found that 33% of the students had a diagnosis of depression at some point in their lives and 40% had a diagnosis of anxiety. In 2014, the percentage reporting a past depression or anxiety diagnosis was 18% and 21% respectively. Eleven percent of the law students had thought seriously about suicide in the past year, compared to 6% in 2014. Nearly 33% of the students reported they had thought about attempting suicide in their lifetime, up from 21% in 2014.<sup>13</sup>

### **2. Obstacles to Improving Well-Being**

The obstacles for improving the well-being of law students are the perception among law students that seeking help will negatively affect their bar applications and employment perspectives, limited time to participate in activities that support their well-being, including chat sessions and other LAP programs.

### **3. Resources for Improving Well-Being**

The LAP Committee has provided volunteers (no cost) and the law school faculty and staff have provided well-being support to the students. A small grant that has been available for the last three years to fund much of the Wellness Faires at the Boise and Moscow campuses. LAP members also volunteer to hold open door chat sessions once a week for students to confidentially talk with members on the committee on any topic.

Additionally, the University of Idaho Law School provides the students with counseling resources through the University's counseling center in Moscow, through Boise State University's counseling center in Boise and the law professors offer office hours to assist students. In terms of physical well-being there are opportunities for classes through the University system and access to the student recreation center.

The Law School has a professional development program for the students based upon the year in school. This includes informational sessions that touch on well-being topics such as mental health, student debt counseling, the legal profession culture and civility and a myriad of other topics.

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<sup>13</sup> <https://www.abajournal.com/web/article/11-of-law-students-had-suicidal-thoughts-in-the-past-year-survey-finds-what-can-law-schools-do?>

#### **4. Recommendations for the Law School**

- a) The law school should continue to stress well-being topics and utilize the resources provided by ISB through the LAP Committee.
- b) The law school is encouraged to conduct an anonymous survey of the first-year law students at the beginning of the school year to obtain a well-being base line, including levels of stress, depression, anxiety, loneliness, substance use and abuse, and attitudes toward seeking mental health and substance abuse treatment.
- c) The law school is further encouraged to conduct follow up surveys at regular intervals to track the well-being of students as they progress through law school and compare it against the baseline. For example, follow-up surveys may be conducted, at the end of first, second, and third years of law school. These surveys could then be used to measure changes from the baseline and evaluate where well-being has improved or worsened, which efforts have been successful, which efforts have not served the students, and what specific challenges law students continue to encounter.
- d) Continue to develop resources to support the well-being of the students, including counseling resources, student organizations and social events that promote student well-being (e.g. stress management, physical health, resiliency training).

#### **5. Recommendations to the Idaho State Bar Board of Commissioners**

ISB should continue to provide Wellness Faires, chat sessions and other presentations law students with the goal of normalizing contact with law students and the Bar.

### **Regulatory Considerations**

From a regulatory and administrative standpoint, the ISB could support attorney well-being in several ways. Below is an overview of some of the measures implemented in other states, which could be adopted by the Idaho State Bar:

#### **1. Allow CLE Credit for Programming that Includes Well-Being Topics**

Currently, I.B.C.R. 403(a)(6) provides that no CLE credit is approved for “general time management or stress reduction,” which may limit credit available for well-being topics. The Rule could be modified or expanded, if necessary, to specifically include topics involving well-being, with the requirement that those topics relate specifically to the practice of law. For instance, CLE credit could be approved for time management relating to calendaring best practices or stress reduction relating to client communications and managing caseloads.

## **2. Provide More CLEs on Well-Being Topics**

Offer five free CLEs focused on well-being topics related to the practice of law and allow attorneys to take two of those free CLEs annually for credit.

## **3. Mandate CLE Credits on Well-Being Topics**

Mandate (or recommend) one CLE credit every three years for mental health, well-being, or substance use issues programming that addresses prevention, detection, and treatment and focuses on issues in the context of practicing law.

The one CLE credit every three years would not be an additional CLE hours requirement. Also, consideration could be given to allowing the one CLE credit to qualify for an ethics credit. This CLE option could help attorneys address issues in their own lives and law firms and more generally make discussing these issues more acceptable.

## **4. New Attorney Program Well-Being Component**

Include well-being CLE component in the New Attorney Program under I.B.C.R. 402(f).

Alternatively, require or recommend that attorneys in their first year of admission to the Bar take at least one CLE credit related to mental health, well-being, or substance abuse issues.

## **5. Centralize Grievance System**

Adopt a centralized grievance intake system to promptly identify well-being concerns and enable faster identification and possible intervention for lawyers struggling with substance use or mental health issues.

Bar Counsel's Office recently implemented an assessment system whereby each new grievance is reviewed by an attorney to determine whether any immediate steps can be taken when an attorney's mental health or related issue is apparent or suspected. Bar Counsel is also evaluating whether other grievance intake procedures could more promptly identify attorney well-being issues that could impact the resulting disciplinary action.

## **6. Diversion Program**

Adopt a diversion program to help rehabilitate lawyers in discipline who are experiencing impairment.

Some states have implemented a formalized diversion program that allows attorneys who may otherwise be suspended to continue practicing law if the attorney agrees to follow certain conditions, including drug or alcohol testing, peer assistance, and treatment. Bar Counsel's Office currently has the ability to place attorneys with mental health or other issues that contributed to I.R.P.C. offenses on disciplinary

probation, without imposing another sanction. A more formalized diversion program would likely require additional staffing.

## **Conclusion**

This report makes a case that the well-being of the legal professionals in Idaho needs improvement. While there are some resources available, we, as a Bar, need to help one another overcome the mental and physical impediments that impair our memberships' ability to function at levels compatible with high ethical standards and public expectations. Depression, anxiety, chronic stress, burnout, and substance use disorders exceed those of many other professions. We as a profession face challenges for our clients everyday day, we must look at the challenges we face in our own culture and workforce and show a strong commitment to caring for the well-being of one another, as well as ourselves by making sustainable changes. Now is the time to move beyond approaching well-being as an individual endeavor. We encourage the leadership within the Bar, the Judiciary, and public and private employers to continue striving to make well-being a centerpiece of the institutional cultures through programming, messaging, and modeling.

# IDAHO STATE BAR ATTORNEY WELL-BEING TASK FORCE REPORT 2022

## APPENDIX

### I. Executive Summary of Responses to the Well-Being Survey

The Task Force's Well-Being Survey was sent to Idaho State Bar members on October 7, 2020, and responses were accepted through October 31, 2020. There were 960 individuals who responded to at least one of the survey questions and the total completion rate of those taking the survey was 93%.

Questions 1-19 and the demographic questions had high response rates, upwards of 850 responses. Other questions, particularly questions 20-31, had much lower response rates of around 260-280 responses. The response rates are noted below under each survey question.

#### A. COVID-19

Overall, respondents expressed moderately higher levels of stress due to the COVID-19 pandemic. Written responses referred to concerns about effectively representing clients while working remotely and about balancing professional and personal responsibilities while at home. While respondents generally were not experiencing increased financial stress or job insecurity, they had concerns about how long the pandemic will last, its impact on their community, and its impact on the global economy.

#### B. Well-Being Generally

Over 75% of respondents reported feeling satisfied or very satisfied with their professional lives. (Of the written comments, many were dissatisfied with the practice of law generally, due to the stress of litigation, lack of civility, focus on billable hours, and other reasons.) Approximately 68% of respondents enjoy going to work, over 75% find their workplace to be supportive and positive, and approximately 70% feel their input is welcomed. Over 75% of respondents also have someone in their professional lives who supports their professional development and growth.

On the other hand, approximately 21% of respondents indicated that they do not have the time and energy to pursue outside interests. The lack of time and energy was described as being due to a combination of professional and personal (family) responsibilities and has worsened during the pandemic. (An even greater number – 45% – disagreed with the statement: "It is easy for me to find time for hobbies and interests.") Compensation is also a concern for some; approximately 21% do not feel they are well-compensated for their work.

#### C. Well-Being Resources

Approximately 66% of respondents indicated they know where to find well-being resources, but some written comments indicated barriers including time constraints, workplaces that are not accommodating, or lack of resources outside of Ada County. Time and concern about employer or client reactions were some of the more significant concerns. Regarding whether respondents would be comfortable using resources offered by the Idaho State Bar, responses were mixed: approximately 36.5% agreed and approximately 29% disagreed. There were concerns about professional consequences and a lack of confidentiality. There was also a perception that Bar resources are only available in Ada County/the 4<sup>th</sup> District.

The well-being topics of most interest were: stress management, physical health and wellness, retirement options, meditation/relaxation techniques, and professional and personal growth and development.<sup>1</sup> The types of resources respondents were interested in were overwhelmingly CLEs, followed by a dedicated lawyer well-being website with articles or links to resources. Written comments suggested the following resources: informal interest/hobby groups, events that do not involve alcohol, allowing for all CLEs to be virtual, and mental health/therapy resources, possibly through LAP.

#### **D. Demographics**

Approximately 45% of the attorneys who responded to the survey practice in the 4<sup>th</sup> District. Other responses were fairly evenly split between other districts and out-of-state lawyers. Approximately 68% of respondents practice in a large town or city. Twenty-two percent of respondents are sole practitioners and approximately 40% of respondents practice in an environment of three or fewer attorneys. Approximately 53% of respondents are in private practice. Approximately 74% of respondents were over age 40 and approximately 25% were under age 40. A wide range of practice areas were reported. Regarding race and ethnicity, 86% of respondents identified as white. Regarding gender, 57% of respondents were male and 38.7% were female (the remainder reported other or preferred not to answer).

## **II. Question by Question Summary**

Note: Comments to individual questions were not required, so the general topics of the comments discussed below may not be an accurate reflection of the overall sentiment of responses.

### **(1) What impact is the COVID-19 pandemic having on any aspect of your well-being? Stress created by working remotely.**

(950 answered, 10 skipped)

13.89%	None at all (132 responses)
28.95%	A little (275 responses)
35.89%	Moderate amount (341 responses)

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<sup>1</sup> See question 30 for the full list of topics and responses.

15.58% A lot (148 responses)  
5.68% A great deal (54 responses)

Written comments: The most popular response was “a moderate amount.” Many comments expressed challenges effectively representing clients due to difficulties with meeting in person and effectively examining witnesses or making arguments through remote hearings. Many responses also indicated an increased level of stress from being at home all the time. Respondents with kids expressed increased levels of responsibility. A few individuals expressed that they enjoyed working from home.

**(2) What impact is the COVID-19 pandemic having on any aspect of your well-being? Increased financial or job insecurity.**

(950 answered, 10 skipped)

40.21% None at all (382 responses)  
30.0% A little (285 responses)  
18.0% Moderate amount (171 responses)  
8.0% A lot (75 responses)  
3.79% A great deal (36 responses)

Written comments: The most popular response was “none at all.” There was some concern expressed by newer attorneys who recognized that they could be the first to go in this type of situation. Those in the public sector expressed gratitude for the security of their positions. Some respondents expressed a decrease in business or of clients being unable to pay fees.

**(3) What impact is the COVID-19 pandemic having on any aspect of your well-being? Anxiety about how long the pandemic will last.**

(953 answered, 7 skipped)

7.56% None at all (72 responses)  
26.34% A little (251 responses)  
34.84% Moderate amount (332 responses)  
20.04% A lot (191 responses)  
11.23% A great deal (107 responses)

Written comments: The most popular response was “a moderate amount.” Many respondents expressed concern about individuals who do not take the pandemic seriously and do not abide by social distancing and mask regulations. Many indicated concern that the pandemic would last years or indefinitely.

**(4) What impact is the COVID-19 pandemic having on any aspect of your well-being? Concern about the impact on your community.**

(952 answered, 8 skipped)



3.36%	None at all (32 responses)
12.29%	A little (117 responses)
36.24%	Moderate amount (345 responses)
34.35%	A lot (327 responses)
13.76%	A great deal (131 response)

Written comments: The most popular response was “a moderate amount.” Many respondents expressed concern over the economic and healthcare impacts the pandemic will have. Some respondents thought the pandemic precautionary measures were unnecessary and other respondents thought not enough was being done.

**(5) What impact is the COVID-19 pandemic having on any aspect of your well-being? Concern about the impact on the global economy.**

(953 answered, 7 skipped)

3.36%	None at all (32 responses)
14.69%	A little (140 responses)
34.84%	Moderate amount (332 responses)
33.16%	A lot (316 responses)
13.96%	A great deal (133 responses)

Written comments: The most popular response was “a moderate amount” followed closely by “a lot.” The concern over the global economy was shared by almost all respondents.

**(6) Generally, how satisfied are you with your professional life? Considering factors such as: Work environment, type of work and the level of challenge, stress management, access to management and mentoring, compensation, work relationships, and work-life balance.**

(912 answered, 48 skipped)

23.03%	Very Satisfied (210 responses)
52.19%	Satisfied (476 responses)
15.24%	Not Satisfied (139 responses)
5.81%	Dissatisfied (53 responses)
3.73%	Very Dissatisfied (34 responses)

Written comments: The most popular response was “satisfied,” which accounted for 52.19%. However, many respondents expressed a general dissatisfaction for practicing law generally. Cited reasons included the stress of litigation, arguments with opposing counsel and clients, the money-driven atmosphere, and the difficulties of being a new attorney.

**(7) Please indicate the degree to which you agree with the following statements regarding your professional life? I enjoy going to work.**

(909 answered, 51 skipped)

21.34%	Strongly Agree (194 responses)
46.53%	Agree (423 responses)
20.9%	Neither Agree nor Disagree (190 responses)
8.91%	Disagree (81 responses)
2.31%	Strongly Disagree (21 responses)

Written comments: Most respondents indicated that they enjoyed the work they do, with the caveat that the amount of work can be problematic at times.

**(8) I generally find my workplace to be a supportive and positive environment.**

(911 answered, 49 skipped)

30.8%	Strongly Agree (274 responses)
45.44%	Agree (414 responses)
17.56%	Neither Agree nor Disagree (160 responses)
5.27%	Disagree (48 responses)
1.65%	Strongly Disagree (15 responses)

Written comments: Many respondents indicated they worked in a very positive environment that was supportive. However, a number of respondents referenced problems with management and other individuals that caused unnecessary intra-office “drama.”

**(9) The decision makers at my workplace encourage input.**

(901 answered, 59 skipped)

32.41%	Strongly Agree (292 responses)
37.18%	Agree (335 responses)
21.53%	Neither Agree nor Disagree (194 responses)
6.10%	Disagree (55 responses)
2.77%	Strongly Disagree (25 responses)

Written comments: Many respondents stated that they are the decision-maker at their place of employment. Others indicated that the decisions-makers encouraged input, but did not follow through with truly listening with an open ear.

**(10) I know that any suggestions I make at work will be welcomed and considered.**

(900 answered, 60 skipped)

30.89%	Strongly Agree (278 responses)
39.67%	Agree (357 responses)
20.33%	Neither Agree nor Disagree (183 responses)
6.78%	Disagree (61 responses)
2.33%	Strongly Disagree (21 responses)

Written comments: Many respondents again indicated that suggestions at work are welcomed but they did not feel that those suggestions were considered.

**(11) I have at least one person in my workplace who I trust to help me work through difficult issues and who cares about my professional development.**

(899 answered, 61 skipped)

39.49%	Strongly Agree (355 responses)
36.04%	Agree (324 responses)
16.13%	Neither Agree nor Disagree (145 responses)
5.67%	Disagree (51 responses)
2.67%	Strongly Disagree (24 responses)

Written comments: Peers were the most likely person cited who could help with difficult issues. Several respondents indicated they had a tightknit group of individuals they could depend upon. Solo practitioners indicated they missed the interactions that come with a group office environment.

**(12) My workplace offers me the opportunity to grow professionally and take on additional responsibilities.**

(905 answered, 55 skipped)

32.27%	Strongly Agree (292 responses)
40.55%	Agree (367 responses)
19.34%	Neither Agree nor Disagree (175 responses)
6.19%	Disagree (56 responses)
1.66%	Strongly Disagree (15 responses)

Written comments: Many respondents indicated opportunities for growth that kept people motivated. Some felt, however, that they were shifted additional responsibilities that did not coincide with professional growth.

**(13) My work is hard, but it is also intellectually stimulating.**

(906 answered, 54 skipped)

34.11%	Strongly Agree (309 responses)
47.90%	Agree (434 responses)
11.70%	Neither Agree nor Disagree (106 responses)
5.52%	Disagree (50 responses)
0.77%	Strongly Disagree (7 responses)

Written comments: Some respondents cited intellectually stimulating work that was not hard. Others cited the reverse. A number of respondents suggested the difficulty in their job stemmed primarily from the disagreements inherent in litigation.

**(14) I have the time and energy to pursue interests outside of work that make me feel good about myself.**

(907 answered, 53 skipped)

17.86%	Strongly Agree (162 responses)
46.97%	Agree (426 responses)
14.22%	Neither Agree nor Disagree (129 responses)
15.99%	Disagree (145 responses)
4.96%	Strongly Disagree (45 responses)

Written comments: Between professional and home life responsibilities, respondents indicated little time (or even if time, little energy) for outside interests. Respondents indicated that the pandemic has worsened the situation. Others commented that they make sure to carve out time for their own interests, regardless of work obligations.

**(15) I am well compensated for the time and energy I put into my work.**

(906 answered, 54 skipped)

17.33%	Strongly Agree (157 responses)
41.72%	Agree (378 responses)
19.43%	Neither Agree nor Disagree (176 responses)
16.0%	Disagree (145 responses)
5.52%	Strongly Disagree (50 responses)

Written comments: Some respondents indicated they believed they were underpaid considering the hours they worked. Other respondents indicated that their public sector positions were underpaid and others remarked that they were underpaid as a lawyer compared to their job prior to law school.

**(16) There is someone in my professional life who supports my well-being.**

(909 answered, 51 skipped)

26.4%	Strongly Agree (240 responses)
43.56%	Agree (396 responses)
19.14%	Neither Agree nor Disagree (174 responses)
8.91%	Disagree (81 responses)
1.98%	Strongly Disagree (18 responses)

Written comments: Some respondents indicated “no” or that they are solo practitioners, or that they have claims of support that are not backed up by action. Others mentioned support from peers, supervisors, other attorneys (even opposing counsel), and family members.

**(17) Generally, my work environment contributes positively to my overall well-being.**

(904 answered, 56 skipped)

17.04%	Strongly Agree (154 responses)
46.02%	Agree (416 responses)
22.23%	Neither Agree nor Disagree (201 responses)
11.50%	Disagree (104 responses)
3.21%	Strongly Disagree (29 responses)

Written comments: Respondents indicated that the pandemic has upended things and created some fear and negativity.

**(18) Within the past year, I have observed negative interactions at work that have been detrimental to my well-being.**

(908 answered, 52 skipped)

7.93%	Strongly Agree (72 responses)
23.35%	Agree (212 responses)
25.11%	Neither Agree nor Disagree (228 responses)
31.17%	Disagree (283 responses)
12.44%	Strongly Disagree (113 responses)

Comments for Question 18 are combined below with the comments for Question 19.

**(19) If you agreed or strongly agreed with previous statement (18), how often have you observed negative interactions at work that have been detrimental to your well-being?**

(474 answered, 486 skipped)

38.61%	Rarely (183 responses)
28.90%	A few times a year (137 responses)
20.25%	At least monthly (96 responses)
10.34%	At least weekly (49 responses)
1.90%	At least daily (9 responses)

Written comments: Most comments described negativity from opposing counsel or lawyers outside their office, but some described negative office environments or negativity from clients. Several comments described negativity due to stress or concerns about COVID. One respondent admitted to being the problem but trying to improve.

**(20) Generally, how satisfied are you with your personal life? Considering factors such as: work-life balance, time for hobbies, time for exercise, time for family and friends, and friendships and family relationships.**

(282 answered, 678 skipped)

12.77%	Very Satisfied (36 responses)
39.36%	Satisfied (111 responses)
17.73%	Neither Satisfied nor Dissatisfied (50 responses)
24.47%	Dissatisfied (69 responses)
5.67%	Very Dissatisfied (16 responses)

Written comments: Respondents commented that work demands and stress leave little time and energy for family, friends, and hobbies. A few respondents commented that the pandemic has made this worse (not able to see family and friends), but more respondents indicated the pandemic has made it better (working from home, more time with immediate family).

**(21) Please indicate the degree to which you agree with the following statements regarding your personal life: My work schedule allows me to spend time with family and friends.**

(281 answered, 679 skipped)

14.59%	Strongly Agree (41 responses)
51.96%	Agree (146 responses)
15.66%	Neither Agree nor Disagree (44 responses)
13.52%	Disagree (38 responses)
4.27%	Strongly Disagree (12 responses)

Written comments: Some respondents commented that they have to “make time” (schedule doesn’t “allow” it). Other respondents commented that the pandemic has created more time (but sometimes less opportunity for interaction).

**(22) Please indicate the degree to which you agree with the following statements regarding your personal life: I have enough time when I get home to decompress from my work day.**

(280 answered, 680 skipped)

10.0%	Strongly Agree (28 responses)
37.86%	Agree (106 responses)
17.86%	Neither Agree nor Disagree (50 responses)
27.50%	Disagree (77 responses)
6.79%	Strongly Disagree (19 responses)

Written comments: Some respondents indicated that pandemic/work from home has helped with this. A few respondents indicated that working from home has made it difficult to “shut off” work.

**(23) Please indicate the degree to which you agree with the following statements regarding your personal life: It is easy for me to find time for hobbies and interests.**

(280 answered, 680 skipped)

5.36%	Strongly Agree (15 responses)
30.0%	Agree (84 responses)
19.29%	Neither Agree nor Disagree (54 responses)
35.71%	Disagree (100 responses)
9.64%	Strongly Disagree (27 responses)

Written comments: Respondents indicated they have to make time, it doesn't just happen. Some respondents commented that work does not leave energy for prioritizing hobbies and that working parents with young families have limited time for their own hobbies.

**(24) Please indicate the degree to which you agree with the following statements regarding your personal life: I am able to set boundaries between work and life.**

(280 answered, 680 skipped)

7.50%	Strongly Agree (21 responses)
33.93%	Agree (95 responses)
21.79%	Neither Agree nor Disagree (61 responses)
27.86%	Disagree (78 responses)
8.93%	Strongly Disagree (25 responses)

Written comments: Respondents commented that maintaining boundaries is difficult, especially when there are client or peer needs. Some respondents commented that working from home makes maintaining boundaries harder. Multiple respondents indicated they are making a conscious effort to enforce boundaries.

**(25) Generally, and considering the preceding questions, how satisfied are you with your life overall (personal and professional)?**

(281 answered, 679 skipped)

12.81%	Very Satisfied (36 responses)
44.48%	Satisfied (125 responses)
23.84%	Neither Satisfied nor Dissatisfied (67 responses)
14.95%	Dissatisfied (42 responses)
3.91%	Very Dissatisfied (11 responses)

Written comments: Only 17 respondents provided comments. Some of those comments were negative about their work and its impact on their personal life or indicated the respondent was struggling. Other respondents were somewhat more positive.

**(26) How would you generally describe your overall well-being?**

(282 answered, 678 skipped)

9.22%	Excellent (26 responses)
41.13%	Good (116 responses)
38.65%	Fair (109 responses)
7.80%	Poor (22 responses)
3.19%	Very Poor (9 responses)

Written comments: Only 15 respondents provided comments. Some respondents indicated high levels of anxiety. Others emphasized the importance of good support systems, office culture, prioritizing self and family, and exercise.

**(27) Please indicate the degree to which you agree with the following statement: I know where to find well-being resources (e.g., resources that will help me improve my professional skills, become more physically fit, improve my diet, help me reduce stress, foster my sense of wellbeing, and connect with other people.)**

(271 answered, 689 skipped)

13.65%	Strongly Agree (37 responses)
52.77%	Agree (143 responses)
15.50%	Neither Agree nor Disagree (42 responses)
14.02%	Disagree (38 responses)
4.06%	Strongly Disagree (11 responses)

Written comments: Several respondents indicated that they know where to find resources to cope, but the actual solution would be to fix the negative situation (workplaces that are not accommodating of parents/families or the unusual circumstances of the pandemic). Several respondents indicated they are currently using or have recently sought out resources. Two respondents commented that resources do not exist outside of Ada County. A couple of respondents referenced a lack of friendships or the difficulty of connecting with supportive lawyers in the adversarial environment.

**(28) Please indicate the degree to which you agree with the following statement: I would be comfortable using well-being resources offered by the Idaho State Bar.**

(271 answered, 689 skipped)

6.64%	Strongly Agree (18 responses)
29.89%	Agree (81 responses)
34.32%	Neither Agree nor Disagree (93 responses)
22.88%	Disagree (62 responses)
6.27%	Strongly Disagree (17 responses)



Written comments: Some respondents referenced concerns about confidentiality, stigma, professional repercussions, not wanting to mix personal issues with professional relationships, or assistance not being in the individual's best interest. Several respondents commented that resources are not available outside of Ada County.

**(29) Please indicate which of the following barriers prevent you from seeking out or using resources that would help you improve your well-being:**

(263 answered, 697 skipped)

26.62%	I cannot afford it (70 responses)
53.99%	I do not have the time (142 responses)
11.03%	I do not have any facilities or providers in my geographic area (29 responses)
19.77%	I am afraid of what my employer or clients would think (52 responses)
26.24%	I do not have any barriers (69 responses)
14.45%	I have other barriers not listed (38 responses)

Written comments: Respondents commented that they did not think resources would help, do not trust that it would remain confidential, fear appearing weak or incompetent, do not know what resources are available, are too exhausted or depressed to seek out help, or have no time, emotional energy, or motivation to seek help. Some respondents indicated the pandemic has made it harder to access resources. Several respondents commented that they did not know what resources are available.

**(30) Please indicate the well-being topics in which you would be interested (mark all that apply):**

(259 answered, 701 skipped)

67.57%	Stress management (175 responses)
44.40%	Meditation or relaxation techniques (115 responses)
42.47%	Professional growth and development (110 responses)
35.52%	Personal growth and development (92 responses)
44.79%	Retirement options (116 responses)
27.80%	Aging topics (72 responses)
55.98%	Physical health and wellness (145 responses)
10.42%	Substance use or abuse (27 responses)
7.34%	Addiction (19 responses)
11.20%	Other (29 responses)

Written comments: Potential topics of interest included: career options other than law (generally and for aging lawyers); bullying and the breakdown in civility; managing depression, anxiety, or eating disorders; financial planning; transitioning jobs/firms; mental health and wellness; managing clients; managing difficult relationships; malpractice insurance; and health insurance.

**(31) Please indicate the types of well-being programs you might be interested in (mark all that apply):**

(255 answered, 705 skipped)

75.29%	Continuing Legal Education (192 responses)
32.94%	Education Courses (even if not eligible for CLE credit) (84 responses)
48.63%	Dedicated Lawyer Well-Being website with links to resources and articles (124 responses)
37.65%	Articles in The Advocate or on a blog (96 responses)
35.69%	Social activities (91 responses)
38.04%	Physical activities, classes, or interest groups (97 responses)
5.88%	Other (15 responses)

Written comments: Potential items of interest included: common interest groups, such as historical tours, hobby groups, or exercise/sports; activities that do not involve alcohol; and lawyer-specific therapy or mental health resources. One respondent suggested ISB requirements for partners at multi-person firms to attend classes on how to manage people. Another respondent suggested allowing all CLE credits to be virtual, instead of only 15 credits. One respondent asked for private resources and another asked for better resources through LAP for mental health.

**(32) What judicial district do you primarily practice in?**

(882 answered, 78 skipped)

9.07%	First (80 responses)
6.12%	Second (54 responses)
7.71%	Third (68 responses)
45.01%	Fourth (397 responses)
7.14%	Fifth (63 responses)
5.33%	Sixth (47 responses)
8.73%	Seventh (77 responses)
10.88%	Out of state (96 responses)

**(33) Which of the following best describes the environment in which you practice?**

(883 answered, 77 skipped)

3.51%	Rural (31 responses)
24.92%	Small town (220 responses)
67.95%	Large town/City (600 responses)
3.62%	Other

Written comments: Some respondents specified a mix of rural and urban; some stated that they live in a rural environment but work remotely for a large company with clients all over the world; and some stated that they practice all over the state but live in a midsize town or city.

**(34) How many attorneys are in your practice/agency/firm?**

(885 answered, 75 skipped)

22.49%	One attorney (199 responses)
17.18%	2-3 attorneys (152 responses)
25.08%	4-10 attorneys (222 responses)
10.62%	11-20 attorneys (94 responses)
5.42%	21-40 attorneys (48 responses)
8.36%	More than 40 attorneys (74 responses)
10.85%	Not applicable (96 responses)

**(35) What is your main emphasis in the legal field?**

(884 answered, 76 skipped)

53.17%	Private Practice (470 responses)
20.14%	Government (178 responses)
6.9%	House Counsel (61 responses)
3.28%	Judiciary (29 responses)
2.94%	Law Clerk/Staff Attorney (26 responses)
2.71%	Nonprofit (24 responses)
2.15%	Not Practicing Law (19 responses)
1.92%	Education (17 responses)
1.81%	Retired/Emeritus Status (16 responses)
1.70%	Not Currently Employed (15 responses)
3.28%	Other (29 responses)

Written comments: Practice areas outside of those listed included health care compliance, workplace investigations, and mediation.

**(36) What is your age?**

(883 answered, 77 skipped)

5.89%	Under 30 (52 responses)
19.82%	31-39 (175 responses)
26.73%	40-49 (236 responses)
20.50%	50-59 (181 responses)
27.07%	Over 60 (239 responses)

**(37) What is the median age range for attorneys in your practice/agency/firm?**

(878 answered, 82 skipped)

0.46%	Under 30 (4 responses)
15.95%	31-39 (140 responses)
40.89%	40-49 (359 responses)

17.43%	50-59 (153 responses)
7.40%	Over 60 (157 responses)
17.88%	Not Applicable (157 responses)

**(38) How many years have you been in the practice of law?**

(886 answered, 74 skipped)

18.74%	5 years or less (166 responses)
11.74%	6-10 years (104 responses)
34.20%	11-25 years (303 responses)
25.96%	26-40 years (230 responses)
9.37%	More than 41 years (83 responses)

**(39) What general area of law do you practice?**

(817 answered, 143 skipped)

There were no multiple choice answers for this question. Approximately 50% of respondents generalized their practice areas (criminal, civil, etc.). Of those, at least 50% indicated criminal law. The other 50% indicated a wide range of specialty areas including commercial litigation, business, estate planning, etc.

**(40) What is your gender?**

(881 answered, 79 skipped)

57.21%	Male (504 responses)
38.71%	Female (341 responses)
0.11%	Other (1 response)
3.97%	Prefer Not to Answer (35 responses)

**(41) How do you describe your ethnicity?**

(884 answered, 76 skipped)

86.09%	White (761 responses)
0.79%	Native American Indian or Alaska Native (7 responses)
0.57%	Asian (5 responses)
0.45%	Black or African American (4 responses)
0.23%	Native Hawaiian or Other Pacific Islander (2 responses)
0.23%	Unknown (2 responses)
4.30%	Other/Prefer to Self-Describe (38 responses)
7.35%	Prefer Not to Answer (65 responses)

Written comments: Several respondents took issue with the question. For example, “Classifying people by race and gender is part of your problem. It's not important what I look like.” Other respondents commented that they were a mix of multiple races listed.

## APPENDIX

### 2020 IDAHO STATE BAR ATTORNEY WELL-BEING SURVEY

The Idaho State Bar Attorney Well-Being Task Force is conducting an anonymous survey of all ISB members to determine how the Task Force can best serve the needs of our members.

#### Give Us Your Input!

*The survey closes on October 31st.*

[Take the Survey Now!](#)

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#### Free CLE For Your Participation

To show our appreciation for taking this survey, you will receive a coupon code at the end of the survey that you can use to watch the FREE on-demand CLE titled

["Lawyer Well-Being: What's It Got to Do with Me?"](#)

Please remember to write down the coupon code and use it when you register for the course!



#### **Your Input is Critical**

*"Attorney well-being has been an area of well-deserved focus across the country over the last several years. Many state bars have established*

*committees to develop well-being programs or resources and Idaho's Task Force looks forward to using the results of the survey to inform its work.*

*Your response to our survey is critically important and valuable. Attorney well-being is a topic we can all benefit from and the survey is a simple way to help your fellow bar*

#### **Attorney Well-Being is More Important Now Than Ever**







*"This survey's timing is serendipitous because attorney well-being is an especially important issue, and, now so, more than ever. Please take a few minutes (along with a couple of deep breaths), and share your answers to help shape the direction, programs, and resources being developed to address an often-overlooked aspect of practice. With your insight, improvements can happen. Thank you!"*



members. The Task Force appreciates your attention and time to respond."

~ Hon. Andrea L. Courtney, Third District Judge

~ Donald F. Carey, Idaho State Bar President

<b>DEFINING LAWYER WELL-BEING</b>					
A CONTINUOUS PROCESS IN WHICH LAWYERS STRIVE FOR THRIVING IN EACH DIMENSION OF THEIR LIVES:					
					
<b>EMOTIONAL</b>	<b>INTELLECTUAL</b>	<b>OCCUPATIONAL</b>	<b>PHYSICAL</b>	<b>SPIRITUAL</b>	<b>SOCIAL</b>
Value emotions. Develop ability to identify and manage our emotions to support mental health, achieve goals, & inform decisions. Seek help for mental health when needed.	Engage in continuous learning. Pursue creative or intellectually challenging activities that foster ongoing development. Monitor cognitive wellness.	Cultivate personal satisfaction, growth, and enrichment in work. Strive to maintain financial stability.	Strive for regular activity, good diet & nutrition, enough sleep, & recovery. Limit addictive substances. Seek help for physical health when needed.	Develop a sense of meaningfulness and purpose in all aspects of life.	Develop connections, a sense of belonging, and a reliable support network. Contribute to our groups and communities.

For more information on Well-Being and efforts being made nationwide visit the

[National Task Force on Lawyer Well-Being.](#)

*\*\*This message has been sent to members of the Idaho State Bar on behalf of the Idaho State Bar Attorney Well-Being Task Force. The Idaho State Bar sends email messages to its members on issues and events directly related to the Idaho State Bar and the Idaho Law Foundation only.\*\**