



**Attorney Well-Being Task Force**  
**Well-Being Survey**  
**Executive Summary**  
**March 2021**

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 was created with the expectations that it would present recommendations to the Board by July 2021.

The Task Force held its first meeting in March 2020 and one of the first action items was to assess a baseline of member well-being via a survey. The Task Force sought the permission from the Board of Commissioners to conduct the survey during their July 2020 meeting and then presented the Board with the survey questions.

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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/>

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.)

The typical time spent by those taking the survey was 6 minutes and 5 seconds.

The results of the survey were tabulated and will be used by the Task Force in the development of resources that will be made available to ISB members. The Task Force anticipates these resources may include a website, educational course offerings, and social functions.

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, 176 attorneys have completed this course.

Members of the Idaho State Bar Attorney Well-Being Task Force are:

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## **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>2</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)
15.58%	A lot (148 responses)

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<sup>2</sup> See question 30 for the full list of topics and 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

## DEFINING LAWYER WELL-BEING

A CONTINUOUS PROCESS IN WHICH LAWYERS STRIVE FOR THRIVING IN EACH DIMENSION OF THEIR LIVES:

 EMOTIONAL	 INTELLECTUAL	 OCCUPATIONAL	 PHYSICAL	 SPIRITUAL	 SOCIAL
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.\*\**