

*Canadian Bar Association
Futures Initiative Survey*

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INTRODUCTION

The Canadian Bar Association engaged Ipsos-Reid to conduct quantitative research among members of four distinct cohorts of the CBA membership. The CBA wished to gain further insight into CBA members' attitudes, aspirations and overall expectations of the legal profession, in order to more clearly understand members' needs and motivations for their career choices, both medium and long-term. The findings of the research will help the CBA to determine how best to serve its membership.

METHODOLOGY

The survey methodology involved conducting a survey of Canadian Bar Association members (both lawyers and students) using Conformat – Ipsos-Reid’s online survey software. The survey was fielded between May 28 and June 15th, 2004. Respondents were recruited using CBA supplied membership email addresses. Respondents were contacted via email invitation and asked to participate in the survey. Each respondent was provided with a unique Ipsos-Reid URL directing survey respondents to a secure server in order to complete the survey. This approach precludes multiple uses or shared uses, thus enabling reliable data gathering, while ensuring respondent confidentiality.

The survey was conducted online with members of four distinct cohorts within the CBA membership:

Survey Population	Number of Completed Surveys
Students	164 completed surveys
Lawyers who have been practising for 2 years	335 completed surveys
Lawyers who have been practising for 7-8 years	315 completed surveys
Lawyers who have been practising for 15 years	161 completed surveys
Total	975 completed surveys

***Data Presented herein has not been weighted**

Note to Readers regarding Student component: Because of the small sample (n=164), sub-group analysis in this section of the report is mostly directional in nature. The reader is cautioned to view these findings as hypotheses rather than as definitive conclusions. Although consistencies and logic lend confidence to analysis and interpretations, there is no way of determining the degree to which the opinions expressed are reflective of the study population at large.

KEY FINDINGS - LAWYERS

Lawyers are generally positive about their choice to pursue a career in law (this impression tends to grow as one progresses in his/her career).

Lawyers who have been practising for a longer period of time are also more likely to say that their career expectations have been met.

In terms of contributing to a rewarding career, lawyers assign highest importance and satisfaction to factors such as opportunities for challenging and meaningful work and financial security/rewards and lower importance and satisfaction to elements such as prestige and opportunities for promotion.

Gap analysis results show that satisfaction levels fall short of the importance ascribed to each of the factors except – being promoted.

Despite agreement that the practice of law is a rewarding profession, lawyers are more likely to disagree than agree that a career in law is more rewarding than it was ten years ago or that lawyers are more highly regarded than they were 10 years ago.

Time demands are by far seen as the biggest challenge currently faced by lawyers in their practice. A majority of respondents acknowledge that they experience difficulty in achieving a balance between their professional and personal life. This is particularly true of 2 - year lawyers.

Fully seven in ten lawyers say they have considered leaving the profession (particularly 7 and 8 year lawyers) and a majority say they have considered changing their area of practice (particularly 15 - year lawyers). When queried on reasons why, time demands top the list of factors tested in both cases.

KEY FINDINGS – STUDENTS

Generally speaking, students have a positive outlook as it relates to their overall impression thus far; their choice to pursue a career in law; and their confidence that their expectations will be met. They also consider that a career in law will be rewarding. Having said this, many express concern about their ability to achieve a balance between their professional responsibilities and their family life

Students are confident that a career in law will lead to opportunities for satisfying work. When queried on the relative importance they assign to a series of elements that could contribute to a rewarding career, meaningful and challenging work, top the list. Elements such as peer recognition, prestige and promotions, although considered important, are assigned lower importance levels.

Students also expect to draw highest levels of satisfaction from opportunities for challenging and meaningful work and making a difference in their community. Gap analysis results suggest that across virtually all factors tested perceived importance surpasses expected satisfaction levels with the exception of “being promoted”.

Law students agree that a career in law will require community involvement and that their choice to pursue a career in law will require them to undertake life long learning.

LAWYERS COMPONENT

Motivating Factors - Lawyers

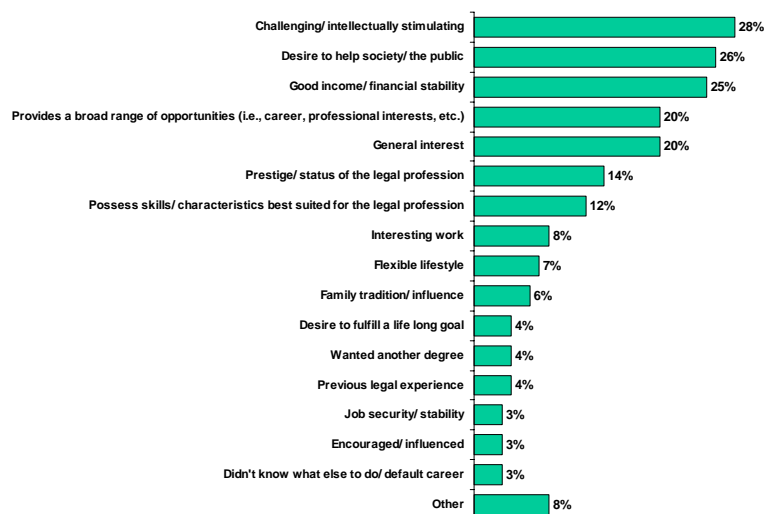
Lawyers were questioned on an open-ended basis as to what factors had motivated them to pursue a career in law. The desire for challenging and stimulating work tops the list of motivating factors, mentioned by 28% of lawyers. This is followed closely by a more altruistic motivator, the desire to help society/the public at 26%. Yet others focus on the financial rewards a career in law can afford, one in four (25%) saying the possibility of a good income and financial stability was a motivating factor when choosing a career in law.

This is followed by the broad range of opportunities provided by a career in law, and general interest in the profession (20% respectively).

Other factors mentioned include the prestige or status of the legal profession (14%), respondents estimation that they possess the skills and characteristics best suited for a career in law (12%), the opportunity for interesting work (8%), a flexible lifestyle (7%) and family tradition (6%). All other factors were mentioned by fewer than 5% of respondents.

Career in Law – Motivating Factors

What factors motivated you to consider pursuing a career in law?



Base: Currently Practising Law N=811

Those most likely to mention challenging/ intellectually stimulating work are:

- Women (30%; compared to 25% among men),
- Those not belonging to a minority group (29%; compared to 23% among those who do), and
- Lawyers who have been practising for two years (29%; compared to those who have been practising for 15 years).

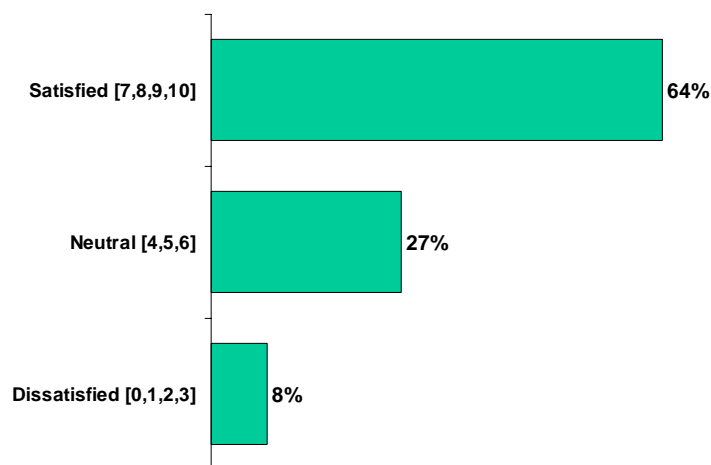
Satisfaction With Career Choice

When questioned as to their level of satisfaction with their choice to pursue a career in law, findings suggest that lawyers are 8 times more likely to say they are satisfied with their choice than they are to say they are dissatisfied. Indeed, more than six in ten lawyers (64% scores of 7,8,9,10 on a scale of 0 to 10), affirm that they are satisfied with their choice to pursue a career in law compared to only 8% who express dissatisfaction (scores of 0,1,2,3 on the scale).

Interestingly, satisfaction tends to increase with length of tenure. More specifically, more than seven in ten lawyers who have been practising for 15 years (73%), say they are satisfied with their choice of careers compared to two thirds (66%) for lawyers who have been practising for seven and eight years and less than six in ten (57%) for those practising law for 2 years.

Satisfaction With Choice of Career Lawyers

On a scale of 0 to 10 where 0 is completely dissatisfied and 10 is completely satisfied, please indicate how satisfied you are with your choice to pursue a career in law.



Base: Currently Practising Law N=811

Others most likely to express satisfaction with their career choice are:

- Men (69%; compared to 61% among women), and
- Those with children (70%; compared to 60% among those who do not have children).

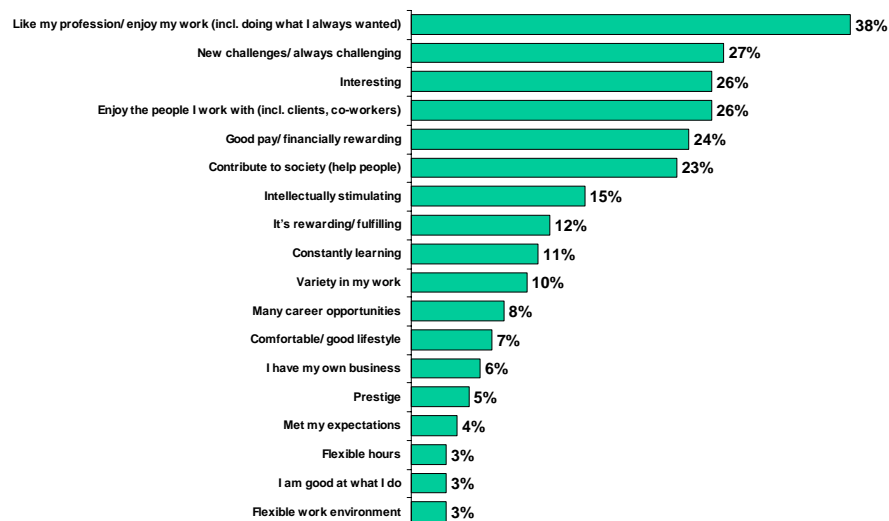
Satisfaction Drivers

When lawyers are further queried as to why they are satisfied with their career choice responses suggest that for many, career satisfaction is driven by a fundamental enjoyment of what they do, the opportunities for intellectually stimulating and challenging work, and to a somewhat lesser degree the financial rewards and independence a career in law affords.

Lawyers most often make a general reference to the fact that they like their profession/enjoy their work (38%), that their career in law is ever challenging (27%), that their work is interesting (26%), and that they enjoy the people they work with (26%). Other frequently mentioned satisfaction drivers include: the financial rewards their career affords (24%), and their ability to be of assistance to others (23%). Also mentioned: the intellectually stimulating work environment (15%), rewarding/fulfilling career choice (12%), the opportunities for constant learning (11%), the variety afforded in their work (10%). All other drivers were mentioned by fewer than 10% of respondents.

Reasons for Satisfaction with Career Choice

And why do you say that you are satisfied with your career choice?



Base: Satisfied respondents currently practicing law N=517

Those most likely to mention that their satisfaction is driven by their appreciation for their profession are:

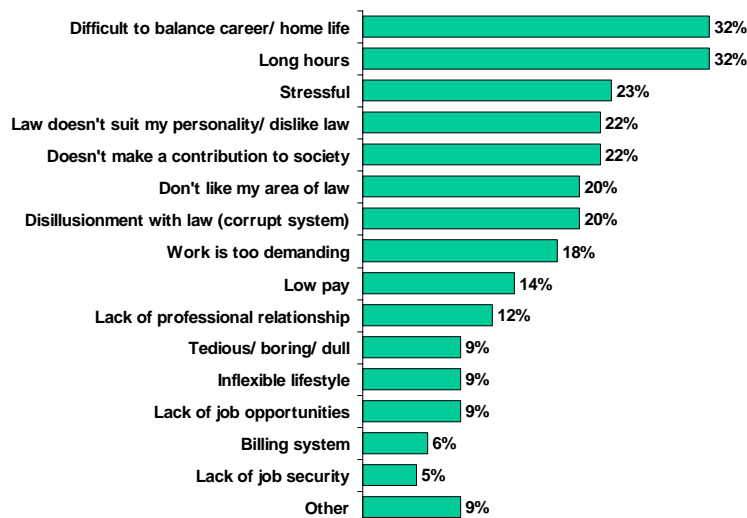
- Women (41%; compared to 35% among men), and
- Those who say their expectations have been met (38%; compared to those who say the have not been met 29%).

Dissatisfaction Drivers

Similarly, lawyers who expressed dissatisfaction with their career choice (scores of 0,1,2,3 on a scale of 0 to 10) were asked to further explain the reasons for their dissatisfaction. Findings suggest that difficulties in achieving work/life balance and long work hours are the most likely drivers for lawyers' dissatisfaction (both receiving 32% of total mentions). Other drivers of dissatisfaction include stress (23%), an incompatibility between the practice of law and one's personality, including a dislike of law (22%), the perception that a career in law does not contribute to society (22%), a dislike for their particular area of practice and a disillusionment with the system of law in general (20%). Yet others say that the work is too demanding (18%), that the pay is low (14%), and that there is a lack of professional relationships (12%). All other reasons were mentioned by fewer than 10% of respondents.

Reasons for Dissatisfaction with Career Choice

And why do you say that you are dissatisfied with your career choice?



Base: Dissatisfied respondents currently Practising Law N=65

***Caution: Findings directional in nature due to small base size.**

Those most likely to express difficulty in balancing their professional demands and home life are:

- Women, and
- Those not belonging to minority groups.

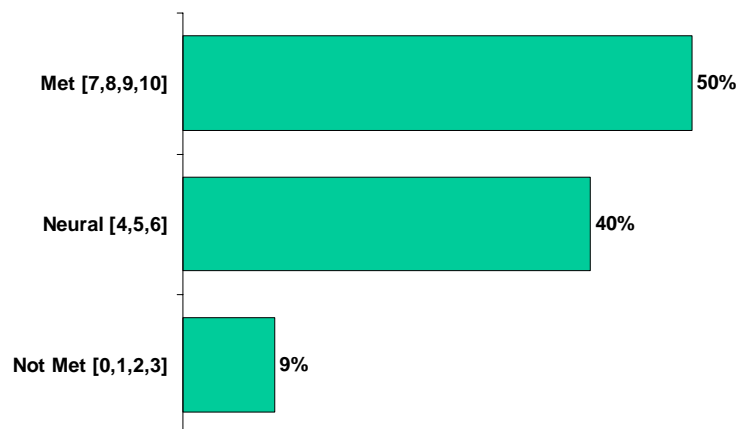
Career Expectations Met?

A plurality of lawyers affirm that their expectations as they relate to their choice of a career in law have been met. More specifically, fully 50% of those questioned affirm that their expectations have been met (scores of 7,8,9,10 on a scale of 0 to 10).

Conversely, less than one in ten lawyers questioned (9%), say their expectations have not been met (scores of 0,1,2,3 on a scale of 0 to 10). Interestingly, although perhaps not surprisingly, the degree to which expectations are met varies greatly depending on how long one has been practising law. Those who have been practising longer are more likely to say their expectations have been met. More specifically, more than six in ten (63%) of lawyers who have been practising for 15 years affirm their expectations have been met compared to roughly one in two (52%) lawyers who have been practising for 7 or 8 years and 42% for those practising law for 2 years.

Career Expectations Met

On a scale of 0 to 10 where 0 is that your expectations have not been met at all and 10 is that your expectations have been completely met, please indicate to what extent your expectations as they relate to your career in law have been met



Base: Currently Practising Law N=811

Others most likely to say their expectations have been met are:

- Men (58%; compared to women 45%),
- Respondents whose spouses do not work outside the home (60%; compared to 51% for those whose spouses work outside the home),
- Those who express satisfaction with their career choice (74% compared to 3% for those who do not),

- Those who have children (58%; compared to 44% among those without children).

Reasons Career Expectations Met

Respondents who say that their expectations have been met were asked specifically why they were of this opinion. General references to expectations being met garnered 31% of total mentions, this is followed by feelings of general satisfaction with the type of work being done and the profession at 24%. Opportunities for new challenges/challenging work and the financial rewards of being a lawyer received 20% of mentions respectively. These mentions were followed by references to interesting work (15%) and general enjoyment with their work environment (including clients and co-workers) (10%). All other reasons are mentioned by fewer than 10% of respondents.

Reasons Expectations Met

And why do you say that your expectations have been met?



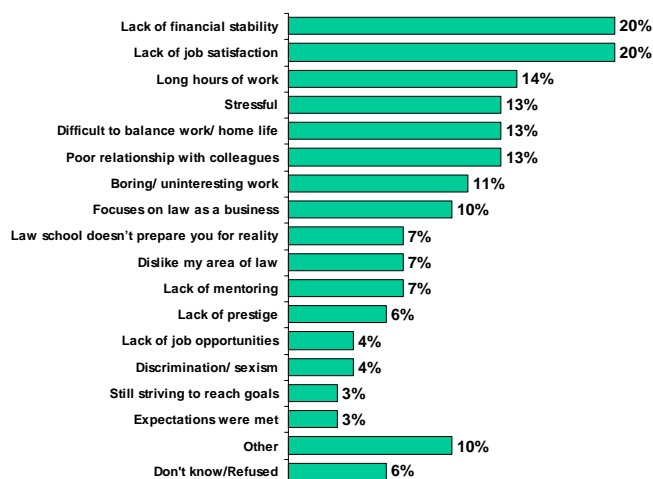
Base: Respondents currently practicing law who say that expectations have been met N=405

Reasons Career Expectations Not Met

Conversely, lawyers who say that their expectations have not been met most often mention lack of financial stability and lack of job satisfaction (20% of mentions respectively) as the main reason their expectations have not been met. This is followed by a second tier of reasons that includes long work hours (14%), stressful work, difficulties in achieving work/life balance and poor relationships with colleagues (all receiving 13%). This second tier also includes comments centering on uninteresting /boring work (11%) and the perceived focus on law as a business (10%). The third tier of reasons for failed expectations includes the lack of preparation afforded by law school, dislike for their specific area of law (7%), the lack of mentoring (7%) and of prestige (6%). All other reasons were mentioned in less than 5% of cases.

Reasons Expectations Not Met

And why do you say that your expectations have not been met?



Base: Respondents currently practicing law who say that expectations have not been met N=70

***Caution: Findings directional in nature due to small base size**

Those most likely to mention the lack of financial stability are:

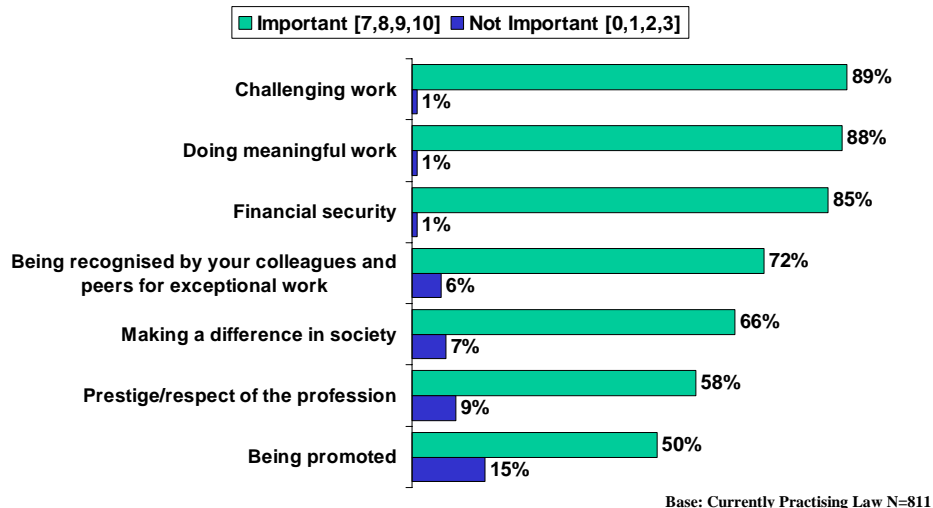
- Men,
- Respondents who have children,
- Members of minority groups, and
- Those who have been practising law for 15 years.

Importance of Key Drivers to a Rewarding Career in Law

Lawyers were presented with a series of factors related to a rewarding career in law and were asked on a scale of 0 to 10 the extent to which they deemed each of these drivers to be important in terms of contributing to a rewarding career in law. Virtually all of the factors tested are deemed important (scores of 7,8,9,10 on a scale of 0 to 10) in terms of contributing to a rewarding career in law. Having said this, lawyers assign highest importance to opportunities for challenging work (89%), and meaningful work (88%), followed by financial security at 85%. Peer recognition is considered important by slightly more than seven in ten respondents (72%), and two thirds (66%) say that making a difference in society is important in terms of contributing to a rewarding career in law. Of the factors tested, prestige/respect of the profession (58%), and being promoted (50%), are seen as least important in terms of contributing to a rewarding career in law.

Importance of Various Factors to a Rewarding Career

On a scale of 0 to 10 where 0 is that it is not at all important and 10 is that it is completely important, please indicate how important each of the following elements are in terms of contributing to a rewarding career

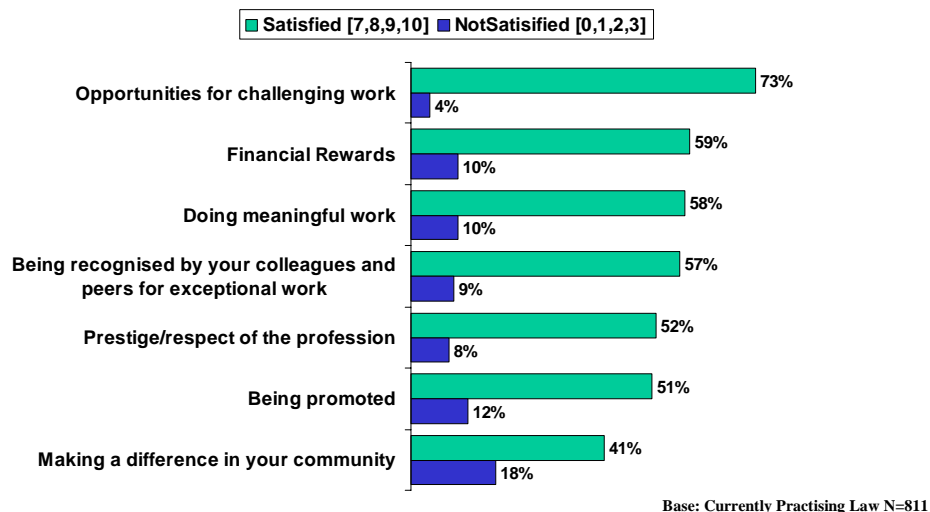


Satisfaction With Key Drivers to Rewarding Career in Law

Lawyers were presented with the same series of factors related to a rewarding career in law and in this instance were asked on a scale of 0 to 10 the extent to which they were satisfied (scores of 7,8,9,10 on a scale of 0 to 10) with each of these in terms of their career in law. Results show that overall, lawyers express modest levels of satisfaction with most of the factors tested. The highest satisfaction level is assigned to opportunities for challenging work (73%). Roughly six in ten respondents express satisfaction with the financial rewards of chosen profession (59%). A majority of lawyers also say they are satisfied with the opportunities they have to do meaningful work (58%), the prestige/respect associated with their profession (52%), and being promoted (51%). Lawyers assign the lowest level of satisfaction to their ability to make a difference in their community (41%).

Satisfaction Factors Relating to Career in Law

And again on a scale of 0 to 10 where 0 is that you are not at all satisfied and 10 is that you are completely satisfied, please indicate how satisfied you are with the following elements in terms of your career in law.



Those most likely to express satisfaction with opportunities for challenging work are:

- Respondents with children (78%; compared to 70% among those who do not),

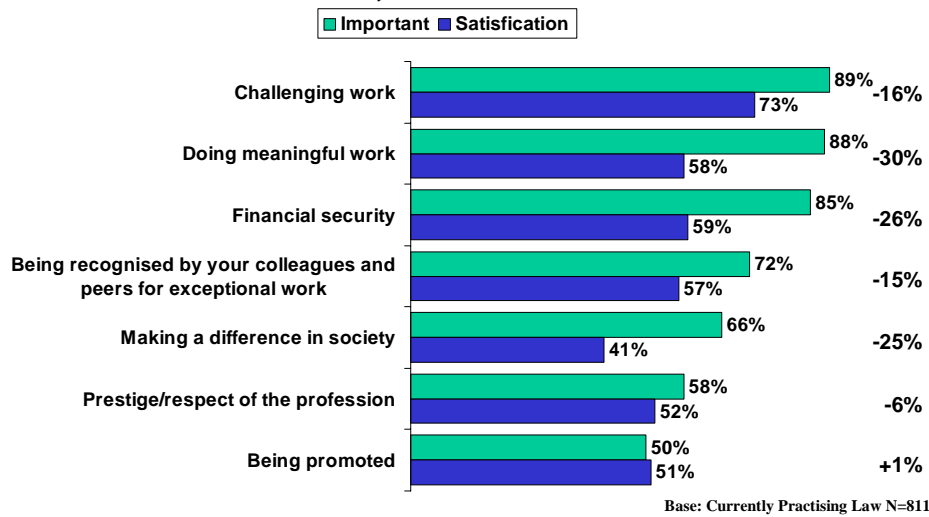
- Lawyers who have been practising for 15 years (81%; compared to 71% among those who have been practising for 7 or 8 years and 69% among those who have been doing so for 2 years),
- Those who are satisfied with their career choice, and
- Those who say their expectations have been met.

Importance Vs. Satisfaction With Elements of a Rewarding Career – Gap Analysis

Gap analysis results suggest that across a majority of factors tested, perceived importance surpasses expressed satisfaction levels with the exception of “being promoted”. The biggest gaps in terms of importance vs. satisfaction is for doing meaningful work where satisfaction levels (58%) fall 30 points shy of the relative importance levels (88%), assigned by lawyers questioned. This is followed closely by financial security where there is a 26 point shortfall between the assigned importance levels (85%) and the subsequent satisfaction level (59%) assigned to this factor.

Importance vs. Satisfaction GAP Analysis

And again on a scale of 0 to 10 where 0 is that you are not at all satisfied/not at all important and 10 is that you are completely satisfied, please indicate how satisfied you are with the following elements in terms of your career in law.



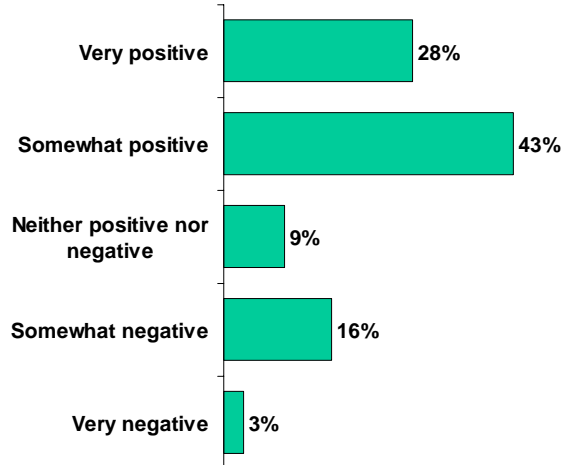
Overall Impression With Choice of Career in Law

Generally speaking, lawyers have a positive overall impression of their career choice thus far, with 71% of those questioned saying they have a positive overall impression. This is further underscored by the proportion of those who say they have a very positive impression (28%) versus those who say they have a very negative impression (3%) of their career choice thus far.

Once more, findings suggest that lawyers overall positive impressions as they relate to their choice of career tend to increase over time. More specifically, fully 79% of lawyers who have been practising for 15 years say they have a positive impression of their career choice thus far compared to 74% for lawyers who have been practising for 7 or 8 years and slightly less than two thirds (64%) for those practising law for two years.

Overall Impression Career in Law

Thinking of your choice to pursue a career in law and to become a lawyer, would you say that your overall impression thus far is very positive, somewhat positive, somewhat negative or very negative?



Base: Currently Practising Law N=811

Others most likely to say their impression is positive are:

- Men (77%; compared to 67% among women),
- Those whose spouse does not work outside the home,
- Those with children (78%; compared to 66% among those who do not),
- Those who express satisfaction with their career choice, and

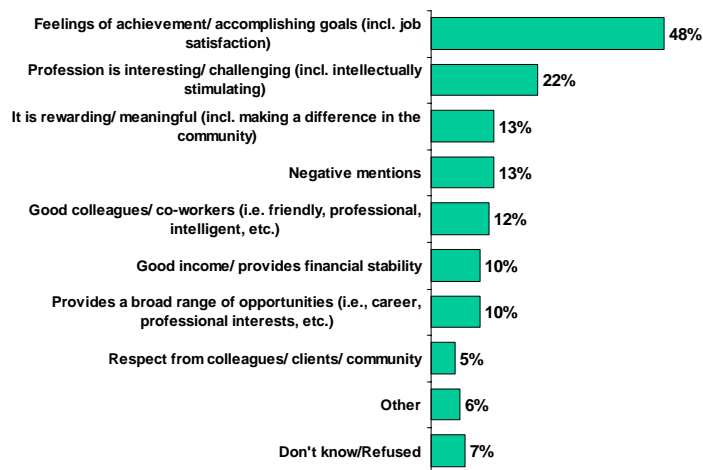
- Those who say their expectations have been met.

Reasons for Positive Impressions of Career in Law

Lawyers who said they had a positive overall impression were asked why they are of this view. Although respondents offered a range of reasons for their positive impression, the most commonly mentioned reasons were: feelings of achievement/accomplishing goals (48%), interesting/challenging/ intellectually stimulating work (22%) and the view that practising law is rewarding/meaningful (13%). Other reasons for a positive overall impression include an appreciation for good colleagues/co-workers (12%), a recognition that the profession provides them with a good income/financial stability and a broad range of opportunities (10% respectively). All other reasons were mentioned in less than 10% of cases.

Reasons For Positive Impressions of Career in Law

And why do you say your impression thus far is very positive, somewhat positive?



Base: Respondents currently practicing who have a positive impression N=573

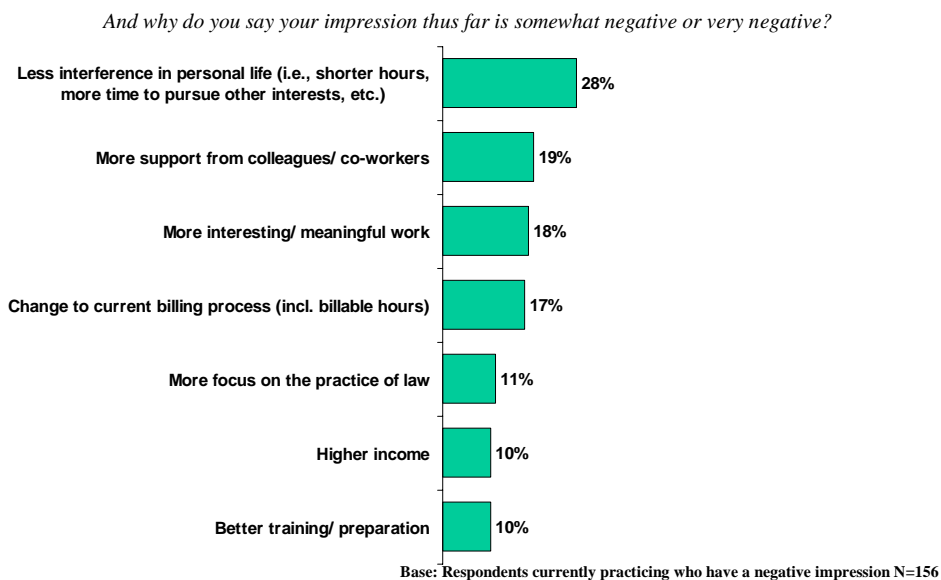
Those most likely to mention feelings of achievement/accomplishing goals are:

- Women (52%; compared to 43% among men)

Reasons for Negative Impression of Career in Law

Among lawyers who stated that their overall impression thus far was negative the most common reason for this impression is their desire that their chosen profession interfere less in their personal life and allow for more time to pursue other/personal interests (28%). This is followed distantly by a second tier of reasons including, a perceived lack of support from colleagues/co-workers (19%), an interest in doing more interesting/meaningful work (18%), and a perceived need to change current billing processes (17%). A third tier of reasons for negative impressions of their career in law tends to center on an interest in opportunities for increased focus on the practice of law (11%), the desire for higher income, and better training/preparation (10% each). Other responses are mentioned by 8% of respondents or fewer.

Reasons For Negative Impressions of Career in Law



Those most likely to say less interference in their personal life are:

- Lawyers who have been practising for 2 years (34%) compared to 27% among those who have been practising for 15 years and those who have been practising for 7 or 8 years).

Views on the Profession

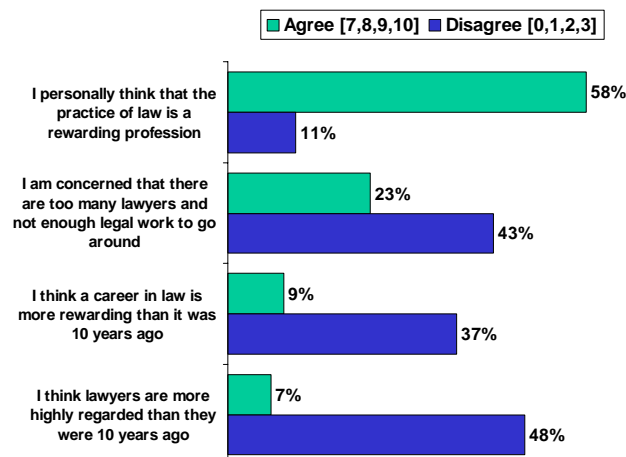
Lawyers were presented with a series of attitudinal statements related to the practice of law, and were asked to indicate their relative level of agreement with each of the statements on a scale of 0 to 10, where 0 means that they completely disagree and 10 means they completely agree with each individual statement.

Findings show that lawyers express highest agreement that the practice of law is a rewarding profession (58%). Here again further analysis reveals that lawyers who have been practising for 15 years are much more likely to say that the practice of law is rewarding (69%) than are their counterparts who have been practising for 7 or 8 years or lawyers who have been practising for 2 years (57% and 55% respectively). Interestingly, despite the view that the practice of law is rewarding, almost four in ten respondents (37%) disagree that a career in law is more rewarding than it was 10 years ago (only 9% agree with this assertion). Furthermore almost half of those questioned (48%) disagree that lawyers are more highly regarded than they were 10 years ago (only 7% agree).

Despite this evidence of diminished optimism, lawyers remain fairly confident that there are still work opportunities for them, 43% of those questioned saying they disagree that there are too many lawyers and not enough legal work to go around, compared to 23% who agree with this assertion.

Views on the Profession – Career Outlook

On a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements



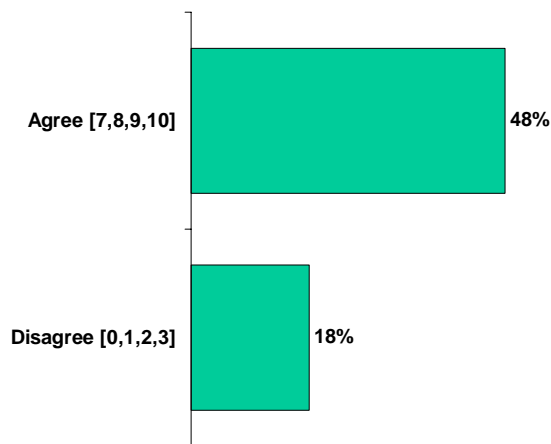
Base: Currently Practising Law N=811

Interestingly when questioned as to their interest in more mentoring opportunities, almost half (48%) say they would benefit greatly from increased mentoring opportunities. Perhaps not surprisingly, lawyers who have been practising for 2 years are much more likely to express an interest in more mentoring opportunities (67%) than are their colleagues in either the 7-8 year (43%) or 15 year (19%) cohorts.

Views on Mentoring

On a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statement:

I would benefit greatly from more mentoring opportunities



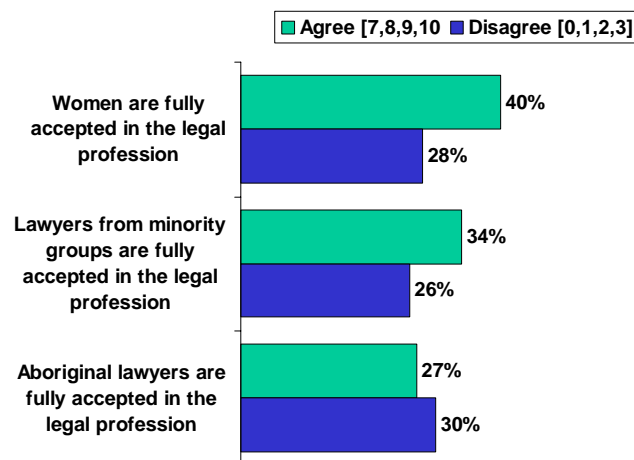
Base: Currently Practising Law N=811

Furthermore, findings suggest that lawyers are of mixed views with regard to diversity within the profession. Case in point, although respondents are more likely to agree than disagree that women are fully accepted in the profession (40% agree vs. 28% disagree), they are relatively split when it comes to whether lawyers from minority groups are fully accepted in the profession (34% disagree vs. 26% agree), and are more likely to disagree than agree that aboriginals are fully accepted in the legal profession (30% disagree vs. 27% who agree).

It should be noted however that a further sub-group analysis of these findings reveals that female respondents are more than twice as likely to disagree that women are fully accepted in the legal profession than are their male counterparts (25% agreement among women compared to 61% among men). Similarly lawyers belonging to minority groups are also less likely to agree that lawyers from minority groups are fully accepted in the legal profession than are their colleagues who do not belong to a minority group (28% agreement among minority group members compared to 35% agreement among their counterparts).

Views on The Profession - Diversity

On a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements



Base: Currently Practising Law N=811

Attributes Best Describing Lawyers

Lawyers were asked to rate how well several attributes describe lawyers on a scale of one to five, where one means the attribute does not describe lawyers at all and five means the attribute describes lawyers completely.

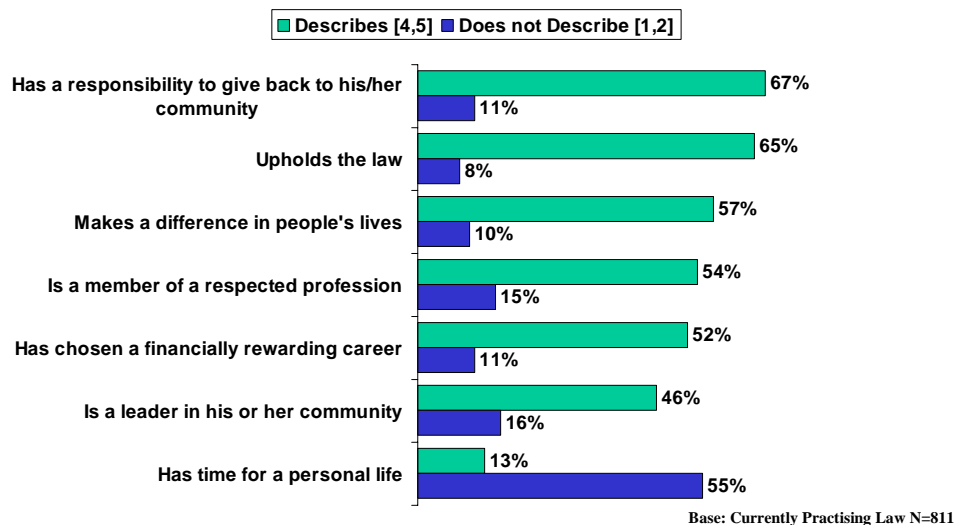
Among the attributes tested, lawyers most widely agree that they have a responsibility to give back to their community (67% rating as four or five on the scale). Roughly two in three (65%) concur that a lawyer upholds the law and 57% say that lawyers are accurately described as professionals who make a difference in people's lives.

A majority of respondents (54%) believe that lawyers are members of a respected profession. Slightly more than one in two (52%) believe that lawyers are well described as professionals who have chosen a financially rewarding career. Less than half of those questioned (46%) agree that lawyers are leaders in their community.

Only 13% say lawyers are accurately described as having time for their personal lives, while 55% say this does not describe lawyers (rating as a one or two on the scale).

Attributes Describing a Lawyer

Using a scale from 1 to 5 where 1 means that it does not describe a lawyer at all and 5 is that it describes a lawyer completely, please indicate to what extent the following attributes describe a lawyer



Those most likely to agree that lawyers have a responsibility to give back to their community are:

- Women (70%; compared to 64% among men),
- Those who do not belong to a minority group (69%; compared to 59% among those who are), and
- Lawyers who have been practising law for 2 years (70%; compared to 65% among 7 or 8 year lawyers and 15 year lawyers).

Evaluating Satisfaction with Legal Career

Lawyers were presented with a series of attitudinal statements relating to their career in law and were asked to rate their agreement with each statement on a scale of 0 to 10, where 0 indicates complete disagreement and 10 indicates complete agreement.

Roughly six in ten lawyers (59%) agree that the practice of law will continue to provide them with opportunities to do satisfying work. Conversely, just 28% believe that the opportunities for satisfying work are diminishing. Having said this, a plurality of those questioned (43%) express agreement that the level of personal satisfaction they draw from the practice of law is inferior to what their expectations were when they entered their profession (38% disagree with this statement).

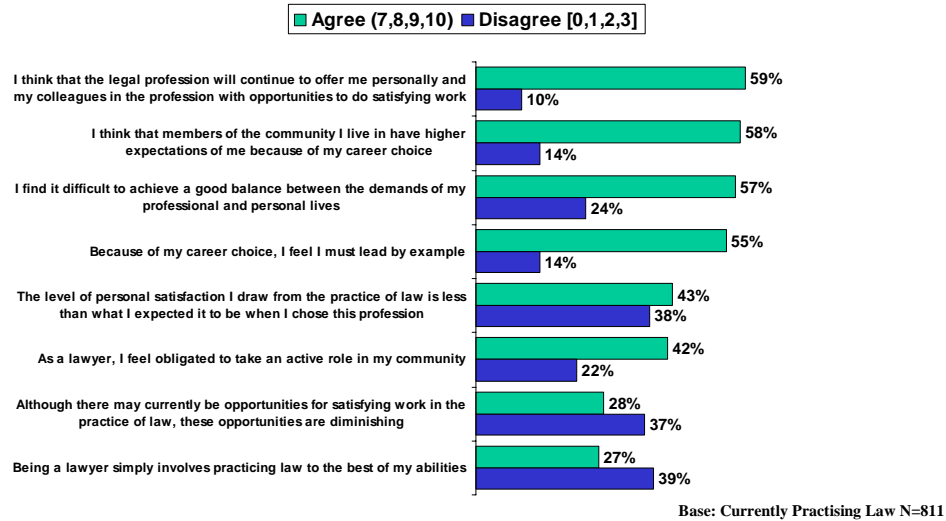
Lawyers are more than twice as likely to agree that they find it difficult to achieve a good balance between their professional and personal lives (57% agree vs. 24% who disagree), than to disagree with this statement.

A majority of respondents also recognise that as a lawyer they will likely be held to a higher standard, 58% of lawyers saying that members of their community have higher expectations of them because of their chosen profession. Similarly, more than half of those surveyed (55%) say that because of their career choice they feel they must lead by example. Interestingly, despite the recognition that they are held to a higher standard and that they must lead by example, only 42% of those questioned attest to feeling obligated to take an active role in their community.

Less than one in three (27%) concur that being a lawyer simply involves practising law (39% disagree with this affirmation).

Career in Law- Satisfying?

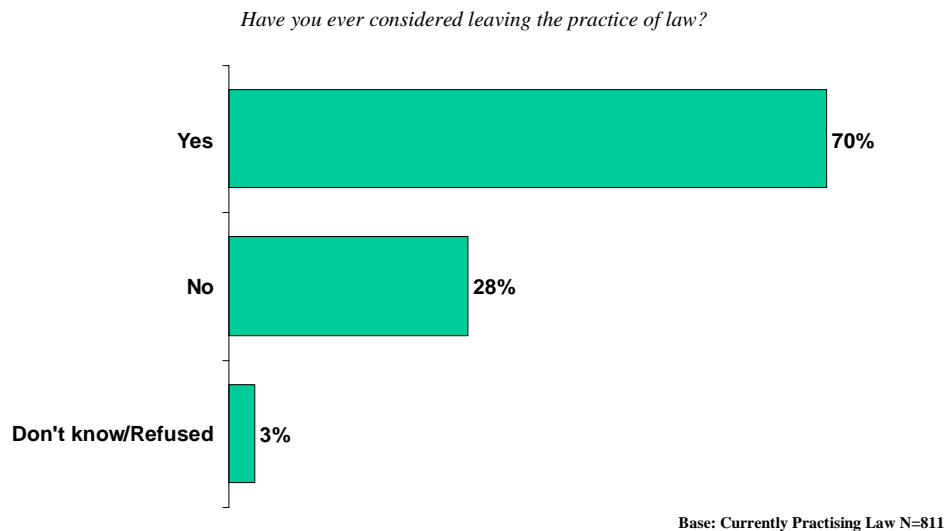
And again on a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements.



Consideration Given to Leaving the Practice of Law

Interestingly, fully seven in ten (70%) lawyers questioned affirm that they have given some consideration to leaving the practice of law.

Considered Leaving the Profession?

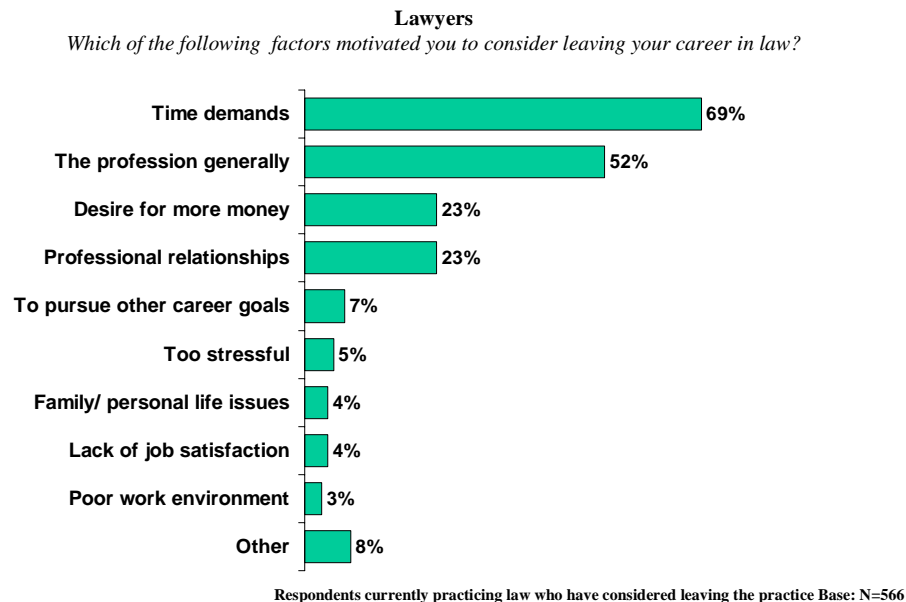


Those most likely to say they have considered leaving the practice of law are:

- Lawyers who express dissatisfaction with their career choice (95%; compared to 58% among those who say they are satisfied with their career choice),
- Lawyers who say their career expectations have not been met (91%; compared to 53% among those who say their expectations have been met), and
- Lawyers who have been practising law for 7 or 8 years (74%), compared to those who have been doing so for 15 years (68%) or 2 years (67%).

When prompted as to what factors motivated them to consider this course, lawyers most often mention time demands (69%), the profession generally (52%), professional relationships, and the desire for more money (23% each).

Factors Considered – Leaving Career in Law

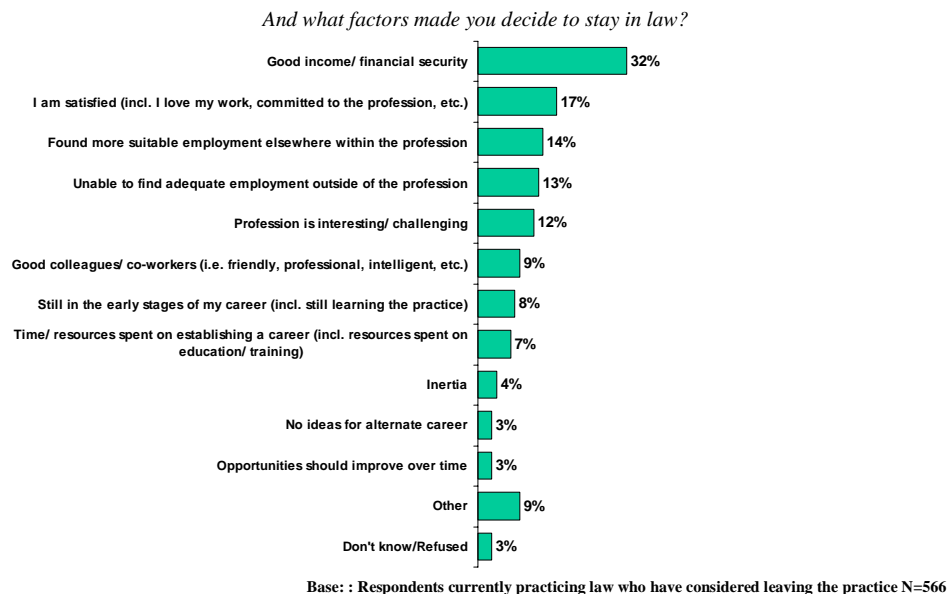


Those most likely to mention time demands are:

- Women (72%; compared to 65% among men),
- Those not belonging to a minority group (70%; compared to 65% among those who do),
- Those who express dissatisfaction with their career choice,
- Those who say their career expectations have not been met, and
- Lawyers who have been practising law for 2 years (79%; compared to 66% among those who have been practising for 7 or 8 years and 56% among those who have been doing so for 15 years).

Conversely, when asked what factors motivate them to stay in law, good income/financial security (32%) tops the list followed by general satisfaction – I am satisfied / I love my work/ I am committed to the profession (17%). Others say that they remained in law because they found more suitable employment elsewhere in the profession (14%). Conversely for some their motivation for staying in the profession is driven by their inability to find adequate employment outside the profession (13%). Slightly more than one in ten (12%) attribute sticking with their career in law to the interesting and challenging nature of the profession. Other responses are mentioned by 10% respondents or fewer.

Factors Impacting on Decision to Remain in Law

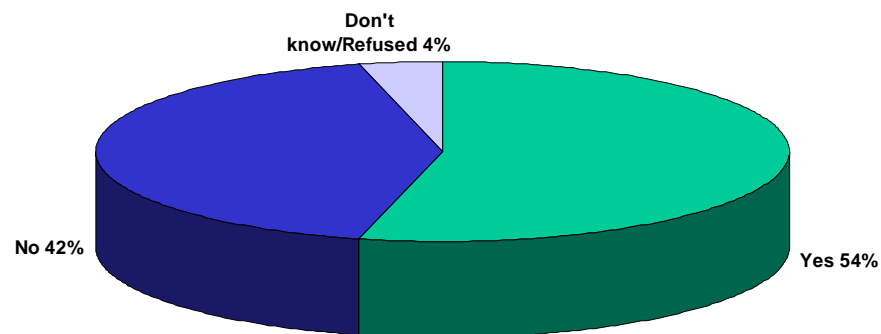


Consideration Given to Changing From Specific Area of Practice

Lawyers were asked if they had given any consideration to changing from their specific area of practice. A majority of those questioned (54%) say they have given some thought to this option, 42% say they have not. This finding is perhaps somewhat surprising given that lawyers are more likely to state that they have considered leaving the profession (70%) than consider changing specific areas of practice (54%).

Considered Changing Area of Practice

Have you ever considered changing from your specific area of practice?



Base: Currently Practising Law N=811

Those most likely to say they have considered changing their area of practice are:

- Women (57%; compared to 51% among men),
- Those whose spouse works outside the home (58%; compared to those whose spouse does not),
- Those who express dissatisfaction with their career choice,
- Those who say their career expectations have not been met,
- Lawyers who have been practising for 15 years (61%) compared to those who have been practising for 7 or 8 years (52%), or 2 years (52%).

Those respondents who had considered changing their area of practice were asked what factors lead them to consider this option. The most often mentioned factors are time demands (37%), the profession generally (26%), money (25%), and lack of interest in the area (24%). When asked what made them reconsider, respondents offer a wide range of reasons, with the most common reason offered being “I like my profession/enjoy my work” (18%).

Factors Considered – Change in Area of Practice

Which of the following factors motivated you to consider changing from your specific area of practice?



Base: Respondents currently Practising Law who have considered changing from their specific area of practice. N=436

Those most likely to say they have considered changing their specific area of practice are:

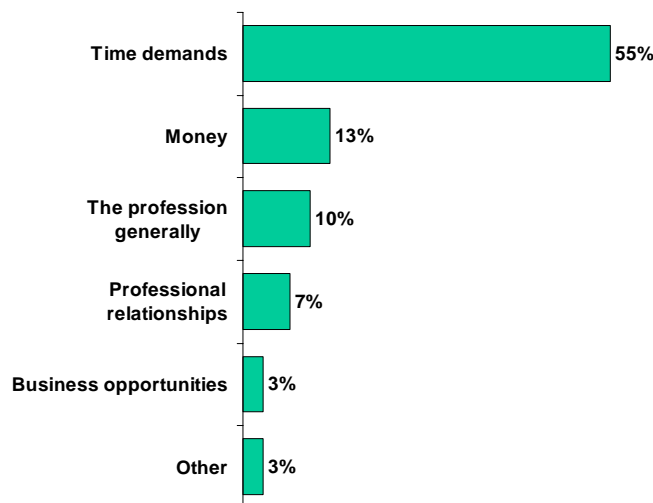
- Women (57%; compared to 51% among men),
- Those who express dissatisfaction with their career choice, and
- Those who say their career expectations have not been met.

Biggest Challenge in Current Practice

When presented with a list of potential challenges, and asked to choose which one is the biggest challenge they face in their practice, time demands (55%) is by far the most often cited challenge, followed distantly by money (13%), and the profession generally (10%).

Biggest Challenges in Current Practice

From the following list, what is the biggest challenge you currently face in your practice?



Base: Currently Practising Law N=811

Those most likely to mention time demands are:

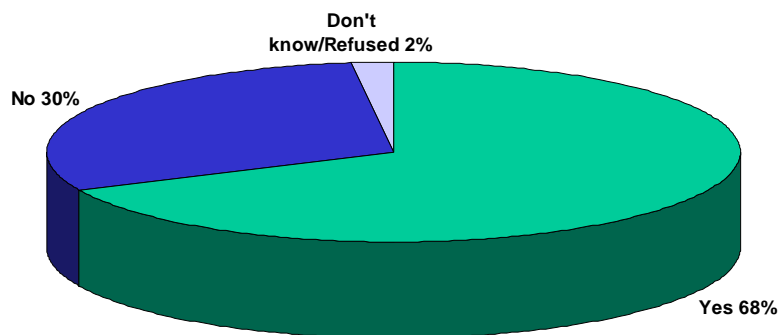
- Men (59%; compared to women 52%),
- Those who have children (62%; compared to those who do not 50%), and
- Those who do not belong to minority groups (57% compared to 48% among those who do).

Difficulties in Achieving Life Balance

When questioned specifically about the difficulty associated with achieving a balance between their professional and personal life, a majority of lawyers (68%) affirm that they indeed have difficulty in achieving life balance. Roughly one in three (30%), say they do not experience such difficulties.

Achieving Life Balance - Lawyers

Do you find it difficult to achieve a balance between your professional and personal life?



Base: Currently Practising Law N=811

Those most likely to say they find it difficult to achieve a balance between their professional and personal life are:

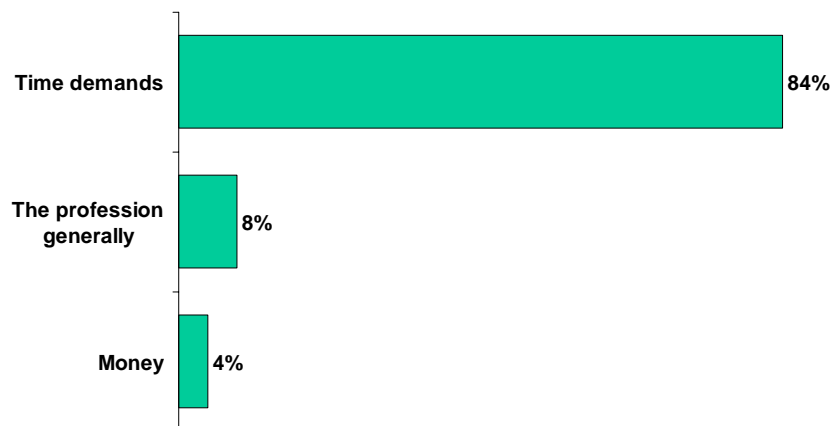
- Lawyers who have been practising law for two years (73%) compared to those who have been practising for 15 years (58%),
- Those who are dissatisfied with their choice to pursue a career in law, and
- Those who say their career expectations have not been met.

Biggest Challenges to Achieving Life Balance

Lawyers were presented with a series of potential challenges to achieving life balance and questioned as to what represents the single biggest challenge to achieving a balance between their professional and personal life. As was the case for challenges facing the profession in general, lawyers state that the single biggest challenge they face in achieving life balance is time demands (84%), followed by the profession generally 8%. No other potential challenge garners more than 5% of mentions.

Biggest Challenge to Achieving Life Balance

And again from the following list, what would you consider the single biggest challenge in achieving a balance between your professional and personal life?



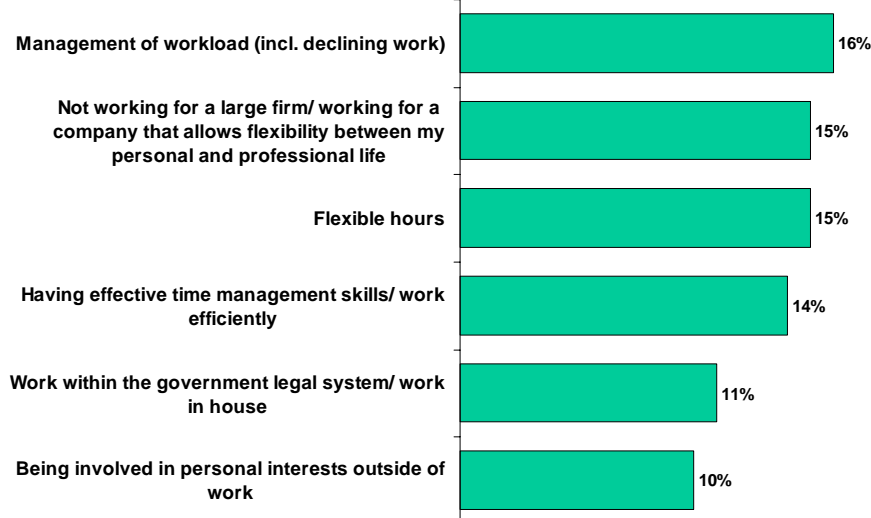
Base: Respondents currently Practising Law who find it difficult to achieve a balance between their professional and personal life N=554

Keys to Achieving Life Balance

Respondents who said they did not experience difficulty in achieving a balance between their professional and personal lives were asked what has been the key for them in achieving life balance. They offer a wide range of responses to this question. The most commonly mentioned responses focus on the efficient use of one's time at work, more precisely management of workload (16%), flexibility in work hours (15%), and having/developing effective time management skills/ working efficiently (14%). According to some the key to achieving a balance between their professional and personal lives also lies in not working for a large firm/working for a company that allows flexibility between personal and professional life (15%). Other commonly mentioned responses included: finding work within the government legal system/work in-house (11%), and being involved in personal interests outside the workplace (10%).

Keys to Achieving Life Balance

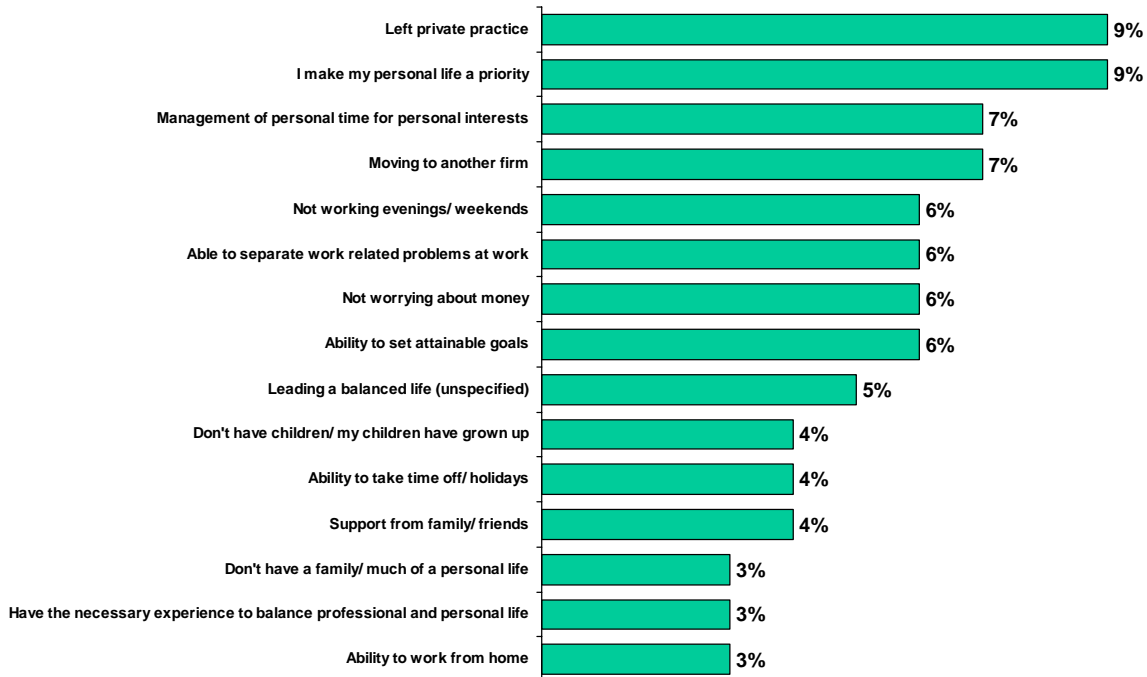
What specifically has been the key for you in achieving a balance between your professional and personal life?



Base: Respondents Currently Practising Law who don't find it difficult to achieve balance N=243

Keys to Achieving Life Balance - Continued

What specifically has been the key for you in achieving a balance between your professional and personal life?



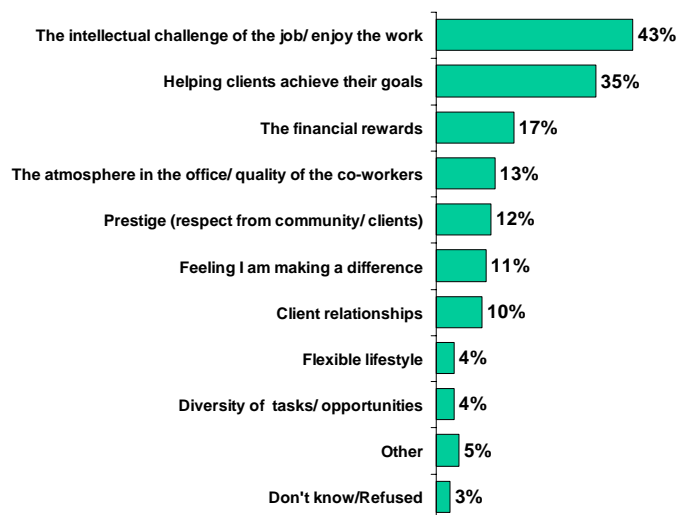
Base: Respondents Currently Practising Law who don't find it difficult to achieve balance N=243

Most Rewarding Aspects of Career in Law

Lawyers were asked on an open-ended basis what aspects of their life as a lawyer they find most rewarding. Respondents affirm that the intellectual challenge of the job/enjoyment of the work tops the list at (43%), this is followed by the satisfaction they derive from helping clients achieve their goals (35%), and the financial rewards associated with a career in law (17%). Other frequently mentioned rewarding aspects of a career in law include: the atmosphere in the office/quality of the co-workers (13%), the prestige and more specifically the respect from their community and clients (12%), the feeling that they are making a difference (11%), and client relationships (10%). No other factor receives more than 5% of mentions.

Most Rewarding Aspects of Career in Law

What aspects of your life as a lawyer would you say are most rewarding?



Base: Currently Practising Law N=811

Those most likely to mention intellectual challenges as the most rewarding aspect of their career are:

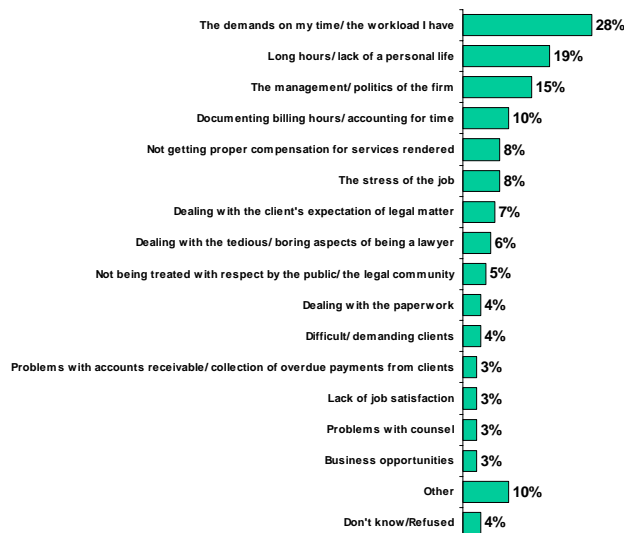
- Women (46%; compared to 40% among men),
- Those who express satisfaction with their career choice, and
- Those who say their career expectations have been met.

Least Rewarding Aspects of Career in Law

Conversely when lawyers are queried as to least rewarding aspects of a career in law on an open-ended basis, once again life balance tops the list. More specifically, concerns about time demands and workload are mentioned most often (28%), followed by long hours/lack of personal life at (19%). The management/politics of the firm garners 15% of mentions, and documenting billing hours/accounting for time (10%) rounds out the top four least rewarding aspects of a career in law according to lawyers.

Least Rewarding Aspects of Career in Law

And what aspects of your life as a lawyer would you say are least rewarding?



Base: Currently Practising Law N=811

STUDENTS COMPONENT

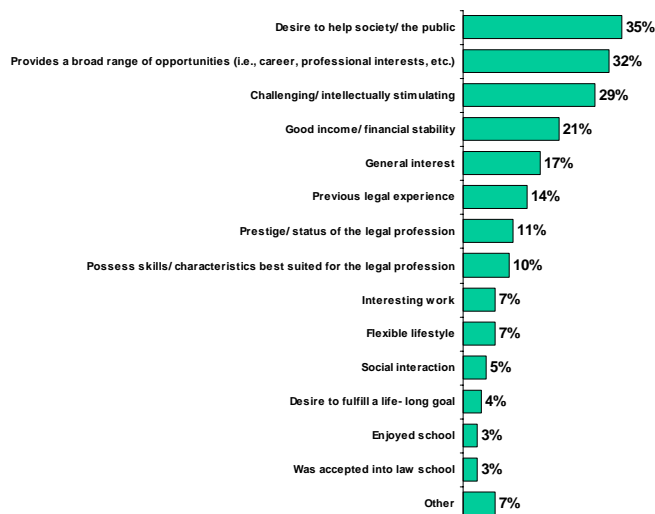
Motivating Factors

Law students were asked what factors influenced their decision to pursue a career in law. The desire to benefit society is mentioned most often (35%), followed by the notion that a legal career provides a broad range of professional opportunities (32%), and that a legal career would be challenging and intellectually stimulating (29%).

Respondents also mention good income potential (21%), general interest (17%) and previous legal experience (14%) as reasons to pursue a legal career. One in ten respondents mention the prestige of a legal career as an attraction (11%) and also a sense that they possess the skills to practice law (10%). Other responses are mentioned by fewer than 7% of respondents or fewer.

Career in Law – Motivating Factors

What factors motivated you to consider pursuing a career in law?



Base: Currently studying law N=164

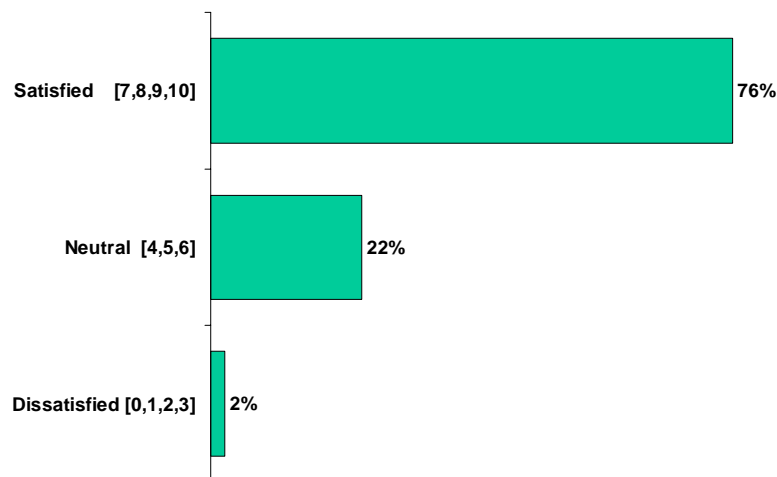
Satisfaction with Choice to Pursue a Career in Law

Students were asked to rate their satisfaction with their choice to pursue a career in law on a scale of 0 to 10, where 0 indicates complete dissatisfaction and 10 indicates complete satisfaction.

On this basis, three in four respondents (76%) express satisfaction with their choice (rating 7 to 10 on the scale). This proportion includes one third who express a high degree of satisfaction (33% rating as 9 or 10 on the scale). Just 2% (or four respondents) express dissatisfaction with their chosen career path (rating as 0 to 3 on the scale).

Satisfaction with Choice of Career

On a scale of 0 to 10 where 0 is completely dissatisfied and 10 is completely satisfied, please indicate how satisfied you are with your choice to pursue a career in law



Base: Currently studying law N=164

Those most likely to express satisfaction with their career choice are:

- Men (86%; compared to 67% among women),
- Those whose spouse does not work outside the home,
- Those with children, and
- Those not belonging to a minority group.

Satisfaction Drivers

Students who express satisfaction with their choice to pursue a career in law (rating as 7 to 10 on the scale) were asked to explain why they are satisfied. These respondents most often indicate a general appreciation of the profession and their work, conveying a sense of “doing what one always wanted to do” (34%). The idea that they can make a contribution to society in pursuing a law career (19%) ranks a distant second.

A number of other reasons for satisfaction with a legal career are mentioned, including: having a number of career opportunities (15%); enjoying variety in their work (14%); their enjoyment of law school (13%); intellectual stimulation (12%); continuous learning (12%); new challenges (12%); general interest (12%); and, enjoyment of co-workers (10%).

In addition, 10% say the profession is still new to them. Other reasons are mentioned by 8% of respondents or fewer.

Reasons for Satisfaction with Career Choice

And why do you say that you are satisfied with your career choice?



Base: Currently studying law who are satisfied with your career choice N=124

Confidence that Expectations of a Career in Law Will Be Met

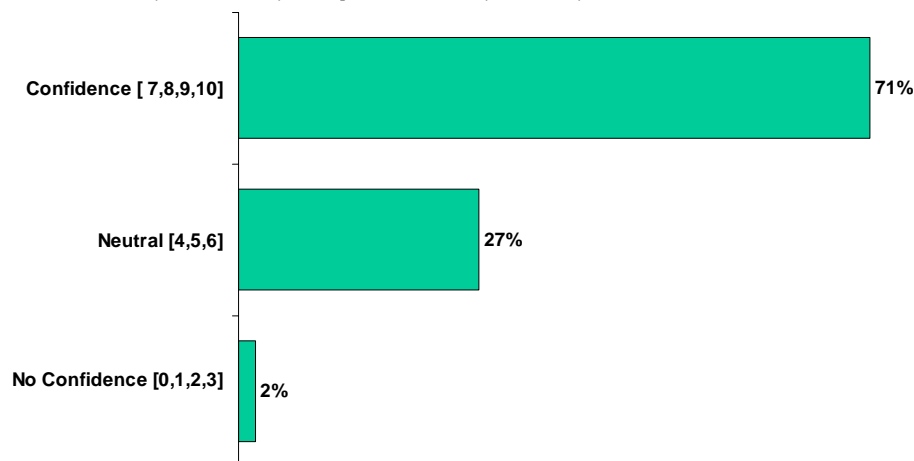
Students were also asked to rate their confidence that their expectations of a career in law will be met on a scale of 0 to 10, where 0 indicates no confidence and 10 indicates complete confidence.

Seven in ten respondents indicate confidence that a career in law will meet their expectations (71% scores of 7,8,9,10). This proportion includes 18% who express a high degree of confidence that their expectations will be met (scores of 9 or 10 on the scale).

Only 2% (or four respondents) express no confidence that their expectations will be met (rating as 0 to 3 on the scale).

Expected Satisfaction Level- Career in Law

On a scale of 0 to 10 where 0 is that you have no confidence that any of your expectations will be met and 10 is that you have complete confidence that all of your expectations will be met, please indicate to what extent you think that your expectations as they relate to your career in law will be met



Base: Currently studying law N=164

Those most likely to express confidence that their career expectations will be met are:

- Men (77%; compared to 66% among women),
- Those whose spouse does not work outside the home,
- Those with children, and
- Those not belonging to a minority group.

Reasons for Confidence that Expectations of a Career in Law Will Be Met

Students who expressed confidence that their expectations of a career in law will be met were asked to explain why they felt this way. Respondents most often say it is because they are determined that their career will meet expectations (19%) or because they have set realistic goals (19%).

Others say it is because the profession offers a variety of opportunities (16%), because of their training or experience (13%), because their expectations have been met so far (12%) or because of a positive employment outlook (12%). Other reasons are mentioned by 9% of respondents or fewer.

Reasons Expectations will be Met

And why do you say that your expectations will likely be met?



Base: Currently studying law who say that expectations will likely be met N=116

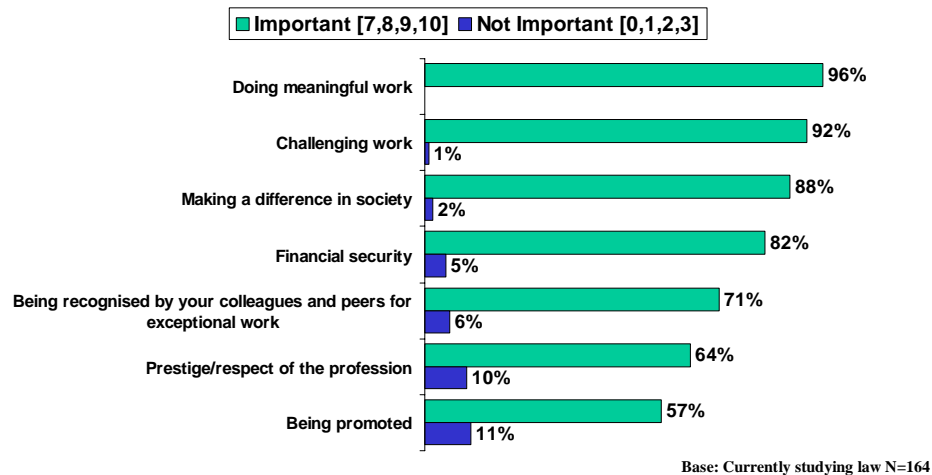
Importance of Key Drivers to a Rewarding Career in Law

Law students were asked to evaluate the importance of several elements of a rewarding career. Among the elements tested, respondents most often view the ability to do meaningful (96%) and challenging work (92%) as important elements of a rewarding career (scores of 7,8,9,10). Nearly nine in ten also consider the opportunity to make a difference in society (88%) as an important consideration, followed by financial security (82%).

Earning the recognition of colleagues and peers for exceptional work (71%), the prestige of the legal profession (64%) and being promoted (57%) are mentioned less often, although they are still viewed by most as important factors in a rewarding career.

Importance of Various Factors to a Rewarding Career

On a scale of 0 to 10 where 0 is that it is not at all important and 10 is that it is completely important, please indicate how important each of the following elements are in terms of contributing to a rewarding career



Expected Satisfaction With Key Drivers to a Rewarding Career

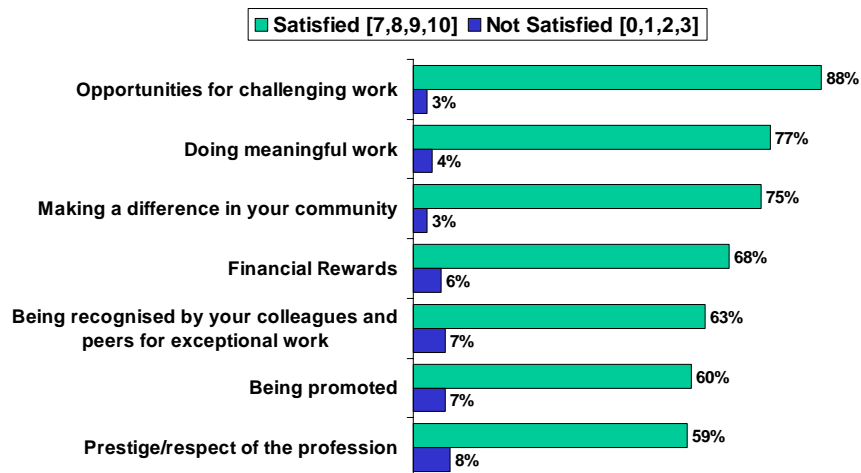
After evaluating the importance of various elements to a rewarding career, law students were asked to rate how satisfied they are likely to be with each of the same elements as they relate to their future career in law.

Among the elements tested, law students most commonly expect that they will be satisfied (scores of 7,8,9,10 on a scale of 0 to 10) with the opportunities to do challenging work (88%), followed by opportunities to do meaningful work (77%) and make a difference in their community (75%).

In addition, over two in three expect to be satisfied with the financial rewards of a career in the law (68%), while 63% say they will likely be satisfied with the recognition their work will earn from colleagues and peers and 60% expect to be satisfied with the career promotion the legal profession will offer. A further 59% expect to be satisfied with the prestige and respect they will enjoy in their law career (59%).

Satisfaction Factors Relating to Career in Law

And again on a scale of 0 to 10 where 0 is that you will not be satisfied at all and 10 is that you will be completely satisfied, please indicate how satisfied you will likely be with the following elements as they relate to your eventual career in law.



Base: Currently studying law N=164

Importance vs. Expected Satisfaction With Elements of a Rewarding Career—Gap Analysis

While most law students expect satisfaction with each of the tested elements of a rewarding career, in most instances the majority who expect satisfaction with any given element of their legal career is smaller than the proportion who view these elements as important aspects of a rewarding career.

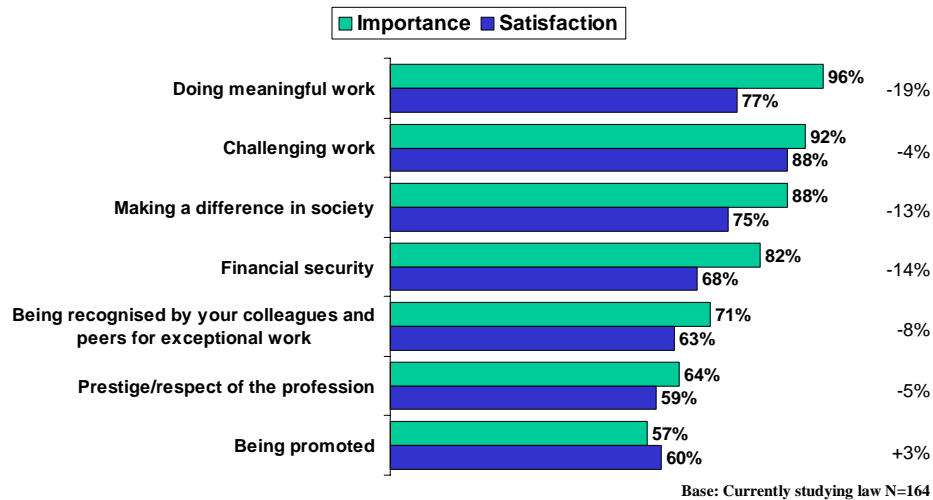
The most significant gap in expectations is found with respect to doing meaningful work. Respondents are 19-points less likely to expect satisfaction with how meaningful their work will be than to consider this an important element of their career (96% important; 77% expect satisfaction).

Students are also 14 points less likely to say they will be satisfied with the financial security of their legal career as to say this is important (82% important; 68% expect satisfaction). Likewise, students are 13 points less likely to say that their career in the law will make a difference in their society or community (88% important; 75% expect satisfaction). In addition, students are eight points less likely to believe their work will enjoy the recognition of colleagues and peers (71% important; 63% expect satisfaction).

Expectations are more closely matched with importance with respect to the prestige of a legal profession (64% important; 59% expect satisfaction), the challenging nature of their work (92% important; 88% expect satisfaction) and the opportunity to be promoted in their career (57% important; 60% expect satisfaction).

Importance vs. Satisfaction Gap Analysis

And again on a scale of 0 to 10 where 0 is that you will not be satisfied/not at all important at all and 10 is that you will be completely satisfied/completely important, please indicate how satisfied you will likely be with the following elements as they relate to your eventual career in law.

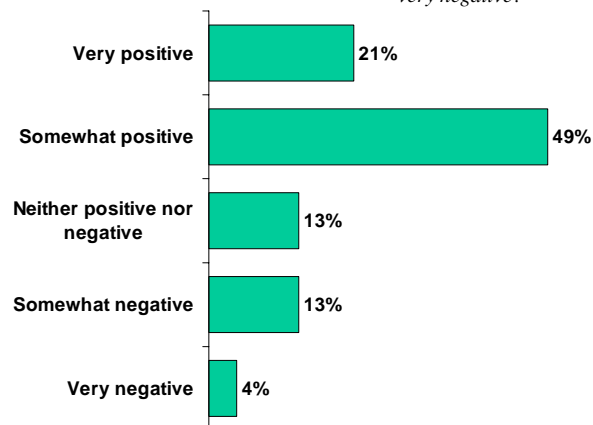


Overall Impression With Choice of a Career in Law

Law students were asked what their overall impression is thus far with respect to their choice to pursue a career in law. Seven in ten (70%) indicate a positive impression, including 21% who say their impression is very positive. Less than two in ten (17%) of students have a negative overall impression thus far with respect to their chosen career.

Overall Impression - Choice of Career in Law

Thinking of your choice to pursue a career in law and to become a lawyer, would you say that your overall impression thus far is very positive, somewhat positive, neither positive nor negative, somewhat negative, very negative?



Base: Currently studying law N=164

Those most likely to say their overall impression thus far is positive are:

- Men (78%; compared to 64% among women),
- Those whose spouse does not work outside the home,
- Those who do not have children, and
- Those not belonging to a minority group.

Reasons for Impression of a Career in the Law

Respondents were subsequently asked to explain why they view their choice to become a lawyer as they do.

Interestingly those who say their overall impression is positive are almost as likely to mention negative aspects (54%) as to mention positive aspects (57%). This finding suggests that even though most law students are positive about their chosen career path, they recognise the pitfalls that may lie ahead.

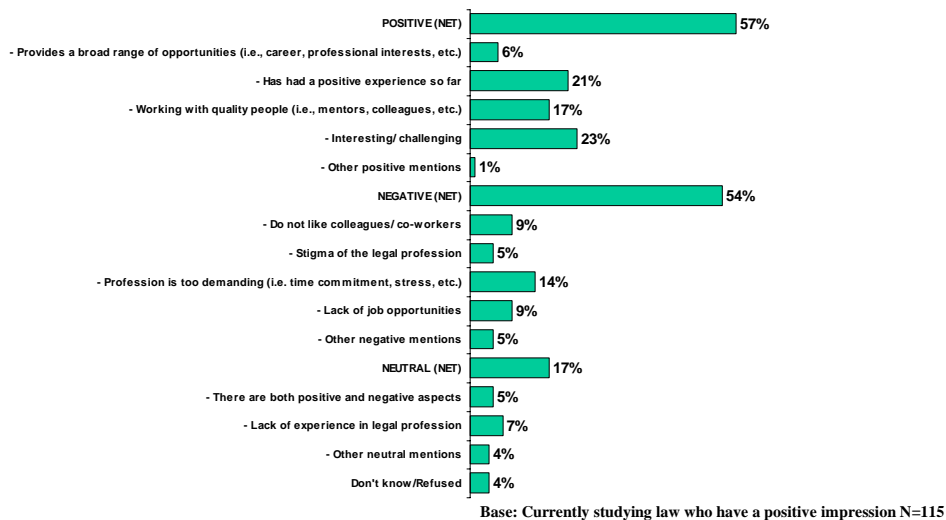
The positive aspects mentioned include a sense that the law will be interesting or provide a challenging career (23%), a generally positive view of their experience thus far (21%) and the opportunity to work with quality people (17%).

Negative responses include the sense that the profession is too demanding, time consuming and stressful (14%), followed by a negative view of colleagues (9%) and a perceived lack of job opportunities (9%).

Those who expressed a negative outlook about their choice to pursue a legal career were asked what – specifically - could improve their views on the choice to join the legal profession. These 27 respondents most commonly say that better colleagues, i.e., friendlier and more helpful colleagues, could improve their views. More employment opportunities and improving the lawyer’s lifestyle were also mentioned as ways to improve attitudes.

Reasons Of Positive Overall Impressions

And why do you say your impression thus far is very positive, somewhat positive?



Views on the Profession

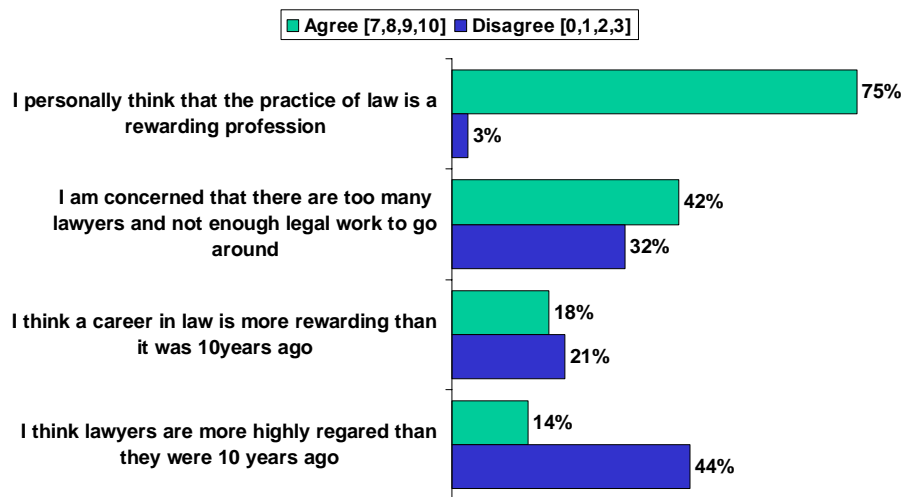
Law students were asked to rate their agreement with a number of statements about the legal profession and their role within it. Scores were recorded on a scale of 0 to 10 where 0 means they completely disagree and 10 means they completely agree with the statement.

As resonates throughout this research, a wide proportion of law students believe that the practice of law is a rewarding profession (75%). Yet, at the same time, law students are not likely to believe that a legal career is more rewarding today than it was 10 years ago (18%) or that lawyers are more highly regarded today than they were 10 years ago.

While law students express generally positive views of their chosen profession, there is an element of uncertainty. In particular, respondents are more likely to agree (42%) than disagree (32% scores of 0,1,2,3) that there are too many lawyers and not enough legal work to go around.

Views on the Profession Rewarding Career Choice

On a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements



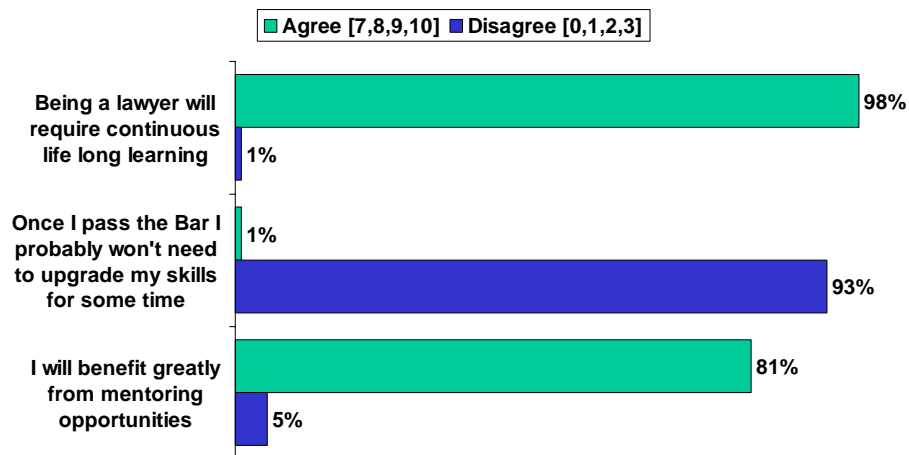
Base: Currently studying law N=164

Law students recognize that their profession will entail life-long learning. Among all the tested statements, law students most commonly believe that being a lawyer will require continuous, life-long learning (91% scores of 7,8,9,10). Conversely, just 1% agrees with the statement that once they pass the Bar, there probably will not be any need to upgrade skills for some time.

It is perhaps because of this uncertainty that four in five respondents (81%) agree that professional mentoring opportunities would be highly beneficial.

Views on Life-Long Learning

On a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements



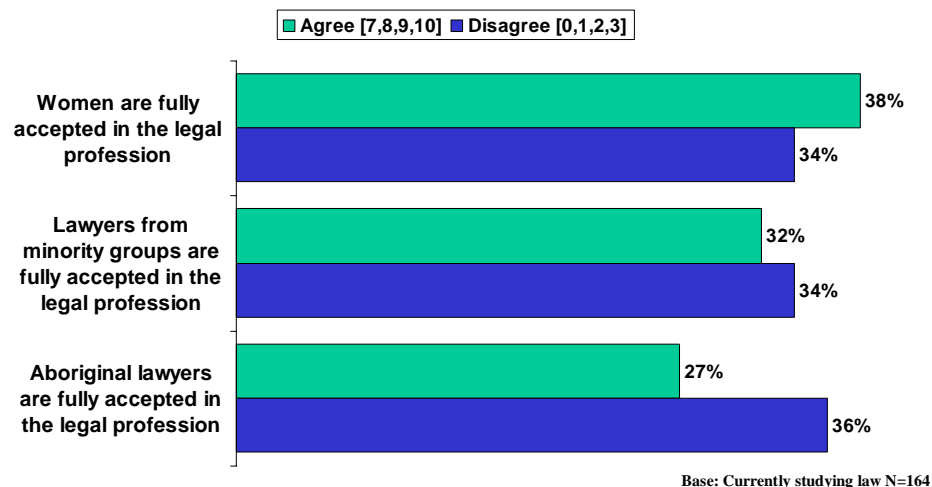
Law students also express mixed views with respect to the diversity of the profession. In the area of gender equity in particular, whereas 38% agree that women are fully accepted in the profession, 34% disagree. Among women themselves, 48% disagree that they are fully accepted in the profession, while just 19% agree.

Similarly, while 32% agree that lawyers from minority groups are fully accepted in the profession, 34% disagree. Among minority law students, half (52%) disagree that they are fully accepted in the profession, while just 14% agree that they are.

In addition, just over one in four respondents (27%) agree that Aboriginals are fully accepted in the profession while 36% disagree.

Views on The Profession Continued - Diversity

On a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements



Attributes Describing Lawyers

Law students were presented with a series of statements/attributes and asked how well each one of these statements/attributes describe lawyers. In this case, respondents were instructed to use a scale from 1 to 5 where 1 means the attribute does not describe lawyers at all and 5 means the attribute describes lawyers completely.

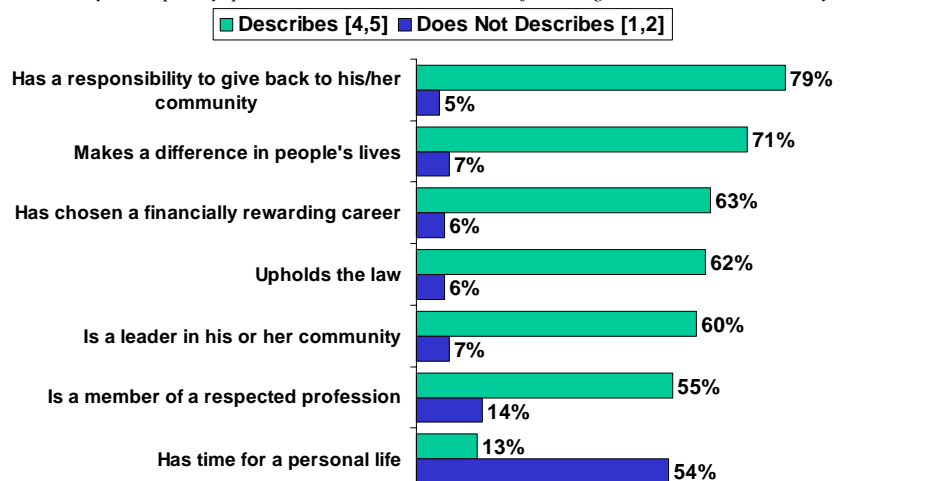
Among the attributes tested, law students most widely agree that lawyers have a responsibility to give back to their community (79% scores of 4,5 on the scale). Similarly, 71% say lawyers are accurately described as professionals who make a difference in people's lives.

Nearly two in three (63%) believe that lawyers are well described as professionals who have chosen a financially rewarding career. A similar proportion agrees that lawyers are accurately described as professionals who uphold the law (62%) and are leaders in their communities (60%). Over half also agree that lawyers are members of a respected profession (55%).

Only 13% say lawyers are accurately described as having time for their personal lives, while 54% say this does not describe lawyers (rating as a one or two on the scale).

Attributes Best Describing a Lawyer

Using a scale from 1 to 5 where 1 means that it does not describe a lawyer at all and 5 is that it describes a lawyer completely, please indicate to what extent the following attributes describe a lawyer

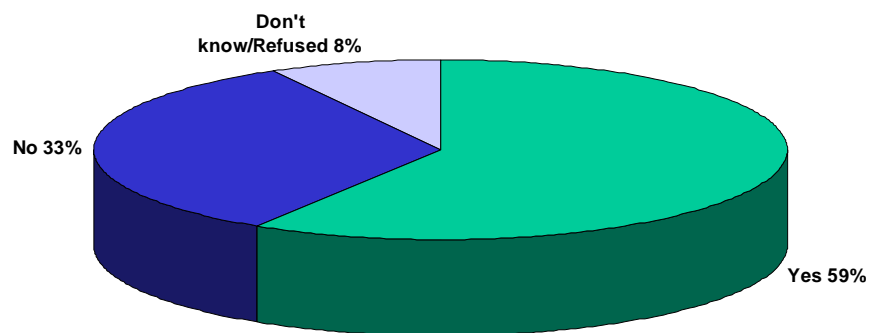


Consideration of Different Career Path

A majority of law students (59%) say they have considered changing their path and not pursuing a career in law, while one in three (33%) said they never considered changing their path.

Consideration to Not Pursuing Career in Law

Have you ever considered changing paths and not pursuing a career in law?



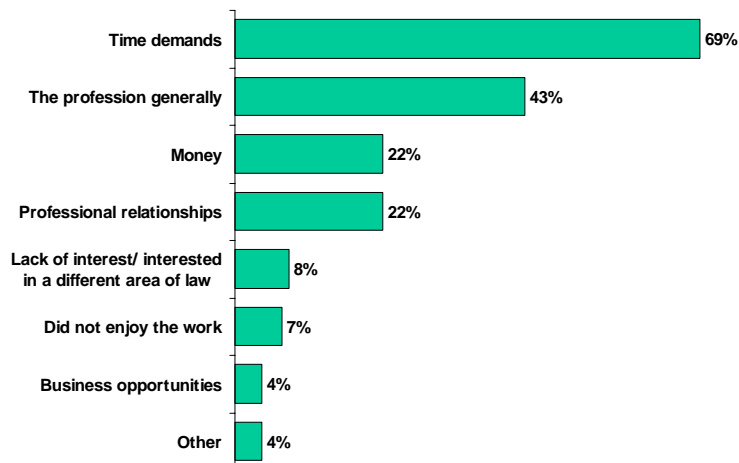
Base: Currently studying law N=164

Those who say they have considered not becoming a lawyer were asked why. Among these respondents, over two in three (69%) mention time demands. Over two in five mention uncertainties about the profession generally (43%).

Yet others mention money or financial considerations (22%), or relationships with colleagues in the legal profession (22%) as reasons for considering changing career paths.

Reasons for Consideration to Not Pursue Career in Law

Which of the following factors led you to consider changing paths and not pursuing a career in law?



Base: Currently studying law who have considered changing paths and not pursuing a career in law N=97

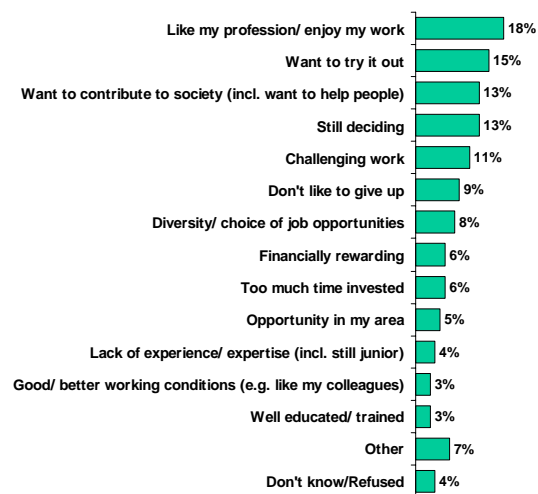
When queried as to factors that motivated them to continue their pursuit of law, students offer a wide range of responses.

Most commonly, 18% say simply that they enjoy their work in the legal profession. Similarly, 11% mention an appreciation for the challenges the profession offers and 13% believe they can contribute to society as lawyers.

In addition, 15% say that they want to give the profession a try (and 9% say they don't like to give up), while 13% say they are still deciding. Other responses are mentioned by 8% of respondents or fewer.

Factors Contributing to Pursuit of Career in Law

And what factors made you decide to continue to pursue a career in law?



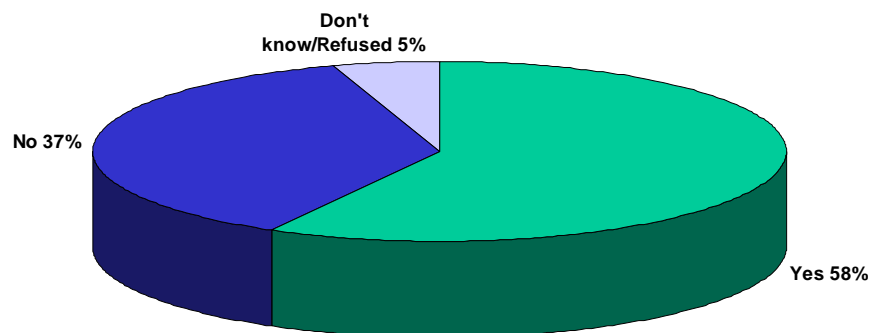
Base: Currently studying law who have considered changing paths and not pursuing a career in law N=97

Choice of Specific Area of Practice

A majority of law students (58%) say they already know in which specific area of law they intend to practice.

Intended Area of Practice

Do you [already] have an intended specific area of practice?



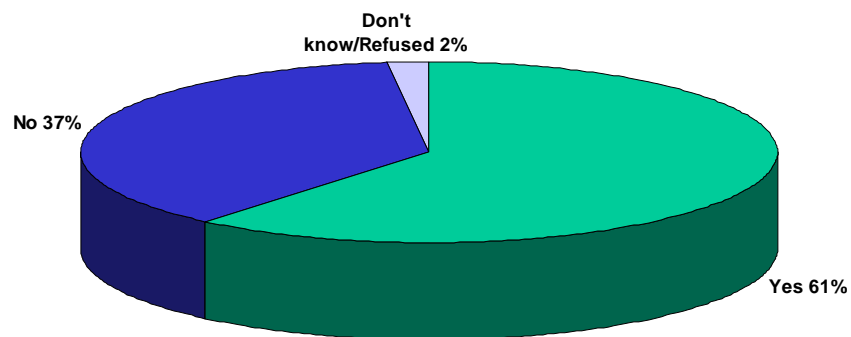
Base: Currently studying law N=164

Moreover, 61% of these respondents say they have known the area of law in which they intend to practice throughout law school. Nearly two in five (37%) who say they have an intended area of practice say it has not been their intent to practice in this area of law throughout their legal education.

These 35 respondents were asked a follow-up question about what factors motivated them to alter their intended area of legal practice. Interest in the subject matter followed by market demand are the most often cited factors.

Change in Intended Area of Practice - Students

Throughout law school, has it been your intention to practice in that area?



Base: Currently studying law who have an intended specific area of practice N=95

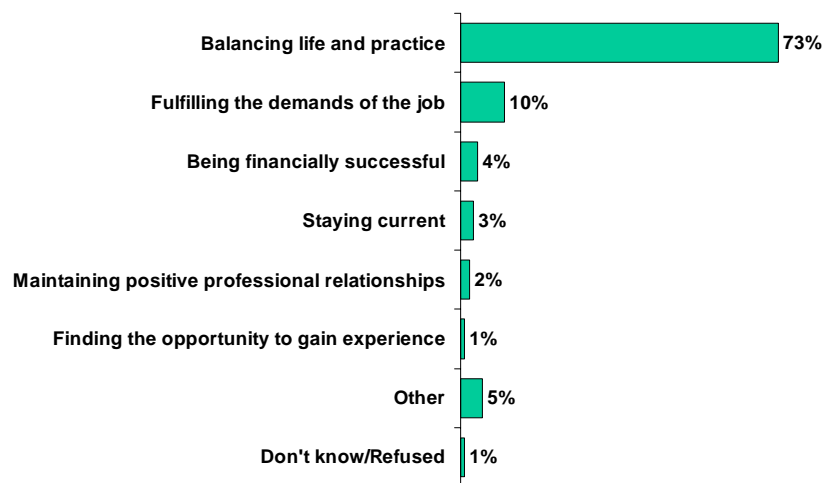
Anticipating the Most Challenging Aspects of Legal Practice

All law students were asked which of several challenges would be the greatest in their practice as lawyers. Overwhelmingly, respondents indicate that balancing life and work will constitute the biggest challenge in their practice as lawyers (73%).

Other challenges fall distantly behind, including fulfilling the demands of the job (10%), attaining financial success (4%), staying current with their profession (3%), maintaining positive professional relationships (2%) and finding opportunities to gain experience (1%).

Biggest Challenge

From the following list, what is the biggest challenge you anticipate that you will likely face in your practice?



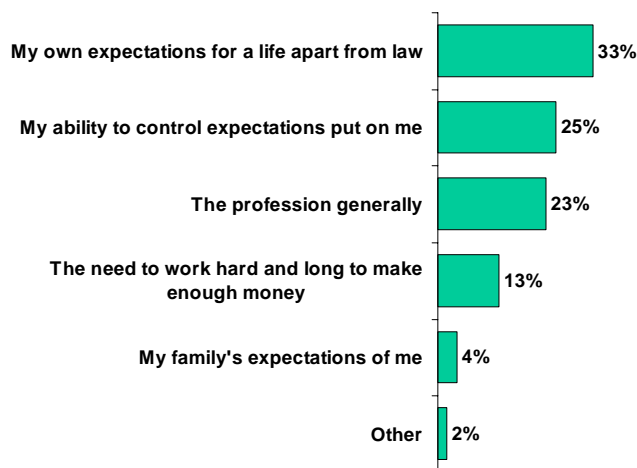
Base: Currently studying law N=164

Biggest Challenges to Achieving Life Balance

Students who said attaining work/life balance would be the greatest challenge they would face were presented with a list of work/life balance challenges and questioned as to which one would be the single greatest challenge they would face. One third (33%), indicate that managing their own expectations with regards to a life away from work will be most challenging. A further one in four (25%) focus on their ability to manage expectations put on them, 23% reference the profession generally and only 13% express concern about long work hours needed to make ends meet.

Biggest Challenge to Life Balance

And again from the following list, what do think will be the single biggest challenge in achieving a balance between your professional and personal life?



Base: Currently studying law who said biggest challenge anticipated will be Balancing life and practice N=120

Keys to Achieving Life Balance

Respondents who predicted that attaining a work/life balance would be the greatest challenge they will face as lawyers were asked what they think will be the key to achieve this balance. Setting limits to workload and time management are mentioned most often (31%) followed distantly by choosing the right firm (19%).

Prioritizing personal life (14%) and maintaining the ability to pursue personal interests (14%) are also frequently mentioned as factors in balancing work and personal life. Ensuring time for family (9%), separating personal and professional life (9%) and sacrificing money and promotions (9%) are less often mentioned.

Key to Achieving Life Balance

What will be the key for you in achieving a balance between your professional and personal life?



Base: Currently studying law who said biggest challenge anticipated will be Balancing life and practice N=120

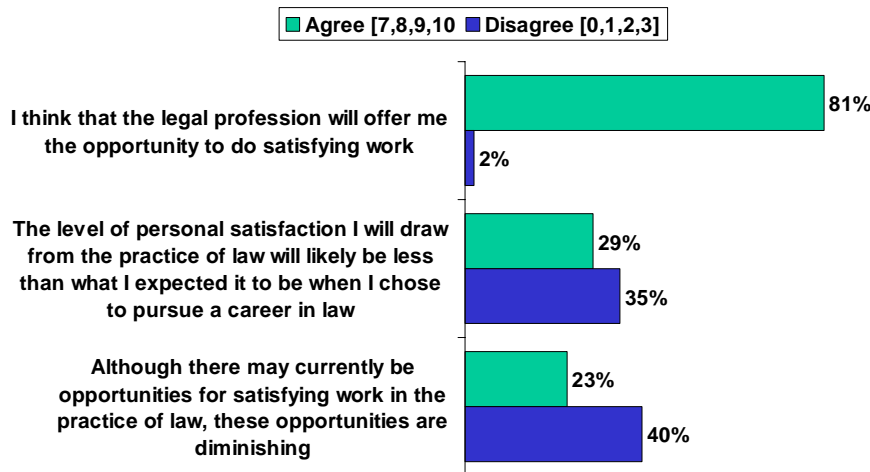
Evaluating Prospects for Satisfaction in Legal Career

Law students were asked to evaluate forward-looking statements relating to their satisfaction with a career in the law. Respondents were asked to rate their agreement with each statement on a scale of 0 to 10, where 0 indicates complete disagreement and 10 indicates complete agreement.

Four in five law students believe that the legal profession will provide satisfying work (81%). Conversely, they are more divided on the question of whether they will achieve the level of personal satisfaction they expected when they chose to pursue a career in law. While just 29% believe that the level of personal satisfaction they find in their career will not match the expectations they had when they chose to pursue a legal career, 35% disagreed with that statement. Similarly, 23% believe that the opportunities to do satisfying work as legal professionals are diminishing ; 40% disagree with this statement.

Career in Law- Satisfying?

And again on a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements.



Base: Currently studying law N=164

While they expect to attain personal satisfaction from their work, law students also strongly connect the future of their career with social service. To the same extent that law students expect to do satisfying work they also recognize an obligation to give back

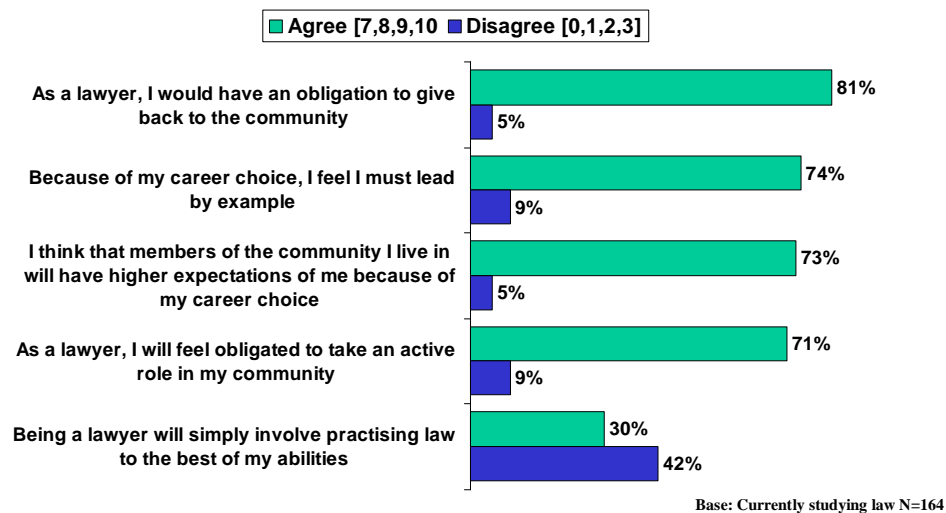
to the community (81%). Similarly, 71% agree that as lawyers they are obliged to take active roles in their communities.

There is also a sense among law students that as lawyers they are subject to unique social expectations. Three in four agree that because they have chosen to become lawyers they must lead by example (74%) and, also, that their communities will have higher expectations of them because of their career choice (73%).

Law students are much less likely to believe that being a lawyer will simply involve practising the law to the best of their abilities (30%).

The Practice of Law and Community Involvement

And again on a scale of 0 to 10 where 0 means you completely disagree and 10 means you completely agree please indicate to what extent you agree or disagree with each of the following statements.



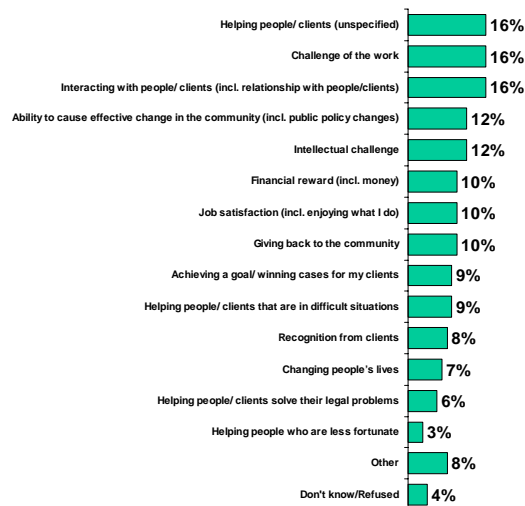
Anticipating What the Most Rewarding Aspects of Legal Career Will be

Law students were asked, on an open-ended basis, what aspects of their career as lawyers they expect to be most rewarding. Numerous responses were offered. Among these, helping people (16%), doing challenging work (16%) and interacting with people (16%) are mentioned most often as aspects of a career in law that will be rewarding.

Other commonly mentioned responses include intellectual challenges (12%), the ability to change their community (12%), financial rewards (10%), job satisfaction (10%) and giving back to the community (10%). Other responses are mentioned by 9% of students or fewer.

Most Rewarding Aspects of Career in Law

What aspects of your life as a lawyer do you think will be most rewarding?



Base: Currently studying law N=164

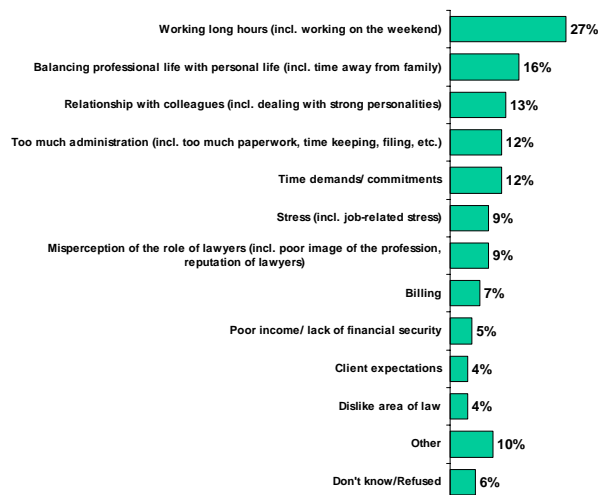
Anticipation of Least Rewarding Aspects of Legal Career

Once again, law students were asked, on an open-ended basis, what aspects of their career as lawyers they expect to be least rewarding. Students offer a wide range of responses. Students are most likely to mention working long hours (27%), balancing professional and personal life (16%) as aspects of a career in law that will be least rewarding.

Other commonly mentioned responses include relationships with colleagues (i.e., dealing with strong personalities) (13%), as well as time demands and too much administration (12% each). Other responses are mentioned by 9% of respondents or fewer.

Least Rewarding Aspects of Career in Law

And what aspects of your life as a lawyer do you think will be least rewarding?



Base: Currently studying law N=164

APPENDIX I TOPLINE

2. What factors motivated you to consider pursuing a career in law?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law	
Unweighted Base	811
Challenging/ intellectually stimulating	28%
Desire to help society/ the public	26%
Good income/ financial stability	25%
Provides a broad range of opportunities (i.e., career, professional interests, etc.)	20%
General interest	20%
Prestige/ status of the legal profession	14%
Possess skills/ characteristics best suited for the legal profession	12%
Interesting work	8%
Flexible lifestyle	7%
Family tradition/ influence	6%
Desire to fulfill a life-long goal	4%
Wanted another degree	4%
Previous legal experience	4%
Job security/ stability	3%
Encouraged/ influenced	3%
Didn't know what else to do/ default career	3%
Other	8%

3. On a scale of 0 to 10 where 0 is Completely dissatisfied and 10 is Completely satisfied, please indicate how satisfied you are with your choice to pursue a career in law?

Base: Respondents currently practising law	TOTAL
Unweighted Base	811
[10] Completely satisfied	9%
[9]	12%
[8]	19%
[7]	24%
[6]	12%
[5] Neutral	10%
[4]	5%
[3]	5%
[2]	2%
[1]	1%
[0] Completely dissatisfied	0
Don't know/Refused	1%
TOPBOX & LOWBOX SUMMARY	
Satisfied [Rated 7,8,9,10]	64%
Neutral [Rated 4,5,6]	27%
Dissatisfied [Rated 0,1,2,3]	8%

4. And why do you say that you are dissatisfied with your career choice?

TOTAL MENTIONS	TOTAL
Base: Dissatisfied respondents currently practising law	
Unweighted Base	65
Difficult to balance career/ home life	32%
Long hours	32%
Stressful	23%
Law doesn't suit my personality/ dislike law	22%
Doesn't make a contribution to society	22%
Don't like my area of law	20%
Disillusionment with law (corrupt system)	20%
Work is too demanding	18%
Low pay	14%
Lack of professional relationship	12%
Tedious/ boring/ dull	9%
Inflexible lifestyle	9%
Lack of job opportunities	9%
Billing system	6%
Lack of job security	5%
Other	9%

5. And why do you say that you are satisfied with your career choice?

TOTAL MENTIONS	TOTAL
Base: Satisfied respondents currently practising law	
Unweighted Base	517
Like my profession/ enjoy my work (incl. doing what I always wanted)	38%
New challenges/ always challenging	27%
Interesting	26%
Enjoy the people I work with (incl. clients, co-workers)	26%
Good pay/ financially rewarding	24%
Contribute to society (help people)	23%
Intellectually stimulating	15%
It's rewarding/ fulfilling	12%
Constantly learning	11%
Variety in my work	10%
Many career opportunities	8%
Comfortable/ good lifestyle	7%
I have my own business	6%
Prestige	5%
Met my expectations	4%
Flexible hours	3%
I am good at what I do	3%
Flexible work environment	3%
Other	4%

6. Has your level of satisfaction changed over the last:

Base: Satisfied respondents currently practising law	TOTAL	TOTAL	TOTAL	TOTAL
Unweighted Base	517	517	517	517
	5 years	10 years	15 years	20 years
Yes	48%	17%	14%	2%
No	32%	13%	9%	3%
Not Applicable	19%	67%	74%	91%
Don't know/Refused	2%	3%	3%	4%

7. On a scale of 0 to 10 where 0 is that your expectations have not been met at all and 10 is that your expectations have been completely met, please indicate to what extent your expectations as they relate to your career in law have been met?

Base: Respondents currently practising law	TOTAL
Unweighted Base	
[10] Completely met	3%
[9]	5%
[8]	18%
[7]	23%
[6]	17%
[5] Neutral	16%
[4]	8%
[3]	4%
[2]	3%
[1]	1%
[0] Not been met at all	0
Don't know/Refused	1%
TOPBOX & LOWBOX SUMMARY	
Met [Rated 7,8,9,10]	50%
Neutral [Rated 4,5,6]	40%
Not Met [Rated 0,1,2,3]	9%

8. And why do you say that your expectations have not been met?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law who say that expectations have not been met	
Unweighted Base	70
Lack of financial stability	20%
Lack of job satisfaction	20%
Long hours of work	14%
Stressful	13%
Difficult to balance work/ home life	13%
Poor relationship with colleagues	13%
Boring/ uninteresting work	11%
Focuses on law as a business	10%
Law school doesn't prepare you for reality	7%
Dislike my area of law	7%
Lack of mentoring	7%
Lack of prestige	6%
Lack of job opportunities	4%
Discrimination/ sexism	4%
Still striving to reach goals	3%
Expectations were met	3%
Other	10%
Don't know/Refused	6%

9. And why do you say that your expectations have been met?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law who say that expectations have been met	
Unweighted Base	405
Met my expectations	31%
Like my profession/ enjoy my work (incl. doing what I always wanted)	24%
New challenges/ always challenging	20%
Good pay/ financially rewarding	20%
Interesting	15%
Enjoy the people I work with (incl. clients, co-workers)	10%
Contribute to society (help people)	9%
Constantly learning	8%
Intellectually stimulating	8%
It's rewarding/ fulfilling	8%
Many career opportunities	5%
Prestige	4%
Have a successful career	4%
Variety in my work	4%
Comfortable/ good lifestyle	3%
Other	5%
Don't know/Refused	9%

10. Has your expectation level changed over the last?

Base: Respondents currently practising law who say that expectations have been met	TOTAL	TOTAL	TOTAL	TOTAL
Unweighted Base	405	405	405	405
	5 years	10 years	15 years	20 years
Yes	40%	13%	11%	2%
No	41%	20%	15%	5%
Not Applicable	18%	63%	70%	87%
Don't know/Refused	2%	4%	4%	6%

11. On a scale of 0 to 10 where 0 is that it is Not at all important and 10 is that it is Completely important, please indicate how important each of the following elements are in terms of contributing to a rewarding career.

Base: Respondents currently practising law	TOTAL	TOTAL
Unweighted Base	811	811
	Important [7,8,9,10]	Not Important [0,1,2,3]
Challenging work	89%	1%
Doing meaningful work	88%	1%
Financial security	85%	1%
Being recognized by your colleagues and peers for exceptional work	72%	6%
Making a difference in society	66%	7%
Prestige/respect of the profession	58%	9%
Being promoted	50%	15%

12. And again on a scale of 0 to 10 where 0 is that you are Not at all satisfied and 10 is that you are Completely satisfied, please indicate how satisfied you are with the following elements in terms of your career in law:

Base: Respondents currently practising law	TOTAL	TOTAL
Unweighted Base	811	811
	Satisfied [7,8,9,10]	Not Satisfied [0,1,2,3]
Opportunities for challenging work	73%	4%
Financial Rewards	59%	10%
Doing meaningful work	58%	10%
Being recognized by your colleagues and peers for exceptional work	57%	9%
Prestige/respect of the profession	52%	8%
Being promoted	51%	12%
Making a difference in your community	41%	18%

13. Thinking of your choice to pursue a career in law and to become a lawyer, would you say that your overall impression thus far is very positive, somewhat positive, neither positive nor negative, somewhat negative, or very negative?

Base: Respondents currently practising law	TOTAL
Unweighted Base	811
Very positive	28%
Somewhat positive	43%
Neither positive nor negative	9%
Somewhat negative	16%
Very negative	3%
TOPBOX & LOWBOX SUMMARY	
Positive (Top2Box)	71%
Neither (MidBox)	9%
Negative (Low2Box)	19%

14. And why do you say your impression thus far is very positive, somewhat positive?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising who have a positive impression	
Unweighted Base	573
Feelings of achievement/ accomplishing goals (incl. job satisfaction)	48%
Profession is interesting/ challenging (incl. intellectually stimulating)	22%
It is rewarding/ meaningful (incl. making a difference in the community)	13%
Negative mentions	13%
Good colleagues/ co-workers (i.e. friendly, professional, intelligent, etc.)	12%
Good income/ provides financial stability	10%
Provides a broad range of opportunities (i.e., career, professional interests, etc.)	10%
Respect from colleagues/ clients/ community	5%
Flexibility/ control over my career	3%
Other	6%
Don't know/Refused	7%

15. And why do you say your impression thus far is somewhat negative or very negative?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising who have a negative impression	
Unweighted Base	156
Less interference in personal life (i.e., shorter hours, more time to pursue other interests, etc.)	28%
More support from colleagues/ co-workers	19%
More interesting/ meaningful work	18%
Change to current billing process (incl. billable hours)	17%
More focus on the practice of law	11%
Higher income	10%
Better training/ preparation	10%
More respect/ appreciation	7%
Less discrimination in the workplace	6%
Less stressful work	5%
Finding employment elsewhere within the profession	4%
More job opportunities	4%
Nothing	4%
Other	10%
Don't know/Refused	8%

16. On a scale of 0 to 10 where 0 means you Completely disagree and 10 means you Completely agree, please indicate to what extent you agree or disagree with each of the following statements:

Base: Respondents currently practising law	TOTAL	TOTAL
Unweighted Base	811	811
	Agree [7,8,9,10]	Disagree [0,1,2,3]
I personally think that the practice of law is a rewarding profession	58%	11%
I would benefit greatly from more mentoring opportunities	48%	18%
Women are fully accepted in the legal profession	40%	28%
Lawyers from minority groups are fully accepted in the legal profession	34%	26%
Aboriginal lawyers are fully accepted in the legal profession	27%	30%
I am concerned that there are too many lawyers and not enough legal work to go around	23%	43%
I think a career in law is more rewarding than it was 10 years ago	9%	37%
I think lawyers are more highly regarded than they were 10 years ago	7%	48%

17. Using a scale from 1 to 5 where 1 means that it Does not describe a lawyer at all and 5 is that it Describes a lawyer completely, please indicate to what extent the following attributes describe a lawyer:

Base: Respondents currently practising law	TOTAL	TOTAL
Unweighted Base	811	811
	Describes [4,5]	Does Not Describe [1,2]
Has a responsibility to give back to his/her community	67%	11%
Upholds the law	65%	8%
Makes a difference in people's lives	57%	10%
Is a member of a respected profession	54%	15%
Has chosen a financially rewarding career	52%	11%
Is a leader in his or her community	46%	16%
Has time for a personal life	13%	55%

18. Have you ever considered leaving the practice of law?

Base: Respondents currently practising law	TOTAL
Unweighted Base	811
Yes	70%
No	28%
Don't know/Refused	3%

19. Which of the following factors motivated you to consider leaving your career in law?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law who have considered leaving the practice	
Unweighted Base	566
Time demands	69%
The profession generally	52%
Desire for more money	23%
Professional relationships	23%
To pursue other career goals	7%
Too stressful	5%
Family/ personal life issues	4%
Lack of job satisfaction	4%
Poor work environment	3%
Other	8%

20. And what factors made you decide to stay in law?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law who have considered leaving the practice	
Unweighted Base	566
Good income/ financial security	32%
I am satisfied (incl. I love my work, committed to the profession, etc.)	17%
Found more suitable employment elsewhere within the profession	14%
Unable to find adequate employment outside of the profession	13%
Profession is interesting/ challenging	12%
Good colleagues/ co-workers (i.e. friendly, professional, intelligent, etc.)	9%
Still in the early stages of my career (incl. still learning the practice)	8%
Time/ resources spent on establishing a career (incl. resources spent on education/ training)	7%
Inertia	4%
No ideas for alternate career	3%
Opportunities should improve over time	3%
Other	9%
Don't know/Refused	3%

21. Have you ever considered changing from your specific area of practice?

Base: Respondents currently practising law	TOTAL
Unweighted Base	811
Yes	54%
No	42%
Don't know/Refused	4%

22. Which of the following factors motivated you to consider changing from your specific area of practice?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law who have considered changing from their specific area of practice	
Unweighted Base	436
Time demands	37%
The profession generally	26%
Money	25%
Lack of interest/ interested in a different area of law	24%
Professional relationships	21%
Did not enjoy the work	6%
Wanted variety	5%
Business opportunities	5%
New challenges	4%
Stress	3%
Other	4%

23. And what factors made you decide to stay in your area of expertise?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law who have considered changing from their specific area of practice	
Unweighted Base	436
Nothing/ didn't stay/ I changed area of expertise	19%
Like my profession/ enjoy my work	18%
Lack of opportunity	9%
Challenging work	7%
Opportunity in my area	7%
Experienced/ established in my area	7%
Good/ better working conditions (e.g. like my colleagues)	6%
Still deciding	6%
Security/ stability	5%
Financially rewarding	4%
Difficult to change area of expertise (general)	4%
Easier/ less hassle to stay (incl. inertia)	3%
Lack of experience/ expertise (incl. still junior)	3%
Chance to gain expertise	3%
Difficulty in learning another area	3%
Steady work/ high demand in my area	3%
Financial cost of changing area of expertise	3%
Expanded my area of practice	3%
Flexible hours (incl. time for private life)	3%
Well educated/ trained	3%
Other	9%

24. From the following list, what is the biggest challenge you currently face in your practice?

Base: Respondents currently practising law	TOTAL
Unweighted Base	811
Time demands	55%
Money	13%
The profession generally	10%
Professional relationships	7%
Business opportunities	3%
Other	3%

25. Do you find it difficult to achieve a balance between your professional and personal life?

Base: Respondents currently practising law	TOTAL
Unweighted Base	811
Yes	68%
No	30%

26. And again from the following list, what would you consider the single biggest challenge in achieving a balance between your professional and personal life?

Base: Respondents currently practising law who find it difficult to achieve a balance between their professional and personal life	TOTAL
Unweighted Base	554
Time demands	84%
The profession generally	8%
Money	4%

27. What specifically has been the key for you in achieving a balance between your professional and personal life?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law who don't find it difficult to achieve a balance between their professional and personal life	
Unweighted Base	243
Management of workload (incl. declining work)	16%
Not working for a large firm/ working for a company that allows flexibility between my personal and professional life	15%
Flexible hours	15%
Having effective time management skills/ work efficiently	14%
Work within the government legal system/ work in house	11%
Being involved in personal interests outside of work	10%
Left private practice	9%
I make my personal life a priority	9%
Management of personal time for personal interests	7%
Moving to another firm	7%
Not working evenings/ weekends	6%
Able to separate work related problems at work	6%
Not worrying about money	6%
Ability to set attainable goals	6%
Leading a balanced life (unspecified)	5%
Don't have children/ my children have grown up	4%
Ability to take time off/ holidays	4%
Support from family/ friends	4%
Don't have a family/ much of a personal life	3%
Have the necessary experience to balance professional and personal life	3%
Ability to work from home	3%
Other	7%

28. And again on a scale of 0 to 10 where 0 means you Completely disagree and 10 means you Completely agree, please indicate to what extent you agree or disagree with each of the following statements:

Base: Respondents currently practising law	TOTAL	TOTAL
Unweighted Base	811	811
	Agree [7,8,9,10]	Disagree [0,1,2,3]
I think that the legal profession will continue to offer me personally and my colleagues in the profession with opportunities to do satisfying work	59%	10%
I think that members of the community I live in have higher expectations of me because of my career choice	58%	14%
I find it difficult to achieve a good balance between the demands of my professional and personal lives	57%	24%
Because of my career choice, I feel I must lead by example	55%	14%
The level of personal satisfaction I draw from the practice of law is less than what I expected it to be when I chose this profession	43%	38%
As a lawyer, I feel obligated to take an active role in my community	42%	22%
Although there may currently be opportunities for satisfying work in the practice of law, these opportunities are diminishing	28%	37%
Being a lawyer simply involves practising law to the best of my abilities	27%	39%

29. What aspects of your life as a lawyer would you say are most rewarding?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law	
Unweighted Base	811
The intellectual challenge of the job/ enjoy the work	43%
Helping clients achieve their goals	35%
The financial rewards	17%
The atmosphere in the office/ quality of the co-workers	13%
Prestige (respect from community/ clients)	12%
Feeling I am making a difference	11%
Client relationships	10%
Flexible lifestyle	4%
Diversity of tasks/ opportunities	4%
Other	5%
Don't know/Refused	3%

30. And what aspects of your life as a lawyer would you say are least rewarding?

TOTAL MENTIONS	TOTAL
Base: Respondents currently practising law	
Unweighted Base	811
The demands on my time/ the workload I have	28%
Long hours/ lack of a personal life	19%
The management/ politics of the firm	15%
Documenting billing hours/ accounting for time	10%
Not getting proper compensation for services rendered	8%
The stress of the job	8%
Dealing with the client's expectation of legal matter	7%
Dealing with the tedious/ boring aspects of being a lawyer	6%
Not being treated with respect by the public/ the legal community	5%
Dealing with the paperwork	4%
Difficult/ demanding clients	4%
Problems with accounts receivable/ collection of overdue payments from clients	3%
Lack of job satisfaction	3%
Problems with counsel	3%
Business opportunities	3%
Other	10%
Don't know/Refused	4%

31. What factors motivated you to consider pursuing a career in law?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law	
Unweighted Base	164
Desire to help society/ the public	35%
Provides a broad range of opportunities (i.e., career, professional interests, etc.)	32%
Challenging/ intellectually stimulating	29%
Good income/ financial stability	21%
General interest	17%
Previous legal experience	14%
Prestige/ status of the legal profession	11%
Possess skills/ characteristics best suited for the legal profession	10%
Interesting work	7%
Flexible lifestyle	7%
Social interaction	5%
Desire to fulfill a life-long goal	4%
Enjoyed school	3%
Was accepted into law school	3%
Other	7%

32. On a scale of 0 to 10 where 0 is Completely dissatisfied and 10 is Completely satisfied, please indicate how satisfied you are with your choice to pursue a career in law?

Base: Respondents currently studying law	TOTAL
Unweighted Base	164
[10] Completely satisfied	15%
[9]	18%
[8]	27%
[7]	16%
[6]	11%
[5] Neutral	8%
[4]	3%
[3]	1%
[2]	1%
[0] Completely dissatisfied	1%
TOPBOX & LOWBOX SUMMARY	
Satisfied [Rated 7,8,9,10]	76%
Neutral [Rated 4,5,6]	22%
Dissatisfied [Rated 0,1,2,3]	2%

33. And why do you say that you are dissatisfied with your career choice?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law who are dissatisfied with their career choice	
Unweighted Base	4
Don't like my area of law	25%
Law doesn't suit my personality/ dislike law	25%
Difficult to balance career/ home life	25%
Long hours	25%
Tedious/ boring/ dull	25%
Billing system	50%
Lack of professional relationship	75%
Discrimination in the workplace	25%
Lack of job opportunities	25%

34. And why do you say that you are satisfied with your career choice?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law who are satisfied with their career choice	
Unweighted Base	124
Like my profession/ enjoy my work (incl. doing what I always wanted)	34%
Contribute to society (help people)	19%
Many career opportunities	15%
Variety in my work	14%
Have enjoyed law school up to this point	13%
New challenges/ always challenging	12%
Interesting	12%
Constantly learning	12%
Intellectually stimulating	12%
Enjoy the people I work with (incl. clients, co-workers)	10%
Still new to me/ just started/ have not yet started practising law	10%
It's rewarding/ fulfilling	8%
Good pay/ financially rewarding	6%
Met my expectations	6%
Like my area of law	3%
Have a successful career	3%
Other	3%

35. On a scale of 0 to 10 where 0 is that you have No confidence that any of your expectations will be met and 10 is that you you have Complete confidence that all of your expectations will be met, please indicate to what extent you think that your expectations as they relate to your career in law will be met?

Base: Respondents currently studying law	TOTAL
Unweighted Base	164
[10] Complete confidence	3%
[9]	15%
[8]	21%
[7]	32%
[6]	18%
[5] Neutral	4%
[4]	5%
[3]	1%
[2]	1%
[1]	1%
[0] No confidence	????
TOPBOX & LOWBOX SUMMARY	
Confidence [Rated 7,8,9,10]	71%
Neutral [Rated 4,5,6]	27%
No confidence [Rated 0,1,2,3]	2%

36. And why do you say that your expectations will likely not be met?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law who say that expectations will likely not be met	
Unweighted Base	4
Law school training is inadequate	50%
Other	75%

37. And why do you say that your expectations will likely be met?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law who say that expectations will likely be met	
Unweighted Base	116
Determined to meet my expectations (incl. I have control over my career)	19%
I have realistic/ reasonable goals	19%
Profession provides various opportunities	16%
Based on training/ experiences	13%
My expectations have been met so far	12%
Positive employment outlook	12%
Confidence in my abilities	9%
I have a positive/ optimistic attitude	8%
Other	3%
Don't know/Refused	3%

38. On a scale of 0 to 10 where 0 is that it is not at all important and 10 is that it is completely important, please indicate how important each of the following elements are in terms of contributing to a rewarding career:

Base: Respondents currently studying law	TOTAL	TOTAL
Unweighted Base	164	164
	Important [7,8,9,10]	Not Important [0,1,2,3]
Doing meaningful work	96%	
Challenging work	92%	1%
Making a difference in society	88%	2%
Financial security	82%	5%
Being recognized by your colleagues and peers for exceptional work	71%	6%
Prestige/respect of the profession	64%	10%
Being promoted	57%	11%

39. And again on a scale of 0 to 10 where 0 is that you will Not be satisfied at all and 10 is that you will be Completely satisfied, please indicate how satisfied you will likely be with the following elements as they relate to your eventual career in law:

Base: Respondents currently studying law	TOTAL	TOTAL
Unweighted Base	164	164
	Satisfied [7,8,9,10]	Not Satisfied [0,1,2,3]
Opportunities for challenging work	88%	3%
Doing meaningful work	77%	4%
Making a difference in your community	75%	3%
Financial Rewards	68%	6%
Being recognized by your colleagues and peers for exceptional work	63%	7%
Being promoted	60%	7%
Prestige/respect of the profession	59%	8%

40. Thinking of your choice to pursue a career in law and to become a lawyer, would you say that your overall impression thus far is very positive, somewhat positive, neither positive nor negative, somewhat negative, or very negative?

Base: Respondents currently studying law	TOTAL
Unweighted Base	164
Very positive	21%
Somewhat positive	49%
Neither positive nor negative	13%
Somewhat negative	13%
Very negative	4%
Don't know/Refused	1%
TOPBOX & LOWBOX SUMMARY	
Positive (Top2Box)	70%
Neither (MidBox)	13%
Negative (Low2Box)	16%

41. And why do you say your impression thus far is very positive, somewhat positive?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying who have a positive impression	
Unweighted Base	115
POSITIVE (NET)	57%
- Provides a broad range of opportunities (i.e., career, professional interests, etc.)	6%
- Has had a positive experience so far	21%
- Working with quality people (i.e., mentors, colleagues, etc.)	17%
- Interesting/ challenging	23%
- Other positive mentions	1%
NEGATIVE (NET)	54%
- Do not like colleagues/ co-workers	9%
- Stigma of the legal profession	5%
- Profession is too demanding (i.e. time commitment, stress, etc.)	14%
- Lack of job opportunities	9%
- Other negative mentions	5%
NEUTRAL (NET)	17%
- There are both positive and negative aspects	5%
- Lack of experience in legal profession	7%
- Other neutral mentions	4%
Don't know/Refused	4%

42. And what specifically would improve your impression as it relates to your choice to become a lawyer?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law	
Unweighted Base	164
Better colleagues/ co-workers (i.e., friendlier, helpful, less selfish, etc.)	5%
More employment opportunities (incl. opportunities for articling students)	4%
Less discrimination towards women in the profession	4%
Improve lifestyle (more balanced lifestyle)	3%
Don't know/Refused	84%

43. On a scale of 0 to 10 where 0 means you Completely disagree and 10 means you Completely agree, please indicate to what extent you agree or disagree with each of the following statements:

Base: Respondents currently studying law	TOTAL	TOTAL
Unweighted Base	164	164
	Agree [7,8,9,10]	Disagree [0,1,2,3]
Being a lawyer will require continuous life long learning	98%	1%
I will benefit greatly from mentoring opportunities	81%	5%
I personally think that the practice of law is a rewarding profession	75%	3%
I am concerned that there are too many lawyers and not enough legal work to go around	42%	32%
Women are fully accepted in the legal profession	38%	34%
Lawyers from minority groups are fully accepted in the legal profession	32%	34%
Aboriginal lawyers are fully accepted in the legal profession	27%	36%
I think a career in law is more rewarding than it was 10 years ago	18%	21%
I think lawyers are more highly regarded than they were 10 years ago	14%	44%
Once I pass the Bar I probably won't need to upgrade my skills for some time	1%	93%

44. Using a scale from 1 to 5 where 1 means that it Does not describe a lawyer at all and 5 is that it Describes a lawyer completely, please indicate to what extent the following attributes describe a lawyer:

Base: Respondents currently studying law	TOTAL	TOTAL
Unweighted Base	164	164
	Describes [4,5]	Does Not Describes [1,2]
Has a responsibility to give back to his/her community	79%	5%
Makes a difference in people's lives	71%	7%
Has chosen a financially rewarding career	63%	6%
Upholds the law	62%	6%
Is a leader in his or her community	60%	7%
Is a member of a respected profession	55%	14%
Has time for a personal life	13%	54%

45. Have you ever considered changing paths and not pursuing a career in law?

Base: Respondents currently studying law	TOTAL
Unweighted Base	164
Yes	59%
No	33%
Don't know/Refused	8%

46. Which of the following factors led you to consider changing paths and not pursuing a career in law?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law who have considered changing paths and not pursuing a career in law	
Unweighted Base	97
Time demands	69%
The profession generally	43%
Money	22%
Professional relationships	22%
Lack of interest/ interested in a different area of law	8%
Did not enjoy the work	7%
Business opportunities	4%
Other	4%

47. And what factors made you decide to continue to pursue a career in law?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law who have considered changing paths and not pursuing a career in law	
Unweighted Base	97
Like my profession/ enjoy my work	18%
Want to try it out	15%
Want to contribute to society (incl. want to help people)	13%
Still deciding	13%
Challenging work	11%
Don't like to give up	9%
Diversity/ choice of job opportunities	8%
Financially rewarding	6%
Too much time invested	6%
Opportunity in my area	5%
Lack of experience/ expertise (incl. still junior)	4%
Good/ better working conditions (e.g. like my colleagues)	3%
Well educated/ trained	3%
Other	7%
Don't know/Refused	4%

48. Do you [already] have an intended specific area of practice?

Base: Respondents currently studying law	TOTAL
Unweighted Base	164
Yes	58%
No	37%
Don't know/Refused	5%

49. Throughout law school, has it been your intention to practice in that area?

Base: Respondents currently studying law who have an intended specific area of practice	TOTAL
Unweighted Base	95
Yes	61%
No	37%
Don't know/Refused	2%

50. Which of the following factors motivated you to consider altering your intended specific area of practice?

TOTAL MENTIONS	TOTAL
Base: Intended specific area of practice but considered altering the intended specific area of practice	
Unweighted Base	35
Money	11%
Time demands	9%
Market demand	26%
Interest in the subject matter	86%
Experience/ exposure to a certain area of practice	9%
Injustice in previous area of practice (unspecified)	6%
Nothing	3%
Other	9%

51. From the following list, what is the biggest challenge you anticipate that you will likely face in your practice?

Base: Respondents currently studying law	TOTAL
Unweighted Base	164
Balancing life and practice	73%
Fulfilling the demands of the job	10%
Being financially successful	4%
Staying current	3%
Other	5%

52. And again from the following list, what do you think will be the single biggest challenge in achieving a balance between your professional and personal life?

Base: Respondents currently studying law who said biggest challenge anticipated will be balancing life and practice	TOTAL
Unweighted Base	120
My own expectations for a life apart from law	33%
My ability to control expectations put on me	25%
The profession generally	23%
The need to work hard and long to make enough money	13%
My family's expectations of me	4%

53. What will be the key for you in achieving a balance between your professional and personal life?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law who said biggest challenge anticipated will be Balancing life and practice	
Unweighted Base	120
Setting limits/ boundaries for workload (incl. time management)	31%
Choosing the right firm	19%
Ability to pursue personal interests	14%
Making my personal life a priority	14%
Ensuring time for family	9%
Separating personal and professional life	9%
Making sacrifices (include money, promotions, etc.)	9%
Ability to manage/ structure my practice	6%
Flexible hours	6%
Knowing my own limits/ boundaries	5%
Support from colleagues	4%
Working efficiently	3%
Gain experience/ establish myself	3%
Other	14%
Don't know/Refused	6%

54. And again on a scale of 0 to 10 where 0 means you Completely disagree and 10 means you Completely agree, please indicate to what extent you agree or disagree with each of the following statements:

Base: Respondents currently studying law	TOTAL	TOTAL
Unweighted Base	164	164
	Agree [7,8,9,10]	Disagree [0,1,2,3]
I think that the legal profession will offer me the opportunity to do satisfying work	81%	2%
As a lawyer, I would have an obligation to give back to the community	81%	5%
Because of my career choice, I feel I must lead by example	74%	9%
I think that members of the community I live in will have higher expectations of me because of my career choice	73%	5%
As a lawyer, I will feel obligated to take an active role in my community	71%	9%
I will find it difficult to achieve a good balance between the demands of my professional and personal life	64%	9%
Being a lawyer will simply involve practising law to the best of my abilities	30%	42%
The level of personal satisfaction I will draw from the practice of law will likely be less than what I expected it to be when I chose to pursue a career in law	29%	35%
Although there may currently be opportunities for satisfying work in the practice of law, these opportunities are diminishing	23%	40%

55. What aspects of your life as a lawyer do you think will be most rewarding?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law	
Unweighted Base	164
Helping people/ clients (unspecified)	16%
Challenge of the work	16%
Interacting with people/ clients (incl. relationship with people/clients)	16%
Ability to cause effective change in the community (incl. public policy changes)	12%
Intellectual challenge	12%
Financial reward (incl. money)	10%
Job satisfaction (incl. enjoying what I do)	10%
Giving back to the community	10%
Achieving a goal/ winning cases for my clients	9%
Helping people/ clients that are in difficult situations	9%
Recognition from clients	8%
Changing people's lives	7%
Helping people/ clients solve their legal problems	6%
Helping people who are less fortunate	3%
Other	8%
Don't know/Refused	4%

56. And what aspects of your life as a lawyer do you think will be least rewarding?

TOTAL MENTIONS	TOTAL
Base: Respondents currently studying law	
Unweighted Base	164
Working long hours (incl. working on the weekend)	27%
Balancing professional life with personal life (incl. time away from family)	16%
Relationship with colleagues (incl. dealing with strong personalities)	13%
Too much administration (incl. too much paperwork, time keeping, filing, etc.)	12%
Time demands/ commitments	12%
Stress (incl. job-related stress)	9%
Misperception of the role of lawyers (incl. poor image of the profession, reputation of lawyers)	9%
Billing	7%
Poor income/ lack of financial security	5%
Client expectations	4%
Dislike area of law	4%
Other	10%
Don't know/Refused	6%