



Ipsos Reid



THE CANADIAN
BAR ASSOCIATION
L'ASSOCIATION DU
BARREAU CANADIEN

Survey of Lawyers on Wellness Issues
Legal Profession Assistance Conference,
Canadian Bar Association 2012

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Background and Objectives of Research

The Legal Profession Assistance Conference (LPAC) provides support to the provincial and territorial Lawyer Assistance Programs (LAPS) across the country. The LAPs in turn provide professional support and assistance to those in the legal profession, such as confidential counselling, advisory and information services, and peer support groups. The LPAC offers national services, such as a 24/7 helpline for lawyers, judges and law students.

In support of program efforts, the LPAC commissioned Ipsos Reid to conduct research with CBA members, including lawyers, judges, and law students to:

- Gauge the general state of health and wellness (self assessed) of those in the legal profession;
- Determine the perceived and actual prevalence of health and wellness issues among those in the legal profession;
- Determine attitudes and behaviours with respect to dealing with such issues (i.e. seeking help);
- Gauge awareness, use, and likelihood of use of the LPAC and LAP services among lawyers, judges and law students; and,
- Measures attitudes towards key health and wellness programs and services.

Approach

Sampling and Weighting

Ipsos Reid invited 14,863 members of the Canadian Bar Association to complete a survey online.

A total of 1180 surveys were completed between October 5th and October 25th, 2012. A random probability sample of this size has a margin of error of 2.81, 19 times out of 20.

While no specific targets were set for each province, data was weighted to reflect the CBA provincial membership to ensure an accurate representation of the membership base:

Province / Territory	Unweighted base	% of responses	CBA membership*	% of membership*	Weighted base
Alberta	203	17%	5699	14%	165
British Columbia	298	25%	6988	17%	201
Manitoba	55	5%	1435	4%	47
New Brunswick	48	4%	1621	4%	47
Newfoundland and Labrador	12	1%	369	1%	12
Nova Scotia	35	3%	1141	3%	35
Ontario	396	34%	18151	45%	531
Prince Edward Island	13	1%	145	<1%	6
Quebec	71	6%	3287	8%	94
Saskatchewan	33	3%	1211	3%	35
Nunavut / NWT / Yukon	16	1%	183	<1%	6
Total:	1180	100%	40230	100%	1180

* Note: the foreign / U.S. membership base, having not been included in the survey, was excluded in the total for weighting purposes

Data Analysis and Reporting

After results were weighted by region as described above, data were processed and tabulated – with topline results and data summaries, as well as cross-tabulations by key variables.

This report provides a discussion of the overall results, and highlights significant differences between groups according to the following key variables:

- Demographic/Professional Profile Information:
 - Region
 - Age
 - Gender
 - Primary Activity (law practise, student, retired, etc.)
 - Practice Setting (for those in practise)
 - Position
 - Size of town/city of residence
- Behavioural and Attitudinal Profile Information:
 - Hours worked per week
 - Changed in hours worked per week (compared to last year)
 - Concern about hours worked
 - Awareness of the Lawyer Assistance Program (LAP)
 - Use of the Lawyer Assistance Program
 - Awareness of the Legal Profession Assistance Conference (LPAC)
 - Work-life balance risk indicators (working past 5pm, working on weekends, working on vacation, cancelling vacations for work)
 - Wellness indicators (getting enough sleep, eating healthy, exercising, using all vacation days)
 - Issues indicator (the number of issues personally confronted)

Key Findings

The number of respondents who reported good or excellent physical well-being was almost the same as those who reported good or excellent mental/emotional well-being – at almost 7 in 10 respondents.

Stress/burnout and anxiety were two issues perceived as most prevalent in the legal profession (94% and 68%, respectively), and the top two issues that were personally confronted by those surveyed (58% and 48%, respectively).

Those who dealt with personal mental or emotional issues tended to turn to general health or mental health professionals most often. Respondents in general also viewed them as the most effective resources when confronted with a personal issue.

Unaided recall (42%) and aided recall (63%) of the Lawyer Assistance Program (LAP) is much higher than that of the Legal Profession Assistance Conference (4% unaided, and 22% aided).

While 95% of all respondents agreed that the LPAC and LAPs provide important services to the legal profession, there is a very clear divide among respondents regarding the perceived appropriateness and usefulness of a peer support program in dealing with personal / mental health issues – especially relative to general health and mental health professionals.

Almost 1 in 4 respondents have had some kind of exposure to the LAP, either having used it themselves, referring a colleague to the service, or knowing of a colleague who had used it. Out of the 1 in 10 that had used the service personally, 64% found the service to be helpful.

Over half of all respondents see the LAP as ‘somewhat’ effective in dealing with personal issues.

Again, respondents were divided (exactly 50/50) on how likely they were to use the LAP in the future, should the need arise. Not surprisingly, those who had personally used the service were much more likely to use it again in the future, compared to those who had not.

When asked to suggest additional health and wellness services or programs that should be made available to the legal profession, most suggested general initiatives, rather than specific services/programs, such as:

- Increasing awareness of the programs currently available.
- Advocating a culture shift within the profession, which at present enables and encourages burnout/stress, and unhealthy work habits.
- Providing general health and wellness education, and/or including this education in CPD program requirements.
- Providing/facilitating access to professional help (medical, financial, etc.).

Conclusions and Recommendations

The results of this research suggest that the Lawyer Assistance Programs are seen in positive terms by most of the lawyers surveyed. Among those who have used the program themselves, nearly two in three (64%) say it was helpful. Among those who know of someone who used the program, nearly nine in ten who were familiar enough to respond (89%) say the program helped the person who used it. Nearly all respondents (95%) agree that the LPAC and the provincial and territorial LAPs are an important service for the legal profession.

Yet, within the data we identify a core challenge to expanding the role and usefulness of the LAPs to lawyers in the tendency and preference many express with respect to treatment from a medical or health professional as opposed reaching out to colleagues or contacting a peer support program. This conclusion manifests itself in several findings:

- While majorities of lawyers say the LAPs could be effective ways to address a broad range of health and wellness issues, they are more likely to say LAPs could be “somewhat” as opposed to “very” effective.
- When those who have suffered one of several tested conditions (i.e., anxiety, depression, etc) were asked what form of help they sought, they tended to say they sought the help of either a medical or mental health professional as opposed family or friends or a colleague or peer.
- When asked whether mental health issues are better left to health professionals than a peer support program, respondents are divided, with half saying mental health issues should be left to professionals (51%) and half disagreeing (49%).
- When asked whether many lawyers would use a program offering peer support, fewer than half (45%) say they would, while 55% say they would not.
- Within the verbatim responses to an open-ended question asking why the LAP was not effective, a respondent said, “We are complicated group requiring experienced psychologists. Not counsellors with little experience who just want to rehash the horrible stress.”

To counter the default perspective that health/mental health professionals are the first resort, the LPAC may benefit from a sharper focus in its communications on the central role health/ mental health professionals play in the provincial and territorial LAPs, conveying that while these programs offer peer-support, they are developed and supervised by experienced mental health professionals.

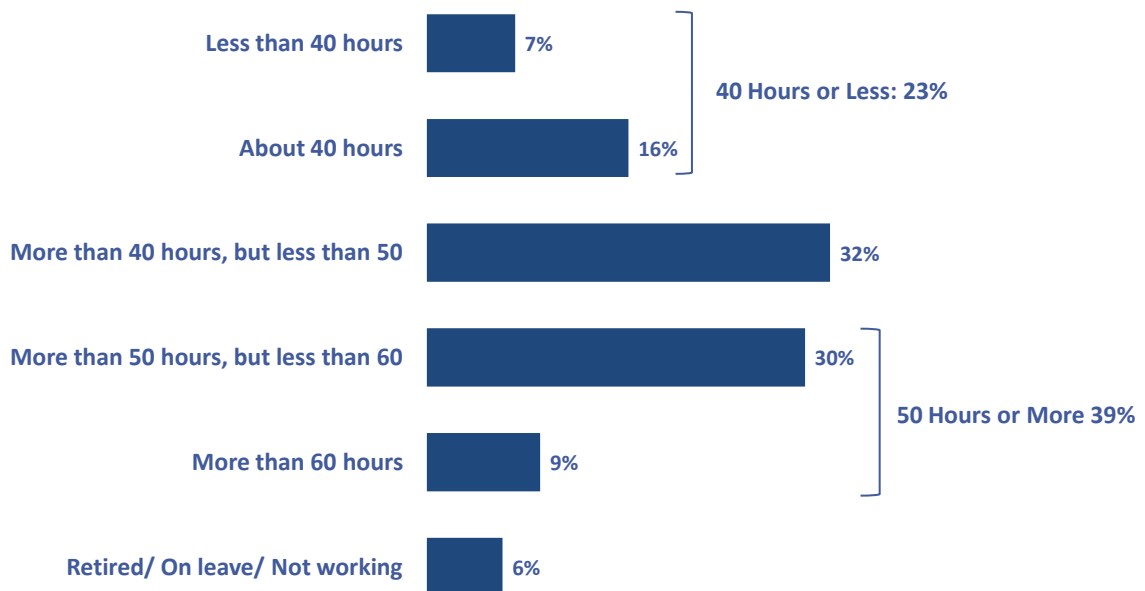
General Health and Wellness

Working Hours in a Typical Week

When asked how many hours they work during a typical week, one in four respondents (23%) say they work about 40 hours (16%) or less (7%). One in three say they work more than 40 hours, but less than 50 during a typical week (32%), while 39% say they work more than fifty hours during the typical week, including 9% who say they work more than 60 hours.



Working hours in a typical week



Q1. How many hours would you say that you work during a typical week?

Base: All respondents n=1180

Those more likely to *work 40 hours or less* during the typical week include:

- Residents of the Prairies (32%) and Atlantic Canada (26%);
- Those more likely to be aware of the LPAC (31%) and the LAP (26%);
- Those who have personally used the LAP (29%); and,
- Those with more positive indicators of wellness and fewer negative indicators of poor work-life balance.

Those more likely to *work 50 hours or more* during the typical week include:

- Residents of British Columbia (44%) and Ontario (42%); and,
- Those employed by law firms that employ 50-99 lawyers (62%) or 100 or more lawyers (60%).

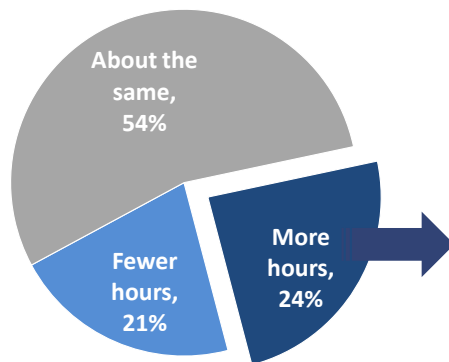
Compared to last year

When asked whether they are *working more or fewer hours compared to last year*, over half (54%) say their average *hours had not changed*. The remaining respondents are divided between those who say they are working more hours (24%) and those who say they are working fewer (21%). Over half of respondents who say they are working more hours than last year say this is a concern to them (56%).

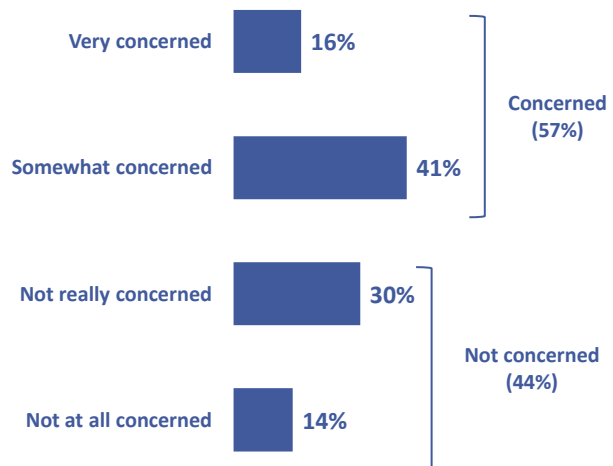


Concern about working hours

Hours compared to last year...



Concern about working more hours...



Q2. Compared to last year, do you now work more or fewer hours?

Base: All respondents (Excludes retired and on leave/not working) n=1113

Q3. To what extent does this concern you?

Base: Worked more hours n=270

Those more likely to say that they are *working more hours compared to last year* include:

- Younger respondents (36% among those aged 18-34, compared to 24% among those aged 35-54 and 11% among those aged 55+);
- Those employed by firms with 40-99 lawyers (33%);
- Articling students (73%); and
- Those with more negative indicators of poor work-life balance.

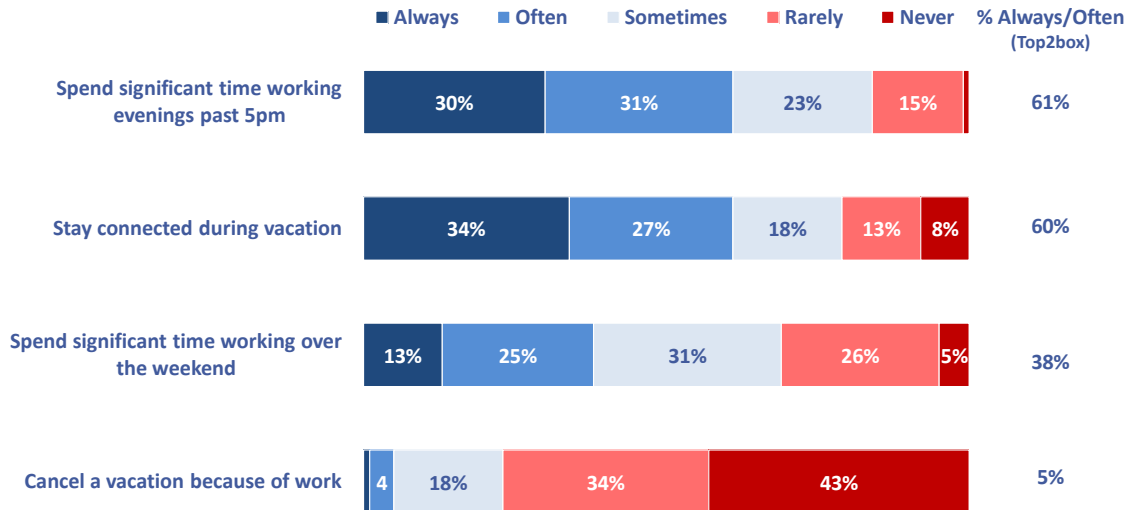
Those more likely to say that they are *concerned about the number of hours they are working this year compared to last year* include:

- Those employed by firms with 100 or more lawyers (50%);
- Those who work more hours: 65% among those working 60 hours or more and 49% among those working 50-60 hours, compared to 32% among those working 40-50 hours; and,
- Those working more hours this year (56%).

Work-Life Balance Indicators

Most respondents say they ‘always’ or ‘often’ spend *significant time working evenings past 5pm* (61%) and *stay connected during their vacations* (60%). Four in ten say they *spend significant time working weekends* (38%). While *cancelling a vacation due to work* is rarity, only 43% say this is something that never happens.

Ipsos Work-life balance indicators



Q4. How often do you do the following?

Base: All respondents (Excludes retired and on leave/not working) n=1113

Those more likely to say that they *spend significant time working evenings past 5pm* include:

- Residents of Quebec (80%) and Ontario (66%);
- Those employed by firms with 50-99 lawyers (80%) or 100 or more lawyers (80%), compared to those employed in government or public agencies are least likely (34%);
- Those who work more hours: 96% among those working 60 hours or more and 84% among those working 50-60 hours, compared to 59% among those working 40-50 hours;
- Those concerned about the number of hours they are working (75%);
- Those not aware of the LPAC (65%) and the LAP (72%);
- Those working more hours this year (72%); and,
- Those with more negative indicators of poor work-life balance, and fewer positive indicators of wellness.

Those more likely to say that they *stay connected during vacation* include:

- Residents of all regions aside from Atlantic Canada (45%);
- Those aged 35-54 (63%), compared to those aged 18-34 (56%);
- Those employed by firms with 100 or more lawyers (82%), compared to those employed in government or public agencies are least likely (33%);
- Those who work more hours: 79% among those working 60 hours or more and 71% among those working 50-60 hours, compared to 56% among those working 40-50 hours;
- Those concerned about the number of hours they are working (65%); and
- Those with more negative indicators of poor work-life balance, and fewer positive indicators of wellness.

Those more likely to say that they *spend significant time working over the weekend* include:

- Those aged 55+ (63%);
- Men (43%), compared to women (33%);
- Students (88%);
- Those employed by firms with 50-99 lawyers (53%), 100 or more lawyers (47%), or the Crown's office (56%);
- Those who work more hours: 82% among those working 60 hours or more and 58% among those working 50-60 hours, compared to 22% among those working 40-50 hours;
- Those concerned about the number of hours they are working (52%); and
- Those with more negative indicators of poor work-life balance, and fewer positive indicators of wellness.

Those more likely to say that they have *cancelled a vacation because of work* include:

- Residents of the Prairies (12%);
- Those in solo practice (12%);
- Those who work more hours: 79% among those working 60 hours or more and 71% among those working 50-60 hours, compared to 56% among those working 40-50 hours;
- Those with more negative indicators of poor work-life balance, and fewer positive indicators of wellness.

Over half of all respondents (54%) selected 'always' or 'often' for at least two work-life balance risk indicators. Those not concerned about the hours they work tended to meet more balance risk indicators with almost two in three selecting 'always' or 'often' for at least one (58%). Four in five respondents selected 'always' or 'often' for at least one of the work-life balance risk indicators (82%).



Work-life balance risk indicators (cont.)

9 in 10 respondents selected 'always' or 'often' for at least one of the work-life balance risk indicators.

	Balance risk indicators met*		
	Two or more n=587	At least one n=911	None n=202
Concerned about work hours	50%	42%	23%
Not concerned about work hours	50%	58%	77%

*'Always' or 'Often' selected for balance indicators on previous slide

Q3. To what extent does this concern you?

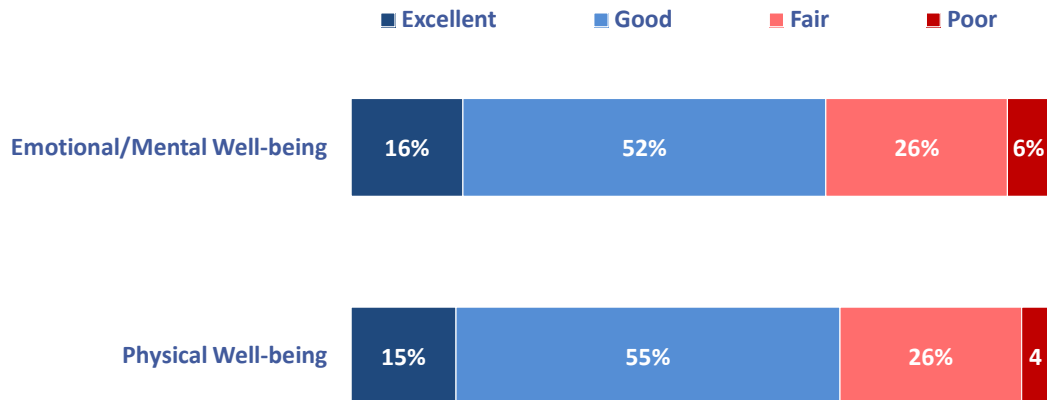
Base: All respondents (Excludes retired and on leave/not working) n=1113

Self-Assessment of Physical and Mental/Emotional Well-Being

Virtually identical proportions of respondents say their physical and mental health is either 'good' or 'excellent' (with 70% saying their physical health is good or excellent, and 69% saying their mental health is fair or poor) – or 'fair' or 'poor' (with 30% saying their physical health is fair or poor, and 31% saying their mental health is fair or poor).



Self-assessment of physical and mental well-being



Q5. How would you rate your physical health?

Q6. How would you rate your mental or emotional well-being?

Base: All respondents n=1180

Those more likely to say that their *physical health* is 'excellent' or 'good' include:

- Those aged 55+ (80%), compared to 67% among those aged 35-54 and 64% among those aged 18-34;
- Men (73%), compared to women (67%);
- Those employed in the judiciary (94%);
- Managing partners or CEOs (82%) and partners (77%); and
- Those with fewer negative indicators of poor work-life balance, and more positive indicators of wellness.

Those more likely to say that their *physical health* is 'fair' or 'poor' include:

- Those aged 18-34 (36%);
- Women (33%), compared to men (27%);
- Those employed by firms with 100 or more lawyers (34%);
- Articling students (41%) and associates (38%);
- Those who work more than 60 hours weekly (41%);

- Those concerned about the number of hours they are working (44%); and
- Those who report working more hours than the past year (35%) and fewer hours (35%), compared to those working the same number of hours (27%).

Those more likely to say that their *mental or emotional health* is 'excellent' or 'good' include:

- Those aged 55+ (85%), compared to 65% among those aged 35-54 and 60% among those aged 18-34;
- Men (75%), compared to women (62%);
- Those with solo practices (84%);
- Partners (78%) and those holding 'other' positions (79%);
- Those who work less hours and are not concerned about the number of hours they are working;
- Those working the same number of hours as last year (73%);
- Those with fewer negative indicators of poor work-life balance and issues, and more positive indicators of wellness; and,
- Those who have referred a colleague to the LAP program (73%) or know someone who has used it (76%).

Those more likely to say that their *mental or emotional health* is 'fair' or 'poor' include:

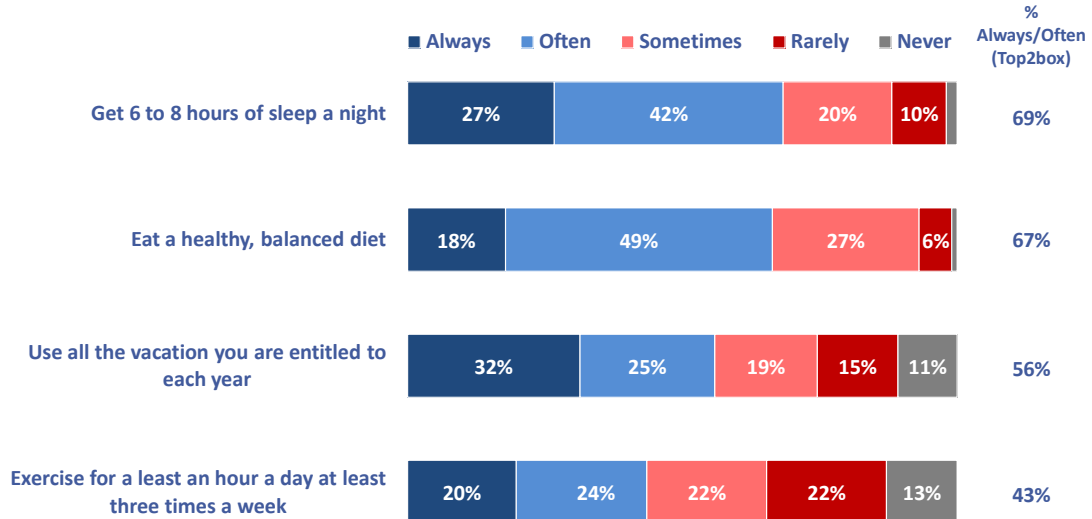
- Those aged 18-34 (40%);
- Women (38%), compared to men (25%);
- Those employed by non-governmental organizations (46%) and within academics (56%);
- Articling students (43%) and associates (42%);
- Those who work more than 60 hours weekly (42%);
- Those working more hours this year (38%) and those concerned about the number of hours they are working (46%); and,
- Those who have personally used the LAP program (45%).

Wellness Indicators

While a large majority tends to *get enough sleep* (69%), *eat a healthy and balanced diet* (67%), and *take all their vacation each year* (56%), relatively fewer *get to exercise regularly* (43%).



Wellness indicators



Q7. How often would you say you do each of the following?
Base: All respondents n=1180

Those more likely to say that they 'always' or 'often' *get 6-8 hours of sleep nightly* include:

- Those aged 55+ (80%), compared to 65% among those aged 35-54 and 64% among those aged 18-34;
- Those fully retired (92%);
- Those employed in the judiciary (91%);
- Partners (75%);
- Those aware of the LPAC (76%) and the LAP (71%); and
- Those with fewer negative indicators of poor work-life balance, and more positive indicators of wellness.

Those more likely to say that they 'always' or 'often' *eat a healthy, balanced diet* include:

- Those aged 55+ (80%), compared to 67% among those aged 35-54 and 55% among those aged 18-34;
- Those fully retired (100%) or practicing part-time (79%);
- Those employed in the judiciary (92%);
- Managing partners or CEOs (73%) and partners (73%); and,
- Those with fewer negative indicators of poor work-life balance, and more positive indicators of wellness.

Those more likely to say that they 'always' or 'often' *use all their vacation time yearly* include:

- Residents of the Prairies (62%) and Quebec (69%);
- Women (60%) compared to men (52%);
- Those employed as in-house counsel for a private / public corporation (65%);
- Those who work less hours and are not concerned about the number of hours they are working; and,
- Those with fewer negative indicators of poor work-life balance, and more positive indicators of wellness.

Those more likely to say that they 'always' or 'often' *exercise at least an hour a day at least three times a week* include:

- Those aged 55+ (56%), compared to 41% among those aged 35-54 and 36% among those aged 18-34;
- Men (48%), compared to women (38%);
- Managing partners or CEOs (62%); and
- Those with fewer negative indicators of poor work-life issues, and more positive indicators of wellness.

Those who met one or more wellness indicators (selected 'always' or 'often') were significantly more likely to report good physical and mental/emotional well-being.

 **Wellness indicators (cont.)**

	Wellness indicators		
	Two or more n=876	At least one n=1,078	None n=102
Good physical well-being	80%	74%	31%
Good mental/emotional well-being	76%	72%	30%
Poor physical well-being	20%	26%	69%
Poor mental/emotional well-being	24%	28%	70%

*'Always' or 'Often' selected for wellness indicators on previous slide

Q5. How would you rate your physical health? Base: All respondents n=1180

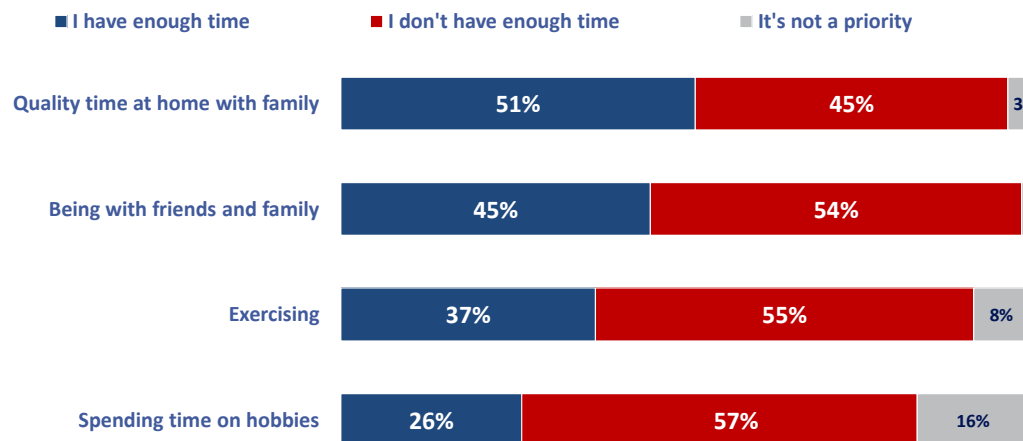
Q6. How would you rate your mental or emotional well-being? Base: All respondents n=1180

Balancing Priorities

Over half of all respondents did not feel they have time for being with friends and family (54%), exercising (55%), or for hobbies (57%). However, over half of all respondents indicated that they did have enough quality time at home with family (51%).



Balancing priorities



Q8. Thinking about the balance between your professional and personal life, would you say that you have enough time or not enough time to spend on each of the following, or are they not priorities for you.

Base: All respondents n=1180

Those more likely to say that they *have enough time for activities outside of work* include:

- Residents of Atlantic Canada
- Those aged 55+;
- Those retired (92%);
- Men
- Those employed in the judiciary or solo practice;
- Partners and those who hold 'other' positions;
- Those who work less hours and are not concerned about the number of hours they are working;
- Those aware of the LPAC (76%) and the LAP (71%); and,
- Those with fewer negative indicators of poor work-life balance and issues, and more positive indicators of wellness.

Specifically, those more likely to say that they *have enough time for quality time at home with their family* include:

- Those employed in government or a public agency (60%); and,
- Those aware of the LPAC (58%).

Those more likely to say that they *have enough time for being with friends and family* include:

- Those practicing part-time (57%); and,
- Those who know someone who has used the LAP (50%).

Those more likely to say that they *have enough time for exercising* include:

- Residents of Atlantic Canada (52%); and,
- Managing partners or CEOs (54%).

Those more likely to say that they *have enough time to spend on hobbies* include:

- Residents of Atlantic Canada (37%).

Those more likely to say that they **don't** *have enough time for quality time at home with their family* include:

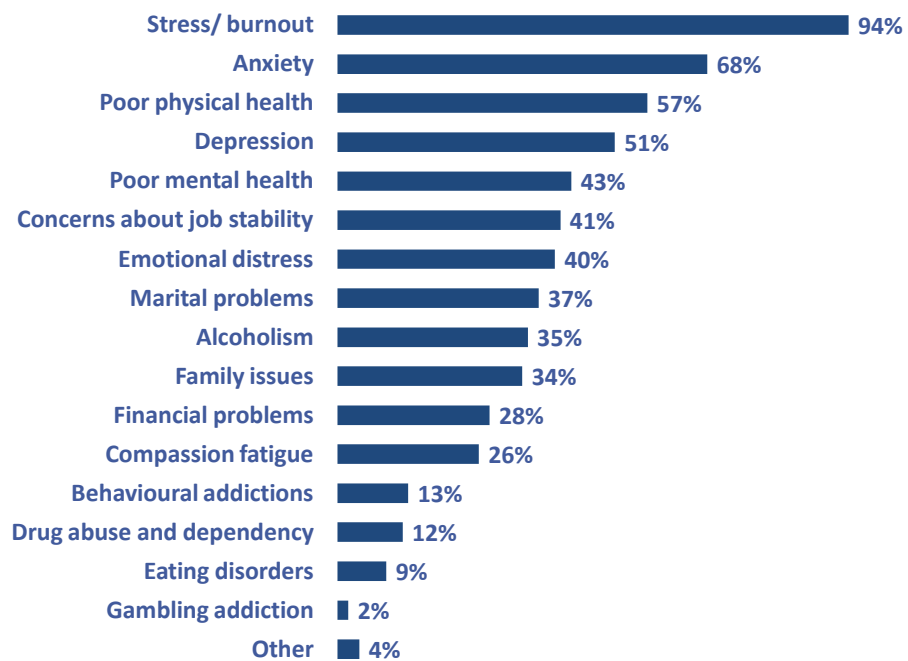
- Associates (58%);
- Those unaware of LPAC (47%); and,
- Those with five or more negative indicators of issues (56%).

Perceived Prevalence of Health and Wellness Issues Facing Lawyers

The most prevalent issue in the eyes of lawyers, judges, and law students is that of *stress/burnout*, with a near-consensus at 94% of all respondents. Over half of respondents indicated *anxiety* (68%), *poor physical health* (57%) and *depression* (51%) as prevalent issues. Other prevalent issues identified tend to be more general in nature, while those perceived as least prevalent are very specific, such as *gambling addiction* (2%), *eating disorders* (9%), and *behavioural addictions* (13%).



Perceived prevalence of health and wellness issues facing lawyers



Q9. What do you feel are the most prevalent health and wellness issues facing lawyers today?
Base: All respondents n=1180

Those more likely to say that the most prevalent *health and wellness issues facing lawyers today* are the following include:

Stress and/or 'burnout'

- Residents of the Prairies (99%);
- Younger respondents: 98% among those aged 18-34, compared to 94% among those aged 35-54 and 91% among those 55+;
- Women (96%) compared to men (92%);
- Those employed in government or a public agency (99%);
- Associates (98%); and,

- Those with more negative indicators of poor issues (98% 5 or more), and fewer positive indicators of wellness (100% none).

Anxiety

- Women (73%) compared to men (63%);
- Those in part-time practice (81%);
- Those concerned with the number of hours they are working (72%); and,
- Those with more negative indicators of poor issues (80% 5 or more), and fewer positive indicators of wellness (77% none).

Poor physical health

- Those employed by firms with 100 or more lawyers (50%);
- Younger respondents: 66% among those aged 18-34, compared to 59% among those aged 35-54 and 42% among those 55+;
- Women (60%) compared to men (54%);
- Those in part-time practice (81%);
- Students (60%) and those partially retired (100%);
- Those employed by firms with 50-99 lawyers (67%) or 100 or more lawyers (63%);
- Associates (66%);
- Those who work more hours and are concerned about the number of hours they are working; and,
- Those with more negative indicators of poor work-life balance.

Depression

- Women (55%) compared to men (47%);
- Those in part-time practice (61%);
- Those employed by the Crown's office (67%);
- Those concerned about the number of hours they are working (55%);
- Those aware of LAP (53%) compared to those who are not (45%);
- Those working more hours this year (56%); and,
- Those with more negative indicators of issues (71% 5 or more), and fewer positive indicators of wellness (61% none).

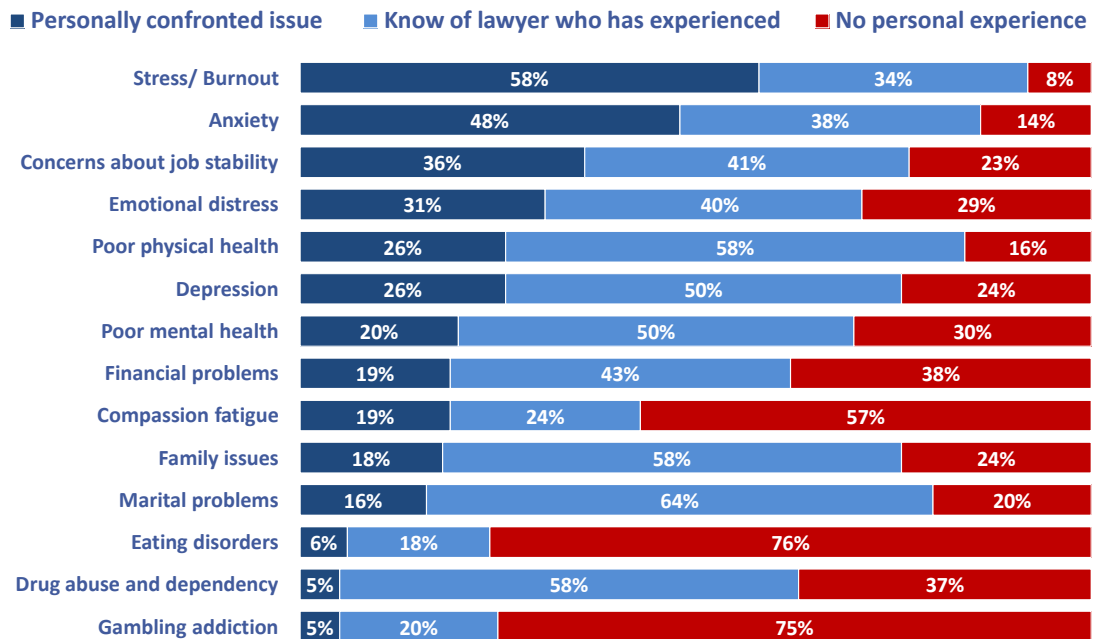
Dealing with Health and Wellness Issues

Exposure to Health and Wellness Issues

Respondents have predominantly personally dealt with issues such as *stress/burnout* (58%), *anxiety* (48%), *concerns over job stability* (36%) and *emotional distress* (31%). However, those issues to which respondents have had the most exposure (personally confronted, know of others who have confronted) are *stress/burnout* (92%), *anxiety* (86%), *poor physical health* (84%) and *marital problems* (80%).



Exposure to health and wellness issues



Q10. Please indicate whether you have personally confronted any of these issues, whether you personally know of lawyers in your practice who have or whether you personally know of lawyers outside of your practice who have.

Base: All respondents n=1180

Those more likely to say that they have *personally confronted* the following issues include:

Stress and/or 'burnout'

- Residents of British Columbia (67%) and Alberta (64%);
- Those aged 35-54 (63%);
- Women (66%) compared to men (48%);
- Those employed in government or a public agency (67%);
- Associates (62%);
- Those concerned with the number of hours they are working (71%);
- Those working more hours this year (61%);

- Those with more negative indicators of issues (90% 5 or more), and fewer positive indicators of wellness (78% none); and,
- Those who have personally used the LAP (75%).

Anxiety

- Younger respondents: 52% among those aged 18-34 and 50% among those aged 35-54, compared to 40% among those 55+;
- Women (56%) compared to men (39%);
- Those in part-time practice (64%);
- Those employed by non-governmental organizations (78%);
- Those working more hours this year (53%) and fewer hours this year (52%);
- Those concerned with the number of hours they are working (61%);
- Those with more negative indicators of issues (89% 5 or more), and fewer positive indicators of wellness (65% none); and,
- Those who have personally used the LAP (66%).

Concerns about job stability

- Residents of Ontario (40%) and Quebec (42%);
- Women (42%) compared to men (31%);
- Articling students (65%);
- Those who work 40-50 hours weekly (40%);
- Those concerned with the number of hours they are working (44%);
- Those with more negative indicators of issues (64% 5 or more), and fewer positive indicators of wellness (47% none); and,
- Those who have personally used the LAP (49%).

Emotional distress

- Residents of British Columbia (35%), Alberta (36%) and the Prairies (36%);
- Women (42%) compared to men (21%);
- Those concerned with the number of hours they are working (43%);
- Those working more hours this year (37%);
- Those with more negative indicators of issues (72% 5 or more), and fewer positive indicators of wellness (49% none); and,
- Those who have personally used the LAP (58%).

Issues personally confronted by respondents

Those *concerned about the hours they are working* confront such issues personally at a much higher rate than those not concerned about hours worked. Mirroring perceived prevalence of issues, the two most commonly experienced on a personal level are stress/burnout (58%), and anxiety (48%), with those concerned about the number of hours they are working indicating much higher levels (71% and 61% respectively).



Issues personally confronted by respondents

% Personally Confronted	Level of concern about hours worked			
	Total	Concerned	Not Concerned	Difference
Stress and/or 'burnout'	58%	71%	48%	23%
Compassion fatigue	19%	23%	17%	6%
Alcoholism	5%	5%	4%	1%
Drug abuse and dependency	1%	1%	1%	0%
Depression	26%	32%	21%	11%
Anxiety	48%	61%	38%	23%
Emotional distress	31%	43%	23%	20%
Marital problems	16%	20%	14%	6%
Family issues	18%	20%	16%	4%
Financial problems	19%	23%	16%	7%
Poor physical health	26%	34%	21%	13%
Poor mental health	20%	26%	15%	11%
Behavioural addictions	5%	7%	4%	3%
Eating disorders	6%	5%	5%	0%
Concerns about job stability	36%	44%	31%	13%



Indicates higher significance

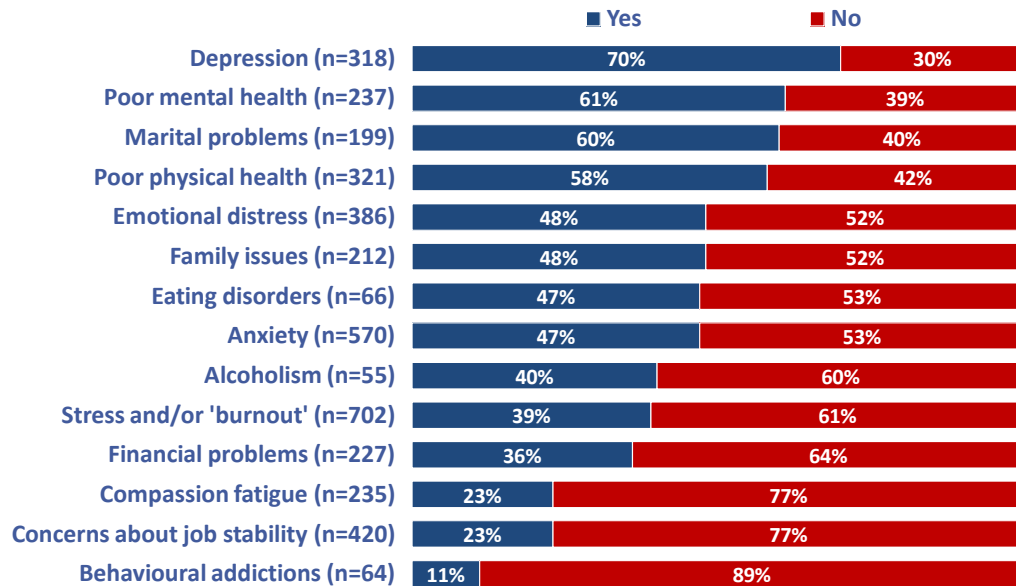
Q10. Please indicate whether you have personally confronted any of these issues, whether you personally know of lawyers in your practice who have or whether you personally know of lawyers outside of your practice who have. Base: All respondents n=1180; Concerned n=432; Not Concerned n=681

Seeking Help for Personal Issues

Respondents were more likely to seek help for personal issues such as *depression* (70%), *poor mental health* (61%) and *emotional distress* in general (48%), and *poor physical health* (58%). Dealing with issues such as *behavioural addictions* (11% sought help), *concerns about job stability* (23%) and *compassion fatigue* (23%) tended to fall by the wayside.



Seeking help for personal issues



Note: Gambling addiction was omitted due to small base size of n=1; Drug abuse and dependency was omitted due to small base size n=15.

Q11. Did you seek help for any of the issues you have personally confronted?
Base: Respondents varies, in the bracket.

Those more likely to say that they have *sought help* for the following issues include:

Depression

- Women (75%) compared to men (63%);
- Those employed as in-house counsel for a private / public corporation (87%);
- Those working 40 hours or less (78%) or not at all (81%);
- Those with more negative indicators of poor work-life balance (78% none); and,
- Those with more positive indicators of wellness (74% two or more).

Poor mental health

- Residents of Alberta (75%);

- Women (67%) compared to men (51%);
- Those in part-time practice (100%);
- Those employed by government or a public agency (78%) or as in-house counsel for a private / public corporation (77%);
- Those working 40 hours or less (70%) or not at all (80%);
- Those not concerned with the number of hours they are working (71%);
- Those aware of LAP (69%);
- Those with more positive indicators of wellness (69% two or more).

Marital problems

- Residents of Alberta (75%);
- Those employed by government or a public agency (83%);
- Managing partners or CEOs (73%); and,
- Those who work 40-50 hours weekly (71%).

Poor physical health

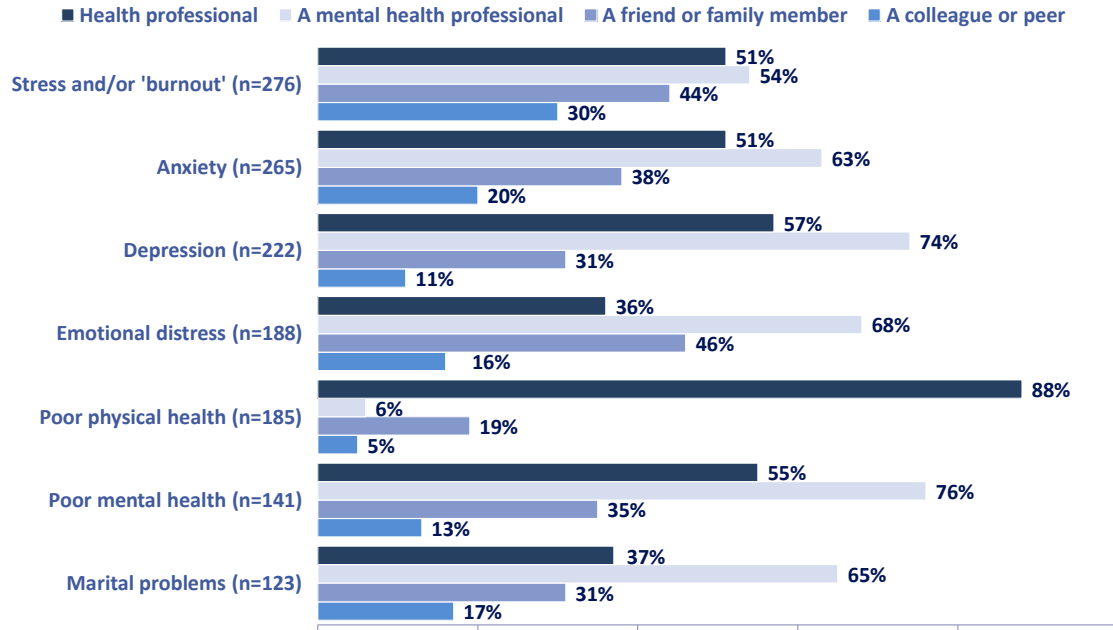
- Residents of Atlantic Canada (74%);
- Those employed by government or a public agency (79%);
- Managing partners or CEOs (73%) and partners (74%);
- Those aware of LPAC (77%) and LAP (64%); and,
- Those with more positive indicators of wellness (66% two or more).

Resources Used in Dealing with Issues

When dealing with personal mental or emotional issues, respondents tended to turn to general health or mental health professionals most often. Not surprisingly, those seeking help for poor physical health relied most heavily on a health professional (88%).



Resources used in dealing with issues



Note: Drug abuse and dependency was omitted due to small base size of n=9; Alcoholism was omitted due to small base size of n=23; Behavioural addictions (Technology, shopping, sex) was omitted due to small base size of n=6

Q12. Where have you sought help for ...?
Base: Respondents varies, in the bracket.

Those more likely to have sought help for the following issues from a *health professional* or *mental health professional* include:

Poor mental health

- Residents of Ontario (60% HP); and,
- Those employed by a government or a public agency (91% MHP).

Depression

- Those who work 40-50 hours a week (67% HP); and,
- Those with at least one negative indicator of poor work-life balance (79% MHP).

Anxiety

- Respondents aged 35-54 (70% MHP).

Stress and burnout

- Residents of Alberta (66% MHP);

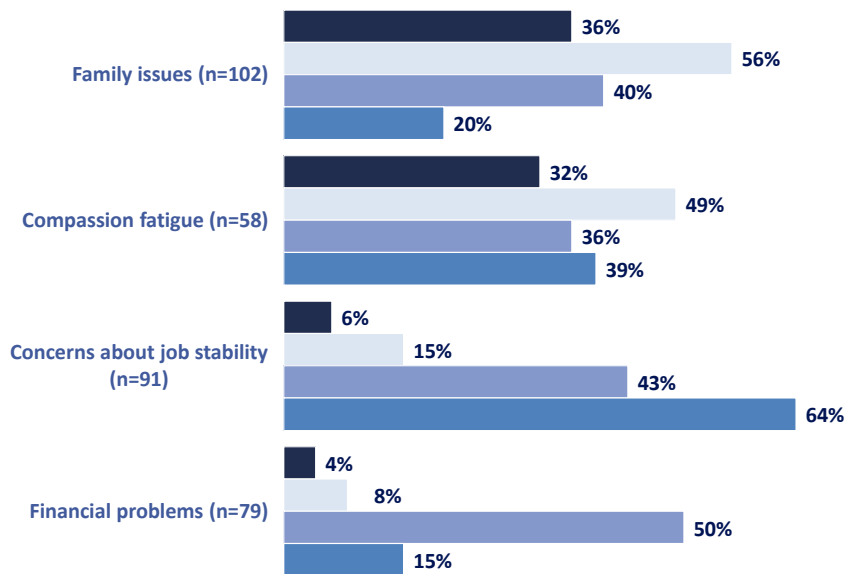
- Respondents over 55 (63% HP); and,
- Partners (71% HP).

Respondents relied less on health professionals, and increasingly upon other resources like friends, family, and coworkers when dealing with issues more outside the realm of mental or physical health. For instance, those who were concerned about job stability tended to turn to a colleague or peer (64%) or a friend or family member (43%) compared to a mental health professional (15%) or a health professional (6%).



Resources used in dealing with issues

■ Health professional ■ A mental health professional ■ A friend or family member ■ A colleague or peer



Note: Drug abuse and dependency was omitted due to small base size of n=9; Alcoholism was omitted due to small base size of n=23; Behavioural addictions (Technology, shopping, sex) was omitted due to small base size of n=6

Q12. Where have you sought help for ...?
Base: Respondents varies, in the bracket.

Reasons for Not Seeking Help for Personal Issues

Reasons for not seeking help for a particular issue did not vary much across the different issues. Some of the most commonly cited *reasons for not seeking help* were:

- Preferring to deal with the issue oneself;
- Not having time or being too busy to deal with it;
- Feeling that help is really not needed or necessary; or,
- Feeling that problems pass, do not last, or are a natural part of life or the job.

Some reasons cited, however, were very specific to the issue being dealt with. For example:

- Many chose not to seek help for marital issues as the marriage had ended or was in the process of ending.
- Those who were dealing with poor physical health felt that they simply needed to get more exercise.
- Many of those concerned about job stability simply do not know where to turn for help.

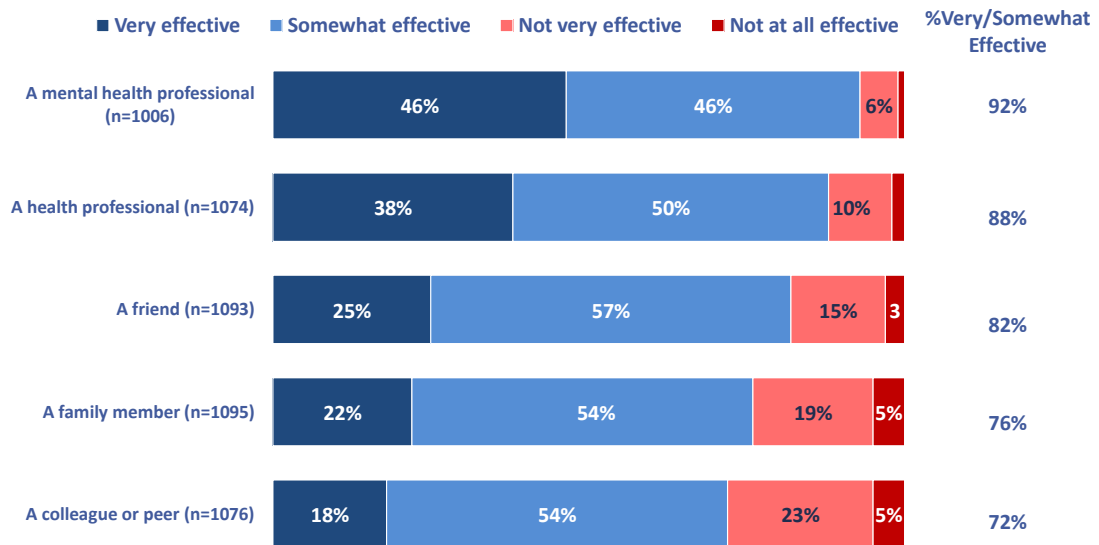
Charts displaying the reasons given for each issue are in Appendix A.

Effectiveness of Resources in Dealing with Health and Wellness Issues

While the majority (over 70%) find each resource to be effective in dealing with health and wellness issues, respondents put more stock in *mental health professionals* (92%) and other *health professionals* (88%).



Effectiveness of resources in dealing with health and wellness issues



Q14. How effective do you think each of the following resources are to individuals struggling with health and wellness issues?
Base: All respondents Excluding Don't know/Not specified n=varies, in the bracket.

Those more likely to say that a *mental health professional* is very effective include:

- Residents of Atlantic Canada (51%);
- Respondents aged 25-54 (43%);
- Women (44%), compared to 34% among men;
- Those employed by government or a public agency (53%), a Crown's office (55%) or a non-governmental organization (68%);
- Those not concerned about the number of hours they are working (42%); and
- Those with no negative indicators of poor work-life balance (47%) and two or more indicators of wellness (41%).

Those more likely to say that a *health professional* is very effective include:

- Residents of Atlantic Canada (47%);
- Respondents aged 55+ (40%);

- Those partially retired (77%);
- Those employed by government or a public agency (44%), or a Crown's office (55%);
- Partners (36%);
- Those with two or more indicators of wellness (37%).

Awareness of Health and Wellness Programs

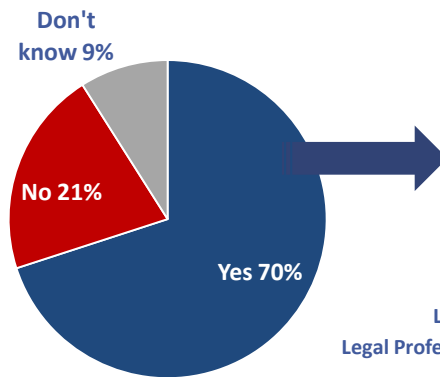
Unaided Recall of Health and Wellness Programs for Legal Professionals

Unaided recall of “a program specifically designed to help lawyers, judges, law students and their families cope with personal, emotional, health and lifestyle issues” is dominated by the Lawyer Assistance Program (LAP) – with a total of 42% naming the LAP in general, or specific provincial/territorial LAPs.

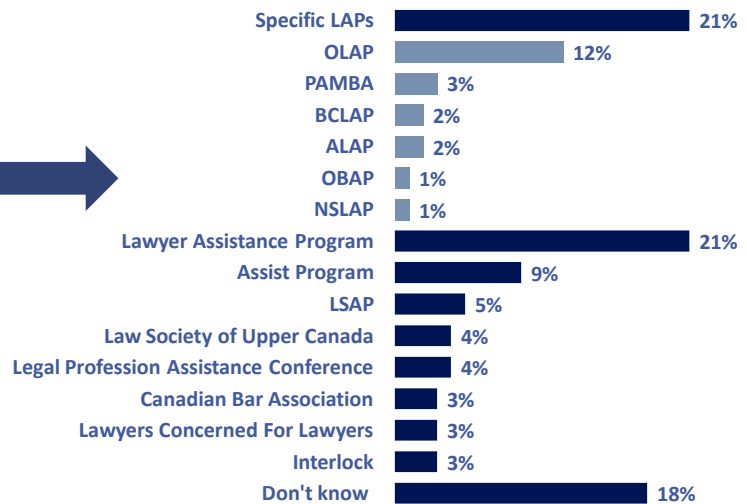


Unaided recall of health and wellness programs for legal professionals

Unaided awareness of program to help with health/wellness issues...



Name of program recalled



Q15. Before being invited to answer this survey, had you ever heard of a program specifically designed to help lawyers, judges, law students and their families cope with personal, emotional, health and lifestyle issues?

Base: All respondents n=1180

Q16. What is the name of the program you have heard about?

Base: Those who have heard of a program to help lawyers and their families cope with issues n=861

Those more likely to have *heard of a program to aid those in the legal profession and their families* include:

- Residents of all regions except Ontario (63%) and Quebec (40%);
- Those aged 35-54 (74%) or 55+ (76%), compared to those aged 18-34 (59%);
- Those working for government or a public agency (78%);
- Those who are not students;
- Those working 40 hours or less weekly (78%);
- Those not concerned about the number of hours they are working (74%);
- Those aware of LPAC (90%) and LAP (87%); and,

- Those with no negative indicators of poor work-life balance (81%) and two or more indicators of wellness (73%).

Those more likely to name their *specific provincial or territorial program* include:

- Residents of Quebec (65%);
- Women (24% compared to 18% among men);
- Articling students (36%); and,
- Those not aware of LPAC (25%).

Those more likely to name *the Lawyer Assistance Program* include:

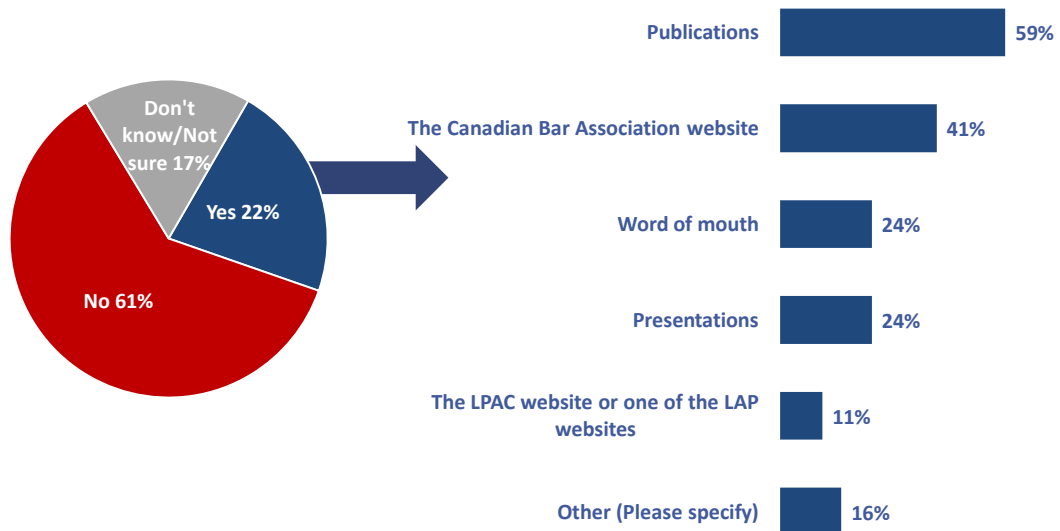
- Residents of British Columbia (53%);
- Those aged 35-54 (24%);
- Those who work for non-governmental organizations (52%);
- Managing partners or CEOs (42%); and,
- Those not aware of LPAC (24%).

Awareness of The Legal Profession Assistance Conference (LPAC)

Awareness of the umbrella organization of the LAPs is quite a bit lower, with 22% recognizing the Legal Profession Assistance Conference (LPAC) by name. Publications (59%) and the CBA website (41%) are the greatest sources of awareness of the LPAC.



Awareness of the Legal Profession Assistance Conference (LPAC)



Q17. Have you ever heard of the Legal Profession Assistance Conference (LPAC) before today? Base: All respondents n=1180

Q18. How did you hear about the Legal Profession Assistance Conference (LPAC) before today?

Base: Respondents who heard of the (LPAC) n=260

Those more likely to have heard of the Legal Profession Assistance Conference (LPAC) include:

- Residents of Atlantic Canada (49%), compared to 7% in Alberta and 13% in Quebec;
- Older respondents (31% among those aged 55+, compared to 21% among those aged 35-54 and 15% among those aged 18-34);
- Those who are retired or non-practicing;
- Partners (29%);
- Those working 40 hours or less weekly (29%);
- Those aware of LAP (30%); and,
- Those with no negative indicators of poor work-life balance (31%).

Those more likely to have heard of LPAC from publications include:

- Residents of the Prairies (71%) and Ontario (67%);
- Older respondents (68% among those aged 55+, compared to 61% among those aged 35-54 and 40% among those aged 18-34);
- Men (66%, compared to 51% among women);
- Those in part-time practice (80%); and,
- Those working fewer hours than they did the previous year (69%).

Those more likely to have heard of LPAC from the Canadian Bar Association website include:

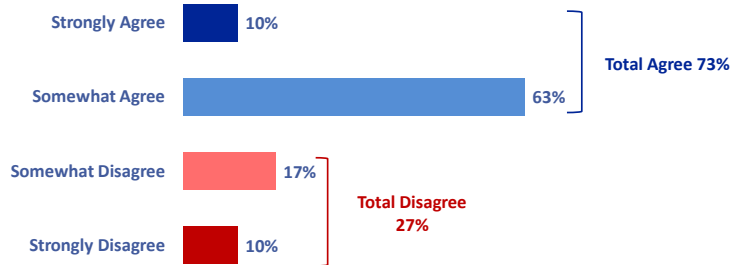
- Older respondents (49% among those aged 55+, compared to 41% among those aged 35-54 and 28% among those aged 18-34);
- Those who are non-practicing (81%);
- Those employed as in-house counsel for a private or public corporation (57%); and,
- Articling students (81%).

Perceived Effectiveness of the LPAC

Out of those who expressed an opinion (35% of all respondents), 63% indicated that they 'somewhat agree' that *the LPAC adequately addresses the health and wellness needs of the legal profession*, providing soft support of the program.



Perceived effectiveness of the LPAC



This represents the 35% who provided a response – the other 65% selected 'don't know'.

Q19. Please indicate your level of agreement or disagreement with the following statement: 'The Legal Profession Assistance Conference (LPAC) adequately addresses the health and wellness needs of the legal profession'
Base: Respondents who heard about LPAC Excluding Don't know/Not specified n=94

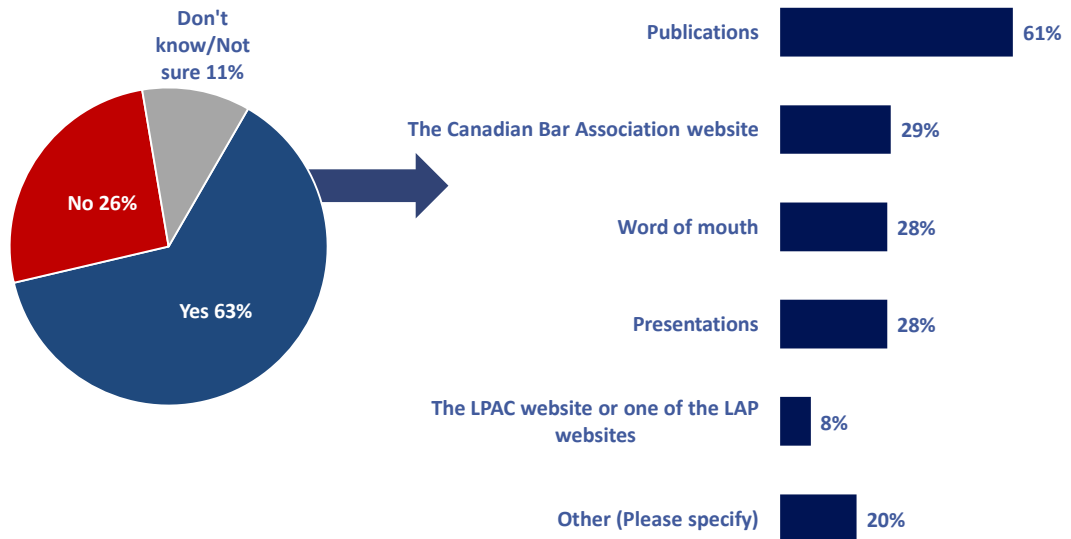
No significant differences were found between those who perceived that LPAC was effective and those who did not.

Awareness of the Lawyer Assistance Program (LAP)

Awareness of the Lawyer Assistance Program (LAP) is much higher compared to awareness of the LPAC, with 63% recognizing the program by name. Again, *publications* (61%) and the *CBA website* (29%) are mainly attributable for this level of awareness.



Awareness of the Lawyer Assistance Program (LAP)



Q20. Have you ever heard of the Lawyer Assistance Program (LAP) in your province or territory before today?

Base: All respondents n=1180

Q21. How did you hear about the Lawyer Assistance Program (LAP) in your province or territory before today?

Base: Respondents who heard of LAP n= 800

Those more likely to have heard of the *Lawyer Assistance Program (LAP)* include:

- Residents of British Columbia (90%) and Atlantic Canada (75%), compared to 18% in Quebec;
- Respondents aged 35-54 (71%) and 55+ (70%), compared to 48% among those aged 18-34;
- Those in part-time practice (84%);
- Those employed as in-house counsel for a private or public corporation (75%) or a Crown's office (75%);
- Partners (72%);
- Those working 40 hours or less weekly (71%);
- Those aware of LPAC (86%); and,
- Those with no negative indicators of poor work-life balance (69%).

Those more likely to have heard of LAP from *publications* include:

- Residents of the Prairies (76%);
- Respondents aged 35-54 (69%) and 55+ (64%), compared to 43% among those aged 18-34;
- Those in part-time practice (71%) or partially retired (72%);
- Those employed by a law firm with 50-99 lawyers (75%) or as in-house counsel for a private or public corporation (70%);
- Managing partners or CEOs (69%) and partners (72%); and,
- Those working fewer hours than they did the previous year (68%).

Those more likely to have heard of LAP from the *Canadian Bar Association website* include:

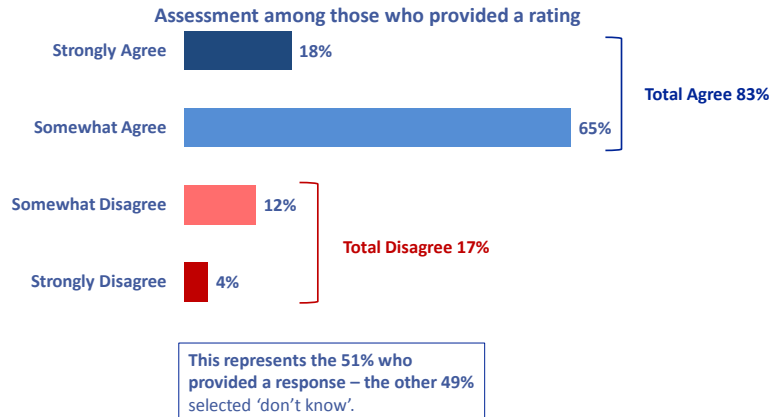
- Residents of the Atlantic Canada (36%); and,
- Those who are non-practicing (48%).

Perceived Effectiveness of the LAP

Again, respondents had trouble providing an agreement score regarding the LAPs addressing the health and wellness needs of the legal profession. However, out of the 51% that did provide a score, almost one fifth strongly agreed with this statement (18%).



Perceived effectiveness of the LAP



Q22. Please indicate your level of agreement or disagreement with the following statement: 'The provincial and territorial Lawyer Assistance Programs (LAPs) address the health and wellness needs of the legal profession'
Base: Heard of the Lawyer Assistance Program (LAP) Excluding Don't know/Not specified n=425

Those more likely to 'strongly agree' include:

- Residents of Alberta (93%);
- Those in solo practice (91%) or as in-house counsel for a private or public corporation (92%);
- Managing partners or CEOs (92%) and partners (87%); and,
- Those who work 50-60 hours weekly (87%);
- Those not concerned about the number of hours they work weekly (89%);
- Those not aware of LPAC (87%); and,
- Those with no negative indicators of poor work-life balance (92%).

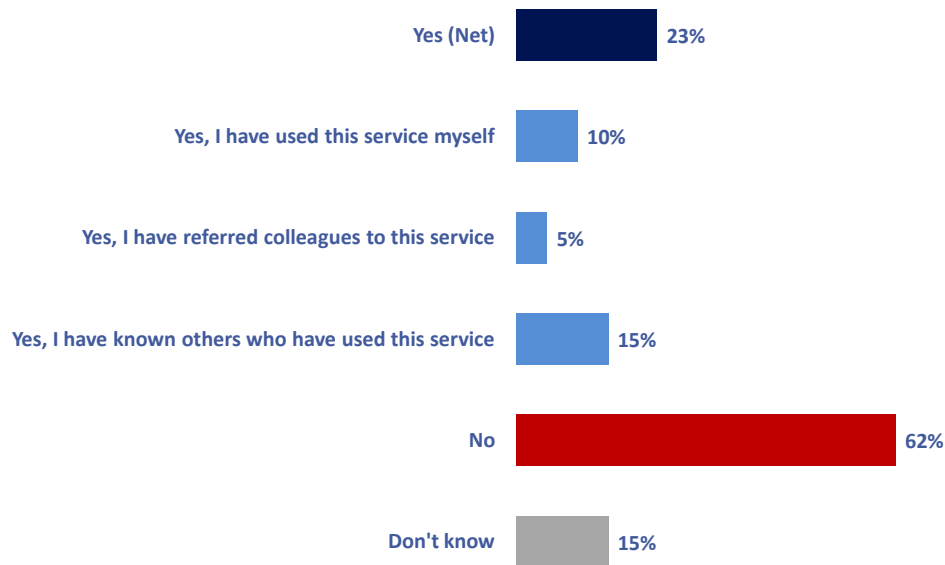
Experience with the Lawyer Assistance Program (LAP)

Use of the Lawyers Assistance Program (LAP)

Almost one in four (23%) have had some kind of exposure to the Lawyer Assistance Program in the past, with 10% having used the service themselves. However, more than three in five (62%) had had no exposure of any kind to the LAP in their province or territory.



Use of the Lawyers Assistance Program (LAP)



Q23. Do you know of anyone who has used the services of Lawyer Assistance Program (LAP) in your province or territory?
Base: All respondents n=1180

Those more likely to *have used LAP themselves* include:

- Residents of British Columbia (19%) and Atlantic Canada (16%);
- Respondents aged 35-54 (12%), compared to 7% among those aged 18-34 and 9% among those aged 55+;
- Women (12% compared to 7% among men);
- Those in solo practice (16%) or employed by a Crown's office (17%);
- Those with no negative indicators of poor work-life balance (15%); and,
- Those with five or more indicators of personal or mental health issues (19%).

Those more likely to *have referred a colleague to LAP* include:

- Those employed by the judiciary (19%) or a non-governmental organization (23%); and,
- Those aware of LPAC (8%).

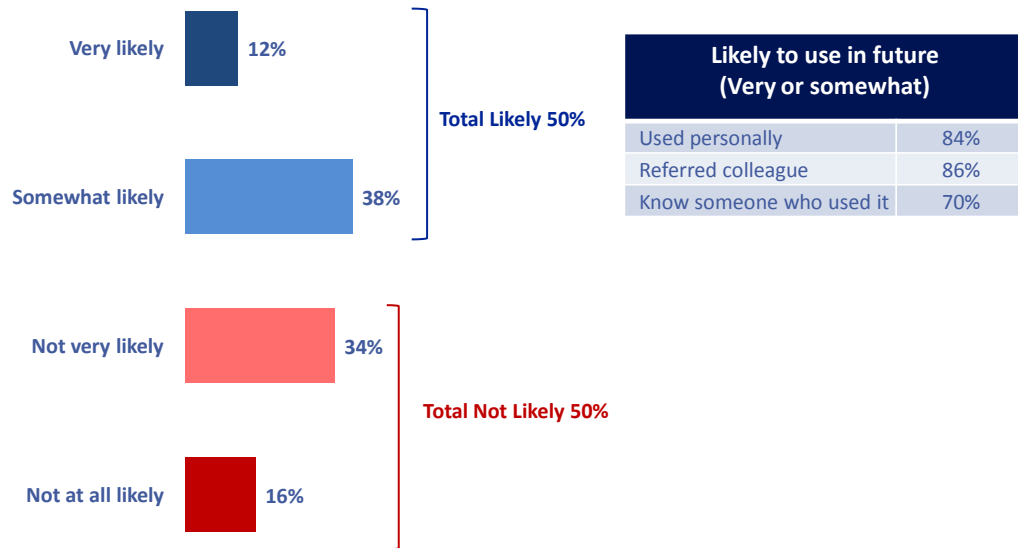
Likelihood to Turn to LAP in the Future

Likelihood to use the service in the Lawyer Assistance Program is split right down the middle between those who are likely to use it (50%), and those who are not (50%).

Those most likely to turn to service in the future are those who have already benefitted from using the service personally (84%) or who referred someone to the service (86%), compared to those who knew someone who used it (70%).



Likelihood to turn to LAP in the future



Q34. In the future, if you were confronted with a health and wellness issue, how likely or unlikely do you think you would be to turn to the services of the Lawyer Assistance Program (LAP) in your province or territory?
Base: All respondents Excluding Don't know/Not specified n=1019

Those more likely to say that they are 'very likely' to use LAP in the future include:

- Residents of Alberta (21%) and Atlantic Canada (24%);
- Those employed by the judiciary (40%) or academia (40%); and,
- Those who work 40 hours or less weekly (16%);
- Those who have used it in the past (48%) or have referred a colleague (51%).

Those more likely to say that they are 'not at all likely' to *use LAP in the future* include:

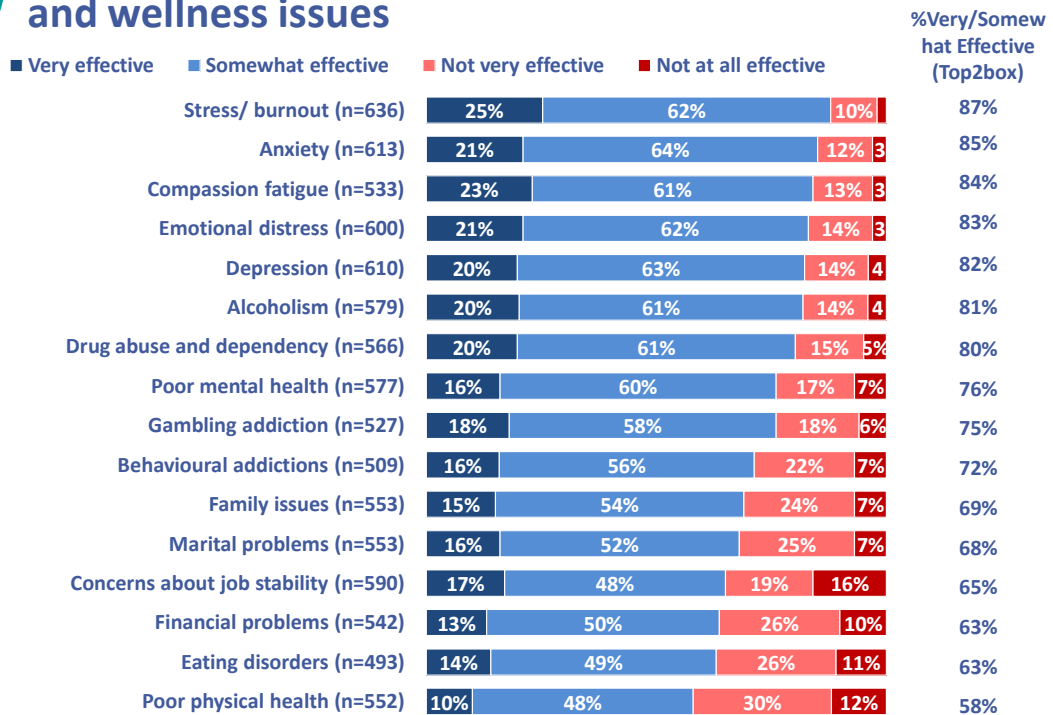
- Residents of the Prairies (27%);
- Those aged 55+ (24%);
- Those who are fully retired (61%) or partially retired (69%);
- Partners (22%);
- Those who work more than 60 hours weekly (27%);
- Those with two or more negative indicators of poor work-life balance (19%).

Possible Effectiveness of the LAP in Dealing with Health and Wellness Issues

The LAP is seen as being most effective in dealing with mental health issues, such as *stress or burnout* (87%), *anxiety* (85%) and *compassion fatigue* (84%). It is seen as less effective when dealing with *poor physical health* (58%), *eating disorders* (63%), *financial problems* (63%), and *concerns about job stability* (65%).



Possible effectiveness of the LAP in dealing with health and wellness issues



Q35. Based on what you read today about the Lawyer Assistance Program/ how effective could the program be in dealing with the following health and wellness issues?

Base: All respondents Excluding Don't know/Not specified n=varies, in brackets

Those more likely to believe that LAP would be 'very effective' for treatment of *stress and burnout*, *anxiety*, *compassion fatigue*, *emotional distress* and *depression* include:

- Residents of Alberta and Atlantic Canada;
- Women;
- Students;
- Those in solo practice or for the judiciary or a non-governmental organization;
- Those working more than 60 hours a week;
- Those with no negative indicators of poor work-life balance; and,
- Those who have used LAP in the past or have referred a colleague to its services.

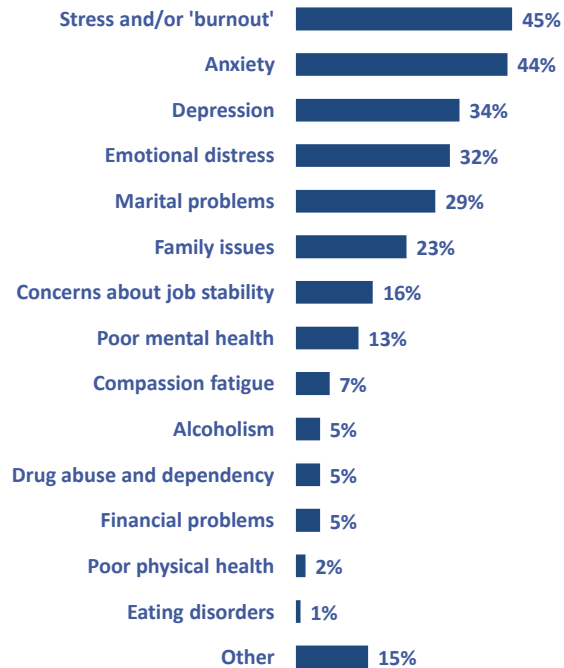
Personal Experiences

Reasons for Personal Use of the LAP

In tandem with issues found to be most prevalent in the legal profession, and those most commonly confronted, the LAP was most commonly used when dealing with *stress/burnout* (45%) and *anxiety* (44%).



Reasons for personal use of the LAP



Q24. Which of the following types of issues led you to use the provincial or territorial Lawyer Assistance Program(LAP)?
Base: Respondents who use LAP service themselves n=131

Those more likely to say that issues with the following led them to *use LAP* include:

Stress and burnout

- Residents of Ontario (58%) and Atlantic Canada (54%);
- Those working 50-60 hours a week (56%);
- Those aware of LPAC (70%); and,
- Those with no indicators of wellness (84%).

Anxiety

- Residents of Ontario (66%);

- Those aged 18-34 (67%, compared to 35% among those aged 35-54 and 41% among those aged 55+);
- Women (52%, compared to 29% among men);
- Those working for a law firm that employs 2-49 lawyers (51%) or government or a public agency (47%); and,
- Those working 50-60 hours a week (56%).

Depression

- Residents of Ontario (54%); and,
- Those concerned about the number of hours they are working (47%).

Emotional distress

- Residents of Alberta (49%) and the Prairies (73%);
- Women (40%, compared to 19% among men); and,
- Those employed as in-house counsel for a private or public corporation (85%).

Marital problems

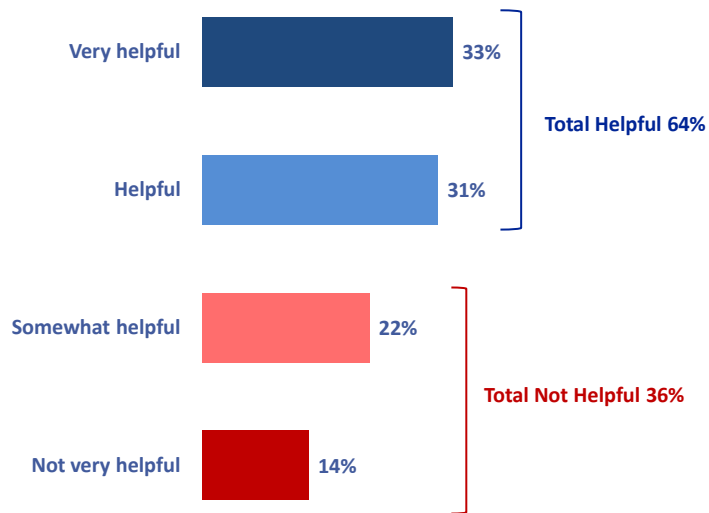
- Those aged 35-54 (36%), compared to 8% among those aged 18-34; and,
- Men (49%, compared to 17% among women).

Personal Experience with the LAP

While for the most part the LAP was found to be helpful (64%), there is still a sizeable percentage of individuals who had used the service themselves who did not find it helpful (36%).



Personal experience with the LAP



Q25. Would you describe your experience with the Lawyer Assistance Program (LAP) to be...?
Base: Respondents who use LAP service themselves n=131

Those more likely to say that their experience with LAP was 'very helpful' include:

- Residents of Alberta (50%).

Those more likely to say that their experience with LAP was 'not very helpful' include:

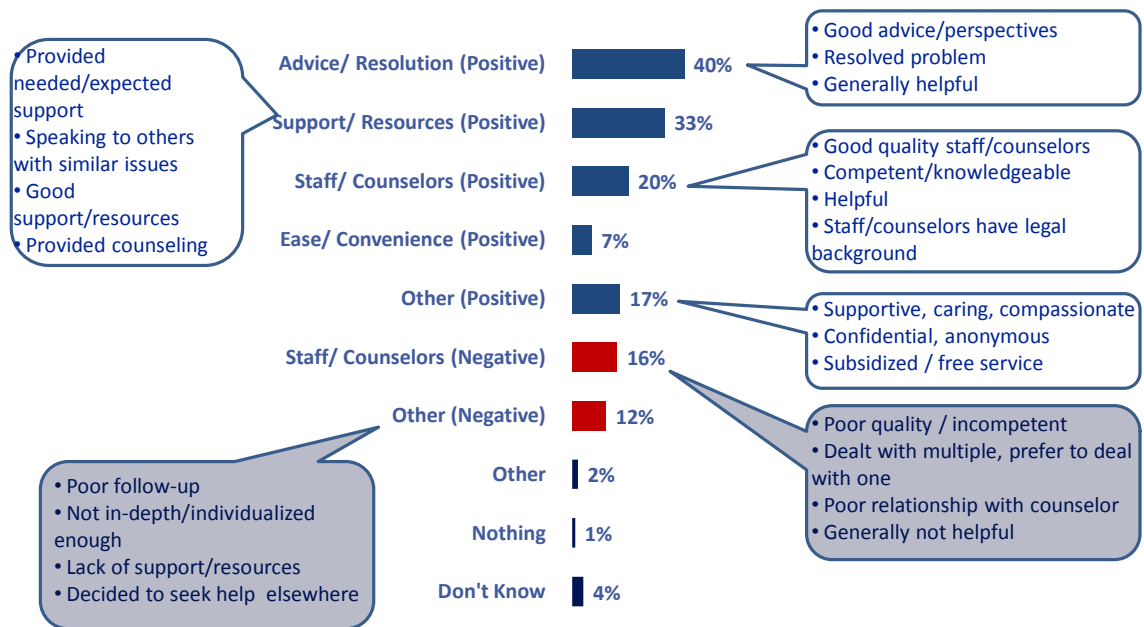
- Respondents aged 55+ (24%); and,
- Those employed by a Crown's office (50%).

Reasons for Positive or Negative Experiences with LAP

Those who provided a reason for their rating were actually more likely to provide positive reasons. The difference in ratings really came down to the quality of, and interaction with, the staff/counselors.



Reasons for positive or negative experiences with LAP



Q26. Why would you describe your experience as ...?

Base: Experienced with the Lawyer Assistance Program (LAP) n=131

Peripheral Experiences

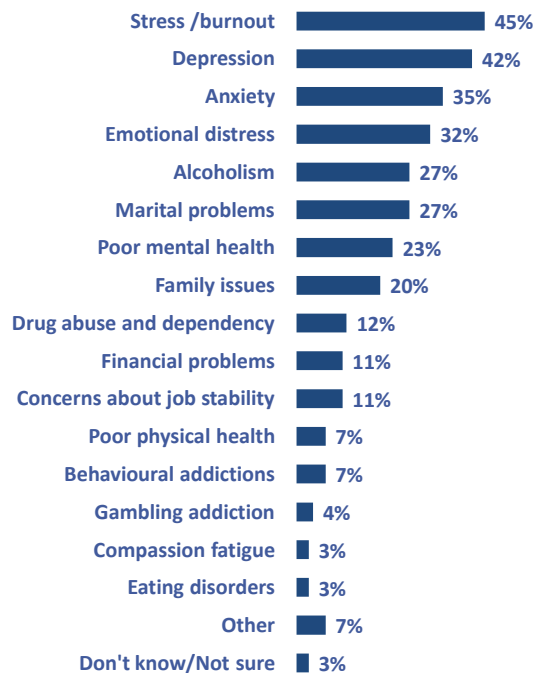
Reasons for Referring Colleague to LAP

Stress (45%) and anxiety (35%) again were among the top reasons for referring a colleague to the LAP. Depression (42%) was the second most commonly cited reason for referring a colleague to the LAP.

While alcoholism (32%) was not considered a prevalent issue by many, it is fourth most common reason for referral to the LAP, according to survey results. This may be due to its position as a more noticeable symptom of other issues present on the list.



Reasons for referring colleague to LAP



Q27. Which of the following types of issues led you to refer your colleague to the Lawyer Assistance Program (LAP)? Base: Respondents who referred colleagues to LAP services n=68

Those more likely to say that they have referred a colleague for help for the following issues include:

Depression

- Residents of British Columbia (51%) and the Prairies (78%).

Anxiety

- Residents of British Columbia (43%);

Alcoholism

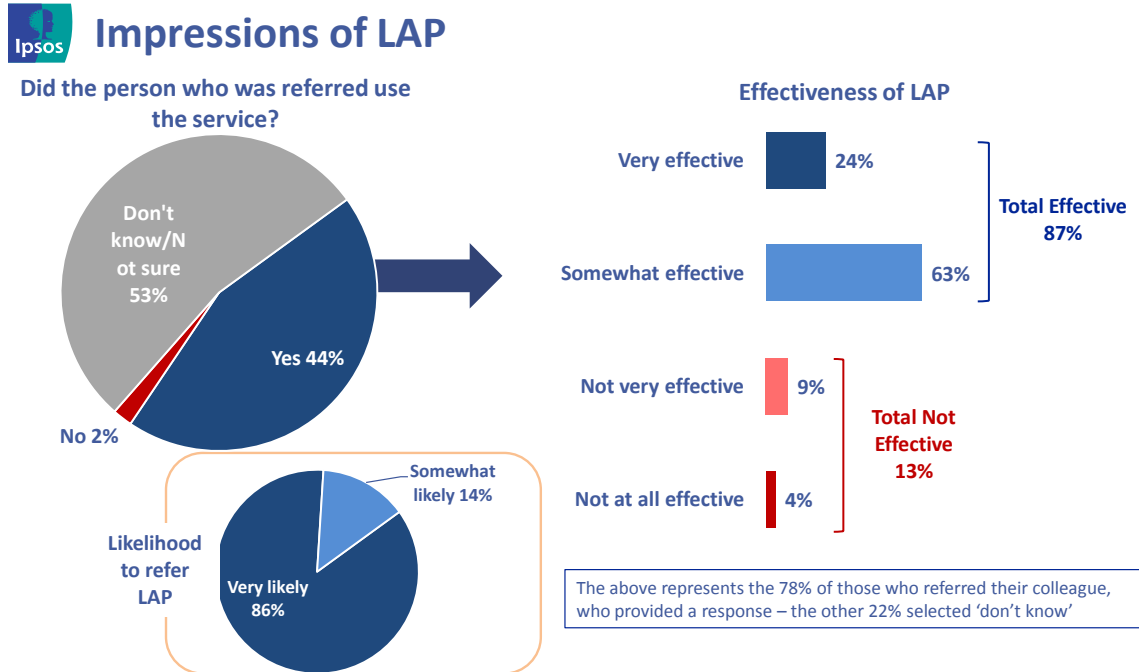
- Respondents aged 55+ (49%).

Drug abuse and dependency

- Those employed by non-governmental organizations (68%); and,
- Those who work more than 60 hours a week (46%).

Impressions of LAP

Many who referred a colleague to the LAP did not know if the person actually used the service (53%). Despite this, almost 9 in 10 would refer someone to the service again, should they perceive a need for it. Of the more than two in five who reported that their colleague had used the service (44%), most viewed it as being effective.



Q28. To the best of your knowledge, did the person you referred to the Lawyer Assistance Program (LAP) actually use the service?
 Q30. How likely or unlikely are you to refer someone to the Lawyer Assistance Program (LAP) again, should you perceive a need for it?
 Base: Respondents who referred colleagues to LAP services n=68
 Q29. To the best of your knowledge, to what extent was the Lawyer Assistance Program (LAP) effective in assisting the person you referred?
 Base: LAP used by the persons you referred n=24**

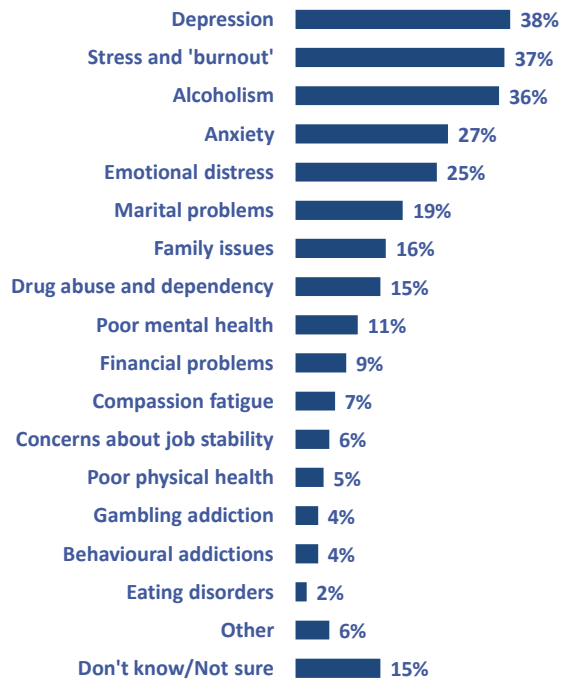
There are no significant differences between subgroups in regards to use, effectiveness or likelihood to use again.

Reasons Colleagues Have Used LAP

Of those who knew of colleagues who have used the LAP, many indicated that they had used it for *depression* (38%), *stress/burnout* (37%), and *alcoholism* (36%).



Reasons colleagues have used LAP



Q31. Which of the following types of issues led the person you know of to use the Lawyer Assistance Program (LAP)?
Base: Known others who have used this service n=209

Those more likely to say that issues with *alcohol* led the person they know to use LAP include:

- Older respondents: 65% among those aged 55+, compared to 25% among those aged 35-54 and 6% among those aged 18-34;
- Men (45% compared to 28% among women);
- Those in solo practice (54%);
- Managing partners or CEOs (47%) and partners (44%); and,
- Those concerned about the number of hours they are working (47%).

Those more likely to say that issues with *drug abuse and dependency* led the person they know to use LAP include:

- Older respondents: 26% among those aged 55+, compared to 11% among those aged 35-54 and 4% among those aged 18-34;

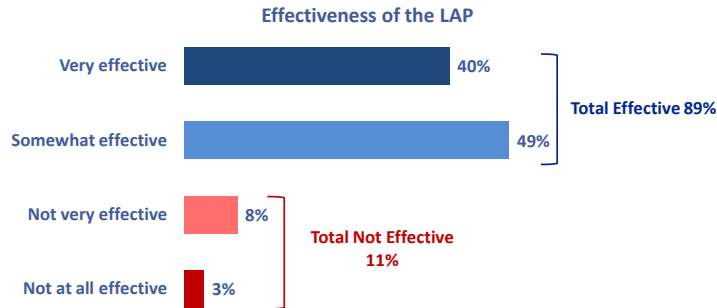
- Men (21% compared to 11% among women);
- Those in solo practice (23%), employed by law firms with 100 or more lawyers (40%) and those employed by non-governmental organizations (68%); and,
- Those who work 50-60 hours a week (25%) or 60 or more hours weekly (24%).

Perceived Effectiveness of LAP

While many did not know (35%) how effective the program was in helping their colleague deal with a personal issue, the majority those who provided a rating perceived it to be effective (89%).



Perceived effectiveness of LAP



This represents the 65% of those who knew of someone who had used the program, who provided a response – the other 35% selected 'don't know'.

Q32. To the best of your knowledge, to what extent was the Lawyer Assistance Program (LAP) effective in assisting the person you know who used it?

Base: Respondents that know others who have used this service Excluding Don't know/Not specified n=135

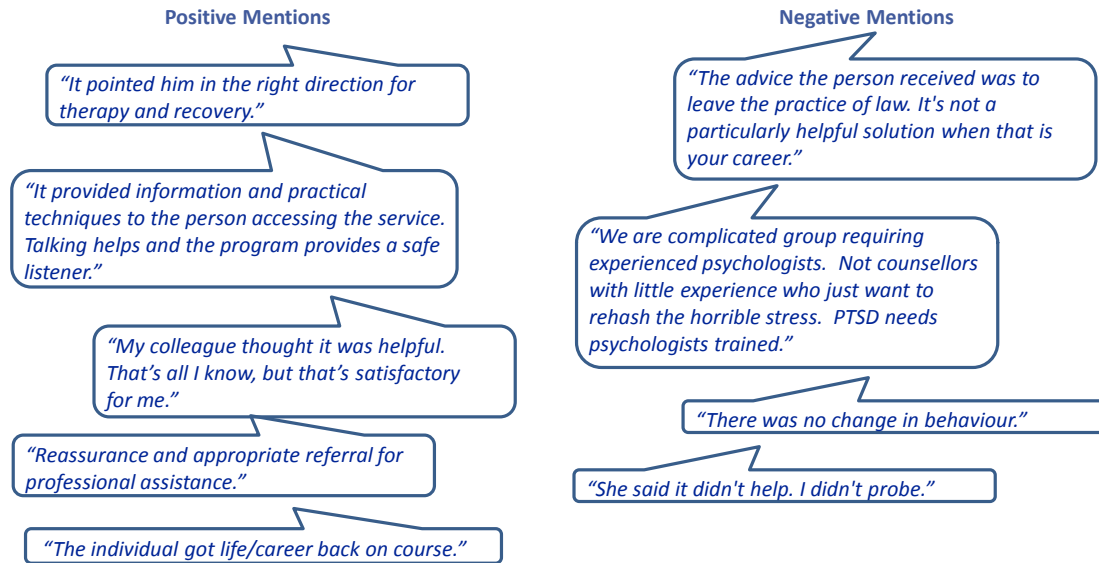
Those not concerned about the number of hours they are working weekly are more likely to say that they believe that LAP was effective (94%), compared to 79% of those who are concerned about the number of hours they work.

Comments on the Effectiveness of the LAP

While the majority of the comments on the effectiveness of the program were positive, those that were not, focused on the need for practical, professional help and advice. This further supports the notion that lawyers have a higher regard for professional help relative to peer support and general counselling. Other negative comments lacked specificity.



Comments on the Effectiveness of the LAP



Q33A. In what way was the Lawyer Assistance Program effective?

Base: Those who have referred colleagues to the service and their colleague found it effective n=121

Q33B. In what way was the Lawyer Assistance Program Not effective?

Base: Those who have referred colleagues to the service and their colleague did not find it effective n=14

Importance of Health and Wellness Programs/Services for the Legal Profession

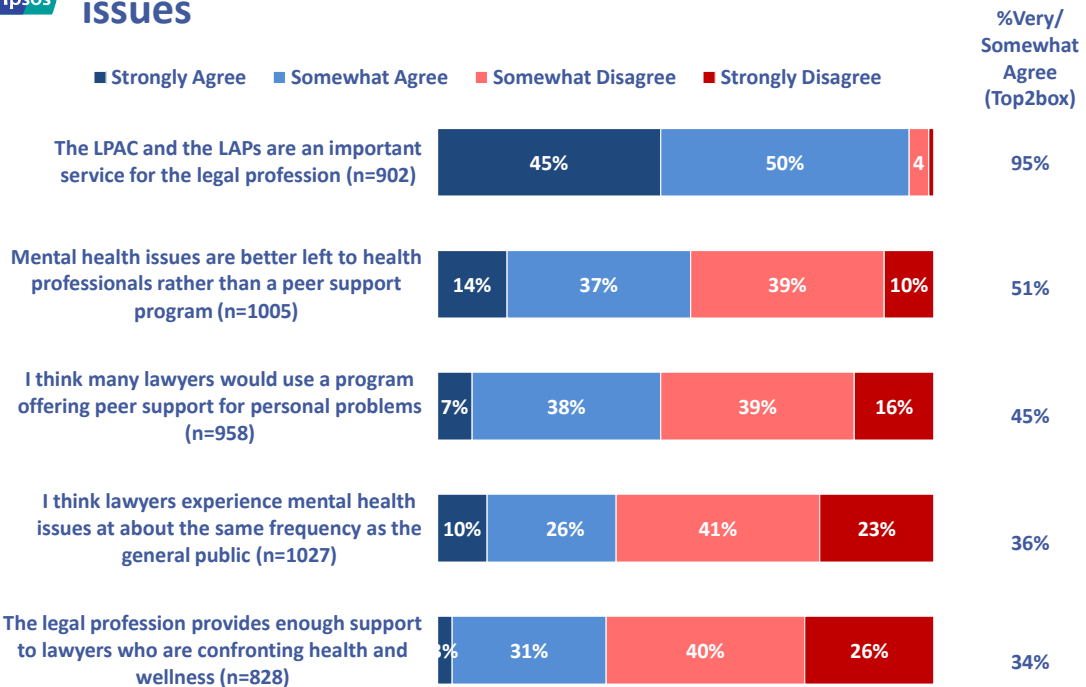
Available Support in Dealing with Health and Wellness Issues

There is a very clear divide among respondents with respect to the perceived appropriateness and usefulness of a peer support program in dealing with personal (45% in favour indicating they be left to professionals) and with mental health issues (51% indicating they be left to professionals).

Perceived importance of the LPAC and LAPs is high, but indicates ‘soft’ support, with 50% somewhat agreeing that they are an important service.



Available support in dealing with health and wellness issues



Q36. Please indicate whether you agree or disagree with each of the following statements.

Base: All respondents Excluding Don't know/Not specified n=varies, in brackets

Those more likely to ‘strongly agree’ that *the LPAC and LAPs are an important service for the legal profession* include:

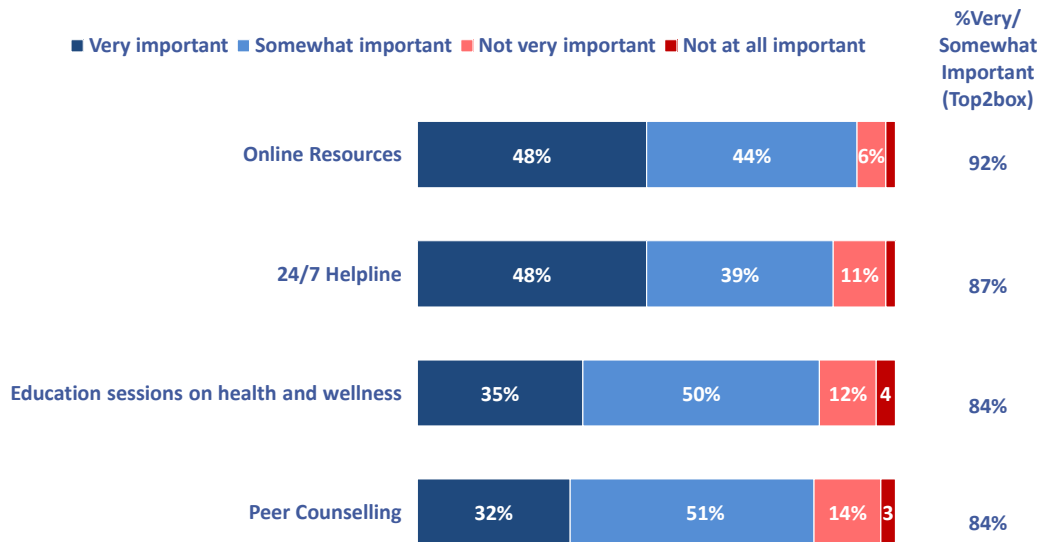
- Residents of British Columbia (42%), Alberta (41%), and Atlantic Canada (46%).
- Women (38% compared to 30% among men)
- Those in solo practice (43%) or employed by non-governmental organizations (63%);
- Those aware of LPAC (40%) and LAP (42%); and,
- Those who have used LAP personally (77%) or referred a colleague to their services (86%).

Importance of LPAC/LAP Service Features

The most valued services are *online resources* (48% 'very important'), and a *24/7 helpline* (48% 'very important').



Importance of LPAC/LAP service features



Q37. Thinking about health and wellness issues facing the legal profession, how important is it for the Legal Profession Assistance Conference (LPAC) and the Lawyers Assistance Program (LAP) to provide the following services?
Base: All respondents n=1180

Those more likely to say that the following services are 'very important' include:

Online resources

- Those aged 18-34 (53%) and 35-54 (54%), compared to those aged 55+ (34%);
- Women (57% compared to 40% among men);
- Students (64%);
- Those employed by government or a public agency (56%) and in-house counsel for a private or public corporation (60%);
- Associates (50%); and,
- Those with more negative indicators of issues (56% for five or more).

24/7 helpline

- Residents of Alberta (53%);
- Those employed as in-house counsel for a private or public corporation (58%) or judiciary (66%);
- Those who work more than 60 hours weekly (57%);
- Those with more negative indicators of issues (55% for five or more); and,

- Those who have referred a colleague to LAP (80%).

Health and wellness education sessions

- Residents of Atlantic Canada (42%);
- Women (37% compared to 32% among men);
- Those employed as in-house counsel for a private or public corporation (48%); and,
- Those with more negative indicators of issues (43% for five or more).

Peer counselling

- Those aged 18-34 (34%) and 35-54 (35%), compared to those aged 55+ (26%).

Suggested Health and Wellness Products or Services

Other Health and Wellness Services Suggested

The majority of respondents (72%) did not know what to suggest in terms of other health and wellness services for the legal profession. However, many suggestions focused on (free) access to professional assistance (particularly health professionals), and on encouraging a shift in the culture of the profession.

Access to professionals

- “Free professional counsellors, mental health professionals.”
- “A more direct route to professional resources.”
- “Financial Advisor consultations to help lawyers get real about their finances and their lifestyles...”
- “Career/Executive/Small Business Coaching Sessions / Personal Life Coach Sessions.”
- “LAP's should be staffed by mental health professionals. Most lawyers, I would think, would seriously hesitate to discuss personal issues w/ another lawyer in a formal context.”
- “I myself prefer seeking outside professional assistance. I think if there was independent professional mental health assistance available, people like me might access it.”

Encourage culture shift / Reduce stigma

- “Change in culture: showing weakness is seen to be fatal to a career.”
- “Demystify. Mental, emotional health and behavioural issues are still taboo in our professional environment...”
- “Greater education to quell the anxiety that lawyers have about being "outed" as having problems.”
- “I think peer support programs for addiction/mental health issues are not likely to be used due to the stigma and fear of professional reputation being degraded.”

The secondary themes in suggestions for other health and wellness services included increasing awareness of services that already exist to serve the legal profession or a focus on education (general or mandatory) regarding health and wellness.

General health and wellness education / Include in PD requirements

- “Continuing professional development seminars on practice management and mental health issues.”
- “Perhaps this topic is more important than substantive CLE and should be woven into the annual CPD credit program (i.e. – an annual section on health and welfare for all).”
- “Compulsory mental health wellness element to CPD programs (like our 2 hour ethics...we should have 2 hours wellness too).”
- “Education about resources that lawyers turn to and statistics about use may encourage other lawyers to use them...”
- “Like Ethics and Professional Responsibility, health and wellness programs should be mandatory.”

Increase awareness of services available

- “Don't know enough about the actual services to say if anything else is needed...”
- “Getting the program(s) better known seems a must. “
- “Given that the only time I ever heard about the program was in law school, the group needs to be more visible.”
- “Tell us about yourselves more. If you already are in each publication which I receive, then I have not been reading carefully enough.”
- “If possible, more awareness of their (health and wellness services) existence and the variety of services offered.”

Transitioning to Retirement

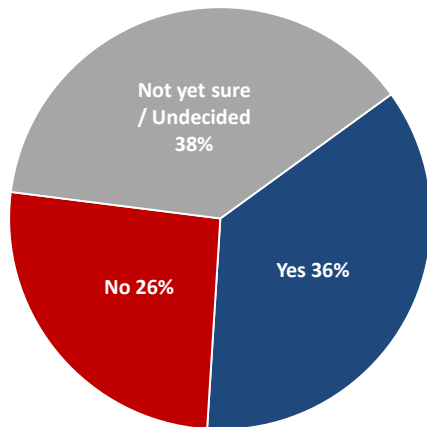
Reasons for Planning to Delay Retirement

On the question of whether or not to retire at age 65, respondents were divided almost equally among those who were unsure, those who will retire at age 65, and those who will not. Most of those who decided to continue working past age 65 wanted to continue making a contribution to their profession (65%), while over half wanted to maintain their current standard of living. Over half stated that working past 65 would be out of necessity, for financial reasons (51%).



Reasons for planning to delay retirement

Plan on working after 65 years old



Reasons for continue working post 65 years old



Q39. Do you plan on working after 65 years old? Base: All respondents n=1180

Q40. What are the reasons for which you plan to continue working past 65 years of age? Base: Respondents who have plan to work after 65 years old n=411

Those more likely to say that they *plan to work after age 65* include:

- Older respondents: 66% among those aged 55+, compared to 31% among those aged 35-54 and 18% among those aged 18-34;
- Men (47% compared to 26% among women);
- Those who are non-practising (50%);
- Those in the judiciary (60%) and academia (71%);
- Managing partners and CEOs (55%);
- Those who work more than 60 hours a week (43%);
- Those with two or more negative indicators of work-life balance issues (40%).

Those more likely to say that they will *continue working because they would like to continue making a contribution in their profession* include:

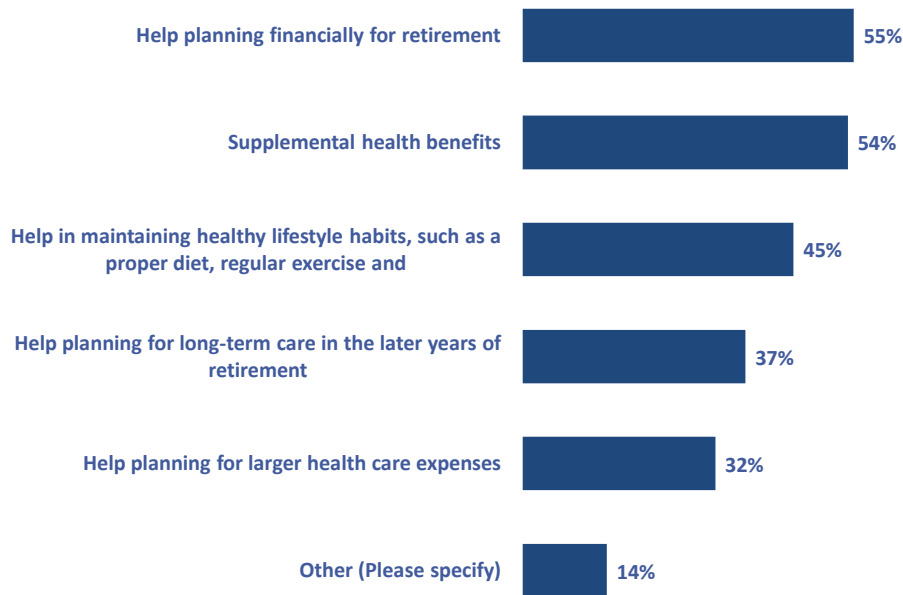
- Those aged 18-34 (76%);
- Women (72% compared to 60% among men);
- Those who work more than 60 hours a week (78%);
- Those not concerned about the number of hours they work (69%); and,
- Those with higher numbers of positive wellness indicators (67% for at least two or more).

Beneficial Types of Support in Planning for Retirement

Most need *help planning financially* for their retirement (55%), or would like *supplemental health benefits* in their retirement (54%).



Beneficial types of support in planning for retirement



Q41. As you approach retirement, what type of support would be most beneficial?
Base: Respondents who have plan to work after 65 years old n=411

Those more likely to say that they would find *help planning for retirement* beneficial include:

- Younger respondents: 73% among those aged 18-34, compared to 60% among those aged 35-54 and 46% among those aged 55+;
- Women (65% compared to 50% among men);
- Those employed as in-house counsel for a private or public corporation (72%);
- Associates (70%); and,
- Those who work 50-60 hours a week (66%).

Those more likely to say that they would find *supplemental health benefits* beneficial include:

- Women (64% compared to 48% among men); and,
- Those who work fewer hours than they did in the previous year (66%).

Appendix A: Reasons for not seeking help for personal issues

Reasons for not seeking help for Stress / Burnout

Reasons for not seeking help for stress/burnout varied widely – however, most commonly cited was that respondents prefer to deal with it on their own (26%), do not need to seek help (16%) or do not have time / are too busy (16%) to deal with it.



Reasons for not seeking help for Stress / Burnout



Q13. Why have you not sought help for ... ?

Base: For Stress and/or 'burnout' they have not sought help n=426

Reasons for not seeking help for Compassion Fatigue

Many felt that they did not need to seek help in dealing with compassion fatigue (19%), or preferred to deal with it themselves (16%).



Reasons for not seeking help for Compassion Fatigue



Q13. Why have you not sought help for ... ?

Base: For Compassion fatigue they have not sought help n=177

Reasons for not seeking help for Depression

Reasons given for not dealing with depression were similar to those for not dealing with stress: respondents felt they did not have the time to deal with it (25%), prefer to deal with it themselves or let it pass on its own (18%), or do not feel help is necessary (17%).



Reasons for not seeking help for Depression



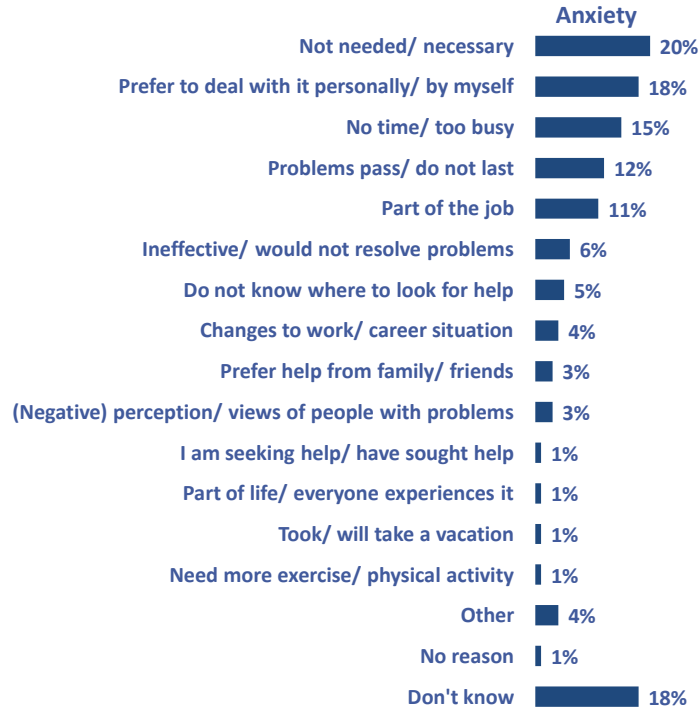
Q13. Why have you not sought help for ... ?
 Base: For Depression they have not sought help n=96

Reasons for not seeking help for Anxiety

Similar to reasons for not dealing with other issues, many of those who did not seek help for anxiety cited that it was not necessary (20%), or that they preferred to deal with it personally (18%).



Reasons for not seeking help for Anxiety



Q13. Why have you not sought help for ... ?

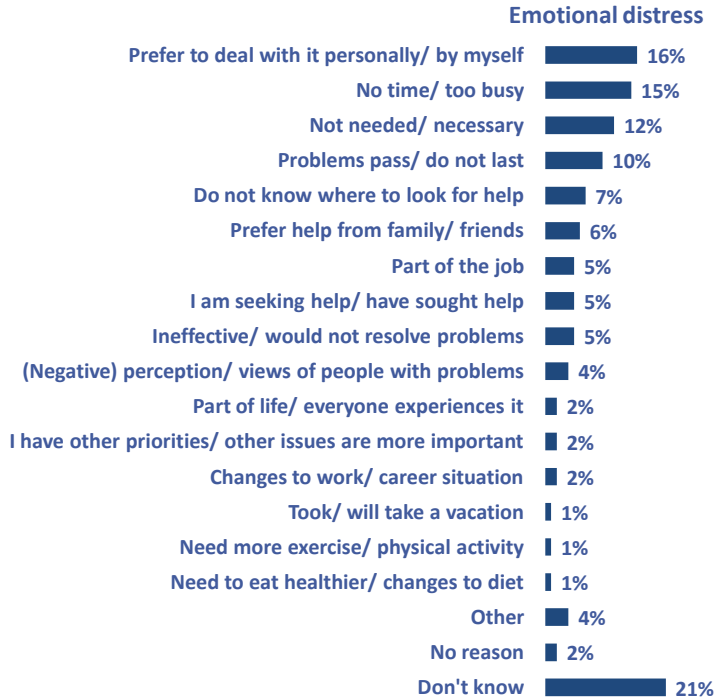
Base: For Anxiety they have not sought help n=305

Reasons for not seeking help for Emotional Distress

While many did not provide a reason for not dealing with emotional distress (23%), the most commonly cited reason was that they prefer to deal with it themselves (16%).



Reasons for not seeking help for Emotional Distress



Q13. Why have you not sought help for ... ?

Base: For Emotional distress they have not sought help n=198

Reasons for not seeking help for Marital Problems

Some felt that help in dealing with marital issues was not warranted since the marriage or relationship was ending / had ended, or that it would not resolve the marital problems at hand.



Reasons for not seeking help for Marital Problems



Q13. Why have you not sought help for ... ?

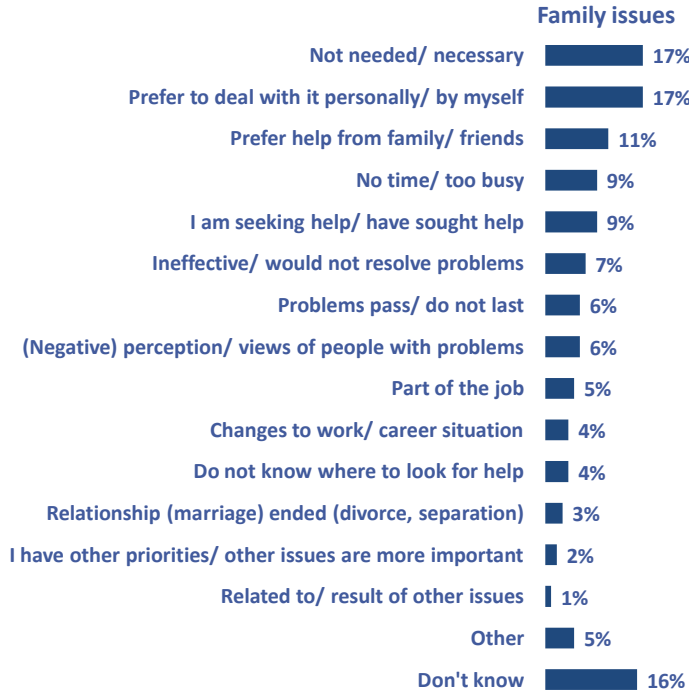
Base: For Marital problems they have not sought help n=76

Reasons for not seeking help for Family Issues

Almost one fifth of those who did not seek help for family issues preferred to deal with it themselves, or that it wasn't necessary (17%). Some turned to family and friends (11%) instead of seeking 'professional' help with the issues.



Reasons for not seeking help for Family Issues



Q13. Why have you not sought help for ... ?

Base: For Family issues they have not sought help n=110

Reasons for not seeking help for Financial Problems

Almost one third of those who did not seek help for their financial problems preferred to deal with the problem on their own (27%).



Reasons for not seeking help for Financial Problems



Q13. Why have you not sought help for ... ?

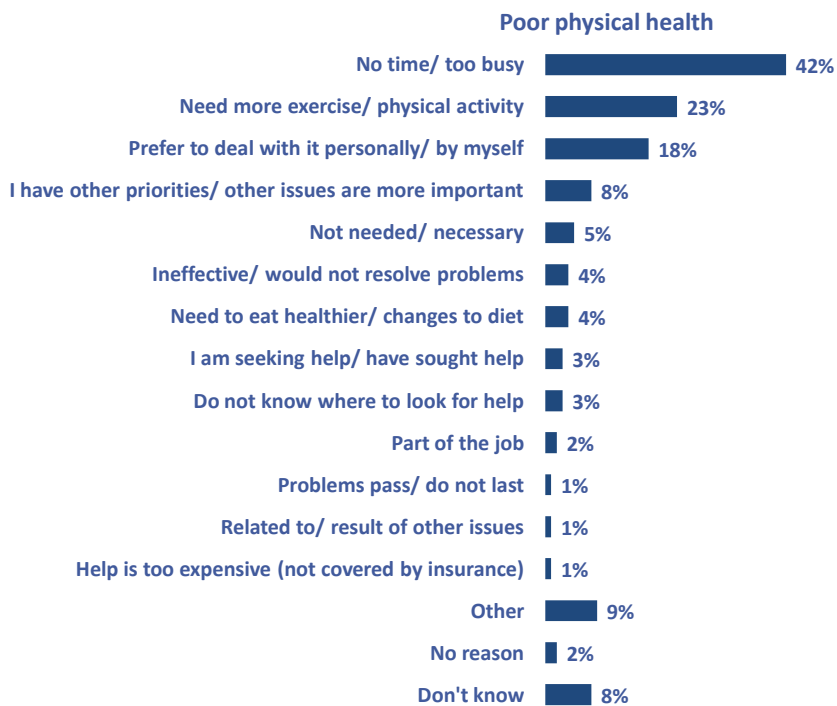
Base: For Financial problems they have not sought help n=148

Reasons for not seeking help for Poor Physical Health

An overwhelming 42% feel they do not have time or are too busy to deal with their poor physical health, and others do not consider it a priority (8%). Some simply feel they need more exercise (23%) or prefer to deal with the issue on their own (18%).



Reasons for not seeking help for Poor Physical Health



Q13. Why have you not sought help for ... ?

Base: For Poor physical health they have not sought help n=136

Reasons for not seeking help for Poor Mental Health

Again, the lack of time to deal with poor mental health (27%) was the most commonly cited reason for not seeking help.



Reasons for not seeking help for Poor Mental Health



Q13. Why have you not sought help for ... ?

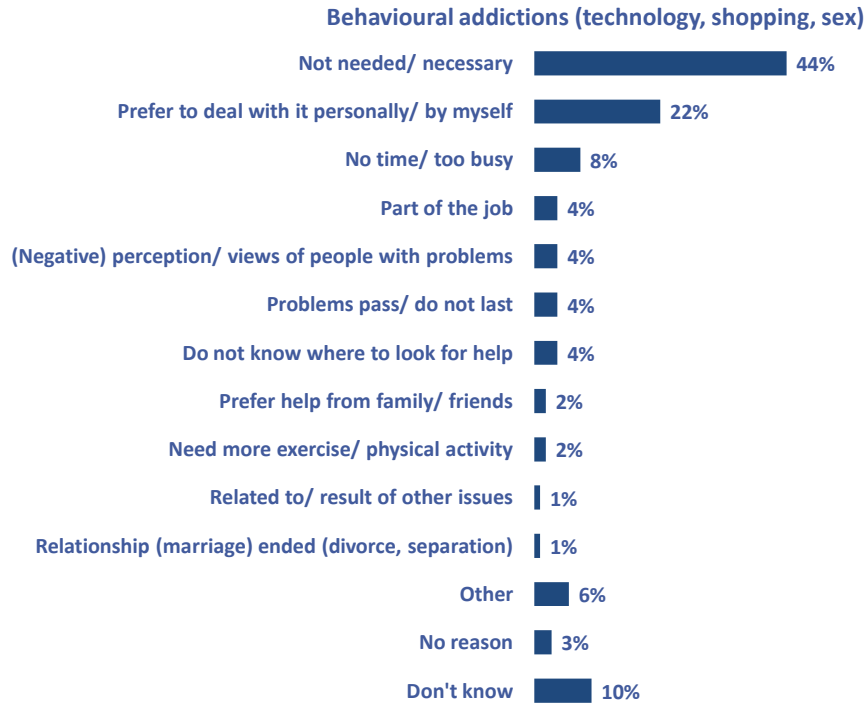
Base: For Poor mental health they have not sought help n=96

Reasons for not seeking help for Behavioural Addictions

Almost half of those who are personally confronted with behavioural addictions (e.g., technology, shopping, sex) simply feel that help is not necessary (44%).



Reasons for not seeking help for Behavioural Addictions



Q13. Why have you not sought help for ... ?

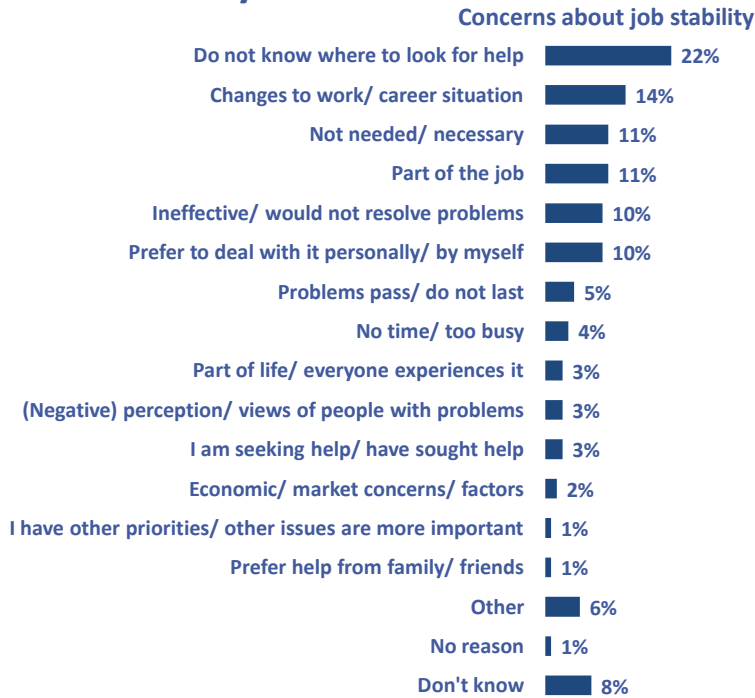
Base: For Behavioural addictions (technology, shopping, sex) they have not sought help n=58

Reasons for not seeking help for Concerns About Job Stability

Many who are concerned about job stability do not know who to turn to in dealing with their concern (22%).



Reasons for not seeking help for Concerns About Job Stability



Q13. Why have you not sought help for ... ?

Base: For Concerns about job stability they have not sought help n=329

Appendix B: Survey Instrument

Canadian Bar Association

Survey of Lawyers on Wellness Issues

September 20, 2012

Thank you for taking the time to complete this survey.

The results of this study will help the Legal Profession Assistance Conference (LPAC) of the Canadian Bar Association (CBA) to better understand the health and wellness issues faced by the legal profession, and in so doing, improve the programs and support available to meet the evolving needs of the profession.

The CBA and LPAC have retained *Ipsos Reid*, an independent third party research company, to conduct this survey on its behalf. It is recognized that health and wellness issues can be very personal and sensitive subjects – please be assured that we will hold your individual responses in strict confidence, and the report provided to the CBA and LPAC will contain only aggregated information with no specific attributions to any person.

If you require technical assistance with the survey, please contact will.daley@ipsos.com. If you have any questions related to the purpose of the study, please contact Robyn Lalonde at robynl@cba.org.

Please click 'Next' to continue with the survey.

1. How many hours would you say that you work during a typical week?

- Less than 40 hours
- About 40 hours
- More than 40 hours, but less than 50
- More than 50 hours, but less than 60
- More than 60 hours
- I am retired → **SKIP TO Q5**
- I am on leave / I am not working right now → **SKIP TO Q5**
- Don't know / Not sure

2. Compared to last year, do you now work more or fewer hours?

- More hours
- Fewer hours
- About the same

3. To what extent does this concern you?

- I am very concerned
- I am somewhat concerned
- I am not really concerned
- I am not at all concerned

4. How often do you do the following?

Statement	Level of Agreement				
	Always	Often	Sometimes	Rarely	Never
Spend significant time (more than an hour consecutively) working over the weekend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spend significant time (more than an hour consecutively) working evenings past 5pm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stay connected during vacation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cancel a vacation because of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. How would you rate your physical health?

- Excellent – it couldn't be better
- Good – it could be better
- Fair – it needs some attention
- Poor – it needs immediate attention
- Don't know

6. How would you rate your mental or emotional well-being?

- Excellent – it couldn't be better
- Good – it could be better
- Fair – it needs some attention
- Poor – it needs immediate attention
- Don't know

7. How often would you say you do each of the following?

Statement [RANDOMIZE]	Frequency				
	Always	Often	Sometimes	Rarely	Never
Get 6 to 8 hours of sleep a night	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercise for a least an hour a day at least three times a week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eat a healthy, balanced diet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use all the vacation you are entitled to each year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Thinking about the balance between your professional and personal life, would you say that you have enough time or not enough time to spend on each of the following, or are they not priorities for you.

Statement [RANDOMIZE]	Level of Agreement		
	I have enough time	I don't have enough time	It's not a priority
Being with friends and family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spending time on hobbies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exercising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality time at home with family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. What do you feel are the most prevalent health and wellness issues facing lawyers today? Please choose all that apply.

- Stress and/or "burnout"
- Compassion fatigue
- Alcoholism
- Drug abuse and dependency
- Depression
- Anxiety
- Emotional distress
- Marital problems
- Family issues
- Financial problems
- Poor physical health
- Poor mental health
- Gambling addiction
- Behavioural addictions (such as to technology, shopping, sex, etc.)
- Eating disorders
- Concerns about job stability
- Other: Please specify

10. Please indicate whether you have personally confronted any of these issues, whether you personally know of lawyers in your practice who have or whether you personally know of lawyers outside of your practice who have.

Issue	Experience			
	Have personally confronted	Know of lawyers in my firm	Know of lawyers outside my firm	I have no personal experience with this issue
Stress and/or "burnout"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compassion fatigue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Alcoholism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drug abuse and dependency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Depression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional distress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor mental health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gambling addiction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Behavioural addictions (technology, shopping, sex)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eating disorders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns about job stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[IF Q10=PERSONALLY CONFRONTED, ASK Q11]

11. Did you seek help for any of the issues you have personally confronted?

[SHOW ONLY ISSUES WHERE 'PERSONALLY CONFRONTED' SELECTED IN Q10]

Issue	Yes	No
Stress and/or "burnout"	<input type="radio"/>	<input type="radio"/>
Compassion fatigue	<input type="radio"/>	<input type="radio"/>
Alcoholism	<input type="radio"/>	<input type="radio"/>
Drug abuse and dependency	<input type="radio"/>	<input type="radio"/>
Depression	<input type="radio"/>	<input type="radio"/>
Anxiety	<input type="radio"/>	<input type="radio"/>
Emotional distress	<input type="radio"/>	<input type="radio"/>
Marital problems	<input type="radio"/>	<input type="radio"/>
Family issues	<input type="radio"/>	<input type="radio"/>
Financial problems	<input type="radio"/>	<input type="radio"/>
Poor physical health	<input type="radio"/>	<input type="radio"/>
Poor mental health	<input type="radio"/>	<input type="radio"/>
Gambling addiction	<input type="radio"/>	<input type="radio"/>
Behavioural addictions (technology, shopping, sex)	<input type="radio"/>	<input type="radio"/>
Eating disorders	<input type="radio"/>	<input type="radio"/>
Concerns about job stability	<input type="radio"/>	<input type="radio"/>

[FOR EACH ISSUE THEY HAVE SOUGHT HELP FOR AT Q11, ASK Q12]

12. Where have you sought help for ...

[GRID DOWN]
[INSERT ISSUE 1 FROM Q11]
[INSERT ISSUE 2 FROM Q11]
[INSERT ISSUE 3 FROM Q11]
Etc.

[GRID ACROSS]
A friend or family member
Health professional
A mental health professional
A colleague or peer
Other

[FOR EACH ISSUE THEY HAVE NOT SOUGHT HELP FOR AT Q11, ASK Q13]

13. Why have you not sought help for [INSERT Q11 ISSUE]? [OPEN]
[REPEAT FOR EACH ISSUE]

[ALL RESPONDENTS]

14. How effective do you think each of the following resources are to individuals struggling with health and wellness issues?

[GRID DOWN – RANDOMIZE]
A friend
A family member
A health professional
A mental health professional
A colleague or peer

[GRID ACROSS]
Very effective
Somewhat effective
Not very effective
Not at all effective
Don't know/ Not sure

15. Before being invited to answer this survey, had you ever heard of a program specifically designed to help lawyers, judges, law students and their families cope with personal, emotional, health and lifestyle issues?

- Yes
- No
- Don't know/ Not sure

[IF Q15= YES, ASK Q16]

16. What is the name of the program you have heard about? [OPEN ENDED]

The Legal Profession Assistance Conference (LPAC), is a program of the Canadian Bar Association that is dedicated to helping lawyers, judges, law students and their families cope with personal, emotional, health and lifestyle issues. LPAC is the umbrella organization that works with a network of Provincial and Territorial Lawyer Assistance Programs (LAPs). LPAC Offers national services such as a 24/7 helpline. The LAPs provide professional support in the

form of confidential counseling, advisory and information service, as well as personal support from peer group volunteers.

17. Have you ever heard of the Legal Profession Assistance Conference (LPAC) before today?

- Yes
- No
- Don't know/ Not sure

[IFQ17= YES, ASK Q18 AND Q19]

18. How did you hear about the Legal Profession Assistance Conference (LPAC) before today? Please choose all that apply.

- Word of mouth
- The Canadian Bar Association website
- The LPAC website or one of the LAP websites
- Publications
- Presentations
- Other, please specify:

19. Please indicate your level of agreement or disagreement with the following statement:
"The Legal Profession Assistance Conference (LPAC) adequately addresses the health and wellness needs of the legal profession"

- Strongly Agree
- Somewhat Agree
- Somewhat Disagree
- Strongly Disagree
- Don't Know

20. Have you ever heard of the Lawyer Assistance Program (LAP) in your province or territory before today?

- Yes
- No
- Don't know/ Not sure

[IFQ20= YES, ASK Q21 and Q22]

21. How did you hear about the Lawyer Assistance Program (LAP) in your province or territory before today?

- Word of mouth
- The Canadian Bar Association website
- The LPAC website or one of the LAP websites
- Publications
- Presentations
- Other, please specify:

22. Please indicate your level of agreement or disagreement with the following statement:
“The provincial and territorial Lawyer Assistance Programs (LAPs) address the health and wellness needs of the legal profession”

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

[ALL RESPONDENTS]

23. Do you know of anyone who has used the services of Lawyer Assistance Program (LAP) in your province or territory?

- Yes, I have used this service myself
- Yes, I have referred colleagues to this service
- Yes, I have known others who have used this service
- No [EXCLUSIVE]
- Don't know [EXCLUSIVE]

[IF Q23= CODE 1, ASK Q24-26]

24. Which of the following types of issues led you to use the provincial or territorial Lawyer Assistance Program (LAP)? Please choose all that apply.

- Stress and/or “burnout”
- Compassion fatigue
- Alcoholism
- Drug abuse and dependency
- Depression
- Anxiety
- Emotional distress
- Marital problems
- Family issues
- Financial problems
- Poor physical health
- Poor mental health
- Gambling addiction
- Behavioural addictions (such as to technology, shopping, sex)
- Eating disorders
- Concerns about job stability
- Other
- Don't know/ Not sure [EXCLUSIVE]

25. Would you describe your experience with the Lawyer Assistance Program (LAP) to be...

- Very helpful
- Helpful
- Somewhat helpful
- Not very helpful
- Don't know/ Not sure

[SKIP Q26 IF Q25=Don't know / Not sure]

26. Why would you describe your experience as <INSERT Q25 RESPONSE>? [OPEN]

[IF Q23= CODE 2, ASK Q27-30]

27. Which of the following types of issues led you to refer your colleague to the Lawyer Assistance Program (LAP)? Please choose all that apply.

- Stress and/or "burnout"
- Compassion fatigue
- Alcoholism
- Drug abuse and dependency
- Depression
- Anxiety
- Emotional distress
- Marital problems
- Family issues
- Financial problems
- Poor physical health
- Poor mental health
- Gambling addiction
- Behavioural addictions (such as to technology, shopping, sex)
- Eating disorders
- Concerns about job stability
- Other
- Don't know/ Not sure

28. To the best of your knowledge, did the person you referred to the Lawyer Assistance Program (LAP) actually use the service?

- Yes
- No
- Don't know/ Not sure

[SKIP Q29 IF Q28=Don't know / Not sure]

29. To the best of your knowledge, to what extent was the Lawyer Assistance Program (LAP) effective in assisting the person you referred?

- Very effective
- Somewhat effective
- Not very effective

- Not at all effective
- Don't know / Not sure

30. How likely or unlikely are you to refer someone to the Lawyer Assistance Program (LAP) again, should you perceive a need for it?

- Very likely
- Somewhat likely
- Not very likely
- Not at all
- Don't know

[IF Q23= CODE 3, ASK Q31 – Q33]

31. Which of the following types of issues led the person you know of to use the Lawyer Assistance Program (LAP)? Please choose all that apply.

- Stress and “burnout”
- Compassion fatigue
- Alcoholism
- Drug abuse and dependency
- Depression
- Anxiety
- Emotional distress
- Marital problems
- Family issues
- Financial problems
- Poor physical health
- Poor mental health
- Gambling addiction
- Behavioural addictions (such as to technology, shopping, sex)
- Eating disorders
- Concerns about job stability
- Other
- Don't know/ Not sure [EXCLUSIVE]

32. To the best of your knowledge, to what extent was the Lawyer Assistance Program (LAP) effective in assisting the person you know who used it?

- Very effective
- Somewhat effective
- Not very effective
- Not at all effective
- Don't know / Not sure

[SKIP Q33 IF Q32=Don't know / Not sure]

33. [IF Q32=1 or 2, ASK] In what way was the Lawyer Assistance Program effective? [IF Q32=3 or 4, ASK] In what way was the Lawyer Assistance Program ineffective? [OPEN]

34. In the future, if you were confronted with a health and wellness issue, how likely or unlikely do you think you would be to turn to the services of the Lawyer Assistance Program (LAP) in your province or territory?

- Very likely
- Somewhat likely
- Not very likely
- Not at all likely
- Don't know / Not sure

[ALL RESPONDENTS]

35. [IF Q20=YES, ASK] How effective do you think the Lawyer Assistance Program could be in dealing the following health and wellness issues? [IF Q20=NO/DON'T KNOW, ASK] Based on what you read today about the Lawyer Assistance Program, how effective could the program be in dealing with the following health and wellness issues?

Issue	Effectiveness of LAP				
	Very effective	Somewhat effective	Not very effective	Not at all effective	Don't know / Not sure
Stress and/or "burnout"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compassion fatigue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcoholism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drug abuse and dependency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Depression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional distress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor mental health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gambling addiction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Behavioural addictions (technology, shopping, sex)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eating disorders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns about job stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Please indicate whether you agree or disagree with each of the following statements.

Statement [RANDOMIZE]	Level of Agreement				
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly Disagree	Don't know / Not sure
The Legal Profession Assistance Conference (LPAC) and the Lawyer Assistance Programs (LAPs) are an important service for the legal profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think many lawyers would use a program offering peer support for personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental health issues are better left to health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

professionals rather than a peer support program					
I think lawyers experience mental health issues at about the same frequency as the general public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The legal profession provides enough support to lawyers who are confronting health and wellness issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. Thinking about health and wellness issues facing the legal profession, how important is it for the Legal Profession Assistance Conference (LPAC) and the Lawyers Assistance Program (LAP) to provide the following services?

GRID ACROSS

Very important

Somewhat important

Not very important

Not at all important

GRID DOWN (RANDOMIZE)

24/7 Helpline

Peer Counselling

Education sessions on health and wellness

Online Resources

38. Are there any other products and/or services that that the Legal Profession Assistance Conference (LPAC) and the Lawyer Assistance Program should consider introducing? (OPEN ENDED)

[SKIP TO D1 IF Q1=I AM RETIRED]

39. Do you plan on working after 65 years old?

Yes

No

Not yet sure / Undecided

I am currently retired

[IF Q39='YES', ASK Q40 AND Q41, OTHERWISE SKIP]

40. What are the reasons for which you plan to continue working past 65 years of age?

Please choose all that apply.

- I would like to continue making a contribution in my profession
- I will need to for financial reasons
- I will need to in order to maintain health and other work-provided benefits
- I would like to maintain my current standard of living for a longer period of time
- I would like to continue interacting with my clients
- Other: Please specify

41. As you approach retirement, what type of support would be most beneficial? Please choose all that apply.

- Help planning financially for retirement
- Help planning for larger health care expenses
- Help planning for long-term care in the later years of retirement
- Supplemental health benefits
- Help in maintaining healthy lifestyle habits, such as a proper diet, regular exercise and preventative care
- Other: please specify

DEMOGRAPHICS

D1. In this section, we ask you to tell us about yourself, as this will help us prepare the results of this survey.

D1. Are you currently...**Select one only.**

- Practising law full-time
- Practising law part-time
- A student at a law school
- An articling student
- Retired and not practising law
- Retired but practising law occasionally
- A non-practising lawyer
- Other, please specify: _____

[ASK IF D1 = 1, 2, 4, 6 OR 8]

D2. In which of the following practice settings do you work? If you work within a national firm, please consider the cumulative law firm size across Canada. If you work within an international firm, please consider the cumulative law firm size within Canada. Select one only.

- Solo practice
- Law firm (2 – 49 lawyers)
- Law firm (50 – 99 lawyers)

- Law firm (100 or more lawyers)
- Government or a public agency
- In-house counsel for a private / public corporation
- Crown's office
- Judiciary
- Non-governmental organization (NGO)
- Academic
- Other

D3. Ask IF D2 = 2, 3, 4

What is your position within the law firm? **Select one only.**

- Managing partner / CEO / Chair
- Partner
- Associate
- Articling student
- Other, please specify

D4. What is your age?

- Under 25
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 or older

D5. Please indicate your gender.

- Male
- Female

D6. In which province or territory do you currently [IF D1=STUDENT: study, ALL OTHERS: practice]?

- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Nova Scotia
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Nunavut / Northwest Territories / Yukon

[[SKIP D6A if D1 = "A student at a law school"]

D6A. Please identify which of the following best describes the area in which your practice or the corporation you work with is located. **Select one only.**

- Village, town or small city of less than a 50,000 population
- Regional Centre with population of 50,000 to 500,000
- Major metropolitan centre with population of 500,000+

[SKIP D6B if D1 = Other than "A student at a law school"]

D6B. Please identify which of the following best describes the area in which you study law?

- Village, town or small city of less than 50,000 population
- Regional Centre with population of 50,000 to 500,000
- Major metropolitan centre with population of 500,000+