

Lawyers Survey: Work-related distress and indirect trauma

Introduction

Thank you for taking part in this survey. Your participation will help us to understand the impact that work-related distress and indirect trauma has on New Zealand lawyers.

This survey will take 15 - 20 minutes to complete and there are 11 sections. You will be able to save your progress if you need to exit the survey and come back to it later. (**Note:** *to come back to the survey you will need to be using the same browser and computer/device you started the survey on*).

On the following page we have set out information for participants. This information is also available on our website <https://lawindistress.co.nz/for-lawyers/>
Your responses will be aggregated with other responses and your individual answers will not be identified.

Completing this survey indicates you consent to take part in this research study.

Participant information sheet

PARTICIPANT INFORMATION

NOTE: This information is also available on our website: <https://law-in-distress.netlify.app/for-lawyers/>

Your participation in this anonymous survey will help us to understand how lawyers and judges are impacted by work-related distress and indirect trauma. Indirect trauma in the legal context refers to the cumulative effects of exposure to clients' trauma and/or traumatic material relating to legal proceedings and representation.

About us

We are an interdisciplinary research team with members who have worked in the legal profession and academics from AUT, including: Georgina Patel (nee Woods-Child) (lead researcher), Dr Katey Thom (Faculty of Law), Professor Brian McKenna (Faculty of Health Sciences), Associate Professor

Nick Garrett (Biostatistician), Madeline Hayward (PhD candidate), Professor Kate Diesfeld (Faculty of Health Sciences) and Associate Professor Khylee Quince (Faculty of Law).

What is the purpose of this research?

The aims of the anonymous survey are to:

1. Understand the prevalence of work-related distress experienced by New Zealand lawyers and judges as a result of indirect trauma.
2. Identify risk-mitigation strategies lawyers are currently engaging and explore how effective they consider them to be.
3. Assess the profession's receptiveness to alternative risk-mitigation strategies.

The findings from the anonymous survey will be used to form education and policy reform recommendations and inform further research to test intervention strategies, as well as academic publications and presentations.

How was I identified and why am I being invited to participate in this research?

You have been invited to participate in this anonymous survey because you are a member of the New Zealand Law Society (who are supporting the recruitment of lawyers). The criteria for participation in the survey is holding a current practicing certificate.

How long will it take to participate?

The survey will take 15 - 20 minutes to complete.

How long will I have to consider this invitation?

The survey will be live until 17 March 2022. You can complete it at any time before this date.

How do I agree to participate in this research?

Completion of this survey indicates your consent to take part in the research. Your participation in this research is voluntary (it is your choice). Whether or not you choose to participate will neither advantage nor disadvantage you. You are able to withdraw from the study and stop completing the survey at any time. However, due to the nature of an anonymous survey, we are unable to remove any information you provide once the survey has been completed.

What will happen in this research?

You will be asked to complete this anonymous survey. It will take 15 - 20 minutes to complete.

The survey will include questions about your mental and physical wellbeing, how indirect trauma may have impacted you, and the adequacy of your training for work with traumatic material. For the purposes of this research 'indirect trauma' includes: vicarious trauma, secondary traumatic stress, and the separate but related concept of burnout. We refer to 'distress' holistically, encompassing: psychological, emotional, physical, spiritual and social wellbeing. The survey will also collect some demographic information about you (such as your age, gender and ethnicity) and your work history. These details will be anonymous (not connected to your name or contact details) and our findings

will be generalised so that no individual participant can be identified.

At the end of the survey, you will be given the opportunity to leave us with your contact details so that we can contact you for a follow up interview.

We will use the data we collect to draw conclusions about the impact of indirect trauma on legal professionals. We will make comparisons between different practice areas, between lawyers and judges and where possible to overseas research.

What are the discomforts and risks?

There will be questions about your mental health, addictive behaviors and work-related issues. It is possible you may experience discomfort or embarrassment answering these questions.

How will these discomforts and risks be alleviated?

Your responses are anonymous. We will not know how you responded during the survey. We hope that this anonymity helps to mitigate any discomfort associate with answering these questions. If any distress does arise for you during the survey or at any point afterwards, we encourage you to seek follow-up support that is open to legal professionals.

As a member of the Law Society, you are able to access up to 6 fully funded counselling sessions through Vitae

To talk to a counsellor:

1. Freephone 0508 644 981
2. Complete the online referral form: <https://www.vitae.co.nz/contact/counselling-form/>
3. Download the Vitae NZ app from the App Store or Google Play

Below are also support services provided by the Law Society for workplace harassment and other sensitive work-related matters including ethical dilemmas and workplace issues

1. LawCare free phone line: 0800 0800 28

This is a phone line that operates Monday - Friday and has been set up to provide support and guidance for those who have suffered workplace harassment.

2. National Friends Panel members who deal with sensitive matters

<https://www.lawsociety.org.nz/professional-practice/practising-well/national-friends-panel/>

Alternatively, there are a number of free helplines you can utilise

1. 1737 - text or call anytime for support from a trained counsellor
2. Lifeline - 0800 543 354 (0800 LIFELINE) or free text 4357 (HELP)
3. Suicide Crisis Helpline - 0508 828 865 (0508 TAUTOKO)
4. Healthline - 0800 611 116
5. Samaritans - 0800 726 666

What are the benefits?

This research stands to shed light on indirect trauma and other mental health concerns among

New Zealand legal professionals. These findings will raise awareness of these experiences in New Zealand and additionally contribute to an international research base on this topic. This work will inform the development of support structures and other initiatives to mitigate mental health risks for legal professionals. Ultimately, we hope that this research will help lawyers and judges to be supported in their own mental health and to act in their best capacity for the people they serve.

How will my privacy be protected?

Your survey responses will be anonymous. They will not be linked to any personal details such as your name or email address. If you choose to give your contact details at the end of the survey so that you can be contacted for a follow-up interview, these details will not be linked to any of your survey responses.

What opportunity do I have to consider this invitation?

The survey is live for the next 4 weeks. You can complete it at any time during this period.

Will I receive feedback on the results of this research?

You can access the summary of results from our **website: www.lawindistress.co.nz**

In addition, we plan to hold a dissemination hui and the details of this will be made available on our website.

Research funding

This research has received significant partial funding from the New Zealand Law Foundation. The details of this can be viewed at: https://www.lawfoundation.org.nz/?page_id=65

What do I do if I have concerns about this research?

Any concerns regarding the nature of this project should be notified in the first instance to the lead researcher, Georgina Patel: +6421 886 882 or georgina@lawindistress.co.nz

Concerns regarding the conduct of the research should be notified to the Executive Secretary of AUTC, ethics@aut.ac.nz or +649 921 9999 Ext.6038.

Who do I contact for further information about this research?

A copy of this information sheet is also available on our **website: [https://law-in-](https://law-in-distress.netlify.app/for-lawyers/)**

distress.netlify.app/for-lawyers/ You are also able to contact the research team as follows:

Georgina Patel: +6421 886 882 or georgina@lawindistress.co.nz

Katey Thom: +6421 995 825 katey.thom@aut.ac.nz

APPROVED BY THE AUCKLAND UNIVERSITY OF TECHNOLOGY ETHICS COMMITTEE ON 16 DECEMBER 2021, AUTC REFERENCE NUMBER 21/398.

Section 1 of 11: Qualifying questions

Q1 Section 1 of 11

Are you currently in practice?

☐ Yes (1)

☐ No (2)

Skip To: Q3 If Q1 = Yes

Display this question:

If Q1 = No

Q2 Why are you not currently in practice?

☐ On parental leave (1)

☐ On study leave (2)

☐ Retired (3)

☐ Other (please specify): (4) _____

Skip To: End of Survey If Q2 = On parental leave

Skip To: End of Survey If Q2 = On study leave

Skip To: End of Survey If Q2 = Retired

Skip To: End of Survey If Q2 = Other (please specify):

Q3

What job title best describes your current position?

- ☐ Employed solicitor in a private practice law firm (1)
 - ☐ Employed solicitor working in house (2)
 - ☐ Employed in the public sector (7)
 - ☐ Barrister (3)
 - ☐ Sole practitioner (4)
 - ☐ Partner (8)
 - ☐ Other (please specify): (6) _____
-

Q4 How much of the time do you experience stress related to your work as a lawyer?

- ☐ None of the time (1)
 - ☐ A little bit of the time (2)
 - ☐ Some of the time (3)
 - ☐ Most of the time (4)
 - ☐ All of the time (5)
-

Q5 How much of the time do you experience personal satisfaction relating to your work as a lawyer?

- ☐ None of the time (1)
 - ☐ A little bit of the time (2)
 - ☐ Some of the time (3)
 - ☐ Most of the time (4)
 - ☐ All of the time (5)
-

Section 2 of 11: Vicarious trauma scale

Q6

Section 2 of 11

Please read the following statements and indicate on a scale of 1 (strongly disagree) to 7 (strongly agree) how much you agree with them.

Note: “Client” is used to indicate persons with whom you have been engaged with in a work relationship. You may substitute another noun that better represents your work such as defendant, plaintiff, applicant, litigant, child, guardian, young person, stakeholder, victim, survivor or offender.

	Strongly disagree (1)	Disagree (2)	Slightly disagree (3)	Neither agree nor disagree (4)	Slightly agree (5)	Agree (6)	Strongly agree (7)
1. My job involves exposure to distressing material and experiences. (1)	☐	☐	☐	☐	☐	☐	☐
2. My job involves exposure to traumatised or distressed clients. (2)	☐	☐	☐	☐	☐	☐	☐
3. I find myself distressed by listening to my clients' stories and situations. (3)	☐	☐	☐	☐	☐	☐	☐
4. I find it difficult to deal with the content of my work. (4)	☐	☐	☐	☐	☐	☐	☐
5. I find myself thinking about distressing material at home. (5)	☐	☐	☐	☐	☐	☐	☐

6.
Sometim
es I feel helpless
to assist my
clients in the
way I would like.
(6)

☐☐☐☐☐☐☐

7.
Sometim
es I feel
overwhelmed by
the workload
involved in my
job. (7)

☐☐☐☐☐☐☐

8. It is hard to
stay positive and
optimistic given
some of the
things I
encounter in my
work. (8)

☐☐☐☐☐☐☐

Section 3 of 11: MBI-GS - Burnout

Q7

Section 3 of 11

The following are 16 statements of job-related feelings. Please read each statement carefully and decide if you ever feel this way about your current legal role. If you have never had this feeling, select "never". If you have had this feeling, indicate how often you feel it by selecting the choice that best describes how frequently you feel that way.

NOTE: The scale in this section is not included for copyright reasons.

See: W B Schaufeli and others “Maslach Burnout Inventory: General survey (MBI-GS)” (1996, 2016) Mind Garden <mindgarden.com>. Copyright ©1996 Wilmar B. Schaufeli, Michael P. Leiter, Christina Maslach & Susan E. Jackson. All rights reserved in all media. Published by Mind Garden, Inc., <www.mindgarden.com>.

Section 4 of 11: Moral Distress

Q8 Section 4 of 11 Moral distress can occur when you believe you know the ethically right thing to do, but something or someone restricts your ability to pursue the right course of action. Whether stemming from internal or external factors, moral distress threatens your core values. The next few questions relate to moral distress you may have felt in the past year in relation to your work in the law. How would you rate the level of moral distress you experienced in relation to the following issues?

	None (1)	Mild (2)	Moderate (3)	Distressing (4)	Extremely distressing (5)
1. Access to justice. (1)	☐	☐	☐	☐	☐
2. Legal affordability. (2)	☐	☐	☐	☐	☐
3. Legal aid constraints. (3)	☐	☐	☐	☐	☐
4. Other lawyers' competency. (4)	☐	☐	☐	☐	☐
5. Judicial competency. (20)	☐	☐	☐	☐	☐
6. The impact of intergenerational trauma on clients. (5)	☐	☐	☐	☐	☐
7. The impact of intergenerational trauma on lawyers and judges. (6)	☐	☐	☐	☐	☐
8. The impact of proceedings on parties. (7)	☐	☐	☐	☐	☐
9. The impact of proceedings on children. (8)	☐	☐	☐	☐	☐
10. Constraints of the law/legislation. (9)	☐	☐	☐	☐	☐

11. Functioning of the justice system. (10)	☐	☐	☐	☐	☐
12. Delays and timeframes for resolution or court. (11)	☐	☐	☐	☐	☐
13. Lack of meaningful rehabilitation options. (12)	☐	☐	☐	☐	☐
14. Lack of multi-disciplinary access for clients (e.g. low availability / high cost of psychologists) (13)	☐	☐	☐	☐	☐
15. Constraints of the legal role - inability to help clients the way the need or want. (14)	☐	☐	☐	☐	☐
16. Organisational or workplace policies. (15)	☐	☐	☐	☐	☐

17.
Discrimination
(on the basis of
race, ethnicity,
gender or sexual
orientation)
against
participants of
the legal system
(by lawyers or
judges). (16)

☐☐☐☐☐

18.
Discrimination
(on the basis of
race, ethnicity,
gender or sexual
orientation)
against other
lawyers (by
lawyers or
judges) (17)

☐☐☐☐☐

19. Systemic
discrimination
(on the basis of
race, ethnicity,
gender or sexual
orientation). (18)

☐☐☐☐☐

20. Breaches of
tikanga Māori
and Te Tiriti o
Waitangi. (19)

☐☐☐☐☐

21. Other(s)
(please specify):
(21)

☐☐☐☐☐

Q9 Overall, how often do you experience feeling of moral distress in relation to any or all of the above issues?

- ☐ Daily (1)
- ☐ A few times a week (2)
- ☐ A few times a month (3)
- ☐ A few times a year (4)
- ☐ Never (5)

Q10 Is there anything else you would like to tell us about your experience of moral distress?

Section 5 of 11: Work satisfaction

Q11 **Section 5 of 11** The following questions concern your feelings about your **current job**.

Q12 How much autonomy do you have over your work?

- ☐ None (1)
 - ☐ A little (2)
 - ☐ A reasonable amount (3)
 - ☐ A lot (4)
 - ☐ Full autonomy (5)
-

Q13 How often do you feel competent doing your job?

- ☐ Always (1)
 - ☐ Most of the time (2)
 - ☐ Sometimes (3)
 - ☐ Never (4)
-

Q14 Are there people you work with that you feel you can relate to?

☐ Yes (1)

☐ No (2)

☐ Sometimes (3)

Section 6 of 11: DASS-21

Q15 Section 6 of 11 Please read each statement and rate how much the statement applied to you over **the past week**.

Note: If the past week has not been an appropriate indicator of your typical workload and typical manner of work due to the impacts of COVID-19 restrictions please answer the following questions with reference to your typical workload and manner.

	Did not apply to me at all (1)	Applied to me to some degree, or some of the time (2)	Applied to me to a considerable degree or a good part of time (3)	Applied to me very much or most of the time (4)
1. I found it hard to wind down. (1)	☐	☐	☐	☐
2. I was aware of dryness of my mouth. (2)	☐	☐	☐	☐
3. I couldn't seem to experience any positive feeling at all. (3)	☐	☐	☐	☐
4. I experienced breathing difficulty (e.g. excessively rapid breathing, breathlessness in the absence of physical exertion). (4)	☐	☐	☐	☐
5. I found it difficult to work up the initiative to do things. (5)	☐	☐	☐	☐
6. I tended to over-react to situations. (6)	☐	☐	☐	☐
7. I experienced trembling (e.g. in the hands). (7)	☐	☐	☐	☐

8. I felt that I was using a lot of nervous energy.

(8)

☐☐☐☐

9. I was worried about situations in which I might panic and make a fool of myself.

(9)

☐☐☐☐

10. I felt that I had nothing to look forward to.

(10)

☐☐☐☐

11. I found myself getting agitated. (11)

☐☐☐☐

12. I found it difficult to relax.

(12)

☐☐☐☐

13. I felt down-hearted and blue. (13)

☐☐☐☐

14. I was intolerant of anything that kept me from getting on with what I was doing.

(14)

☐☐☐☐

15. I felt I was close to panic.

(15)

☐☐☐☐

16. I was
unable to
become
enthusiastic
about anything.
(16)

☐☐☐☐

17. I felt I
wasn't worth
much as a
person. (17)

☐☐☐☐

18. I felt that I
was rather
touchy. (18)

☐☐☐☐

19. I was
aware of the
action of my
heart in the
absence of
physical exertion
(e.g. sense of
heart rate
increase, heart
missing a beat).
(19)

☐☐☐☐

20. I felt
scared without
any good reason.
(20)

☐☐☐☐

21. I felt that
life was
meaningless.
(21)

☐☐☐☐

Section 7 of 11: Secondary Traumatic Stress Scale

Q16

Section 7 of 11

The following is a list of statements made by people who have been impacted by their work with traumatised clients. Read each statement and indicate how frequently the statement was true for you in the **past seven (7) days**.

Note 1: If the past (7) days has not been an appropriate indicator of your typical workload and typical manner of work due to the impacts of COVID-19 restrictions please answer the following questions with reference to your typical workload and manner.

Note 2: “Client” is used to indicate persons with whom you have been engaged in a helping relationship. You may substitute another noun that better represents your work such as defendant, plaintiff, applicant, litigant, child, guardian, young person, stakeholder, victim, survivor or offender.

	Never (1)	Rarely (2)	Occasionally (3)	Often (4)	Very often (5)
1. I felt emotionally numb (1)	☐	☐	☐	☐	☐
2. My heart started pounding when I thought about my work with clients (2)	☐	☐	☐	☐	☐
3. It seemed as if I was reliving the trauma(s) experienced by my client(s) (3)	☐	☐	☐	☐	☐
4. I had trouble sleeping (4)	☐	☐	☐	☐	☐
5. I felt discouraged about the future (5)	☐	☐	☐	☐	☐
6. Reminders of my work with clients upset me (6)	☐	☐	☐	☐	☐
7. I had little interest in being around others (7)	☐	☐	☐	☐	☐
8. I felt jumpy (8)	☐	☐	☐	☐	☐

9. I was less active than usual (9)	☐	☐	☐	☐	☐
10. I thought about my work with clients when I didn't intend to (10)	☐	☐	☐	☐	☐
11. I had trouble concentrating (11)	☐	☐	☐	☐	☐
12. I avoided people, places, or things that reminded me of my work with clients (12)	☐	☐	☐	☐	☐
13. I had disturbing dreams about my work with clients (13)	☐	☐	☐	☐	☐
14. I wanted to avoid working with some clients (14)	☐	☐	☐	☐	☐
15. I was easily annoyed (15)	☐	☐	☐	☐	☐

16. I expected something bad to happen (16)



17. I noticed gaps in my memory about client sessions (17)



Section 8 of 11: AUDIT-C and addictive behaviours

Q17 **Section 8 of 11** How often did you have a drink containing alcohol in the past year?

- ☐ Never (1)
 - ☐ Monthly or less (2)
 - ☐ Two to four times a month (3)
 - ☐ Two to three times a week (4)
 - ☐ Four or more times a week (5)
-

Q18 How many drinks did you have on a typical day when you were drinking in the past year?

- ☐ None, I did not drink (1)
 - ☐ 1-2 (2)
 - ☐ 3-4 (3)
 - ☐ 5-6 (4)
 - ☐ 7-9 (5)
 - ☐ 10 or more (6)
-

Q19 How often did you have six or more drinks on one occasion in the past year?

- ☐ Never (1)
- ☐ Less than monthly (2)
- ☐ Monthly (3)
- ☐ Weekly (4)
- ☐ Daily or almost daily (5)
-

Q20 Have you ever tried to get help to reduce or stop drinking whether informally from a friend or formally from a health professional?

- ☐ Yes (1)
- ☐ No (2)
-

Q21 Have you ever tried to get help to reduce or stop any other addictive behaviours (e.g. smoking, vaping, drugs, gambling) whether informally from a friend or formally from a health professional?

- ☐ Yes (1)
- ☐ No (2)
-

Q22 Please feel free to elaborate on your experience of the above statements:

Section 9 of 11: Demographic questions

Q23

Section 9 of 11 - the following are demographic questions

What is your age?

- ☐ 20-29 (1)
 - ☐ 30-39 (2)
 - ☐ 40-49 (3)
 - ☐ 50-59 (4)
 - ☐ 60-69 (5)
 - ☐ Over 70 (6)
-

Q24 What is your gender?

- ☐ Male (1)
 - ☐ Female (2)
 - ☐ Non-binary (3)
 - ☐ Prefer to self-describe (please specify): (4)
-

Q25 Which ethnic group do you belong to? Please select all that apply to you.

☐

Māori (1)

☐

New Zealand European | Pākehā (2)

☐

Other European (3)

☐

Chinese (4)

☐

Indian (5)

☐

Southeast Asian (6)

☐

Other Asian (7)

☐

Middle Eastern (8)

☐

Samoaan (9)

☐

Fijian (10)

☐

Tongan (11)

☐

Other Pacific (12)

☐

Latin American (13)

☐

African (14)

☐

Other ethnicity (please specify): (15)

Q26 Which country were you born in?

☐ New Zealand (4)

☐ Other (please specify): (5) _____

Q27 Which country did you obtain your undergraduate law degree in?

☐ New Zealand (4)

☐ Other (please specify): (5) _____

Q28 What living arrangements best match your current circumstances?

☐ I live alone (1)

☐ I live with a partner/spouse (2)

☐ I live with a partner/spouse and children (3)

☐ I live with children (4)

☐ I live with friends/flatmates (5)

☐ I live with extended family (6)

☐ Other (please specify): (7) _____

Q29 Have you personally experienced a traumatic event in your lifetime? (you can select more than one option)

Note: A traumatic event is defined here as a direct harm or threat to life, in one or more of the following ways:

- ☐ Trauma from grief or separation (1)
- ☐ Life threatening illness/injury (2)
- ☐ Natural disaster, fire or explosion (3)
- ☐ Physical abuse/assault (4)
- ☐ Sexual abuse/assault (5)
- ☐ Sexual harassment/assault in the workplace (6)
- ☐ Assault with a weapon (7)
- ☐ Interpersonal violence (8)
- ☐ Emotional/psychological abuse/neglect (9)
- ☐ Intergenerational or collective trauma (10)
- ☐ Exposure to a combat or war zone (11)
- ☐ An individual held in captivity (12)
- ☐ Sudden violent death (13)
- ☐ Transportation/work/home/recreational activity accidents (14)

☐

Exposure to toxic substances (15)

☐

None of the above (17)

☐

Other (please specify): (16) _____

Skip To: Q31 If Q29 = None of the above

Q30 Do you think your experiences of a traumatic event or events has had any impact on how you experience trauma at work?

☐ Yes (1)

☐ Maybe (2)

☐ No (3)

Q31 Have you ever sought help for psychological distress (whether formally or informally) from a health professional, from a spiritual, faith based or cultural practitioner, or from a friend?

☐ No (1)

☐ Yes (2)

Section 10 of 11: Work history questions

Q32

Section 10 of 11 - the following are questions about your work history

How long have you been practicing as a lawyer?

- ☐ 0-5 years (1)
 - ☐ 6-10 years (2)
 - ☐ 11-15 years (3)
 - ☐ 16-20 years (4)
 - ☐ 21-25 years (5)
 - ☐ 26-30 years (6)
 - ☐ 31+ years (7)
-

Q33 What is your main area of practice?

- ☐ Administrative/public (1)
 - ☐ Civil litigation (2)
 - ☐ Company/commercial (3)
 - ☐ Criminal (4)
 - ☐ Employment (5)
 - ☐ Family (6)
 - ☐ Government/advisory (7)
 - ☐ Human rights (8)
 - ☐ Immigration (9)
 - ☐ Intellectual property (10)
 - ☐ Property (11)
 - ☐ Resource management / environmental (12)
 - ☐ Tax (16)
 - ☐ Trusts and Estates (13)
 - ☐ Other (please specify) (15) _____
-

Q34 What are your secondary areas of practice? (Can select more than one)

- ☐ None/not applicable (17)
- ☐ Administrative/public (1)
- ☐ Civil litigation (2)
- ☐ Company/commercial (3)
- ☐ Criminal (4)
- ☐ Employment (5)
- ☐ Family (6)
- ☐ Government/advisory (7)
- ☐ Human rights (8)
- ☐ Immigration (9)
- ☐ Intellectual property (10)
- ☐ Property (11)
- ☐ Resource management / environmental (12)
- ☐ Tax (16)
- ☐ Trusts and Estates (13)

☐

Other (please specify): (15) _____

Q35 How would you describe the location of your workplace?

☐ Central city (1)

☐ Suburban (2)

☐ Provincial (3)

☐ Other (please specify): (4) _____

Q36 What area(s) of law have you practiced in in the past? You can select more than one.

- ☐ None (1)
- ☐ Administrative/public (2)
- ☐ Civil litigation (3)
- ☐ Company/commercial (4)
- ☐ Criminal (5)
- ☐ Employment (6)
- ☐ Family (7)
- ☐ Government/advisory (8)
- ☐ Human rights (9)
- ☐ Immigration (10)
- ☐ Intellectual property (11)
- ☐ Property (12)
- ☐ Resource management (14)
- ☐ Tax (15)
- ☐ Trusts and Estates (16)

☐

Other (please specify): (13) _____

Skip To: Q38 If Q36 = None

Q37 Why do you no longer practice in these areas? (You can select more than one option)

☐

I did not enjoy practising in this/these area(s) (1)

☐

There was not enough work (2)

☐

I am better suited to other areas of practice (3)

☐

I have specialised in another area (4)

☐

I have changed the area I specialise in as a result of stress in my previous specialisation (6)

☐

Other (please specify): (5) _____

Q38 How would you describe the average size of your workload?

☐ Light (1)

☐ Moderate (2)

☐ Heavy (3)

☐ Extremely heavy (4)

Q39 On average, how many hours do you work per week?

- ☐ Under 10 (1)
 - ☐ 10-20 (2)
 - ☐ 21-30 (3)
 - ☐ 31-40 (4)
 - ☐ 41-50 (5)
 - ☐ 51-60 (6)
 - ☐ Over 60 (7)
-

Q40 In the past 12 months, what percentage of your workload related to clients who were seeking legal services in relation to a traumatic event or events?

- ☐ 0% (1)
 - ☐ 1-25% (2)
 - ☐ 26-50% (3)
 - ☐ 51-75% (4)
 - ☐ 76-100% (5)
-

Q41 How frequently do you work with traumatic cases and/or clients who you know are experiencing or have experienced trauma?

- ☐ Never (1)
 - ☐ Less than half of the time (2)
 - ☐ About half of the time (3)
 - ☐ Most of the time (4)
 - ☐ All of the time (5)
-

Q42 How many hours of supervision do you receive per week?

Note: For the purposes of this study supervision means oversight and/or guidance by another lawyer who is typically at a more senior level than the lawyer receiving supervision.

- ☐ 0 hours (1)
- ☐ 0-1 hour (7)
- ☐ 1-2 hours (2)
- ☐ 2-4 hours (3)
- ☐ 5+ hours (4)
- ☐ None – I am a sole practitioner or partner (5)
- ☐ Other (please specify): (6) _____
-

Q43 Do you agree that one of the roles of a supervisor is to identify and respond to stress in those they supervise?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Maybe (3)
- ☐ Other (please specify): (4) _____
-

Q44 Do you intend to leave the legal profession in the next 1 - 4 years?

☐ No (1)

☐ Yes (2)

Display this question:

If Q44 = Yes

Q45 Can you please elaborate on why you intend to leave the legal profession?

Q46 Have you ever received training on how to support clients who have experienced trauma (trauma training)?

☐ No (1)

☐ Yes (2)

Q47 Have you ever received training on how to manage trauma that you (or your colleagues) encounter at work?

☐ No (1)

☐ Yes (2)

Q48 Do you think trauma training should be included in legal training?

☐ No (1)

☐ Yes (2)

Skip To: Q50 If Q48 = No

Q49 Where should trauma training occur? You can select more than one option.

☐

In law school (1)

☐

In professional studies (2)

☐

In continuing legal education (CLE) (3)

☐

As a specific requirement for those practicing in areas with high levels of traumatised clients (4)

☐

Other [please specify]: (5) _____

Q50 You are nearly finished the survey. The remaining questions are optional. Please click through to submit your survey response.

Please let us know how Covid-19 has impacted your experience of work-related distress:

Section 11 of 11: General reflections

Q51 Section 11 of 11

This is the last set of questions.

The following four questions are about your legal role. Please let us know anything else that would help us to understand:

Q52 1. The personal challenges of your legal role:

Q53 2. The factors that contribute to the stress of your legal role:

Q54 3. The personal rewards of your legal role:

Q55 4. The factors that contribute to your wellbeing in your legal role:

Final comment

Q56 Final question

You have now reached the end of the survey. After this question, please click through to the next page to submit your responses.

Is there anything else you would like to let us know about your experience of work-related distress?
