

**A joint research project of Krill Strategies, JC Coaching & Consulting, and Ambitionprofile, in collaboration with NALP**

**Purpose of the Study**

This study aims to understand the mental health challenges faced by lawyers, contributing to future research and interventions designed to improve well-being in the legal profession.

**Why This Study is Important**

To address stress effectively, it is crucial to consider both working conditions and individual psychological profiles. This survey explores unique traits and dispositions of lawyers, addressing an often-overlooked aspect of mental health. This study is a joint research project of Krill Strategies, JC Coaching & Consulting, and Ambitionprofile, in collaboration with NALP.

**Procedure**

Participation in this survey is voluntary and anonymous. The survey will take approximately ten minutes to complete and includes questions about your mental health, work environment, and demographic information.

**Eligibility**

In order to participate, you must be a lawyer who is currently practicing law at a private firm.

**Confidentiality**

All responses are completely anonymous. No personally identifiable information will be collected. No data that allows identification of, or connection with, any one individual will be collected. This includes IP addresses and email addresses. The data will be stored securely.

**Use of Data**

By participating in this study, you consent to the use and processing of the anonymous data collected by EQ Supplies AB for purposes of research and the development of products and services related to mental health.

**Transfer of Data**

The collected anonymous data may be transferred to, and processed in, countries inside and outside the European Economic Area (EEA). These transfers will only be conducted in compliance with applicable data protection laws, including the General Data Protection Regulation (GDPR) for European participants and relevant US data protection laws for US participants.

**Data Retention**

EQ Supplies AB shall only retain anonymized data to ensure privacy and compliance with applicable data protection laws. This data may be retained for an indefinite amount of time. All data retention practices will adhere to US data protection regulations, including the Health Insurance Portability and Accountability Act (HIPAA) if applicable.

**Voluntary Participation**

Your participation is voluntary, and you may withdraw from the survey at any time without any consequences. You may opt out of the survey at any time.

**Contact Information**

If you have any questions about the methodology in this study or data management, please contact Occupational Psychologist Jens Näsström at [jens@ambitionprofile.com](mailto:jens@ambitionprofile.com).

**\* 1. Consent**

I consent to participating in this study and agree that the use of the collected fully anonymous data can be used in future research.

- ☐ **I agree to participate**
- ☐ **I do not agree to participate**

2. What is your current position?

- ☐ Junior Associate
- ☐ Senior Associate
- ☐ Partner
- ☐ Counsel
- ☐ Other, (e.g. staff or project lawyer)

3. About how many years have you been with your current company or organization?

4. How many lawyers work at your firm?

5. On average, how many total hours do you work weekly?

6. Approximately how many hours did you bill last year?

7. Which country do you currently live in?

- ☐ U.S.
- ☐ Canada
- ☐ Other (please specify)

8. What is your race/ethnicity? (Select all that apply.)

- ☐ American Indian or Alaska Native
- ☐ Asian or Asian American
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ Middle Eastern or North African
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White
- ☐ Prefer not to say
- ☐ Other (please specify)

9. Which of the following initiatives or resources would you find most beneficial at a firm?  
Please check all that apply.

- ☐ Flexible work hours
- ☐ Remote work opportunities
- ☐ Coaching on well-being
- ☐ Coaching on professional development
- ☐ Leadership development programs
- ☐ Improved workload management (such as relevant training or apps for project management or delegation)
- ☐ Peer mentoring
- ☐ Self-leadership training (time & stress management)
- ☐ Mental health support
- ☐ Substance use support
- ☐ Other (please specify)

10. Below you will find a series of statements with which you may agree or disagree. Using the scale from *Strongly Disagree* to *Strongly Agree*, please indicate the degree of your agreement.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
When I make a mistake, I feel like a failure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I fail at doing something, it means I'm a failure as a person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If someone else does something better than me, it makes me feel like a failure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Failing in part is as bad as failing completely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to be perfect so people will like me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I make a mistake, people will think less of me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting negative feedback is really hard on me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to come across as perfect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm afraid of making mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel bad when I receive critical feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I must be in control of situations that are important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to control my environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel stressed if I am not in control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to control things that are important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sometimes I need to be 100% in control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Below you will find a series of statements with which you may agree or disagree. Using the scale from *Strongly Disagree* to *Strongly Agree*, please indicate the degree of your agreement.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
My job makes me feel exhausted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I fear getting negative feedback about my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When people praise my performance, I worry that I will disappoint them in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I have to say something that will make someone uncomfortable, I postpone saying it as long as I can	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I avoid conversations with those who might say something negative about my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I sugar-coat feedback to avoid arguments and defensive reactions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am ambitious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am always up for a challenge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I work, I want to get the job done at all costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am willing to push both myself and others to the limit to accomplish a task	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am constantly looking for roles and responsibilities that challenge me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find it difficult to relax when I am not working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am great at managing work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

properly managing  
my workload



I have problems with  
how I pace my work



I find it hard to  
prioritize the  
objectives to reach a  
goal



There is a balance  
between my work  
life and my personal  
life



I want to do amazing  
things with my life



I feel motivated to  
do great things



I want to win at any  
cost



12. Please indicate your level of agreement with the following statements

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I think my job is uninteresting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel disengaged from my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel indifferent about what I do at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tend to work to an unhealthy extent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the need to work, even when it is not enjoyable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work more than what is expected of me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often think about quitting my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to quit my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have thought about what it would be like to quit my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Please answer the following questions

	Very poor	Poor	Neutral	Good	Very good
How would you rate your closest manager's ability to provide clear and constructive feedback?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your closest manager's ability to lead and inspire your team?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your overall experience working under your closest manager?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Over the last 2 weeks, how often have you been bothered by the following problems?

	Not at all	Several days	More than half the days	Nearly every day
Little interest or pleasure in doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling down, depressed or hopeless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. During the past 30 days, about how often did you feel ...

	All of the time	Most of the time	Some of the time	A little of the time	None of the time
...nervous?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...hopeless?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...restless or fidgety?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...so depressed that nothing could cheer you up?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...that everything was an effort?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...worthless?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. How often did you have a drink containing alcohol in the past year?

- ☐ Never
- ☐ Monthly or less
- ☐ Two to four times a month
- ☐ Two to three times per week
- ☐ Four or more times a week

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

- ☐ Never
- ☐ Less than monthly
- ☐ Monthly
- ☐ Weekly
- ☐ Daily or almost daily

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

- ☐ None, I do not drink
- ☐ 1 or 2
- ☐ 3 or 4
- ☐ 5 or 6
- ☐ 7 to 9
- ☐ 10 or more

19. In the past year, have you used any substances (other than alcohol) to manage stress, unwind, or relax? This includes prescription medications (used as prescribed or otherwise), marijuana, or other recreational drugs.

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

If you or someone you know is struggling with mental health or substance abuse issues, please remember that help is available. The American Bar Association's Commission on Lawyer Assistance Programs (CoLAP) provides a comprehensive directory of state-specific Lawyers Assistance Programs (LAPs). These programs offer confidential support and resources tailored specifically for legal professionals.

You can access the [ABA CoLAP Directory](#) here.

20. Gender: how do you describe yourself? (Select all that apply.)

- ☐ Man
- ☐ Woman
- ☐ Non-binary
- ☐ Prefer not to say
- ☐ Prefer to self-describe:

21. What is your age?

22. Do you have any comments, suggestions, or feedback that you would like to share with us?