

WASHINGTON STATE
BAR ASSOCIATION

WSBA Member Well-Being Survey Report: Preliminary Findings

DRAFT REPORT PREPARED AUGUST 2025



WASHINGTON STATE BAR ASSOCIATION

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Introduction

This report summarizes key findings from the WSBA Member Well-Being Survey (The Survey), providing an overview of the WSBA Member Well-Being Task Force's (Task Force) analysis and next steps.

The Survey was prepared by the Member Survey Workgroup of the Task Force with support from Professor Matthew S. Thiese from the University of Utah School of Medicine, WSBA staff, and National Business Research Institute (NBRI). The anonymous survey was administered by NBRI from January 28-February 20, 2025. The survey received responses from 903 members (9% response rate), yielding a 99.84% confidence level with a 5% sampling error.

SEGMENT ANALYSIS METHODOLOGY

The Task Force was able to segment certain practice areas and other demographics and compare the results of those particular segments to the results of survey respondents.

The segments analyzed were:

1. Respondents working in medium- and large- size firms.
2. Respondents working in solo and small firms.
3. Respondents working in government and public interest organizations.
4. Respondents designated as new members.
5. Respondents who reported their primary practice area as litigation (civil or criminal).
6. Respondents who reported minimum billing hour requirements of 1751 per year and over.
7. Respondents who reported their license type as Judicial.
8. Respondents who indicated their race/ethnicity as something other than White/European Descent.

The definitions of 1-4 are provided in footnotes as they are first mentioned in this report. These segments are aligned with the workgroups formed by the task force. The workgroups were established to study various segments and demographics of the profession including private practice, government and public interest, law student and new member, judicial, and intersection of diversity, equity and inclusion and well-being.

The results from the segment analysis are being used to draw inferences regarding the different segments based on the differences in response percentages of each segment when compared to the percentages of all respondents. The Task Force does not claim statistical causality or correlation when

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discussing the results of the segment analyses. Further research and analysis of each segment would be necessary to draw those statistical determinations.

PURPOSE

In November 2023 the Board of Governors (BOG) adopted four strategic priorities for FY24. One of those priorities was to study member well-being and expand and improve resources for, and assistance to, legal professionals and the legal community. In furtherance of this organizational priority, the BOG approved the charter for the Task Force in January 2024.

The Task Force consists of 11 members, with additional ad hoc members recruited to support the workgroups.

The Task Force is specifically tasked to:

- (1) study well-being among WSBA members and the broader legal community in Washington and
- (2) make recommendations to enhance well-being of those same individuals and thereby improve the provision of legal services.

The Charter calls for the formation of a workgroup to investigate well-being among WSBA members (i.e. Member Survey Workgroup). The Member Survey Workgroup's primary goal was to develop and deploy a member survey. Areas of inquiry for the survey include the relative well-being of members, the identification of challenges in legal practice, the occurrence of mental health conditions or illness, and suggestions for the Task Force.

Survey Demographics



Personal Information

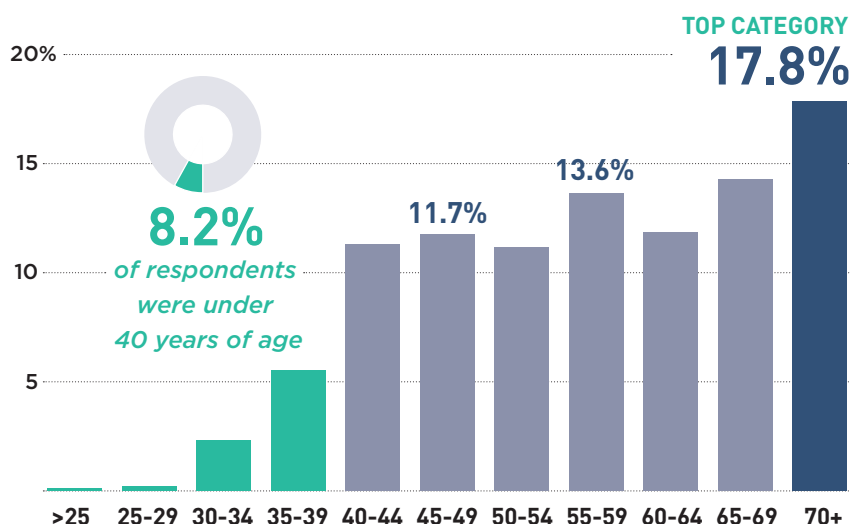
The survey was distributed to 10,000 WSBA members proportionally across all congressional districts. Respondents represented a wide range of age groups, with the majority being 50 or older. Notably, 73% of respondents in private practice were 50 or over, 90% of judiciary respondents were 50 or over, while 58% of those in government and public interest practice were 50 or over.

In terms of gender identity, 51% of respondents identified as male, 43.2% as female, and a small percentage as transgender, non-binary/non-conforming, or preferring not to disclose. There were higher percentages of males in private practice and females in government and public interest practice.

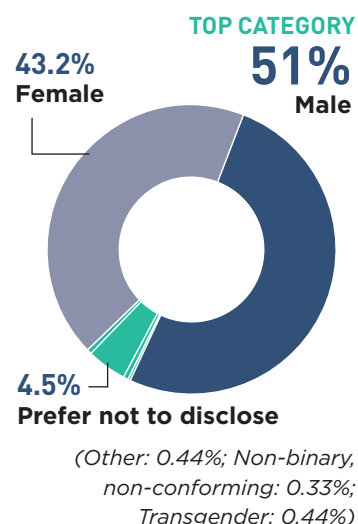
The majority of respondents identified as White/European Descent (82.3%), followed by Asian, Hispanic/Latinx, Multi Racial/Bi-Racial, and Black/African American/African Descent. Government and Public Interest¹ (GPI) respondents had a higher percentage of non-white attorneys.

Most respondents were married or in a committed relationship (77%), and 40.09% indicated they have caregiving responsibilities. The majority identified as heterosexual (81.7%), with smaller percentages identifying as gay, lesbian, bisexual, pansexual, queer, or preferring not to disclose.

What is your age group?



What is your gender?



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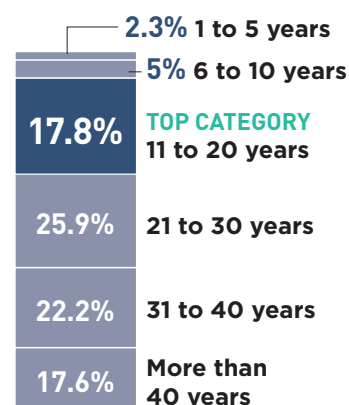
1. Government and Public Interest (GPI) respondents indicated they work for government, public service, or non-profit organizations.



Practice Location and Experience

Respondents were asked to select their primary practice location from a list of counties, with the majority located in the largest population centers of King, Pierce, Snohomish, Spokane, or Clark counties (56.5%). Most respondents have been practicing law for over 10 years, with a little over half having practiced for 11-30 years. The majority of respondents were licensed as attorneys (97.7%), with a smaller percentage holding licenses as judicial officers. Among those with a judicial license type, the responses varied widely, with some having sat on the bench for only a few years, while others had decades of experience. The majority indicated that they serve in Superior, District, or Municipal Courts (71.4%), with smaller percentages in Appellate Courts, Juvenile Courts, Tribal Courts, Administrative Law Judge positions, or as Magistrate Judges.

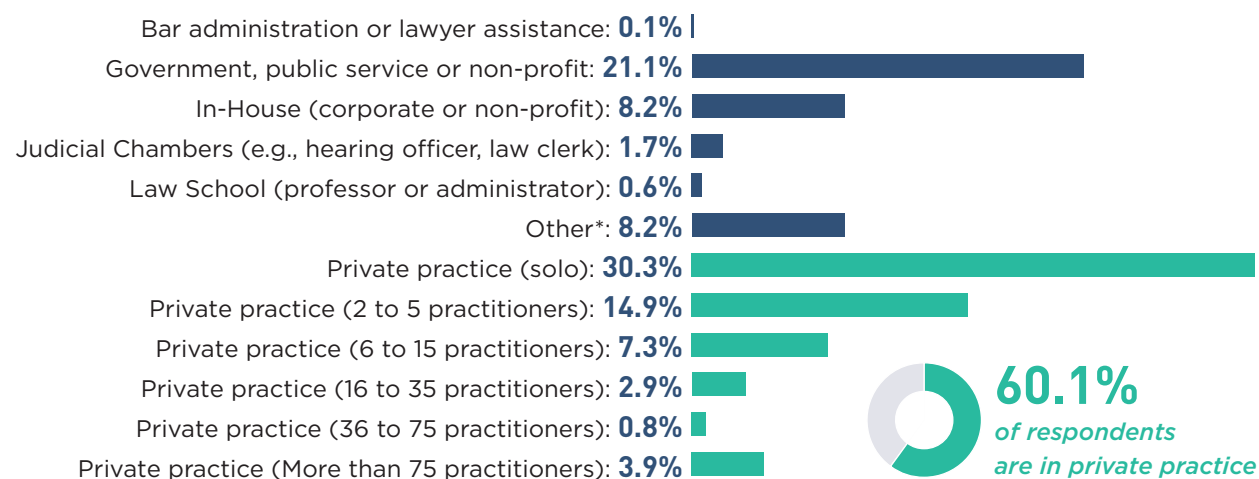
How many years have you been practicing law?



Primary Area of Practice and Work Organization

Respondents with an attorney license type were asked to describe their primary area of practice: 33.6% indicated that they work in litigation (civil or criminal), 19.6% in transactional, 16.9% in administrative/government/regulatory, and 8.1% in family law. The remaining percentage designated "other." The majority (60.1%) indicated that they work in private practice (solo or in firms of various sizes). The remainder work in judicial chambers, government/public service/non-profit organizations, in-house corporate roles, law schools, bar administration, or other settings. A little over 79% of respondents in private practice are Solo and Small Firm.²

Which of the following best describes the organization where you work?



2. Solo and Small Firm (SSF) include respondents who indicated they work in private practice firms with one to five practitioners.

Key Survey Findings

The Survey provided the opportunity for WSBA members to report on their well-being, focusing on various aspects such as demographics, practice location, work hours, stress levels, financial concerns, physical and mental health, and the availability and utilization of wellness programs.

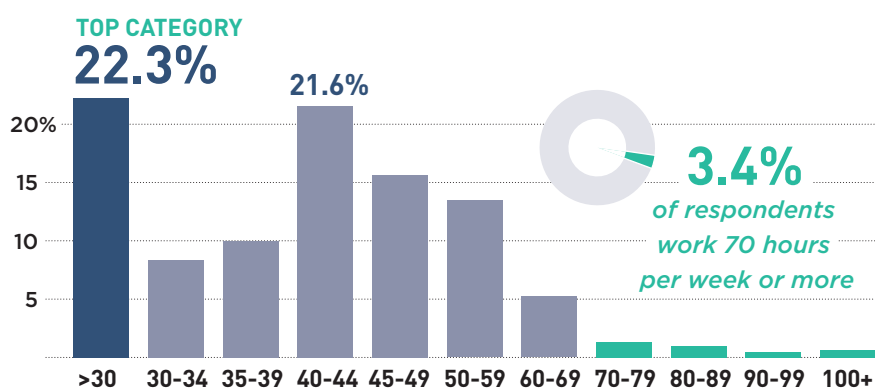
The survey aims to identify key stressors and challenges faced by legal professionals and to highlight areas where improvements can be made to enhance their overall well-being.

Highlights of the findings include:

Total Work Hours (Billable and Nonbillable)

- The majority of respondents reported working between 40 and 59 hours per week (including billable and nonbillable hours).
- Medium and Large Size Firm³ (MLSF) respondents were much higher in the 50-59 hours worked category and higher in all of the categories 60 hours and above.
- Solo and Small Firm (SSF) respondents were higher in the 30-34 and 35-39 hours worked categories and lower in the 40-79 hours categories.
- New Member⁴ respondents reported working more hours than the general population.⁵ The percentage of the general population working between 40-44 hours a week was 21.5% whereas new members working 40-44 hours was 27.6%. In addition, almost 7% more of New Members are working 60-69 hours compared to the general population.
- The number of GPI respondents working 40-44 hours per week was 15.79% higher than the general population.

In the past month, how many hours did you work in an average week? Include billable and non-billable time.



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3. Medium and Large Size Firm (MLSF) include respondents who indicated they work in private practice firms with six to more than 75 practitioners.

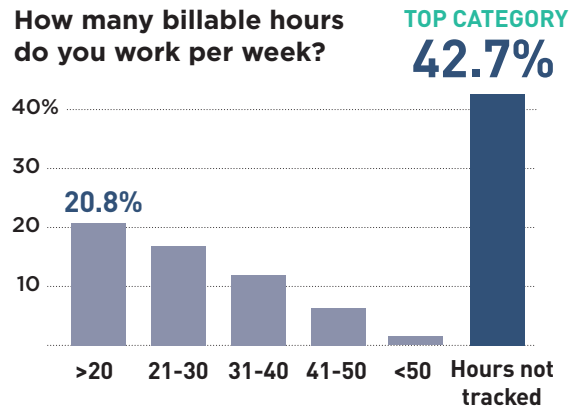
4. New Member respondents are those who indicated they have been in practice for ten years or less.

5. General population refers to all respondents.

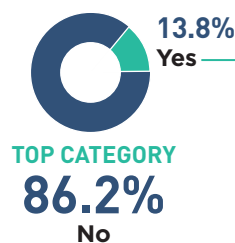
Billable Hours

- **About 14%** of respondents indicated their employer has a minimum billable hour requirement.
- **52.2%** of MLSF respondents indicated their employer has a minimum billable hour requirement.
- **57.3%** of respondents reported they track billable hours.
- **82.8%** of MLSF respondents track billable hours.
- **74.5%** of SSF respondents track billable hours.
- **74.3%** of MLSF respondents have minimum billable hour requirements between 1501 to 2000 hours per year.
 - New Members are billing more hours per week compared to the general population. **33.8%** of the New Member group is billing 31 to 50 hours per week compared to **18.2%** of the general population.
- **66.9%** of respondents experience stress due to billable hour expectations occasionally, regularly, or every day/nearly every day.
- **77.1%** of MLSF respondents experience stress due to billable hour expectations either occasionally, regularly, or every day/nearly every day.
- **82.6%** of the New Member group experiences stress due to billable hour expectations occasionally, regularly or every day/nearly every day.

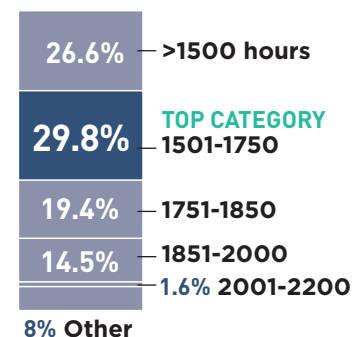
How many billable hours do you work per week?



Does your employer have a minimum billable hour expectation?



If yes, what is the expectation per year?



Employer Expectations

- **36.5%** of respondents indicated that they are expected to be available outside of work hours regularly or always and **45.5%** said they are expected to be available occasionally.
- **40.3%** of MLSF respondents indicated that they are expected to be available outside of work hours regularly or always and **48.5%** said they are expected to be available occasionally.
- **40.3%** of SSF respondents indicated that they are expected to be available outside of work hours regularly or always and **43.8%** said they are expected to be available occasionally.
- **36.9%** of New Member respondents indicated that they are expected to be available outside of work hours regularly or always and **53.6%** said they are expected to be available occasionally.

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Remote Work

- **45%** of respondents indicated they can work remotely full-time.
- **44%** of respondents indicated they can work remotely part-time or on certain days.
- **11%** of respondents indicated they cannot work remotely.

When asked how their ability (or inability) to work remotely affects their well-being respondents answered as follows:

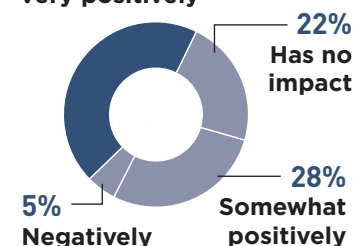
- 44% said it affects their well-being very positively.
- 22% said it affects their well-being somewhat positively.
- 28% indicated it has no impact on their well-being.
- 5% indicated it impacts their well-being somewhat or very negatively.

How does working remotely affect your well-being?

TOP CATEGORY

44%

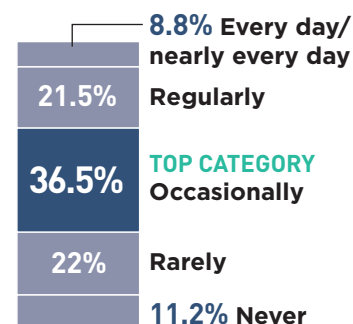
Very positively



Burnout and Leaving the Profession

- **58%** of respondents reported feeling burned out from their work regularly or occasionally.
- **8.8%** of respondents reported feeling burned out from their work every day/nearly every day.
- **64.2%** of MLSF respondents reported feeling burned out from their work regularly or occasionally.
- **60.5%** of GPI respondents reported feeling burned out from their work regularly or occasionally.
- **80%** of New Member respondents reported feeling burned out from their work regularly or occasionally.
- **57.4%** of SSF respondents reported feeling burned out from their work regularly or occasionally.
- **49.7%** of respondents reported they have considered leaving the profession due to stress, burnout, or mental health issues.
 - SSF and MLSF respondents considered leaving due to stress, burnout, or mental health issues at slightly lower rates compared to the general population.
- **58.4%** of GPI respondents reported they have considered leaving the profession due to stress, burnout, or mental health issues.
- **53.7%** of respondents reporting their primary practice area as litigation (civil or criminal) have considered leaving the profession due to stress, burnout, or mental health issues.

How often do you feel burned out from work?

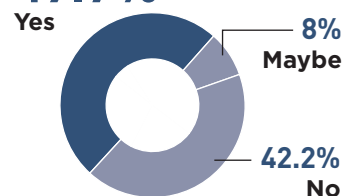


Have you ever considered leaving the legal profession due to stress or burnout?

TOP CATEGORY

49.7%

Yes



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Student Loan Debt and Financial Stressors

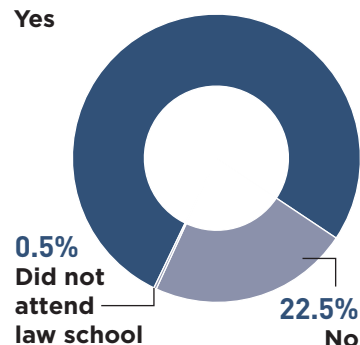
- **77.1%** of respondents indicated that they graduated law school with student loan debt.
 - 29.6% of respondents had over \$100k in student loan debt, 24.5% had \$50 to \$100k, and 24.8% had \$20k to \$50k.
 - New Member respondents reported their law school debt is comparatively larger. 46.1% of New Member group respondents are graduating with more than \$150,000 compared to 14.9% of the general population.
- **52.8%** of respondents with student loan debt reported that it has somewhat or significantly negatively affected their mental wellbeing.
- **60.4%** of GPI respondents with student loan debt reported that it has somewhat or significantly negatively affected their mental wellbeing.
- **86.5%** of New Member respondents with student loan debt reported that it has somewhat or significantly negatively affected their mental wellbeing.
- **52.6%** of all respondents are stressed by their financial situation occasionally, regularly, or every day/nearly every day.
- **26.5%** of all respondents have wanted to make a career change but didn't because of student loan debt.
- **40.4%** of New Member respondents have wanted to make a career change but didn't because of student loan debt.
- **35.2%** of GPI respondents have wanted to make a career change but didn't because of student loan debt.

Did you graduate law school with student loan debt?

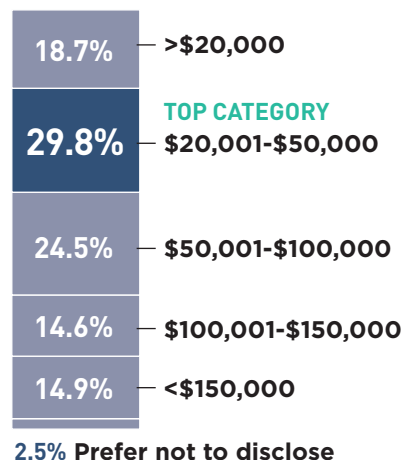
TOP CATEGORY

77.1%

Yes



How much debt did you have upon graduation?

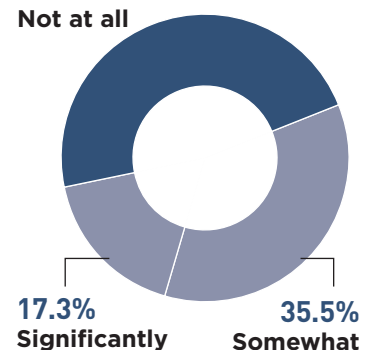


To what extent has the debt negatively affected your well-being?

TOP CATEGORY

47.3%

Not at all



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Physical Activity and Sleeping Habits

- **53.6%** of respondents are engaged in at least 20 minutes of physical activity for 4-7 days per week.
- **64.2%** of all respondents reported getting about 6 to 7 hours of sleep on an average night and 20% reported getting 8 hours of sleep at night.
- **11.4%** of all respondents get 4 or 5 hours of sleep per night.
- **74.2%** of all respondents reported waking up feeling rested and restored sometimes, regularly, or always.
- **25.8%** of all respondents reported they wake up feeling rested and rested rarely or never.
- **68.8%** of GPI respondents reported waking up feeling rested and restored sometimes, regularly, or always.
- **30.2%** of GPI respondents reported waking up feeling rested and restored rarely or never.

Depression and Anxiety

- **15.7%** of all respondents reported feeling sad, depressed, or hopeless in the past month regularly or every day/nearly every day and 27.1% reported feeling the same occasionally.
 - Higher rates among New Member (23.4%) and GPI (20.6%) respondents.
- **56.8%** of all respondents reported feeling nervous, on edge, worried, or panic in the past month occasionally, regularly, or every day/nearly every day.
 - Higher rates among New Members (84.4%), civil/criminal litigators (63.2%), and GPI (68.8%) respondents.
- **57.2%** of Judicial respondents reported feeling nervous, on edge, worried, or panic in the past month occasionally, regularly, or every day/nearly every day.

Suicidal Thoughts and Actions

- **9.9%** of respondents choosing to answer the question (739 respondents) indicated they have had suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm in the past 12 months.
 - Among those who reported having suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm, the 83.6% indicated that their work environment somewhat or significantly contributed to these thoughts or actions.
- **13.3%** of MLSF respondents indicated they have had suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm in the past 12 months and 86.7% of those who reported having suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm, indicated that their work environment somewhat or significantly contributed to these thoughts or actions.
- **9.5%** of SSF respondents indicated they have had suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm in the past 12 months and 81.3% of those who reported having suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm, indicated that their work environment somewhat or significantly contributed to these thoughts or actions.
- **16%** of New Member respondents indicated they have had suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm in the past 12 months and 100% of those who reported having suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm, indicated that their work environment somewhat or significantly contributed to these thoughts or actions.

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Alcohol and Drug Use

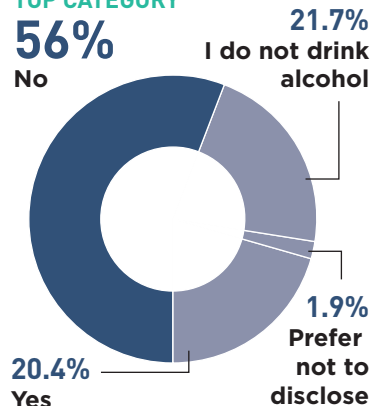
- **20.4%** of all respondents indicated that they feel concerned about how much or how often they drink alcohol. Results were similar for SSF, New Member, and GPI respondents.
- **26.9%** of MLSF respondents indicated that they feel concerned about how much or how often they drink alcohol.
- **13.4%** of all respondents indicated that they have used drugs other than those prescribed for a current medical condition in the past 12 months.
 - Among those who reported recreational drug use, 20.83% indicated that they feel concerned about how much or how often they use drugs.
- **20.4%** of all respondents somewhat agreed or strongly agreed with the statement that the stress of their job and/or the culture at their workplace cause them to drink alcohol or use recreational drugs more than they otherwise would.
- **28.1%** of New Member respondents somewhat agreed or strongly agreed with the statement that the stress of their job and/or the culture at their workplace cause them to drink alcohol or use recreational drugs more than they otherwise would.
- **19.7%** of GPI respondents somewhat agreed or strongly agreed with the statement that the stress of their job and/or the culture at their workplace cause them to drink alcohol or use recreational drugs more than they otherwise would.
- **24.1%** of MLSF respondents somewhat agreed or strongly agreed with the statement that the stress of their job and/or the culture at their workplace cause them to drink alcohol or use recreational drugs more than they otherwise would.
- **69.7%** of all respondents indicated that their workplace social events include alcohol some of the time, often, or always. Only 30.31% reported that their workplace events never include alcohol.

Do you ever feel concerned about how much or how often you drink alcohol?

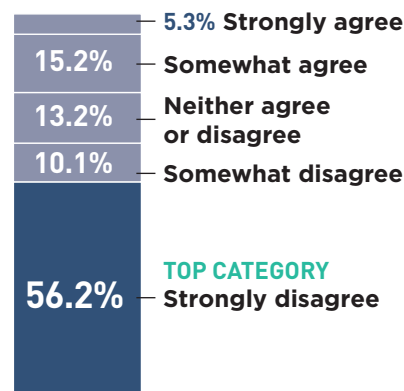
TOP CATEGORY

56%

No



The stress of my job and/or the culture at my workplace cause me to drink alcohol or use recreational drugs more than I otherwise would:

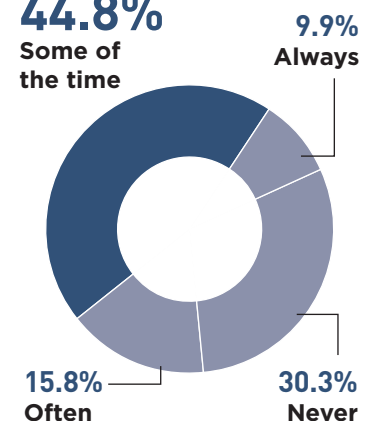


My workplace social events include alcohol:

TOP CATEGORY

44.8%

Some of the time



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Exposure to Distressing Material, Experiences, or Trauma

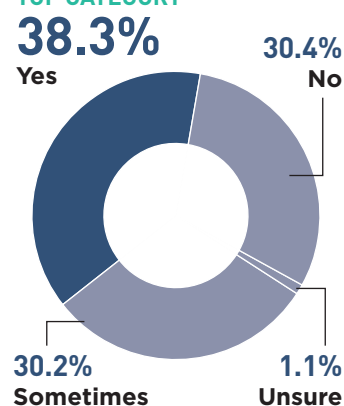
- **38.3%** of respondents are exposed to distressing material, experiences, or trauma related to clients or others they encounter in doing their job.
 - Another 30.2% indicated they are *sometimes* exposed to distressing material, experiences, or trauma related to clients or others they encounter in doing their job.
 - 90% of all respondents reported they find themselves thinking about work-related distressing material, experiences, or trauma outside of work some of the time, often, or always.
- **43.9%** of SSF respondents are exposed to distressing material, experiences, or trauma related to clients or others they encounter in doing their job.
- **49.5%** of GPI respondents are exposed to distressing material, experiences, or trauma related to clients or others they encounter in doing their job.
 - 90.7% of GPI respondents reported they find themselves thinking about work-related distressing material, experiences, or trauma outside of work some of the time, often, or always.
- **20.3%** of all respondents reported that exposure to distressing material, experiences, or trauma from work has a significant impact on their mental health or well-being.
- **27.8%** of GPI respondents reported that exposure to distressing material, experiences, or trauma from work has a significant impact on their mental health or well-being.

Are you exposed to distressing material, experiences, or trauma related to your clients or others you encounter in doing your job?

TOP CATEGORY

38.3%

Yes



How often do you find yourself thinking about work-related distressing material, experiences, or trauma outside of work?

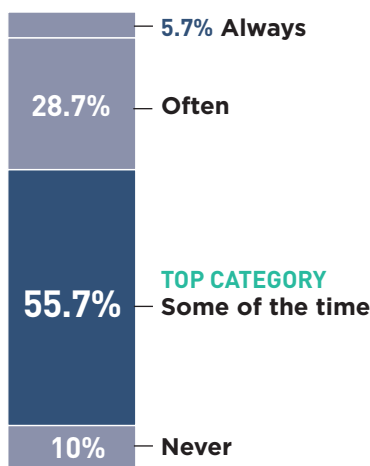
5.7% Always

28.7% Often

TOP CATEGORY
55.7%

Some of the time

10% Never

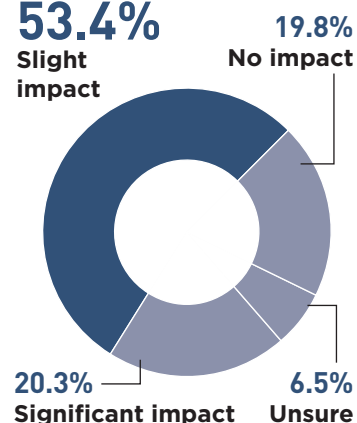


How much of an impact does this traumatic exposure from work have on your mental health or well-being?

TOP CATEGORY

53.4%

Slight impact



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Workplace Wellness Programs

- **40.2%** of respondents indicated that their employer offers wellness programs or resources.
- **51.4%** of respondents indicated that they have utilized wellness programs offered by their employer.
 - Respondents reported that their employers offer various wellness resources, including educational content on well-being, memberships or subscriptions to wellness resources or apps, direct financial support for well-being activities, flexible options for mental health leave, access to or referrals for external wellness resources, and whole office mental health opportunities.
 - Among those who have not utilized wellness programs, the primary reasons included they haven't needed them, not having time to utilize the services, and they utilize services not offered by their employer. Other reasons included stigma or reputational/confidentiality concerns, fear it will affect their path to promotion, and doubt that these offerings will make a difference.
- **79.9%** of SSF respondents reported they do not have access to employer wellness programs and resources.

WSBA Wellness Resources

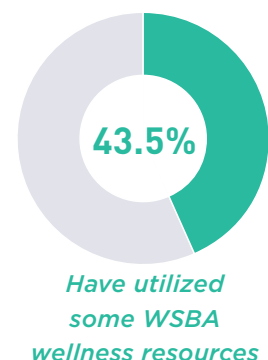
- **43.5%** of respondents have utilized some WSBA wellness resources.
- **46.4%** of SSF respondents have utilized some WSBA wellness resources.

The top four WSBA wellness resources utilized by all respondents were:

- CLEs on well-being related topics
- Mental health consultations/brief therapy
- Peer advising
- Referrals for services.

The top four reasons respondents don't use WSBA wellness resources were:

- Haven't needed the resources
- Unaware of the resources
- Utilize other resources not provided by WSBA
- Doubt the offerings will make a difference and no time to utilize the resources were essentially tied for 4th.



Rule, Court, or Institutional Changes

- Respondents were asked to consider various possible rules, court, or institutional changes and their potential impact on well-being. The majority indicated that changes such as making court filing deadlines earlier than midnight, standardizing court rules/preferences across counties, and consistent consequences for abusive/demeaning tactics within hearings would somewhat or significantly improve their well-being.

The Washington State Bar Association Member Well-Being Survey Descriptive Statistics provides a full breakdown of the data, including visuals, demographic trends, and quantitative insights.

Analysis and Key Takeaways

Building on the survey findings, the WSBA Member Well-Being Task Force has conducted an initial analysis, highlighting the unique challenges and stressors faced by the legal profession overall and various segments within the legal profession.

All Respondents

The Survey results demonstrate that legal professionals in Washington struggle to maintain work life balance. Respondents reported working long hours to meet client demands, billable hour requirements, and complete nonbillable hour duties.

The rates of burnout, depression, and anxiety reported among legal professionals is concerning and the Task Force is using the information gained from the survey to assess how the legal profession in Washington compares to the general population and other highly educated professionals.

The Task Force has similar concerns around alcohol and drug usage among Washington legal professionals. Moreover, the rates of suicidal thoughts and actions within the profession raise serious questions about the stresses and challenges associated with the legal profession, particularly when the suicidal thoughts and actions are tied closely to work environment.

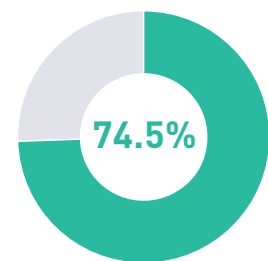
The Task Force will use the results from the survey to further target its study and research of well-being among the legal profession in Washington and to ground the recommendations in our final report.

Solo and Small Firm (SSF) Respondents

Solo and Small Firm respondents reported working fewer hours compared to the general population of lawyers. They were higher in the 30-34 and 35-39 hours worked categories and lower in the 40-79 hours categories. This indicates that SSF respondents may have more flexibility in their work schedules.

Only 8.13% of SSF respondents reported having a billable hour requirement. However, **74.5%** of SSF respondents track billable hours, which is higher than the general population.

When considering burnout rates, 57.4% of SSF respondents reported feeling burned out from their work regularly or occasionally, which is slightly lower than the general population.

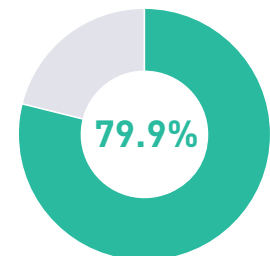


Track billable hours

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However, 9.5% of SSF respondents indicated they have had suicidal thoughts or actions in the past 12 months, and 81.3% of those reported that their work environment contributed to these thoughts or actions. This highlights the need for better mental health support for SSF respondents.

Moreover, **79.9%** of SSF respondents reported they do not have access to employer wellness programs and resources, underscoring the importance of WSBA wellness resources to this segment of the legal profession. Of concern is that the 2nd top reason that SSF respondents do not utilize WSBA resource is because they are unaware of them. WSBA will need to focus on raising awareness of its resources among members.



*Do not have access
to employer wellness
programs*

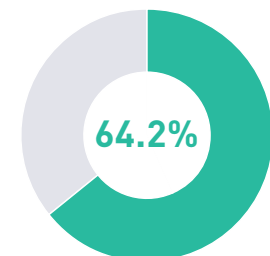
Medium and Large Size Firm (MLSF) Respondents

Medium and Large Size Firm respondents reported working more hours compared to the general population. They were much higher in the 50-59 hours worked category and higher in all of the categories 60 hours and above.

Additionally, 52.2% of MLSF respondents indicated their employer has a minimum billable hour requirement, and 82.8% of MLSF respondents track billable hour. 77.2% of MLSF respondents experience stress due to billable hour expectations either occasionally, regularly, or every day/nearly every day which is significantly higher compared to the general population. This suggests that MLSF respondents face increased pressure associated with work requirements.

In terms of stress and burnout, **64.2%** of MLSF respondents reported feeling burned out from their work regularly or occasionally, which is higher than the general population.

Furthermore, 13.3% of MLSF respondents indicated they have had suicidal thoughts or actions in the past 12 months, and 86.7% of those reported that their work environment contributed to these thoughts or actions. This underscores the need for better opportunities for work-life balance along with expanded mental health and wellness programs for MLSF respondents.



*Feel burned out from
their work regularly
or occasionally*

Government and Public Interest (GPI) Respondents

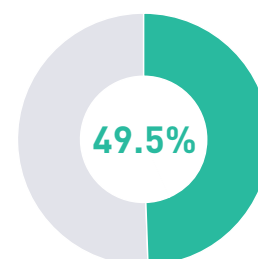
Government and Public Interest respondents reported working more hours in the 40-44 hours per week category compared to the general population.

Additionally, 60.5% of GPI respondents reported feeling burned out from their work regularly or

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occasionally, which is slightly higher than the general population. GPI respondents also experience depression and anxiety at higher rates when compared to the general population.

49.5% of GPI respondents are exposed to distressing material, experiences, or trauma related to clients or others they encounter in doing their job which is higher compared to the general population. 27.8% of GPI respondents reported that exposure to distressing material, experiences, or trauma from work has a significant impact on their mental health or well-being which is higher compared to the general population. This indicates that GPI respondents may face unique stressors and challenges in their work environment that require targeted resources.



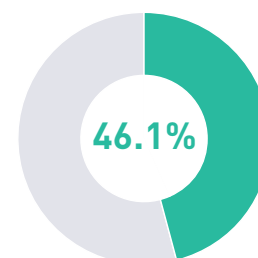
*Are exposed to
distressing material,
experiences, or
trauma at work*

When it comes to financial stressors, 60.4% of GPI respondents with student loan debt reported that it has somewhat or significantly negatively affected their mental wellbeing. Additionally, 35.2% of GPI respondents wanted to make a career change but didn't because of student loan debt. This highlights the financial pressures faced by GPI respondents and the need for better financial support and resources.

New Member Respondents

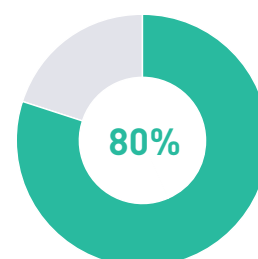
New Member respondents reported their law school debt is larger compared to the general population and a higher percentage of New Member respondents have wanted to make a career change but didn't because of student loan debt.

New Member respondents reported working more hours compared to the general population. The percentage of New Members working 40-44 hours was 27.6%, compared to 21.5% of the general population. Additionally, almost 7% more of New Members are working 60-69 hours compared to the general population. This suggests that New Members may face higher work demands and expectations.



*New members
graduated law school
with more than
\$150,000 in debt
(GP is 14.9%).*

In terms of stress and burnout, **80%** of New Member respondents reported feeling burned out from their work regularly or occasionally, which is significantly higher than the general population. New Member respondents also experience depression and anxiety at higher rates when compared to the general population.



*Feel burned out from
their work regularly
or occasionally*

Furthermore, 16% of New Member respondents indicated they have had suicidal thoughts or actions in the past 12 months, and 100% of those reported that their work environment contributed to these thoughts or actions. This underscores the need for better mental health and targeted wellness programs for New Member respondents.

Next Steps for the Task Force

The Task Force is using these findings and the underlying survey responses to help guide its priorities. The work is part of the Task Force's overall research and analysis to formulate the best possible final recommendations for the WSBA Board of Governors. The Task Force has reviewed these results within its Working Groups and at the full Task Force level.

AI Disclosure: *Some material in this publication was generated using CoPilot and was reviewed for accuracy by the Survey Workgroup of the Member Well-Being Task Force.*

