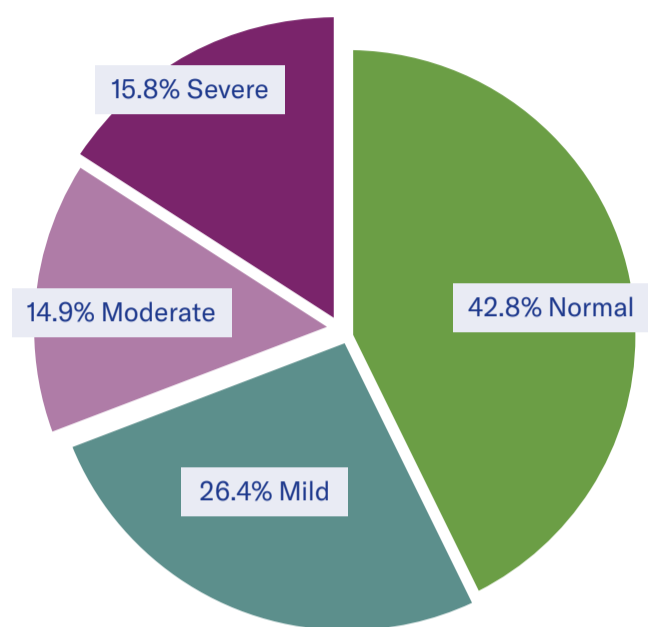


Lawyer wellbeing results

This research explores the wellbeing of lawyers in Victoria, New South Wales and Western Australia in 2024. It provides important data about the levels of psychological distress and positive wellbeing for a statistically significant sample of the Australian legal profession. Positive wellbeing data contributes a novel dimension to this research and is useful for guiding future actions to improve lawyer wellbeing.

The results: Levels of psychological distress for lawyers



About 30% of participants report symptoms indicating higher risk of depression or anxiety.

These rates of 'ill-being' are similar to past studies of lawyers in Australia and overseas.

Early career lawyers report the highest levels of psychological distress.

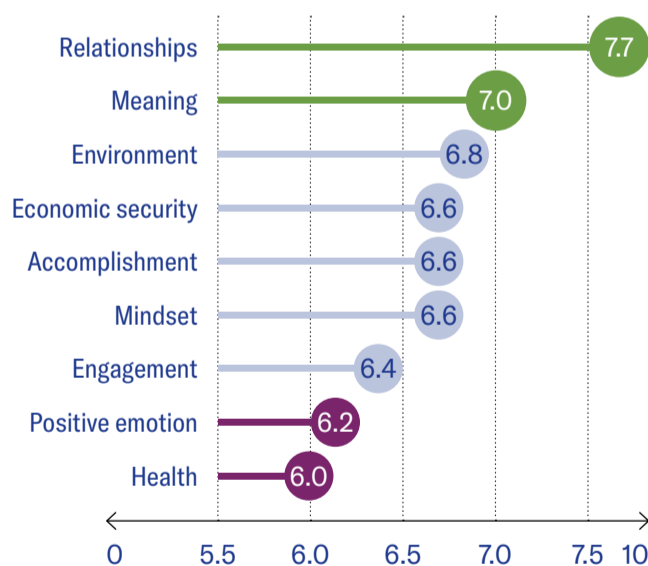
Where we see lawyers reporting:

- Higher levels of psychological distress
- We also see:**
 - Lower positive wellbeing scores
 - Less workplace psychosocial support
 - More incivility
 - More likely to leave the profession

Based on practicing certificate type, principals report more depression and anxiety symptoms than other practicing certificate types.

The results: Levels of positive wellbeing for lawyers

New insights and a pathway for action – Much research in lawyer wellbeing has focused only on ill-being, not on the building blocks of positive wellbeing. Measuring positive wellbeing for lawyers can help to design targeted actions.



The PERMA+4 model:

PERMA+4 is a standardised measure of nine positive wellbeing contributors. Results range from 0 to 10.

Relationships at work were the strongest contributor to positive wellbeing for lawyers.

Physical health was rated lowest out of all the factors.

Where we see lawyers reporting:

- Lower levels of positive wellbeing
- We also see:**
 - A greater intention to leave their current workplace
 - Higher levels of psychological distress

Early career lawyers score lower in most areas of positive wellbeing.

Researcher insight:

“The vulnerability of both junior lawyers and principals to psychological distress supports the view that the mental health of lawyers is a top down problem.” (page 26)

Respondent experience:

“I’m not convinced I can maintain my mental health and wellbeing in the legal sector... Put simply, I am burnt out.” (page 35)

Systems change insight: Results for all key measures in the report were similar for lawyers across Victoria, New South Wales and Western Australia. This highlights the opportunity to work collaboratively for positive wellbeing change across jurisdictions.