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Attorney Workload and Hours

Survey Analysis

2023 - First Half

Bloomberg Law

ATTORNEY WORKLOAD AND HOURS (2023 Q1 & Q2)

Bloomberg Law's Attorney Workload and Hours Survey asked 1,129 lawyers about the first two quarters (H1) of 2023. We asked them questions about the hours they worked and billed, their employee compensation and benefits, their levels of job satisfaction, and self-care practices.

77%

of the lawyers surveyed for this report are billable hour attorneys

Do you **TRACK YOUR TIME** by either project or matter?



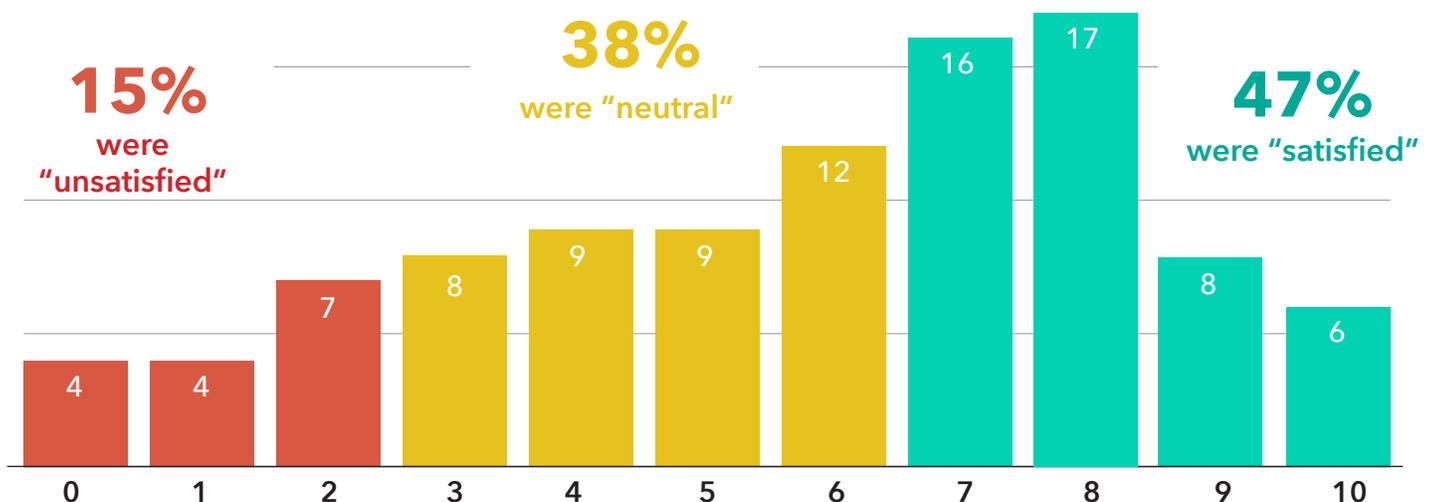
How many hours **DID YOU WORK** each week in the first half of 2023? And how many hours **DID YOU BILL** each week?



JOB SATISFACTION

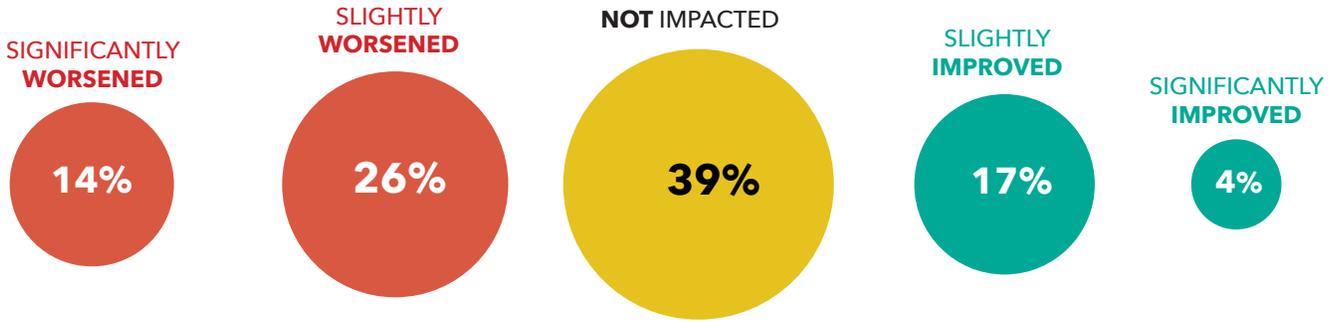
Respondents rated their Q1 & Q2 job satisfaction on a scale from 0 (very unsatisfied) to 10 (very satisfied). Although the **percentage of satisfied lawyers didn't change from last year (47%)**, two percentage points shifted—down from the "neutral" range into "unsatisfied."

How would you rate your job satisfaction over the **FIRST HALF** of 2023?



SATISFACTION AND WELLBEING

How has your overall **WELL-BEING CHANGED** during the first half of 2023?

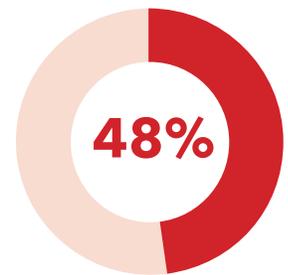


5 Average **DAYS IN Q1 & Q2** taken off to **RELAX AND RECHARGE**
HOURS PER WEEK most respondents spend on **SELF CARE** **7**

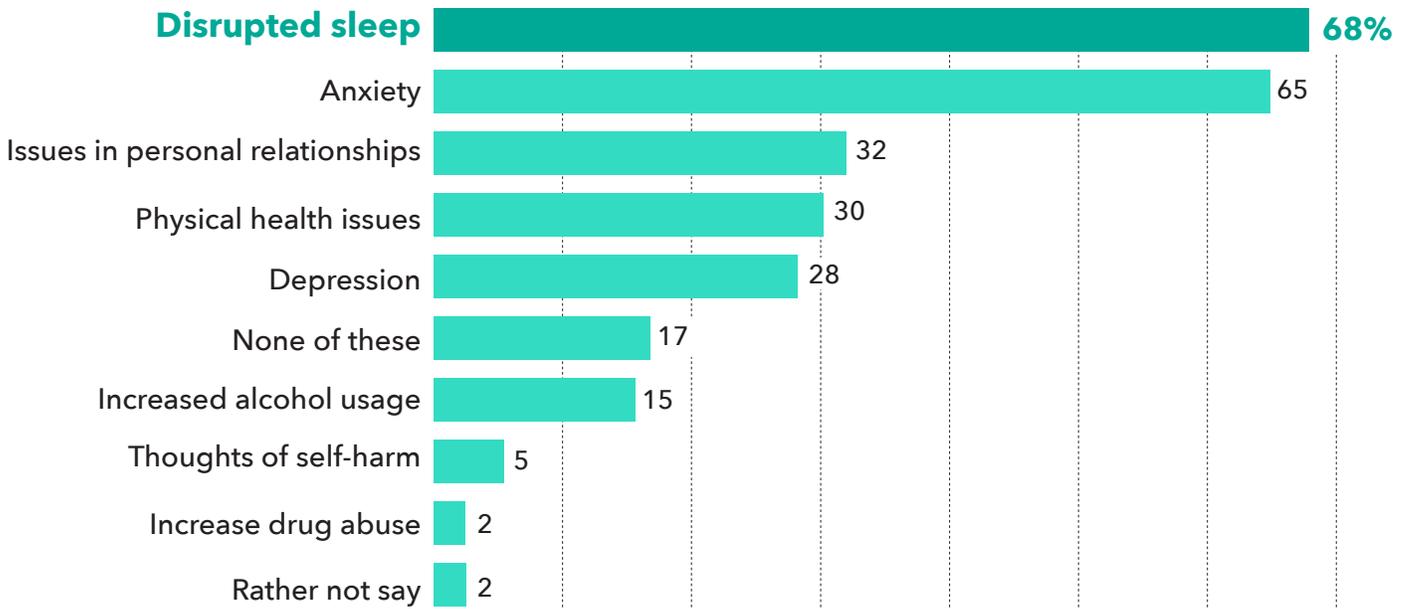
Which of the following **PERSONAL CHALLENGES** did you face in H1 of this year?

Challenge	Percentage
Inability to "disconnect" from work	59%
Heavier workload or professional responsibilities	55
Trouble focusing on work tasks	44
Feelings of inadequacy/Imposter syndrome	34
New or increased health issues	25
New or increased personal responsibilities (e.g. childcare)	25
Loss of income (actual or feared)	20
Not enough work available	18
Loss of employment (actual or feared)	16
I have not experienced any challenges	8

Over the past 6 months, lawyers **FELT BURNT OUT** 48% of the time.



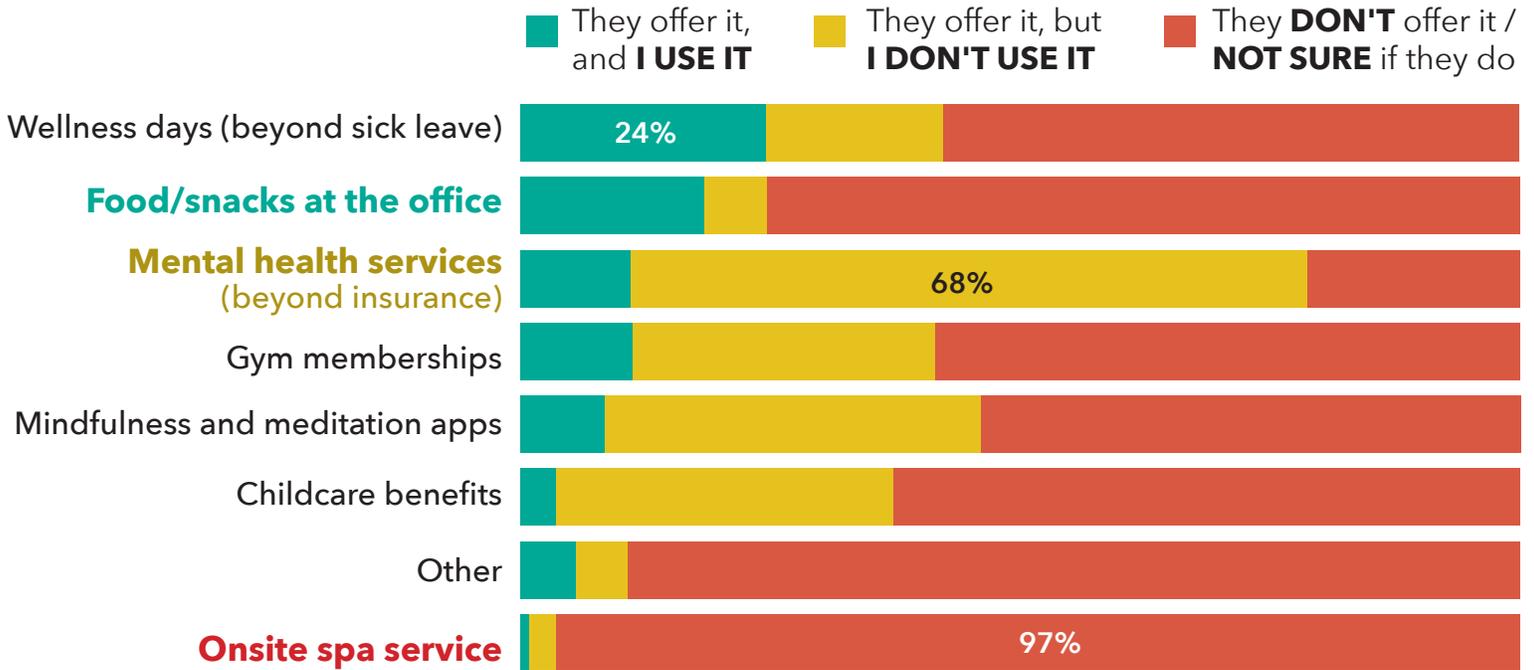
Which of these challenges **DUE TO WORK-RELATED ISSUES** did you experience in H1?



SELF-CARE PRACTICES

One out of four attorneys take advantage of wellness days that their organizations offer, although nearly 70% said they are aware of additional mental health services available* but don't use them. Overall, respondents who know about and make use of any of their organization's self-care benefits has dropped by 14 percentage points since our survey six months ago.

What types of **SELF-CARE BENEFITS** does your organization offer?



Of the options below, **EXERCISE** continues to be the weekly self-care practice respondents engage in most at **72%**. The majority of respondents also treat themselves with family time and outdoor activities.



I don't do any weekly self-care

*Beyond sick leave and insurance

AREAS OF LAW

In which of the following areas of law do you work **EXCLUSIVELY**?

Litigation: 30%

Transactional: 24%

Regulatory & Compliance: 8%

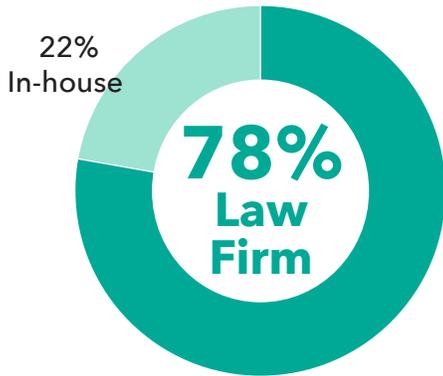
And within that exclusive area, **WHICH TASKS** do you perform most often?

(In order of total percentage points)

Client communications	71	46%	60
Regulatory compliance	3	15	93%
Document production	66	26	10
Fact investigation	73	3	26
Case analysis	78%	6	16
Document management	48	22	21
Settlement and demand	76	4	5
Pre-trial motions	79	–	–
Deposition	72	–	–
Document collection	52	3	7
Filing	29	11	20
Advisory services: Policies	7	8	40
Advisory services: Opinion memos	10	13	32
Hearing	53	–	1
M&A: Due diligence	–	38	15
Oral argument	52	–	–
Prehearing conference	50	–	–
Court-mandated conference	50	–	1
Discovery interview	45	–	2
Regulatory enforcement	2	2	43
M&A: Deal management	–	39	6
Entity formation	–	41	3
Expert practice: deposition	44	–	–
Expert practice: interviews	39	–	–
M&A: Ancillary documents	–	35	2
ADR	34	1	2
M&A: Preliminary matters	–	30	3
M&A: Closing events	–	31	1
Debt financing	–	31	–
Co-party coordination (joint defense groups)	29	1	1

RESPONDENT DEMOGRAPHICS (PROFESSIONAL)

Which best describes the **ORGANIZATION** for which you work?



Average number of **YEARS IN PRACTICE**



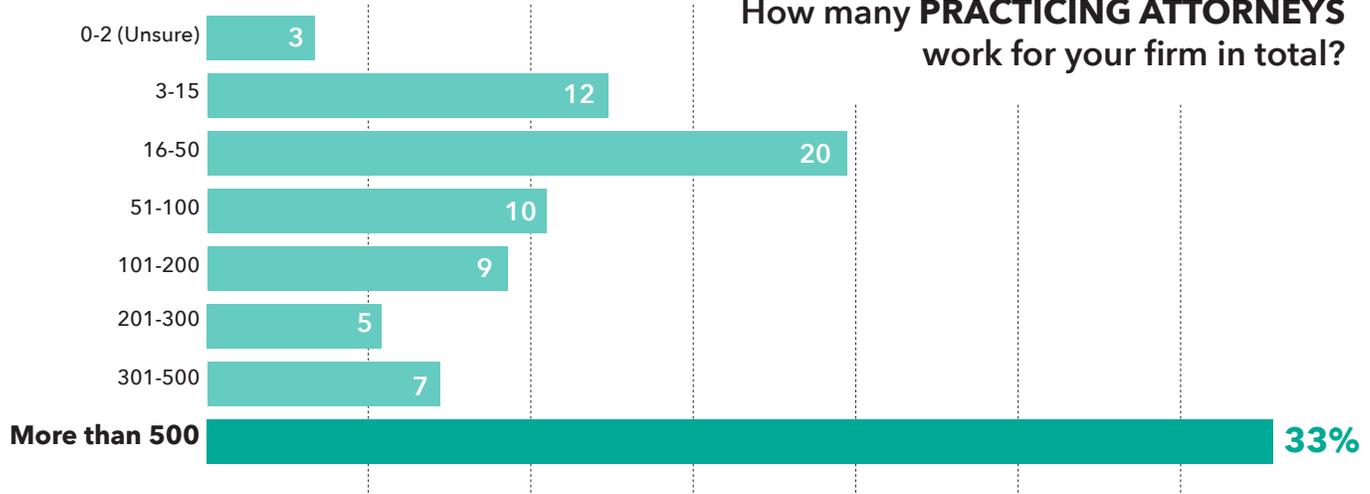
Which best describes your **PROFESSIONAL TITLE?**

Partner	43%
Senior Associate	10
Counsel	9
Mid-level Associate	8
Associate/Assistant General Counsel	8
In-House Counsel	7
Junior Associate	7
General Counsel/Chief Legal Officer	5
General Attorney/Staff Attorney	3

In which **OF THE FOLLOWING AREAS** do you or the attorneys you support practice?

Litigation (Business & Tort)	38%	Tax	14	Bankruptcy/Restructuring	10
Corporate	34	Personal Injury	13	Energy	10
Commercial Contracts	31	Privacy	12	Private Equity	9
Real Estate	24	Employee Benefits/ Executive Compensation	12	Antitrust/Competition	7
Labor & Employment	23	Health/Healthcare	12	Criminal/White Collar/Investigations	7
Litigation (Other)	23	Trusts & Estates	12	Workers Compensation	7
Mergers & Acquisitions	21	Securities/Capital Markets	11	Other	7
Compliance	20	Intellectual Property (Patents)	10	Litigation (International)	6
Banking/Finance	19	Landlord/Tenant	10	Securities Litigation/SEC Enforcement	6
Insurance	18	Construction/Building Management	10	E-Commerce	5
Alternative Dispute Resolution (ADR)	15	Environmental	10	Immigration	5
I.P. (Copyright and Trademark)	15			Family Law	4

How many **PRACTICING ATTORNEYS** work for your firm in total?



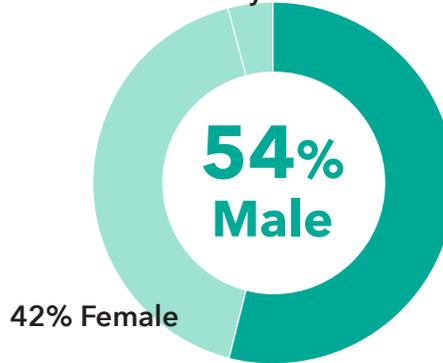
RESPONDENT DEMOGRAPHICS (PERSONAL)

What is your **RACE/ETHNICITY**?
(Select all that apply)

White	76.1%
Other/Rather not say	8.9
Asian	4.6
Multi-racial	4.3
Hispanic, Latino/a/x, or Spanish	2.9
Black or African American	2.3
Middle Eastern or North African	0.9
Native Hawaiian or Pacific Islander	0.1

What is your **GENDER**?

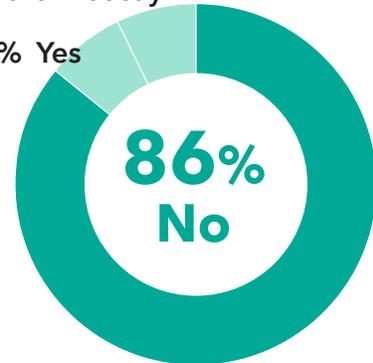
4% Rather not say
<1% Nonbinary



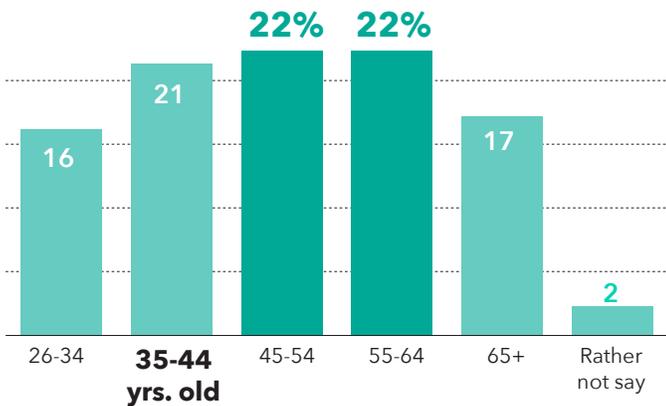
Do you identify as **NEURODIVERGENT**?

7% Rather not say

7% Yes



What is your **AGE**?



What is your **MARITAL STATUS**?

Married or domestic partnership	79%
Single, never married	13
Divorced	6
Separated	1
Widowed	1

Do you **PROVIDE CARE** for anyone over the age of 18, an aging relative or person with a disability, for example? (Select all that apply)

No	79%
Yes, outside my home	15
Yes, in my home	6
Rather not say	1

Are any children **UNDER AGE 18** living in your home?

1% Rather not say

37% Yes

