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LAWYERS SEEK LESS STRESS ON THE JOB

Survey Shows Attorneys Desire Decreased Anxiety, More Personal Time

MENLO PARK, CA -- When it comes to retaining top legal talent, less stress and fewer hours on the job may matter more than compensation, a new survey shows. Thirty-one percent of attorneys interviewed cited reduced stress levels as the one aspect of their job they would change. Fewer work hours or more personal time nearly tied, receiving 30 percent of the response, while higher salaries ranked last on the list at 2 percent.

The survey was developed by Robert Half Legal, a leading staffing service specializing in attorneys, paralegals and other highly skilled legal professionals. It was conducted by an independent research firm and includes responses from 300 attorneys among the largest law firms and corporations in the United States and Canada. All respondents have at least three years of experience in the legal field.

Lawyers were asked, "If you could change one aspect of your job as a lawyer, which one of the following would it be?" Their responses:

Decreased job stress _____	31%
Less hours at work or more personal time ____	30%
Accelerated career growth _____	14%
Greater professional autonomy _____	5%
Increased on-the-job training _____	3%
Higher salaries/compensation _____	2%
Other _____	5%
Nothing _____	8%
Don't know _____	2%
	<u>100%</u>

“Job-related stress and work/life balance issues can lead to employee dissatisfaction and staff turnover, which may decrease a firm’s productivity and directly impact its ability to remain competitive,” said Charles Volkert, executive director of Robert Half Legal. “If these issues are left unaddressed, an organization’s key talent may feel the pull of new opportunities or opt out of the profession entirely.”

“Many law firms and corporate legal departments are enhancing benefits packages and training programs to address these concerns,” said Volkert. He noted that research conducted for Robert Half Legal’s Future Law Office project (www.futurelawoffice.com) indicates employers are offering flexible and part-time scheduling, job sharing, telecommuting, and compressed workweeks to attract and retain a highly skilled, diverse workforce. They also are refining staff development programs to include mentoring, continuing legal education and cross-training in a variety of practice areas.

About Robert Half Legal

Robert Half Legal is the legal staffing division of Robert Half International. The company provides law firms and corporate legal departments with highly skilled professionals, including attorneys, paralegals and legal support personnel, on a project and full-time basis. Robert Half Legal offers online job search services at www.roberthalflegal.com.

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EDITOR’S NOTE: Your readers can order a free copy of the Future Law Office white paper, *Best Practices for Recruiting, Developing and Retaining Top Legal Talent*, by visiting www.futurelawoffice.com or calling 1-800-870-8367.

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