

Sample survey

If you are thinking of carrying out a survey of your colleagues, here is a list of sample questions you might wish to ask.

1. Do you have experience of any mental health issues in the last five years?

- ☐ I have not experienced any mental health issues in the last five years
- ☐ Depression
- ☐ Anxiety
- ☐ Burnout
- ☐ Self-harm
- ☐ Physical symptoms due to stress (eg, chest pain, nausea)
- ☐ Unable to cope due to stress
- ☐ Suicidal thoughts
- ☐ Eating problems
- ☐ Schizophrenia
- ☐ Obsessive Compulsive Disorder (OCD)
- ☐ Personality Disorder
- ☐ Bipolar Disorder
- ☐ Other diagnosed mental illness
- ☐ Other mental health problem
- ☐ Prefer not to answer

2. To what extent do you agree/disagree with the following statements?

	Strongly agree	Agree	Neither agree/disagree	Disagree	Strongly disagree
My mental health is often negatively affected by work					
My mental health issues are/have been caused by work					
My work is a source of unhealthy stress (ie, stress that is prolonged, or becomes unmanageable)					
I am concerned about how to balance my mental health and career in the law					

Sample survey (cont.)

3. How management/leadership at your organisation supports mental health. How much do you agree/disagree with the following statements?

	Strongly agree	Agree	Neither agree/disagree	Disagree	Strongly disagree
The senior leaders in this organisation show their commitment to mental health					
I have regular conversations with my line manager about my mental health and wellbeing					
My supervisor/line manager prioritises my mental health and wellbeing					

4. Stigma and discrimination regarding mental health. How much do you agree/disagree with the following statements?

	Strongly agree	Agree	Neither agree/disagree	Disagree	Strongly disagree
I would discuss my mental health in my organisation without fear of the reaction I would receive from my managers					
I would discuss my mental health in my organisation without fear of the reaction I would receive from colleagues					
I have not observed (or am aware of) stigmatising attitudes in relation to mental health in my organisation					
I have not observed (or am aware of) discriminatory behaviour in relation to mental health in this organisation					

Sample survey (cont.)

5. What should be the top three priorities for your organisation to create a healthier working environment for mental health and wellbeing?

- ☐ More regular catch ups/appraisals with managers
- ☐ Professional, confidential support to be made available (eg, counselling/ Employee Assistance Programme)
- ☐ Improve culture of peer or team support
- ☐ Better communicate existing support
- ☐ Mental health training for managers
- ☐ Mental health training for staff
- ☐ Review implementation of policies and procedures
- ☐ Raise awareness of mental health topics eg, events and campaigns
- ☐ Improve flexible working
- ☐ Address staffing issues
- ☐ Review workload pressures, eg, active engagement to address high client demands
- ☐ More proactivity from leadership to act as positive wellbeing role models
- ☐ Reform billing/time-recording structure
- ☐ Generally, issues are external and not within my organisation's control, eg, legal aid challenges, volume of compliance

6. Is there anything else you would like to tell us about your experiences/ observations about mental health and working in the law (whether positive or negative)?

Free text answer: