

LEGAL WEEK

BEST EMPLOYER SURVEY 2015

FEE EARNER

Introduction

The Legal Week Best Employer Survey aims to provide a snapshot of the profession from an employee's perspective.

It will measure the importance of a wide range of professional and personal criteria and, by carefully weighting these findings, benchmark a firm on how well it is meeting those needs and ambitions.

Your responses will remain strictly confidential and will only be used in aggregate form. No attempt will be made to attribute any answers to any specific person.

Leave your email address at the end of the questionnaire and you will be entered into a draw for a luxury spa break for two at the Mandarin Oriental Hotel.

Q1 - Firm

Please specify the firm you work for:

- Addleshaw Goddard
- Allen & Overy
- Appleby Global
- Ashfords
- Ashurst
- Avalon Solicitors
- Baker & McKenzie
- DAC Beachcroft
- Berrymans Lace Mawer
- Berwin Leighton Paisner
- Bevan Brittan
- Bircham Dyson Bell
- Bird & Bird
- Blake Lapthorn
- Blake Morgan
- Bond Dickinson
- Brabners Chaffe Street
- Bristows
- Brodies
- Browne Jacobson
- Burges Salmon
- Burness, Paull & Williamson
- Cadwalader Wickersham & Taft
- Charles Russell
- Clarke Willmott
- Cleary Gottlieb Steen & Hamilton
- Clifford Chance
- Clyde & Co
- CMS Cameron McKenna
- Covington & Burling
- Cripps Harries Hall
- Debevoise & Plimpton
- Dechert
- Dentons

- Dickson Minto
- DLA Piper
- DMH Stallard
- DWF
- Eversheds
- Farrer & Co
- Fieldfisher
- Fladgate
- Forsters
- Freeth Cartwright
- Freshfields Bruckhaus Deringer
- Gateley
- Geldards
- Herbert Smith Freehills
- Hill Dickinson
- Hogan Lovells
- Holman Fenwick Willan
- Howard Kennedy Fsi
- Howes Percival
- Hugh James
- Ince & Co
- Irwin Mitchell
- Jones Day
- K & L Gates
- Kennedys
- Keoghs
- King & Wood Mallesons
- Latham & Watkins
- Lewis Silkin
- Linklaters
- Macfarlanes
- Maclay Murray & Spens
- Manches SGH Martineau
- Mayer Brown
- McDermott, Will & Emery
- Mills & Reeve
- Mishcon de Reya
- Nabarro
- Norton Rose Fulbright
- Ogier
- Olswang
- O'Melveny & Myers
- Osborne Clarke
- Pannone
- Penningtons
- Pinsent Masons
- Radcliffe Le Brasseur
- Reed Smith
- Reynolds Porter Chamberlain
- Slater & Gordon
- Salans
- Shearman & Sterling
- Shepherd & Wedderburn
- Shoosmiths
- Sidley Austin

- Simmons & Simmons
- Simpson Thacher & Bartlett
- Skadden Arps
- Slaughter and May
- Speechly Bircham
- Squire Sanders
- Stephenson Harwood
- Sullivan & Cromwell
- Taylor Wessing
- Thomas Eggar
- TLT Solicitors
- Tods Murray
- Travers Smith
- Trowers & Hamlins
- Walkers
- Walker Morris
- Ward Hadaway
- Watson Burton
- Watson Farley & Williams
- Wedlake Bell
- Weightmans
- Weil
- White & Case
- Wilmer Hale
- Withers
- Wragge Lawrence Graham & Co
- Other firm

Q2 - Other Firm

Please specify the firm you work for:

Q3 - Role

Which of the following best describes your role?

- Trainee Solicitor
- Assistant/ Associate
- Managing Associate
- Consultant
- Director
- Counsel
- Senior Lawyer
- Paralegal
- Senior Paralegal
- Other (please specify) _____

Q4 - PQE

How many years post-qualification are you?

- Trainee
- 0-2 years
- 3-5 years
- 6+ years

Q5 - Gender

Are you:

- Female
- Male

Q6 - Ethnic origin

Which of the following best describes your ethnic origin?

- White (British/Irish/Other)
- Black/Black British (Caribbean/African/Other)
- Asian/Chinese/Chinese British/South Asian (Other Asian)
- Mixed (White and Black Caribbean/White and Black African/White and Asian)
- Other, please specify
- Would prefer not to answer

Q7 - Sexual Orientation

Are you?

- Heterosexual
- Gay/Lesbian
- Bisexual
- Prefer not to say

Q8 - State or private education

Were you...

- State educated
- Privately educated
- Both

Q9- Practice area

What is your area of practice?

- | | |
|--|---|
| <input type="radio"/> Banking/Finance | <input type="radio"/> Investment funds |
| <input type="radio"/> Commercial | <input type="radio"/> IP |
| <input type="radio"/> Competition | <input type="radio"/> Litigation/Dispute Resolution |
| <input type="radio"/> Corporate/M&A | <input type="radio"/> Pensions |
| <input type="radio"/> Employment/Pensions | <input type="radio"/> Personal Injury |
| <input type="radio"/> Energy | <input type="radio"/> Private Client/Family |
| <input type="radio"/> Environment/Planning | <input type="radio"/> Property/Construction |
| <input type="radio"/> Financial Services | <input type="radio"/> Public Sector |
| <input type="radio"/> Healthcare/Life Science | <input type="radio"/> Shipping |
| <input type="radio"/> Infrastructure/Projects | <input type="radio"/> Tax |
| <input type="radio"/> Insolvency/Restructuring | <input type="radio"/> Technology and Telecoms |
| <input type="radio"/> Insurance | <input type="radio"/> Other, please specify _____ |

Q10 - Qualification

Where are you qualified?

- UK
- US
- EU

Other, please specify _____

Q11 - Region

In which region do you work?

- Channel Islands
- East Anglia
- East Midlands
- London
- North East
- North West
- Northern Ireland
- Overseas
- Scotland
- South East
- South West
- Wales
- West Midlands
- Yorkshire and Humberside
- Other location, please specify _____

Q12 - Current firm

How long have you worked at your current firm?

- 0-1 year
- 1-3 years
- 3-5 years
- 5+ years

Q13 - Best thing about firm

What is the best thing about your firm?

Professional

Q14

Please indicate how satisfied you are with your present firm in respect of the following attributes:

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>I am satisfied with...</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
The quality of work handled by my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The reputation of my practice area/team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of clients at my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The prestige/brand of my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The overall diversity of my firm's fee earner population (gender, ethnic, socio-economic, sexual orientation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q15

And how important are these same attributes in determining whether you stay at your present firm or join another?

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>The following are very important...</i>	1	2	3	4	5
The quality of work handled by my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The reputation of my practice area/team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of clients at my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The prestige/brand of my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The overall diversity of my firm's fee earner population (gender, ethnic, socio-economic, sexual orientation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Personal**Q16**

Please indicate how satisfied you are with your present firm in respect of the following attributes:

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>I am satisfied with...</i>	1	2	3	4	5
The extent to which my firm values its employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The integration of work and life outside work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The culture of my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way I am treated by partners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The physical environment of my office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectations of billable hour targets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilities/Support services within my office (e.g. restaurant, copy room)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q17

And how important are these same attributes in determining whether you stay at your present firm or join another?

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>The following are very important...</i>	1	2	3	4	5
The extent to which my firm values its employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The integration of work and life outside work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The culture of my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way I am treated by partners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The physical environment of my office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectations of billable hour targets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilities/Support services within my office (e.g. restaurant, copy room)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Management**Q18**

Please indicate how satisfied you are with your present firm in respect of the following attributes:

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>I am satisfied with...</i>	1	2	3	4	5
The level of co-operation and team work within my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The recognition and praise for good work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My perception that promotion/progression opportunities are equally available for all fee earners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way my immediate manager communicates with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The strategic direction of my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal communication within my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q19

And how important are these same attributes in determining whether you stay at your present firm or join another:

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>The following are very important...</i>	1	2	3	4	5
The level of co-operation and team work within my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The recognition and praise for good work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My perception that promotion/progression opportunities are equally available for all fee earners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way my immediate manager communicates with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The strategic direction of my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal communication within my firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career and Development

Q20

Please indicate how satisfied you are with your present firm in respect of the following attributes:

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>I am satisfied with...</i>	1	2	3	4	5
The level of client interaction I have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My prospects for further career development within the firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnership prospects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of feedback on my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills training and development available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The openness of communication about career development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q21

And how important are these same attributes in determining whether you stay at your present firm or join another?

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>The following are very important...</i>	1	2	3	4	5
The level of client interaction I have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My prospects for further career development within the firm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnership prospects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of feedback on my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills training and development available to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The openness of communication about career development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partnership prospects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Reward
Q22

Please indicate how satisfied you are with your present firm in respect of the following attributes:

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree:

<i>I am satisfied with...</i>	1	2	3	4	5
My salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bonus scheme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Core benefits (gym, private insurance, cycle to work etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maternity/paternity benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q23

And how important are these same attributes in determining whether you stay at your present firm or join another?

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

<i>The following are very important...</i>	1	2	3	4	5
My salary	<input type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bonus scheme	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Core benefits (gym, private insurance, cycle to work etc)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maternity/paternity benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q24

Strongly disagree/ Disagree/ Neither agree nor disagree/ Agree/ Strongly agree

	1	2	3	4	5
Would you recommend your firm to a friend?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q25

Please rank your top three motivations behind your choice of law career:

- ___ Family tradition
- ___ Fell into it
- ___ Financial rewards
- ___ Intellectual challenges
- ___ Job security
- ___ Prestige
- ___ Serving the public good
- ___ Solving people's problems

Q26

Please rank your main three career aims:

- ___ Become a partner at another firm
- ___ Become a partner in my firm
- ___ Move to a career outside law
- ___ Move to an in-house role
- ___ Remain at assistant level at my firm
- ___ Remain at my firm in another senior role
- ___ Remain at my firm in a contract role like Peerpoint/Continuum/Agile etc.
- ___ Start own practice

Q27 If you could join any other firm, which would it be and why?

Q28 What is the one thing you would change about your firm?

Q29 Are you looking for another job at the moment?

- Yes
- No

Q30 - Contact details

To be entered into the prize draw, please leave my personal details:

Name _____
Email _____

Sample