

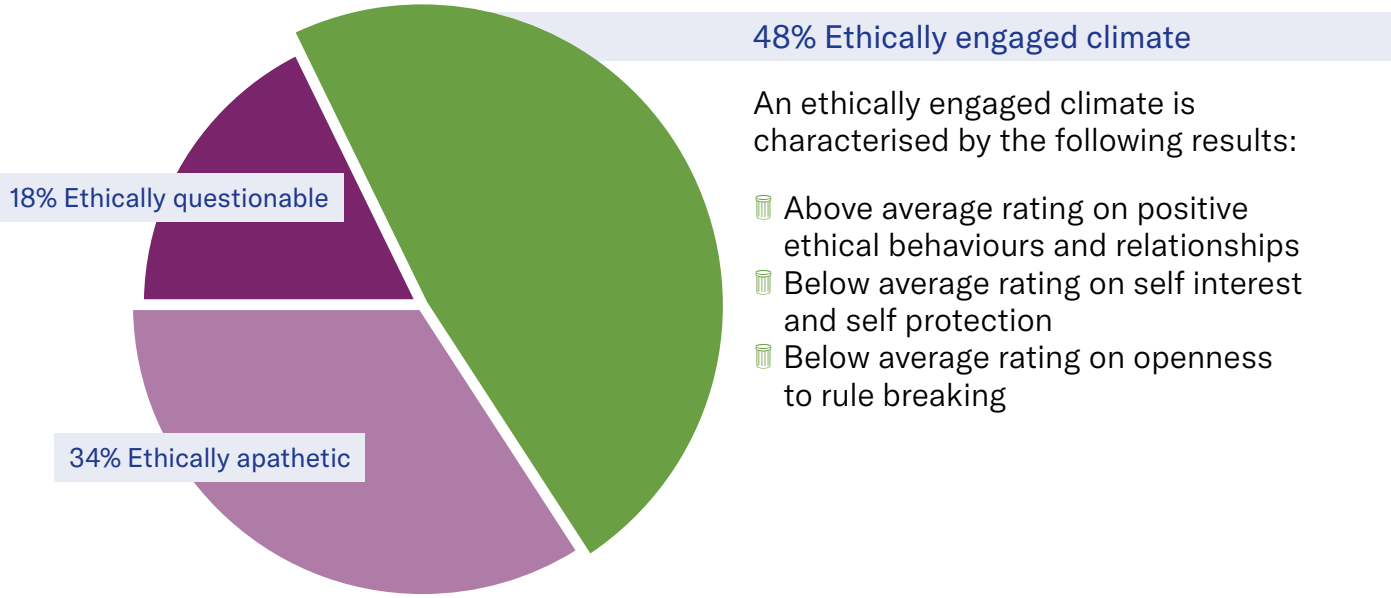
Lawyer Wellbeing Research Report

Organisational ethical climate for lawyers

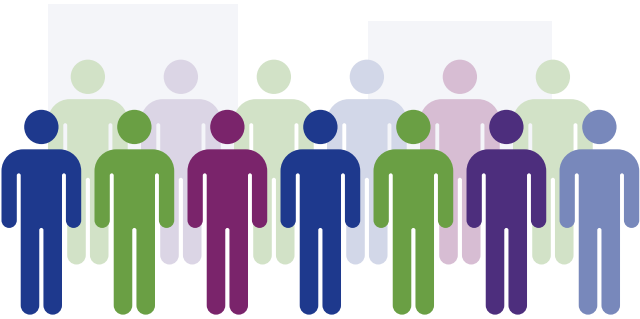
This research asked a series of questions on how lawyers perceive the ethical climate of their current workplace. Other studies have suggested that ethical climate can correlate with job satisfaction, work engagement, turnover intentions, wellbeing, as well as the incidence of unethical behaviours in an organisation. It's important to note that this is not an assessment of compliance with substantive professional ethics or the individual's ethics.

The results:

Ethical climate



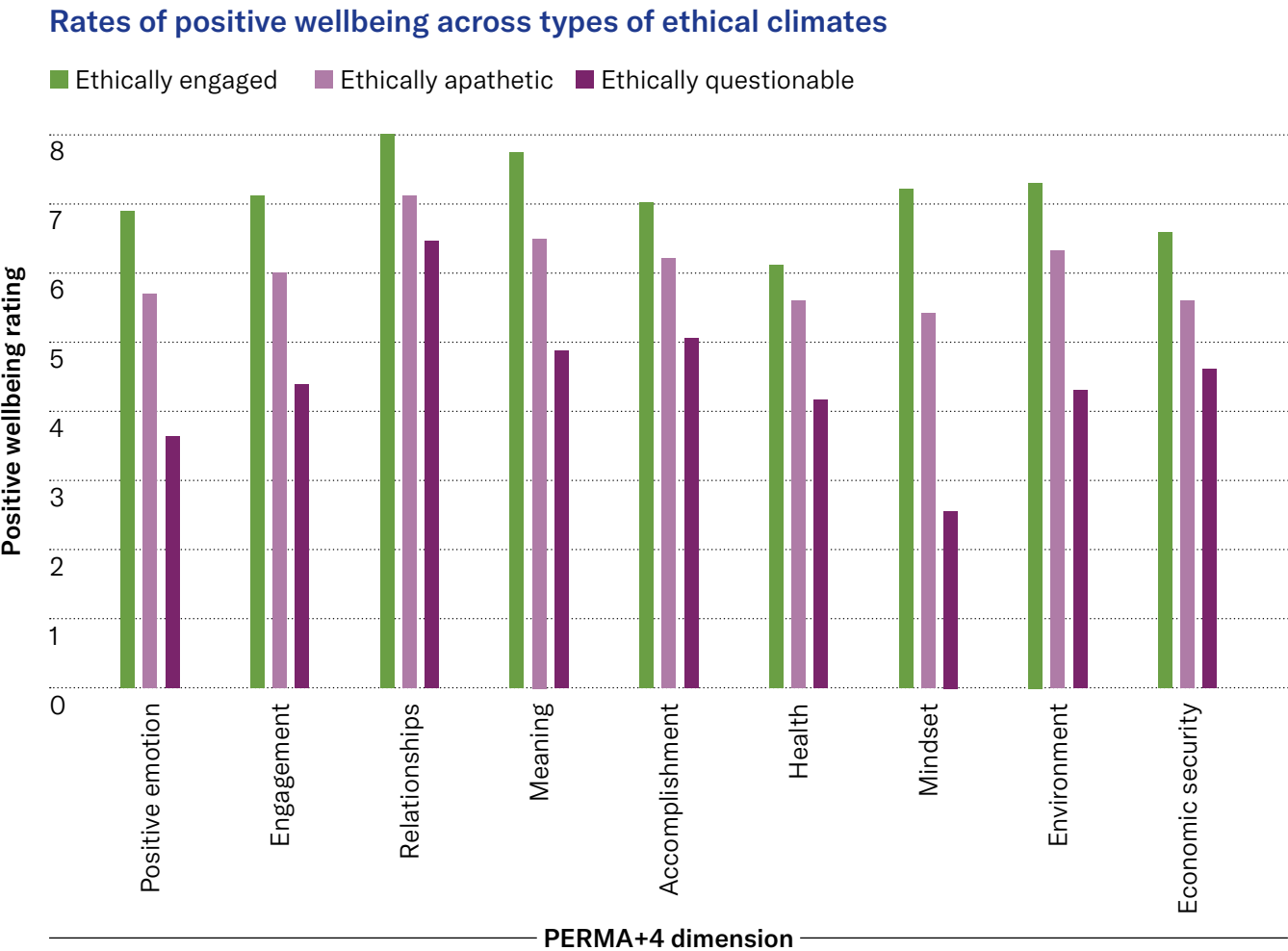
Perceptions of ethical climate vary by gender and by practice setting.



The results:

Links between wellbeing and ethical climate for lawyers

New insights and a pathway for action – There is a clear positive correlation between positive wellbeing ratings and a more ethically engaged organisational climate.



Where we see lawyers responding that:

- They work in an organisational climate that is ethically engaged

We also see:

- The highest ratings of positive wellbeing across all 9 attributes
- The presence of good psychosocial support
- Lower intention to leave their employer in the next 12 months

Researcher insight:

“Active attention to both ethical climate and psychosocial support offers a pathway to building the greater sense of community, agency, engagement and motivation required to enhance wellbeing.” (page 7)

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.