

Talent Advisory Board – Research Summary – May 7, 2014
Legal Industry Diversity Reports

2014 WBI U.S. Workplace Bullying Survey

2014

Workplace Bullying Institute

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<http://workplacebullying.org/multi/pdf/WBI-2014-US-Survey.pdf>

In their annual survey of over 1,000 adults, the WBI found that over a quarter of Americans (27%) had suffered workplace abuse. For behavior to qualify as “abusive” it had to be non-verbal cues coupled with verbal assaults that aimed to exclude and happened repeatedly with the intent of harming the victim. The study found that women and minorities were more likely to be abused at work than their Caucasian and male counterparts. Sixty percent of women had been bullied and men were most likely to be the bullies in the workplace. When women were the bullies, however, their targets were women 68% of the time. Hispanics, African Americans and Asians were far more likely to be bullied than their Caucasian coworkers - 32.5%, 33.0% and 33.3% respectively as compared to 24.1%.

Major, Lindsey & Africa – Legal Search Consultants – Satisfaction Survey

March 2014

Jon Lindsey and Jeffrey A. Lowe

http://www.mlaglobal.com/~media/Files/Allegis/MLAGlobal/Community%20Files/LateralPartnerSatisfactionSurvey_2013_MLA_Web.pdf

This survey had 1,175 responses from across the United States and abroad of attorneys who had made a lateral move to a different firm. The survey noted differences between the genders and races on topics of why they left their firms, how many firms they considered, and if their expectations at the new firms were met among other topics. Notably, it found that men and women were roughly equally satisfied with their choice to move and all groups, men, women, minorities and non-minorities all cited “firm culture” the most for reasons for leaving their firms. Forty two percent of all respondents cited that reason for leaving. In general, over 52% of laterals were very satisfied with their move, and only 3.3% were not at all satisfied. One of the most shocking findings of the survey was that very few laterals actually look into their new firm’s financial stability – only 36.6% actually reviewed financial documents before making their decision.

Development of Effective Managerial Skills in Law Firms

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Talent Advisory Board

<https://taborg.sharepoint.com/sites/tab.legal.research/Shared%20Documents/TAB%20Research/Effective%20Managerial%20Skills%20in%20Law%20Firms.pdf>

Talent Advisory Board’s latest custom research focuses on effective managerial skills necessary for a well-functioning law firm. The research examines three areas where law firms can work to better the managerial skills of law firm employees including: (1) the various ways in which attorneys and staff communicate and approach work - attorneys tend to be more analytical while support staff tends to be more process-oriented; (2) employee handbooks and trainings that clearly define the roles of all law

firm employees; and (3) managerial training for attorneys. Included in the research are the names of books and articles on the issue that may help law firms navigate through employee relationship problems including *The Empowered Paralegal* by Robert E. Mongue and “Lawyers are From Mars and Paralegals are from Venus” by Cheryl J. Leone.

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