



US Work Wellbeing 2023 Report

How Thriving People Create Thriving Companies

“

Work wellbeing is how job seekers and employees feel. And how they feel impacts how your company performs.”

—

LaFawn Davis

SVP of ESG, Indeed



Report chapters

1. [The State of Work Wellbeing](#)

Only 29% of workers are thriving, which is costing society and business

2. [Thriving Workers Drive Business Performance](#)

There are 6 pathways to performance (productivity, health, relationships, recruitment, retention)

3. [Rising Expectations & Wellbeing Beliefs](#)

47% of people say their expectations around work wellbeing has risen in the past year, more so for younger generations

4. [A Shift in Mindset for Organizations](#)

23% of companies are leading the way by creating cultures of wellbeing, while a majority fall behind

5. [Taking Action](#)

Measure work wellbeing, focus on what influences it, check your Indeed Work Wellbeing Score



Work Wellbeing Report, based on a commissioned survey (n=4,002 US adults), conducted by Forrester Consulting, 2023.

Additional methodology details can be found in the [appendix](#).

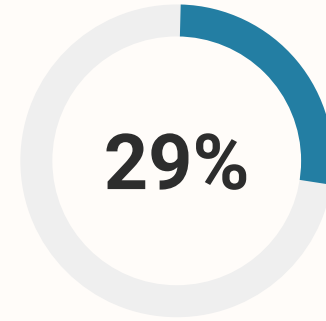
01

The State of Work Wellbeing

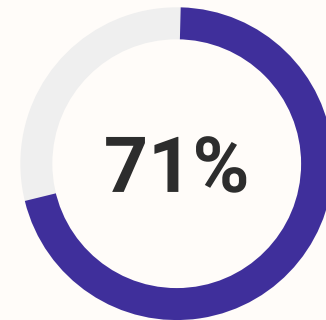
The majority of people in the US are not thriving at work

For the purpose of this study, an employee is “thriving” at work if they indicate having high wellbeing. By definition, those not thriving aren’t performing at their highest potential. This costs companies, as well as the individuals themselves.

This report further explores these implications.



Of workers are **thriving**, reporting high wellbeing at work



Of workers are **not thriving**, reporting low to moderate wellbeing at work

Only 29% of people are thriving at work

Workers that are thriving:

- Report their companies care about employee wellbeing
- Are less likely to be actively searching for a job and more likely to stay at their current employer
- Are generally more satisfied with their career/industry/role
- Are likely to have a longer tenure with their company

Indeed Work Wellbeing Report, based on a commissioned survey (n=4,002 US adults), conducted by Forrester Consulting, 2023.



Demographic snapshot

Those thriving at work are more likely to

- Be of an older generation
- Be male
- Have a higher education
- Have a higher income

71% of people are not thriving at work

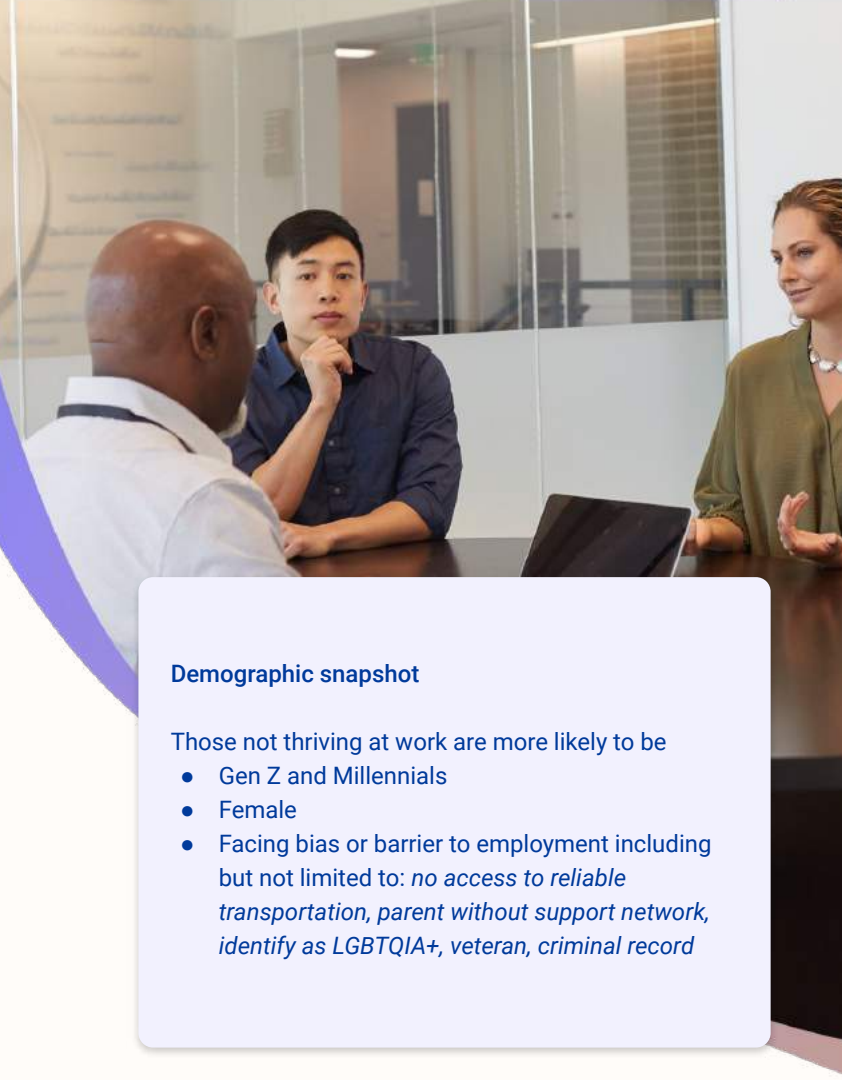
Workers that are not thriving:

- Are more likely to stress about employers/managers not caring about how they feel
- Are more likely to be actively searching for a new job
- Are more likely to be new in their profession (< 3 YOE)
- Are less likely to feel energized in their work tasks, trust people in their company, or feel a sense of belonging

Demographic snapshot

Those not thriving at work are more likely to be

- Gen Z and Millennials
- Female
- Facing bias or barrier to employment including but not limited to: *no access to reliable transportation, parent without support network, identify as LGBTQIA+, veteran, criminal record*



We
believe
everyone
deserves
to thrive at work



Employees thrive when they have high wellbeing

To measure employee wellbeing we look at four key indicators: happiness, purpose, stress, and satisfaction.

This measurement aligns with standards from the [Oxford Wellbeing Research Centre](#) and the [OECD](#).

We also measure the things that influence wellbeing including foundational, social, and growth needs.

**Happiness,
Purpose, Stress,
Satisfaction**

Growth Needs
Learning, Accomplishment,
Energy

Social Needs
Appreciation, Belonging,
Inclusion & Respect, Support,
Management

Foundational Needs
Fair Pay, Flexibility,
Trust

Growth
needs

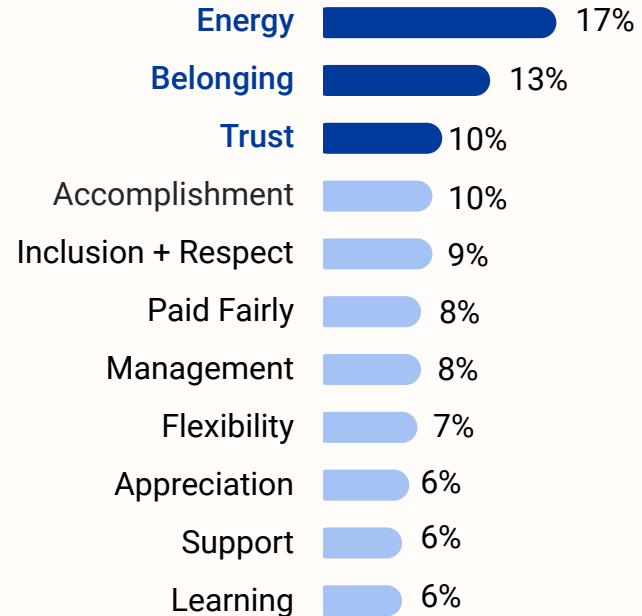
Social
needs

Foundational
needs

Focusing on wellbeing drivers can help you build a culture of wellbeing.

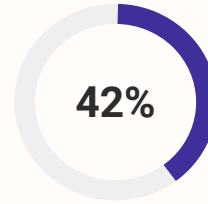
Year over year, **feeling energized** and **a sense of belonging** continue to have the greatest impact on how people feel at work.

What drives work wellbeing?

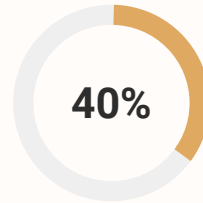


But many people don't feel energized, have trust, or feel like they belong.

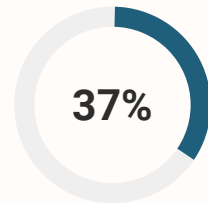
This contradiction reduces wellbeing and with it, our ability to deliver and drive business results.



Of people don't feel energized



Of people don't trust their colleagues /employers



Of people don't feel like they belong

02

Thriving Workers Drive Business Performance

Companies with higher levels of employee wellbeing outperform the US stock market:

Greater employee wellbeing is tied to higher company valuation



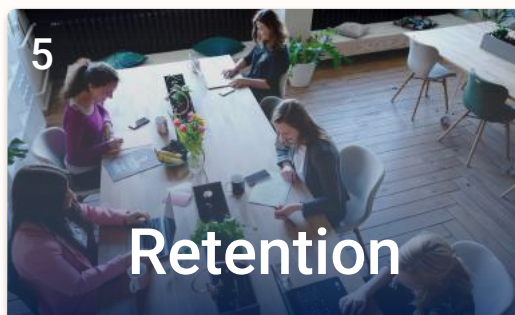
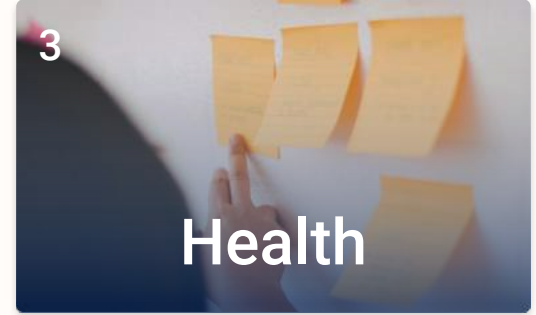
Greater employee wellbeing is tied to higher return on assets



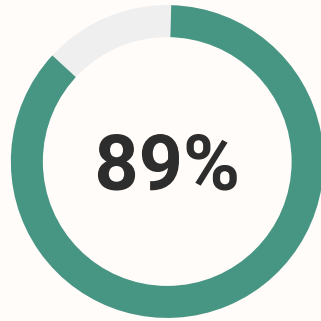
Greater employee wellbeing is tied to greater profits



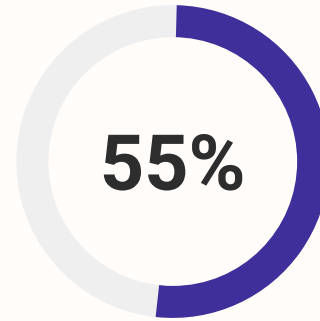
Wellbeing affects performance in six ways:



High vs. low levels of wellbeing impact retention



Of people with
high wellbeing think they'll stay with
their employer for the next year

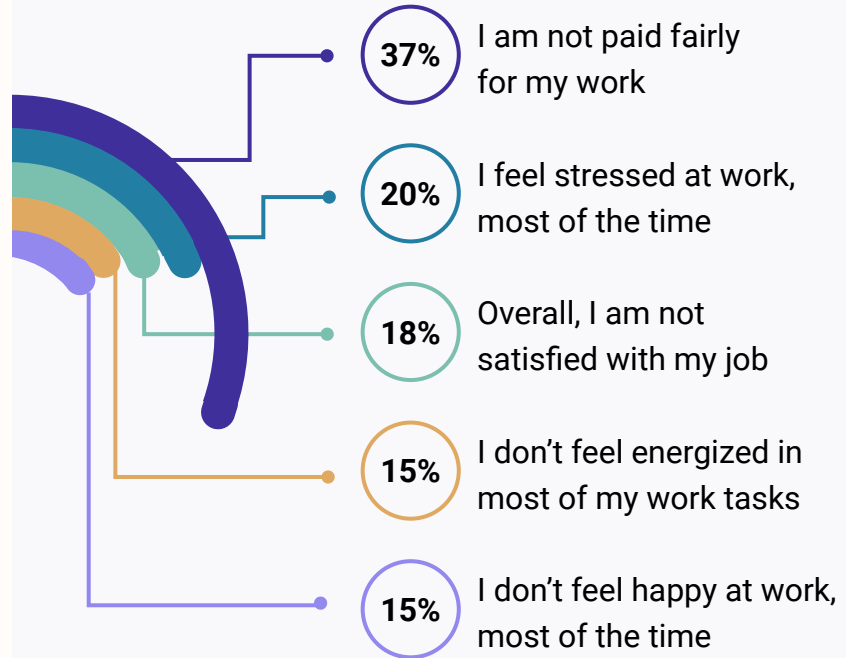


Of people with
lower wellbeing think they'll stay with
their employer for the next year

Retention

After pay — stress, lack of satisfaction and lack of happiness are the leading reasons people look for new opportunities.

What are reasons why you would consider new opportunities?

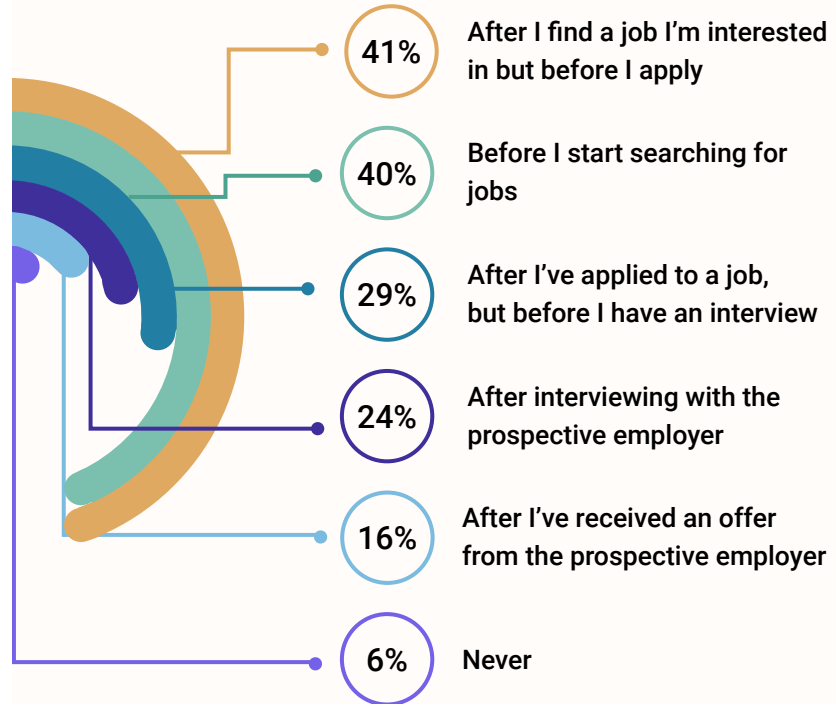


Recruitment

Access to wellbeing information impacts recruitment.

Seeing work wellbeing data would be most helpful before investing time in the application process.

At what, if any, point(s) in your job search would workplace happiness and wellbeing data be the most helpful?



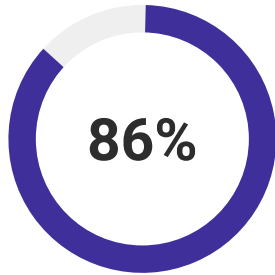
Productivity + Creativity

When employees are happy, they are **almost 2X** as likely to work more effectively, energetically, and creatively.

	Happy	Weren't Happy
Prioritize work effectively	82%	43%
Put a lot of time and energy into your tasks	81%	41%
Solve problems creatively or adapt to a new way of working/thinking	79%	40%
Prioritize things that benefit your company	74%	38%
Bounce back quickly from a bad meeting or workday	68%	31%

Health + Relationships

How we feel at work impacts our entire life.



Of people report that happiness at work affects their mood at home

How does your wellbeing at work impact the following?

66% Self-confidence in professional life



63% Quality of life



62% Satisfaction with life



62% Self-esteem



56% Career trajectory



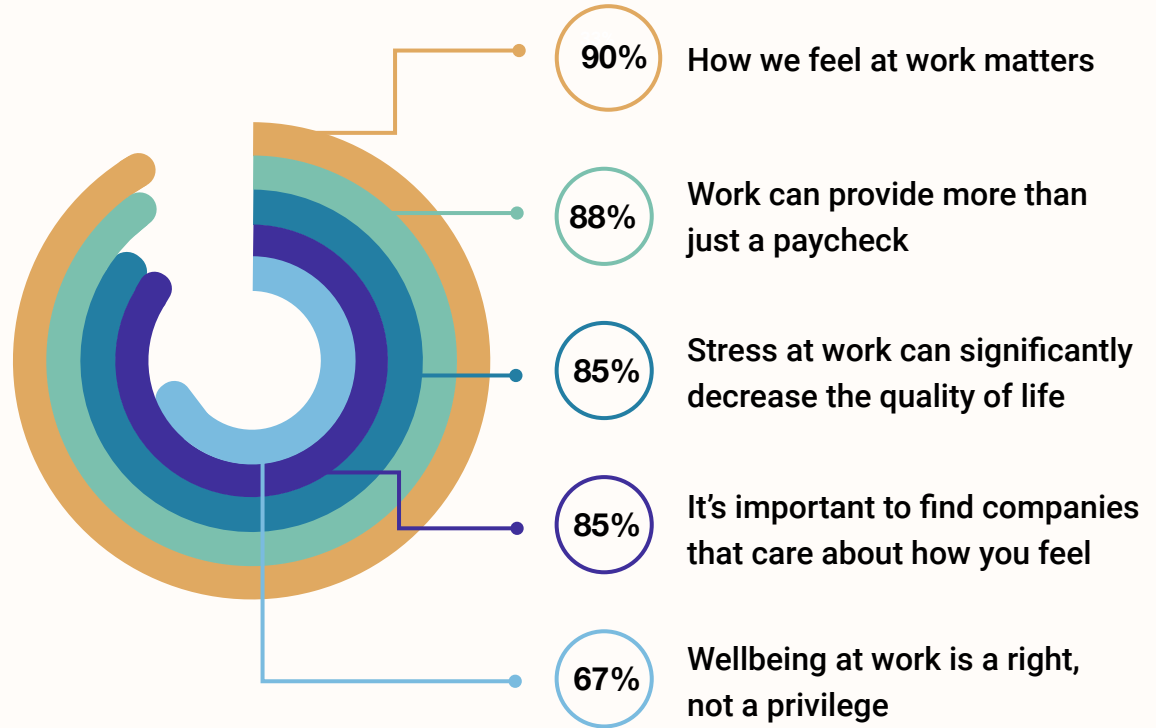
53% Personal relationships



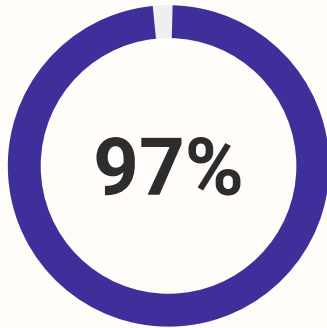
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Wellbeing Beliefs and Rising Expectations

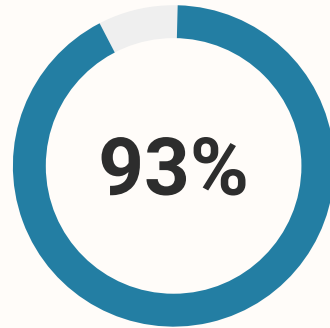
Work wellbeing goes beyond the office. It's a determinant of life wellbeing.



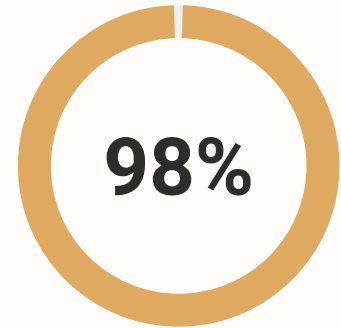
There is a driving optimism around work wellbeing with nearly all respondents believing it's possible



Believe it's possible for people to be happy at work, most of the time

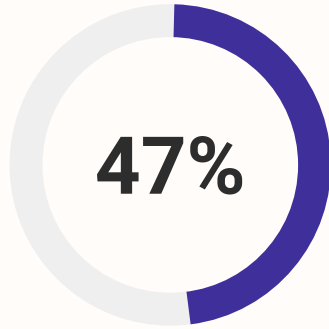


Believe it's possible for people to be completely satisfied with their job

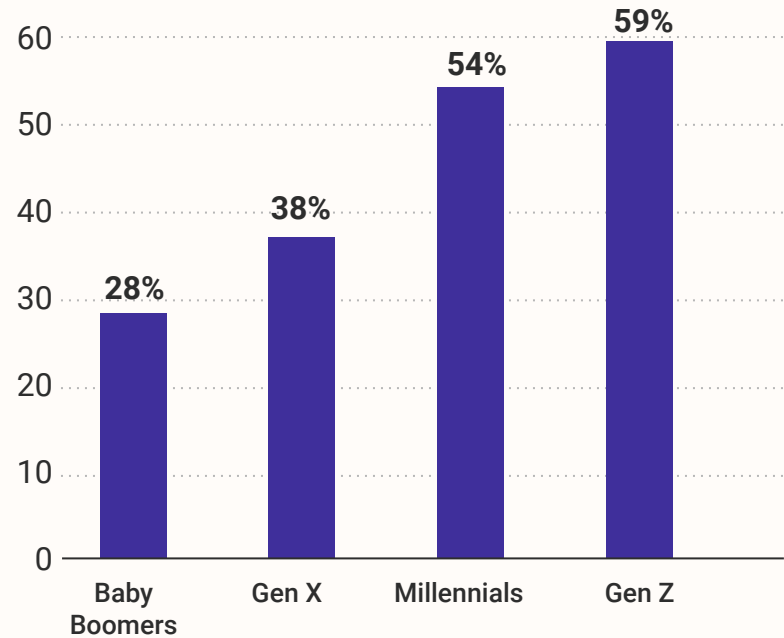


Believe it's possible for people to have jobs where they feel a clear sense of purpose

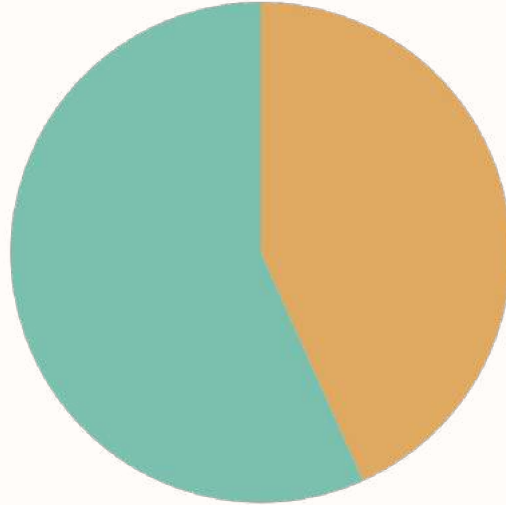
But with it, expectations are rising — and faster among younger generations



Of people report their work wellbeing expectations are **higher than they were just one year ago**



People feel that wellbeing at work is a shared responsibility between individuals and the organization. **Everyone plays a role.**



How much impact does each have on an individual's wellbeing at work?

42% Individuals themselves

58% CEO, HR, top management, managers, other

04

A Shift in Mindset for Organizations

Moving beyond “wellness perks” to building cultures of wellbeing

Integrating wellbeing into your company culture can take various forms - we identified eight signals of a strong wellbeing strategy.

1.
Measuring
employee
wellbeing

2.
Prioritizing
employee
wellbeing over
profit

3.
Connecting
employee
wellbeing and
happiness to
**business
success**

4.
Senior
leadership
understands
day-to-day
employee
struggles

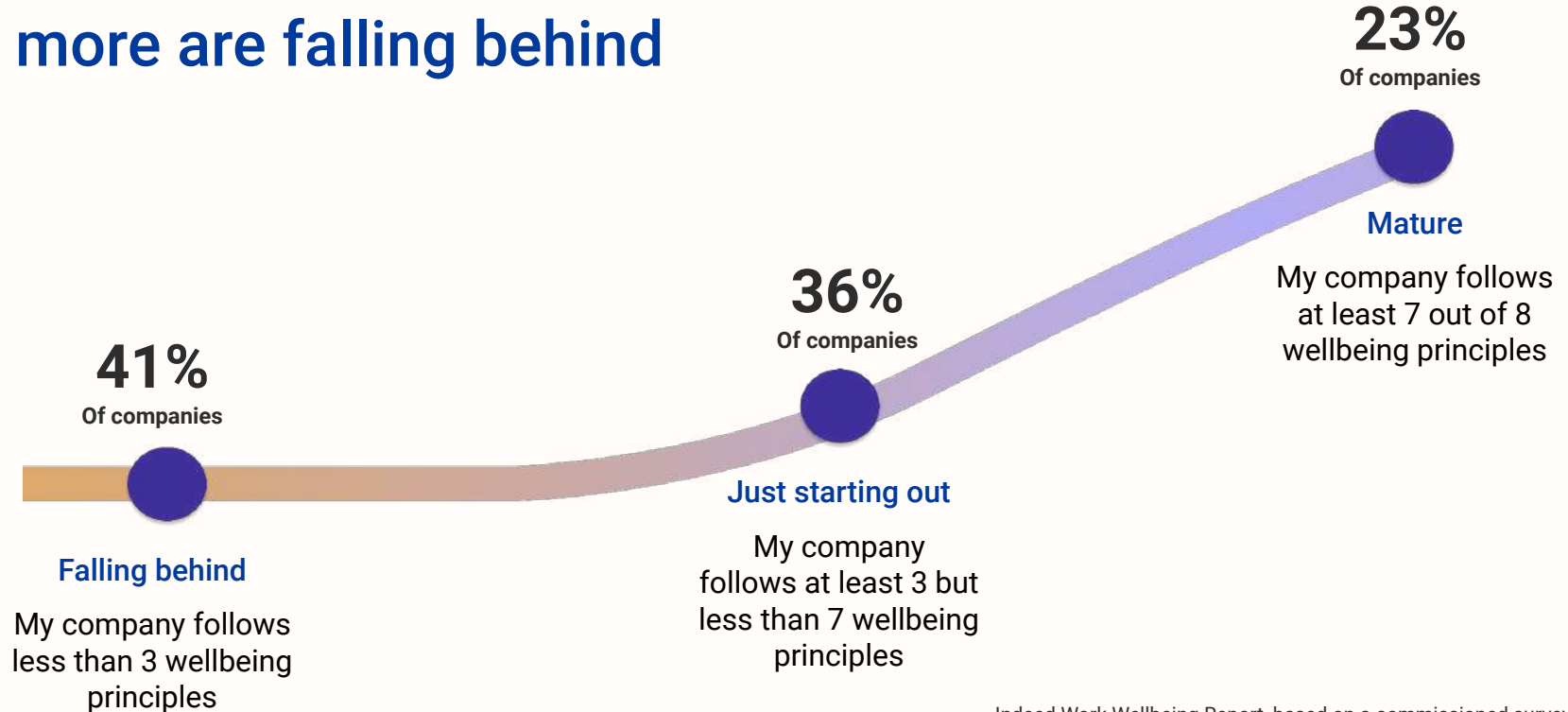
5.
Senior
leadership
sets goals
to increase
wellbeing,
reduce stress,
etc.

6.
Senior
leadership
adjusts how
things work
based on
employee
feedback

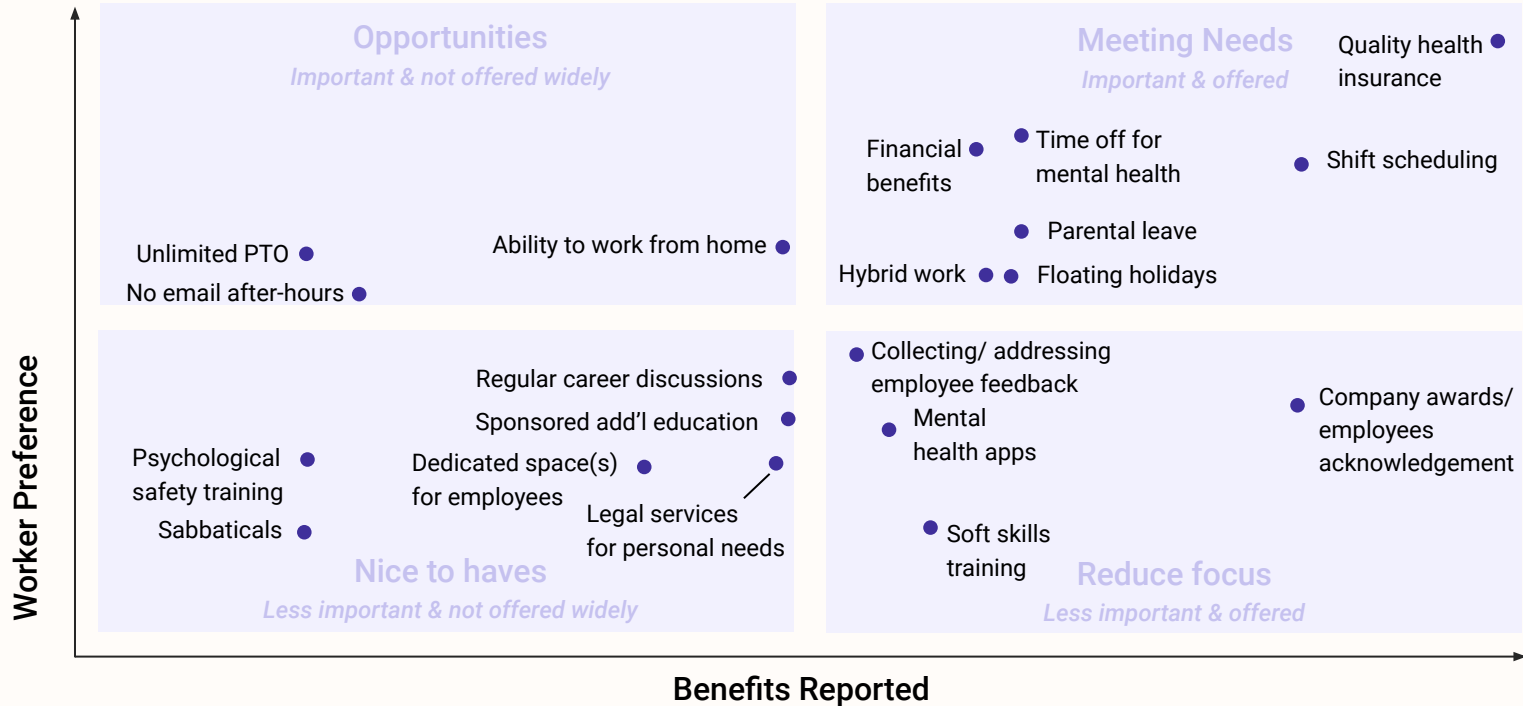
7.
Senior
leadership
doesn't expect
people to
overwork when
not needed

8.
Senior
leadership
doesn't promote
**toxic company
culture**

Some companies are emerging as leaders, more are falling behind



Perks still play a role, and some can be deal breakers



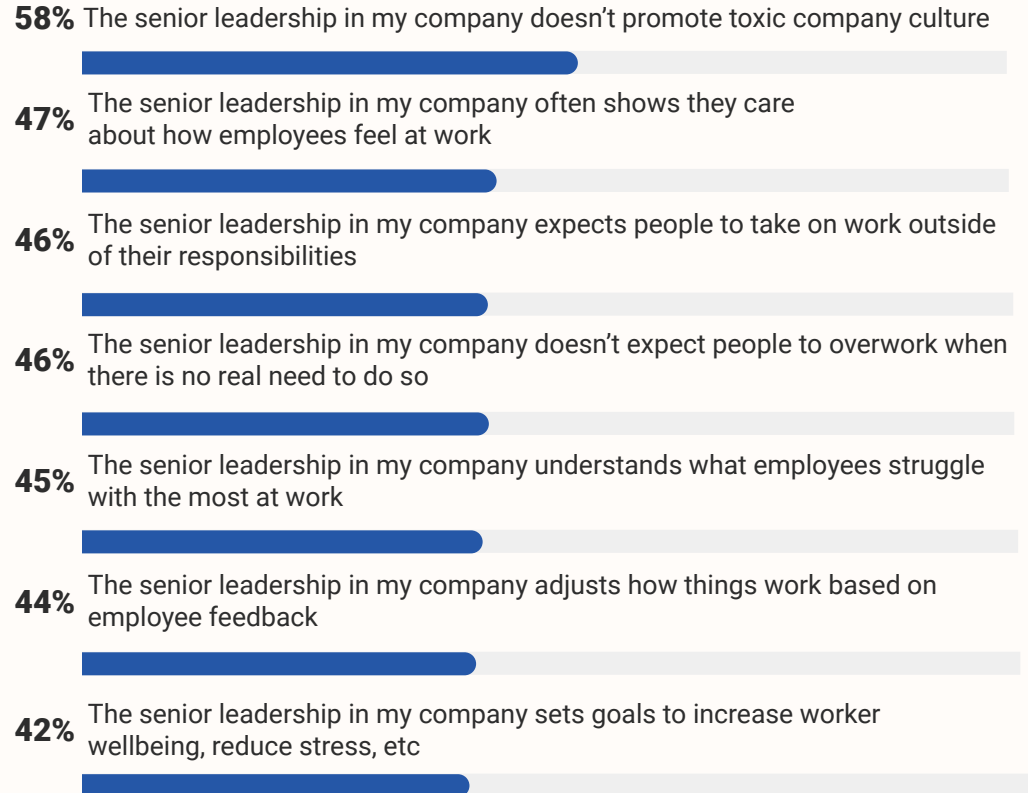
**Note: each dot represents the approximate position of each benefit. 2023 Chart shows top 20 ranked benefits/perks.

Indeed Work Wellbeing Report, based on a commissioned survey (n=4,002 US adults), conducted by Forrester Consulting, 2023. Chart shows top 20 ranked benefits/perks.

Senior leadership play a major role in shaping employee wellbeing.

And there's room for them
to have an even greater impact.

How much do you agree or disagree with the statements?

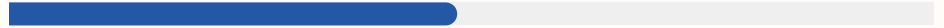


Managers directly impact an employee's wellbeing.

Identify where needs are being met and where they might be falling short.

What kinds of support are you looking for from your manager?

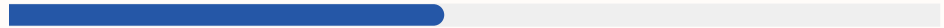
44% Receiving enough support from my manager in difficult situations



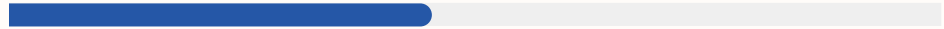
44% Feeling heard by my manager



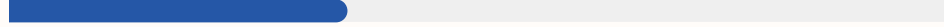
42% Not being micromanaged



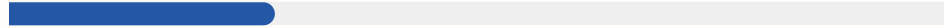
41% Understanding what I need to do to be successful in my role



32% Having conversations around my growth and development



27% Feeling that my frank feedback to my manager is welcomed



17% Having regular meetings with my manager



05

Taking Action

Taking action

Get a pulse of how people are doing by measuring work wellbeing

Only 43% of companies today are actually measuring work wellbeing.

Studies show that just measuring wellbeing can have an impact. Utilize the [Indeed Work Wellbeing Score and survey](#) to understand how people are feeling.

Indeed Work Wellbeing Report, based on a commissioned survey (n=4,002 US adults), conducted by Forrester Consulting, 2023.



Positive Affect

Happiness

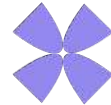
“I feel happy at work, most of the time”



Evaluative Wellbeing

Satisfaction

“I feel completely satisfied with my work”



Eudaimonic Happiness

Purpose

“My work has a clear sense of purpose”



Negative Affect

Stress-free

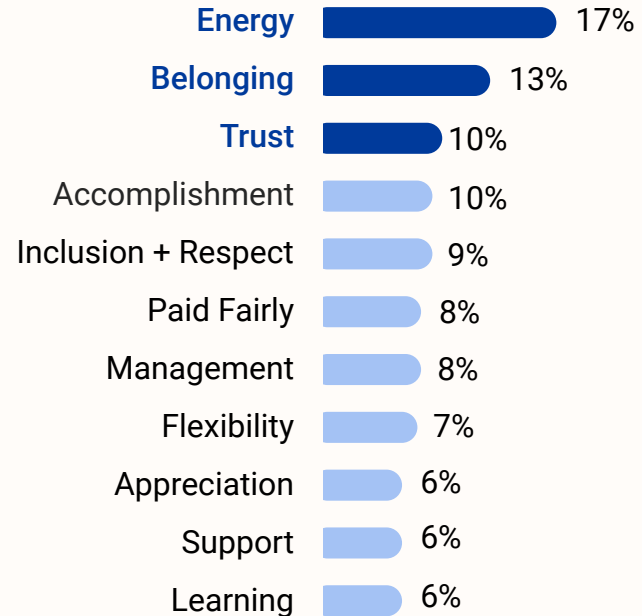
“I feel stressed at work, most of the time”

Create an environment where people can succeed

Our analysis shows energy, belonging, trust, and accomplishment are most important for employee wellbeing.

Designing a work environment with these drivers in mind can often have a greater impact than increasing pay—especially for roles where pay is already at or above market levels.

What drives work wellbeing?

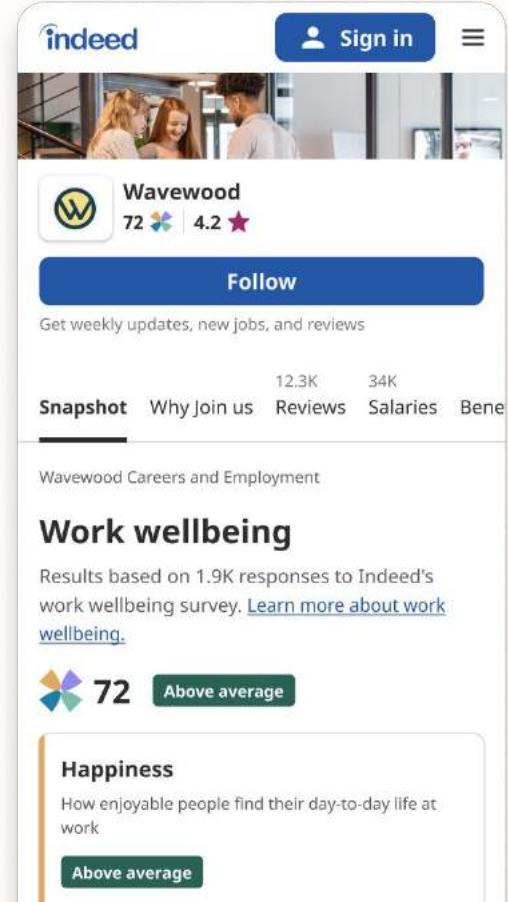


Tap into your Work Wellbeing Score

Fueled by the world's largest study of work wellbeing, Indeed's Work Wellbeing Score collects and displays wellbeing data on Indeed Company Pages.



In every industry, for every company size, there are companies with high and above average scores.

This data can help you understand where you're excelling. Build it into branding efforts on job descriptions, employer ads, your career website, and profiles across Indeed and Glassdoor to stand out. See if your company has a [Work Wellbeing Score](#).



The screenshot shows the Indeed profile for Wavewood. At the top, there's the Indeed logo and a 'Sign in' button. Below that is a banner image of three people in an office. The company name 'Wavewood' is displayed with a 'W' logo, a score of 72 (with a flower icon), and a 4.2 star rating. A blue 'Follow' button is prominent. Below the button, it says 'Get weekly updates, new jobs, and reviews'. There are navigation tabs for 'Snapshot', 'Why Join us', 'Reviews', 'Salaries', and 'Benefits'. The 'Snapshot' tab is selected. The main content area shows 'Wavewood Careers and Employment' and a section for 'Work wellbeing' with a score of 72 and a green 'Above average' badge. Below this, there's a 'Happiness' section with a description and another 'Above average' badge.

indeed Sign in

Wavewood
72  4.2 

Follow

Get weekly updates, new jobs, and reviews


12.3K 34K

Snapshot Why Join us Reviews Salaries Bene

Wavewood Careers and Employment

Work wellbeing

Results based on 1.9K responses to Indeed's work wellbeing survey. [Learn more about work wellbeing.](#)

 72 **Above average**

Happiness

How enjoyable people find their day-to-day life at work

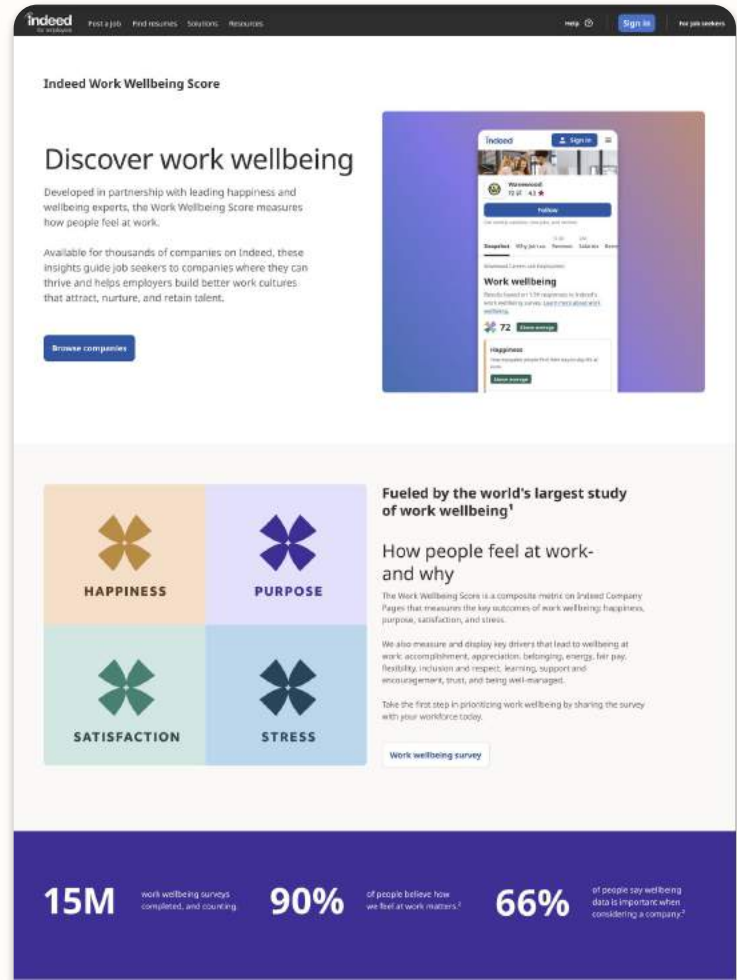
Above average

Guidance to support your company's work wellbeing journey

Implementing new ideas can be a challenge, we're here to help.

We regularly publish new wellbeing insights in partnership with [Oxford's Wellbeing Research Centre](#) and the [World Wellbeing Movement](#).

Learn more about [Indeed's Work Wellbeing Score](#) and follow along on [/LEAD](#).



The screenshot shows the 'Indeed Work Wellbeing Score' page. At the top, there's a navigation bar with 'Indeed by Indeed', 'Find a job', 'Find resources', 'Solutions', 'Resources', 'Help', 'Sign in', and 'For job seekers'. The main heading is 'Indeed Work Wellbeing Score'. Below it, a sub-heading reads 'Discover work wellbeing'. The text explains that the score is developed in partnership with leading happiness and wellbeing experts and measures how people feel at work. It also notes that the score is available for thousands of companies on Indeed, helping job seekers find better work cultures and employers build better ones. A 'Browse companies' button is visible. To the right, there's a mobile app preview showing the 'Work wellbeing' score on a phone screen. Below this, a 2x2 grid of icons represents the components: Happiness (orange), Purpose (purple), Satisfaction (green), and Stress (blue). To the right of the grid, text states 'Fueled by the world's largest study of work wellbeing¹' and 'How people feel at work—and why'. It explains that the score is a composite metric of happiness, purpose, satisfaction, and stress, and lists key drivers like accomplishment, appreciation, belonging, energy, fair pay, flexibility, inclusion, and respect. A 'Work wellbeing survey' button is at the bottom right. The footer contains four statistics: '15M work wellbeing surveys completed, and counting', '90% of people believe how we feel at work matters', '66% of people say wellbeing data is important when considering a company', and a partially visible '66%'.

Appendix

Methodology

Indeed Work Wellbeing Survey, Q1 2023.

The Work Wellbeing Survey (formerly Work Happiness Survey) was a commissioned survey conducted online by Forrester Consulting on behalf of Indeed, fielded in February – March 2023 (2.3.2023 – 3.3.2023).

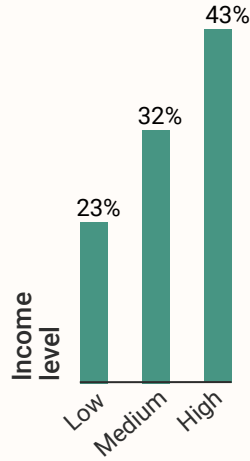
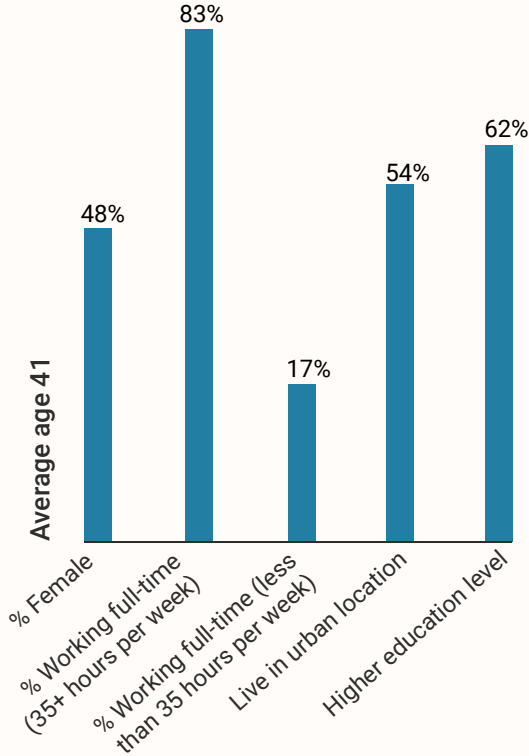
This is our fourth annual survey and report.

Forrester Consulting surveyed active workforce (adults ages 18+ who reported working full-time or part-time):
n= 4,002.

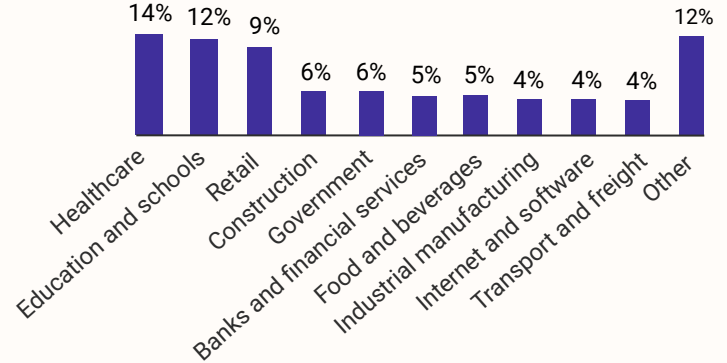
To ensure a representative sample, quotas were set by age, gender, geography (including city tiers for India), education and income.

The survey explored a variety of topics related to happiness at work, including general perspectives on happiness, drivers of happiness, impact of happiness at work on business results, different aspects of stress at work, the relationship between work happiness and job search, workplace benefits, and others.

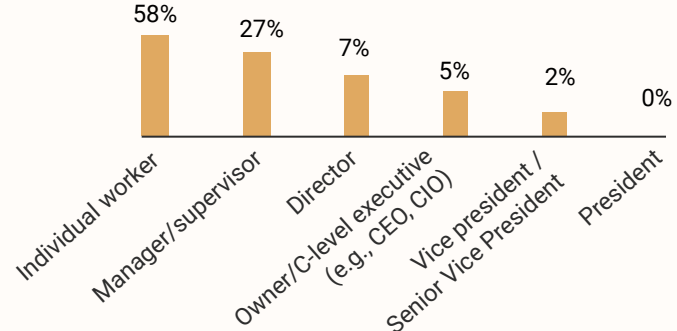
US 2023 Demographics



In which industry does your company primarily operate?



Which of the following best describes your level of seniority?



Base: Total respondents. Indeed Work Wellbeing Report, based on a commissioned survey (n=4,002 US adults), conducted by Forrester Consulting, 2023