



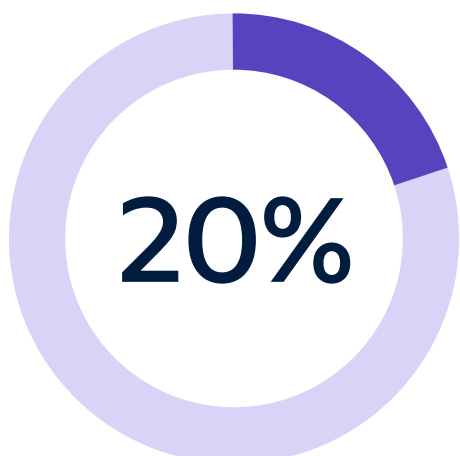
The State of Work Wellbeing

The 2025 Indeed Work Wellbeing Report reveals that too few people are thriving at work. While flexibility and pay matter, wellbeing drivers like energy, belonging, and trust determine whether people truly flourish. The challenge is global and pressing—but it’s also an opportunity for forward-thinking organizations to elevate employee performance and adaptability.

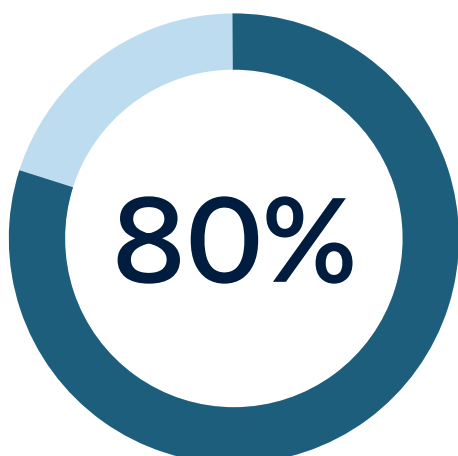


State of Work Wellbeing Today

Only 20% of people are thriving at work, with many feeling low happiness, high stress, low purpose, or low satisfaction.



Of people are thriving at work



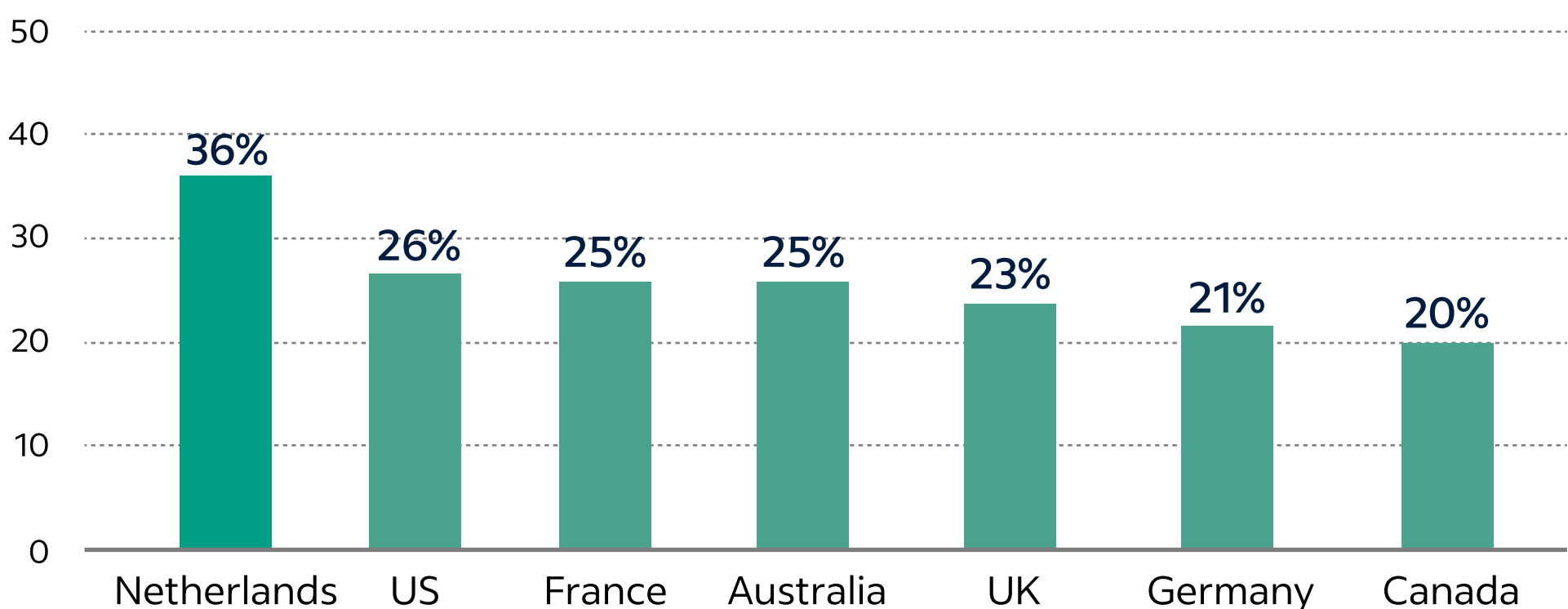
Of people are not thriving at work

Note: Thriving is defined as answering a 4 or 5 across all four work wellbeing indicators (happiness, purpose, satisfaction, stress-free). Respondents rated agreement on a 5-point scale where 5 = Strongly Agree, 1 =Strongly Disagree.

Global Comparison

Work wellbeing is low across the countries we analyzed; the US results align with global levels.

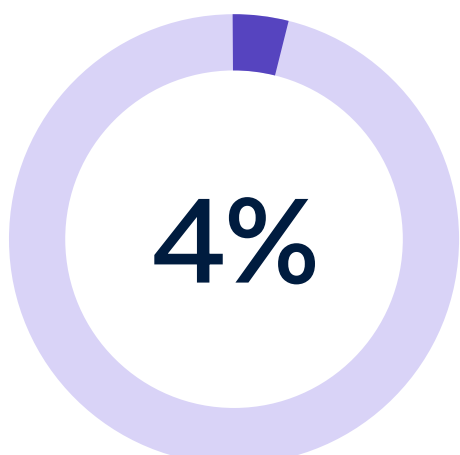
Percentage of People Thriving at Work



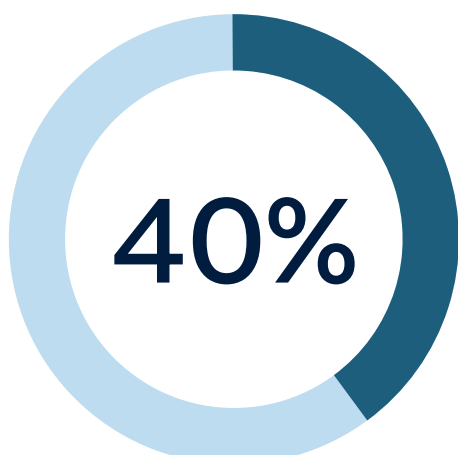
Higher wellbeing/Thriving = agreement on all wellbeing dimensions: feeling happy at work, being completely satisfied with their job, having a clear sense of purpose in their position, and not feeling stressed most of the time (4–5 ratings on happiness, satisfaction, purpose, and NOT stressed) Base: Total respondents 2025: 4,038 US, 1,605 Canada, 1,551 UK, 1,569 France, 1,500 Germany, 1,572 The Netherlands, 1,609 Australia Source: Indeed Workplace Wellbeing Report, based on a commissioned survey, conducted by Forrester Consulting, 2025.

A Major Stress Gap

Employees with lower work wellbeing are nearly 7x more likely to regularly experience stress at work.



Only 4% of people who report a **higher level** of work wellbeing regularly stress at work



While 40% of people that report a **lower level** of work wellbeing regularly stress at work

The Levers of Work Wellbeing

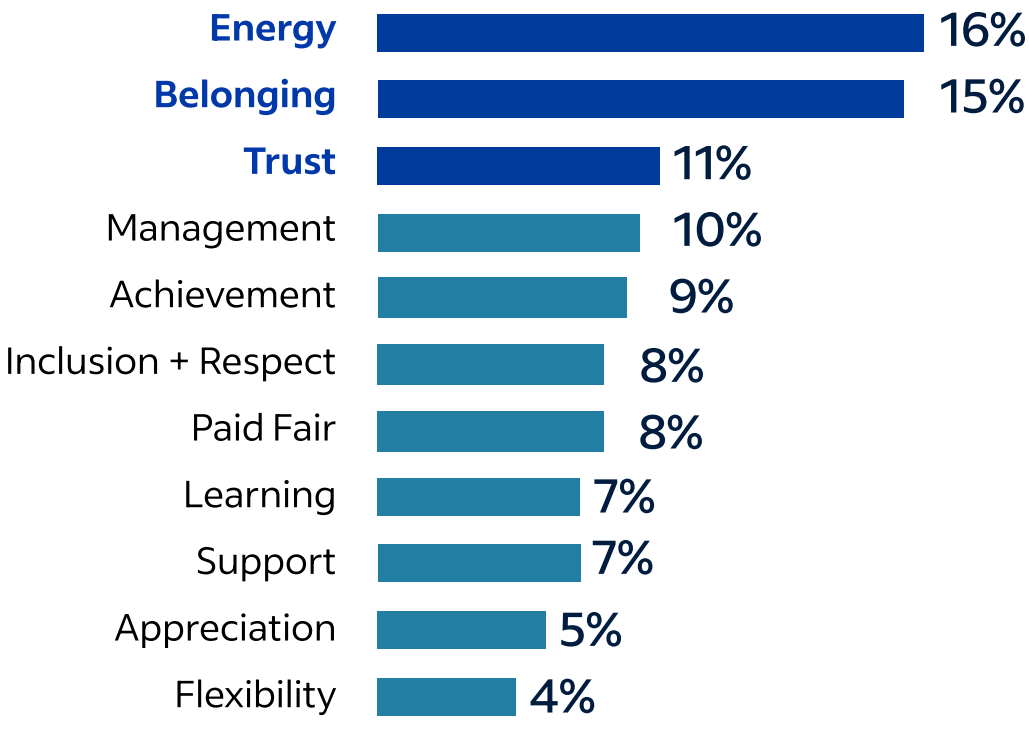
What actually drives work wellbeing?

When asked what drives work wellbeing, people often point to “flexibility” and “fair pay.” However, when Forrester analyzes what drives work wellbeing statistically, a different story emerges.

These three drivers come out on top:

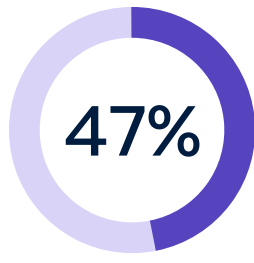
1. Being energized by your work
2. Feeling like you are part of something
3. Trusting the people who work with you

Driver Analysis Results

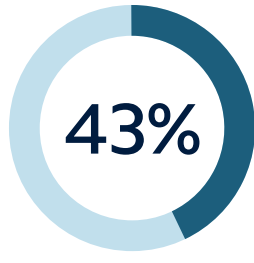


Barriers to Work Wellbeing

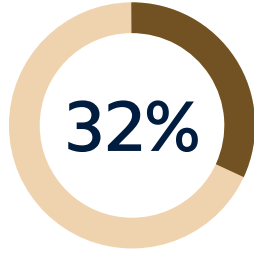
Almost half of the workforce struggles in these core areas, representing a clear and actionable barrier to work wellbeing. These patterns are nearly consistent globally and repeat year after year.



Of workers don't feel energized



Of workers don't feel like they belong



Of workers don't trust people in their company

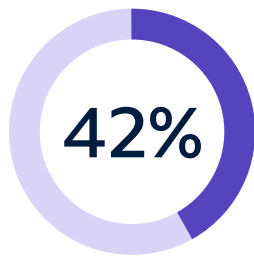
A Shared Responsibility

While people view wellbeing as a shared responsibility, organizations are expected to lead.

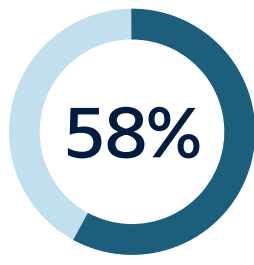
Everyone plays a role in worker wellbeing:

Direct managers are expected to contribute most (20%), then executives (14%), along with HR (11%), and the CEO (10%).

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



Individuals themselves



Company responsibility

Indeed Work Wellbeing Report, based on a commissioned survey (n=1,605 CA adults), conducted by Forrester Consulting, 2025.

Explore work wellbeing in more depth. [Download the full report.](#)

