

Why people work



GWI.

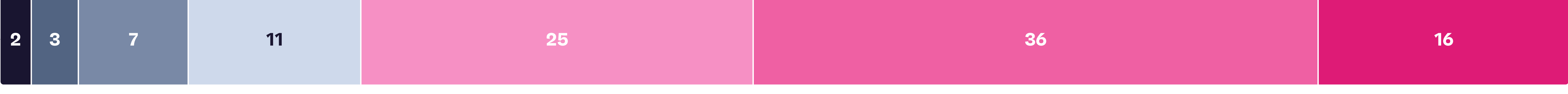
The current state of work

[Click to explore data on our platform](#)

In general, workers are pretty satisfied with their jobs

% who say they feel the following way about their current role

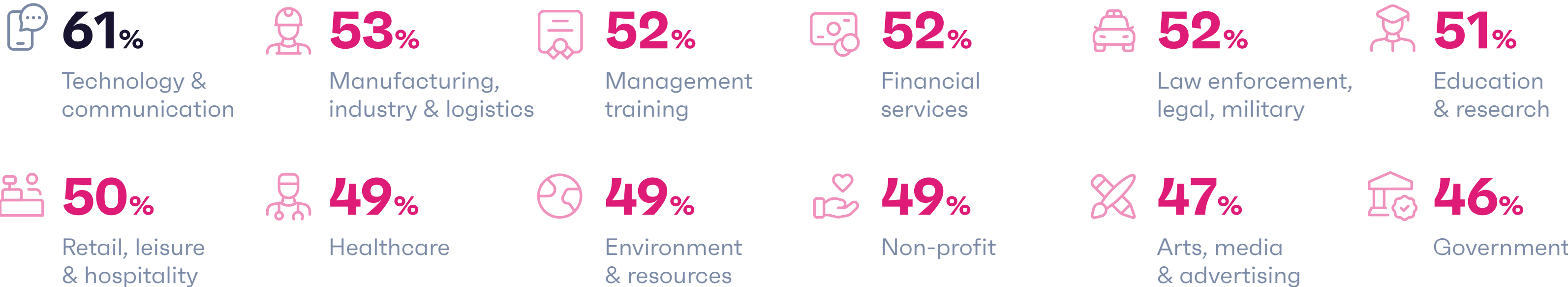
Extremely dissatisfied Dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Satisfied Extremely satisfied



The number of workers who say they're extremely satisfied with their job has grown 10% since Q2 2021

Technology & communication workers are most satisfied in their roles

% of workers in the following industries who say they're satisfied or extremely satisfied with their job



For remote workers, an improved work-life balance is their biggest benefit

% of remote workers who say the following are benefits of remote working

My work-life balance has improved

38%

I have more time on my hands (i.e. not commuting)

38%

I spend less money (i.e. transportation, food)

37%

I feel more rested

34%

My productivity has increased

32%

I can maintain healthier habits (i.e. lunch, snacking)

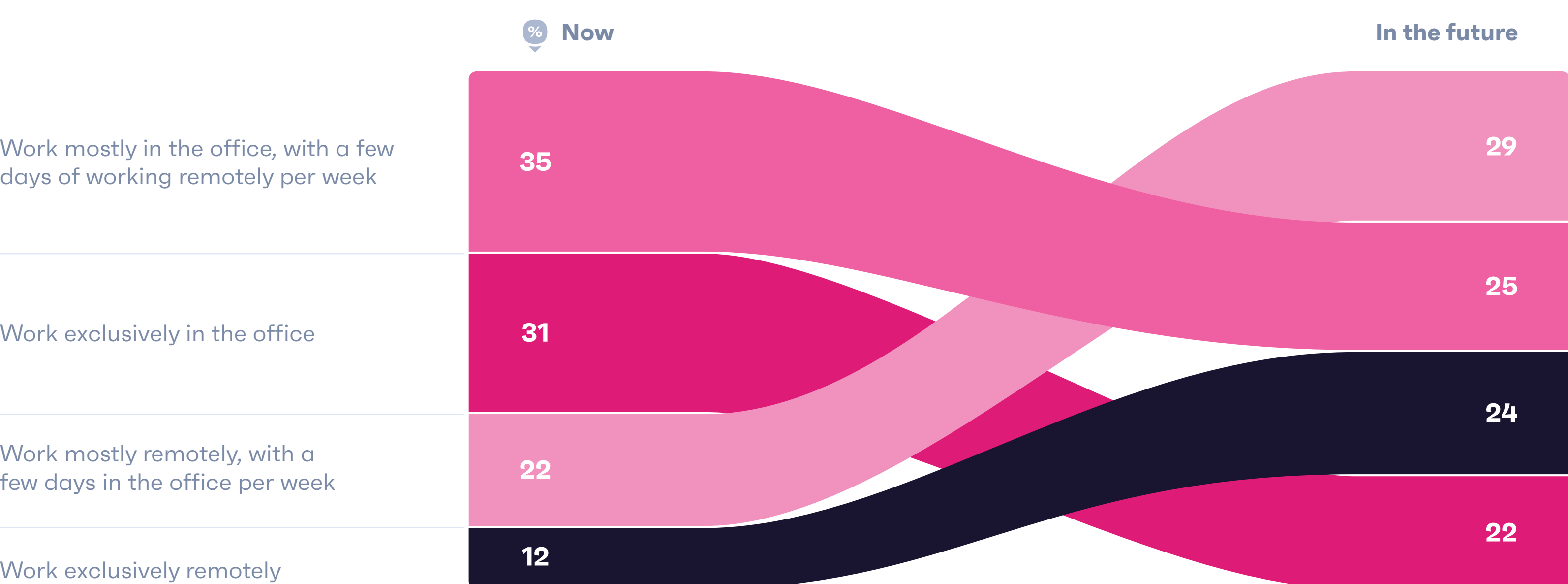
32%

I can change location or travel while working

27%

Where are employees currently working and where will they work in the future?

% who say their current office working policy is the following and where they would prefer to attend in the future

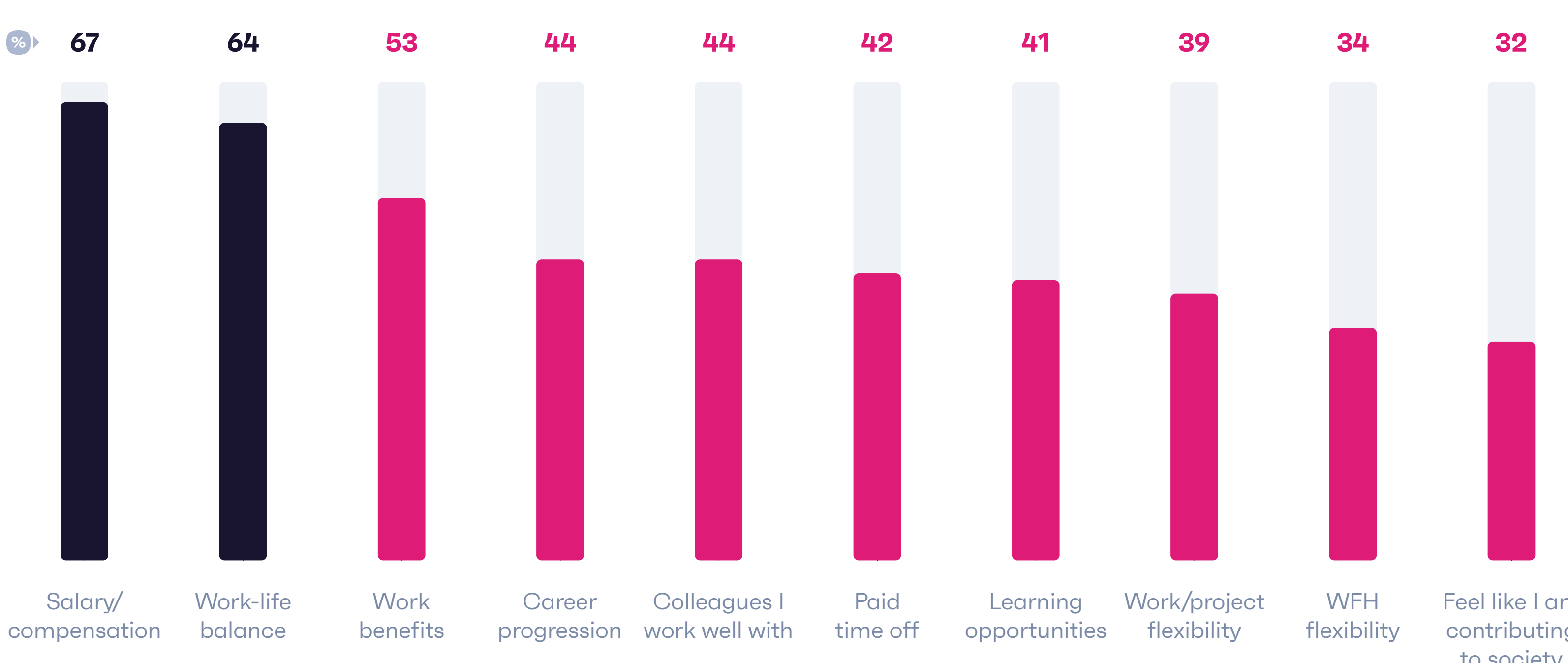


The number who want to work exclusively remotely in the future is double what it is now

What do employees want at work?

Salary and work-life balance are top of consumers' minds

% of workers who say the following are important workplace factors



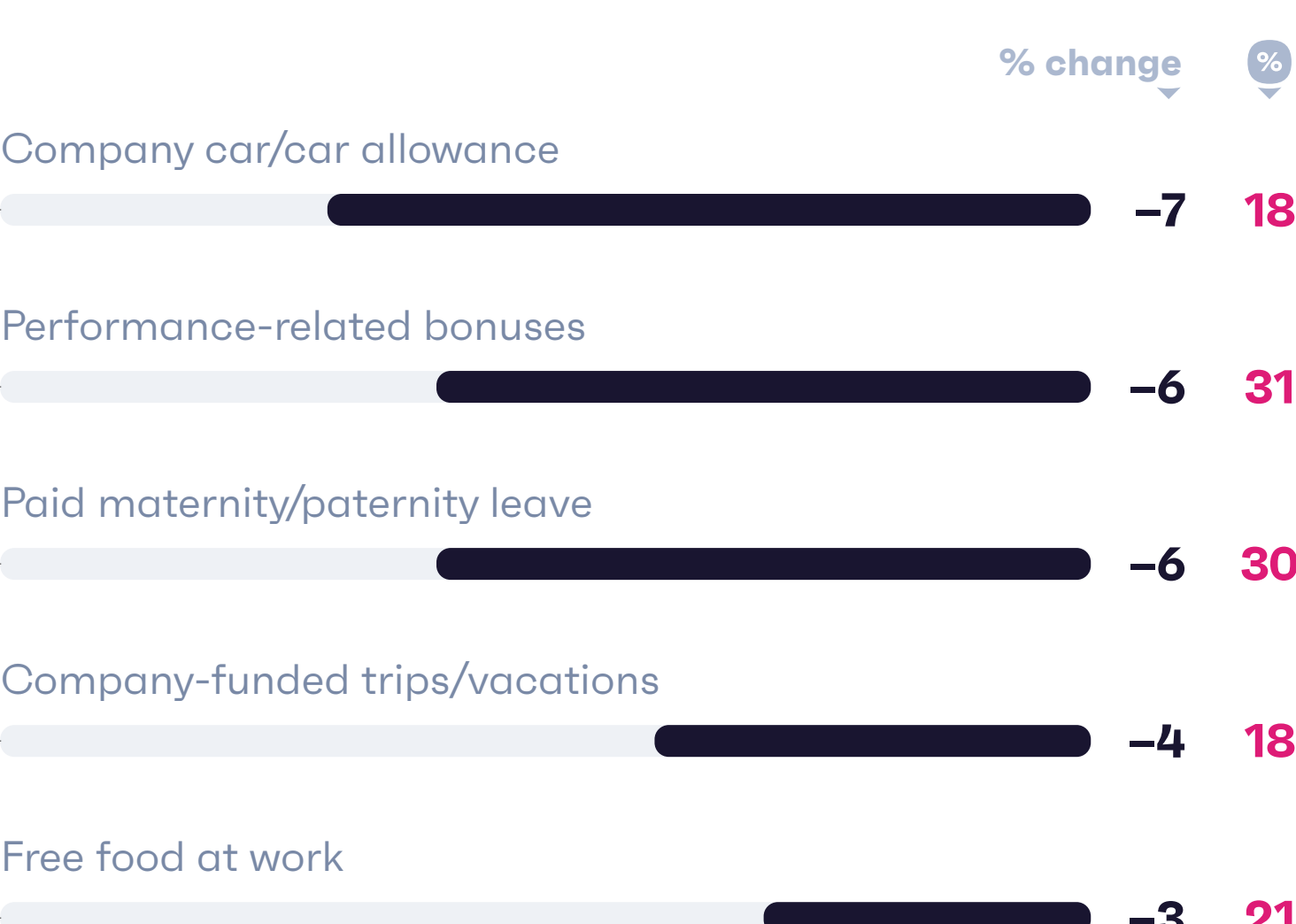
In Europe, consumers are 30% more likely to value colleagues they work well with

In the UK, work-life balance is a greater priority than salary

In North America, workers are 31% more likely to think paid time off is important

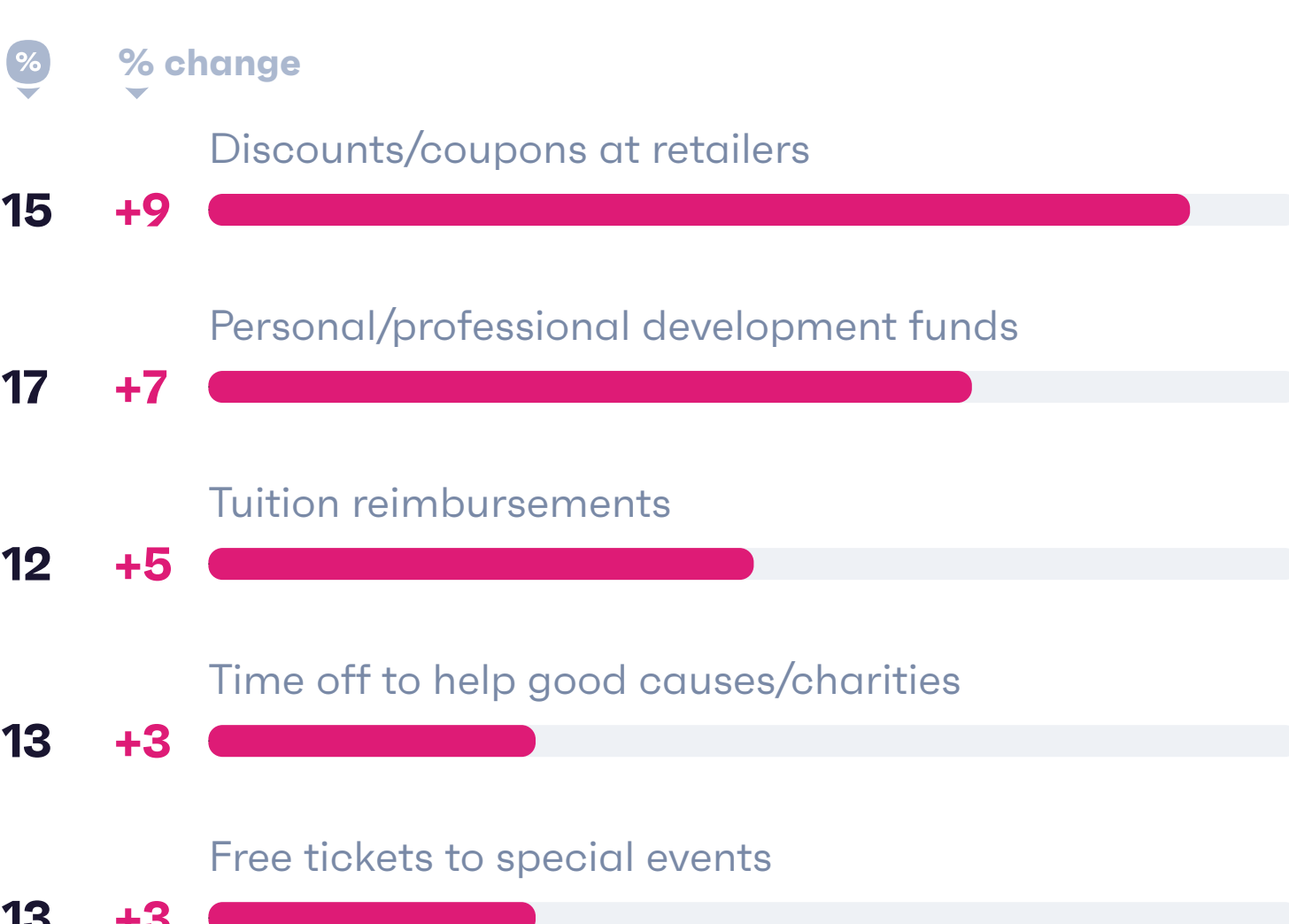
Expensive employee benefits have been pared back

Top 5 biggest decreases in workplace benefits since Q3 2021



Affordable workplace benefits are on the rise

Top 5 biggest increases in workplace benefits since Q3 2021



What does each generation think is important?

The most important factors to workers in each generation, sorted by top over-index

Gen Z

1. Ability to mentor/train/help others
2. Opportunity to work with customers
3. Learning opportunities

Millennials

1. Career progression
2. Work/project flexibility
3. Opportunity to work with customers

Gen X

1. Colleagues I work well with
2. Paid time off
3. Salary/compensation

Baby boomers

1. Colleagues I work well with
2. Feel like I'm contributing to society
3. Salary/compensation

How do workers in different regions stand out?

The most important factors to workers, sorted by top over-index

North America

1. Paid time off
2. Salary/compensation
3. Colleagues I work well with

APAC

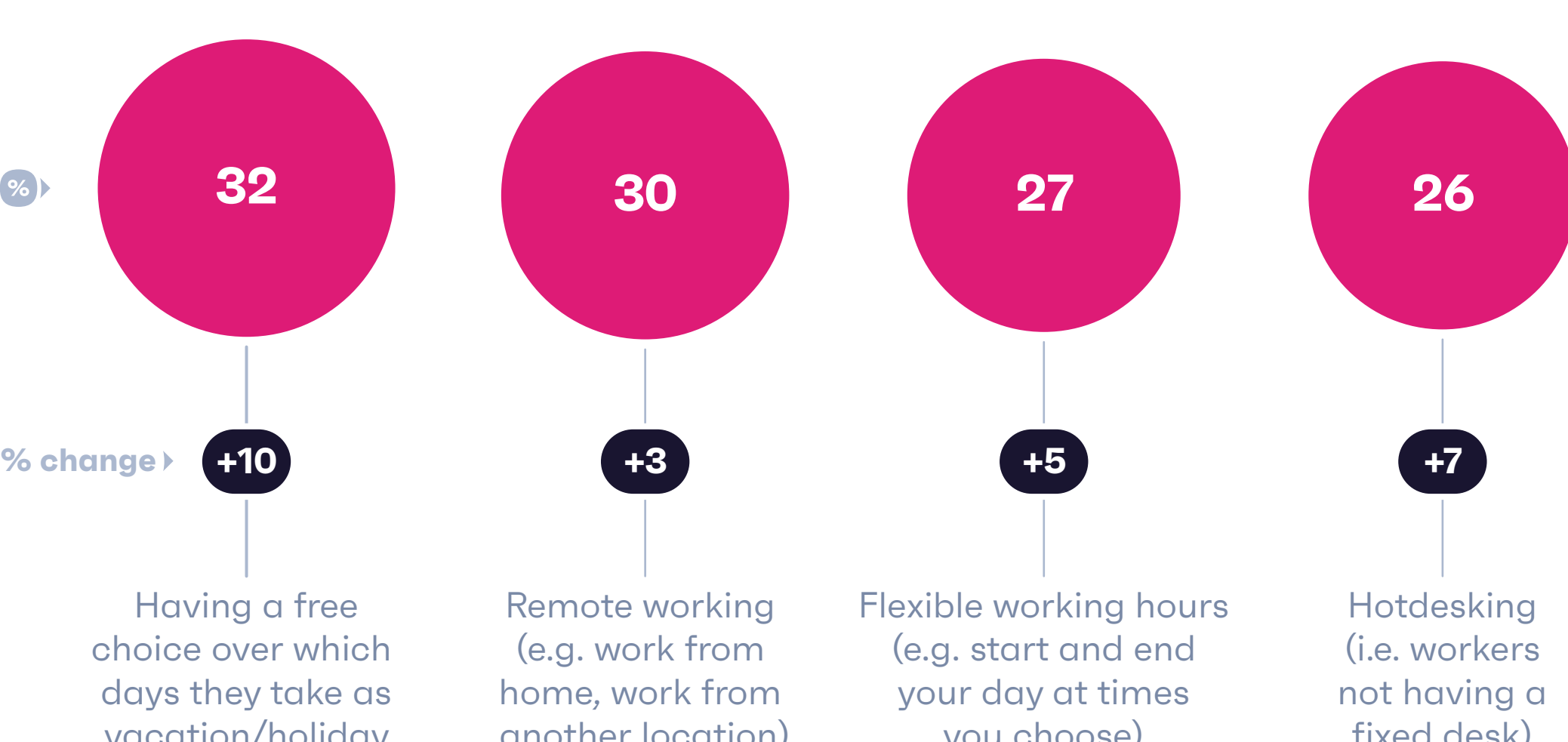
1. Opportunity to work with customers
2. Ability to mentor/train/help others
3. Work/project flexibility

Europe

1. Colleagues I work well with
2. Salary/compensation
3. Work-life balance

Employees flexible work demands are slowly being answered

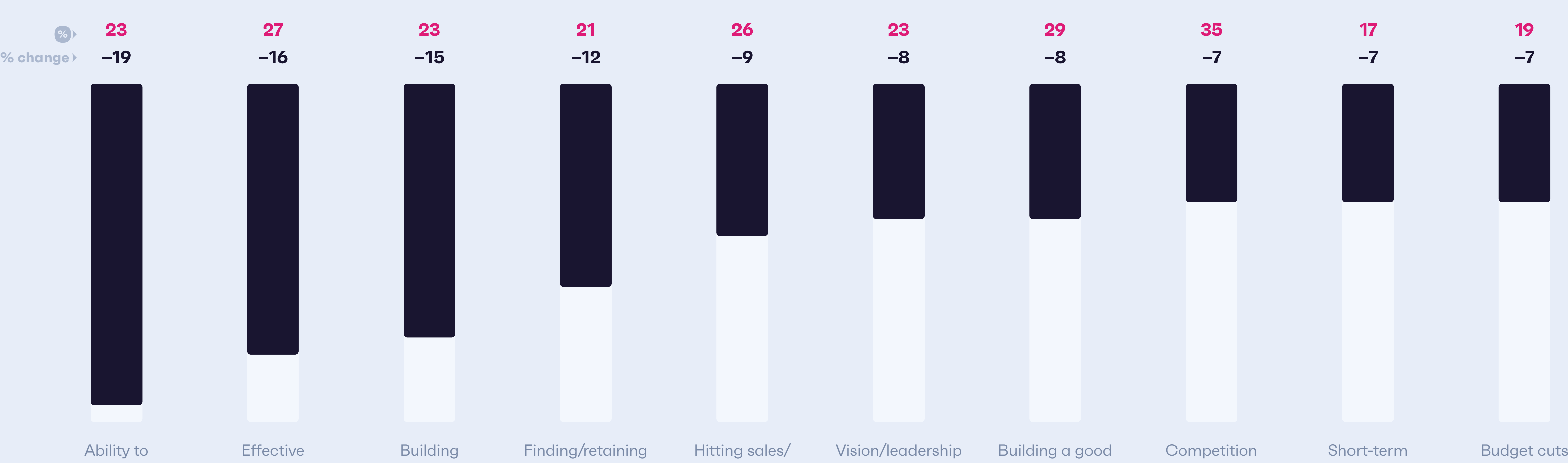
% of workers who say the following are broadly permitted, and its % change since Q3 2021



What challenges are workers' facing?

Employees are seeing less signs of struggle in the workplace

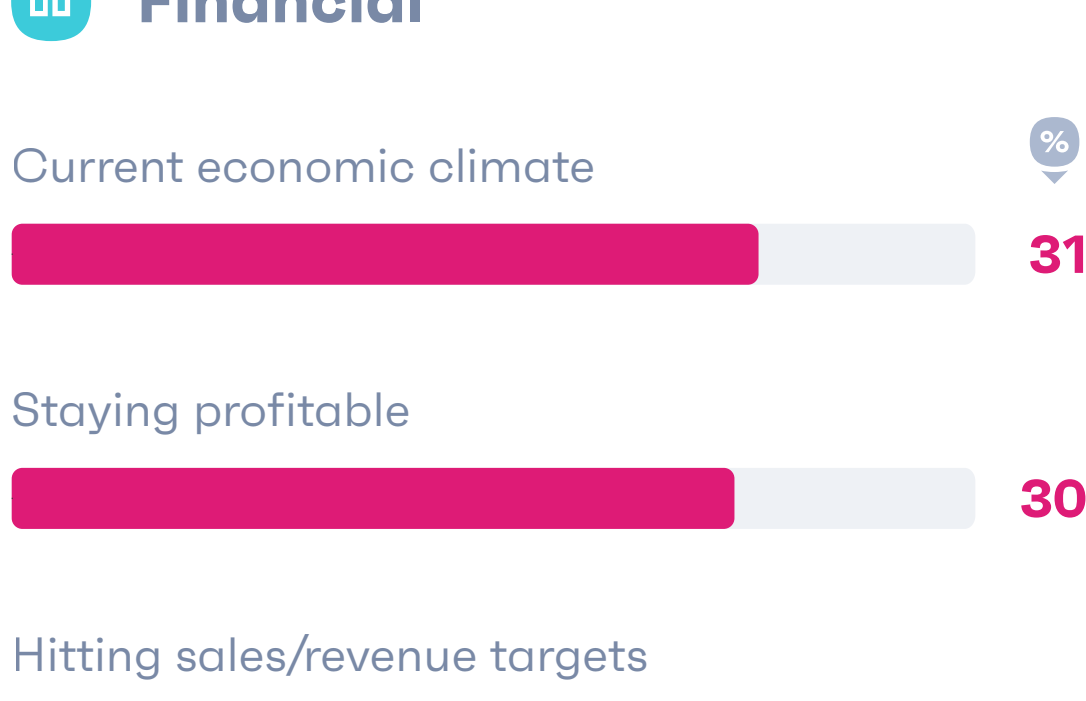
Biggest declines in challenges that workers say their companies are facing since Q3 2021



The top challenges businesses/teams are currently facing

% who say the following are the biggest challenges their company/team is currently facing

Financial



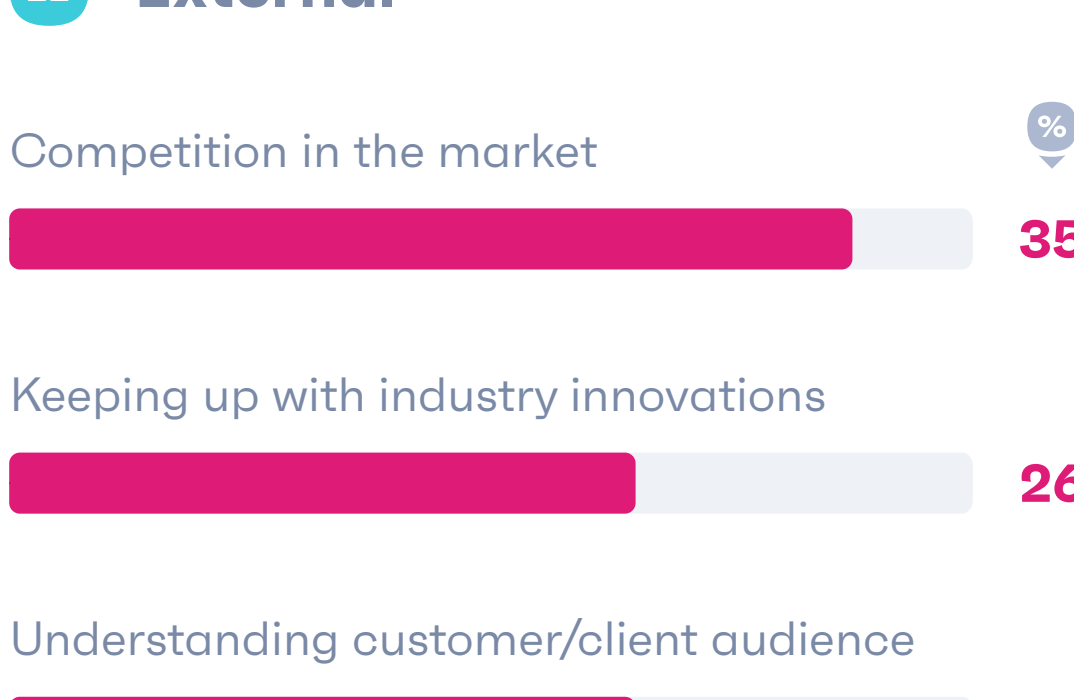
Operations



Management/culture



External



Of the 27 workplace challenges we track with year-on-year data, 26 are now less of a challenge to companies than they were last year, with only poor management decisions seeing a slight increase since Q3 2021

Methodology: This infographic uses our GWI Work data set, with a sample of 31,294 business professionals in 18 markets aged 16-64 in Q3 2022. It also uses our July 2022 GWI Zeitgeist research, with a sample of 11,066 employed workers in 12 markets.

Want to know more?

Book your demo