



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

2025 WORK IN AMERICA™ SURVEY

The Experience of Working in America During Times of Change

JULY 2025



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Introduction

APA's annual Work in America survey provides a snapshot of the psychological experience of working in America. Over a lifetime, most people spend approximately a third of their waking hours working and many more hours thinking about and discussing work. Work is a major part of our lives that has a substantial impact on our psychological well-being. This survey examines key factors that impact the psychological well-being of working adults, including workplace relationships, job satisfaction, stress, compensation, productivity, fulfillment, and a sense of meaning and purpose.

In this time of rapid change — technological, economic, and political — we examined how workers report their employers are navigating change, as well as the impact change is having on workers' psychological and emotional well-being.

Key conclusions include:

- **Pervasive change:** The vast majority of workers reported experiencing at least some change in their company or organization within the past year, with more than one-quarter describing the change as “significant” or “transformative.” The most common changes included shifts in job roles, workplace technology, and workforce growth.
- **Mixed sentiments on change:** More than half of workers whose company experienced change in the past year reported positive feelings about the changes, though a notable minority reported negative feelings. Workers described negative feelings such as nervousness or stress about changes at their company or organization, particularly workers dissatisfied with their compensation.
- **Impact of preferred work environment:** While workers differed in whether they preferred to work all in person, hybrid, or remote, those working in their preferred environment reported that they had significantly better mental health, higher job satisfaction, and a stronger sense of meaning and belonging at work.
- **Importance of psychological well-being:** An overwhelming majority of workers valued working for an organization that supports their emotional and psychological well-being and mental health. While most were satisfied with their employer's mental health support, this satisfaction was uneven, with a notable portion of manual labor workers expressing dissatisfaction compared with office workers.
- **Declining mental health resource information:** The percentage of employers regularly providing information about mental health resources has decreased in recent years. A lower percentage of manual laborers and customer/client/patient service workers reported that they were provided such information compared with office workers.
- **Productivity and positive outlook:** Nearly half of workers reported higher levels of productivity this year compared with last year. These individuals consistently expressed more positive sentiments about organizational changes and reported that they had better mental health, higher job satisfaction, and more positive workplace relationships.
- **Challenges faced by workers with disabilities:** Workers with disabilities reported facing numerous workplace challenges. They were more than twice as likely to be dissatisfied with their job and reported higher levels of stress, loneliness, feelings of being devalued, and experiences of discrimination. They also felt less prepared for future changes.
- **Management perception disparity:** Workers in upper management consistently reported more positive sentiments about change and a more favorable work experience than frontline workers and individual contributors. This highlights a potential misalignment in perceptions that could impact strategic decision-making.
- **AI and the role of technology:** Most workers believed that new technology helped them accomplish more. While most also believed technology will not replace human workers, a significant portion worried that artificial intelligence (AI) may make some job duties obsolete. There has been an uptick in workers who say they use AI at work at least weekly since last year, and such use may be linked to higher levels of productivity.

Americans are experiencing dramatic changes in the workplace

The vast majority of workers (89%) reported that their company or organization had gone through at least some change within the past year. For just over one-quarter of workers (26%), the changes were significant or transformative.

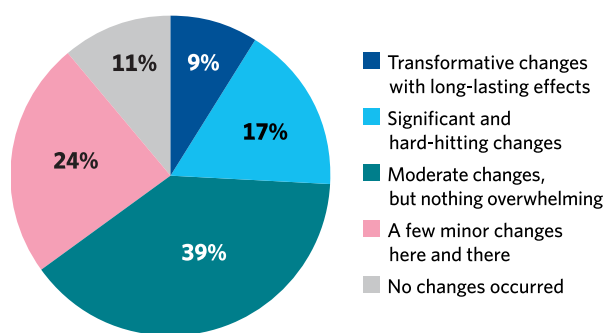
When asked how much change they had personally experienced at their company or organization, only 3% of workers whose company or organization had made changes in the past year reported that they had not experienced any change. More than one in five (22%) reported that they had experienced “a great deal” of change, 49% reported that they experienced “some” change and 26% reported that “not much” change had occurred. The most frequently cited types of changes occurring in the workplace were:

- changes in job roles or responsibilities (35%),
- changes in workplace technology (30%), and
- workforce growth or expansion (28%).

In addition to changes driven by the marketplace, close to two-thirds of workers (65%) reported that recent government policy changes had an impact on their company or organization. One in five workers (20%) reported that recent government policy changes had affected their organization in a drastic or significant way (5% drastically, 15% significantly), while a little more than a quarter (26%) said government policy changes had not affected their company or organization at all and 9% were unsure.

More than two in five workers (43%) said they expected significant changes to occur at their company or organization in the next year. Further, 42% said they anticipate changes happening in their company or organization due to government policy changes that may happen in the future. Among local, state, and federal government workers, 53% said they anticipated such changes.

Percentage of workers reporting levels of change in the last year



Some workers reported government policy changes were impacting the workplace.

Unsurprisingly, sentiments about government policy changes were mixed. Some workers reported worries about cuts to the federal workforce or the impact that tariffs may have on small businesses. One 40-year-old Asian woman who works at a nonprofit organization said that decreased budgets were causing her stress because “a lot of our budget is dependent on federal and state funding. The constant new and changing news with the federal government is very worrisome.”

A number of workers were optimistic, such as one White male office worker in his 20s who said he felt like “the government [is] trying so much to make the economy better for everyone and everyone can also see it.” A 60-year-old Latino manual laborer said that “the government is trying to make us safe.” And a 41-year-old White woman in upper management said that, while the government changes “are coming fast and furious,” she was hopeful that “they’ll have a long-term positive effect on both my job/company and our country.”

AI AND OTHER TECHNOLOGIES

Artificial intelligence (AI) and other technologies have been rapidly changing the experience of working in America, and many workers said these changes have been beneficial. More than two-thirds of workers agreed that they are able to accomplish more at their job now than in the past because of new technology (68%), and 60% said that technological changes have created new opportunities for them in their current role and/or career path. Likewise, fewer than three in 10 (28%) workers agreed that advancements in technology are making their job worse, not better — a sentiment that has significantly decreased over the past year (from 36% in 2024). Nonetheless, some workers also held negative views of technological change. For example, more than half of workers (52%) believed that technological changes are primarily benefiting employers, not workers.

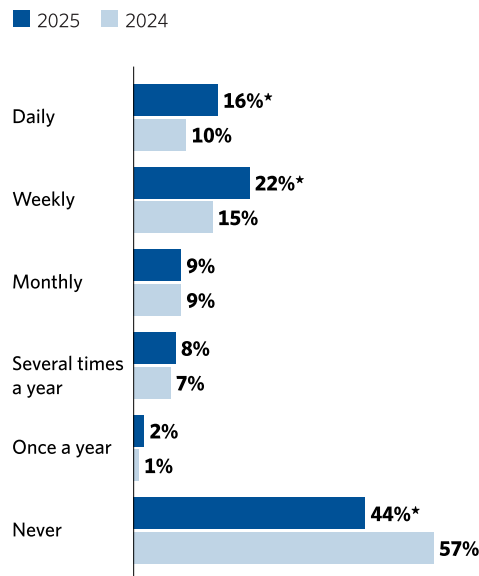
Between 2024 and 2025, there was a noticeable increase in the percentage of workers who said they intentionally use AI to assist with their work either daily or weekly.

Relatedly, there was also an uptick in the percentage of workers who reported knowing that their employer has an official policy about acceptable uses of AI.

Among workers who had used AI at some point to assist with their work, more than seven in 10 agreed that AI had a positive impact on their productivity (78%) and time management (74%). The perceptions of workers in upper and middle management are, to some extent, driving these positive sentiments about AI. For example, 84% of upper management and 82% of middle management who used AI reported that it had a positive impact on their productivity, whereas only 68% of frontline workers and 62% of individual contributors said the same.

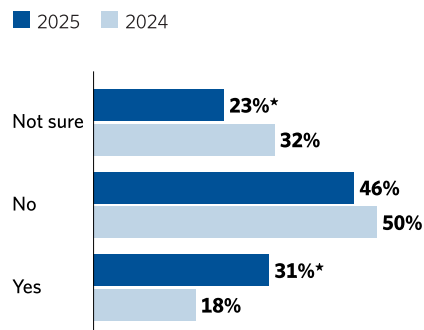


How often do you intentionally use AI tools to assist you with your work?



*Data is significantly different between 2024 and 2025.

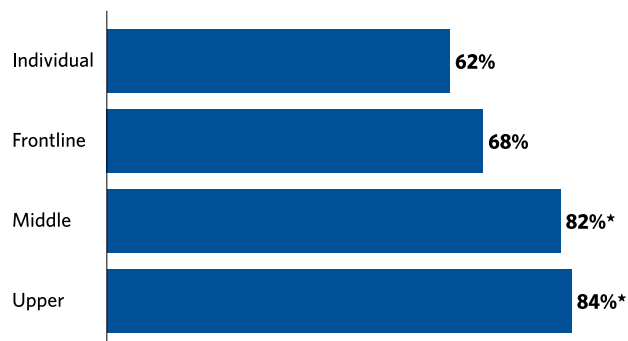
Does your employer have an official policy about acceptable employee use(s) of AI?



*Data is significantly different between 2024 and 2025.

Workers who use AI to assist with their work and report it has a positive impact on their productivity

By duty within organization



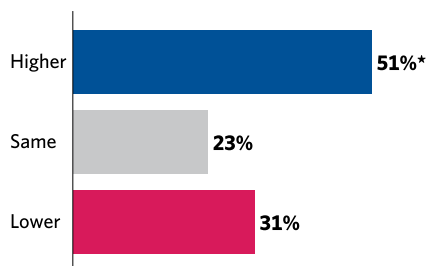
*Data is significantly different from frontline workers and individual contributors.

More than half (51%) of workers who reported their productivity was higher this year compared to last year also reported using AI at least once a week. In contrast, just under one-third (31%) of workers who reported lower productivity and just under one-quarter (23%) who reported no change in productivity also reported using AI at least once a week.

Those with higher current productivity compared to last year also more often agreed that they are able to accomplish more at their job now than in the past because of new technologies (75%) than those with the same (62%) or lower productivity (61%). They also more often agreed that technological changes have created new opportunities for them in their current role and/or career path (73% of those with higher productivity vs. 48% of those with the same productivity and 52% of those with lower productivity).

Percentage reporting AI use at work at least weekly

By current productivity compared with last year



*Data is significantly different from all other groups



Workers see the potential for AI to reduce stress at work.

When asked what changes they felt optimistic about in their workplaces or in the state of work in the United States, several workers cited advancements in technology and their ability to improve productivity. One 62-year-old White man working in an office said that “using AI to do time-consuming tasks frees [him] up to do more productive work.”

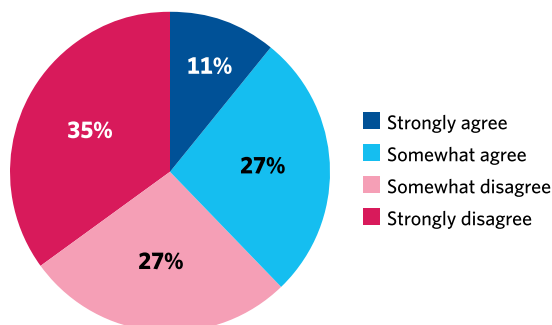
A 60-year-old Asian woman who works in an office said that “the incorporating of the latest technology in research and development makes [them] more productive and efficient. To be specific, in good document practices, in reviewing paperwork, etc.”

Workers prepare for AI, future changes to their roles

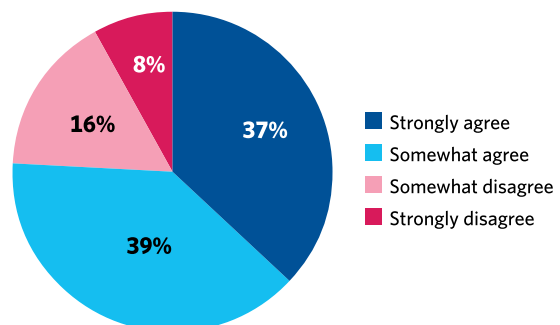
Three-quarters of workers (76%) agreed that technology will never be able to replace human workers in the job they do. However, more than one-third (38%) said they worry AI may make some or all of their job duties obsolete in the future.

Most do not express concern about losing their job to new technologies

I worry that AI may make some or all of my job duties obsolete in the future.



Technology will never be able to replace human workers in the job that I do.



A majority of workers (64%) agreed that their employer is transparent about how technology will impact jobs in their organization. Three in five (60%) agreed that they are confident their employer will retrain them for a different job if AI replaces their job duties.

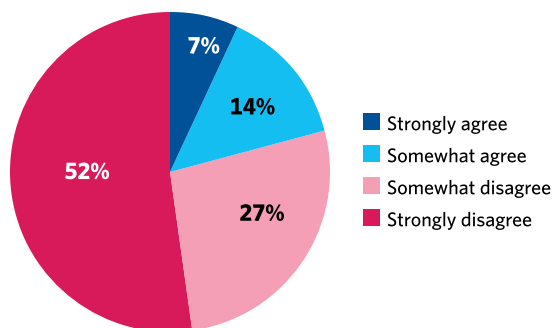
A minority of workers (21%) agreed that they felt pressured by their employer to use AI at work. And three in 10 (30%) reported that they worry they will fall behind other workers at their company if they do not use AI.

For some workers, the introduction of AI was a source of stress, including one White male office worker in his 30s who said he was “afraid that the bosses at the top of the company will start to lay off people.” One 50-year-old Latina office worker said simply, “AI will replace us.”

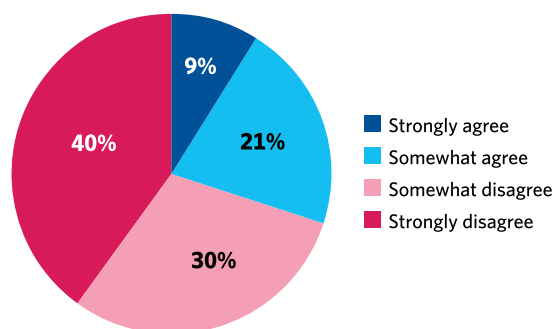
Middle managers (43%) and frontline workers (40%) also more often reported worry that AI may make some or all of their job duties obsolete in the future compared with upper management (29%).

Most workers do not feel pressured to use AI

I feel pressured by my employer to use AI at work.



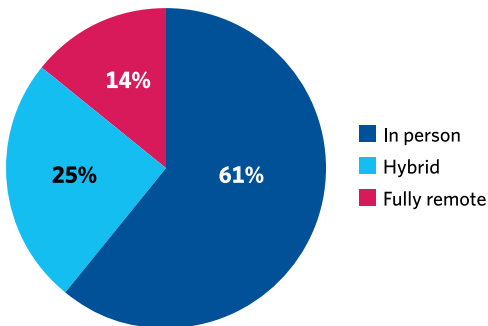
I worry I will fall behind other workers at my company if I do not use AI.



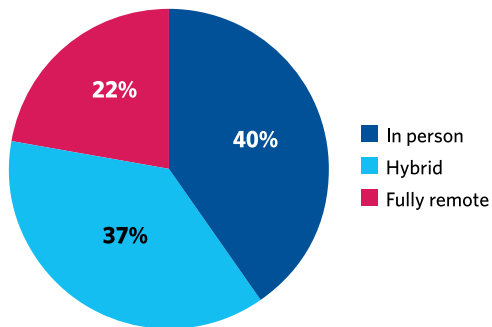
REMOTE WORK

Since the COVID-19 pandemic, the proliferation of remote and hybrid work, followed by some organizations initiating return-to-office policies, has been among the most significant changes in the American workplace in recent years. Across all workers surveyed, 61% reported working entirely in person, 25% hybrid, and 14% fully remote. That reality differs from workers’ preferences, as 40% reported a desire to work all in person, 37% preferred hybrid, and 22% wanted to work fully remote. Overall, 69% of workers were working in their preferred environment, while 31% of workers were not. While this is similar to 2024, when 67% of workers were working in their preferred location, the percentage of workers who said they preferred to work fully remote dropped six percentage points since 2024 (when 28% wanted to be fully remote).

Workers' current working environment



Workers' preferred working environment



Some employers appeared to be calling their workers back to the office.

The onset of the COVID-19 pandemic saw a rapid increase in remote work among office workers, but recently, two-thirds of workers (66%) said their employer requires employees to work in person at least some of the time. Of workers who said their employer requires employees to work in person at least some of the time, close to a quarter (23%) reported that this policy was just put in place within the past year.

One Black male office worker in his 40s lamented needing to work in person, saying, “I want to be able to work remotely from home full time. The job can be done at home productively, and it saves time for the commute.” However, one 35-year-old White male who provides pet services said he was optimistic about “the steady increasing return of in-person work after a lot of work from home during COVID, this greatly affected [his] business.”

Overall, workers report positive sentiments about changes

Most workers whose company or organization had made changes in the past year (54%) reported positive sentiments about these changes. Certain groups appear to be adapting especially well to changes, including workers who were able to work in their preferred environment, workers who felt as if their level of productivity was higher than it was a year ago, and workers in upper management.

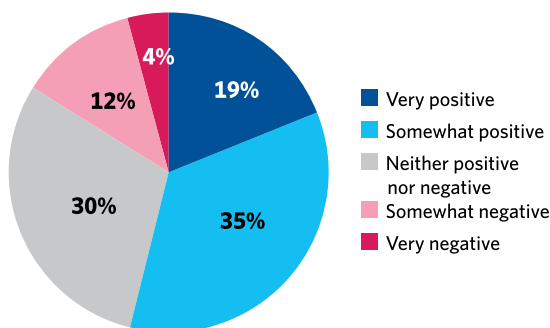
When given a list of words to best describe their feelings about changes at their company or organization in the past year, the most frequently selected words were “hopeful” (44%) and “confident” (36%).¹ A minority of workers (17%) reported that the culture at their company or organization had gotten worse as a result of recent changes.

Further, 74% of workers whose company or organization had made changes in the past year reported that their company or organization communicates the reasons for change to employees very or somewhat well. More than half of workers (60%) agreed that technological changes have created new opportunities for them in their current role and/or career path. Indeed, the majority of workers reported feeling more secure in their roles due to the organizational changes they had experienced in the past year.

Most workers whose company or organization had made changes in the past year also reported feeling supported by their organization’s leadership through the process of change (33% felt very supported, 47% felt somewhat supported, 16% did not feel very supported, 4% did not feel supported at all). Most workers also reported feeling prepared to adapt to changes in their company or organization (86% felt very/somewhat prepared and 14% felt not very/not at all prepared). Finally, most workers reported feeling safe speaking out in opposition to changes being implemented at their company or organization (78% felt very or somewhat safe and 22% felt not very or not at all safe).

Workers' sentiments about changes at their employers

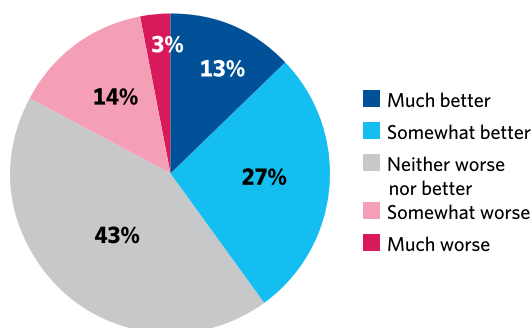
Among workers whose employers have gone through change in the past year



Workers' descriptions of their workplace culture as a result of recent changes

Among workers whose employers have gone through change in the past year

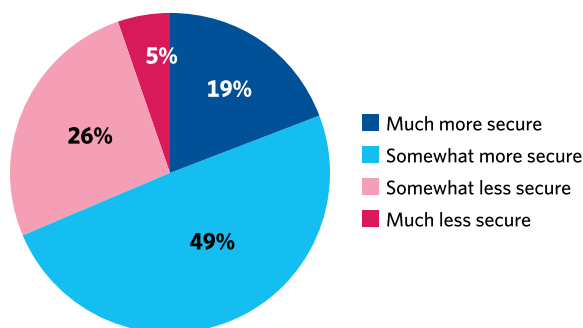
Has the culture at your company or organization gotten better or worse as a result of recent changes?



Workers' feelings of job security as a result of recent organizational changes

Among workers whose employers have gone through change in the past year

Have you felt more or less secure in your role due to organizational changes in the past year?



¹ The complete list of words workers were given, from least to most frequently selected: “confused” (9%), “relieved” (12%), “overwhelmed” (14%), “frustrated” (14%), “skeptical” (15%), “stressed” (16%), “nervous” (16%), “empowered” (18%), “indifferent” (20%), “excited” (28%), “confident” (36%) and “hopeful” (44%).

WORKERS IN THEIR PREFERRED WORK ENVIRONMENT RESPOND MORE POSITIVELY TO CHANGE

When it comes to job satisfaction and effectiveness among workers whose company or organization made changes in the past year, more people working in their preferred environment said these changes had a positive impact on their personal job satisfaction (50% vs. 37% of workers not working in their preferred environment) and that the changes have improved their ability to perform their job effectively (44% vs. 32%). Moreover, more people working in their preferred environment reported feeling more secure in their roles due to organizational changes (74% vs. 58% of workers not working in their preferred environment).

Overall, the workplace changes that flowed from the COVID-19 pandemic's instigation of expanded work environment flexibility often raise the following question: What is the best work environment — fully remote, fully in person, or hybrid? However, our data suggests this may be the wrong question. Our data shows that people differed in their work environment preferences and that the “best” work environment may simply be the environment that best aligns with a worker's preferences, which could change over the course of a worker's lifetime.

WORKERS WITH IMPROVED PRODUCTIVITY FEEL BETTER ABOUT CHANGE

Periods of intense change, whether organizational or otherwise, can potentially lead to change fatigue and, in turn, a loss of productivity. To explore productivity during these times of change, survey respondents were asked to rate their productivity at work this year compared to last year. Nearly half of workers (47%) rated their current productivity as “much” or “somewhat” higher than last year, slightly fewer (41%) said their productivity was neither higher nor lower, 10% rated their productivity as “somewhat lower,” and 1% said their productivity was “much lower.”

When asked about changes in their company, workers whose company or organization had made changes in the past year more often felt these changes were positive when they rated their productivity as higher than it was last year (71%), compared with workers with the same (40%) or lower productivity (33%). Conversely, workers with lower productivity more often viewed these changes negatively (35%) compared with workers with the same (16%) or higher productivity (11%). Finally, more workers with unchanged productivity (45%) reported ambivalence toward the changes, compared with workers with lower (32%) and higher (19%) productivity.

Percentage of workers feeling more secure in their roles due to organizational changes

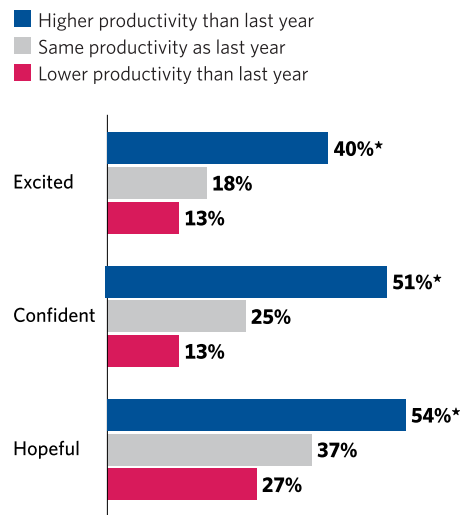
By working in preferred environment



Note: All differences between groups are statistically significant.

Positive emotions among workers whose employers went through change in the past year

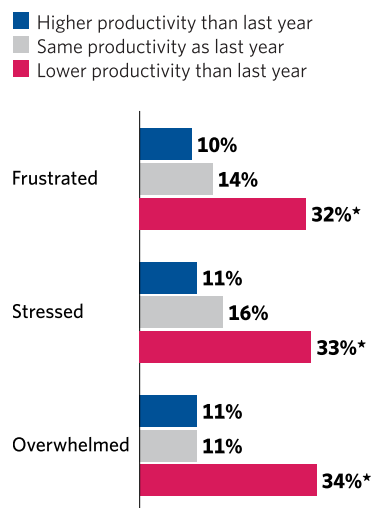
By current productivity compared with previous year



*Data is significantly different from all other groups.

Negative emotions among workers whose employers went through change in the past year

By current productivity compared with previous year



*Data is significantly different from all other groups.

Workers with higher current levels of productivity whose company or organization had made changes in the past year also chose positive emotions to describe their feelings about change more often than workers with unchanged or lower levels of productivity.

Conversely, workers with lower levels of current productivity more often reported negative emotions about changes than workers with the same or less productivity.

These results do not reveal whether having positive sentiments about change makes workers more productive or whether being productive makes workers have more positive sentiments about change. However, the interrelatedness of positive sentiments toward organizational changes and productivity is clearly supported by the data. Further, psychological science suggests that [positive emotions such as hope](#) can be fostered and can help people cope with change.

There may be ties between productivity and mental health

Workers with higher current productivity than last year more often reported having “excellent” mental health (35%) than those with the same (25%) or lower productivity (17%).

More workers with higher current levels of productivity reported that their employer regularly provides information about available mental health resources (67%) than workers with the same (50%) or lower levels of productivity (47%). Similarly, more workers with higher current productivity reported that their employer provides sufficient resources to help employees manage their stress (75%) compared with those who had the same (58%) or lower productivity (46%). Not only did the workers with a higher current productivity level more often report that they had sufficient resources, but they also more often reported that they felt satisfied with the support for mental health and well-being they receive from their employer (86%), compared with workers with the same (81%) or lower productivity (64%).

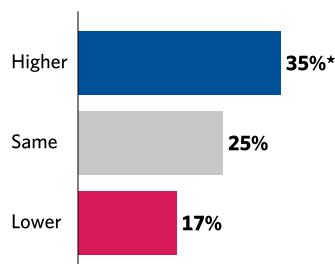
Workers with higher current productivity more often satisfied at work

Workers with higher current productivity than last year more often reported being “very” satisfied with their job (54%) than those with the same (43%) or lower (24%) productivity.

Fewer workers with higher current productivity compared to last year (28%) or the same level of productivity (26%) reported that they intended to look for a new job at a different company or organization in the next year, compared with 56% of those with lower productivity. Further, more workers with higher cur-

Percentage of workers reporting “excellent” mental health

By current productivity compared with previous year



*Data is significantly different from all other groups.

Percentage of workers satisfied with support for mental health from employers

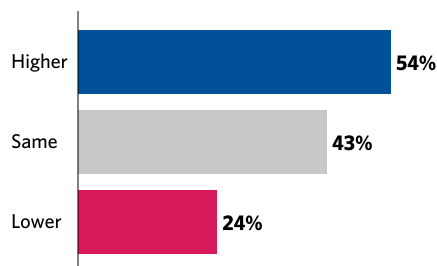
By current productivity compared with previous year



Note: All differences between groups are statistically significant.

Percentage of workers “very satisfied” with their jobs

By current productivity compared with previous year



Note: All differences between groups are statistically significant.

Percentage of workers satisfied with their compensation

By current productivity compared with previous year



Note: All differences between groups are statistically significant.

rent productivity reported that they would recommend their place of work to others as a good place to work (88%) than those with the same (78%) or lower levels of productivity (56%).

Workers with higher current productivity levels than in the previous year also more often reported satisfaction with their compensation (85%) than those with the same productivity level (79%) or lower productivity (65%).²

Similarly, workers with higher current productivity more often agreed that they received adequate monetary compensation for their contributions at work (83%) compared with those who had the same (72%) or lower productivity (55%). Fewer workers with higher current productivity reported worrying that their compensation had not kept up with inflation (66%) than those with the same (69%) or lower productivity (80%). And workers with higher current productivity more often reported satisfaction with the opportunities for growth and development at their place of work (85%) than those with the same (75%) or lower productivity (56%).

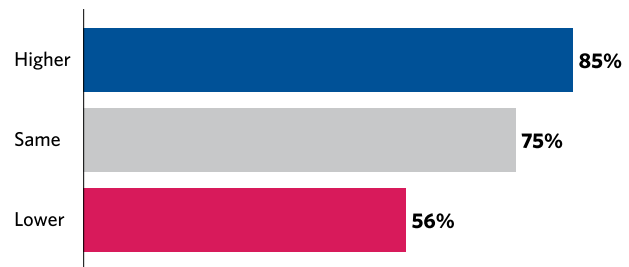
On the negative side, just over half of workers (51%) with higher current productivity than last year reported having to work more hours per week than they wanted to, compared with 40% of those with the same level of productivity as the previous year.

Another finding that set workers with higher current productivity apart was their satisfaction with their workplace relationships. Workers with higher current productivity more often reported satisfaction with their relationships with their co-workers (97% vs. 93% with the same productivity and 88% with lower productivity) and with their relationships with their managers or supervisors (92% vs. 86% and 74%).

Additionally, workers with higher current productivity compared to last year more often reported that they matter to their co-workers (90%) than those with the same (85%) or lower productivity (80%). Finally, more workers with higher current productivity agreed that their workplace fosters positive relationships among co-workers (91%) than those with the same (83%) or lower productivity (67%) than the previous year.

Percentage of workers satisfied with opportunities for growth and development

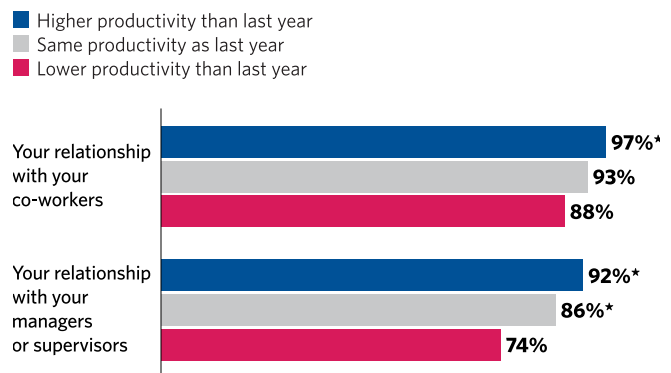
By current productivity compared with previous year



Note: All differences between groups are statistically significant.

Percentage of workers "very" or "somewhat" satisfied with relationships with co-workers and managers/supervisors

By current productivity compared with previous year



*Data is significantly different from all other groups.

Percentage of workers agreeing their workplace fosters positive relationships among co-workers

By current productivity compared with previous year



Note: All differences between groups are statistically significant.

² Compensation and productivity may be tied together for a number of reasons. Our data confirmed a statistical relationship between the two but not the direction of the relationship. It could be that those who felt that they are more productive are also likely to be better compensated and, therefore, more likely to be satisfied with their compensation. It also may be the case that workers who are feeling more productive simply have a more positive outlook overall and, therefore, are more likely to express satisfaction with their compensation. Indeed, it is likely that the exact nature of the relationship between perceived current productivity and satisfaction with compensation may vary from one individual to another.

UPPER MANAGEMENT

Workers in upper management often drive internal organizational change and adaptation to external change. Overall, our data shows that workers in upper management more frequently reported positive sentiments about change and, with limited exceptions, a more positive work experience during the current times of change.³

Upper management have more positive sentiments about change

Among workers whose company or organization made changes in the past year, more workers in upper management (72%) than in any other position reported feeling very or somewhat positive about these changes, compared with 53% of workers in middle management, 46% of frontline workers, and 46% of individual contributors.

Workers in upper management whose company or organization made changes in the past year were also more likely than any other group to describe their feelings about these changes as “hopeful” (53%), compared with 44% of middle managers, 42% of frontline workers, and 37% of individual contributors.

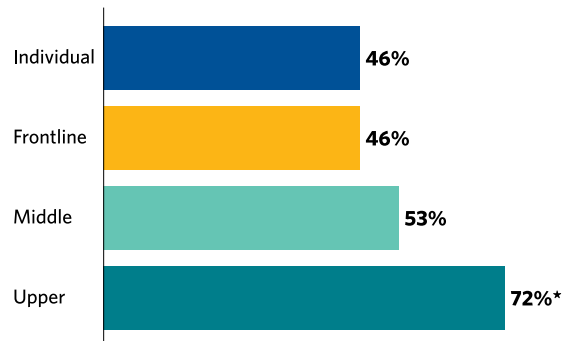
Upper management more often report psychological well-being

Those in upper management more often reported their mental health as excellent (39% vs. 29% of middle managers, 23% of frontline workers, and 25% of individual contributors). Further, they more often reported being very or somewhat satisfied with the support for mental health and well-being they receive from their employer (88% vs. 79% of middle managers and 79% of frontline workers).

One of the downsides for those in upper management, as well as those in middle management, was the number of hours they worked. Compared with frontline workers and individual contributors, those in upper management more often agreed that they have to work more hours per week than they want to (54% of upper management and 53% of middle-management workers vs. 40% of frontline workers and 29% of individual contributors).

Percentage of workers feeling positive about changes at their company or organization

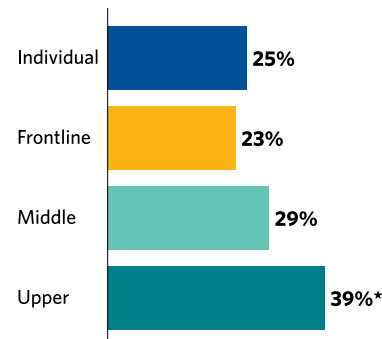
By duty within organization



*Data is significantly different from all other groups.

Percentage of workers rating their mental health as “excellent”

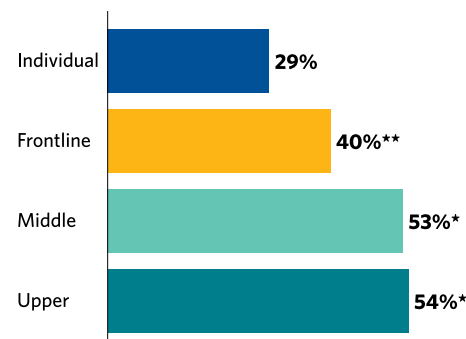
By duty within organization



*Data is significantly different from all other groups.

Percentage of workers working more hours per week than they want to

By duty within organization



*Data is significantly different from frontline workers and individual contributors.

**Data is significantly different from individual contributors.

³ Our sample included 21% upper-level managers, 35% middle level managers, 24% frontline workers, and 20% individual contributors. Almost three-quarters of upper management (74%) reported that they worked in their preferred environment, whether it was in person, hybrid or remote.

Workers in upper management also more often reported that long hours (65% vs. 48% of frontline workers, and 40% of individual contributors), work interfering during personal or family time (64% vs. 50% of frontline workers and 38% of individual contributors), and inflexible hours (58% vs. 47% of frontline workers and 39% of individual contributors) had a significant impact on their stress levels at work. Middle managers showed similar results, with 64% reporting long hours, 63% reporting work interfering during personal or family time, and 61% reporting inflexible hours.

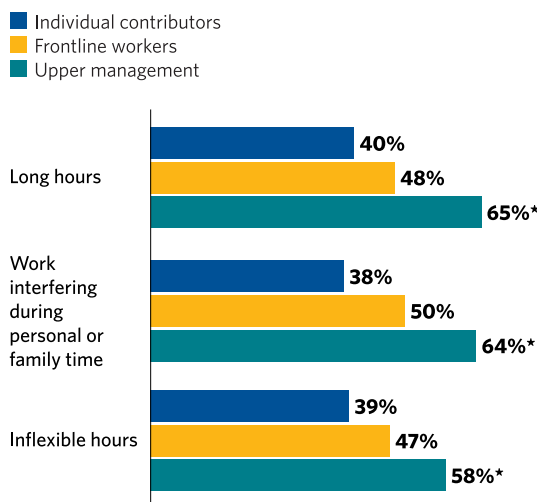
Upper management more often report job satisfaction

Those in upper management more often reported being very satisfied with their job (65% vs. 41% of middle management, 37% of frontline workers, and 48% of individual contributors). They also more often reported being very or somewhat satisfied with the opportunities for growth and development at their place of work (89% vs. 78% of middle managers, 73% of frontline workers, and 70% of individual contributors) and with how well their workplace is preparing them for the future of their industry (89% vs. 76% of frontline workers, and 80% of individual contributors).

Similarly, workers in upper management more often agreed they have confidence in the ability of their organization's CEO (or other primary leader) to successfully lead their organization (89% vs. 79% of frontline workers, and 79% of individual contributors).

Close to nine in 10 workers in upper management reported that they were very or somewhat satisfied with their compensation (87% vs. 71% of frontline workers and 79% of individual contributors). They also less frequently agreed that they are worried that their compensation has not kept up with inflation (61% vs. 72% of middle managers and 74% of individual contributors).

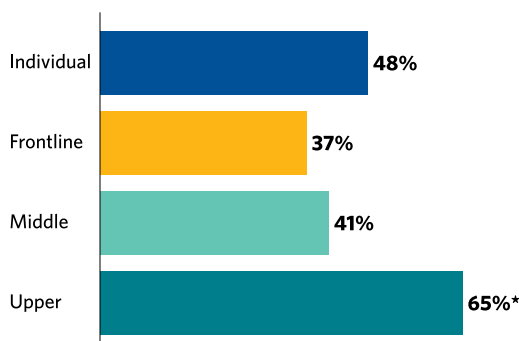
Percentage of workers factors that have a significant impact on stress levels at work



*Data is significantly different from all other groups.

Percentage of workers who reported being "very satisfied" with their job

By duty within organization



*Data is significantly different from all other groups.

Upper management more often reported a sense of meaning, belonging, and mattering

Meaning

Those in upper management more often agreed that they are proud of the work they do (97% vs. 92% of individual contributors and 92% of frontline workers) and that the work they do is meaningful (94% vs. 88% of frontline workers). Those in upper management also more often agreed that they can reach their highest potential at their current place of work (86% vs. 74% of middle managers, 66% of frontline workers, and 67% of individual contributors) and that when they are working, they often feel fully engaged (94% vs. 88% of middle managers, 85% of frontline workers, and 87% of individual contributors).

Belonging

Those in upper management more often agreed that, when they are at work, they feel like they belong (93% vs. 84% of middle managers, 82% of frontline workers, and 83% of individual contributors), and that they feel valued at work (91% vs. 84% of middle managers, 79% of frontline workers, and 83% of individual contributors).

They more often reported being very or somewhat satisfied with their relationships with their managers or supervisors (93% vs. 87% of middle managers, 85% of frontline workers, and 86% of individual contributors).

Mattering

Those in upper management more often agreed that they matter to their employer (91% vs. 79% of middle managers, 75% of frontline workers, and 72% of individual contributors) and to their co-workers (93% vs. 87% of middle managers and 80% of individual contributors).

They also more often agreed that they receive adequate monetary compensation for their contributions at work (85% vs. 78% of middle managers, 66% of frontline workers, and 71% of individual contributors), and that they receive adequate nonmonetary rewards for their achievements and contributions at work (82% vs. 73% of middle managers, 58% of frontline workers, and 65% of individual contributors).

Percentage of workers agreeing that when they are working they often feel fully engaged

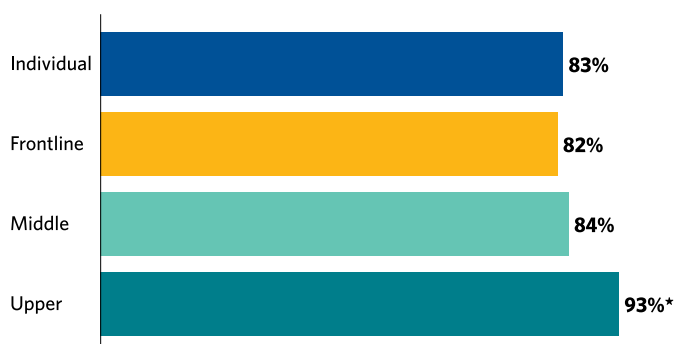
By duty within organization



*Data is significantly different from all other groups.

Percentage of workers who reported feeling they belong

By duty within organization



*Data is significantly different from all other groups.

Percentage of workers agreeing they matter to their employer

By duty within organization



*Data is significantly different from all other groups.

Upper management more often reported fair treatment

Those in upper management more often reported that the organization they work for treats them fairly compared to other employees (91% vs. 82% of middle managers, 80% of frontline workers, and 79% of individual contributors).

Those in upper management also more often reported that they were satisfied with the policies in place to promote equity, diversity, and inclusion at their place of work (92% vs. 84% of middle managers, 86% of frontline workers, and 86% of individual contributors). Further, they more often agreed that their personal values are respected at their workplace (93% vs. 85% of middle managers, 83% of frontline workers, and 87% of individual contributors).

Overall, our data suggests that during these times of change, those in upper management are perceiving the workplace much differently — and typically much more positively — than their colleagues, especially their colleagues in front line and individual contributor positions. This finding is important because upper management most often sets organizational policy and strategic direction. To the extent that upper management’s perceptions of the workplace are out of step with the perceptions of their colleagues in middle management, front line positions, and individual contributor positions, their decisions may be based on a biased perspective. Our data underscores the importance of upper management collecting accurate data from the workforce and prioritizing consideration of that data in managing organizational change over time.

Percentage of workers reporting their organization treats them fairly

By duty within organization



*Data is significantly different from all other groups.



Some workers continue to struggle in the changing workplace

Despite overall positive sentiments, a fair number of workers appear worried about the balance between change and instability. Workers who reported having poorer mental health and workers with disabilities in particular more often expressed feelings of stress and uncertainty at work.

Just over half of workers (54%) said that job insecurity was having a significant impact on their stress levels at work, and 44% agreed that there are changes happening at their job with little to no warning.

Looking to the future, 39% of workers said they were very or somewhat concerned that changes in government policies may cause them to lose their job in the next 12 months. These concerns may be tied to perceived challenges in finding new employment, as two-thirds of workers concerned about losing their job due to changes in government policies (66%) said it would take them a significant amount of time to find a new job, compared with 51% of all workers who said the same. Further, more than half of workers concerned about losing their job due to government policy changes (55%) said they would need to find a job in a different field or industry if they lost their current job.

WORKERS WHO REPORT SUDDEN CHANGES OR UNCERTAINTY OFTEN REPORT POORER MENTAL HEALTH

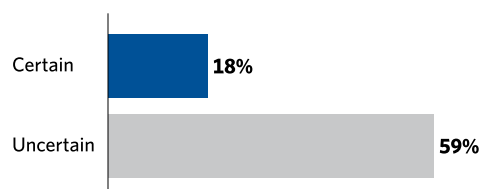
Sudden changes in an organization, as well as workplace uncertainty, are associated with negative impacts on workers' mental health. Workers who reported that changes at their jobs happened with little to no warning more often indicated that their work environment had a negative impact on their mental health, compared with workers who did not say changes were happening with little to no warning (52% vs. 17%). Similarly, more workers who reported that their workplace felt uncertain also indicated that their work environment had a negative impact on their mental health, compared with workers who did not feel their workplace was uncertain (59% vs. 18%).

Overall, workers reported fewer positive sentiments about change when they also reported having poorer mental health. For example, fewer workers who reported their mental health as poor or fair expressed positive feelings about changes in their company or organization than workers who described their mental health as good or excellent (35% vs. 60%).

Moreover, more than half of workers whose company or organization had made changes in the past year and reported fair or poor mental health (55%) said they felt more secure in their role due to organizational changes, compared with nearly three-quarters (73%) of workers who reported excellent or good mental health. And fewer workers who reported poor or fair mental health believed their company or organization was prepared to adapt to more changes or uncertainty in the future (62%) compared with workers who reported their mental health as good or excellent (82%).

Percentage reporting that their workplace has a negative impact on their mental health

By perception of uncertainty at the workplace



Note: Difference between groups is statistically significant.





WORKERS WITH DISABILITIES EXPERIENCE MORE UNCERTAINTY AND POORER OVERALL WORK EXPERIENCES

Changes in the workplace over the past five years — from an increasing emphasis on inclusivity, to the proliferation of remote and hybrid work options, to new technologies that enhance accessibility — have had a meaningful impact on workers living with disabilities. On the one hand, many of these changes appear positive. For example, according to the Progressive Policy Institute, between February 2020 and August 2023, the number of employed Americans with disabilities increased by 33%.⁴

In our survey, 10% of workers reported living with either a physical disability; a cognitive, emotional, learning, or mental disability; or both. Among workers living with a disability, 72% reported that they were the primary source of income for their household, with 43% doing office work, 29% doing customer/client/patient service, and 24% doing manual labor (the remaining 4% selected “other”). Further, a larger percentage of those living with a disability (22%) were working part time, compared with those without a disability (12%).

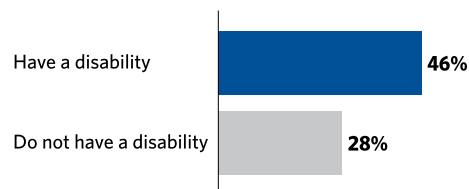
However, our 2025 data shows that workers with disabilities are facing challenges across many aspects of work. Further, workers living with a disability more frequently reported that things feel uncertain at their job right now (55% vs. 33% without a disability) and that they feel their company is unprepared to handle future change and uncertainty (31% vs 21%). More than half of workers living with a disability (54%) also said they are not learning new things at work that will help them in the future, compared with 35% of workers without a disability who said the same.

Workers with a disability more often report stress, dissatisfaction, and discrimination at work

Workers living with a disability were more than twice as likely to be not very or not at all satisfied with their job (18%) than those without a disability (8%). They also more often described their overall workplace experience as somewhat or very “toxic” (27% vs. 14%). Further, significantly more people with a disability intended to look for a new job in a different company or organization in the next year (46% vs. 28%).

Percentage of workers intending to look for a new job

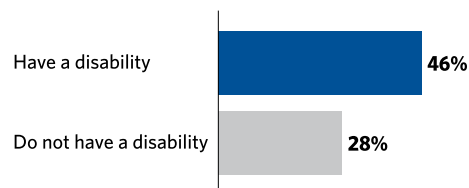
By disability status



Note: Difference between groups is statistically significant.

Percentage of workers agreeing they do not have enough control over when, where, and how they do their work

By disability status



Note: Difference between groups is statistically significant.

⁴ Mandel, M. Disability and changes in the workplace, November 2023.

Workers living with a disability more often reported being unsatisfied with the physical health and safety practices at their place of work (17% vs. 8% of those without a disability) and unsatisfied with the support for mental health and well-being they receive from their employer (28% vs. 17%). They also more often reported being worried that their compensation has not kept up with inflation (81% vs. 67% of those without a disability).

This finding may also be related to the lack of agency workers with disabilities may feel. Workers living with a disability more frequently reported that they do not have enough control over when, where, and how they do their work compared with workers without a disability (46% vs. 28%).

Further, workers living with a disability more often reported being “not at all satisfied” with the policies in place to promote equity, diversity, and inclusion at their place of work (8% vs. 2% of those without a disability). Compared with those without a disability, workers living with a disability also more frequently reported that:

- their organization does not treat them fairly compared to other employees (20% vs. 8%);
- they were the target of discrimination at work within the last six months (18% vs. 7%); and
- their employer does not respect their personal boundaries (42% vs. 23%).

Workers with a disability more often report feelings associated with workplace burnout

According to the World Health Organization, workplace burnout “is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

1. feelings of energy depletion or exhaustion;
2. increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job; and
3. reduced professional efficacy.”⁵

Compared with others, workers living with a disability more frequently reported having one or more of the following experiences that may be associated with burnout within the past month:

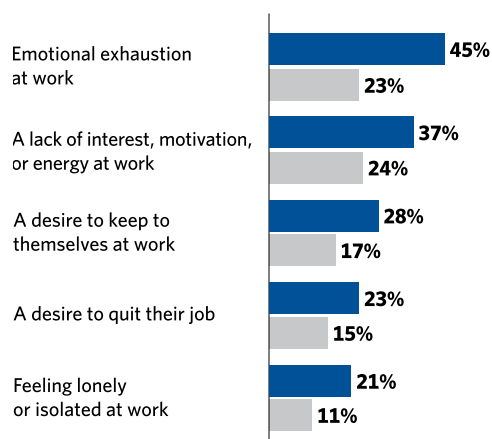
- emotional exhaustion at work (45% vs. 23% workers without a disability)



Percentage of workers reporting negative sentiments

By disability status

■ Have a disability ■ Do not have a disability



Note: All differences between groups are statistically significant.

⁵ World Health Organization. (2019). Burn-out an “occupational phenomenon”: International Classification of Diseases. Retrieved from <https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

- a lack of interest, motivation, or energy at work (37% vs. 24%)
- a desire to keep to themselves when at work (28% vs. 17%)
- a desire to quit their job (23% vs. 15%)
- feeling lonely or isolated at work (21% vs. 11%)

Workers living with a disability also more often reported an adverse impact from work on their mental health, including that:

- their work environment has a negative impact on their mental health (48% vs. 30% of those without a disability); and
- that their employer thinks their workplace environment is a lot mentally healthier than it actually is (64% vs. 50% of those without a disability).

More than two in five workers living with a disability (44%) reported that recently their personal relationships have been suffering as a result of stress they are experiencing at work, compared with one-quarter of workers without a disability (25%) who said the same.

Compared with workers without a disability, workers with a disability also more often reported:

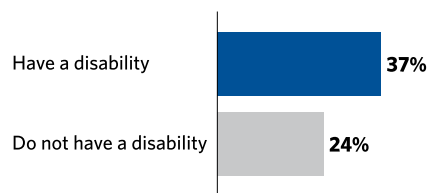
- that, during their workday, they typically feel tense or stressed out (52% vs. 40% workers without a disability);
- that work stress makes it difficult for them to sleep (45% vs. 30%); and
- stress about the possibility of losing their job (38% vs. 24%).

Workers living with a disability also more frequently reported feeling lonely when working (37% vs. 24%) and less often reported that they matter to their employer (69% vs. 80%).

Overall, our data suggests that workers living with a disability face numerous challenges in the workplace and they more often feel that their company is unprepared to handle future change and uncertainty. While certain workplace advancements over the last five to 10 years have likely improved work life for those living with a disability, organizations still need to focus specific attention on this segment of the workforce amidst change. Individuals living with disabilities are an essential and productive segment of the workforce, yet they disproportionately experience psychological stressors in the workplace.

Percentage of workers reporting they feel lonely when working

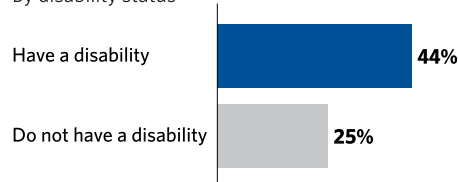
By disability status



Note: Difference between groups is statistically significant.

Percentage of workers agreeing their personal relationship(s) have been suffering as a result of stress at work

By disability status



Note: Difference between groups is statistically significant.



Mental health and psychological well-being

For most organizations, their workers are their most important asset. Psychological science shows that the psychological well-being of the workforce is crucial to both individuals and organizations in terms of productivity, performance, innovation, personal fulfillment, and talent retention. Psychological science also demonstrates that psychological well-being can be taxed during times of change.⁶ For that reason, this survey carefully examined workers' current thoughts and feelings about their own mental health and well-being.

PSYCHOLOGICAL WELL-BEING IS IMPORTANT TO WORKERS

The overwhelming majority of workers (93%) reported that it is very or somewhat important to them to work for:

- an organization that values their emotional and psychological well-being, and
- an employer that supports employee mental health.

Fortunately, more than four in five workers (82%) reported that they were satisfied with the support for mental health and well-being they receive from their employer. This percentage represented a slight increase from 2024 (79%).

However, satisfaction with mental health support was uneven across different types of work. A quarter of the manual labor workforce (25%) was unsatisfied with the support for mental health and well-being they receive from their employers, compared with 16% of office workers and 19% of customer/client/patient service workers. This disparity suggests that organizations with employees engaged in manual labor may need to increase their focus on providing mental health support.

Fewer employers today regularly provide information about mental health resources compared with 2022

A slight majority of workers (58%) reported that their employer regularly provides information about available mental health resources — a decrease from 2022, when it was at 67%. Though our survey data cannot definitively provide the reason for this drop, it is possible that as memories of the COVID-19 pandemic fade, employers' emphasis on providing information about mental health resources is declining.

Further, receipt of information about available mental health resources was uneven across different types of work. While 65% of office workers agreed that their employer regularly provides information about available mental health resources, only 53% of manual laborers and 49% of customer/client/patient service workers said the same. This disparity high-



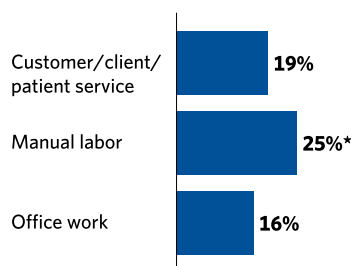
Employees expressed optimism about mental health awareness at work.

A Latina worker in her 30s who worked at a nonprofit organization said that she sees “a growing emphasis on mental health and psychological safety in the workplace.” A 43-year-old Black man working as a manual laborer said that there had also been “more emphasis on worker mental health and overall safety.”

A 22-year-old White female office worker said that workplaces were putting a strong emphasis on employee benefits, including “mental health counseling, fitness activities, and comprehensive welfare programs, which makes [her] feel optimistic.”

Percentage of workers not satisfied with mental health support they receive from their employer

By type of work



*Data is significantly different from office work.

6 IJntema, R. C., Ybema, J. F., Burger, Y. D., & Schaufeli, W. B. (2021). Building resilience resources during organizational change: A longitudinal quasi-experimental field study. *Consulting Psychology Journal: Practice and Research*, 73(4), 302-324. <https://doi.org/10.1037/cpb0000218>

lights that organizations with employees who are not office workers may also need to increase their focus on providing mental health information.

Workers' ratings of their own mental health lean positive

The survey asked workers to rate their own mental health on a scale ranging from "poor" to "excellent." The largest proportion rated their mental health as "good" (48%), though a meaningful percentage said their mental health was either "excellent" (29%) or "fair" (20%). Few workers (3%) described their mental health as "poor."

More male workers (80%) than female workers (74%) rated their mental health as "good" or "excellent."⁷ Further, more workers ages 18 to 25 rated their mental health as "fair" or "poor" than workers in all other age groups (40% of those ages 18 to 25, compared with 26% of those ages 26 to 43, 18% of those ages 44 to 57, 14% of those ages 58 to 64, and 13% of those ages 65 and older).

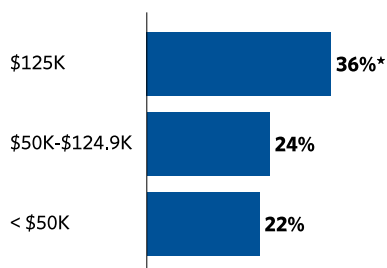
ECONOMIC CONCERNS ARE RELATED TO MENTAL HEALTH

Several economic concerns were related to self-ratings of mental health. For example, higher-income workers (those earning more than \$125,000 annually) more often rated their mental health as "excellent" than workers earning less than \$125,000.

Similarly, more workers who were satisfied with their compensation rated their mental health as "excellent" or "good" (81%) than did those who were not satisfied with their compensation (60%). Further, workers who were worried their compensation has not kept up with inflation more often rated their mental health as "poor" or "fair" (26%) than those who were not worried about their compensation keeping up with inflation (15%).

Percentage of workers reporting their mental health as "excellent"

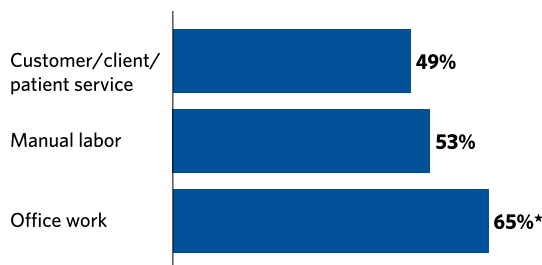
By household income



*Data is significantly different from all other groups.

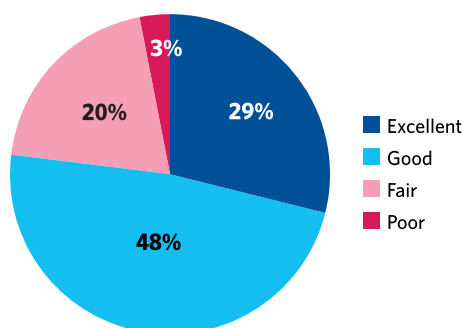
Percentage of workers agreeing their employer regularly provides information about available mental health resources

By type of work



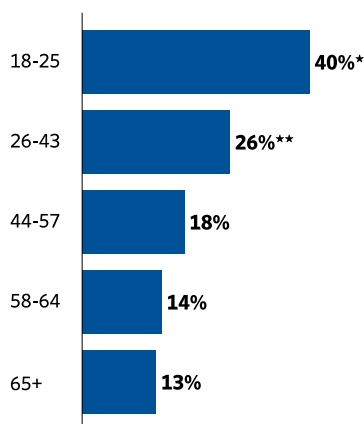
*Data is significantly different from all other groups.

Percentage of workers reporting their mental health as



Percentage of workers reporting their mental health as "fair" or "poor"

By age group



*Data is significantly different than workers ages 26 and older.

**Data is significantly different than workers ages 44 and older.

7 Significantly more male workers (33%) than female workers (24%) rated their mental health as "excellent."

Workers who were “not very” or “not at all” concerned about an economic slump, downturn, or recession more often rated their mental health as “good” or “excellent” (82%) than those who were “very” or “somewhat” worried about an economic slump (71%).

Fewer workers who were satisfied with their compensation reported feeling tense or stressed out during their workday compared with workers who were not satisfied with their compensation (37% vs. 58%). Similarly, fewer workers who were satisfied with their compensation reported that their work environment had a negative impact on their mental health (29% vs. 46%) and that work stress made it difficult for them to sleep (28% vs. 44%) compared with workers who were not satisfied with their compensation.

THOSE WHO WORK IN THEIR PREFERRED ENVIRONMENT MORE OFTEN REPORT PSYCHOLOGICAL WELL-BEING

Those working in their preferred environment more often reported better overall mental health (81% reporting “good” or “excellent” mental health, compared with 69% of those not working in their preferred environment).

Those working in their preferred environment were also more likely to be very or somewhat satisfied with the support for mental health and well-being they receive from their employer (85% vs. 73% of those not working in their preferred environment). Similarly, those working in their preferred environment more often agreed that their employer provides sufficient resources to help employees manage their stress (68% vs. 57%). Fewer of those working in their preferred environment reported that they feel tense or stressed out during their workday (37% vs. 51%).

Fewer workers who worked in their preferred environment reported that work stress makes it difficult for them to sleep (28% vs. 40%), or that their work environment has a negative impact on their mental health (28% vs. 41%).

Those who work in their preferred environment more often report job satisfaction

Whether a person worked entirely in person, hybrid, or remote had no statistically significant relationship with:

- overall job satisfaction;
- stated intent to look for a new job; or
- satisfaction with compensation.



Some workers feared an economic downturn ahead.

When asked what changes in their workplace, or in the state of work in the United States are causing them stress, many workers cited the economy and the potential for a downturn in the near future. A 49-year-old Asian woman in the customer/client/patient service industry said that “since we are a service company, we are depended on consumers and any downturn in the economy and jobs of our consumers could impact the success of our company.” One 62-year-old Hispanic man who works in an office predicted that the economy “is headed for the dumpster.”

Percentage of workers rating their mental health “excellent” or “good”

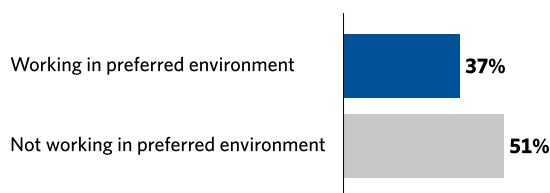
By working in preferred environment



Note: Difference between groups is statistically significant.

Percentage of workers reporting being tense or stressed out during their work day

By working in preferred environment



Note: Difference between groups is statistically significant.

Percentage of workers reporting work stress makes it difficult for them to sleep

By working in preferred environment



Note: Difference between groups is statistically significant.

However, significantly more workers who worked in their preferred environment reported being “very satisfied” with their job (51%) compared with those not working in their preferred environment (35%).

Further, those working in their preferred environment more often reported satisfaction with their compensation compared with those not working in their preferred environment (83% vs. 74%). Similarly, those not working in their preferred environment more often said they are worried their compensation has not kept up with inflation compared with those working in their preferred environment (74% vs 67%).

More workers who did not work in their preferred environment reported an intent to look for a new job at a different company or organization in the next year (42% vs. 25% of those working in their preferred environment).

Working in one’s preferred environment was also related to multiple aspects of job satisfaction, such as:

- their work schedule (93% vs. 85% of those not working in their preferred environment);
- how well their workplace is preparing them for the future of their industry (87% vs. 73%);
- the opportunities for growth and development at their place of work (82% vs. 67%); and
- their relationships with their managers or supervisors (90% vs. 83%).

Those working in their preferred environment were even more confident in the ability of their organization’s CEO (or other primary leader) to successfully lead their organization (85% vs. 79%). Overall, working in one’s preferred location was related to higher satisfaction with a multitude of workplace attributes.

Those working in their preferred environment more often report their work has meaning and feeling that they matter

Those working in their preferred environment more often agreed that the work they do is meaningful (93% vs. 89%), that when they are working, they often feel fully engaged (92% vs. 80%), and that they matter to their employer (83% vs. 69%).

Percentage of workers reporting their work environment has a negative impact on their mental health

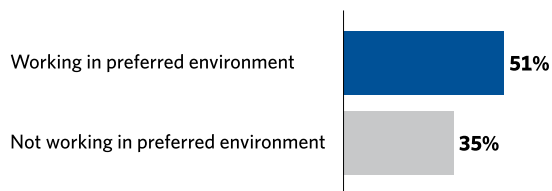
By working in preferred environment



Note: Difference between groups is statistically significant.

Percentage of workers “very” satisfied with their job

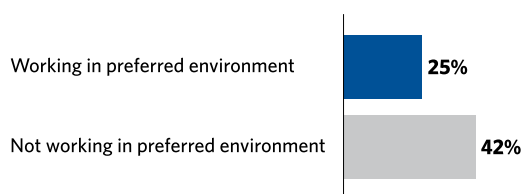
By working in preferred environment



Note: Difference between groups is statistically significant.

Percentage of workers intending to look for a new job

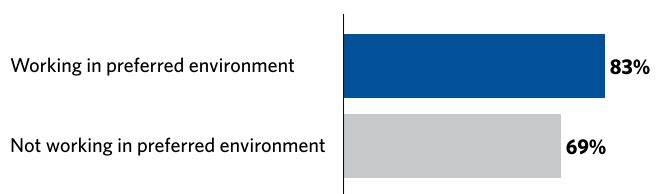
By working in preferred environment



Note: Difference between groups is statistically significant.

Percentage of workers reporting they matter to their employer

By working in preferred environment



Note: Difference between groups is statistically significant.

A higher percentage of workers in their preferred location also said that they:

- can reach their highest potential at their current place of work (79% vs. 59% not in their preferred environment); and
- receive adequate nonmonetary rewards (e.g., awards, praise from supervisors or thank-you cards) for their achievements and contributions at work (73% vs. 61%).

FINDING SATISFACTION AND MEANING AT WORK RELATES TO PSYCHOLOGICAL WELL-BEING

Workplaces that foster positive relationships, provide a sense of meaning, and treat workers with fairness and dignity support workers' well-being. Workers also more often rated their mental health as "good" or "excellent" when they feel as if they matter to their employer (80%) and their co-workers (80%), compared with workers who did not feel that same sense of mattering (64% each).

Workers were also more likely to rate their mental health as "excellent" or "good" when they were satisfied with their job (81% vs. 45% of unsatisfied workers), their relationship with their co-workers (79% vs. 57% of unsatisfied workers) and their relationship with their manager (81% vs. 54% of unsatisfied workers).

Additionally, workers who were satisfied with their relationship with their manager less frequently described their work experience as toxic (10% vs. 55% of workers unsatisfied with their relationship). These workers also less frequently reported concerns about losing their job due to an economic slump (43% vs. 53%) and less frequently said things feel uncertain at their job right now (31% vs. 66%).

More workers who agreed that the work they do is "meaningful" rated their mental health as "good" or "excellent" (79%) than those who did not find their work meaningful (62%). One 40-year-old White man said he felt optimistic about how "work is becoming more focused on purpose rather than just a paycheck. It's actually great to see the company I work for create cultures that align with values and give employees the sense of meaning in what we do."



Percentage of workers rating their mental health "excellent" or "good"

By job satisfaction



Note: Difference between groups is statistically significant.

Percentage of workers rating their mental health "excellent" or "good"

By satisfaction with relationship with manager



Note: Difference between groups is statistically significant.

Percentage of workers rating their mental health "excellent" or "good"

By meaningfulness of work (agree/disagree)



Note: Difference between groups is statistically significant.

More workers who felt that their organization treats them fairly compared to other employees reported “good” or “excellent” mental health (81%) compared with workers who did not feel their organization treats them fairly (69%). Similarly, workers who reported having experienced discrimination in the workplace in the last six months more often reported worse (“fair” or “poor”) mental health (32%) than those who said they had not experienced such discrimination (21%).

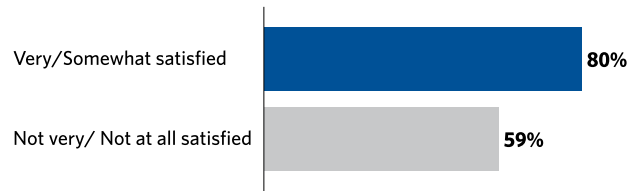
Workers who were satisfied with their organization’s policies to promote equity, diversity, and inclusion (EDI) more often reported “good” or “excellent” mental health (80%) than workers who were not satisfied with their organization’s EDI policies (59%).

Being “satisfied” with EDI policies may mean different things to different workers. Some workers may be “satisfied” with strong and expansive EDI policies, while other workers may be “satisfied” with minimal EDI policies.



Percentage of workers rating their mental health “excellent” or “good”

BY satisfaction with organizations' policies to promote EDI



Note: Difference between groups is statistically significant.



Workers divided over equity, diversity, and inclusion (EDI) programs in the workplace.

Providing an inclusive and equitable work environment is critical for productive and thriving workplaces, but workers are divided in their perceptions of DEI initiatives. One 62-year-old White male office worker said he felt optimistic about “removal of unnecessary regulations and DEI burdens.” A 34-year-old Asian woman who works in an office said that “eliminating DEI programs is a trend in the country and my company eliminated that position as well. It’s cutting wasteful spending that will free up funds to re-invest into our product and company.”

However, one 28-year-old White female office worker said that an “increased focus on diversity and inclusion in workplaces promotes equality, leading to more collaborative environments,” and a White male office worker in his 50s said that diversity felt “more vibrant and innovative.” A Black female office worker in her 60s said she was optimistic that her company’s “DEI program is in effect and I see more diversity in management and above.”

In conclusion

The 2025 Work in America survey unequivocally demonstrates that the American workplace is in a constant state of flux, driven by advancements in technology, shifting economic landscapes, and evolving government policies. This period of rapid change is shaping the psychological experience of workers in the United States in complex ways, presenting both opportunities for growth and significant challenges that demand strategic attention from organizations.

While a prevailing sense of optimism exists among many workers regarding these transformations, particularly those who perceive an increase in their personal productivity, the survey also uncovered critical disparities and areas of concern. The well-being of the workforce remains paramount, with a strong desire among employees for organizations that genuinely value their mental and emotional health. However, the data signals a potential complacency in providing easily accessible mental health resources — a trend that could undermine employee well-being, particularly for those working in manual labor or customer-facing roles.

A key takeaway from this year's survey is that working in one's preferred environment can have a profound impact on workers. The survey data indicates that neither in-person nor remote nor hybrid work is an inherently better way to work. Rather, workers may see psychological benefits such as higher job satisfaction, improved mental health, and a stronger sense of purpose when their individual preferences and work arrangements align. Such findings suggest a crucial shift in organizational thinking: Rather than dictating a singular "best" work model, the survey suggests that employers should strive for flexibility and personalization to optimize employee experience and productivity.

Further, the survey shines a necessary light on the disproportionate challenges faced by workers with disabilities. Despite broader societal shifts toward inclusivity, this demographic consistently reported higher levels of dissatisfaction and stress, and more experiences of discrimination, alongside a pervasive feeling of being unprepared for future changes. Addressing these systemic issues requires targeted interventions that emphasize fair treatment, meaningful inclusion and accessible support systems.

Finally, the survey highlighted a significant perceptual gap between workers in upper management and other employee groups. While leaders often viewed organizational changes and overall workplace experiences through a largely positive lens, frontline workers and individual contributors frequently held less optimistic views. This misalignment underscores the critical need for transparent communication, empathetic leadership, and a commitment to gathering and acting on feedback from a diverse range of employees to ensure that strategic decisions truly reflect the entire workforce's reality.

In 2025, the imperative for employers in the United States that seek to improve psychological well-being in the workplace is clear: to move beyond simply reacting to change and instead proactively cultivate work environments that prioritize well-being, embrace flexibility, champion inclusivity, and foster genuine alignment between leadership and the workforce. By addressing these aims, organizations can not only navigate the current era of transformation but also unlock the full potential of their human capital, creating a more fulfilling and productive future for all workers in America.

METHODOLOGY

The research was conducted online in the United States by The Harris Poll on behalf of the American Psychological Association among 2,017 employed adults. The survey was conducted March 26–April 4, 2025.

Data is weighted where necessary by age, gender, race/ethnicity, region, education, marital status, household size, work status, household income, and smoking status to bring it in line with its actual proportions in the population.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within ± 3.2 percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.

All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error that are most often not possible to quantify or estimate, including but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.

REPORT NOTES

Respondents to this survey include full-time, part-time, and self-employed workers. A total of 7% of respondents identified as self-employed, and these respondents were given the option of indicating when questions were not applicable to their work environment or experience. Throughout this report, the data reported is based upon only the portion of respondents for which the question was applicable.



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