

United States and Canada

Canada, United States



REGIONAL SUMMARY

Boxed numbers indicate the percentage-point change of the average from 2022, 2023 and 2024 with the average from 2023, 2024 and 2025. Loneliness percentage-point change data are not shown as there are not sufficient three-year rolling average data at the regional level.

Employee Engagement

ENGAGED

31% 0

NOT ENGAGED

52% 0

ACTIVELY DISENGAGED

17% 0

Life Evaluation

THRIVING

51% -1

STRUGGLING

45% 1

SUFFERING

4% 0

Daily Emotions

Emotions experienced during a lot of the previous day

STRESS

50% 0

ANGER

18% 1

SADNESS

22% 0

LONELINESS

19%

Job Market

JOB CLIMATE

Good time to find a job

47% -10

TOP TAKEAWAYS

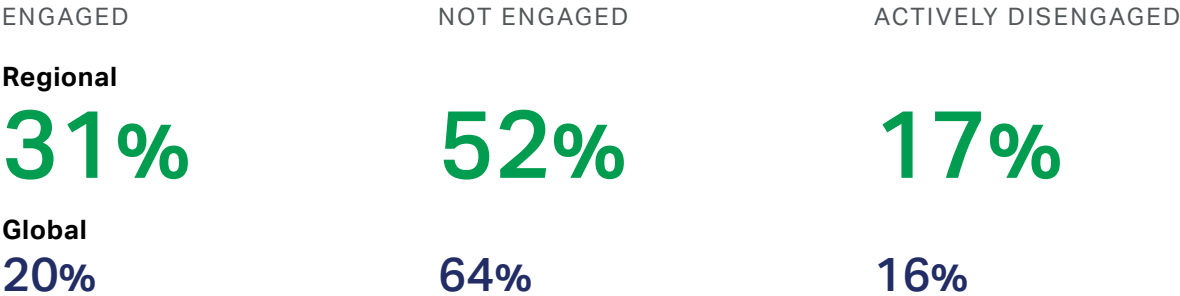
- 1 Engagement remains among the highest globally (31%), holding steady year over year.
- 2 Job market confidence declined sharply, falling below the global average to 47%, making it the second-lowest region.
- 3 Daily stress remains elevated, and loneliness increased, with 50% reporting stress and loneliness rising to 19%.

Discover more global and regional insights on the state of the global workplace at Gallup.com.



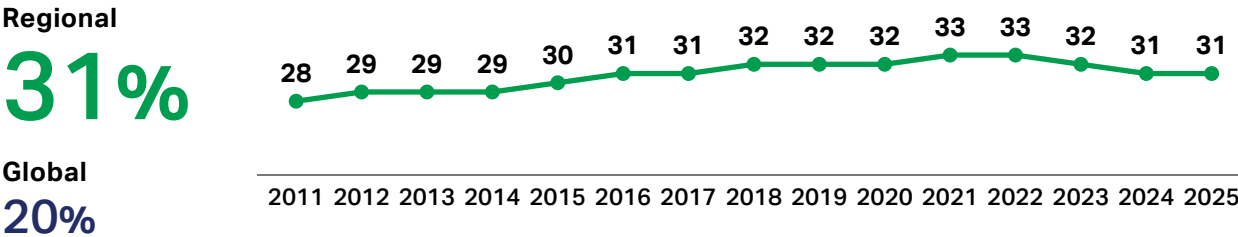
Employee Engagement

Based on Gallup Q12 items; see "Appendix 3: Support Information" for item wording.

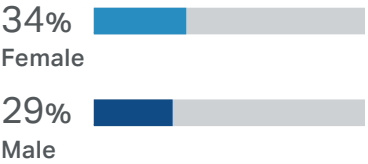


Engaged

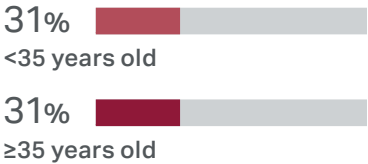
% ENGAGED



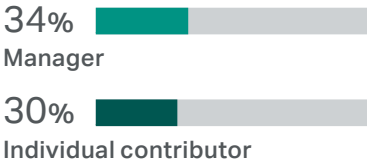
Gender



Age



Job Level





Life Evaluation

Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time? (0-10)

Just your best guess, on which step do you think you will stand in the future, say about five years from now? (0-10)

THRIVING

STRUGGLING

SUFFERING

Regional

51%

45%

4%

Global

34%

56%

9%

Thriving

% THRIVING

Regional

51%



2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025

Gender

50%

Female

52%

Male

Age

47%

<35 years old

53%

≥35 years old

Job Level

58%

Manager

48%

Individual contributor



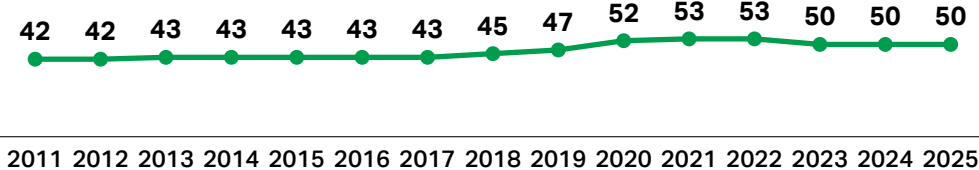
Daily Stress

Did you experience the following feelings A LOT OF THE DAY yesterday? How about stress?

% YES

Regional

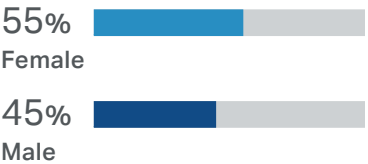
50%



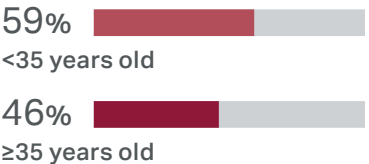
Global

40%

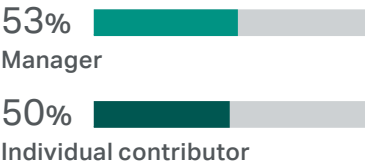
Gender



Age



Job Level



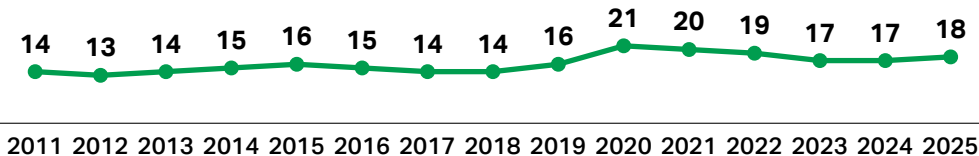
Daily Anger

Did you experience the following feelings A LOT OF THE DAY yesterday? How about anger?

% YES

Regional

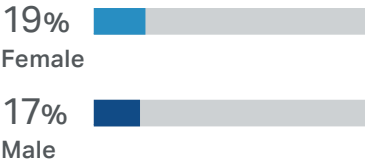
18%



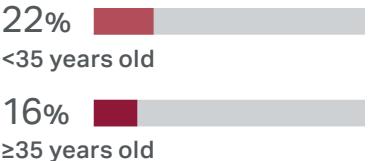
Global

22%

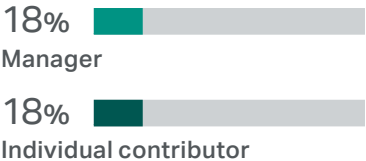
Gender



Age



Job Level





Daily Sadness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about sadness?

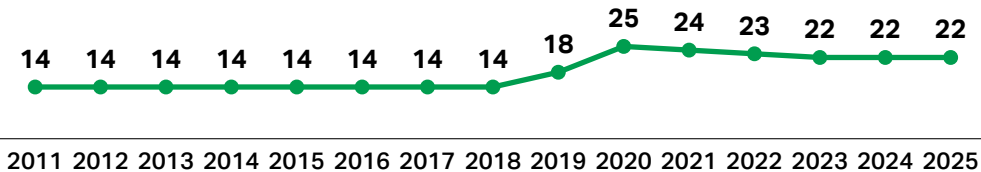
% YES

Regional

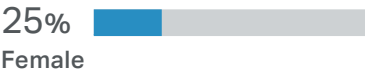
22%

Global

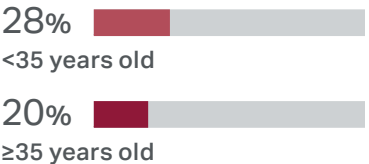
23%



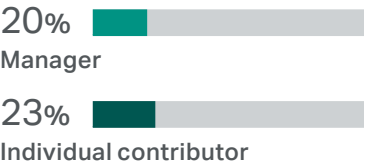
Gender



Age



Job Level



Daily Loneliness

Did you experience the following feelings A LOT OF THE DAY yesterday? How about loneliness?

% YES

Regional

19%

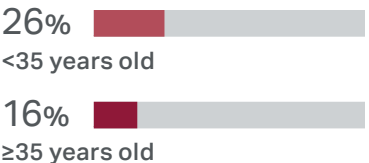
Global

22%

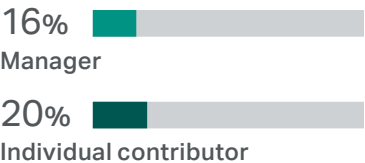
Gender



Age



Job Level





Job Climate

Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

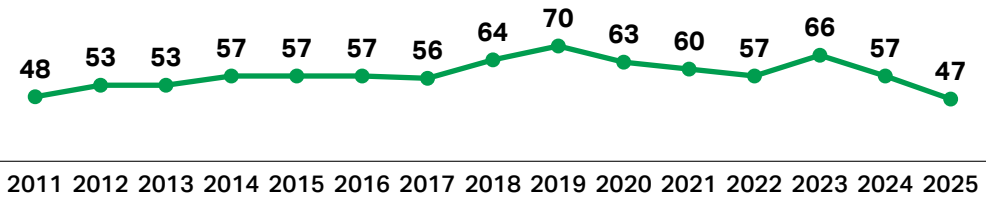
% GOOD TIME

Regional

47%

Global

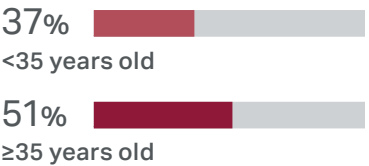
52%



Gender



Age



Job Level

