East Asia

China, Hong Kong (S.A.R. of China), Japan, Mongolia, South Korea, Taiwan (Province of China)



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
18% 0

NOT ENGAGED
66% 1

ACTIVELY DISENGAGED
16% -1

Life Evaluation

THRIVING
32% -2

STRUGGLING
62% 2

SUFFERING
6% 0

Daily Emotions

Emotions experienced during a lot of the previous day

STRESS
46% -2

ANGER
20% 3

SADNESS
17% 3

LONELINESS
23%

Job Market

JOB CLIMATE
Good time to find a job
58% 7

TOP TAKEAWAYS

1. Loneliness now ranks among the highest globally (23%).
2. Thriving sits below the global average, declining to 32%.
3. Job market confidence improved significantly, rising to 58% — showing the highest gains for any region.

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

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Employee Engagement

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

ENGAGED	NOT ENGAGED	ACTIVELY DISENGAGED
Regional		
18%	66%	16%
Global		
20%	64%	16%

Engaged

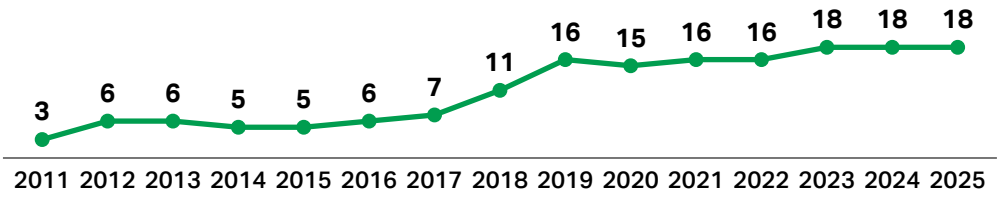
% ENGAGED

Regional

18%

Global

20%



Gender

19% Female

17% Male

Age

18% <35 years old

18% ≥35 years old

Job Level

24% Manager

13% Individual contributor

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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		
32%	**62%**	**6%**
Global		
34%	**56%**	**9%**

Thriving

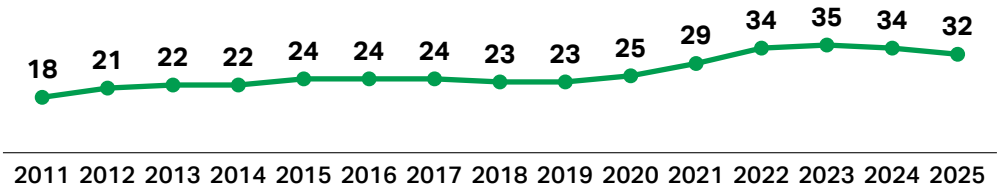
% THRIVING

Regional

32%

Global

34%



Gender

36% Female

29% Male

Age

29% <35 years old

34% ≥35 years old

Job Level

40% Manager

26% Individual contributor

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Daily Stress

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

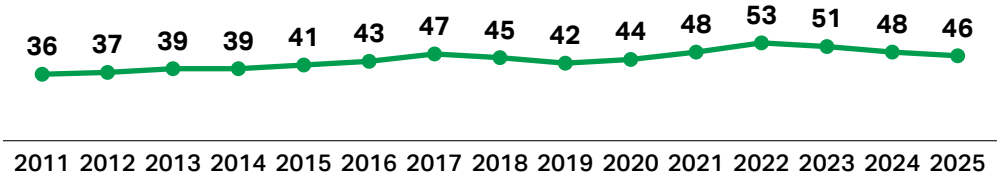
% YES

Regional

46%

Global

40%



Gender

43% Female

49% Male

Age

52% <35 years old

44% ≥35 years old

Job Level

47% Manager

45% Individual contributor

Daily Anger

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

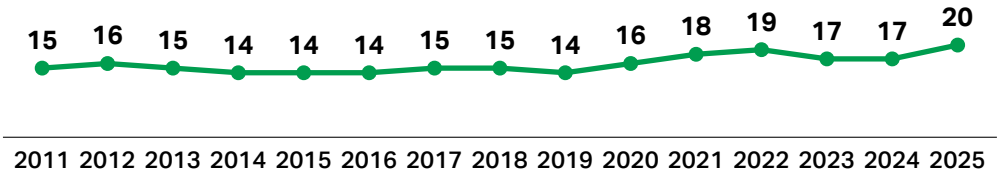
% YES

Regional

20%

Global

22%



Gender

20% Female

20% Male

Age

22% <35 years old

19% ≥35 years old

Job Level

22% Manager

18% Individual contributor

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Daily Sadness

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

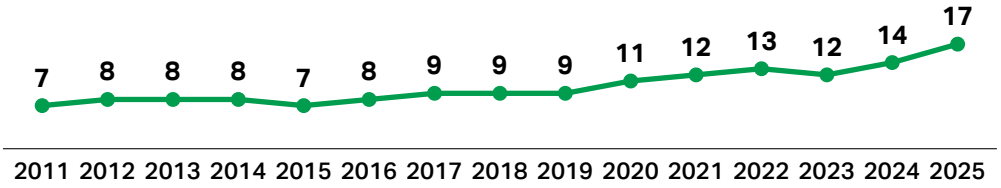
% YES

Regional

17%

Global

23%



Gender

16% Female

18% Male

Age

19% <35 years old

16% ≥35 years old

Job Level

18% Manager

15% Individual contributor

Daily Loneliness

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

% YES

Regional

23%

Global

22%

Gender

19% Female

25% Male

Age

27% <35 years old

21% ≥35 years old

Job Level

23% Manager

22% Individual contributor

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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?

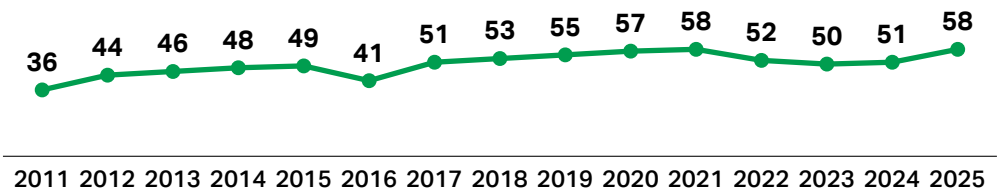
% GOOD TIME

Regional

58%

Global

52%



Gender

60% Female

56% Male

Age

56% <35 years old

59% ≥35 years old

Job Level

61% Manager

54% Individual contributor

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