

Australia and New Zealand

Australia, New Zealand



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

21% -2

NOT ENGAGED

66% 1

ACTIVELY DISENGAGED

13% 1

Life Evaluation

THRIVING

55% -1

STRUGGLING

42% 1

SUFFERING

3% 0

Daily Emotions

Emotions experienced during a lot of the previous day

STRESS

49% 0

ANGER

14% -1

SADNESS

21% 1

LONELINESS

14%

Job Market

JOB CLIMATE

Good time to find a job

60% -12

TOP TAKEAWAYS

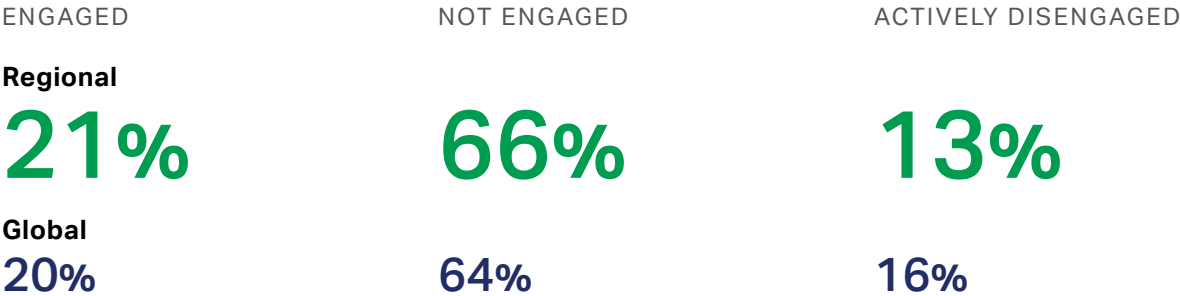
- 1 Thriving remains among the highest globally (55%), despite a slight decline.
- 2 Job market optimism dropped sharply year over year, falling to 60%, though still the second-highest globally.
- 3 Engagement declined modestly, now aligning with the global average (21%).

Discover more global and regional insights on the state of the global workplace at [Gallup.com](https://www.gallup.com).



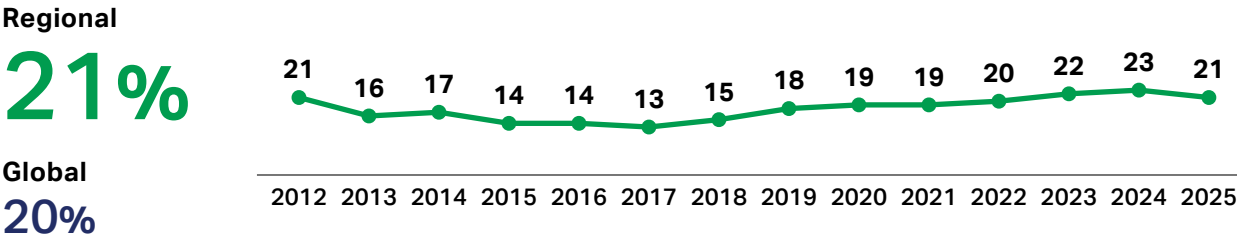
Employee Engagement

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

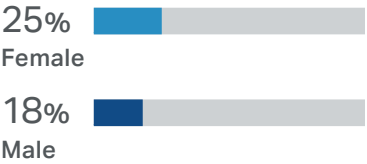


Engaged

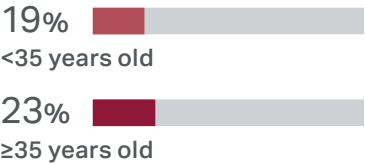
% ENGAGED



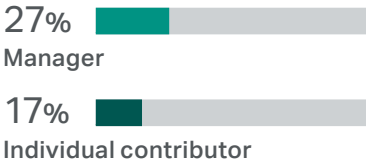
Gender



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

55%

42%

3%

Global

34%

56%

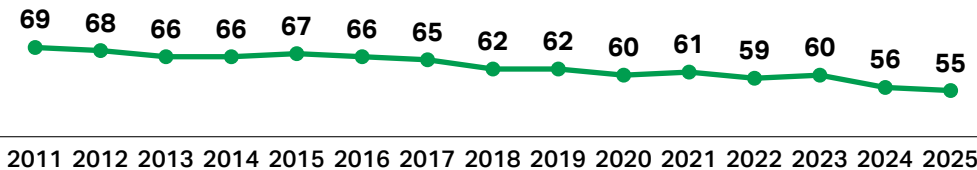
9%

Thriving

% THRIVING

Regional

55%



Global

34%

Gender

59%  
Female

52%  
Male

Age

55%  
<35 years old

55%  
≥35 years old

Job Level

59%  
Manager

53%  
Individual contributor



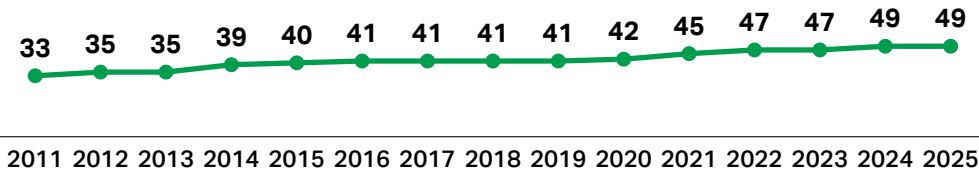
Daily Stress

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

% YES

Regional

49%



Global

40%

Gender

53%
Female

46%
Male

Age

58%
<35 years old

44%
≥35 years old

Job Level

51%
Manager

48%
Individual contributor

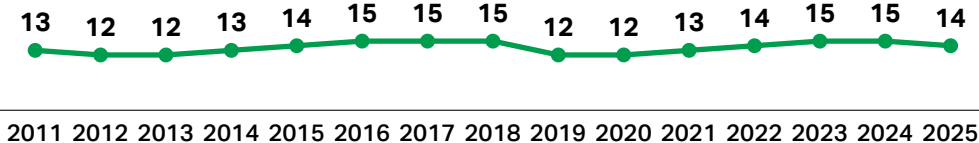
Daily Anger

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

% YES

Regional

14%



Global

22%

Gender

14%
Female

15%
Male

Age

15%
<35 years old

14%
≥35 years old

Job Level

15%
Manager

14%
Individual contributor



Daily Sadness

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

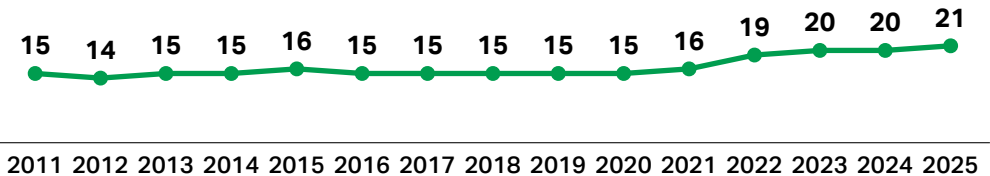
% YES

Regional

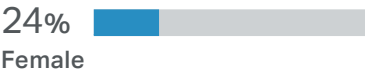
21%

Global

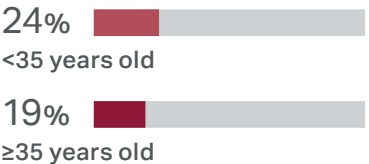
23%



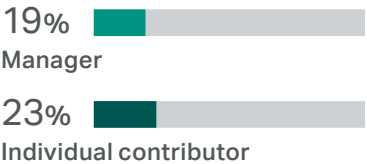
Gender



Age



Job Level



Daily Loneliness

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

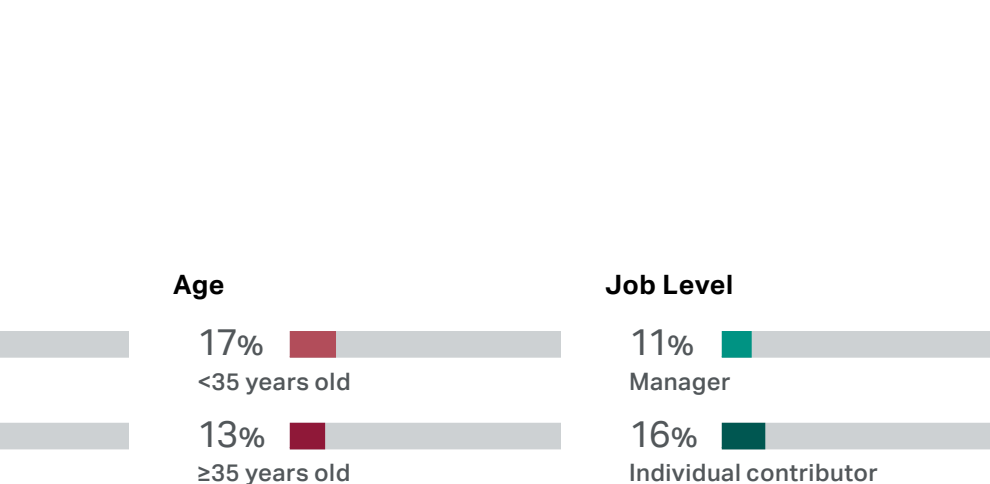
% YES

Regional

14%

Global

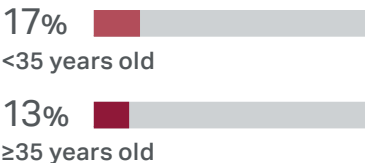
22%



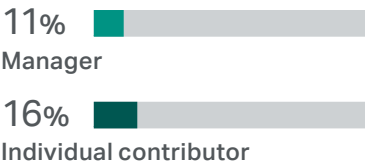
Gender



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?

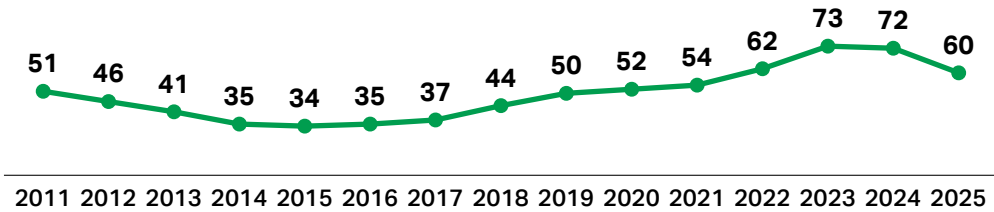
% GOOD TIME

Regional

60%

Global

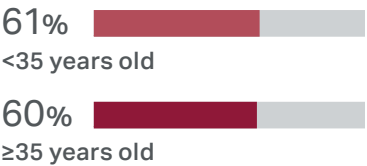
52%



Gender



Age



Job Level

