



THE

Emotional Wellbeing Survey

2024

We're back to investigate the emotional wellbeing of workers in 2024. We looked at how four key drivers (emotional expression, freedom, purpose, and roadblocks) affect key emotional wellbeing outcomes (sleep, stress and pleasure).

This is what we discovered.



THE HEADLINES

A Majority of People Find Meaning at Work

77% of respondents reported finding purpose and meaning at work.

There's More Emotional Expression at Work

Compared to 2021, we saw a significant increase in respondents agreeing it was okay to express frustration (rising from 55% to 64%) and overwhelm (rising from 46% to 56%) at work.

Overwhelm Is the Most Difficult Emotion To Share

People are more likely to share feeling happy at work than they are frustration, upset or overwhelm.

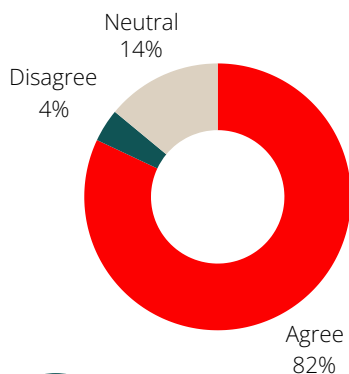


Stuff Is Getting In The Way Of Our Best Work

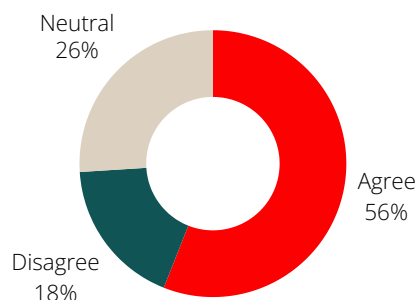
More than a third of respondents (44%) agreed that stuff regularly gets in the way of them performing their best work. Another 33% disagreed, and 23% felt neutral.

EMOTIONAL EXPRESSION IN 2024

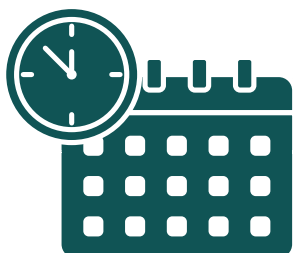
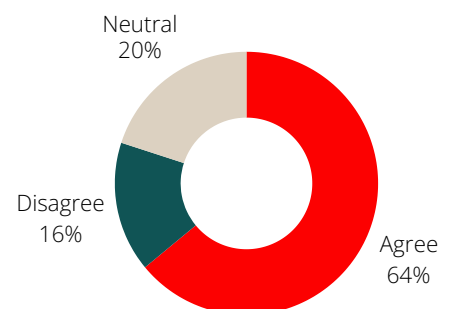
It's okay for me to share when I feel happy at work



It's okay for me to share when I feel upset or overwhelmed at work



It's okay for me to share when I feel frustrated or annoyed at work

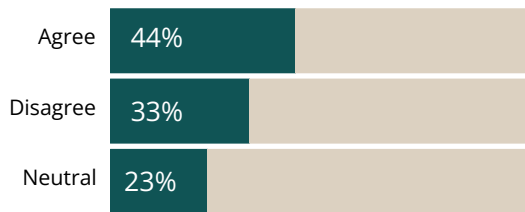


The ability to express emotion at work is an important indicator of emotional wellbeing. Our research found that in 2024 people were much more likely to share the feeling of happiness at work in comparison to any other emotion. Just over half of respondents said it was okay to express upset or overwhelm, whilst just under two-thirds agreed it was okay to express frustration at work.



THE DRIVERS: FREEDOM, PURPOSE AND ROADBLOCKS

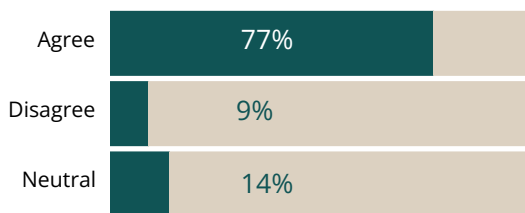
Stuff regularly gets in the way of me performing my best work



I have enough freedom to allow me to do my best work



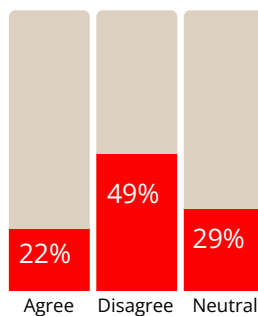
My work gives me a sense of purpose and meaning



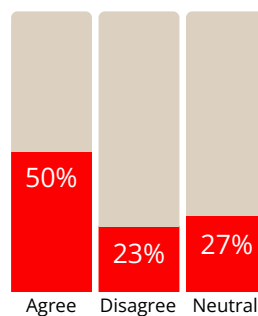
As in our 2021 research, we've looked at how finding purpose, feeling freedom and experiencing roadblocks at work can be key drivers or inhibitors of emotional wellbeing. In 2024, we found that the majority of respondents did find purpose and meaning in the work they do (77%) and the majority stated they had enough freedom to perform their best work (80%). More respondents agreed than disagreed that they experience roadblocks, with 44% agreeing that stuff regularly gets in the way of them performing their best work.

THE OUTCOMES: STRESS, SLEEP & PLEASURE

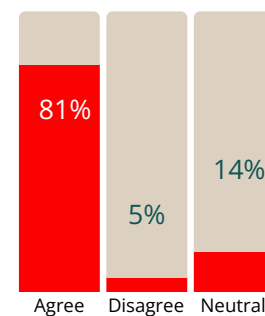
Work keeps me awake at night



In the last 4 weeks, I have felt stressed about work



I find pleasure in my work



There are three key outcomes central to understanding emotional wellbeing at work and this research: the extent to which work stresses us out, brings us pleasure and disrupts our sleep. We found that half of our respondents had been stressed out by work in the past 4 weeks, but less than one quarter were kept awake by work at night. A massive 81% reported finding pleasure in their work, with only 5% disagreeing.



Diving Deeper

SLEEP

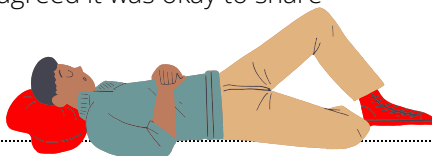
Sleep is an important indicator of wellbeing. To measure how work affects sleep, we asked respondents to agree or disagree with the statement 'Work keeps me awake at night'.

Do Work Roadblocks Cause Sleeplessness?

21% of respondents agreed that work has kept them awake and the majority of them (70%) said that stuff regularly gets in the way, making it clear that blockers at work contribute to work-induced sleeplessness.

Happiness Expression and Sleep

Meanwhile, there's also a clear link between expressing happiness, and sleep; 85% of people who disagreed that work keeps them awake at night also agreed it was okay to share happiness at work.



Does Freedom At Work Mean We Sleep Better?

Potentially: individuals who reported having enough freedom to do their best work were less likely to be kept awake at night by work.

PLEASURE

How many of us find pleasure at work?
80% of our respondents said they did find pleasure at work, with less than 5% disagreeing.

Does Pleasure at Work Cause Us To Mask?

Interestingly, we found a greater amount of respondents (71%) who felt no pleasure at work were able to express overwhelm at work. Comparatively, only 59% of people who found pleasure at work said they could also express overwhelm.

So does enjoying work mean we are more likely to put on a 'brave face' and not express distress? Potentially.

STRESS

To measure stress, we asked respondents if they had felt stressed by work in the last 4 weeks, and 50% of them agreed.

Expressing Yourself Linked To Less Stress

Out of those who agreed it was okay to express overwhelm at work, only 45% said they felt stressed by work in the past four weeks

Meanwhile, of those who disagreed it was okay to express frustration at work, 81% agreed that they had felt work stress in the past 4 weeks.

This indicates a strong relationship between emotional expression and stress at work.

Measuring Change Since 2021

KEY DATA DIFFERENCES



Emotional Expression

On the whole, more respondents in 2024 felt able to express frustration and overwhelm at work than in 2021.



Sample Size

This report had 147 respondents, whereas 2021 had a bigger pool of 327 responses.



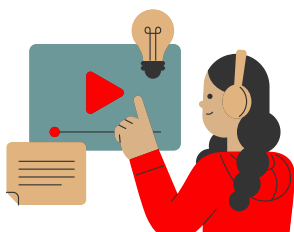
Wellbeing

In our 2024 data, less people reported feeling stressed by work than in 2021, with a considerable drop of 16%.



Gender Split

The majority of respondents in 2024 were male (52%), a swing from our 2021 respondents where the majority were female (82%).

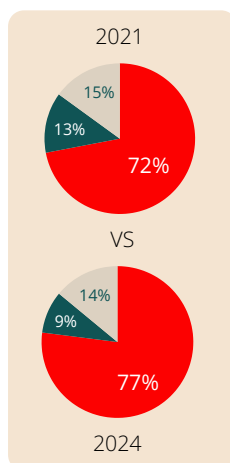


CHANGES: THINGS ARE LOOKING UP

We Feel More Free To Do Good Work

Feeling we have the freedom to do our best work impacts work satisfaction, and performance. Our 2024 data saw an 8% rise in reported freedom at work; 80% of respondents felt they had enough freedom to do their best work, compared to 72% in 2021.

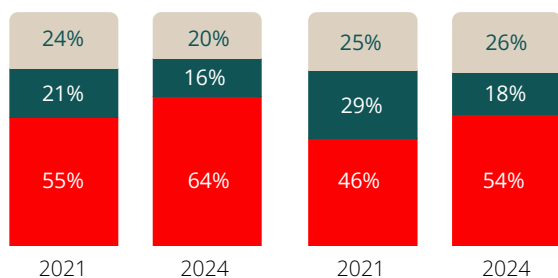
We Have A Greater Sense of Purpose



It looks like more of us feel that we are engaging in impactful and meaningful work in 2024. We saw a 5% increase in the number of people who agreed work gives them a sense of meaning and purpose. There was also 5% decrease in the number of people who said work didn't give them meaning or purpose.

As more companies strive to have a positive impact on people and the planet, it's clear more of us are invested in the work we do.

Agree Disagree Neutral



It's okay for me to express frustration at work

It's okay for me to share overwhelm at work

More of Us Express Distress at Work

It looks like workplaces are becoming more open and honest, as more of us feel able to say when we're feeling distressed at work. Our data shows an increase in the expression of frustration and overwhelm in 2024. The number of people feeling okay to express frustration is up 9%, whilst expressing overwhelm is up 10% too.

The only emotion that didn't see an increase was happiness, which dropped from 88% in 2021 to 82% in 2024.



Maintain Momentum

With our findings suggesting we are moving in a constructive direction, let's build on it.

Want to be more emotionally expressive and intelligent at work?

Still struggle to ease stress, sleep well or find pleasure in your work?

Click below to discover how we can help.

Client Services

Resources

Research

Feel safer, confident, and optimistic with Emotion at Work.