

# FUTURE OF WORK

Opinium US

# WORKER WELLBEING

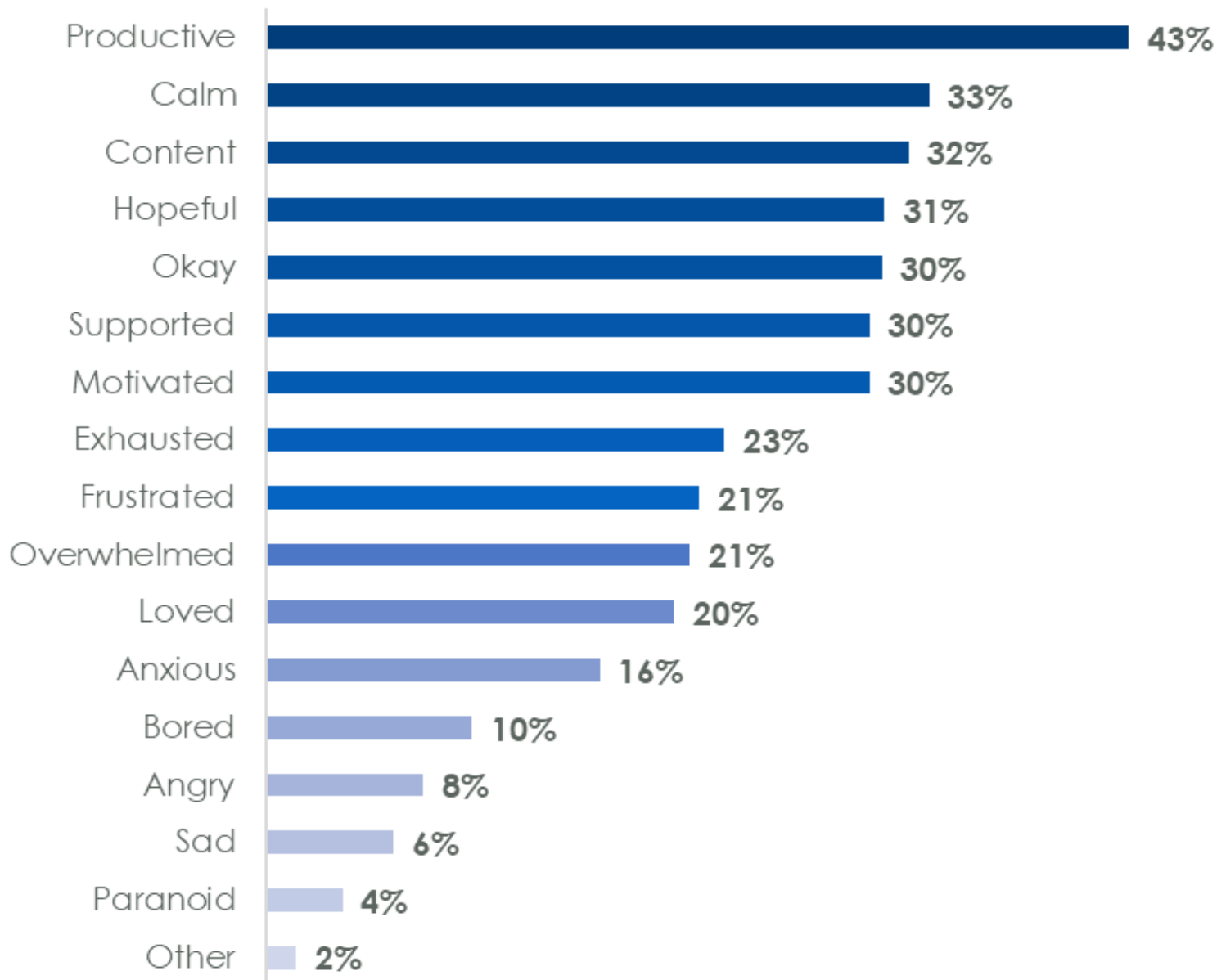
## US workers feel productive in their jobs, but a quarter are exhausted

Is the US workforce happy? The top three emotions workers use to describe their emotional state are productive (43%), calm (33%), and content (32%). While it's encouraging positive emotions top the list, three in ten workers felt just okay (30%), a quarter exhausted (23%), and one in five frustrated (21%) or overwhelmed (21%).

Older workers, who perhaps feel more settled and sure of themselves in their current roles, are more likely to feel productive and content at work. For instance, Boomer workers are most likely to feel productive (52%), while feelings of productivity are lower among Gen Z (39%) and Millennials (38%). Moreover, two in five (40%) Boomer workers feel content, compared to three in ten (29%) Millennial and a quarter (23%) Gen Z workers.

On the other hand, one in three (34%) Millennial and a quarter (23%) Gen Z workers feel “loved” at work. Gen X and Boomers are much less likely to feel loved at the workplace (11% and 8%, respectively). This could be a reflection of changing workplace cultures—to ones that prioritize wellbeing and nurture strong relationships between employers and workers.

### How workers describe their emotional state



Note: the question asked respondents do describe how they've felt at work the past three months. This question was asked in July 2023.

## Healthcare workers feel most exhausted, frustrated, and overwhelmed

US workers in healthcare or social services are most likely to feel symptoms of burnout. Following feeling productive (37%), healthcare and social services workers feel exhausted (33%) and frustrated (31%). They're also more likely to feel overwhelmed (29%) and anxious (23%).

In comparison, among IT workers (an industry with some of the most content workers) only 13% feel exhausted and 9% feel frustrated.

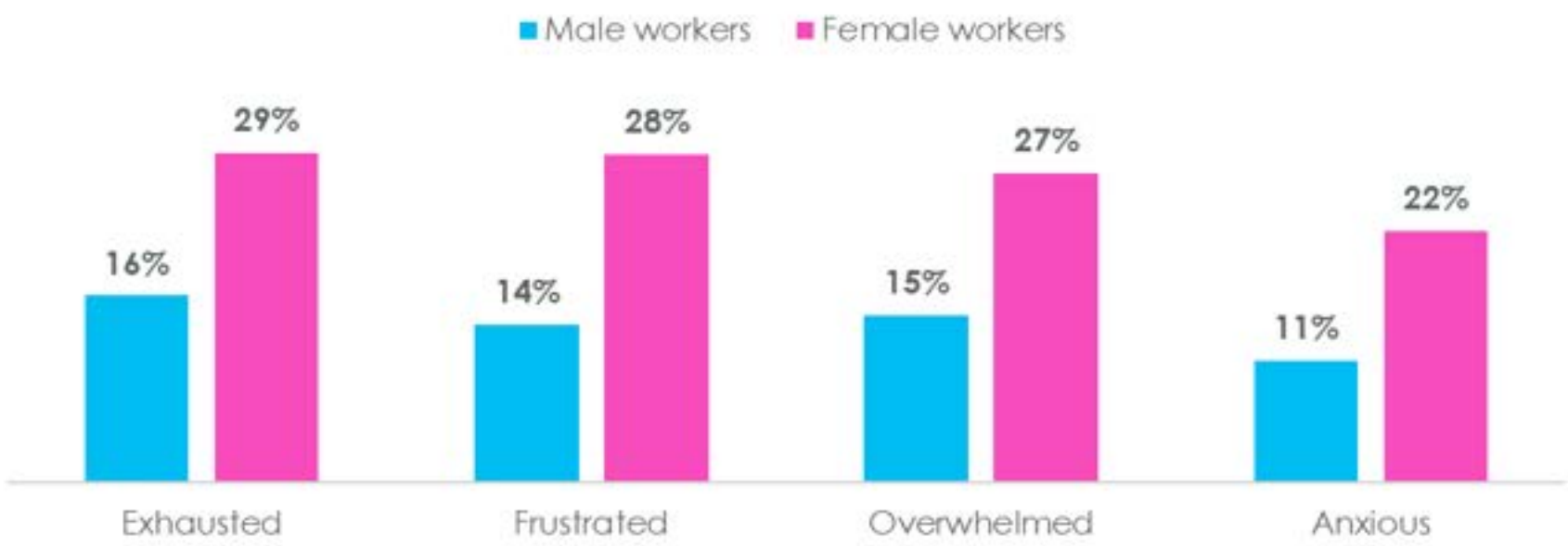


# THE GENDER GAP

## Female workers are twice as likely to feel exhausted, frustrated, or overwhelmed

Female workers are much more likely than their male counterparts to feel exhausted, frustrated, and overwhelmed at work. The contrast is clear: 29% of female workers feel exhausted compared to 16% of male workers; 28% of female workers feel frustrated compared to 14% of male workers; 27% of female workers feel overwhelmed compared to 15% of male workers; 22% of female workers feel anxious compared to 11% of male workers.

Percentage of male and female workers who felt exhausted, frustrated, overwhelmed, or anxious the past three months at work

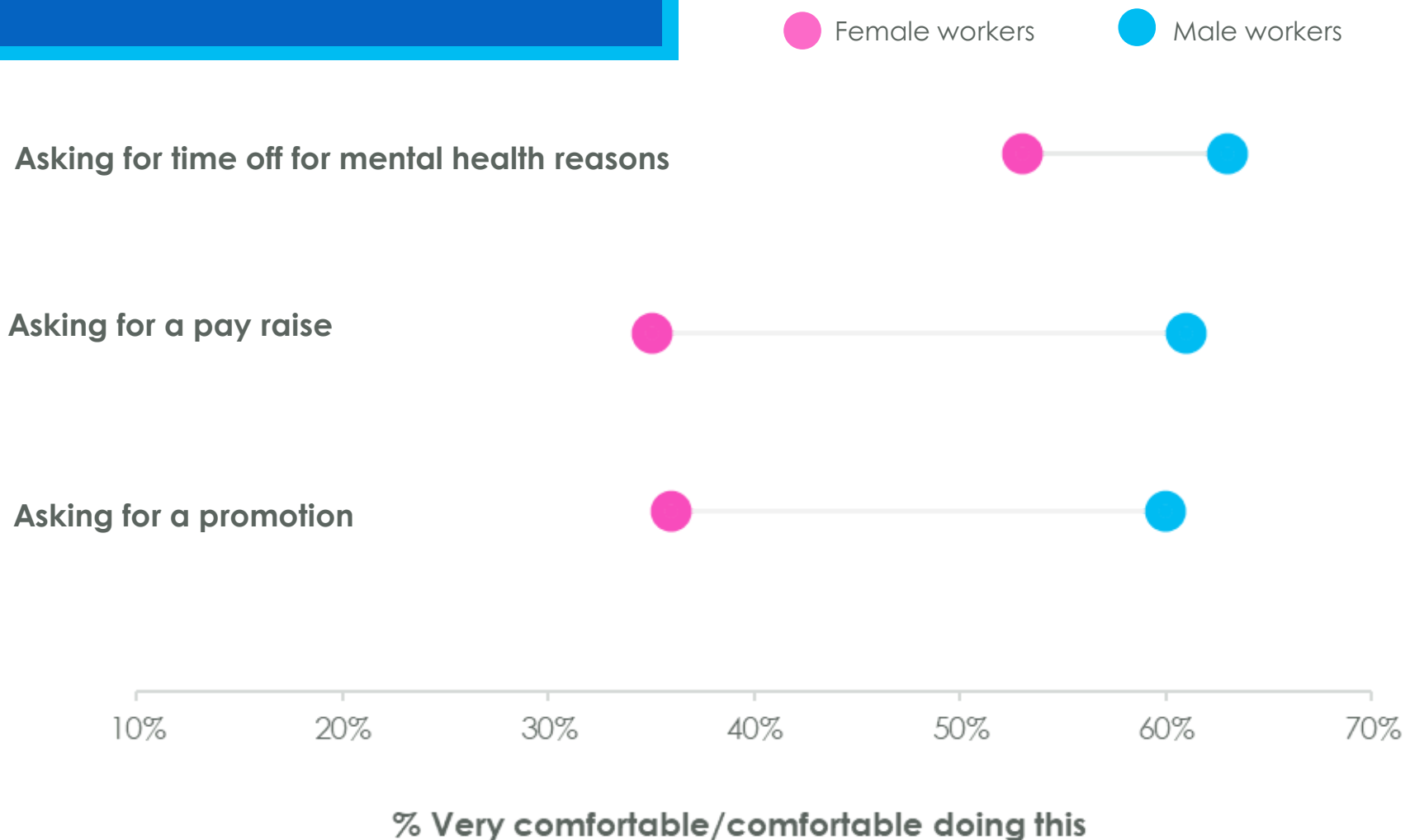


## Male workers are two times more comfortable asking for a pay raise or promotion than are female workers

Female workers are less comfortable asking their employers for a pay raise or promotion. Half (48%) of workers feel comfortable asking for a pay raise at work, which rises to 61% among male workers and dips to 35% among female workers. This trend is mirrored when it comes to asking for a promotion. Half (47%) of workers feel comfortable asking for a promotion, which rises to 60% among male workers and dips to 36% among female workers.

While this disparity between male and female workers lessens when asking for time off for mental health reasons, female workers are still not as comfortable doing this (53% vs. 63%).

### Comfort levels between male and female workers doing the following



## WORKPLACE CULTURE

### Pressures in the workplace

29%

Feel pressure to look a certain way at work.

25%

Pretend to like their colleagues.

20%

Feel pressure to drink alcohol at work or client events.

24%

have lied to their employers about taking time off for mental health reasons.

37%

of Millennial workers and 33% of Gen Z workers feel pressure to drink at work events.

# FUTURE OF WORK

## Workers feel a 4-day work week would positively impact their wellbeing – but their employer would never go for it

As wellbeing becomes more and more of a focal point for employers, the 4-day work week has been widely discussed by workers and employers as a way to champion a positive and balanced culture.

It is likely the 4-day work week would have a positive impact on wellbeing for the vast majority of workers in the United States with 70% of workers agreeing this would be the case.

Beyond emotional wellbeing, three in five (58%) workers feel they would be more productive with a 4-day work week. And three in ten (31%) would actually consider moving to another country for a 4-day work week. Younger workers are more likely to make the move for a shorter work week with half of Gen Z (48%) and Millennial (50%) workers indicating they would do so.

Yet workers are not getting their hopes up that the 4-day work week will become a reality. Only 15% of workers feel that their current employers would possibly implement a 4-day work week, with three in five (56%) saying their employer “would never go for it.”



# 58%

of workers feel they would be more productive with a 4-day work week.

# FUTURE OF WORK

## Excitement or fear? Attitudes toward Artificial Intelligence

Artificial Intelligence (AI) is transforming how employers run their businesses and how workers work. And the rise of AI is causing workers to question what the future of their industry and jobs will look like.

Workers are nearly split on whether AI will have a good impact (34%) or negative impact (31%) on their business overall. However, younger workers are more likely to believe AI will have a positive impact with 44% of Gen Z and 55% of Millennial workers agreeing this will be the case, signaling that the up-and-coming generations in today's workforce are embracing AI.

Younger workers are also (understandably) the most concerned AI will replace their current jobs. Overall, a quarter (24%) of workers are concerned about this, but this figure rises to 38% among Gen Z and 39% among Millennial workers.



# 38%

of Gen Z workers are worried AI will replace their job in the future.



## METHODOLOGY

An online survey was conducted among 2000 working adults in the United States. The research was carried out between 11th July and 24 July 2023.

## ABOUT OPINIUM US

Opinium is an award winning strategic insight agency built on the belief that in a world of uncertainty and complexity, success depends on the ability to stay on pulse of what people think, feel and do. Creative and inquisitive, we are passionate about empowering our clients to make the decisions that matter.

We work with organizations to define and overcome strategic challenges – helping them to get to grips with the world in which their brands operate. We use the right approach and methodology to deliver robust insights, strategic counsel and targeted recommendations that generate change and positive outcomes

[www.opinium.com](http://www.opinium.com)  
[helloUS@opinium.com](mailto:helloUS@opinium.com)

## CONTACT



**GRACE MILLER**  
Research Manager  
Opinium US  
[gracemiller@opinium.com](mailto:gracemiller@opinium.com)



**MARK PETRONE**  
Vice President of Research, US  
Opinium US  
[markpetrone@opinium.com](mailto:markpetrone@opinium.com)