



# Happiness At Work Global Survey Results

Data collected in 2022 from 38 countries

Presented by

**Woohoo Unlimited**

(compiled by Happy Coffee Consulting)



**Woohoo**

*Unlimited*

H A P P I N E S S   A T   W O R K

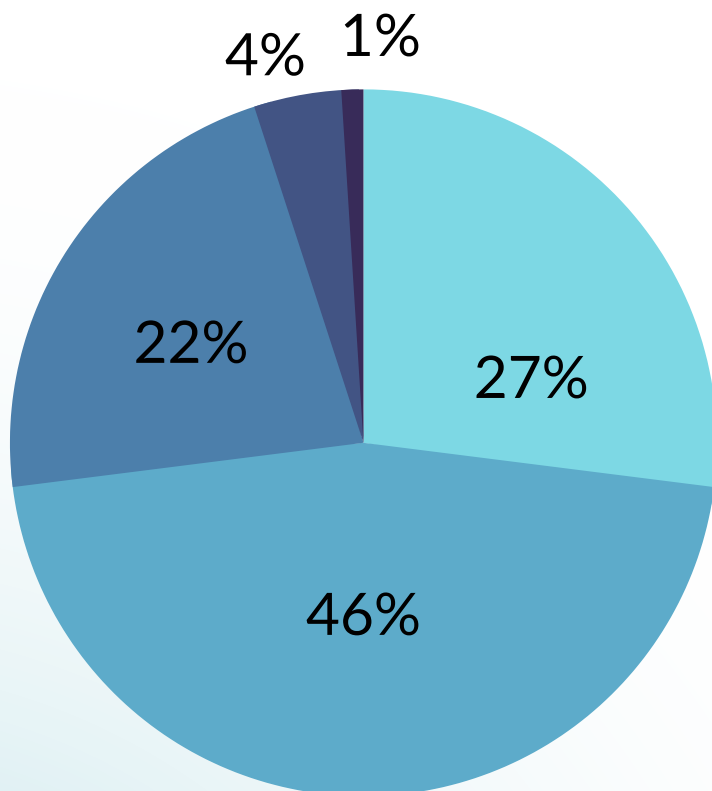


# Life Happens Picture

We spend 80% of our time every day at, or doing, work. But how happy are we while we work?

What does it mean for us to be happy at work? Who are the most unhappy at work?

The purpose of this survey was to try to understand how happy we are at work, what contributes to our happiness at work and what positive consequences we receive when we have a good day at work.



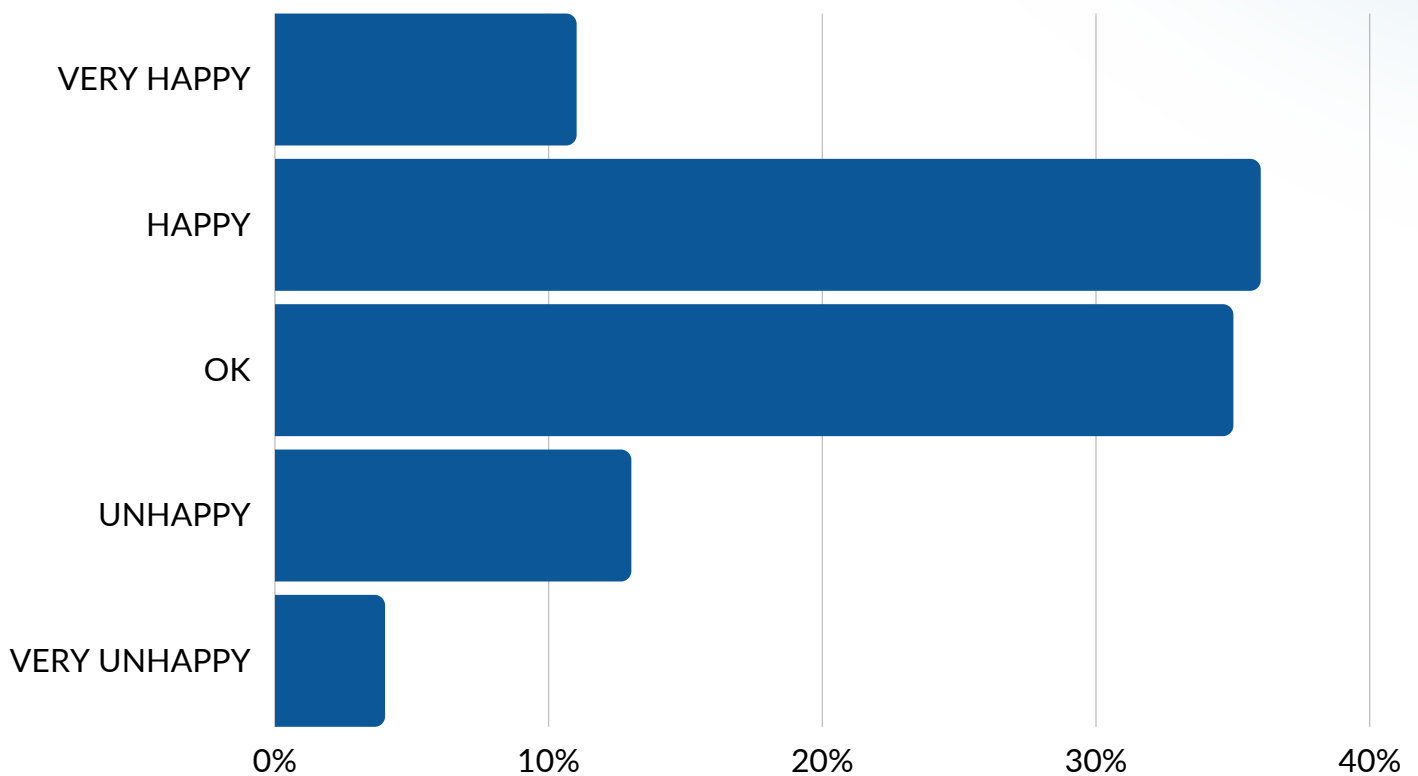
Our survey respondents were above average bunch in relation to their happiness in life in general.

## How happy are you in life in general?

- VERY HAPPY
- HAPPY
- OK
- UNHAPPY
- VERY UNHAPPY

# Languishing Workplace

How happy do you think your work environment is?



More than 50% of those surveyed were at best just "ok" or what Adam Grant referred to as Languishing. While 71% of our respondents said they were Happy/Very Happy in Life, only 46% said they felt that way at work.

# What Creates Feelings of Happiness at Work?

What are the main factors that make people happy at work? We asked respondents to rate 26 statements on what contributed to having a good day at work.





# Happiness at Work

**36%** of respondents reported having a good work day **every day or almost every day**. This is great news, because being happy at work is not only about the absence of bad days. It's very much about having repeated good days at work characterized by the experience of positive emotions from your work.

When compared to our global study from 2018, we do see a reduction in the number of good days at work when compared to the pre-pandemic (Woohoo Inc. 2018).

# How do we define good days at work?

## Top 5 Factors

2022

VS.

2018



1. I had freedom to work in my own way



2. I did tasks that I enjoy doing



3. I did work that I knew was meaningful and made a positive difference for someone else

NEW

4. I had good work/life balance

NEW

5. I learned something new at work

1. I did work that I knew was meaningful and made a positive difference for someone else

2. I had freedom to work in my own way

3. I did work that I was proud of

4. I had fun with my coworkers

5. I did tasks that I enjoy doing

3 of our top 5 answers from 2018 were present but we can see that *doing work I was proud of* and *having fun with your coworkers* dropped out of the top 5. In 2022 we saw more enjoyment due to making progress and work life balance. This could show a shift in mentality and what we value in our work. Although it is worth noting that these good days at work were more likely to be working from home than those in 2018. It is also worth noting that in our hybrid and remote world we have less chance to engage in days where we work physically with our colleagues.

These answers supports our theory that employees do not need to be externally motivated by either rewards or threats. People love working when they do things they LIKE to do, when they are given freedom and autonomy and they can see the progress on the work they are making. This is especially clear when their work is meaningful and they have a good work/ life balance.

# What Creates Unhappiness in the Workplace?

What are the main factors that make people unhappy at work? We asked respondents to rate 19 statements on what contributed to having a bad day at work.





# Bad Days at Work

At the other end of the scale, 18% of our respondents experience a bad day at work every day or almost every day! And 15% of respondents last good day at work was more than a month ago. This means that 80-90% of their work days are neutral at best and bad at worst. There is a lot of room for improvement in the workplace. We asked respondents to reflect on their last bad day at work and rate which factors led to it being a bad day!

## How do we define bad days at work?

### Sadly the Top 5 Factors

that emerged from our respondents were not surprising:

- 1. Too much work/overload**
- 2. Bad/negative atmosphere and relationships between co-workers**
- 3. Bored. I'm not learning anything new**
- 4. Employees who constantly complain**
- 5. Relationship with direct leader (superior)**

This shows us the other side to what we know make up happiness at work. The relationships (most importantly with our direct manager), are very important factors in our happiness at work. Overwork or too much work is a direct cause of Burnout (Source: The Burnout Epidemic, Jennifer Moss), being bored at work makes up the other areas that create unhappiness in the workplace.

The great news about this list is not only are they easy to fix - most of the fixes don't cost your company anything to solve!



# The Positive Effects of Happiness at Work





# How Does Being Happy At Work Impact Our Life?

Working is the main activity for most people: we often spend more time working than with our families and friends. From Gallup research shares that having a job is crucial for the happiness of individuals. But what are the positive effects of being happy at work? Why does it matter?

Our survey showed that people self-reported that happiness gives them higher energy level with more than 75% of the respondents stating they had more energy and were more productive after a good day at work. Almost 67% describe themselves as less stressed and more relaxed, while 73% of people stated that they were happier AFTER work.

The top 3 positive effects felt by the participants are:

<b>73%</b>	Stated they were happier after work	<b>67%</b>	Were more relaxed and less stressed	<b>75%</b>	Had more energy
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If people are going to work and being drained and burned out every day by work we will not be able to work on the problems we face as a society and at a global level. By focusing on creating a happy workplace, a positive work culture, we can fill people up with positive energy from work. And as we see from the research this has a ripple effect, not only do they have more energy and are more productive AT work, they also come home with more energy. This ripple effect means that creating happier workplaces is not only great for the individual (more relaxed less stress), the organisation (more productive) but also for their home lives, their communities and the wider world around them. If people leave work with more positive energy imagine the difference that they can make, the positive changes in the world that they can now achieve.

# Compensation and Benefits Matter the Least

Companies around the world want to do the right things, the focus on employee well-being and happier workplaces is shown in this research. Many organisations are working hard to give employees MORE perks, benefits and other offerings in their workplace. However research showed us, and this study confirms, the belief that perks, promotions, financial rewards and physical workspace seem to matter very little in regards to individuals happiness inside organisations.

These were the bottom 5 statements that made for a good day's work

choices in the survey from most to least rare:

25. I recently got a promotion

24. I recently got a bonus or other financial reward

23. I recently got a raise

22. Great office design and physical workspace

21. Perks in the workplace (eg free massage, food/drinks, office gym)

In conversations people often think their employees are “ungrateful” or only there for a pay cheque we can see that these things have very little influence on whether people have a good day at work. Tempting as it is to invest more and more into compensation and perks for creating happiness and wellbeing at work, they do not have much of an influence.

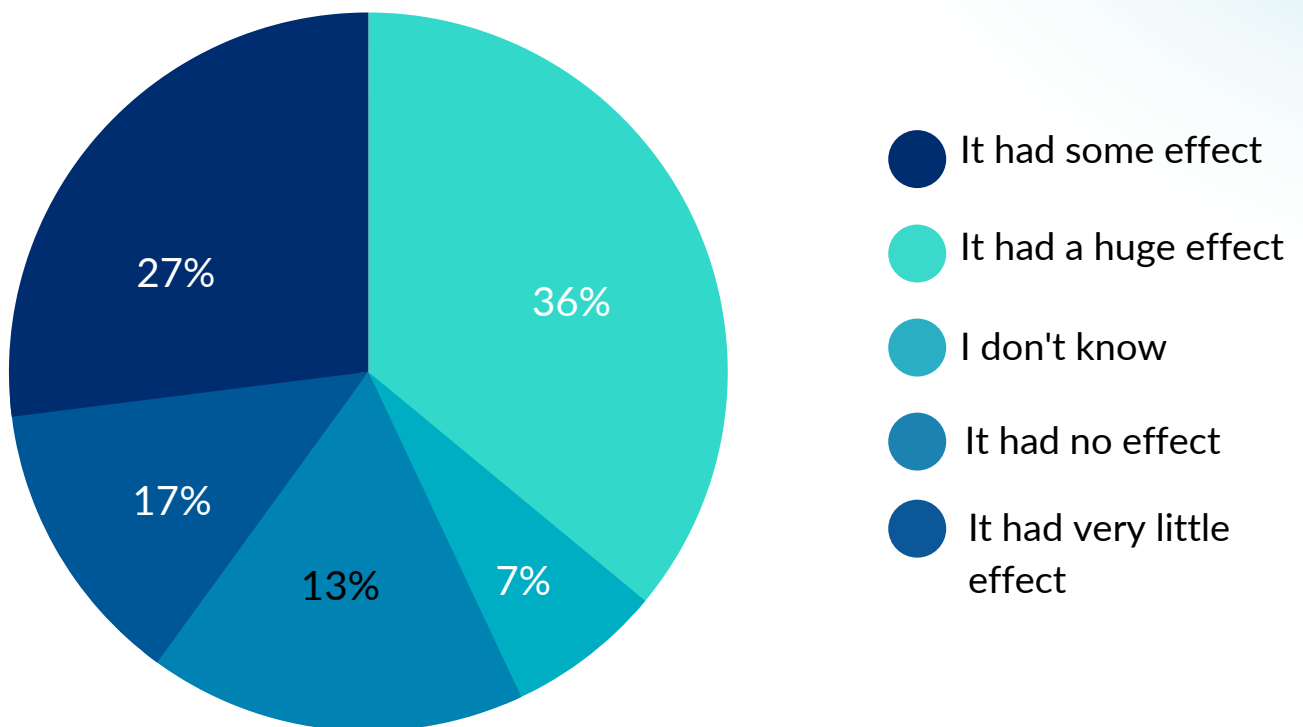
# Happiness at Work During the Pandemic

Our respondents shared that while the great resignation is truly on the rise - the reaction was happening during the pandemic with 52% of respondents thinking about leaving their current job during the pandemic. We see that 76% of respondents reported that the pandemic had some or huge effect on their workplace happiness. Only 7% stated it had no effect. We also see that the pandemic had positive impact for our respondents, with 79% believing their company cares about the wellbeing and work happiness of their employees. This is a big difference when compared globally to the Gallup research which found that 85% of respondents didn't feel their organisations cared about them as human beings.

During the pandemic were you thinking about leaving your current employer?

ONLY  
**5%** OF RESPONDENTS STATED THEY  
WERE NOT LOOKING FOR WORK  
DURING THE PANDEMIC

# How Has COVID Effected Your Work Happiness?



## The top 5 benefits

We also asked our participants about the good working conditions that the pandemic has brought to them. Their answers can help us understand what are employees value now:

1. Opportunity to work from home (79%)
2. Better work-life balance (53%)
3. Greater concern for employee well-being (35%)
4. More creative thinking (27%)
5. More trust, empathy and transparency in the team (24%)

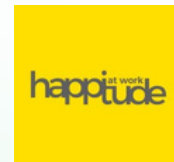
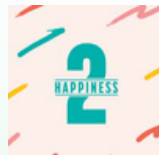
# About This Research

This “State of Happiness at Work” research stems from an international project Woohoo Inc. and the global Woohoo Unlimited partnership.

Woohoo Unlimited co-lead Happy Coffee have teamed up with our partners around the world. We have collected in total 621 questionnaires, with the goal was to understand how happy the global workforce were at work, what are the main reasons for a good day at work, and what creates bad days at work and what the positive consequences of having a happy day at work are to workplaces and the wider world.

This is also the first state of happiness at work since the post-pandemic/COVID era, and we will be comparing it to our pre-pandemic data.

With thanks to all our global partners





# WHO ANSWERED

## GENDER

78% of participants identified as women 22% as men and less than 1% preferred not to say

## SECTORS

The majority of the workers involved work in the private sector (76%), a small part in the public sector (12%) and the remaining 12% in others.

## JOB LEVEL

**12%** Owner of Company or Self-employed

**14%** Senior Management

**34%** Middle Management

**38%** Employees



# About Woohoo Unlimited

The Woohoo partnership is a thriving international community of professionals dedicated to improving the way we work by creating happier, healthier workplaces. An unparalleled group of thought leaders, coaches, managers, internal CHOs, consultants and practitioners, we are constantly innovating, collaborating, and learning from one another.

Collectively, we have trained and supported over 100,000 people worldwide across virtually every industry sector. Accenture, KPMG, LEGO, Shell, Microsoft and Nespresso are just a few of the companies our partners have worked with to create a happier and healthier work culture.





# **Questions? Contact us.**

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