The world’s relationship with work is unhealthy

Today, only 1 in 4 employees say they have a healthy relationship with work. When those relationships are unhealthy, productivity, morale, retention and engagement diminish – and both physical and mental well-being suffer.

It’s bad for employees, and bad for business.

The time is now to redefine society’s relationships with work.

When relationships with work are unhealthy, knowledge workers …

<table>
<thead>
<tr>
<th>Feeling</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>less productive</td>
<td>34%</td>
</tr>
<tr>
<td>disconnected from their organization</td>
<td>38%</td>
</tr>
<tr>
<td>disengaged from work</td>
<td>39%</td>
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</tbody>
</table>

58% of knowledge workers say their expectations of their relationship with work have increased over the past 2 – 3 years.

Nearly 75% of knowledge workers want a say in the technology and tools their employer provides.

Only 25% feel confident their company will implement the right tools to support hybrid work.

Less than 25% of employees experience opportunities to learn new professional skills at work, on a consistent basis.

70% of business leaders say emotionally intelligent leadership is the only way a leader can be successful going forward.

More than 4 in 5 workers worldwide (83%) say they are willing to earn less money to find some of these key factors – and to be happier at work.

The 2023 HP Work Relationship Index: HP commissioned an online survey managed by Edelman Data & Intelligence (DxI) that fielded between June 9 – July 10, 2023, in 12 countries: the U.S., France, India, UK, Germany, Spain, Australia, Japan, Mexico, Brazil, Canada, and Indonesia. HP surveyed 15,624 respondents in total – 12,012 knowledge workers (~1,000 in each country); 2,408 IT Decision Makers (~200 in each country); and 1,204 business leaders (~100 in each country).