

Feel Good Index 2023



We spend a **third of our time** at work
in a standard week



36%

of our time per week
is spent at work



in our lifetime
we spend more than
90,000
hours at work

40 hours per week over 48 working weeks
across a working lifetime¹

Three in five workers are open to new opportunities



29%

Job lovers

I love my job and I am not
going anywhere



58%

Job opportunists

I like my job, but am open
to something better



10%

Unhappy stayers

I am unhappy in my job,
but am not ready to leave



4%

Eager leavers

I hate my job, and am
ready to leave

What energises people at work?

How do the four types of workers thrive at work?



Job lovers

I love my job and I am not
going anywhere



27%

Flexibility to fit role
within other
priorities in life



25%

Strong
relationships
with colleagues



24%

When I feel proud
about what I have
accomplished in
my role



Job opportunists

I like my job, but am open
to something better



31%

Competitive salary
and benefits



29%

Flexibility to fit role
within other
priorities in life



25%

Opportunities for
professional
growth and
development



Unhappy stayers

I am unhappy in my job,
but am not ready to leave



23%

Competitive salary
and benefits



23%

Flexibility to fit role
within other
priorities in life



21%

Supportive
leadership and
management



Eager leavers

I hate my job, and am ready
to leave



37%

Competitive salary
and benefits



29%

Supportive
leadership and
management

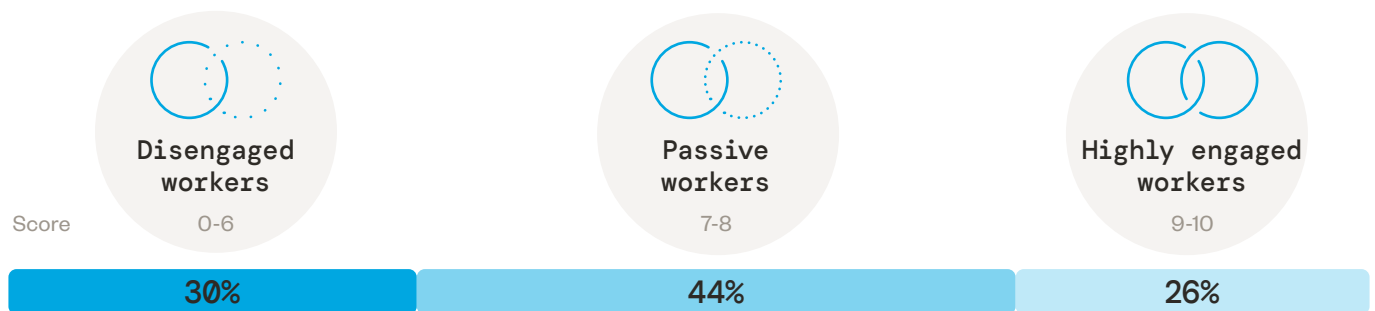


26%

Reasonable
workload

Only one in four workers are highly engaged

Thinking about how engaged you are in your current workplace and role, on a scale of 0-10 please rate your current engagement with your job.



56%

More than half of workers say their job plays an extremely/very important role in their overall life satisfaction

One in three workers are critics of their current workplace

On a scale of 0-10, how likely is it that you would recommend your organisation as a place to work, where relevant, to a friend or contact?



36%

Critics
(score of 0-6)



39%

Neither critic nor advocate
(score of 7-8)



25%

Advocate
(score of 9-10)



54% of workers believe their work is meaningful and produces positive impacts.



Workers are **4.5x more likely** to value what they can see over what they feel when accepting a job



82%

of workers value factors they **can see**
e.g. remuneration, salary and professional development

VS.



18%

of workers value what they **feel**
e.g. opportunities for personal growth, expanding networks

Key considerations for hiring managers



1. Articulate how workers make a positive and meaningful impact in your organisation to attract quality staff



2. Seek to understand that the skills and values of potential employees fit with your organisation's values



3. Ensure that you are clearly communicating the key tangible attributes of the job.
e.g. salary and professional development

Methodology

This report is the collation of findings from an online survey of workers across Australia and New Zealand. The perspectives of workers were collected via an online survey distributed to a panel of Australian and New Zealand workers as well as distributed through Frontline Recruitment Group internal lists. Frontline Recruitment Group network: Online survey in field from 13th of March to 2nd of April 2023, yielding n=3,639 responses • Australian workers: Online survey in field from 13th - 20th of March 2023, yielding n=2000 responses • New Zealand workers: Online survey in field 13th - 17th of March 2023, yielding n=506 responses.

Research and design by

mccrindle