

Feel Good Index 2023



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



Three in five education workers are open to new opportunities



31%

Job lovers

I love my job and I am not
going anywhere



56%

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



3%

Eager leavers

I hate my job, and am
ready to leave

Education workers thrive when they have strong relationships with colleagues

How do the four types of workers thrive at work?



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39%

Strong relationships
with colleagues



29%

Competitive salary
and benefits



28%

Strong relationships
with colleagues



50%

Reasonable
workload



27%

Opportunities for
professional growth
and development



28%

Strong relationships
with colleagues



26%

Having the ability to
act autonomously
and make decisions
within my role



44%

Supportive leadership
and management



27%

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



27%

Reasonable
workload



24%

Reasonable
workload

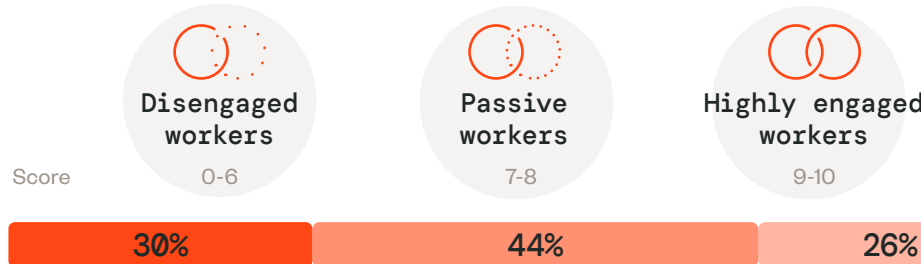


44%

Competitive salary
and benefits

Workers are most engaged when their job contributes to their wellbeing and sense of purpose

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.



Education NES

-4

The NES is calculated by subtracting the percentage of highly engaged workers from disengaged workers. An NES score can range anywhere between -100 and 100. A score above 0 is considered a good score.



58%

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

One in three education 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?



34%

Critics
(score of 0-6)



41%

Neither critic nor advocate
(score of 7-8)



25%

Advocate
(score of 9-10)



60% 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

Frontline Recruitment Group education workers:
Online survey in field from 13th of March to 2nd of April 2023, yielding n=298 responses

Education workers: Online survey in field from 13th - 20th of March 2023, yielding n=298 responses

Research and design by

mccrindle

Frontline
Education
Recruitment