

State of the Global Workplace 2026: What the data says about us

Gallup released its State of the Global Workplace 2026, a must read for anyone interested in workplace wellbeing. It gives fascinating insights into work engagement and job climate, as well as how the workers rate their life and stress levels among others. We have broken down the key results for Aus/NZ, the US/Canada & Europe on these outcomes below.



By Dr. Joep van Agteren
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Here are my take
aways



ENGAGEMENT

The biggest divergence. US reigns supreme with a 10-point lead over Aus/NZ, which tracks close to the global average. Europe's 12% has barely moved in 15 years, showing a structural, not cyclical, challenge.

JOB CLIMATE

Aus/NZ was world leader but had the world's steepest single-year drop in 2026, while US/Can has recently dipped below the world average. Europe shows an opposite trend, rising dramatically from a very low base.

LIFE SATISFACTION

All three are well above global average. The US/Can & Aus/NZ are clearly converging downward. US decline is steepest in absolute terms; Aus/NZ erosion is slower but longer-running.

STRESS

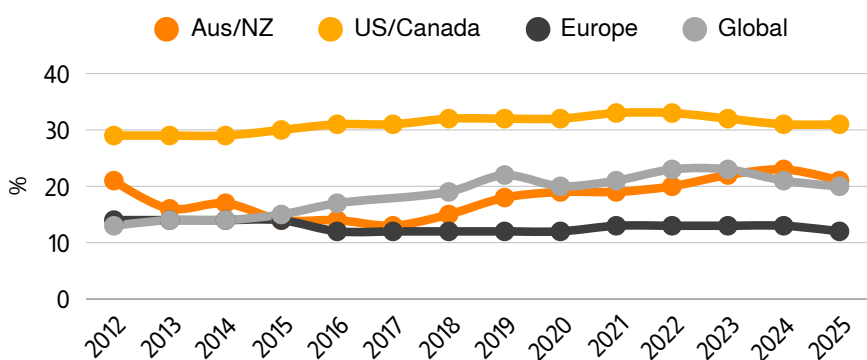
Aus/NZ has risen fastest (+16 pts since 2011) and is now level with the US at ~50%. Europe remains flat, tracking closer to the global average throughout.

	Aus/NZ	US/Canada	Europe	Global avg
Employee engagement (% engaged)	21% was 25% at peak ↓ recent dip	31% 28-33% for 15 yrs → stable	12% lowest globally → chronically flat	20%
Job climate (% good time)	60% from 33% (2011) ↓ - 12pts	47% from 70% (2022) ↓ - 10pts	57% from 17% (2011) ↑ risen strongly	52%
Life satisfaction (% thriving)	55% from -69% (2012) ↓ gradual	51% from -69% (2012) ↓ steeper drop	49% 44-50% since 2011 → stable	34%
Daily stress (% reporting high)	49% from 33% (2011) ↑ fastest rise	50% peaked at 53% ↑ elevated	39% near global avg → stable	40%

Data source: Gallup State of the Global Workplace Report 2026

Employee engagement - % engaged

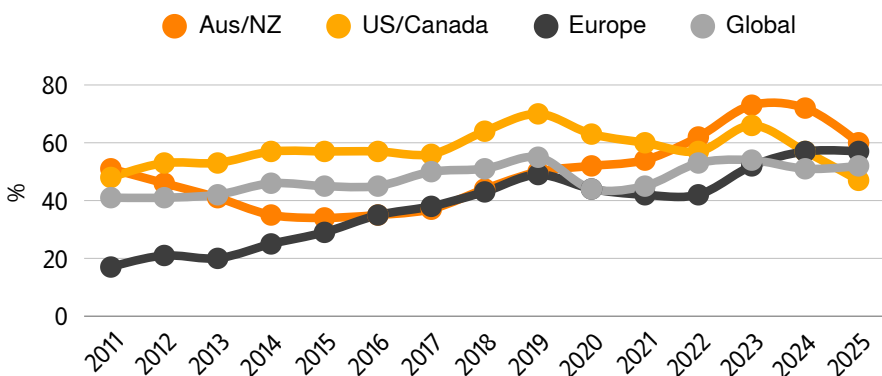
Us leads, Europe persistently lowest in the world



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Job market optimism - % saying good time

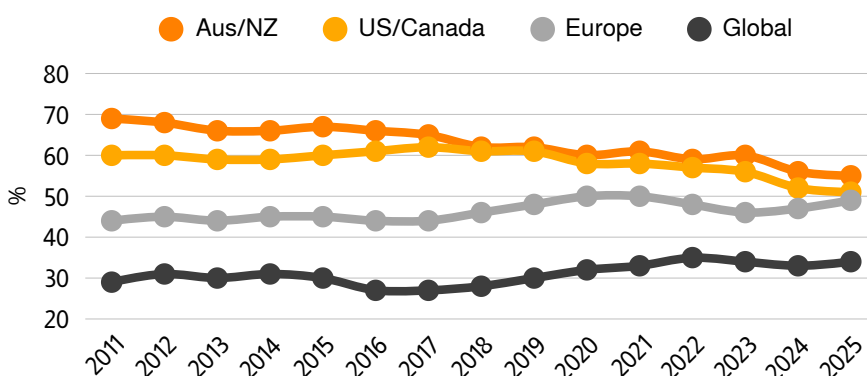
Aus/NZ sharpest fall. Europe surging from a low base



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Life satisfaction - % thriving

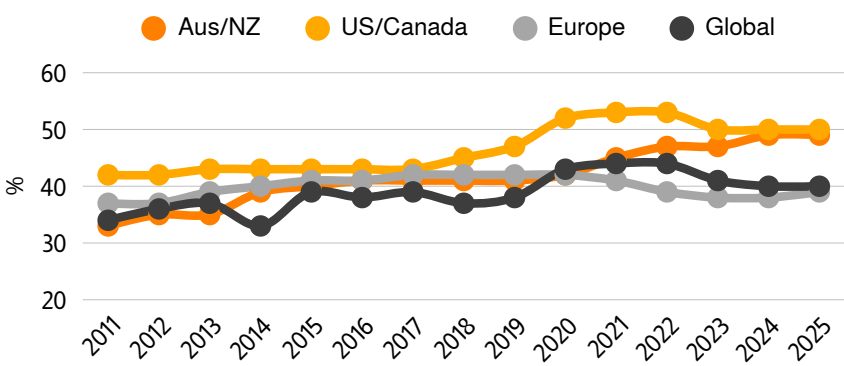
All three regions above global average, all declining



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Daily stress - % reporting high stress

Aus/NZ fastest rising. Europe calm and stable



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