



SUPERFRIENDS INDICATORS OF A THRIVING
WORKPLACE

THE DATA AUSTRALIAN ORGANISATIONS NEED TO ACT ON.

8 insights every wellbeing professional needs to know.



INSIGHT 1

THE DIAL ISN'T MOVING.

Australian workplace thriving sits at 68.4/100
and it hasn't meaningfully changed in a decade.



INSIGHT 2

MORE THAN HALF THE WORKFORCE IS STRUGGLING.

53.9% of Australian workers are in moderate to severe psychological distress. A decade of awareness campaigns, and we're still here.



INSIGHT 3

THE COST IS CLIMBING FAST.

SafeWork Australia data claims mental health workers' comp claims have more than doubled (up 161%). They cost 3x more and result in 4x more time off than other claims. That's a median of 30.7 weeks lost per claim.



INSIGHT 4

THE EASIEST FIX IS THE ONE WE'RE NOT DOING.

Only 57.3% of workers feel recognised for their achievements. Recognition has been a bottom-three psychosocial hazard for multiple years running , and it costs almost nothing to fix.

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INSIGHT 5

GEN Z IS STRUGGLING, BUT NOT BECAUSE OF WORK.

1 in 4 Gen Z workers are in severe distress, and 55.6% are burned out or at risk. But only 29.3% attribute it to their job, which is well below the 45.5% national average.



INSIGHT 6

LEADERSHIP SUPPORT IS A RETENTION LEVER.

Workers who intend to stay score 19 percentage points higher on leadership support than those who want to leave. That gap is hard to ignore.



INSIGHT 7

FLEXIBLE WORK PROTECTS AGAINST ONE RISK AND CREATES ANOTHER.

Remote workers score highest on work design, but 1 in 4 report psychological distress, nearly double the national rate of 14.2%. Autonomy without connection isn't the answer.



INSIGHT 8

1 IN 3 WORKERS ARE FINANCIALLY STRESSED.

35.1% of workers are experiencing financial stress. They report significantly higher rates of both severe distress (25.2%) and burnout (36.5%) than the national average.



OUR TAKE

MEASURING THE ABSENCE OF HARM *ISN'T* THE SAME THING AS MEASURING THRIVING.

The report misses job satisfaction, meaning, and engagement - the things that tell you whether people are actually thriving, not just surviving.

**COMPLIANCE IS A FLOOR.
NOT A CEILING.**

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WANT TO GO DEEPER?

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We unpack every insight in detail, with a practical lens for HR, L&D professionals and people leaders.

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