

Inside the minds of 2025's workforce

Return-to-office tensions, rising burnout and AI uncertainty are reshaping the employee experience. **39% of employees dread starting their workday**, compared to 23% in 2020. Yet alongside these pressures, **2/3 report more energy, inspiration and belonging** than in recent years.

The **2025 Alight Employee Mindset Study** unpacks this paradox—progress is real, but easily undermined by daily strain, overwhelming communication and the rapid pace of change.

AI enablement increases AI acceptance

74% of employees now use AI at work (up from two-thirds last year)

Millennials lead AI adoption, with 30% using it daily

43% say AI makes their job easier (up from 38%)

43% trust its recommendations (up from 36%)

45%

fear falling behind if they don't learn AI, and **33% believe it could take their jobs**

Position AI as a tool for removing repetitive tasks, not replacing people. **Transparency, training and clear career paths** ease AI anxiety and drive adoption.

Flexibility is a competitive edge

Where employees work—whether in the office, at home, or somewhere in between—plays a pivotal role in how they feel about their overall employee experience. **Employers who limit choice risk losing top talent.**

86%

satisfaction among **remote workers** (highest overall)

35%

would **take a pay cut** for more flexibility — nearly 1/2 of Gen Z agree

1/3 would consider leaving if forced back onsite

44%

say they **don't have enough time** to live a truly healthy lifestyle

Wellbeing support turns access into action

85% of workers have access to at least one wellbeing program, but **average utilization is just 30-35%**

34% say they no longer trust their employer's wellbeing efforts

43% feel their **employer expects too much** of them (+11 pts in two years)

Workers with access to a **unified benefits platform** rated their wellbeing **17 points higher** than unsupported peers

When support is clear, timely and manageable, employees are more likely to trust and use wellbeing programs.

Why do employees stay, leave or disengage?

Find the answers in the **2025 Alight Employee Mindset Study**



Explore how Alight helps leading organizations create a healthy and financially secure workforce through a unified, personalized benefits experience.

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