

# Humankind 2025 Quality of Life Survey: Life Stress and the Impact on Job Performance

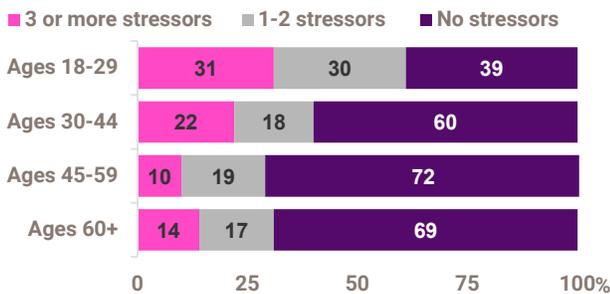
Findings from a 2025 survey of adults age 18 and older nationwide:

Supporting employees when and where they need it is key to employee well-being and productivity. Three in 4 employees say personal stress makes it harder to focus, engage with others, make decisions, or stay motivated while on the job.

## 2 out of 5 employees say they are very or extremely worried about at least one life stressor.

- 41% of employees are very or extremely worried about at least one life stressor, and 24% worry about more than one.
- Financial health (21%), exercise habits (17%), and emotional health (16%) are the most common stressors.
- Younger employees age 18-29 face more stressors than other age groups.

% of employees who are extremely/very worried about



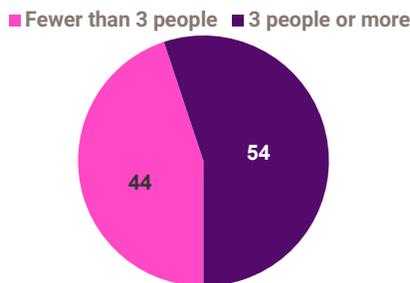
Question: How worried are you about each of the following areas of your life right now?

Note: Percentages may not add up to 100% due to rounding or item nonresponse.

## Many employees lack support in their life.

- When life gets tough, 9% have no one to turn to, 36% have 1 or 2 people, and 54% have three or more.

% of employees with support from...

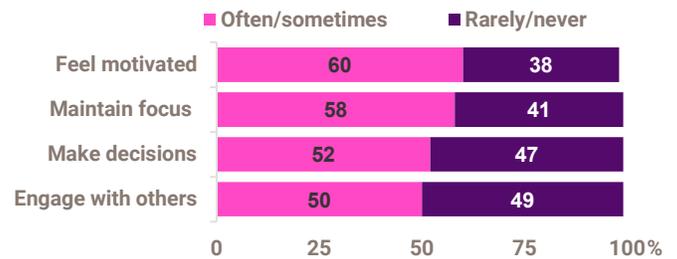


Question: If you needed personal support, how many reliable people outside of your household could you go to for help?

## And for most, outside stressors impact work performance.

- 73% say stress sometimes or often impacts their performance at work in at least one way.

% of employees who say stress makes it harder to...

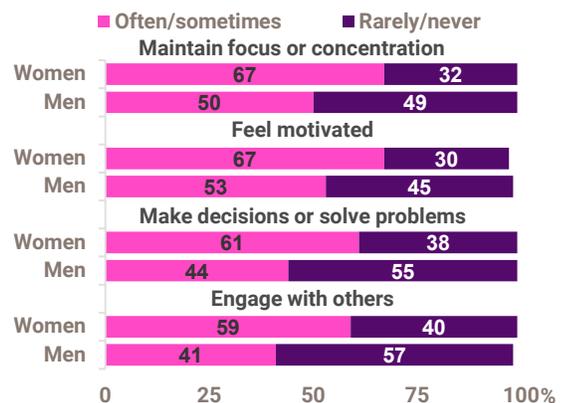


Question: Stress can impact our performance at work in different ways. How often does stress make it harder for you to...?

## Younger adults, women, and those worried a lot about specific aspects of their life are especially impacted by personal stress at work.

- 95% of those worried about 3 or more aspects of life say stress impacts their work performance vs. 62% of those not worried about any aspect of their life.
- Adults under 30 (79%) and those age 30-44 (76%) are more likely than those 60 or older (62%) to say stress sometimes or often impacts their performance in at least one way. Those age 45-59 (70%) fall in between.
- More women than men say stress sometimes or often impacts their work performance in at least one way (79% v. 68%)

% of employees who say stress makes it harder to...



Question: Stress can impact our performance at work in different ways. How often does stress make it harder for you to...?