

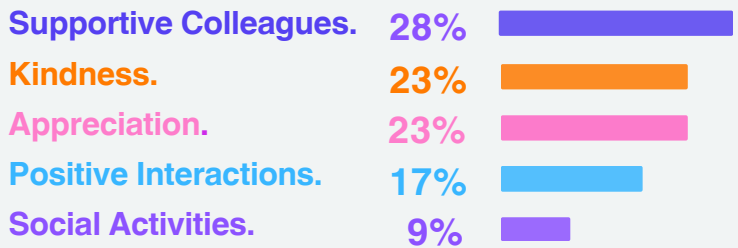
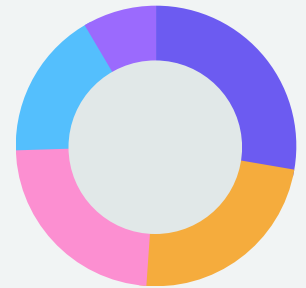
Unhappy      Moderately Happy      Very Happy

Respondents were asked to rate their happiness at work on a scale of: 1 Very Unhappy to 10 Extremely Happy.

What makes them happy at work?

**100%**

suggest that it's the **culture** of the organisation.



**75%**

say that they need a **coach** who is not their manager.

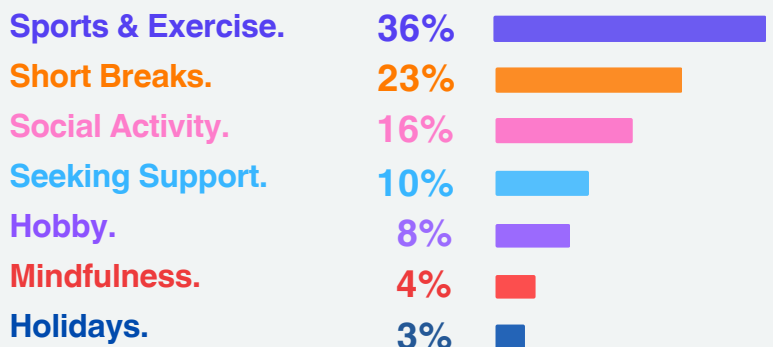


% of respondents that think having someone to discuss the challenges faced at work could positively help manage their stress, anxiety, or burnout.

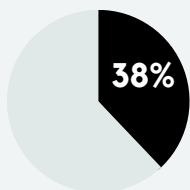


% of respondents who are NOT comfortable discussing my mental health with my manager.

How do they manage stress?

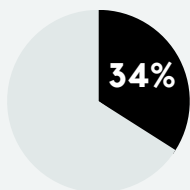


Business Impact of not managing their day to day stresses and anxieties.



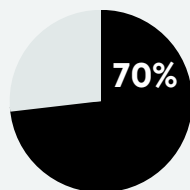
**Attrition**

seriously contemplated quitting their job.



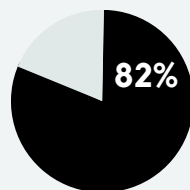
**Absenteeism**

missed work due to stress and anxiety.



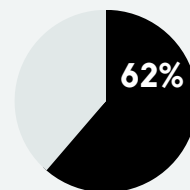
**Under Performance**

felt that they were underperforming at work due to stress.



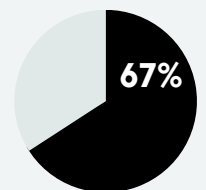
**Lower Energy**

felt lower state of energy at work due to stress.



**Reduced Collaboration**

felt that they were less collaborative at work due to stress.



**Reduced Innovation**

felt that they were less innovative at work due to stress.

All data reflects respondent's feelings during the recent past month.



Independent poll of 336 anonymous respondents who are working in Singapore. 75% of the respondents are Gen Z and Millennials. 63% are females.

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