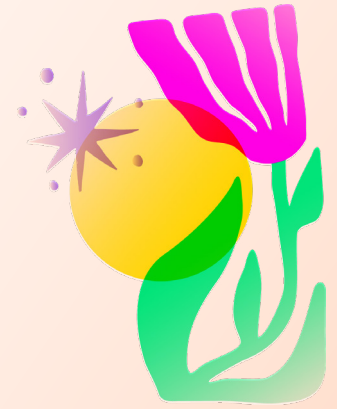


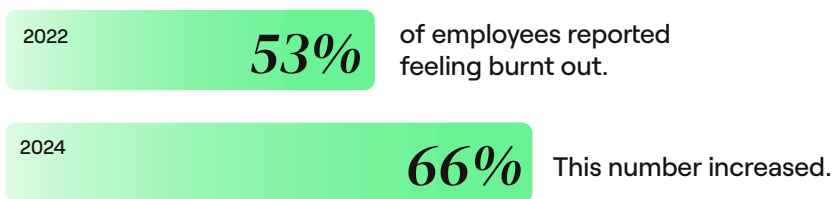
Key findings from the 2024 Wellness at Work survey



How do you feel about work right now? Slow growth, high inflation, rising interest rates and fluctuating unemployment are affecting everyone's sense of wellbeing. These are the key findings and insights from the 2024 Wellness at Work Survey, with actionable advice to improve your work life and wellbeing.

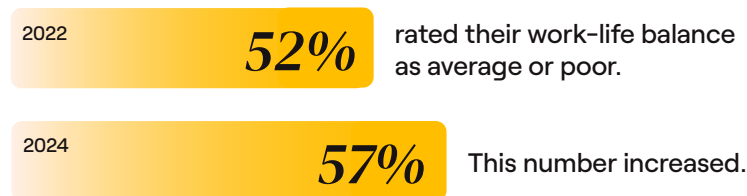
How far have we come since our last report in 2022? Back then, we'd just emerged from COVID-19 lockdowns, and the world was cautiously re-opening. Two years on, here's what's changed:

Burnout is increasing



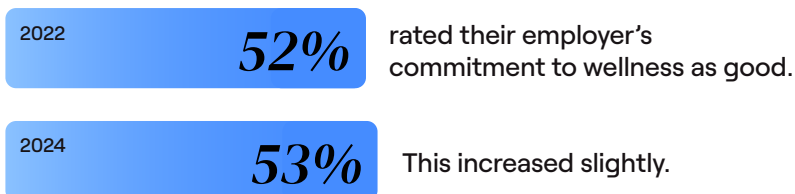
Swag Insight: Increased burnout could be a response to the rising cost of living and higher workloads. Recognise the early signs of burnout and seek support when you need it.

Work-life balance is declining.




Swag Insight: With the rising cost of living, you may feel pressure to work longer hours and take on more responsibility. Setting boundaries and prioritising time management can help.


Employers are *slightly* more committed to wellness



Swag Insight: Employers still have a long way to go when it comes to supporting wellness at work. Open communication with your employer about your needs and expectations can lead to better support.

Who has the best *work-life balance*?

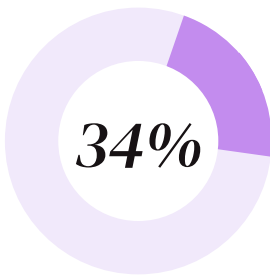
 **Fully remote** 63% reported above average work-life balance and 69% were happy with their mental health.

 **Hybrid** 46% reported above average work-life balance and 50% were happy with their mental health.

 **Onsite** 35% reported above average work-life balance and 50% were happy with their mental health.

Swag Insight: If possible, explore remote work options or discuss flexible working arrangements with your employer to improve your work-life balance.

Financial stress



34% said financial stress was their main source of stress in the past three months.

Swag Insight: The cost of living is soaring. Swag works with 300k+ employers worldwide to give you access to tools that help manage financial stress. There's budgeting tools like Pay Split, Stash accounts and Earned Wage Access. You can also shrink your bills by using Swag Community Deals to get the best price on electricity, healthcare and more. Pay Split, Stash accounts and Earned Wage Access. You can also shrink your bills by using Swag Community Deals to get the best price on electricity, healthcare and more.

Generational differences

Burnout

2022 **81%** reported by Gen Z.

2024 **44%** reported by Baby Boomers.

Swag Insight: If you're feeling burnt out, know that you're not alone. Spotting the early warning signs of burnout – exhaustion, lack of sleep, withdrawing from friends – can help you identify potential stressors and deal with them early on.

Productivity

2022 **70%** Baby Boomers rated their productivity as high.

2024 **58%** Gen Z rated their productivity as high.

Swag Insight: Even with rising burnout and work-life balance challenges, maintaining productivity is possible. Adopt productivity techniques like [SMART goals](#) and [Atomic Habits](#) to stay efficient and focused.

Financial stress

44%

Gen Z reported financial stress as their main stressor.

19%

Baby Boomers reported financial stress as their main stressor.

Swag Insight: Swag works with employers around the world to help make your pay stretch further. If you're feeling stressed about your finances, tools like Earned Wage Access let you tap into your pay as soon as you've earned it, so you're never caught short before payday. With a bunch of other budgeting and money-saving tools (like cashback offers from your favourite brands) the Swag app can help you relieve financial stress every day.

What now?

Supporting your own wellbeing is the best way to level-up your career. Recognise the signs of burnout, manage financial stress, and prioritise your mental health.

And remember: the Swag app is here to help. The app has tools to budget better, cut the cost of essentials, and manage your cashflow on your own terms. You can also set goals, track your productivity, and connect with your team via shoutouts and celebrations.

By prioritising your wellness, you can become happier and more satisfied at work every day.

DOWNLOAD THE APP

You were last paid:

10
days
ago

[View latest pay slip →](#)



Leave
Request

Annual Leave

128.6 hr

+ Timesheet