

Belonging in the Workplace

WE SURVEYED...

4,500 people across five countries: United Kingdom, USA, Germany, Denmark, and Switzerland.



69%

of respondents feel a sense of belonging in their workplace

78%

believe that creating a sense of belonging among employees is a priority for the employer

HOWEVER...

51%

felt unable to share their opinions freely in the workplace at least one time over the past twelve months

46%

did not feel respected or treated fairly by colleagues or management at least some of the time

OF THIS SHARE OF RESPONDENTS...

35%

considered changing jobs

29%

worked less than they typically would

25%

experienced worsened mental health

The Solutions

To enhance the sense of belonging, respondents suggest that employers should provide more...

Flexibility
in working hours and remote work

Support
Freedom of opinion

Networking
More opportunities for socialization