Employee Well-Being Report

Well-being report insights from our research into the impact of work environments on employee happiness and success at work.

Top takeaway: organizations can help employees be happy and successful at work.

Once a quarter, our People Science team does a deep dive into our global data-driven insights into people's happiness and success at work.

Employee Happy at Work

Data-driven insights into people's happiness and success at work.

Methodology

Highly rated culture is defined as being in the top quartile of organizations on Glint's culture survey item.

Culture in the New World of Work

In our years of data collection and analysis, we have found that employee happiness is a precursor to business success. "How happy are you working at your company?" One seemingly simple question can tell us a lot about a company’s work culture.

Top 10 drivers of a great work culture:

1. Opportunities to learn and grow
2. Belonging
3. Opportunities to develop leaders
4. Support for well-being
5. Collaboration
6. Customer focus
7. Continuous improvement
8. Innovation
9. Transparency
10. Management credibility

Top takeaways:

• 2020 provided the ultimate test for organizations to live their values.
• It can’t be overstated how important belonging is to employees. It’s the least tangible driver of work culture—growth retreats, and the like. So when the pandemic not only drastically shifted how employees work but fundamentally changed the way they interact, right at the heart of the work culture, those things that made people feel like they belonged changed drastically.

Alice Wastag says:

What Glint People Science Senior Consultant Alice Wastag says:

"In remote work, we’re seeing management credibility rise and management credibility is the most important driver of work culture...why? Because the way we work changed drastically in 2020? Because the way we work changed drastically in 2020?

Eric Knudsen says:

What Glint Head of People Science Strategic Insights says:

"Before the pandemic, work culture was shaped heavily by in-person interactions: water-cooler chats, shared meals, team outings, company retreats, and the like. So when the pandemic not only drastically shifted how employees work but fundamentally changed the way they interact, at the heart of the work culture, those things that made people feel like they belonged changed drastically."