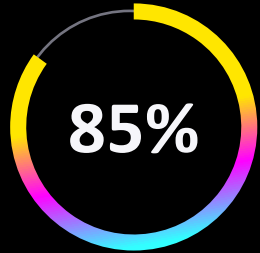
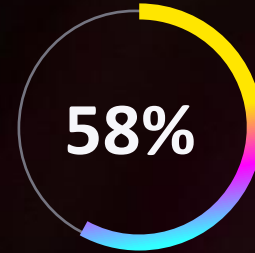


In an increasingly connected world, employees feel more disconnected



of respondents **feel excluded at work**
(up 10% from 2023)



feel uncomfortable sharing **dimensions of their identity at work**
(up 2% from 2023)

Over



of younger respondents report regularly going a **full workday without a real-time conversation**, either in person or virtually

More than

one quarter

would consult AI or a chatbot if they were feeling lonely or isolated

Belonging at work is built through meaningful human connections

Most people experience their **strongest sense of belonging** at work, second only to home

↑ 6% from 2023

Psychological safety
is the
#1 driver
of their sense of belonging

Top factors to increase psychological safety at work:

1 Ability to
admit mistakes
or
ask for help
without fear of consequences

2 Strong
trusting
relationships
with colleagues

