

Australia

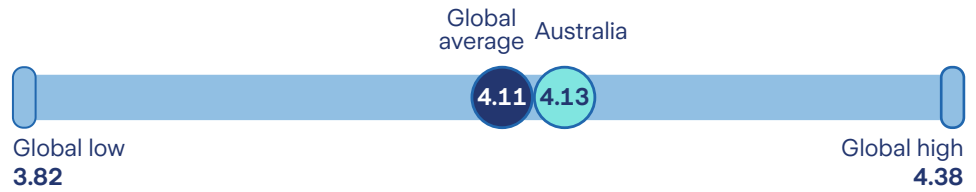
Workforce Resilience Profile

Digital confidence and financial preparedness are Australia's key opportunities to strengthen resilience.



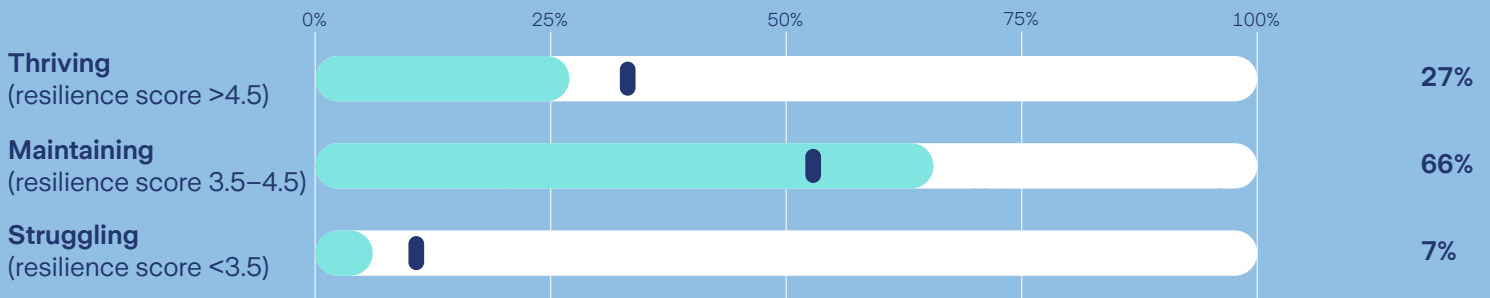
AI generated

Overall resilience

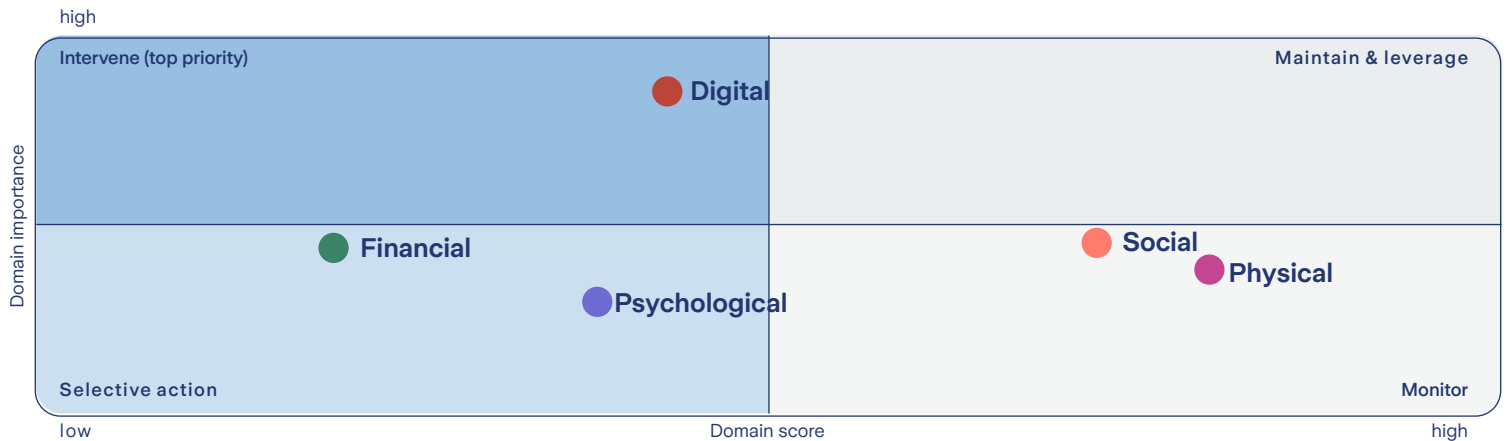


Split by resilience band

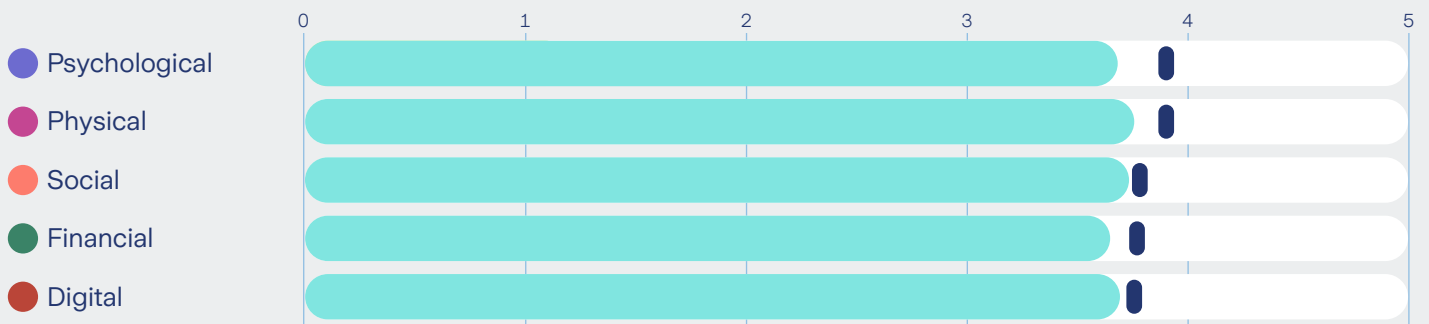
Share of workers in each band.



What drives resilience — and where to act



Domain scores



What this means for businesses and leaders

Resilience pays off at work.

86% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 42% of those with low resilience (score <3.5).

Digital is the clearest opportunity.

It is the strongest driver for overall resilience, yet scores among the weakest domains.

Financial is the weakest link.

It scores lowest of all domains, while having an important impact on overall resilience.

How's Australia looking?

Income is the sharpest demographic divide

Top earners score 4.22, against 3.94 for the lowest earners.

Highest scoring items

Belief in ability to solve hard problems and drive to learn new skills score highest.

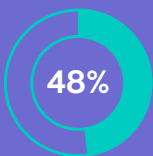
Lowest scoring items

Savings buffer and community support score lowest.



Four emerging catalysts of resilience

Financial resilience



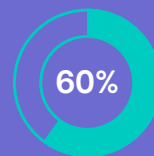
do not have a savings buffer (vs. 49% globally)

Digital fluency



use generative AI daily (vs. 32% globally)

Caregiving



of workers are caregivers (vs. 63% globally)

Sleep



report poor sleep quality (vs. 17% globally)

Forward, into action

Our recommendations for businesses and leaders in Australia



Build digital confidence first.

Put digital literacy training and stronger security habits on the agenda.



Strengthen the financial basics.

Short-term savings, financial recovery and insurance cover all need attention.



Target the income gap directly.

Lower earners score lowest. Target this group, rather than using a one-size-fits-all approach.