Global People Resilience Study 2026

Germany

Workforce Resilience Profile

Financial preparedness and digital confidence are Germany's key opportunities to strengthen resilience. Physical health is a strong force behind it.

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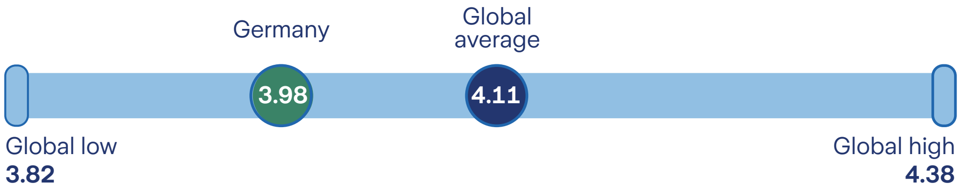
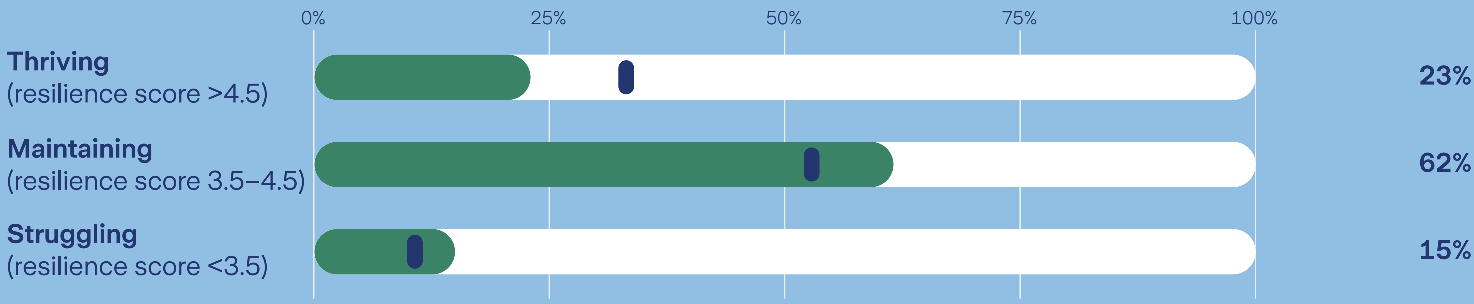
Overall resilience

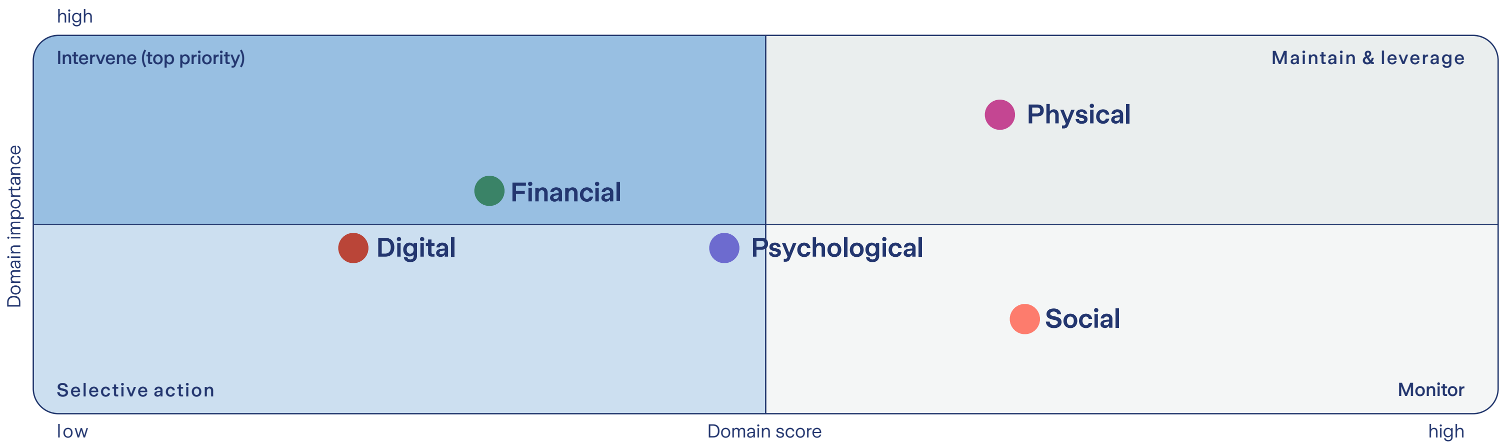


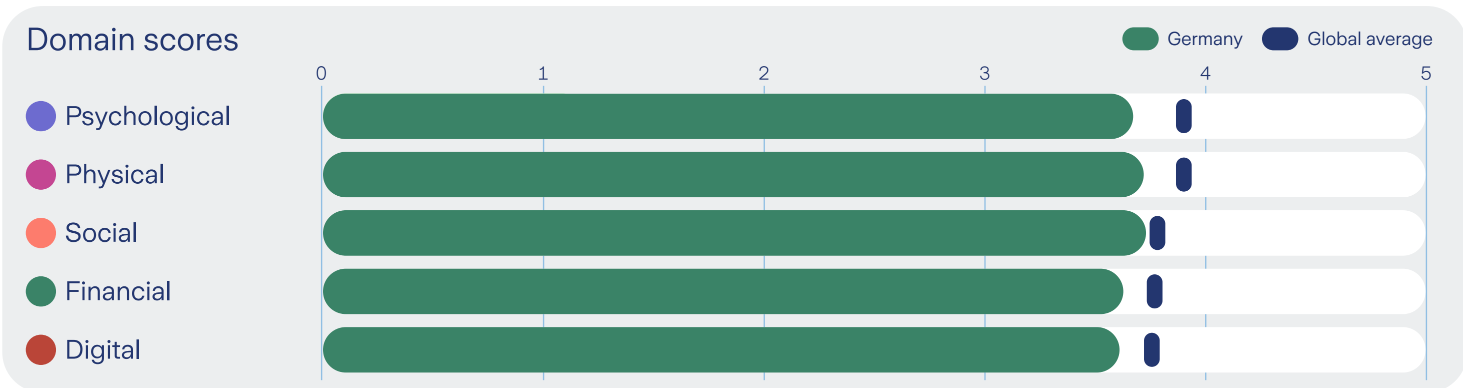
Split by resilience band

Share of workers in each band.



What drives resilience — and where to act





What this means for businesses and leaders

Resilience pays off at work.

81% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 40% of those with low resilience (score <3.5).

Financial is the clearest opportunity.

It scores among the weakest domains and is one of the strongest drivers for overall resilience.

Digital is the weakest link.

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

Benchmark: pooled 16-country average. Importance: each domain's weighted contribution to resilience. Bands: Thriving above 4.5, Maintaining 3.5–4.5, Struggling below 3.5.

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How's Germany looking?

Income is the sharpest demographic divide

Top earners score 4.10,
against 3.78 for the lowest earners.

Highest scoring items

Belief in ability to solve hard problems and openness to new things score highest.

Lowest scoring items

Savings buffer and confidence in financial recovery score lowest.

Four emerging catalysts of resilience

Financial resilience	Digital fluency	Caregiving	Sleep
52%	32%	47%	16%
do not have a savings buffer (vs. 49% globally)	use generative AI daily (vs. 32% globally)	of workers are caregivers (vs. 63% globally)	report poor sleep quality (vs. 17% globally)

Forward, into action

Our recommendations for businesses and leaders in Germany

Build financial preparedness first.

Prioritize short-term savings support and access to insurance cover to help workers recover financially.

Strengthen the digital basics.

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

Target the income gap directly.

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