

Hong Kong

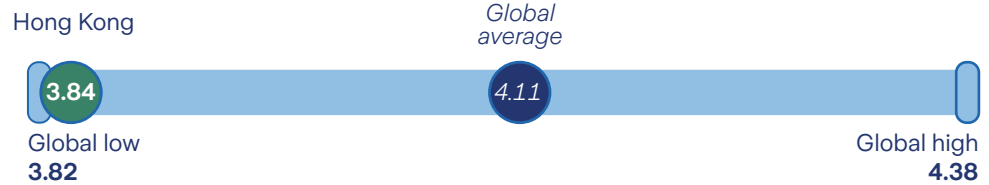
Workforce Resilience Profile

Social connection and psychological wellbeing are Hong Kong's key opportunities to strengthen resilience. Financial preparedness and physical health are strong forces behind it.



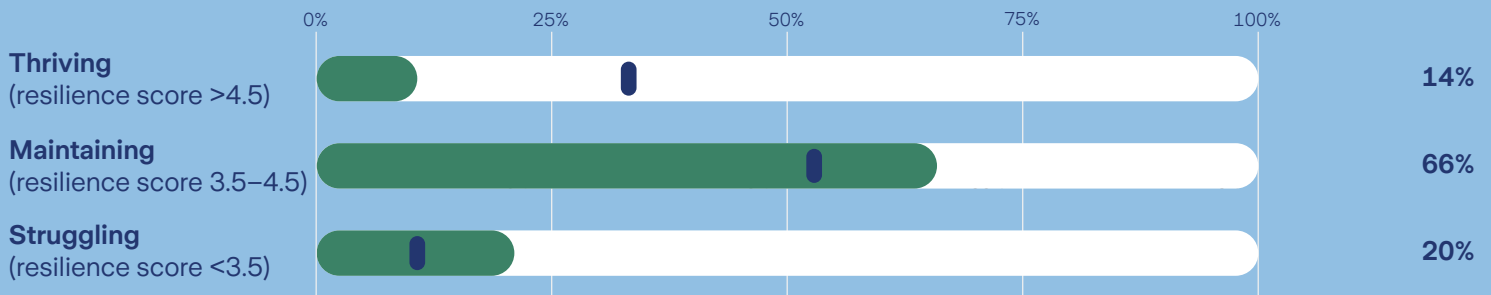
AI generated

Overall resilience

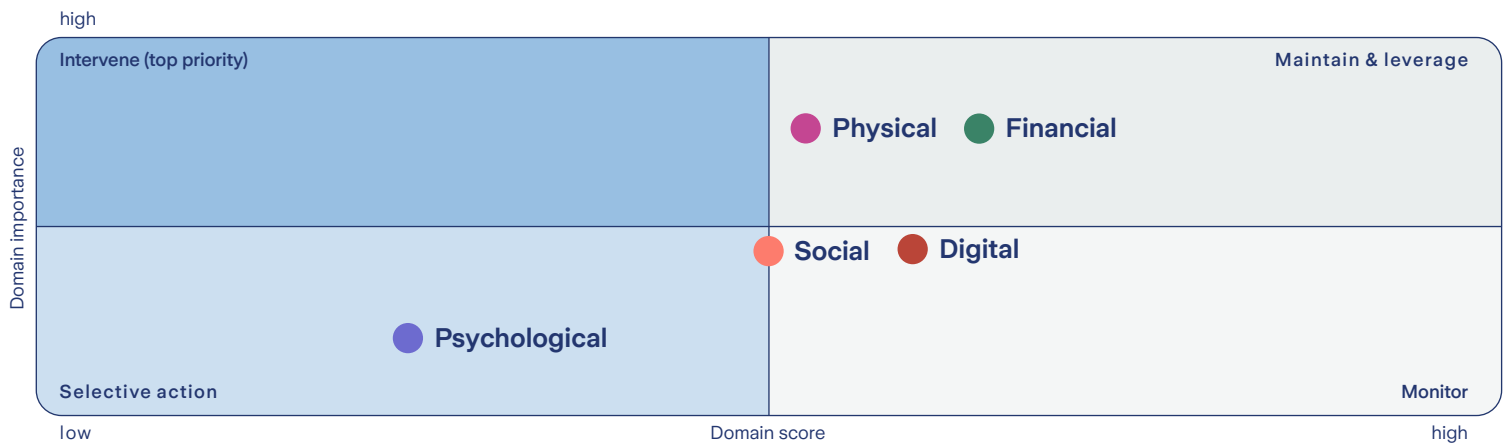


Split by resilience band

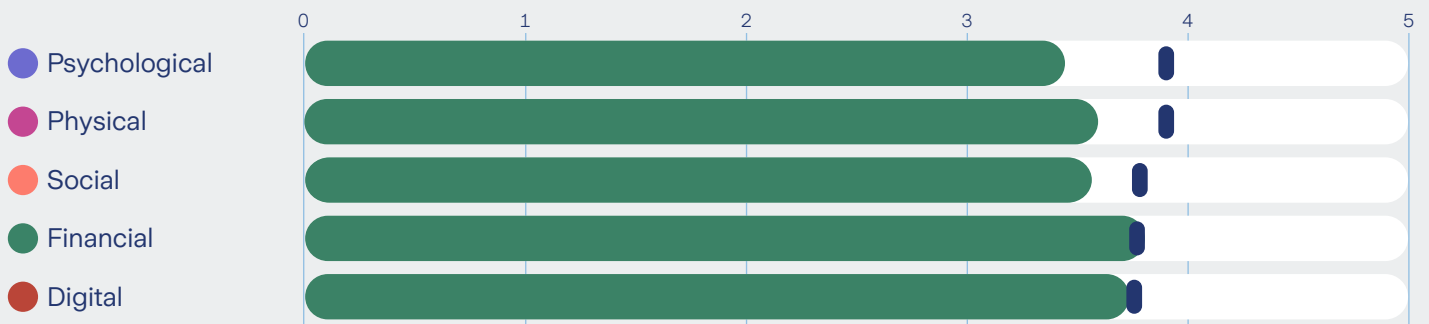
Share of workers in each band.



What drives resilience — and where to act



Domain scores



What this means for businesses and leaders

Resilience pays off at work.

85% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 32% of those with low resilience (score <3.5).

Social is an opportunity.

It is a rather strong driver for overall resilience, yet scores among the weakest domains.

Psychological is the weakest link.

It scores considerably lower than all other domains.

How's Hong Kong looking?

Income is the sharpest demographic divide

Top earners score 3.93, against 3.69 for the lowest earners.

Highest scoring items

Drive to learn new skills and care to spend within means score highest.

Lowest scoring items

Insurance meeting needs and optimism about the future score lowest.



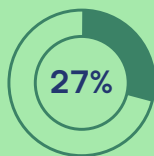
Four emerging catalysts of resilience

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 Hong Kong



Build social connection first.

Prioritize peer support, team trust and community-building programs.



Strengthen psychological wellbeing.

Give people reasons to believe in tomorrow. Invest in skills, meaning and sustainable workloads.



Target the income gap directly.

Lower earners score lowest. Target this group, not a one-size-fits-all rollout.