Global People Resilience Study 2026

Ireland

Workforce Resilience Profile

Digital confidence and financial preparedness are Ireland's key opportunities to strengthen resilience. Psychological wellbeing is a strong force behind it.

Ireland - Workforce Resilience Profile

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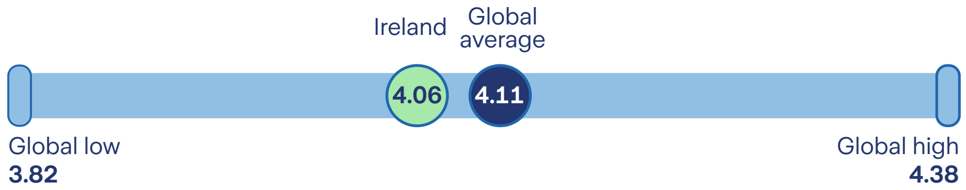
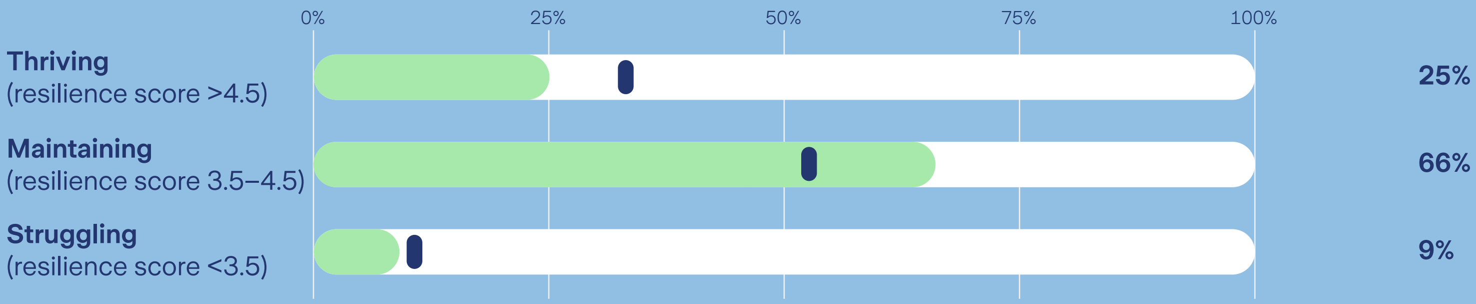
Overall resilience

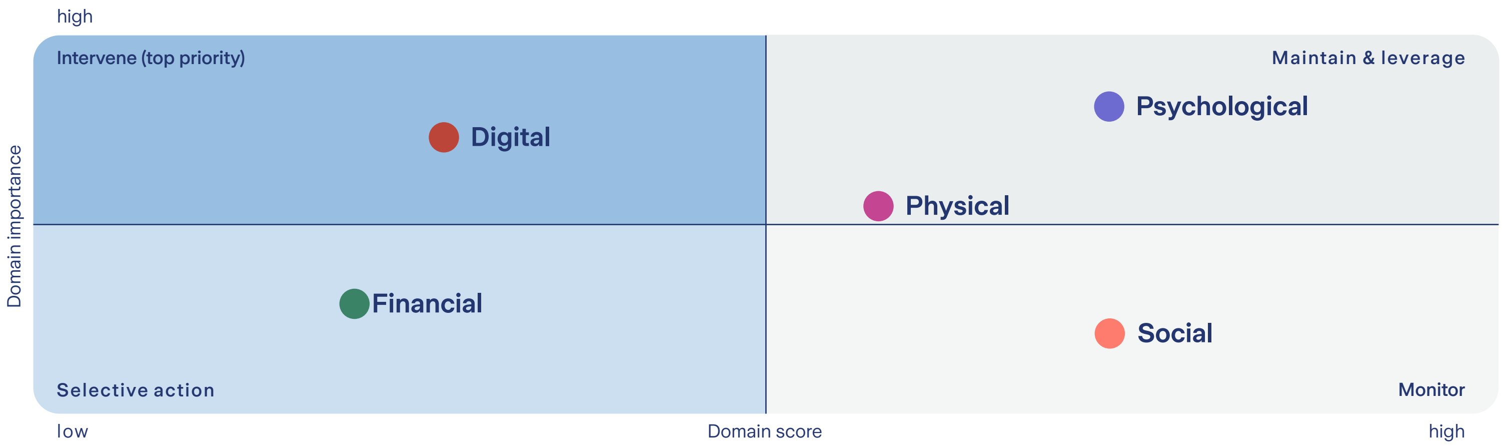


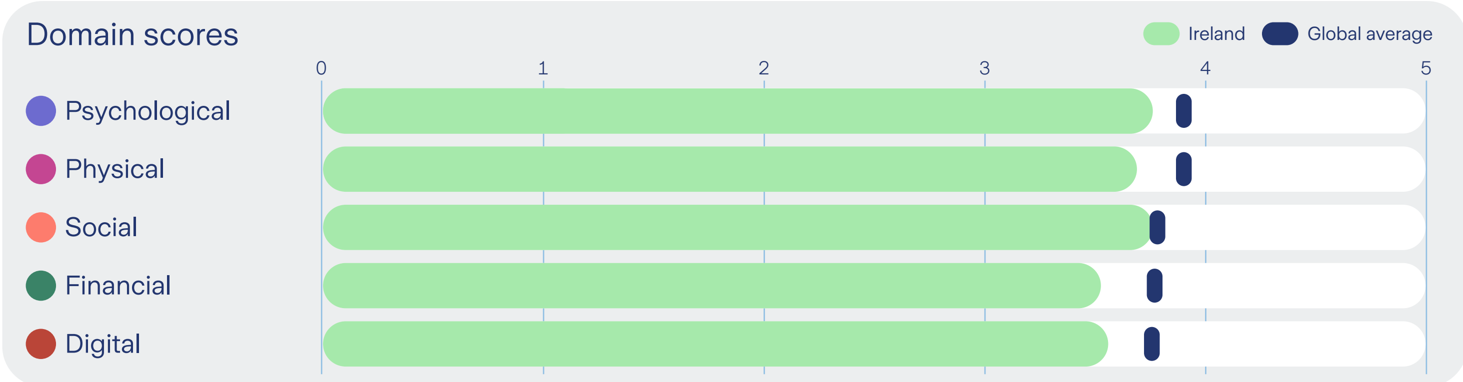
Split by resilience band

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.

84% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 50% of those with low resilience (score <3.5).

Digital is the clearest opportunity.

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

Financial is the weakest link.

It is the lowest scoring of all domains.

Personal Resilience Index · Country Profile · n = 634

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 Ireland looking?

Education is the sharpest demographic divide

Postgraduates score 4.29, against 3.95 for the least educated.

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

58%

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

Digital fluency

21%

use generative AI daily (vs. 32% globally)

Caregiving

58%

of workers are caregivers (vs. 63% globally)

Sleep

22%

report poor sleep quality (vs. 17% globally)

Forward, into action

Our recommendations for businesses and leaders in Ireland

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 education gap directly.

Workers without further education score lowest. Target this group, rather than using a one-size-fits-all approach.