Global People Resilience Study 2026

Italy

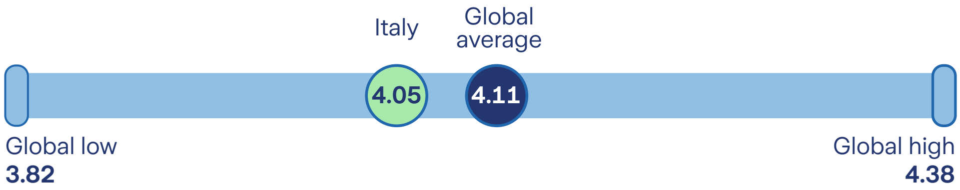
Workforce Resilience Profile

Digital confidence and psychological wellbeing are Italy's key opportunities to strengthen resilience.

Italy - Workforce Resilience Profile

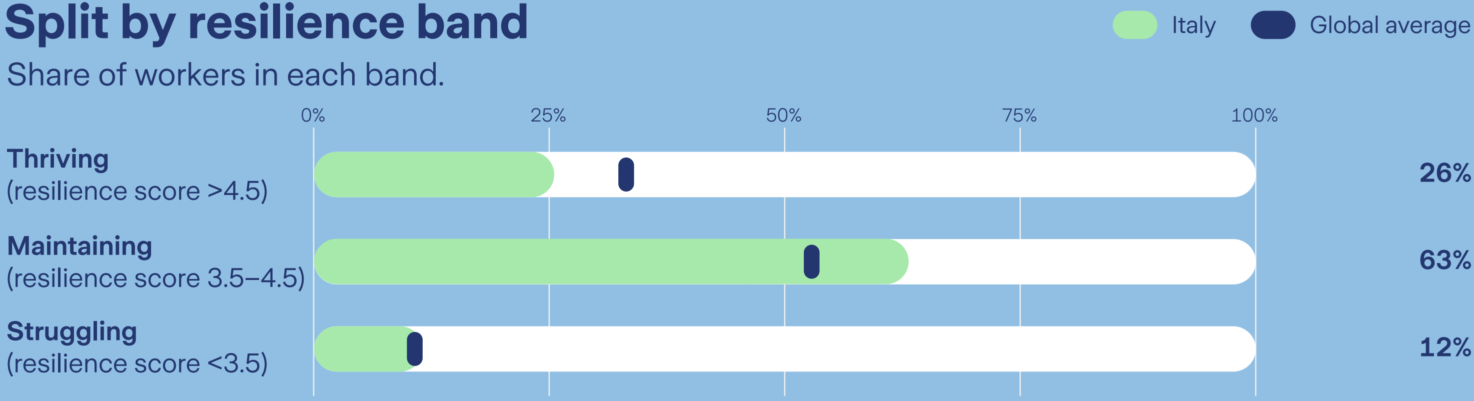
ZURICH

Overall resilience

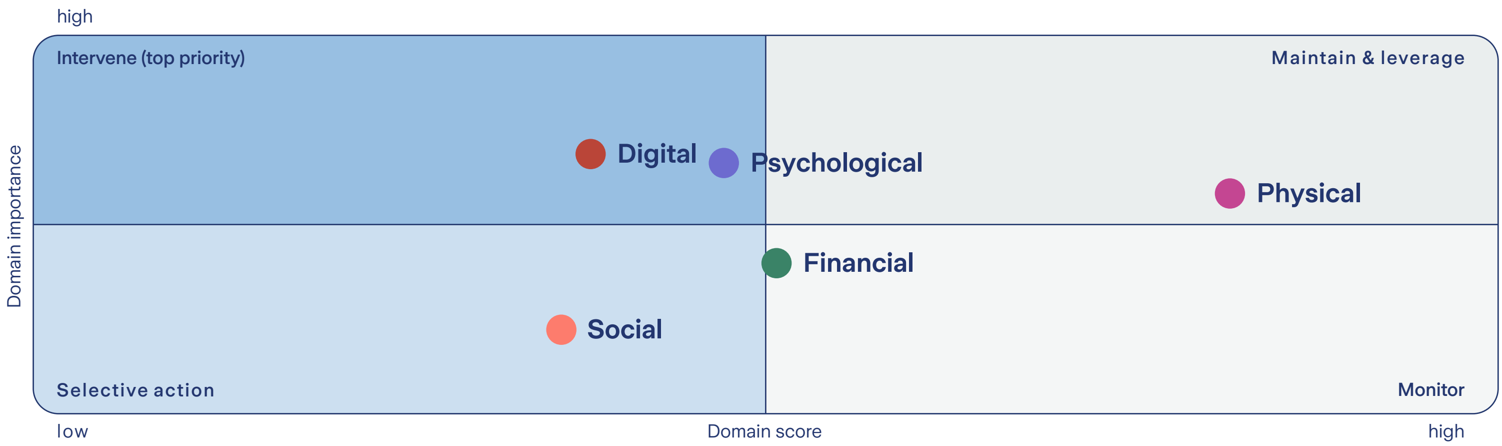


Split by resilience band

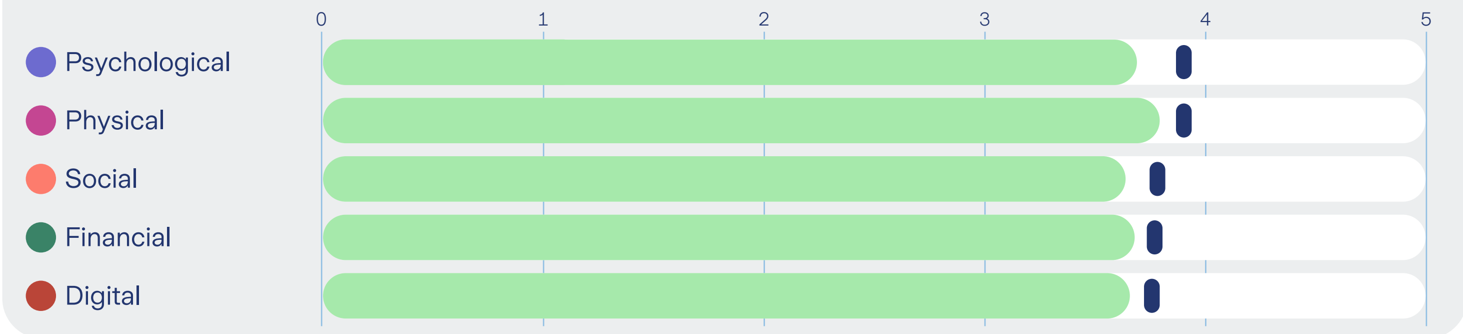
Share of workers in each band.



What drives resilience — and where to act



Domain scores



What this means for businesses and leaders

Resilience pays off at work.

81% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 26% 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.

Psychological is another priority for action.

It is a strong driver of overall resilience and scores among the lowest domains.

How's Italy looking?

Income is the sharpest demographic divide

Top earners score 4.17,
against 3.78 for the lowest earners.

Highest scoring items

Ability to re-evaluate approach and care to spend within means score highest.

Lowest scoring items

Community support and confidence in insurance meeting needs score lowest.

Four emerging catalysts of resilience

Financial resilience

43%

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

Digital fluency

27%

use generative AI daily (vs. 32% globally)

Caregiving

51%

of workers are caregivers (vs. 63% globally)

Sleep

26%

report poor sleep quality (vs. 17% globally)

Forward, into action

Our recommendations for businesses and leaders in Italy

Build digital confidence first.

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

Strengthen psychological wellbeing.

Invest in skills development, meaning and sustainable workload.

Target the income gap directly.

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