Global People Resilience Study 2026

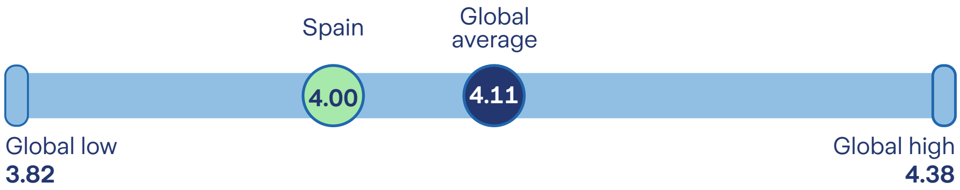
Spain

Workforce Resilience Profile

Financial preparedness and digital confidence are Spain’s key opportunities to strengthen resilience.

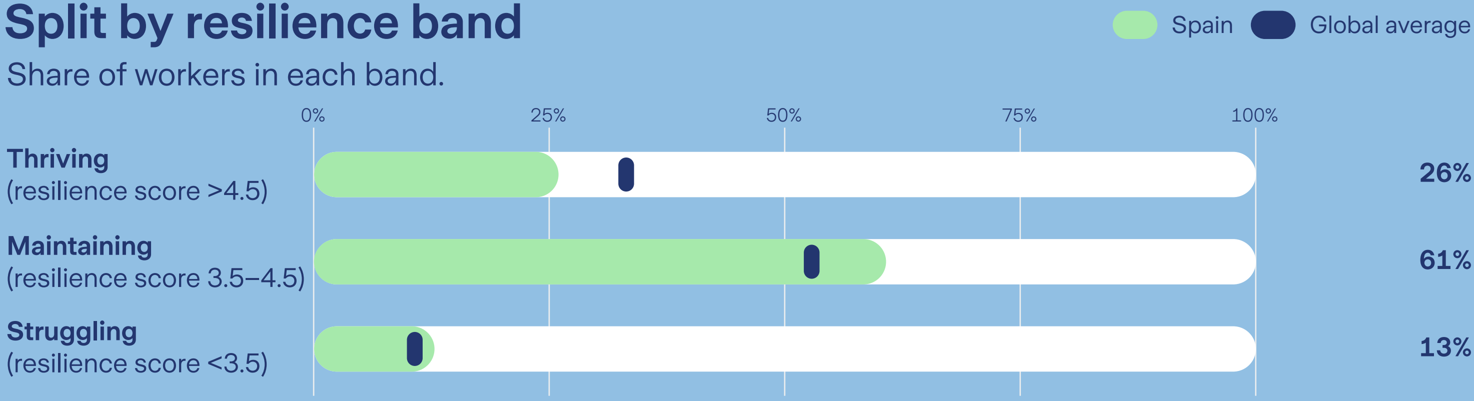
Spain - Workforce Resilience Profile

Overall resilience

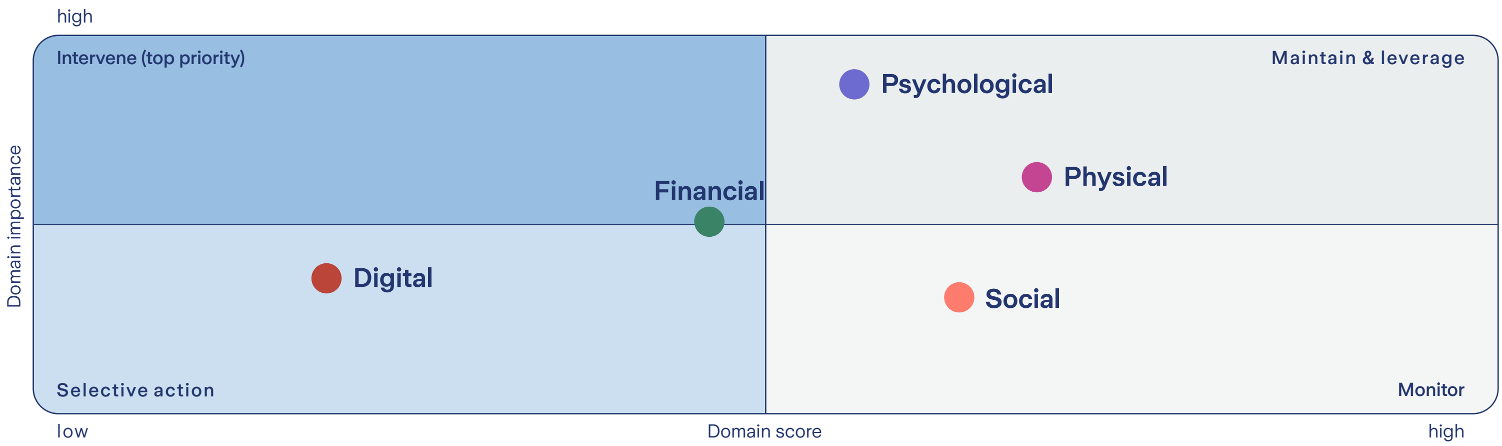


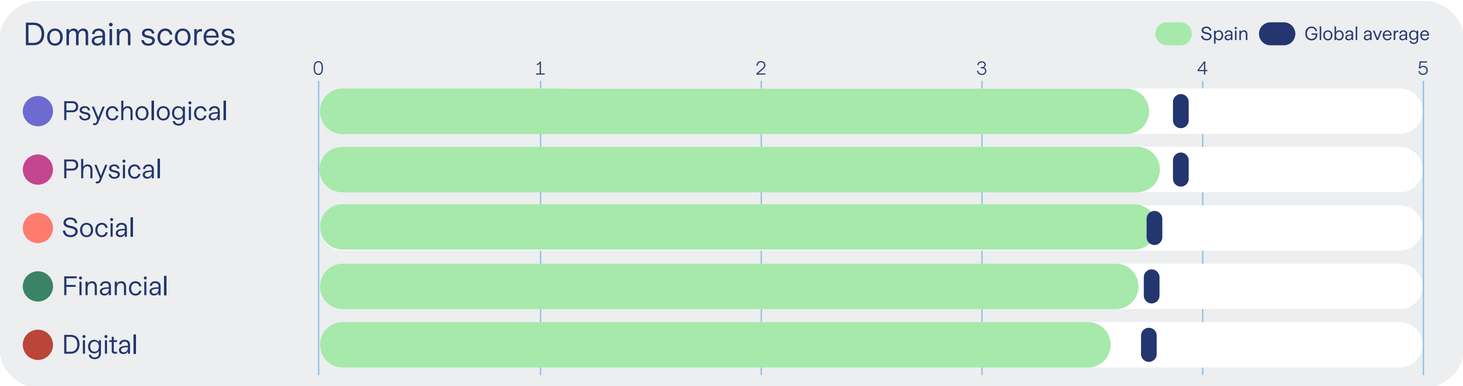
Split by resilience band

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.

90% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 50% of those with low resilience (score <3.5).

Financial is the clearest opportunity.

It scores among the weakest domains, while having an important impact on overall resilience.

Digital is the weakest link.

It scores considerably lower than all other domains.

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ZURICH

How's Spain looking?

Education is the sharpest demographic divide

Postgraduates score 4.06,
against 3.87 for the least educated.

Highest scoring items

Care to spend within means and
ability to re-evaluate approach score highest.

Lowest scoring items

Savings buffer and digital security
upkeep 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 Spain

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 education gap directly.

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