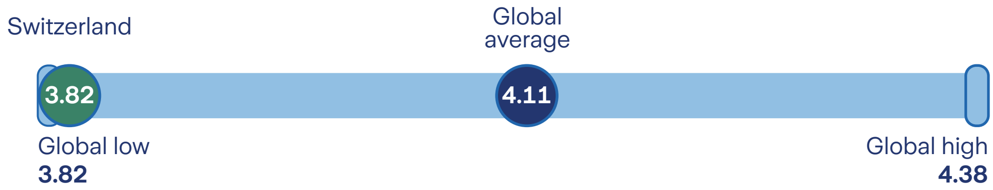
Switzerland

Workforce Resilience Profile

Digital confidence and financial preparedness are Switzerland's key opportunities to strengthen resilience.

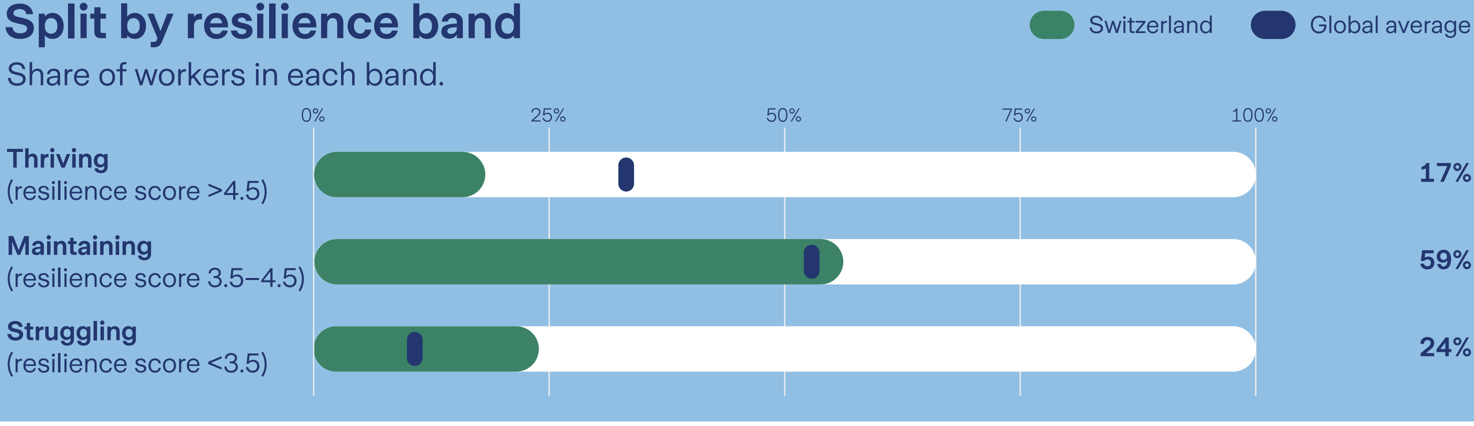
Switzerland - Workforce Resilience Profile

Overall resilience

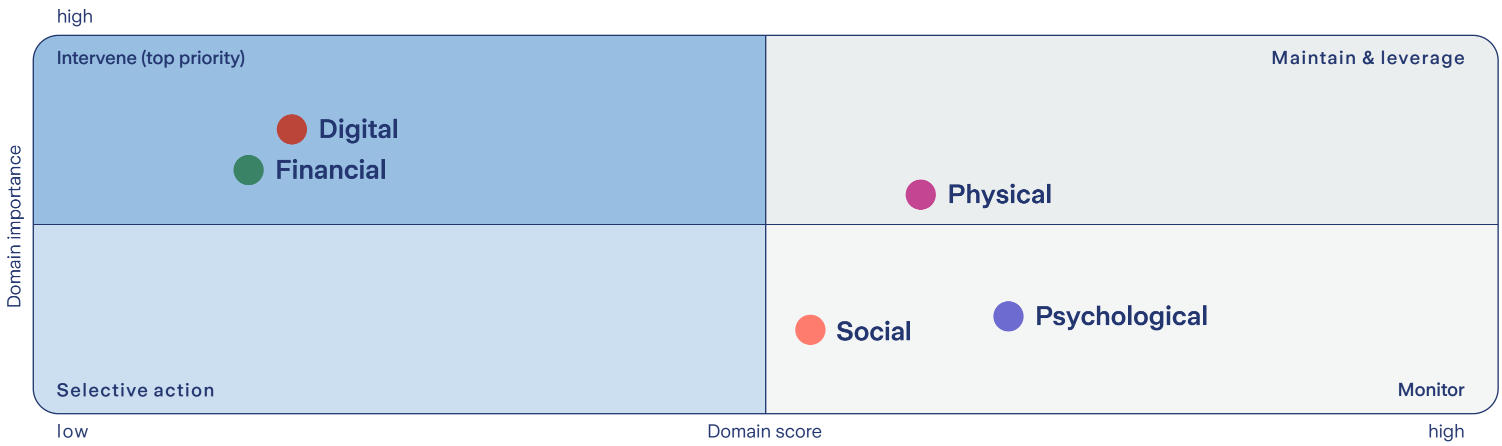


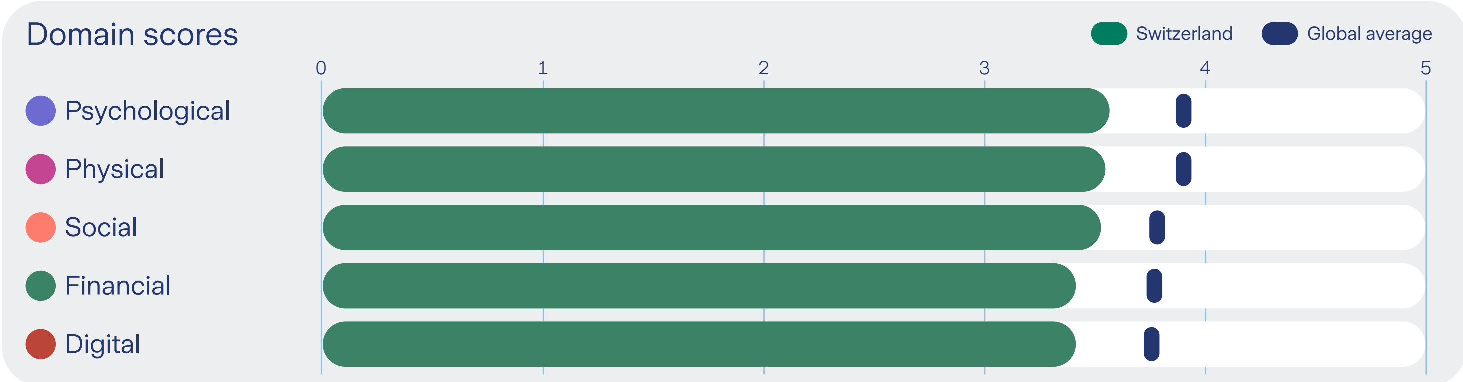
Split by resilience band

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.

74% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 43% 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.

Financial is the weakest link.

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

Personal Resilience Index · Country Profile · n = 574

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.

How's Switzerland looking?

Income is the sharpest demographic divide

Top earners score 4.05,
against 3.64 for the lowest earners.

Highest scoring items

Drive to learn new skills and belief in ability to solve hard problems 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

31%

use generative AI daily (vs. 32% globally)

Caregiving

65%

of workers are caregivers (vs. 63% globally)

Sleep

20%

report poor sleep quality (vs. 17% globally)

Forward, into action

Our recommendations for businesses and leaders in Switzerland

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 income gap directly.

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