Global People Resilience Study 2026

# United Kingdom

## Workforce Resilience Profile

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

# United Kingdom - Workforce Resilience Profile

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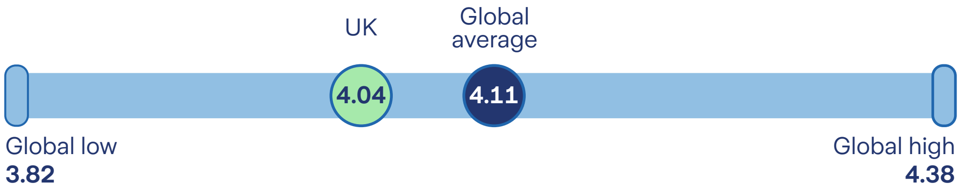
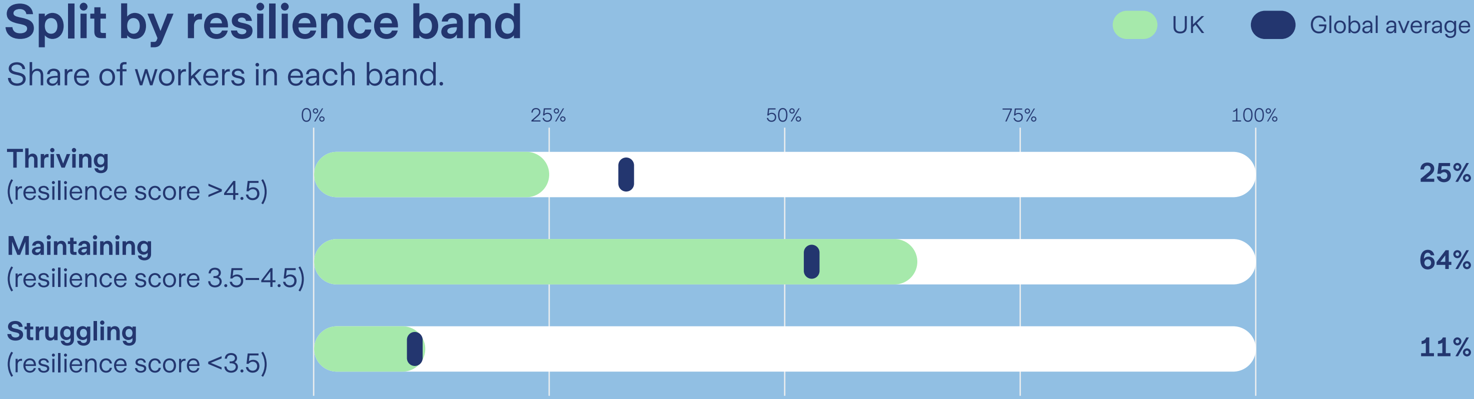
## Overall resilience

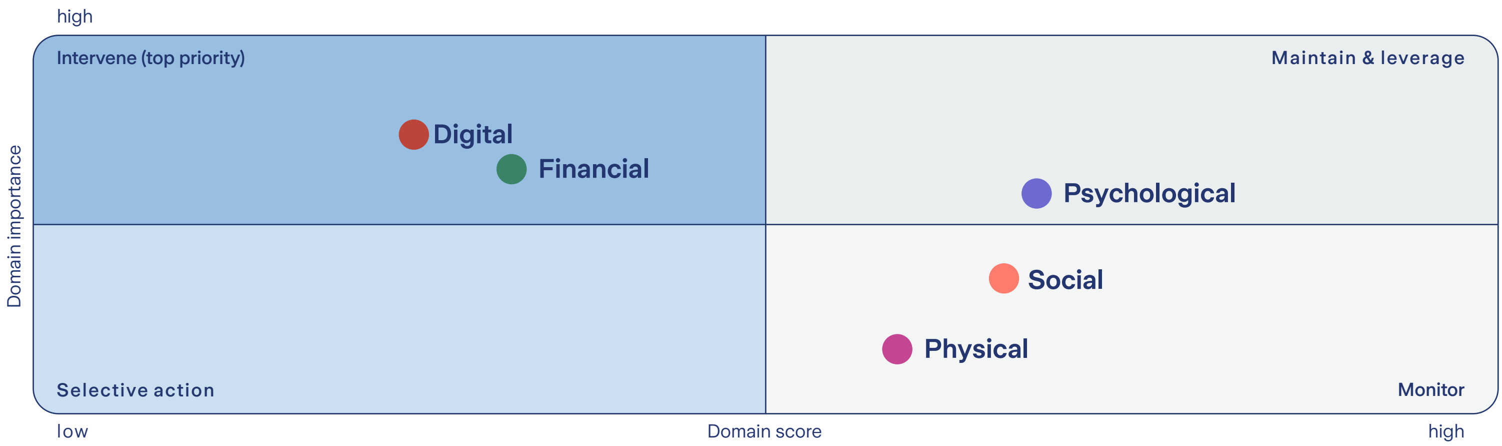


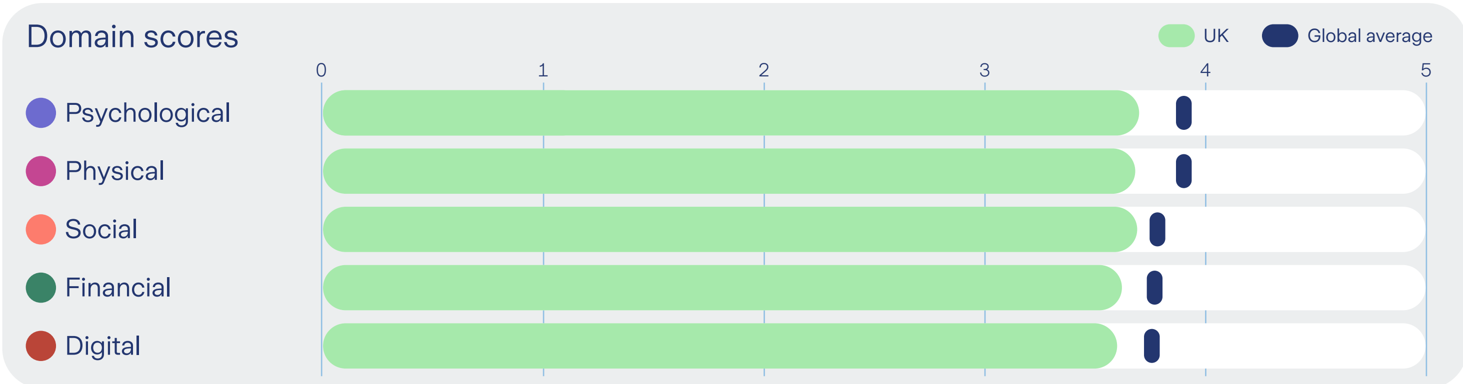

## Split by resilience band

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.

88% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 53% of those with low resilience (score <3.5).

### Digital is the clearest opportunity.

It is the strongest driver for overall resilience and scores lowest of all domains.

### Financial is another priority for action.

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

**Personal Resilience Index · Country Profile · n = 1,065**

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 the UK looking?

### Income is the sharpest demographic divide

Top earners score 4.19,
against 3.92 for the lowest earners.

### Highest scoring items

Belief in ability to solve hard problems, seeking creative solutions and openness to new things score highest.

### Lowest scoring items

Savings buffer and community support score lowest.

## Four emerging catalysts of resilience

### Financial resilience

**50%**

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

### Digital fluency

**24%**

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 the UK

### 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.