

🕒 10 MIN. READ

THE STATE OF WORKLIFE WELLNESS

2027

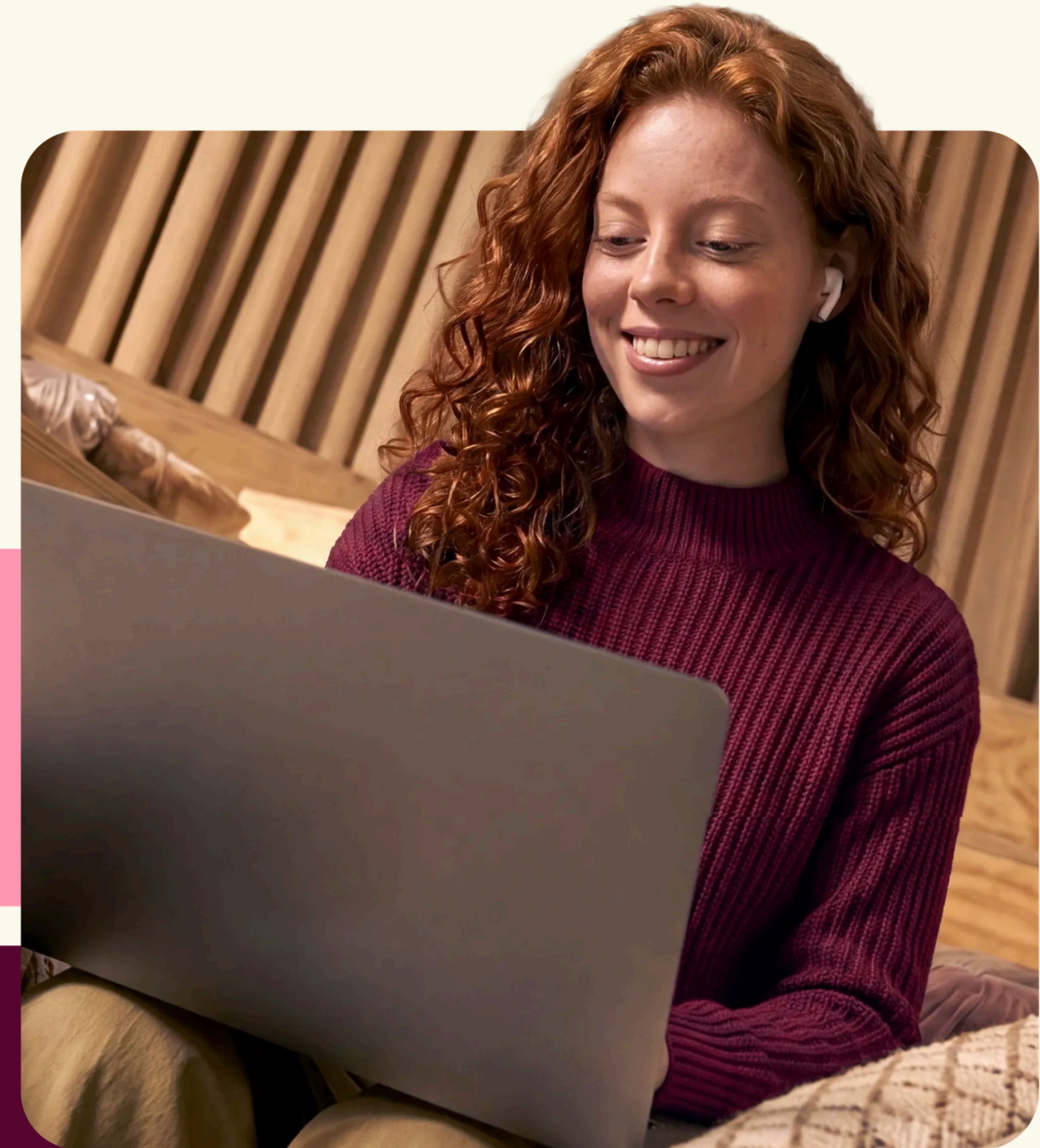
wellhub 

EXECUTIVE SUMMARY

WHY YOUR AI STRATEGY THRIVES WITH A HUMAN-FIRST APPROACH

Survey: 5,021 employees across 10 markets | October 2026 | 5th annual edition

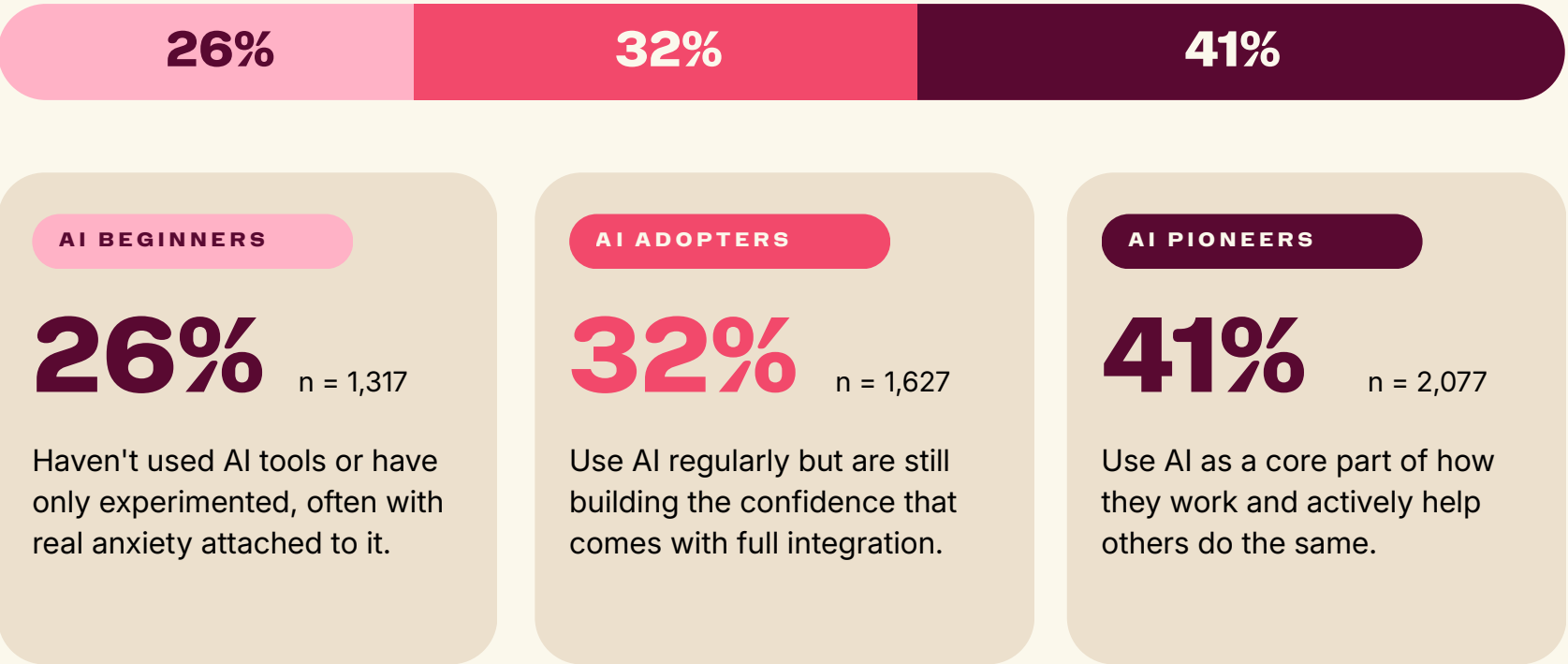
Two employees can hold the same role, at the same company, with the same tenure, and be living through two different years. One feels more secure in their job than they did twelve months ago. The other is lying awake wondering how long theirs will exist. **Wellhub's fifth annual study of work-life wellness finds that role, seniority, and industry no longer predict who ends up on which side. The strongest predictor is how fluent someone has become with AI. The obvious explanation is that some people are simply better with technology.** The data point somewhere less flattering to employers: fluency follows support. Employees given the time, training, and backing to build it are pulling ahead on job security and resilience. Employees left to figure it out alone are falling behind on both. Meanwhile AI has compressed timelines, blurred the edges of the workday, and raised the bar for a normal day's output, faster than most companies have upgraded the support underneath their people. The gap between the pace of the tools and the pace of the support is what this report measures: who is thriving through the shift, who is heading for the door, and what separates them.



The AI Fluency Divide

To measure this shift, Wellhub surveyed 5,021 full-time employees across ten countries and built a new lens: the AI Fluency Score, which combines how often someone uses AI, how confident they feel doing it, and how strongly they agree with a set of fluency statements. The score sorts the workforce into three groups. AI Beginners, 26% of employees, have not used AI tools or have only experimented, often with real anxiety attached. AI Adopters, 32%, use AI regularly but are still building the confidence that comes with full integration. AI Pioneers, 41%, use AI as a core part of how they work and help colleagues do the same.

Employee AI-adoption segments, based on the Wellhub Work Life Wellness 2027 survey.



Source: Wellhub Work Life Wellness 2027 survey. n = 5,021 respondents.



AI fluency is now also predictive of burnout, job security, and resilience. Fifty-three percent of Pioneers say their job security is better than last year, compared to 22% of Beginners. Resilience follows the same line: 87% of employees who feel equipped to work with AI call themselves resilient, compared to 45% of those who don't.

Global Key Findings

What the data shows



Burnout and Workload

24% of AI Pioneers experience burnout symptoms every day, compared to 16% of AI Beginners.

30% of all employees agree their company's use of AI has increased their workload rather than reduced it.

40% of AI Pioneers agree AI has increased their workload, compared to 15% of AI Beginners.

79% of AI Pioneers coach teammates on AI use, on top of their own work.



Job Security and Adaptability

53% of AI Pioneers say their job security is better than last year, compared to 22% of AI Beginners.

87% of employees who feel equipped to work with AI also feel resilient and able to adapt to the pace of change, compared to 45% of those who don't.



How Employees Are Coping

30% of employees say screen time is disrupting their sleep, the only sleep disruptor that has worsened every year since 2025.

48% of employees are currently in some form of therapy or counselling, up from 37% in 2025.

77% of employees at companies with a clear, well-communicated AI policy feel resilient and able to adapt, compared to 39% of those unsure a policy even exists.

Only **55%** of employees rate their overall wellbeing as good or thriving.

Global Key Findings

What the data shows



Wellbeing Support and Retention

73%

of AI Pioneers say access to wellbeing support helps them perform and adapt in an AI-driven environment, compared to 24% of AI Beginners.

47%

of AI Pioneers agree using AI at work has reduced meaningful interaction with colleagues, compared to 22% of AI Beginners.

83%

of employees would consider leaving a company that does not focus on employee wellbeing.

50%

of AI Pioneers use AI tools for their own personal wellbeing regularly, compared to 11% of AI Beginners.

87%

of AI Pioneers would consider leaving a company that does not focus on employee wellbeing, compared to 73% of AI Beginners.



Pioneers Are Absorbing the Strain

Pioneers are not coasting on the productivity gains AI adoption is supposed to deliver. **Twenty-four per cent experience burnout symptoms every day, compared to 16% of Beginners, and 40% say AI has increased their workload rather than reduced it, compared to 15% of Beginners.**

Share of each AI-adoption segment who experience burnout symptoms every day, Wellhub Work Life Wellness 2027 survey.



Source: Wellhub Work Life Wellness 2027 survey. n = 5,021 respondents.

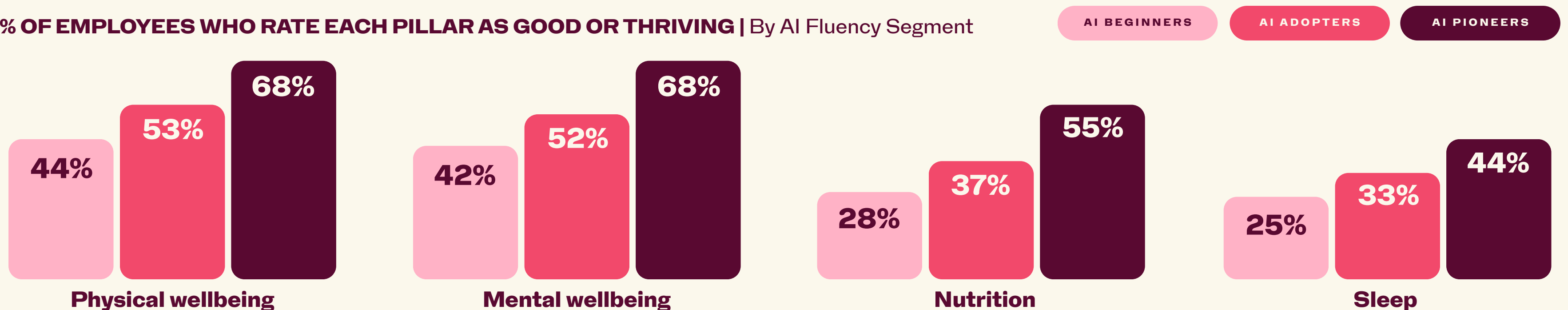
Pioneers are managing that load with two supports, one they build themselves and one their company gives them. Forty-one per cent fit a wellness activity into the workday at least once a day, compared to 24% of Beginners. Sixty per cent have a manager who actively backs their wellbeing, compared to 31%. Neither support works alone: good intentions rarely survive a full calendar unless someone protects the time. Companies should not mistake that endurance for loyalty. **Eighty-three per cent of employees would consider leaving a company that doesn't focus on employee wellbeing.** Across the three groups, that breaks down to 73% of Beginners, 84% of Adopters, and 87% of Pioneers: wellbeing is a condition of staying for nearly everyone, and it matters most to the employees who would be hardest to replace.

How Employees Are Coping

Only 55% of employees rate their overall wellbeing as good or thriving, and the pillars beneath that number show where the day is giving out. Physical wellbeing holds up best, at 57%, with mental wellbeing close behind at 56%. Nutrition drops to 42%. Sleep comes last at 35%, the only pillar still declining, down from 38% a year ago. Sleep sits at the end of the day, and the day keeps ending later: 30% of employees now say screen time is disrupting their sleep, the only disruptor that has got worse every year since 2025.

Social connection is where the pattern breaks. Pioneers lead the workforce on physical wellbeing, mental wellbeing, nutrition, and sleep, yet they report the steepest decline in time with colleagues: 47% say AI has reduced their interaction, more than double the 22% of Beginners who say the same. A quick question that once meant walking over to a colleague's desk now gets answered by AI, and so do the draft reviews, the data pulls, and the dozens of small exchanges a workday used to be built from.

% OF EMPLOYEES WHO RATE EACH PILLAR AS GOOD OR THRIVING | By AI Fluency Segment



Source: Wellhub, State of Work-Life Wellness 2027. Social connection excluded: measured on a different basis in the underlying survey (interaction and connection-want, not a good/thriving rating).



The Employer-Employee Support Gap

The employees who need support most are the least likely to receive it. Medicine has known this pattern for fifty years as the inverse care law, and this year's data show it operating inside companies. **Three supports reach employees most reliably: a clear AI policy, a manager who backs them, and a wellbeing programme they can actually use. All three are real, and all three deliver best to the employees already doing well. Start with policy.** Thirty-four per cent of employees say their company has no formal AI policy at all, and the absence concentrates exactly where guidance would matter most:

44% of Beginners report no formal AI policy, compared to 26% of Pioneers.



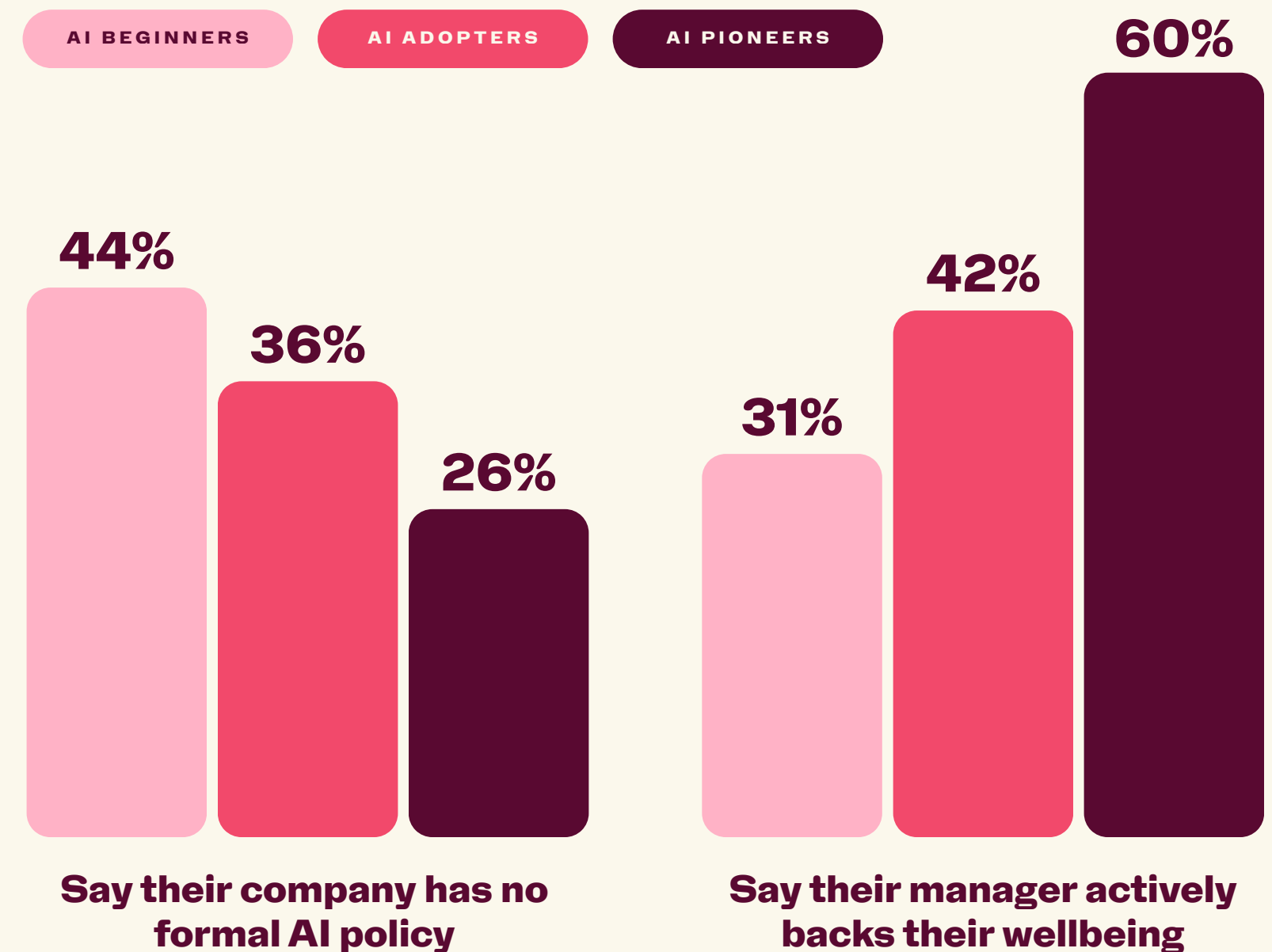
What a policy buys is certainty. At companies with a clear, well-communicated policy, 77% of employees feel resilient and able to adapt; among employees unsure whether a policy even exists, only 39% do. Manager support follows the same pattern:

60% of Pioneers say their manager actively backs their wellbeing, compared to 31% of Beginners.

Managers under their own strain triage, and attention flows toward the people whose departure would hurt most. Struggling employees don't stop getting noticed; they stop getting backed. The third support is losing ground fastest. **Only 26% of employees rate their company's wellbeing programme as good this year, down from 29% last year and 41% two years ago.** Nearly half of employees, 46%, say their company doesn't give them the time and space in the workday to use it. A programme no one has time to use gets rated like a programme that doesn't work.

EMPLOYER SUPPORT, BY AI FLUENCY SEGMENT

AI policy gaps and manager backing, by segment



Source: Wellhub, State of Work-Life Wellness 2027.



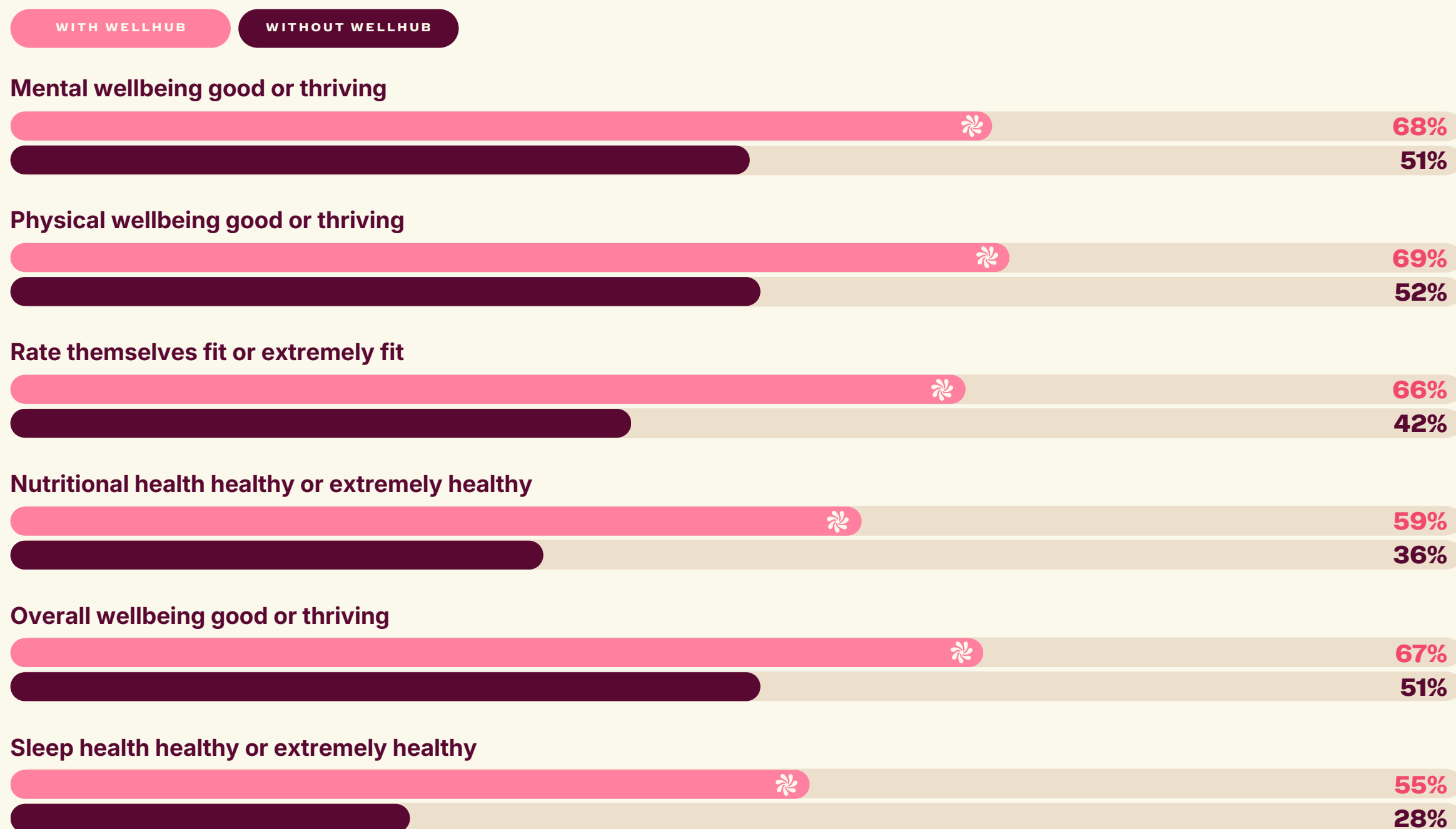
The Wellhub Effect

Employees at companies offering Wellhub report better outcomes than employees with another wellbeing programme, on every pillar measured.

Sixty-seven per cent of Wellhub employees rate their overall wellbeing as good or thriving, compared to 51% with another programme. The advantage is largest where the workforce struggles most: on sleep, the weakest pillar of the five, 55% of Wellhub employees rate theirs as healthy, nearly double the 28% with another programme.

EMPLOYEES WITH WELLHUB COME OUT AHEAD ON EVERY WELLNESS PILLAR

Six different questions about six different wellbeing pillars of a person's life and Wellhub employees report better outcomes on all of them.

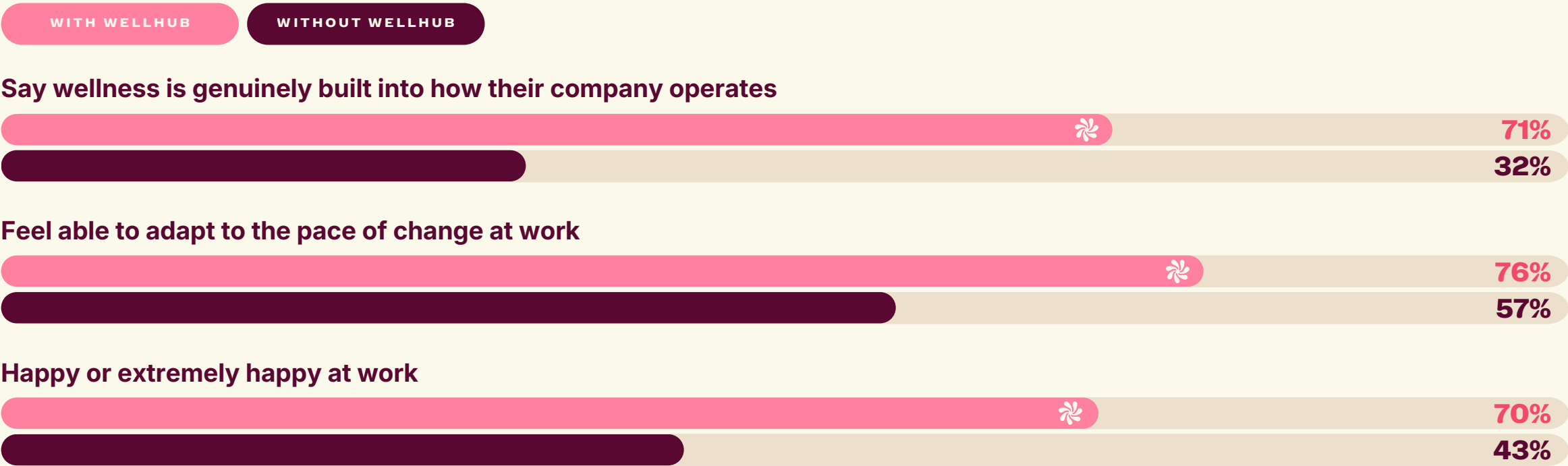


Source: Wellhub Work Life Wellness 2027 survey.

One Wellhub membership covers fitness, mindfulness, nutrition, and sleep, so an employer never has to pick which part of an employee's wellbeing gets the benefit. The same membership works for someone taking their first class in years and for someone who trains five days a week. Employees notice. Seventy-one per cent at Wellhub companies say wellbeing is genuinely built into how their company operates, compared to 32% with another programme, the widest difference on any measure this year. The daily experience matches: **76% feel able to adapt to the pace of change at work, compared to 57% with another programme, and 70% say they're happy at work, compared to 43%. That's the Wellhub Effect.**

CULTURE, RESILIENCE, AND HAPPINESS TELL THE SAME STORY

Workplaces that feel genuinely supportive are also the ones where people can absorb change without cracking under it, and actually enjoy showing up.



Source: Wellhub Work Life Wellness 2027 survey.



Conclusion

The tools of work have changed more in the past three years than in the thirty before them. The people using those tools haven't changed at all: they still need sleep, food, movement, and each other, and they need those things most during exactly the kind of upheaval AI has brought to their jobs.

The companies that come out ahead of this shift won't be the ones that adopted AI the fastest. They'll be the ones that supported the people adopting it.



READY TO BUILD A WORKFORCE AS STRONG AS YOUR AI STRATEGY?

Download the definitive playbook for supporting employee performance, resilience, and retention in an AI-driven workplace.

Download the full report ↓



Methodology Wellhub conducted its **State of Work-Life Wellness 2027** survey to assess the current status of worker wellbeing and examine how well employee benefits packages are meeting worker needs. Between 12 June 2026 and 19 June 2026, more than 5,000 full-time employees were surveyed online through the polling agency QuestionPro. The response pool included only workers 18 and older who have worked a full-time job in the last three months. The results have a 95% confidence level and a 5% margin of error. Response options for the survey's 86 questions included Likert scales, multiple-choice, and multi-select options. The countries included in this survey were: United States, United Kingdom, Brazil, Argentina, Chile, Spain, Italy, Germany, Mexico, and Romania. Between 500 and 505 responses were collected from each country. Where necessary, question sets and response options were adapted to reflect regional variations in benefit availability. Respondents were sorted into three AI segments, Pioneers, Adopters, and Beginners, using a combined AI Fluency Score built from three inputs. The first captured how respondents currently use AI tools such as ChatGPT, Copilot, Claude, and Gemini, on a scale from never having used one to using AI daily and actively coaching colleagues on it, scored zero to three as stated. The second captured respondents' own AI anxiety, from feeling overwhelmed or distrustful to feeling fully comfortable and trusting of AI, also scored zero to three, with lower anxiety producing a higher score. The third asked respondents to agree or disagree with nine statements about their day-to-day use of and reliance on AI at work, and scored them zero to three points based on how many they agreed with: zero agreements scored zero points, one or two agreements scored one point, three to five scored two points, and six to nine scored three points. The three scores combine into a total ranging from zero to nine. Respondents scoring seven to nine are classified as AI Pioneers, four to six as AI Adopters, and zero to three as AI Beginners. Every wellbeing comparison broken out by these three groups throughout the report uses this score as its basis. Sources Microsoft. 2024. *AI at Work Is Here. Now Comes the Hard Part*.<https://www.microsoft.com/en-us/worklab/work-trend-index/ai-at-work-is-here-now-comes-the-hard-part>Wellhub. 2025. *State of Work-Life Wellness 2026*.<https://wellhub.com/en-us/resources/work-life-wellness-report-2026/>
