WebMD Health Services

2026 State of Workplace Well-Being

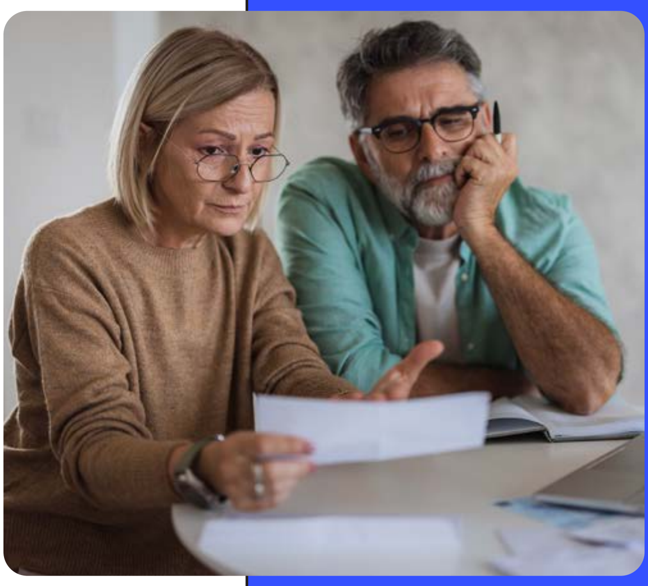
Employee well-being is declining sharply at a time when it's needed most. Here's what the newest findings from our Center of Research show:

Fewer employees are thriving today.

High well-being has dropped ↓ **11%** since 2024

Low well-being has increased by ↑ **39%** since 2024

More than **1 in 4** employees now report low well-being



Financial stress remains the biggest challenge.

For the third consecutive year, only **45.5%** of employees report strong financial well-being

Financial well-being ranks lowest among the five dimensions of well-being.

Burnout is hitting managers hard.

Middle managers report **3x higher burnout** than individual contributors. This group is feeling pressure from both leadership and frontline teams.

AI boosts productivity but doesn't necessarily make work easier.

80% of employees regularly use AI at work

Employees who strongly agree that AI makes them more productive carry a burnout risk

↑ **4.5x** higher chance of burnout

Trust changes everything.

Employees with high organizational trust are **27x more likely** to be highly engaged than employees with low trust.

High trust employees are **5.7x more likely to have strong well-being.**

The data is clear.

Build a well-being program that helps boost employee health and wellness at your organization.

LEARN MORE >

Sources:
2026 WebMD Health Services State of Workplace Well-Being report

WebMD Health Services