

How Much Does Your Generation Shape Your Working Experience?

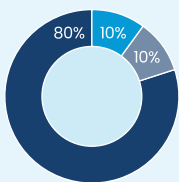


Total sample = 13,314 collected through the 2024 Indicators of a Thriving Workplace survey



Boomers
(late 50's & 60's)
12% of Australia's workforce

Generation with the best retention, demonstrated by **high intent to stay** at their current organisation



Intend to stay Unsure Don't intend to stay

When planning for retirement, being financially stressed **compounds levels of psychological distress**



Moderate-severe* psychological distress



Gen X
(40's – late 50's)
32% of Australia's workforce

1 in 2

say that their mental health issues were **caused or worsened by work**



Most likely to be in a senior leadership role and the highest **leadership burden**

Highest self-rated workload and are most likely to be working **more than 40 hours per week**



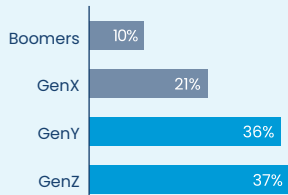
Gen Y
(late 20's to early 40's)
38% of Australia's workforce

With many experiencing life transitions such as becoming parents, whilst trying to balance work, Gen Y has the biggest "juggle."



43% Report having an inappropriate workload

% Workers experiencing burnout



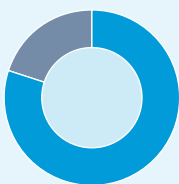
Both Gens Y and Z are at **high risk of burnout**, decreasing for the older generations

Gen Y and Gen Z are both highly likely to take action to support their mental health, so there is an **opportunity to learn from the younger generations**.



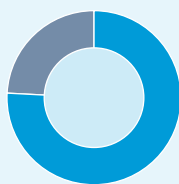
Gen Z
(Under 27 yrs)
17% of Australia's workforce

Just over 1 in 4 Gen Z workers are experiencing **severe*** psychological distress



80% with **moderate** or **severe** distress combined

A generation facing big challenges, but also **more likely to take action** to support their mental health in the past 12 months



76% sought help for their mental health

*Severe = levels consistent with serious mental illness

Generations may differ, but one thing stays the same: mental health stigma affects them all.

1 in 2

don't feel comfortable talking openly about their mental health in the workplace.

Contact us today

Looking for clearer direction to support mental wellbeing across generations? Let's talk about how we can help your workplace thrive.

Scan the QR code and book a chat with us today!



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How Can Employers Better Support Each Generation?

- 1. Normalise mental health conversations** – break the silence, especially across generations.
- 2. Tailor mental health strategies** to the uniqueness of your workers to support them in meaningful ways.
- 3. Invest in younger generations** – their wellbeing impacts performance and retention. Be ready for Gen Alpha who will require workplaces that value diversity and support to establish connections.
- 4. Empower Gen Z's mental health literacy** – involve them in initiatives and let lived experience guide culture.

- 5. Support Gen X leaders** with resources to address the high pressure they face; enabling compassionate leadership and transitioning into retirement with the required flexibility.

When organisations understand the unique strengths and challenges of every generation, they create healthier, more productive workplaces for everyone.

