

# Indicators of a Thriving Workplace Survey 2023



Superfriend®

# Who is SuperFriend?

- Independent NFP, created by superannuation funds to increase awareness around the issue of workplace mental health
- Provide actionable insights to help improve mental health and wellbeing outcomes for workers and employers
- Our vision is to “shift-the-dial” system-wide across mental health & wellbeing in the workplace



# What is the ITW?

- The largest, longest running nationally representative survey focused on workplace mental health
- National and industry benchmarks
- Identifies priority areas for action through our Domains, psychosocial hazard profiles
- A means to promote the positive and emphasise the critical role workplaces can play to help people thrive



# Key Findings

- SuperFriend's Domains are predictors of outcomes including psychological distress, burnout and productivity
- The workplace can have a positive impact on people's mental health
- The workplace is an underutilised avenue for mental health support



# Where did we get this information?



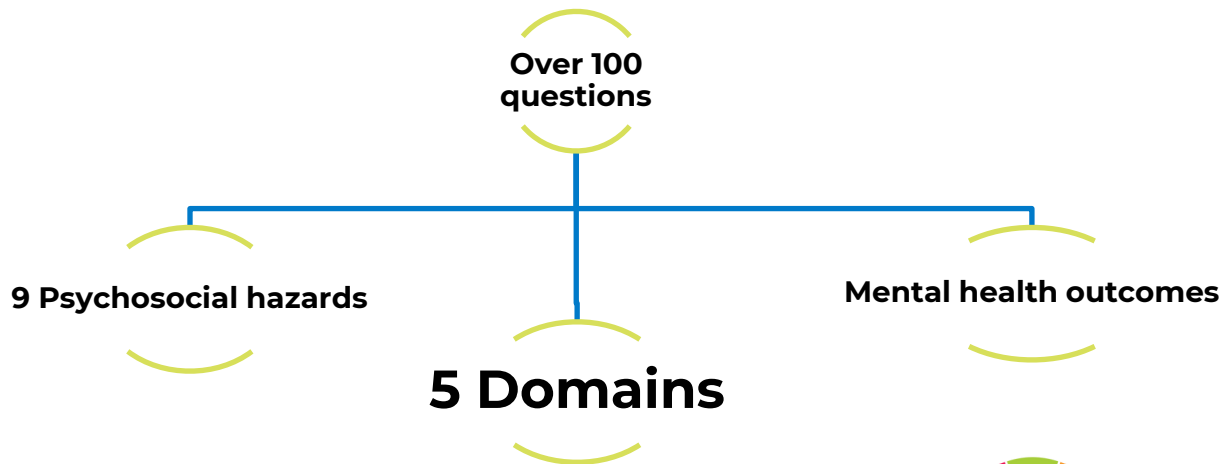
10,012 responses  
during August  
2023



19 industries



Weighted using  
latest ABS statistics  
to represent the  
Australian workforce



# Psychosocial Hazards

## Psychosocial Hazard Scores

Relationships & fairness	77
Environment	76
Role clarity	75
Management support	75
Traumatic events	74
Job control	72
Workload	71
Change management	70
Recognition	66

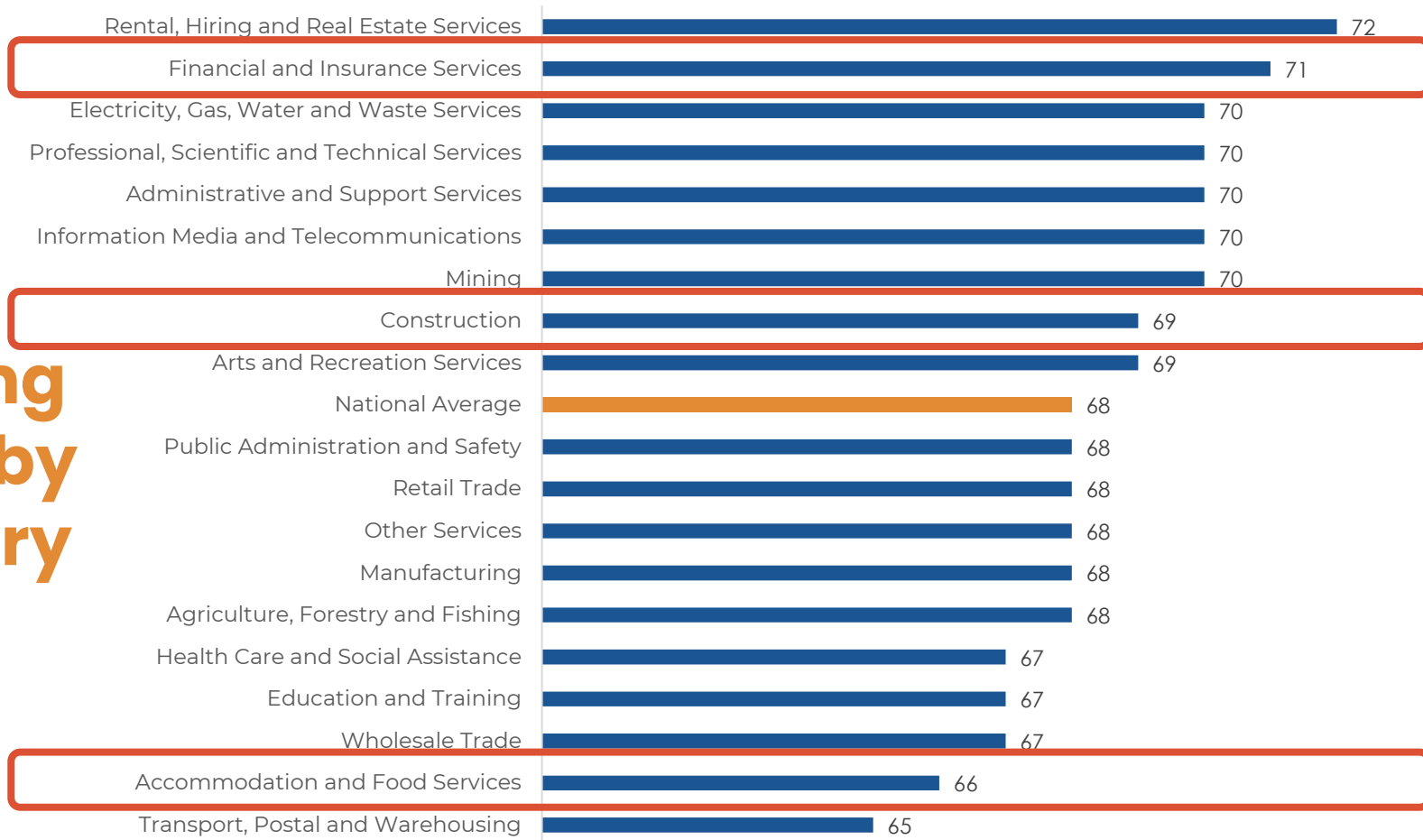
Not  
enough  
work



6.6 out of 10

Too  
much  
work

# Thriving Score by Industry



## Connectedness

*Quality of interpersonal relationships*



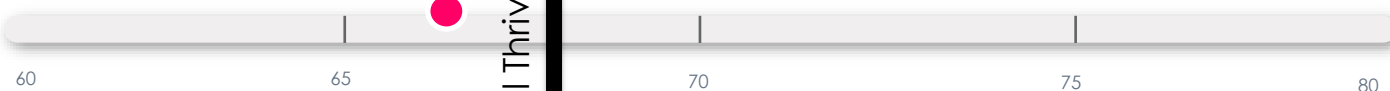
## Safety

*Protection from harassment, bullying, discrimination & violence*



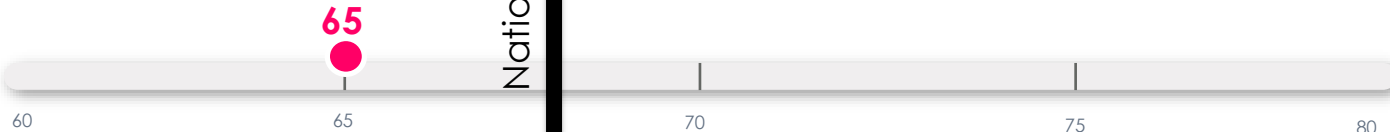
## Leadership

*How managers support their employees' mental health*



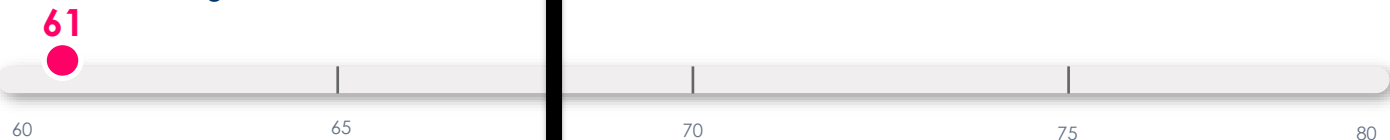
## Work Design

*How roles, tasks and responsibilities are organised*



## Capability

*Skills and resources available to support mental health*

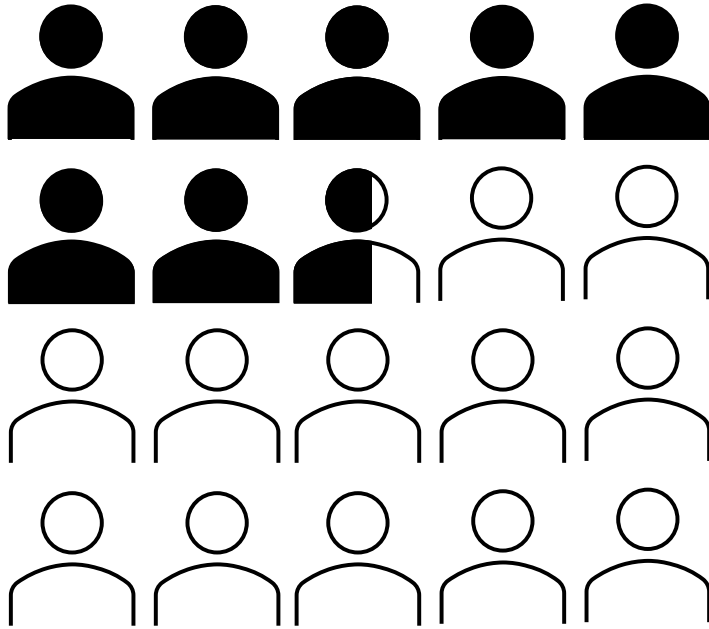


68

National Thriving Score



# Outcomes

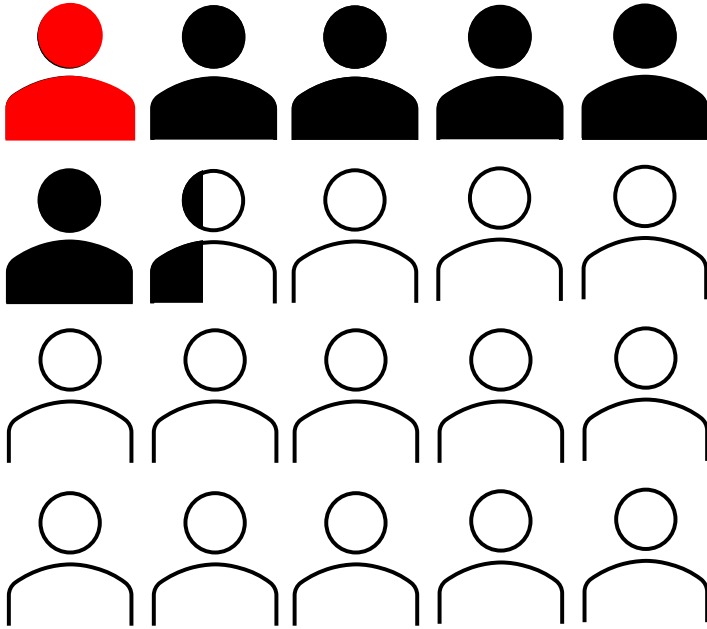


## Psychological distress

38% experienced high or very high levels of psychological distress

Likely to be experiencing symptoms consistent with a moderate to severe mental health condition

# Outcomes



# Burnout

32% reported some symptoms of burnout

5% reported being completely burned out

*I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.*

# Want to know more?

[Info@superfriend.com.au](mailto:Info@superfriend.com.au)

Register for ITW23 Industry  
Snapshot report

[www.superfriend.com.au](http://www.superfriend.com.au)



Superfriend.com.au