

Finnish Institute of  
Occupational Health

# Working conditions and well-being at work 2019, 2023 and 2025

## HOW IS FINLAND DOING? STUDY

Janne Kaltiainen, VTT, Specialist Researcher  
Jari Hakanen, VTT, Research Professor  
Jie Li, VTM, Researcher

 **Sustainable Growth  
Programme for Finland**



Funded by the European Union –  
NextGenerationEU

The development of well-being at work and different attitudes towards work from the time before the pandemic to late 2025  
– and factors promoting well-being at work

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**MORE INFORMATION  
AND PREVIOUS  
RESULTS:  
[TTL.FI/EN/RESEARCH/  
PROJECTS/HOW-IS-  
FINLAND-DOING](https://ttil.fi/en/research/projects/how-is-finland-doing)**



# Method of the How is Finland doing? -study: survey data 2019, 2023 and 2025

The results are based on population survey data collected over four periods (late 2019, summer 2023, summer 2025 and late 2025):

- All respondents are working Finns aged 18–65, selected randomly from the population register and the Taloustutkimus internet panel and invited to participate in the study. We have examined people who worked during each survey.
- Research data from 2019, 2023 and 2025 was collected from different respondent groups. The survey data for summer 2025 and late 2025 was collected from the same respondent group, making that so-called longitudinal data, which combines responses from the same respondents at different times.
- In cases where the examined phenomenon was not measured in the 2019 survey, the analyses have been carried out on the basis of data from 2023 and 2025.
- The results of the statistical analyses are weighted based on age, gender and area of residence in order to ensure the representativeness of the results.
- In the graphs, the triangle (▲) indicates a statistically significant change ( $p < .05$ ) compared to the previous survey, and the arrow (↗) indicates a change ( $p < .05$ ) compared to the earliest point in time.

# Survey respondents in 2019, 2023 and 2025

Respondent background information	12/2019	6/2023	6/2025 and 12/2025
Working respondents	N=1,567	N=3,631	N=2,143
Response rate	17 %	18 %	6/2025: 15 % 12/2025: 65 %
Male/Female	41 / 59 %	47 / 53 %	48 / 52 %
Age (average)	46 years	45 years	48 years
Respondent age group: 18—29; 30—45; 46—55; 56—65 years	9 / 38 / 29 / 24 %	16 / 33 / 24 / 27 %	9 / 28 / 27 / 36 %
Education: university degree / other higher education / upper secondary education                      basic or	28 / 36 / 36 %	28 / 41 / 31 %	43 / 32 / 25 %
Supervisor or manager / employee	17 / 83 %	16 / 83 %	17 / 83 %
Permanently employment / other employment relationship	89 / 11 %	83 / 16 %	88 / 12 %
Sector where employed: public / private / other sector	38 / 54 / 8 %	35 / 57 / 8 %	37 / 55 / 8 %
Lives in Uusimaa / elsewhere in Southern Finland / Western Finland / Northern or Eastern Finland	40 / 20 / 23 / 17 %	33 / 22 / 24 / 21 %	37 / 19 / 24 / 20 %

# Factors of well-being at work in the study



## WORK ABILITY

In the survey, the respondents were asked to assess work ability in relation to their life-time best with one question (Tuomi et al. 1997).



## WORK ENGAGEMENT

A positive emotional and motivational state experienced during work, characterized by vigour, dedication and immersion in work. Three-item scale (Schaufeli et al. 2019).



## JOB BOREDOM

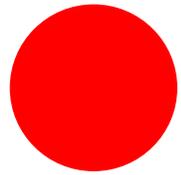
Caused by a lack of stimuli or challenge of the work or tasks, and is manifested as reduced motivation, difficulty concentrating and time passing slowly. Three items (Reijseger et al. 2013).



## JOB BURNOUT

A syndrome caused by prolonged work stress, characterized by chronic fatigue, cognitive and emotional impairment and mental distancing from work, i.e., cynicism. Scale with 12 items was used (Schaufeli et al. 2020).

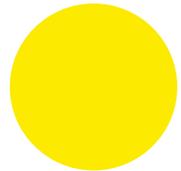
# Job burnout traffic light model



**Probable job burnout**

**People for whom the light is red suffer from symptoms of job burnout.**

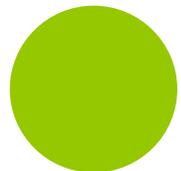
Recurring job burnout symptoms hinder coping with daily life and require immediate action in order to remedy the situation.



**Heightened risk of job burnout**

**When the light is yellow, burnout symptoms occur occasionally and/or to some extent.**

People can persevere for a long time, but now it is time to recognise the problem and take action to restore well-being.



**No symptoms of job burnout**

**People for whom the light is green do not experience job burnout and they are likely doing well in this respect.**

Nevertheless, it is possible for these people to experience fatigue, stress, boredom at work or a low level of work engagement.

Source: Hakanen, J. & Kaltiainen, J. (2022) Työuupumuksen arviointi Burnout Assessment Tool (BAT) -menetelmällä. Finnish Institute of Occupational Health. [www.julkari.fi/handle/10024/145527](http://www.julkari.fi/handle/10024/145527)



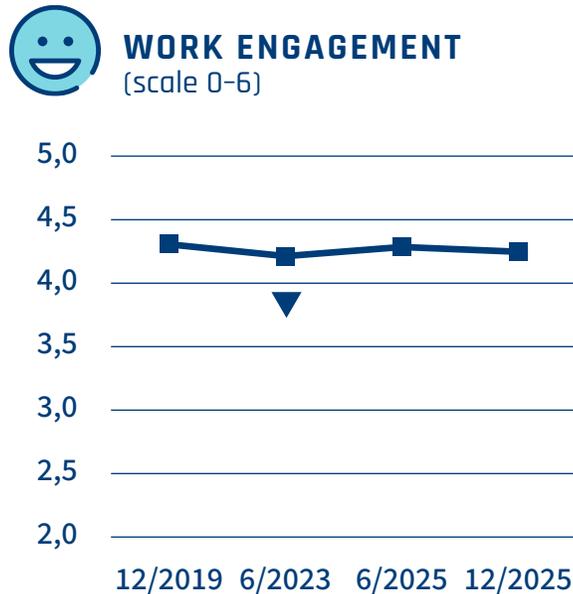
# KEY RESEARCH FINDINGS

Well-being at work has declined slightly, while concerns about the future of work are increasingly prevalent

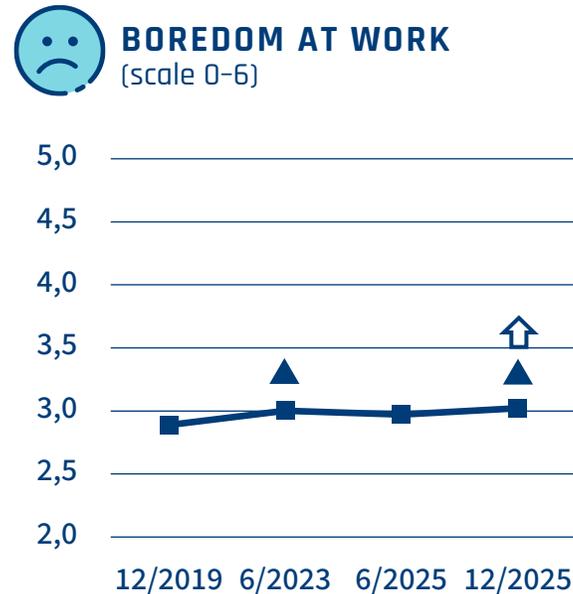
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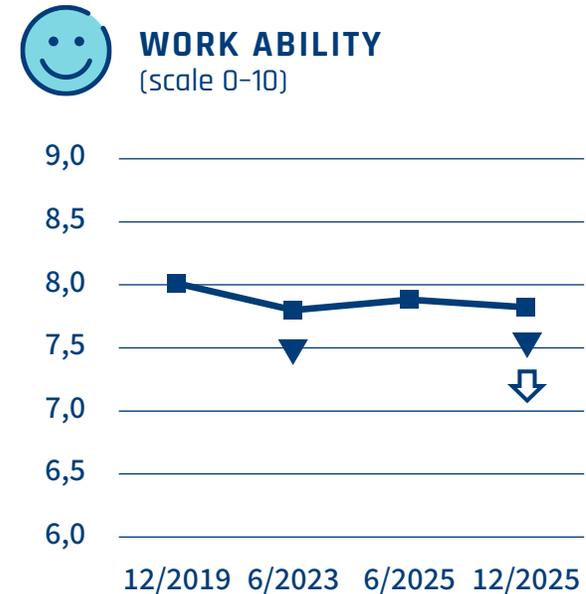
# Work engagement remains unchanged, but boredom at work has become more common and work ability has deteriorated slightly



Work engagement has remained unchanged compared to summer 2025 and late 2019.



Boredom at work increased since summer 2025 and remains at a higher level compared to late 2019.



Work ability deteriorated after the summer of 2025 and remains at a lower level compared to late 2019.

## IN LATE 2025:

**54%** experienced work engagement at least several times per week.

**19%** felt bored at work at least several times per week.

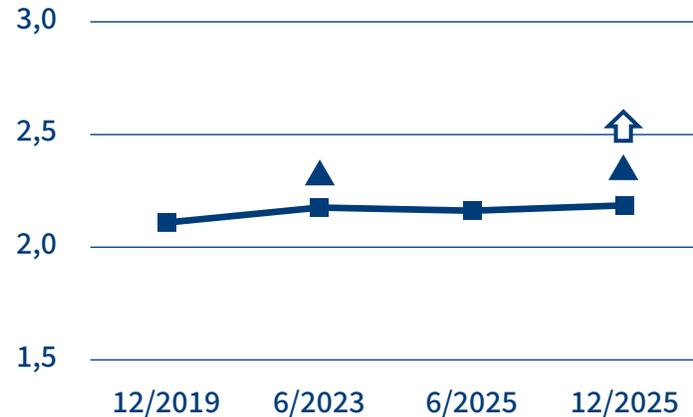
**37%** rated their work ability as excellent (9 or 10 on a scale of 0–10)

# Job burnout symptoms have slightly increased



## BURNOUT SYMPTOMS

(scale 1-5)



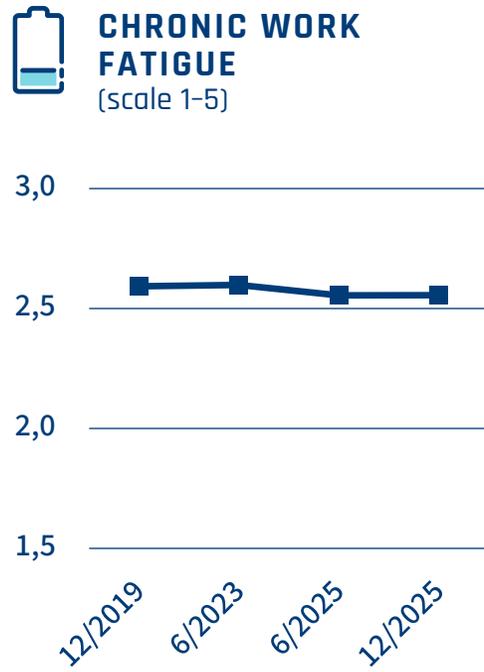
Burnout symptoms increased since summer 2025 and remains at a higher level compared to late 2019.

## JOB BURNOUT RISK GROUPS



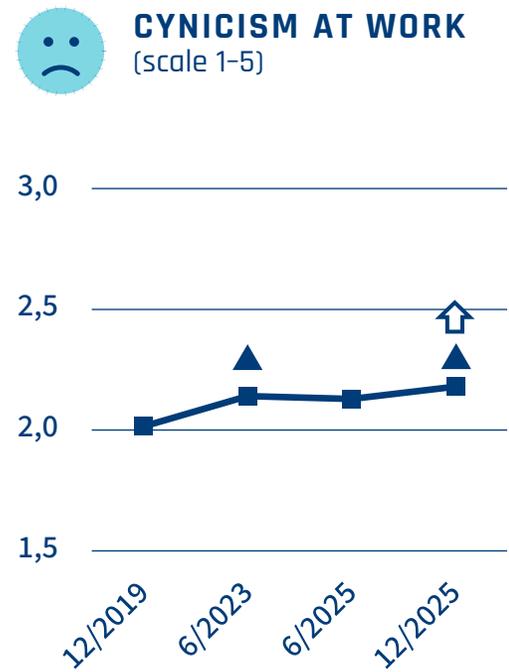
The share of people who do not suffer from job burnout among the Finnish working-age population decreased compared to the end of 2019 (79% → 74%). In summer 2025, an approximately three percentage points higher share of people (6% → 9%) suffered from probable job burnout than in late 2019.

# Among the symptoms of job burnout, cynicism and emotional impairment have increased since summer 2025



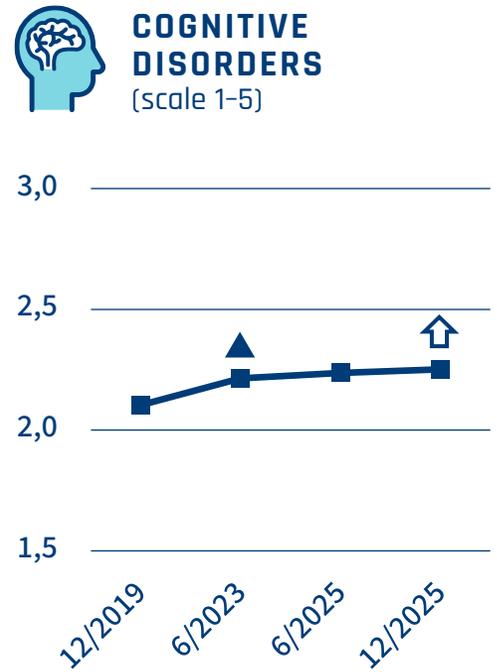
**CHRONIC WORK FATIGUE**  
(scale 1-5)

Chronic work fatigue has remained unchanged compared to the summer of 2025 and previous studies.



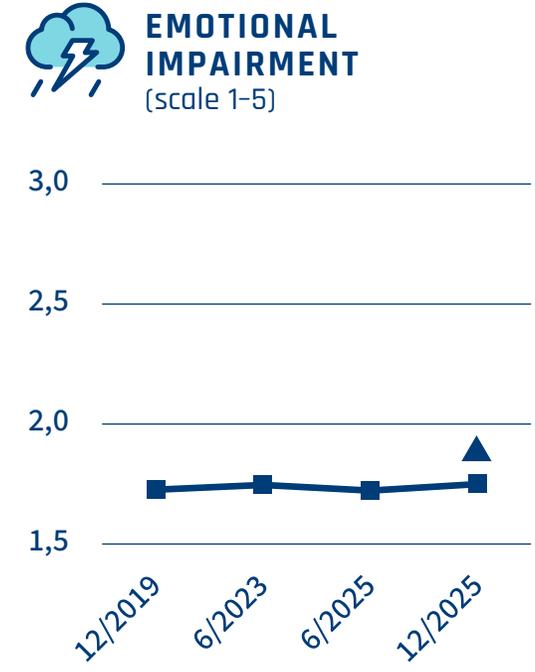
**CYNICISM AT WORK**  
(scale 1-5)

Cynicism at work has increased since the summer of 2025 and is also at a higher level than in late 2019.



**COGNITIVE DISORDERS**  
(scale 1-5)

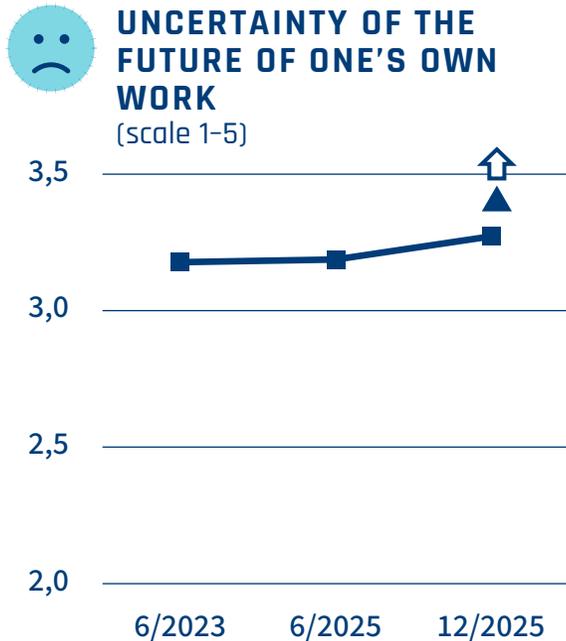
Cognitive disorders increased after late 2019 and still remained at a higher level in the summer of 2025.



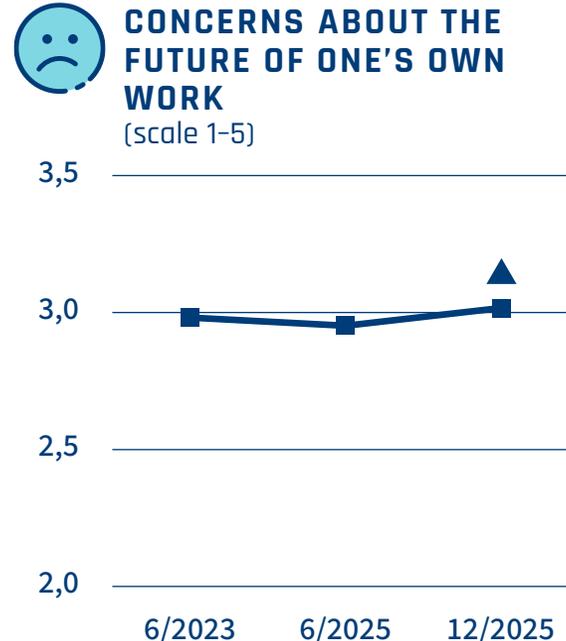
**EMOTIONAL IMPAIRMENT**  
(scale 1-5)

Emotional impairment became more prevalent for the first time and are at a higher level than in the summer of 2025.

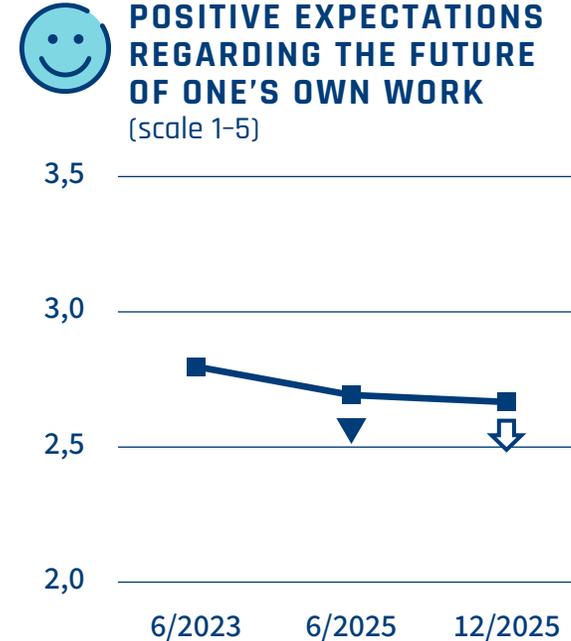
# Work-related future expectations have deteriorated



Uncertainty of the future of one's own work increased from summer 2025 and remains at a higher level compared to summer 2023.



Concerns about the future of one's own work grew more prevalent from summer 2025 and are at the same level as in summer 2023.



Expectations of one's own work changing for the better in the future remained unchanged compared to summer 2025, but are at a lower level than in summer 2023.

## IN LATE 2025:

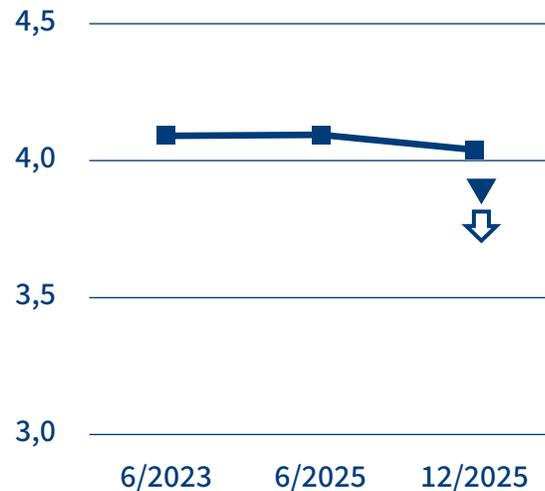
**45%** were unable to anticipate what would happen in their own work.

**40%** of Finns were worried about what their work would look like in the future.

**16%** believed their own work would improve in the future.

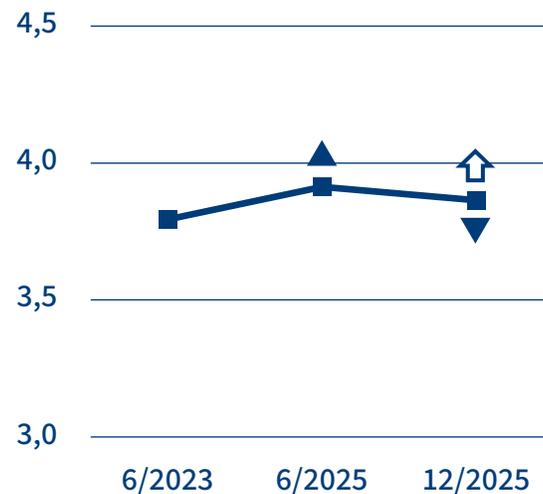
# Fair treatment and being heard at work have weakened slightly since summer 2025. One in four still feel lonely.

 **FAIR TREATMENT AT THE WORKPLACE**  
(scale 1-5)



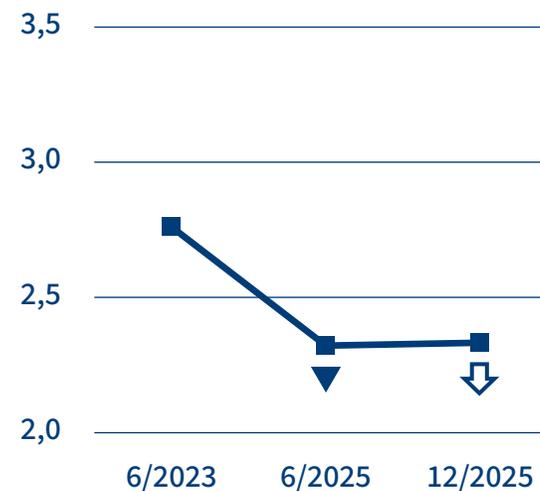
Fair treatment at the workplace became less common from summer 2025 and is also at a lower level than in summer 2023.

 **FEELING HEARD**  
(scale 1-5)



Feeling heard became less common compared to summer 2025, but remain still at a better level than in summer 2023.

 **GENERAL LONELINESS\***  
(scale 1-5)



Loneliness decreased in summer 2025 compared to summer 2023 and has remained unchanged in late 2025.

## IN LATE 2025:

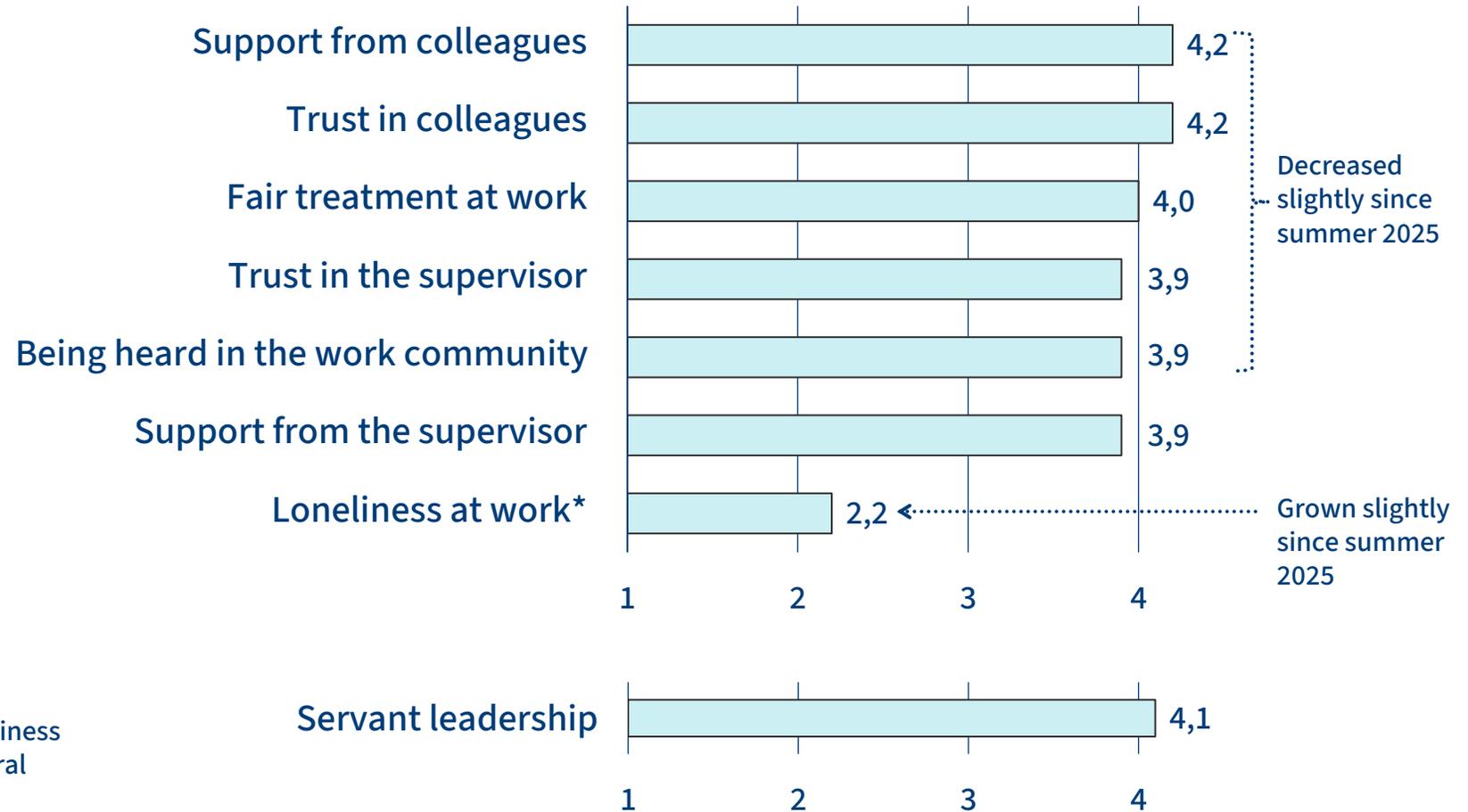
**79%** felt that they had generally been treated fairly at work.

**74%** felt that they were heard in their work community.

**25%** felt lonely.

# Workplace social resources have weakened slightly overall, while loneliness at work has increased

## Social relationships related to the work community in the population in late 2025 (the longer the bar, the more common)

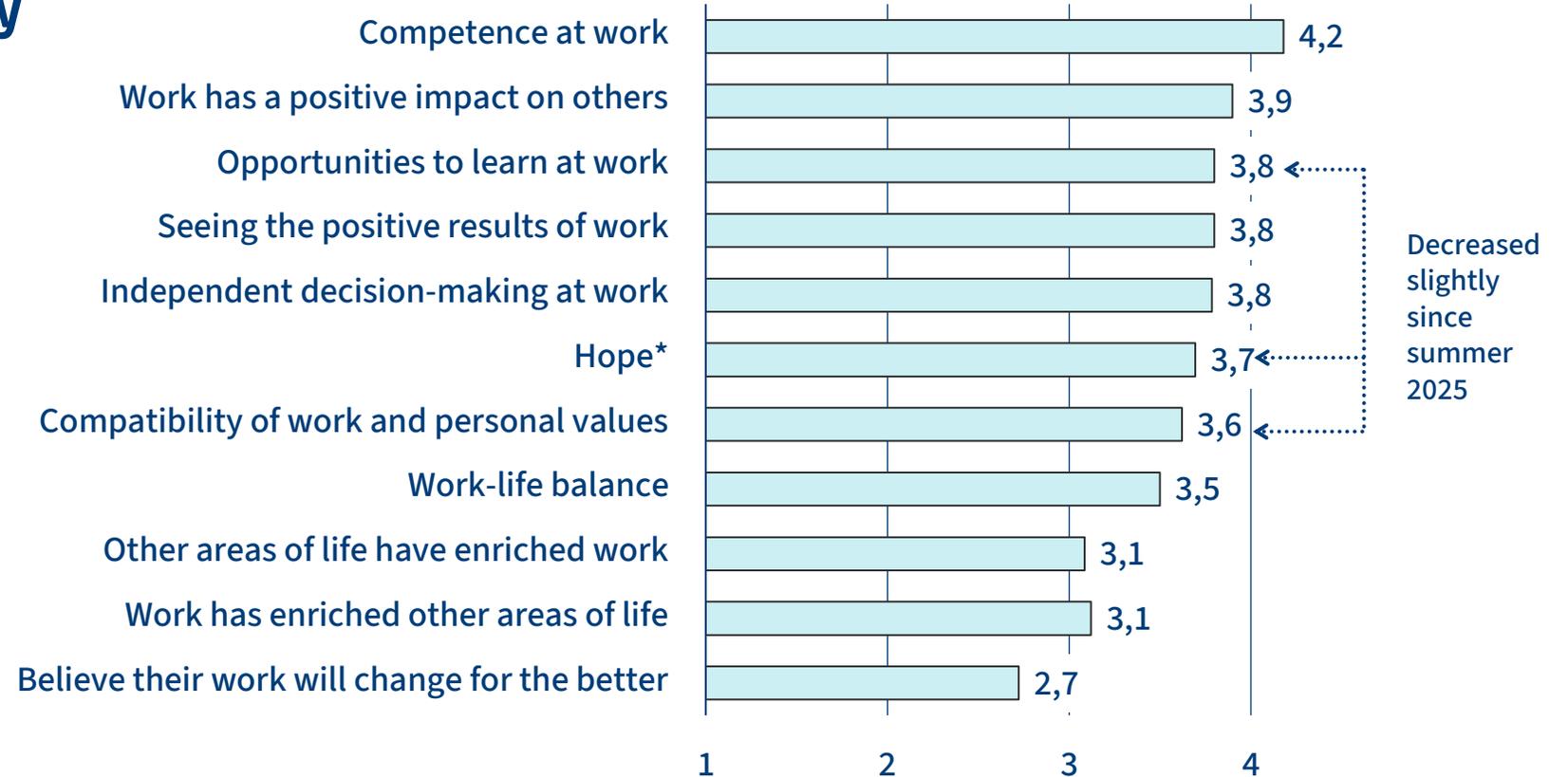


\* Loneliness at work refers to the experience of loneliness specifically at work and is thus separate from general loneliness (see previous slide).

# People feel competent at work, but the opportunities to learn on the job, the compatibility of work and personal values and hope have slightly decreased

## Prevalence of job resources in the population in late 2025

(the longer the bar, the more common)

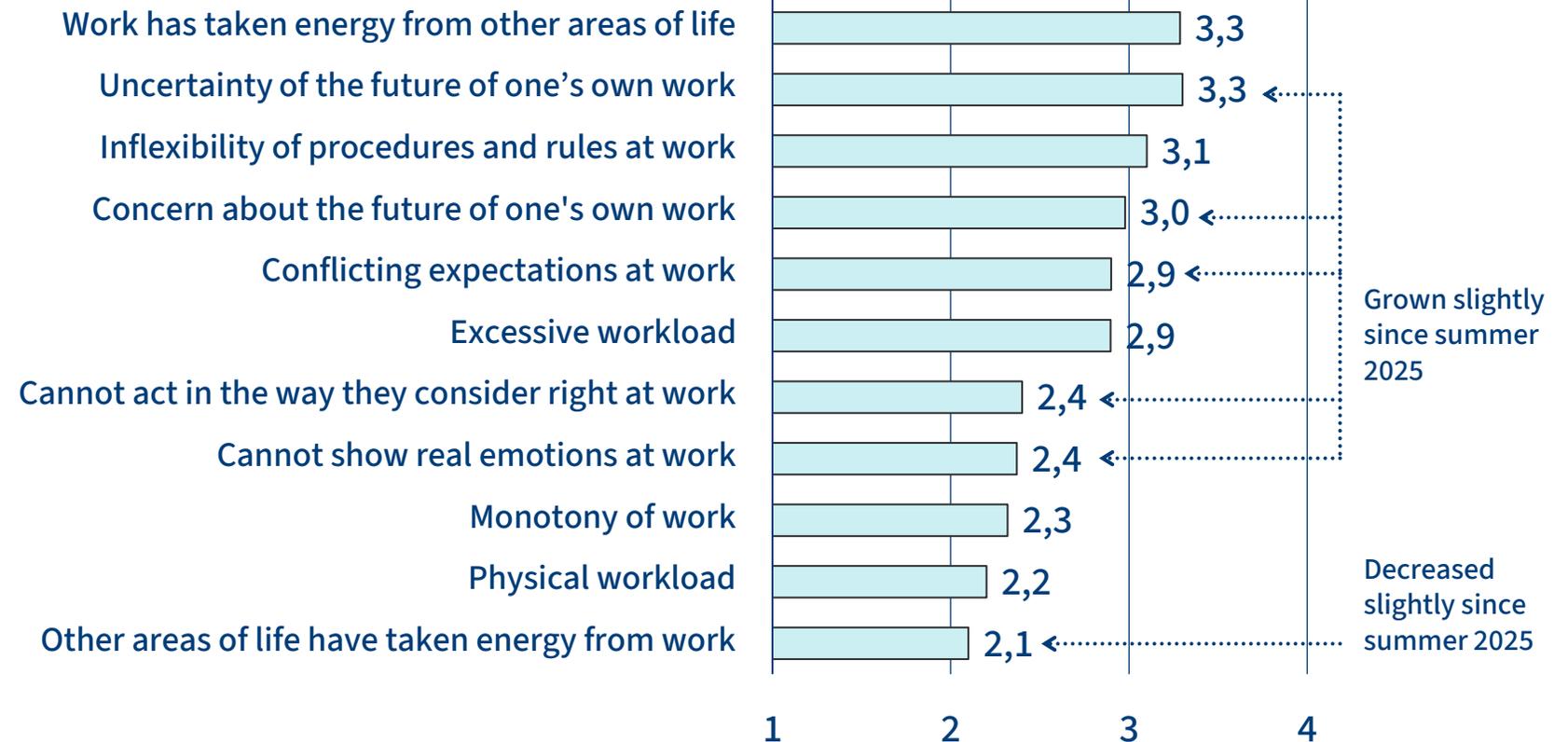


\* Hope is an experience of strong agency: having the desire and means to achieve goals and overcome challenges.

# Many stressful work demands have grown, but other life areas put less strain on work than before

## Prevalence of job demands in the population in late 2025

(the longer the bar, the more common)

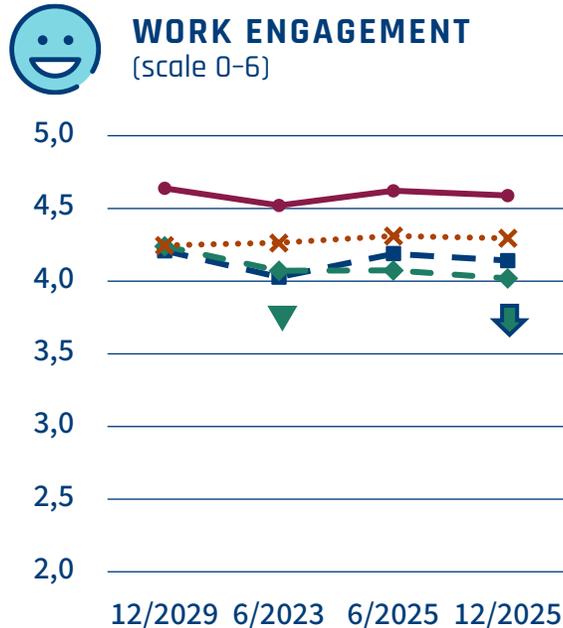


Burnout symptoms increased among 30-45-year-olds and boredom at work increased among 46-55-year-olds

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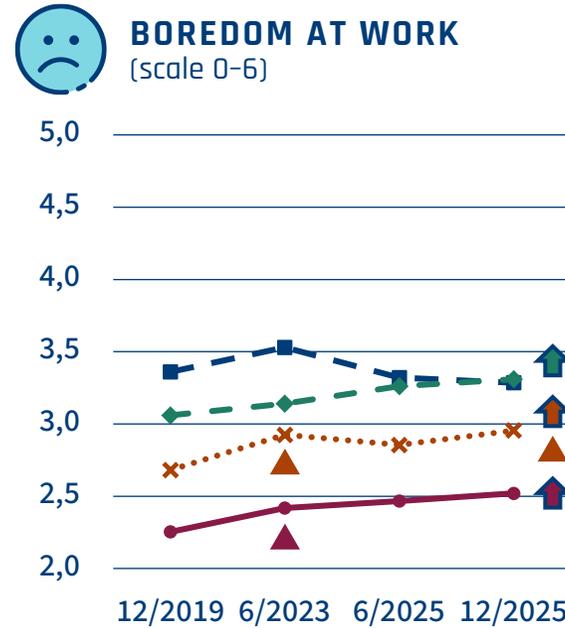


# Boredom at work increased and work ability weakened among 46-55-year-olds

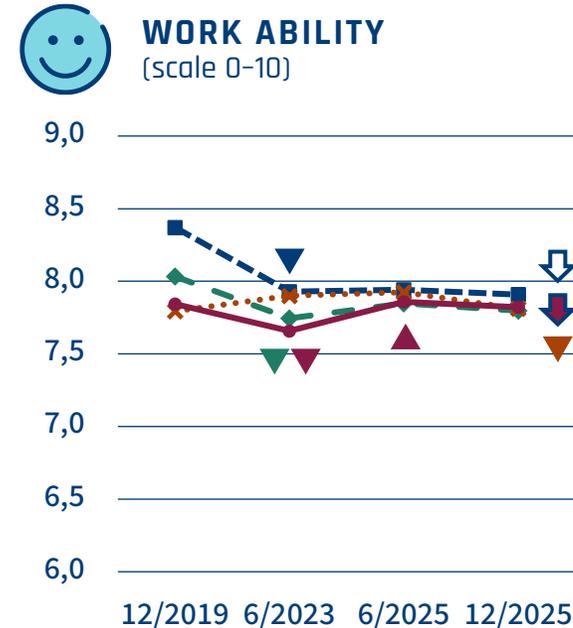


Work engagement has remained unchanged in different age groups compared to summer 2025. Work engagement among 30-45-year-olds is at a lower level than in late 2019.

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Boredom at work has increased among 46-55-year-olds since summer 2025. With the exception of people aged 18-29, the level of boredom at work is higher in all age groups than it was in late 2019.



Work ability has decreased among 46-55-year-olds since summer 2025.

■ Age 18-29    ◆ Age 30-45  
 ● Age 46-55    ● Age 56-65

## IN LATE 2025:

Experienced work engagement several times per week:

- Age 18-29: 49%
- Age 30-45: 46%
- Age 46-55: 57%
- Age 56-65: 63%

Felt bored at work several times per week:

- Age 18-29: 24%
- Age 30-45: 23%
- Age 46-55: 17%
- Age 56-65: 13%

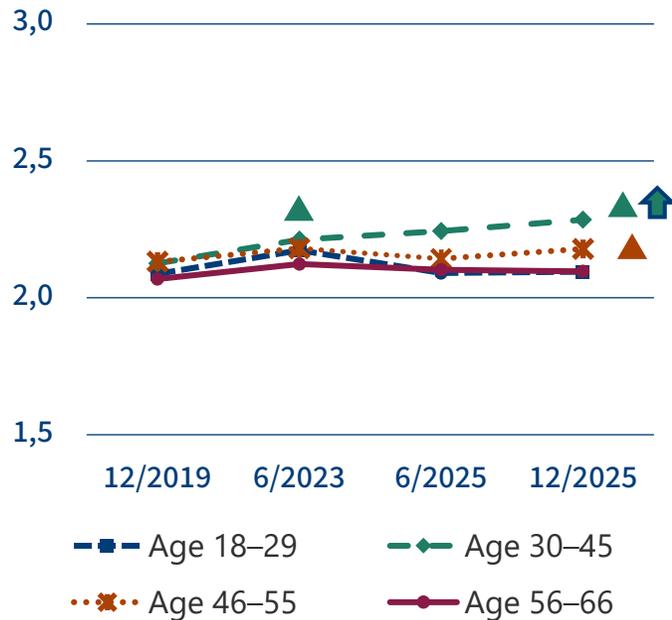
Perceived their work ability as excellent (9 or 10 on a scale of 0-10):

- Age 18-29: 36%
- Age 30-45: 37%
- Age 46-55: 39%
- Age 56-65: 36%

# Job burnout among 30–45-year-olds has become more prevalent and is clearly more common than in other age groups

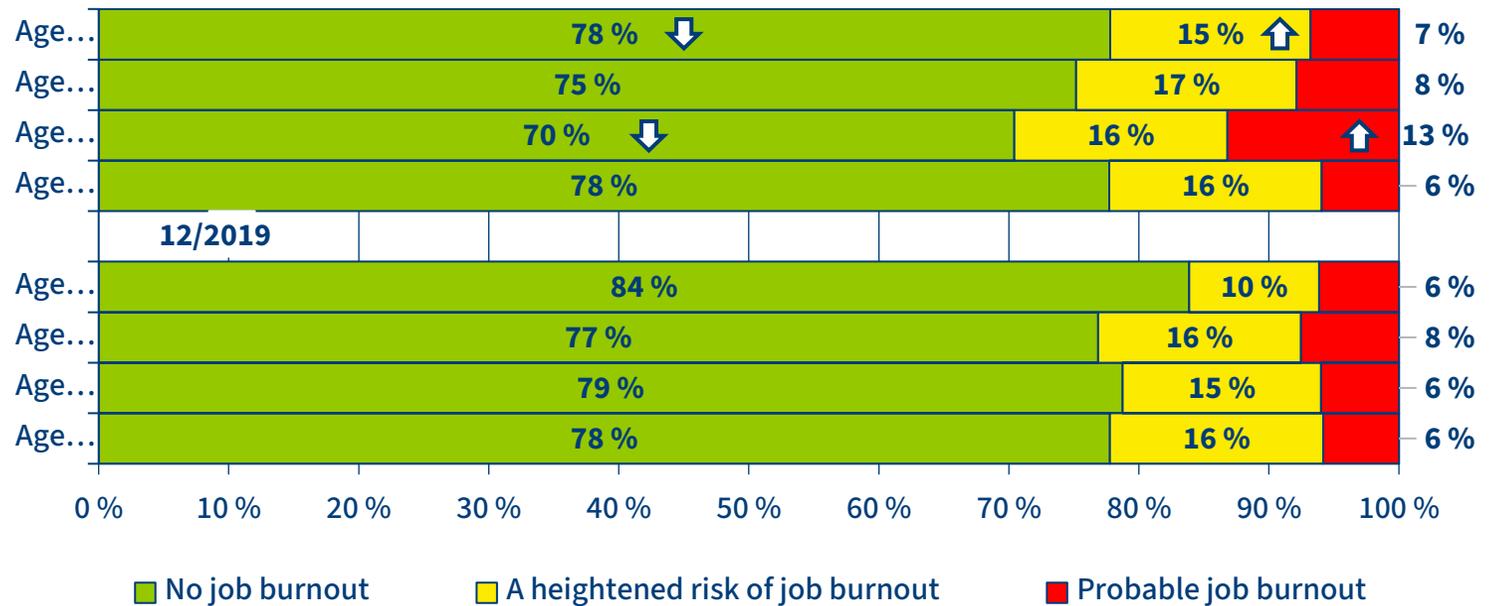


**JOB BURNOUT SYMPTOMS**  
(scale 1–5)



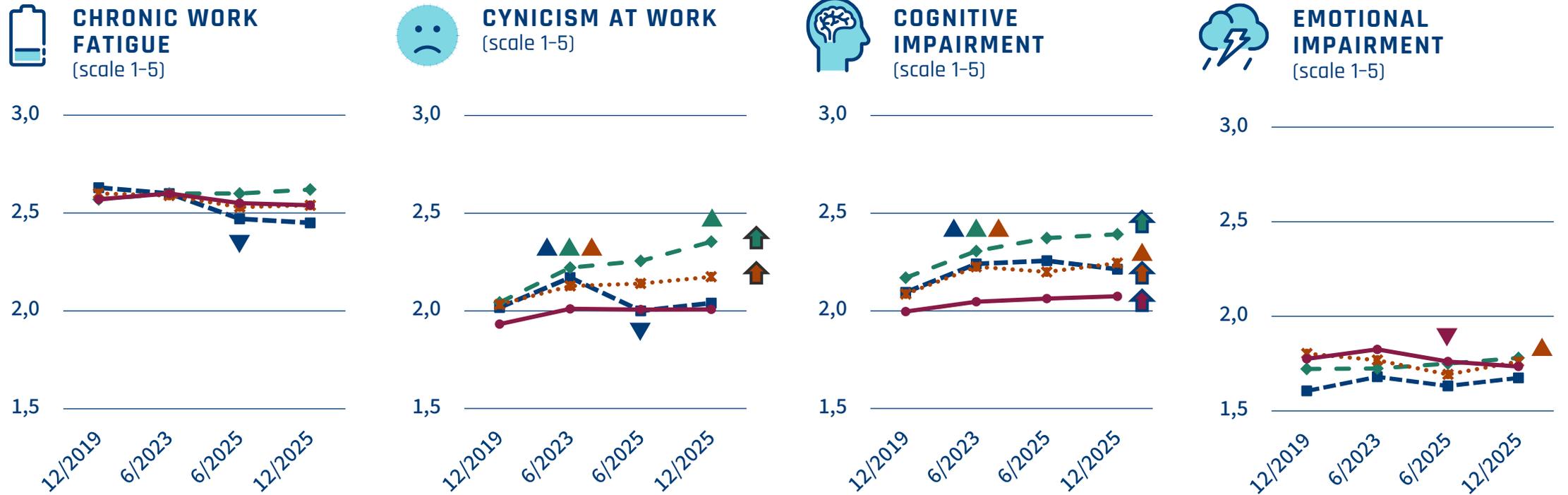
Job burnout symptoms have increased among 30–45-year-olds and 46–55-year-olds since summer 2025.

**JOB BURNOUT RISK GROUPS**  
12/2025



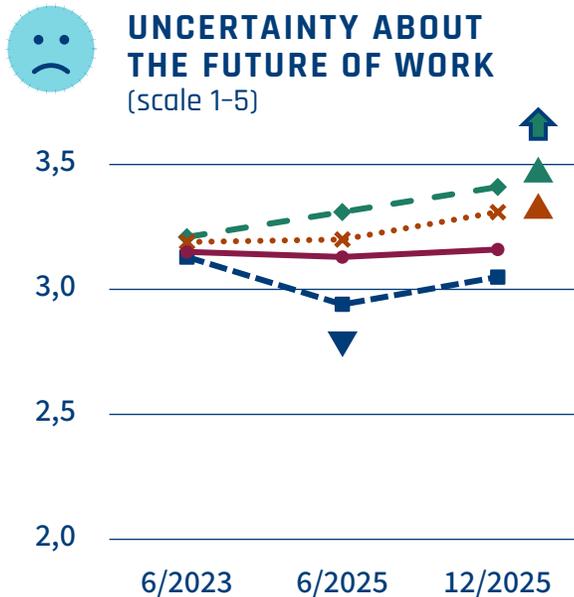
Probable job burnout among 30–45-year-olds has increased compared to late 2019 (6% → 13%) and the share of people with no symptoms has decreased (79% → 70%). Correspondingly, among 56–65-year-olds, the share of people at risk of burnout increased (10% → 15%) and the share of those with no burnout symptoms decreased (84% → 74%).

# Cynicism increased among people aged 30–45, and cognitive disorders among those aged 46–55

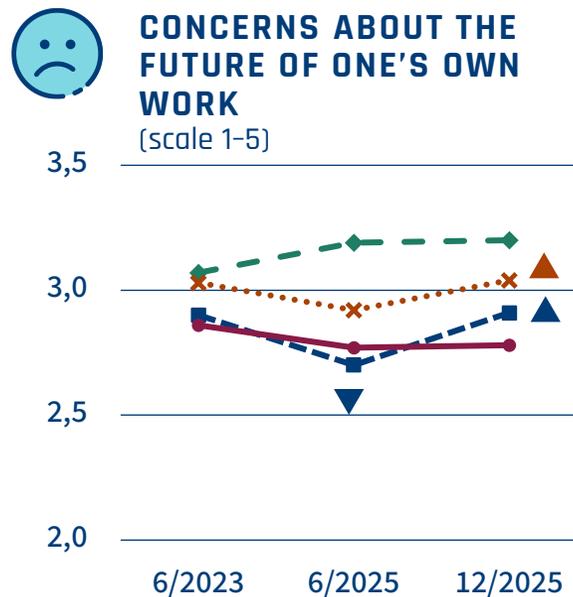


Of the core symptoms of job burnout, no changes were observed in chronic occupational fatigue compared to summer 2025 in any of the studied age groups. Cynicism and cognitive disorders increased among 30–45-year-olds during the same time period.

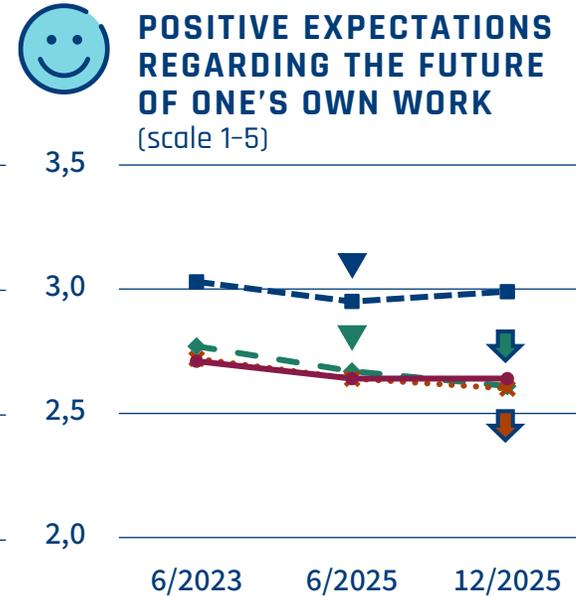
# Uncertainty about the future of work has increased among those aged 30–45 and 46–55



Uncertainty about the future of one's own work most prevalent among 30–45-year-olds.



Concerns about the future of one's own work increased among those aged 18–29 and 46–55 compared to the summer of 2025.



Positive expectations regarding the future of work remained at the same level as in summer 2025.

■ Age 18–29    ◆ Age 30–45  
 ●×● Age 46–55    ● Age 56–65

## IN LATE 2025:

Cannot predict what will happen in one's own work:

- Age 18–29: 36%
- Age 30–45: 50%
- Age 46–55: 46%
- Age 56–65: 41%

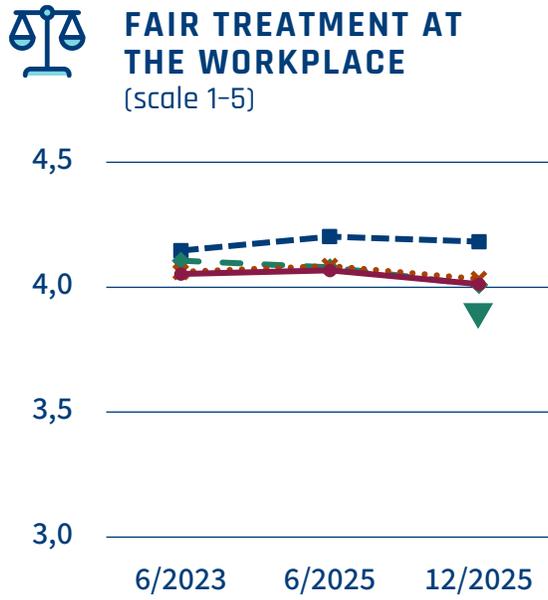
Are worried about what their work will look like in the future:

- Age 18–29: 36%
- Age 30–45: 45%
- Age 46–55: 41%
- Age 56–65: 33%

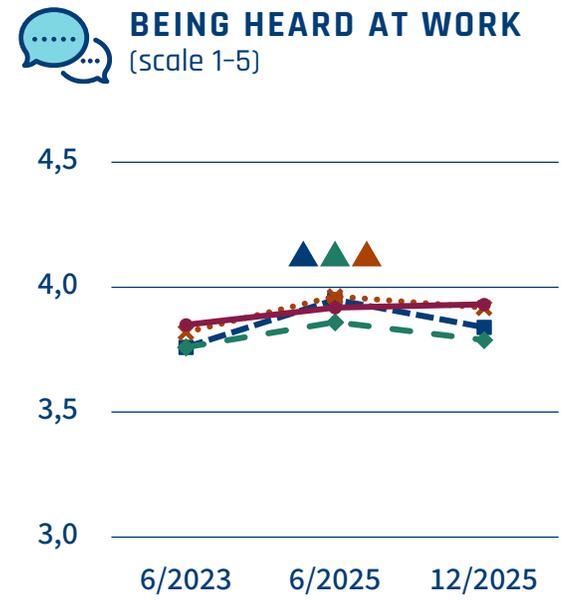
Believe their work will change for the better in the future:

- Age 18–29: 25%
- Age 30–45: 16%
- Age 46–55: 13%
- Age 56–65: 13%

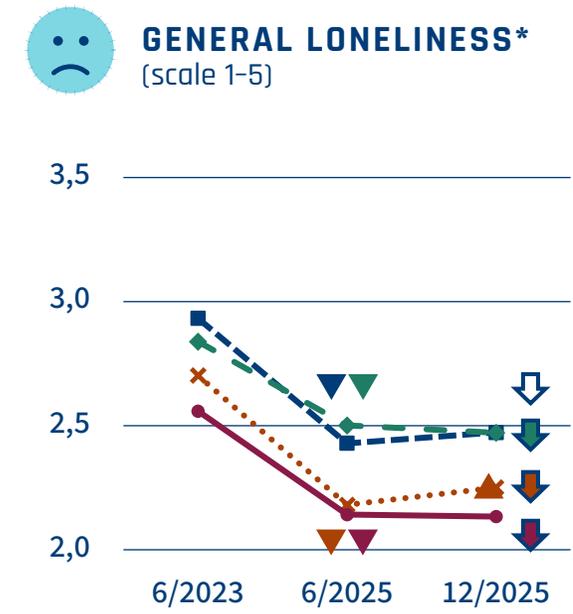
# 30-45-year-olds feel like they are treated fairly at work less often than before



The experience of fair treatment at the workplace among 30-45-year-olds declined compared to the summer of 2025.



No changes were observed in different age groups in experiences of being heard at work compared to the summer of 2025.



Loneliness increased among 46-55-year-olds compared to summer 2025.

Legend:  
 -■- Age 18-29    -◇- Age 30-45  
 -x- Age 46-55    -●- Age 56-65

- IN LATE 2025:**
- Felt that they have generally been treated fairly at work:
    - Age 18-29: 82%
    - Age 30-45: 78%
    - Age 46-55: 80%
    - Age 56-65: 78%
  - Felt heard in their work community:
    - Age 18-29: 73%
    - Age 30-45: 70%
    - Age 46-55: 76%
    - Age 56-65: 77%
  - Felt lonely:
    - Age 18-29: 32%
    - Age 30-45: 29%
    - Age 46-55: 20%
    - Age 56-65: 19%

\* General loneliness refers to the overall experience of loneliness in life and thus differs from loneliness experienced at work, for example.

# The poorer well-being at work of 30-45-year-olds can be explained by fewer job resources, greater job demands and feeling that other aspects of life drain energy from work

The situation of 30–45-year-olds was compared to both the younger (18–29) and the older (45–65) age group by partial correlation analysis. Studied respondents who responded in the summer 2025 and late 2025 ( $N=2,143$ ). The impact of educational level was controlled for in the analyses. The observed associations were statistically significant ( $p < 0.05$ ) although weak (partial correlation sizes between 0.05–0.16).

## NEGATIVE AMONG 30-45-YEAR-OLDS COMPARED TO BOTH YOUNGER AND OLDER AGE GROUPS:

- Other areas of life take more energy from work.
- More uncertainty and worry about the future of one's own work.
- More rigidity in practices and guidelines, conflicting expectations at work and ethical stress (not being able to act in the way you consider right in your work).
- Positive results of one's own work less visible, fewer opportunities to learn at work and a poorer compatibility between work and one's own values.
- Less satisfied with life. Less hope.

## FACTORS THAT SEPARATE 30-45-YEAR-OLDS FROM YOUNGER AGE GROUPS:

- Less physical strain at work.
- Less servant leadership, trust in the supervisor and support from the supervisor.
- Less fair treatment at work and less trust in colleagues.

## FACTORS THAT SEPARATE PEOPLE AGED 30–45 FROM THOSE OLDER THAN THEM:

- Better self-assessed health and cognitive work ability (able to meet the requirements of work in terms of information processing and thinking).
- Fewer experiences of competence and seeing the positive results of one's own work.
- Poorer work-life balance and work takes more energy from other areas of life.
- More loneliness at work and in general.

# Young people have better management, but fewer other work resources and more demanding work

The relationship between age and possible consequential factors was examined using partial correlation analysis. Studied respondents who responded in the summer 2025 and late 2025 ( $N=2,143$ ). The impact of educational level was controlled for in the analyses. The observed associations were statistically significant ( $p < 0.05$ ) although weak (partial correlation sizes between 0.05–0.20).

## POSITIVE AMONG YOUNGER PEOPLE:

-  Better self-assessed health.
-  More positive assessments of the immediate supervisor's servant leadership, more support from the supervisor and greater trust in the supervisor.
-  More positive expectations about the future of one's work.
-  Better physical (capable of meeting the physical requirements of work) and cognitive work ability (capable of meeting the requirements of information processing and thinking of work).
-  Less working while ill.

## NEGATIVE AMONG YOUNGER PEOPLE:

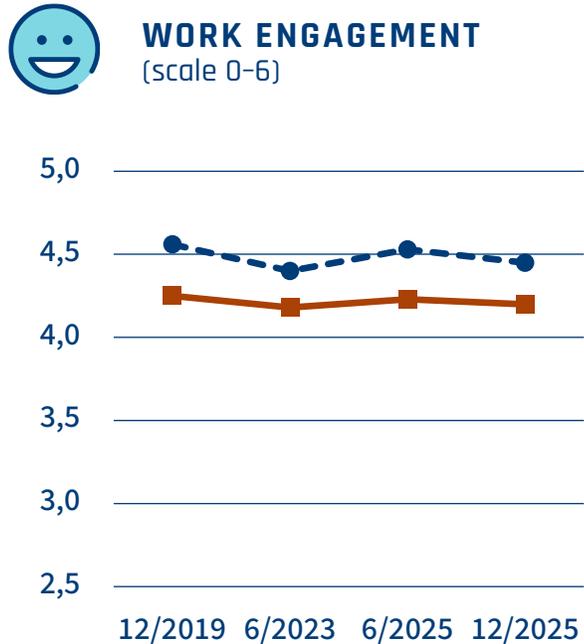
-  More boredom at work and burnout symptoms, less work engagement and job satisfaction
-  Positive results of one's own work less visible and less experiences of one's own work having a positive impact on others.
-  Less alignment between work and personal values as well as more ethical stress (not being able to act in the way one feel is right at work) and conflicting expectations at work.
-  Less experience of competence and independence at work and more tasks that are not challenging enough.
-  More physical workload and showing emotions that do not correspond to the experienced emotions.
-  More loneliness at work and in general. Less being heard at work and social work ability (able to meet the social requirements of work).
-  Poorer work-life balance and more prevalent experiences of work taking energy from other areas of life and vice versa.

Employees' work ability and future expectations have deteriorated, and job burnout symptoms have increased  
- no significant changes in supervisors' well-being

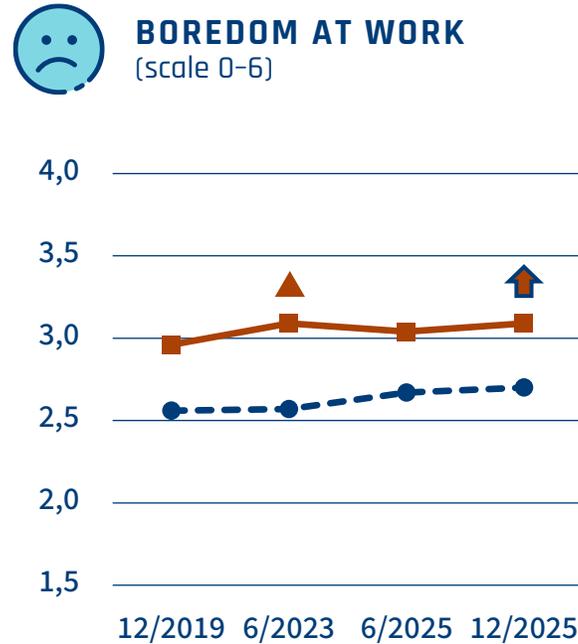
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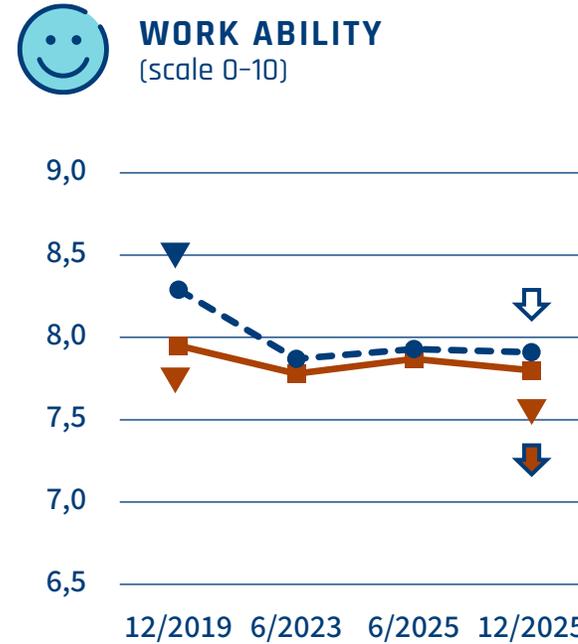
# No changes in work engagement and boredom among employees and supervisors since summer 2025



There have been no changes in the level of work engagement among employees or supervisors compared to late 2019 and the summers of 2023 and 2025.



Boredom at work among employees is at a higher level than in late 2019. Supervisors' level of boredom at work has remained unchanged.



Employees' work ability has decreased compared to the summer of 2025 and late 2019. Supervisors' work ability is at a weaker level than in late 2019.

— Employee —●— Supervisor

**IN LATE 2025:**  
A total of 53% of employees and 58% of supervisors experienced work engagement at least several times per week.  
A total of 20% of employees and 12% of supervisors experienced boredom at work at least several times per week.

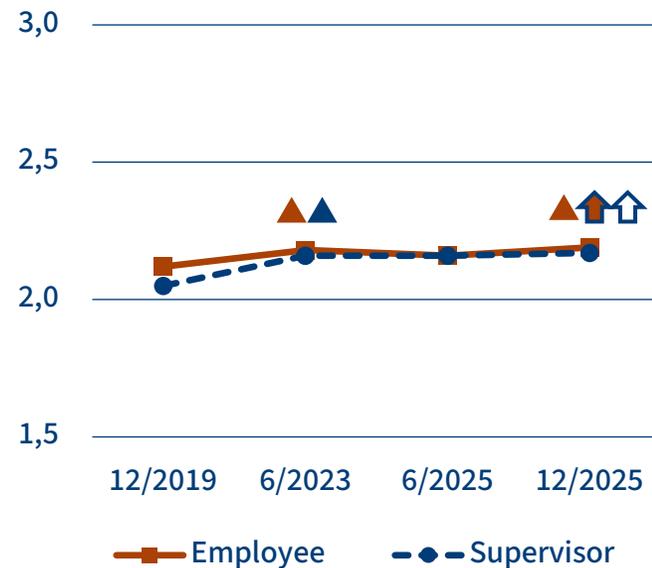
A total of 37% of employees and 38% of supervisors rated their work ability as excellent (9 or 10 on a scale of 0-10).

5.3.2026

# About one in ten supervisors and employees suffer from severe job burnout

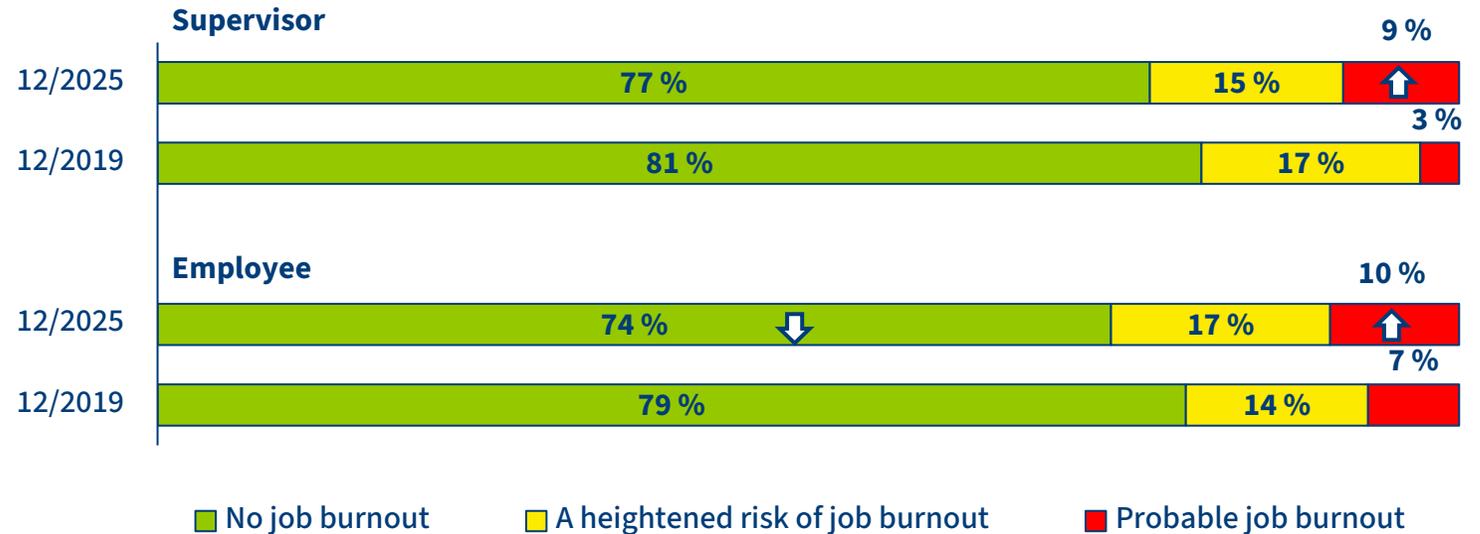


**SYMPTOMS OF JOB BURNOUT**  
(scale 1-5)



Symptoms of job burnout have increased among employees and supervisors since the end of 2019.

**JOB BURNOUT RISK GROUPS**



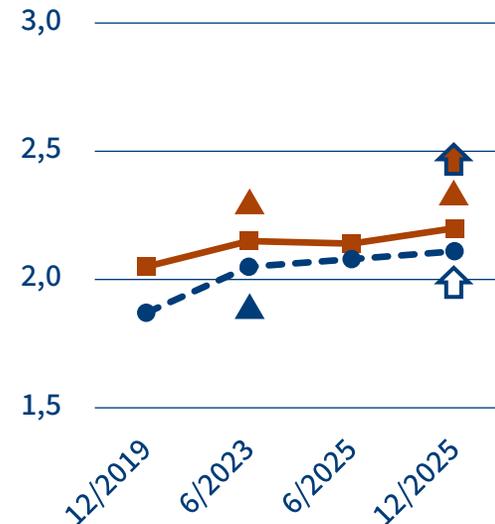
Belonging to the class of probable job burnout has increased (3% → 9%) among supervisors compared to late 2019. The share of probable job burnout among employees has also increased during the same period (7% → 10%), and the share of employees with no symptoms of burnout has decreased correspondingly (79% → 74%).

# Cynicism and emotional impairment have increased among employees

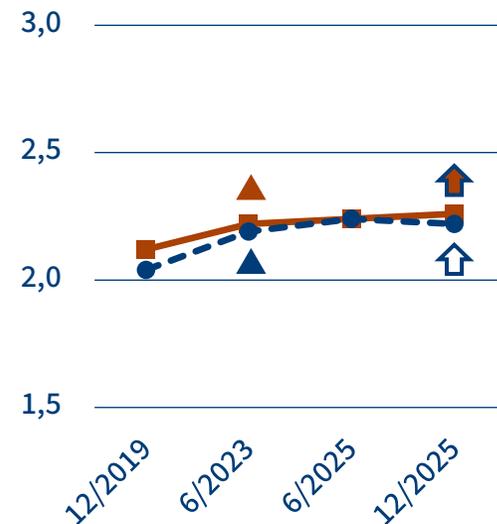
 **CHRONIC WORK FATIGUE**  
(scale 1-5)



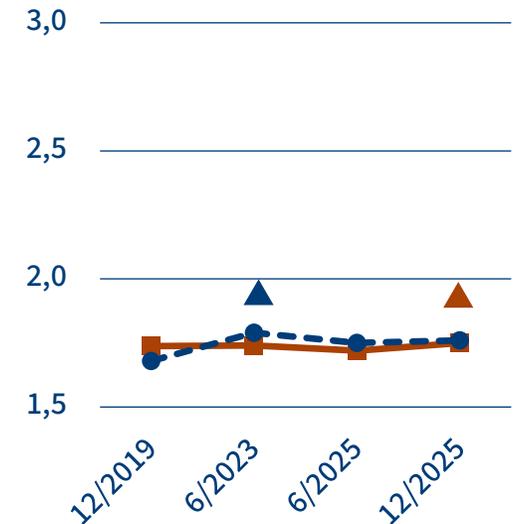
 **EMPLOYEES' CYNICISM**  
(scale 1-5)



 **COGNITIVE DISORDERS**  
(scale 1-5)



 **EMOTIONAL IMPAIRMENT**  
(scale 1-5)



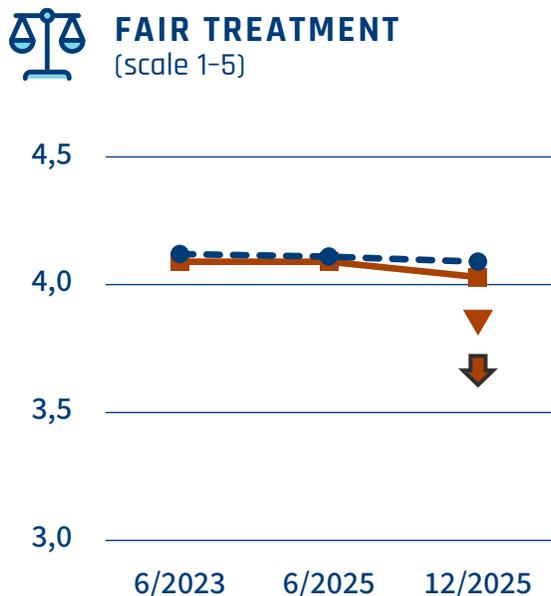
No changes were observed in chronic work fatigue compared to summer 2025. Employees' cynicism has increased since the summer of 2025, and they are also more likely to experience cynicism compared to supervisors.

No changes were observed in cognitive disorders compared to summer 2025.

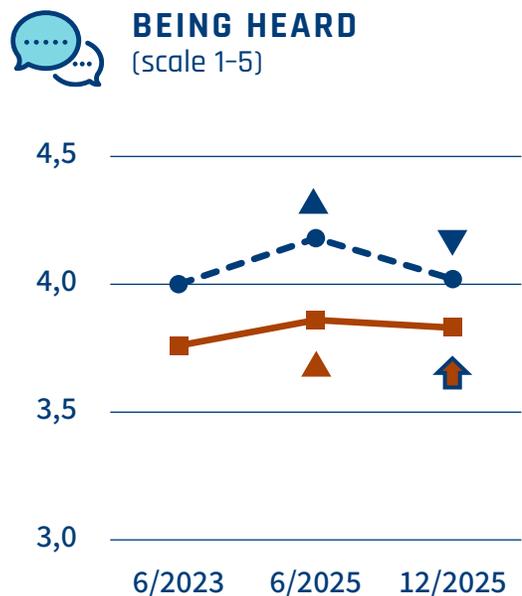
Emotional impairment grew more prevalent among employees since summer 2025.

—■— Employee    -●- Supervisor

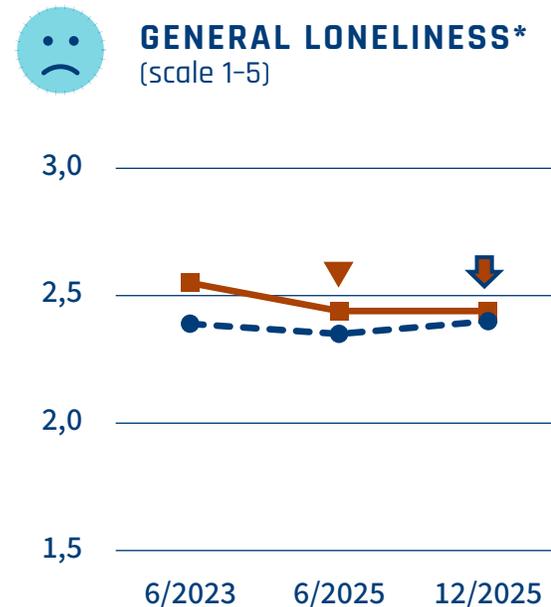
# Employees' experience of fair treatment and supervisors' experience of being heard has declined



Employees' experiences of fair treatment declined from the summer of 2025.



Supervisors' experience of being heard grew less prevalent compared to 2025, but remains at a higher level than that of employees.



No changes were observed in the experiences of loneliness compared to the summer of 2025. Employee loneliness has decreased since summer 2023.

—■— Employee —●— Supervisor

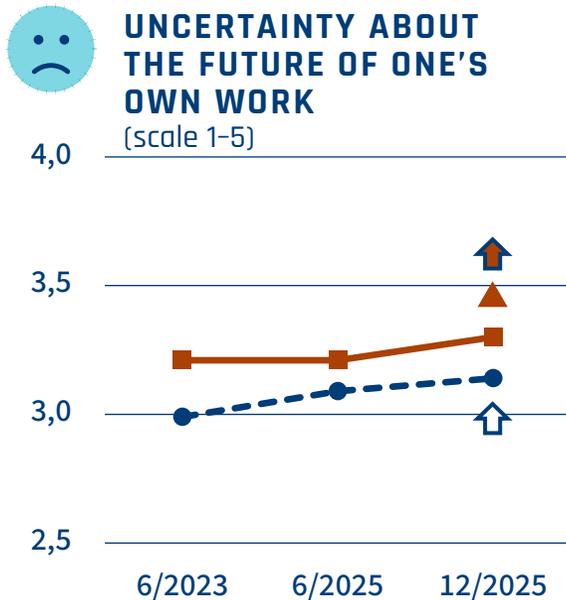
## IN LATE 2025:

A total of 79% of employees and 80% of supervisors felt that they were generally treated fairly at work.

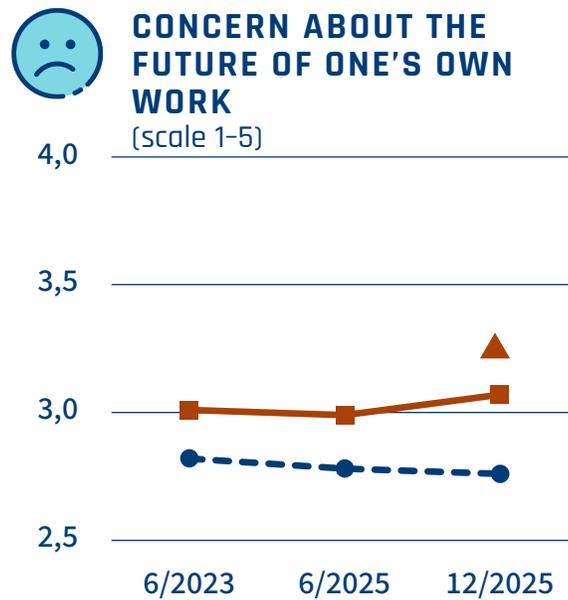
A total of 73% of employees and 79% of supervisors felt they were heard in their work community.

A total of 22% of employees and 25% of supervisors felt lonely.

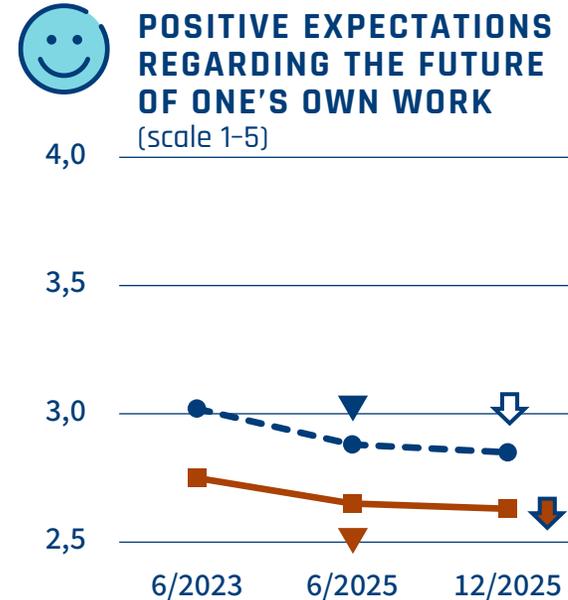
# Uncertainty and concern about the future of work have increased since summer 2025



Uncertainty about the future of one's own work decreased among employees since summer 2025, and is also more common among supervisors than in summer 2023.



Employees were slightly more concerned about the future of their work compared with summer 2025.



No changes were observed in employees' and supervisors' positive expectations regarding the future of their work compared to summer 2025.

■ Employee -●- Supervisor

## IN LATE 2025:

A total of 47% of employees and 38% of supervisors are unable to anticipate what will happen in their own work

A total of 41% of employees and 31% of supervisors are concerned about what their work will look like in the future.

A total of 15% of employees and 22% of supervisors believe their work will improve in the future.

# Supervisors have more job resources, but excessive workload and less social support causes strain

The connection between a supervisory position (cf. non-supervisors) and possible consequential factors was examined using partial correlation analysis. Studied respondents who responded in the summer 2025 and late 2025 ( $N=2,143$ ). The impact of educational level was standardised in the analyses. The observed associations were statistically significant ( $p < 0.05$ ) although weak (partial correlation sizes between 0.04–0.15).

## POSITIVE AMONG SUPERVISORS

- + More independence, learning opportunities and seeing the positive results of one's own work.
- + Less concern and uncertainty about the future of one's own work and more positive expectations.
- + Less rigidity of operating methods and rules at work and physical stress as well as greater compatibility between work and personal values.
- + More experiences of being heard in the work community.
- + Less boredom at work.
- + More experiences of work enriching other areas of life.
- + More hope.

## NEGATIVE FOR SUPERVISORS:

- Excessive amount of work more common.
- More work addiction and working while ill.
- More showing feelings at work that do not correspond to the feelings experienced.
- Less support from colleagues and supervisor.
- A weaker work-life balance and more experiences of other areas of life taking energy away from work.



REMOTE WORK HAS TWO FACES:  
POSITIVE AND NEGATIVE

# More negative than positive in remote work

Studied statistical temporal correlations between the amount of remote work reported in summer 2025 and possible consequences measured in late 2025. Studied respondents who responded to both surveys and worked at least 10% of their working hours remotely in summer 2025 and late 2025 ( $n=962$ ). The impact of educational level was standardised in the analyses. The observed associations were statistically significant ( $p < 0.05$ ) although weak (partial correlation sizes between 0.06–0.17).

## POSITIVE IN REMOTE WORK:

-  Less physical workload and perceived excessive workload.
-  Fewer experiences of having to show emotions at work that do not correspond to real emotions.
-  Less chronic work fatigue and workaholism.
-  A better experience of work-life balance and fewer experiences of work taking energy away from other areas of life.

## NEGATIVE IN REMOTE WORK:

-  Fewer experiences that work has a positive impact on other people's lives and perceiving the positive results of work less.
-  Less trust in colleagues and supervisor and less support from colleagues.
-  More loneliness at work and in general.
-  Fewer experiences of being heard in the work community and poorer social work ability (able to meet the social requirements of work).
-  Less fair treatment at work and more experiences that work tasks are not challenging enough.
-  Less compatibility between work and personal values and fewer experiences of competence at work.
-  Less work engagement and more cynicism at work.
-  A lesser effect of work enriching personal life.



# SUMMARY

# About the representativeness of the study

- Although the datasets are relatively extensive (between 1,567 and 3,631 respondents), the respondent groups may have been selected. For example, people suffering from challenges with well-being could have responded to the survey less or more often than others.
- That is why we compared all studied assessments of work and well-being at work from summer 2025 (51 factors) and background information (8 factors) in two groups of respondents: those employed, who responded 1) only in summer 2025 (n=1,676) and 2) also late 2025 (n=2,143)
- We found only minor differences between these respondent groups in 9 of the 59 examined factors.
  - Participation in the follow-up survey was slightly more likely ( $p < 0.05$ ) among those who experienced slightly more chronic work fatigue, physical workload, and slightly poorer work ability (the ability to meet the demands of information processing and thinking at work) and balance between work and other life in the summer of 2025.
  - In addition, blue-collar employees (compared to lower and upper white-collar employees), people with a lower level of education and those in fixed-term employment relationships were also slightly less likely to respond to the follow-up surveys than their comparison groups.
- Since the differences were quite small and only concerned the above-mentioned variables of those studied, the observed slight selection of respondents is unlikely to have a significant impact on the conclusions.

# How is Finland doing?

## Key results on trends in Finnish well-being at work, 1/2



**Job burnout among Finns have slightly increased** and boredom at work has also increased. However, work engagement has remained at its previous level.



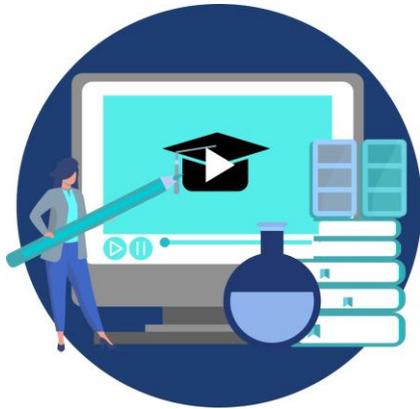
**The social resources of the workplace have weakened at the same time as demanding requirements of work and concerns about the future of one's work have increased.** Although work-related loneliness is becoming increasingly common, there are still plenty of social resources experienced at work.



**Burnout symptoms have increased among 30–45-year-olds. They have higher job demands compared to other age groups and fewer work resources.** Younger employees experience more servant leadership compared with older people.

# How is Finland doing?

## Key results on trends in Finnish well-being at work, 2/2



**Supervisors are burdened by an excessive workload and a lack of support, and the experience of being heard has declined.**

Approximately one in ten supervisors and employees suffer from probable job burnout.



**Employees' experience of fair treatment has deteriorated and concerns about the future of work have increased.**

Work engagement and boredom at work remain unchanged, but employees' work ability has declined.



**Remote work has fewer stress factors and less work fatigue, but also fewer social resources and less work engagement.** Thus, remote work is associated with both less negative spillover of work into other areas of life and less positive spillover of work into other areas of life.

# Tips and tools for employees and workplaces



The Mental Health Toolkit contains free tools and materials:  
**[Mental Health Toolkit \(ttl.fi\)](https://www.ttl.fi)**



One of the tools is the "How are you feeling?" well-being at work test, which has helped over 150,000 Finns assess their own well-being at work:  
**[How are you? -well-being at work test \(ttl.fi\)](https://www.ttl.fi)**



Another example of tools is the Occupational Burnout Traffic Lights - a mapping tool for work communities that helps to assess the risk of job burnout at the organizational level: **[Occupational Burnout Traffic Lights mapping tool \(ttl.fi\)](https://www.ttl.fi)**



The assessment tool used in the study of occupational burnout symptoms is freely available (in Finnish):  
**[Occupational burnout assessment using the burnout assessment tool \(BAT\) method \(julkari.fi\)](https://www.julkari.fi)**

# Finnish Institute of Occupational Health

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