

ADP Canada Happiness@Work Index: Worker Happiness Remains Strong during Spooky Season

All thriller, no filler: The latest Index finds that financial pressure and workload or unrealistic expectations are key stressors for workers in Canada.

Worker happiness remains steady in October, according to ADP Canada Co. ("ADP Canada")'s monthly *Happiness@Work Index* ("Index").

The National Work Happiness Score for October 2026 is 6.9/10, reflecting no change from both September 2026 and October 2025.

The latest *Index* finds that nearly one third (32%) of workers surveyed in Canada say salary and financial pressures are their biggest source of anxiety, while a quarter (24%) identify workplace related factors, including unrealistic expectations, as a key source of stress.

Additionally, about three in 10 of workers in Canada (29%) say a heavy workload is the biggest drain on their energy during the workday, followed by repetitive or unfulfilling tasks (20%) and a lack of recognition (19%).

"As the days grow darker, seasonal anxiety starts to set in for many workers. From weather changes, workloads increasing during this season for many industries, to financial pressures, they all play a significant role in increasing stress at the workplace," says Heather Haslam, vice president of marketing at ADP Canada. "The findings are a reminder that employers play an important role in lifting that weight by ensuring employees feel supported, valued and recognized as we approach the final stretch of the year. No one should have to face workplace stress alone or let it become the real fright of the season."

October 2026 Happiness@Work Index Highlights

- **National Work Happiness Score:** 6.9/10 (NC)*
- **Indicator Breakdown**
 - **Primary Indicator:** 7.1/10 (NC)*
 - **Secondary Indicators:**
 - Work-Life Balance & Flexibility: 7.0/10 (NC)*
 - Recognition & Support: 6.8/10 (+0.1)*
 - Compensation & Benefits: 6.5/10 (+0.1)*
 - Options for Career Advancement: 6.4/10 (+0.1)*

The October *Index* finds that half (51%) of workers surveyed in Canada are satisfied with their current roles and responsibilities, while Work-Life Balance & Flexibility continues to be the top contributor to overall workplace happiness.

Boomers (7.4/10) remain the happiest generation this month, despite a 0.1 point decline. Gen Z (6.8/10) saw a 0.1 point increase this month, but continues to have the lowest generational score. Québec (7.2/10) records a 0.3-point increase, making it the happiest region in Canada, while Saskatchewan/Manitoba (6.6/10) carry the lowest regional score in October.

National Work Happiness Score: Generational Snapshot

- **Boomers (62+):** 7.4/10 (-0.1)*
- **Gen X (46–61):** 6.9/10 (NC)*
- **Millennials (30–45):** 6.9/10 (0.1)*
- **Gen Z (18–29):** 6.8/10 (0.1)*

Regional Work Happiness Score Snapshot

- **Québec:** 7.2/10 (+0.3)*
- **Ontario:** 6.9/10 (NC)*
- **Alberta:** 6.8/10 (NC)*
- **British Columbia:** 6.7/10 (-0.3)*
- **Atlantic Canada:** 6.7/10 (NC)*
- **Sask./Manitoba:** 6.6/10 (-0.3)*

About the *Happiness@Work Index* Methodology

The *Happiness@Work Index* is measured monthly through a survey fielded by Harris Poll Canada on behalf of ADP Canada Co. The survey is run in the first week of each reported month for consistency purposes. This month, 1,926 randomly selected employed Canadian adults, including both employees and self-employed individuals who are online panellists, participated and rated workplace factors on a scale from 1 to 10. Discrepancies in or between totals when compared with the data tables are due to rounding.

The results are weighted by education, age, gender and region—and, in Québec, language—to match the population according to Census data. This ensures the sample is representative of Canada's adult population. For comparison purposes, a probability sample of this size has an estimated margin of error, which measures sampling variability, of +/-2.3 per cent, 19 times out of 20.

The *Index* will continue to be published on the last Wednesday of the month, with the next scheduled findings due for publication on November 25, 2026.

<https://mediacentre.adp.ca/2026-10-28-ADP-Canada-Happiness-Work-Index-Worker-Happiness-Remains-Strong-during-Spooky-Season>