ADP Canada Happiness@Work Index: Workers Look Forward to 2027 Despite Slight Drop in Happiness

The latest Index reveals workers in Canada report a strong sense of professional accomplishment this year.

Worker happiness shows a slight decrease in November, according to ADP Canada Co. (“ADP Canada”)’s monthly *Happiness@Work Index* (“*Index*”).

The National Work Happiness Score for November 2026 is 6.8/10, a 0.1-point decrease from October 2026.

The latest *Index* finds that more than half (57%) of workers surveyed in Canada say they are optimistic about their career prospects in 2027, with a quarter (24%) saying they are very optimistic.

No gloomy days for workers’ success, as two thirds (62%) say they achieved their professional goals this year, with nearly one third (28%) of workers saying salary increase was their 2026 career milestone, and a quarter (24%) who mentioned learning a new skill at work.

"As daylight dwindles, worker happiness tends to dip slightly. But it's encouraging to see that workers are optimistic about their prospects in the year ahead," says Heather Haslam, vice president of marketing at ADP Canada. "As workers reflect on their accomplishments this year, employers have an important role to play in providing the tools and resources that help them reach new milestones and achieve their goals"

November 2026 Happiness@Work Index Highlights

- **National Work Happiness Score:** 6.8/10 (-0.1)*
- **Indicator Breakdown**
    - **Primary Indicator:** 7.0/10 (-0.1)*
    - **Secondary Indicators:**
        - Work-Life Balance & Flexibility: 6.9/10 (-0.1)*
        - Recognition & Support: 6.7/10 (-0.1)*
        - Compensation & Benefits: 6.4/10 (-0.1)*
        - Options for Career Advancement: 6.3/10 (-0.1)*

The November *Index* finds that almost half (48%) 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, with no change in score. Gen X saw a 0.3-point decrease, recording the lowest generational score. Saskatchewan/Manitoba (7.1/10) records a 0.5-point increase, making it the happiest region in Canada, while Alberta (6.6/10) carries the lowest regional score in November.

National Work Happiness Score: Generational Snapshot

- **Boomers (62+):** 7.4/10 (NC)*
- **Millennials (30–45):** 6.9/10 (NC)*
- **Gen Z (18–29):** 6.7/10 (-0.1)*
- **Gen X (46–61):** 6.6/10 (-0.3)*

Regional Work Happiness Score Snapshot

- **Sask./Manitoba:** 7.1/10 (+0.5)*
- **Atlantic Canada:** 7.0/10 (+0.3)*
- **Québec:** 6.9/10 (-0.3)*
- **Ontario:** 6.9/10 (NC)*
- **British Columbia:** 6.7/10 (NC)*
- **Alberta:** 6.6/10 (-0.2)*

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 1,850 randomly selected employed Canadian adults (including both employees and self-employed individuals) who are online panelists participated to

rate workplace factors on a scale from 1 to 10. Discrepancies in or between totals when compared to 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 is to ensure the sample is representative of the entire adult population of Canada. For comparison purposes, a probability sample of this size has an estimated margin of error (which measures sampling variability) of +/-2.3%, 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 December 30, 2026.

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https://mediacentre.adp.ca/2026-11-25-ADP-Canada-Happiness-Work-Index-Workers-Look-Forward-to-2027-Despite-Slight-Drop-in-Happiness