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2025 Leadership Survey Insights

**What Leaders
(+ their Followers)
want and need..**

EXECUTIVE SUMMARY

2025 Leadership Survey: What leaders (+ their followers) want + need...

The findings from POINT3's latest Leadership Survey offer a comprehensive snapshot of the evolving landscape leaders are navigating today.

Drawing on quantitative and qualitative responses from over 50 senior and middle management professionals - primarily from technology, marketing and nonprofit sectors - the findings highlight significant trends, challenges, and critical leadership priorities.

Based on this insight, leaders need help to build emotional resilience, communicate with clarity, lead through change, and navigate complexity.

In particular, the findings highlight the need for leaders to:

- Invest in middle management training as a linchpin for organisational health.
- Reskill and lead through change, particularly in response to AI disruption.
- Create environments that prioritise psychological safety and wellbeing.
- Adapt leadership approaches to accommodate generational diversity and neurodiversity.
- Reaffirm the visibility and impact of DEI strategies in shifting priorities.

In addition, the top three traits cited for building healthy, high-performing teams were **Trust, Communication and Integrity**. Other key traits were: Emotional Intelligence, Empathy, Accountability, Authenticity, and Recognition.

These findings affirm the critical need for emotionally intelligent, human-centric leadership in today's complex and fast-changing world.

Gallup's 2025 State of the Global Workplace Report

Alongside our Leadership Survey, we have cross-referenced these findings with [Gallup's 2025 State of the Global Workplace Report](#) - widely acknowledged as the leading global study on employee engagement and workplace wellbeing. This year, Gallup surveyed over 200,000 employees across more than 160 countries annually - making it the largest and most comprehensive ongoing study of its kind.

We know how challenging it can be to find the time to read through these sorts of reports - so we hope you will find our summary (on Page 4) helpful.

For now, summed up in one sentence (thanks AI!):

As AI transforms industries and employee engagement declines sharply, Gallup urges organisations to empower and invest in managers - through training, coaching skills, and wellbeing support - to unlock a potential US\$9.6 trillion global productivity boom and sustain human connections that are more important than ever.

Thank you in advance for reading this insights paper, and we remain here to help you and your people to stress less and smile more through human-centric skills training.

[Nicky and Sarah](#)

Founders + Facilitators
POINT3 - Helping build healthier, high-performing teams and workplaces

2025 LEADERSHIP SURVEY

Workplace Sentiment:



6.88

How would you rate your current wellbeing?



7.25

How engaged do you feel at work right now?



7.47

How psychologically safe do you feel at work?

Overall, the average scores (out of 10) for Wellbeing, Engagement and Psychological Safety indicate a generally positive sentiment among respondents.

However, the data also reveals notable variation, particularly in wellbeing, where lower scores were often linked to stress, budget constraints, and personal pressures.

Psychological safety stood out as a key differentiator in shaping the employee experience, with high scores closely tied to trust in leadership, effective communication, and organisational stability.

Current Wellbeing:

The average rating for current wellbeing is 6.88. The scores range from a minimum of 3 to a maximum of 10. The median (50th percentile) is 7, indicating that half of the respondents rated their current wellbeing at or above 7 and another half rated their wellbeing at 6 or below.

Lower scores in "Current wellbeing" often correlated with responses indicating stress, external pressures, and personal challenges.

Engagement Levels:

The average engagement level reported is 7.25. The scores vary from 3 to 10, and the median is 7. This suggests a generally positive level of engagement among the respondents.

Varying scores in "Engagement levels" reflected individual circumstances, such as new roles, changing company dynamics, or personal life issues.

Psychological Safety:

The average score for how psychologically safe respondents feel is 7.4. The ratings range from 3 to 10, and the median is 8. This indicates a relatively high perception of psychological safety within the respondents' work environments.

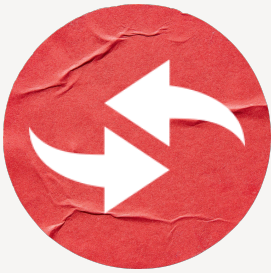
Scores here were closely tied to comments about trust, management styles, and organisational politics.

2025 LEADERSHIP SURVEY

Key Themes from Qualitative Insights:

Today's leadership challenges are deeply interconnected, with leaders navigating human complexity, emotional demands, and rapid macro shifts like AI – all within often rigid or under-resourced systems.

The key themes were as follows:



AI & Change Management

AI adoption is widely seen as the most significant shift since the industrial revolution. Leaders are concerned about reskilling, ethical use, and the impact on roles and morale.



Overwhelm & Emotional Fatigue

Economic instability, global crises, and AI disruption are elevating stress and emotional fatigue across leadership levels. Leaders feel a personal responsibility for others' wellbeing, while grappling with their own mental health.



Trust, Communication & Psychological Safety

Psychological safety is closely linked to trust, management style, and culture. Challenges include building open communication and managing organisational politics.



Workload, Resources & Engagement

High workloads and resource constraints are common, with some leaders reporting burnout despite being engaged. Hybrid work contributes to diminished team cohesion and a sense of disconnection.



Generational Shifts & Changing Expectations

Tensions exist around Gen Z's attitudes toward leadership, work-life balance, and accountability. Generational gaps affect communication, collaboration, and team dynamics.

2025 GLOBAL WORKPLACE REPORT

Gallup State of the Global Workplace Report 2025: A Summary

The global workplace stands at a pivotal moment - employee engagement is declining just as AI is transforming industries at unprecedented speed.

In 2024, global engagement fell from 23% to 21% - matching the sharp decline seen during COVID-19 lockdowns.

Critically, manager engagement dropped from 30% to 27%, with young managers (under 35) and female managers experiencing the steepest declines.

Gallup's findings show that disengaged managers lead to disengaged teams, threatening global productivity.

If workplace engagement were maximised, an estimated US\$9.6 trillion - or 9% of global GDP - could be added to the economy.

Organisations have faced near-constant disruption over the past five years. High employee turnover, restructuring, shrinking budgets, adapting to flexible ways of working and rapid adoption of digital tools, including AI.

Now, more than ever before, managers must be and feel empowered to navigate all of this change, challenge and potential without losing the human connections that sustain thriving workplaces.

Gallup outlines a three-part path to a global productivity boom:

1. Train all managers:

Fewer than half (44%) have received basic management training.

2. Teach managers coaching skills:

Manager training can boost performance by 20–28% and lift team engagement by up to 18%.

3. Invest in manager wellbeing:

Training alone raises manager thriving from 28% to 34%, but with ongoing development support, thriving jumps to 50%.



Global engagement levels fall from 23% to 21%



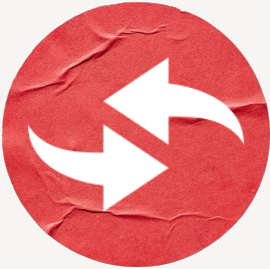
Training alone raises manager thriving from 28% to 34%

To navigate this AI era successfully, leaders must rethink and invest in the role of the manager - because when managers thrive, so do their teams, and so does the global economy.

FIVE REASONS TO RAISE YOUR HUMAN GAME

In 2024, we launched our [Raise Your Human Game Leadership training](#) in response to the main challenges that we are seeing in the world and at work.

When we look at this year's leadership survey and Gallup's workplace report, these challenges (and needs) are ever present.



ADAPTING TO CHANGE + UNCERTAINTY

How do you equip your people to be resilient + adaptable to ongoing uncertainty, business transformation + emerging AI?



MITIGATING BURNOUT

How do you equip your people to cope better with stress, prevent burnout + poor mental health?



ADAPTING TO NEW WAYS OF WORKING

How can you make flexible hybrid working work for all of your people all of the time, while maintaining a culture of connection?



RETAINING TALENT + ENGAGEMENT

How do you ensure you continue to attract, retain, support + develop your talent effectively?



MEETING DIVERSE NEEDS

How do you successfully integrate + manage different groups (e.g. generational) who have different wants + expectations? And where does DEI stand in terms of your priorities now?

The emotional feeling and thread that runs through all of these challenges is one of anxiety - and at the baseline of anxiety is fear. Therefore, there is a critical need to help our workforces feel safe.

IN SUMMARY, WHAT MAKES A GOOD LEADER IN TODAY'S WORLD?

The demands of leadership are complex, but the foundation of being a good leader is rooted in meeting the needs of those who follow them.

To meet these needs, challenges (and the underlying fear people are feeling), leaders and managers need to level up their human skills - they need to help make their teams feel psychologically safe.

To do this they must build their emotional intelligence, communication and coaching skills, personal resilience and practical toolkits of strategies to lead through ongoing change and complexity.

And it starts by understanding that the antidote to disengagement, burnout, and disconnection is...

CONNECTION

When leaders can connect with themselves + their teams on a human level, the result is higher levels of wellbeing, engagement and psychological safety.

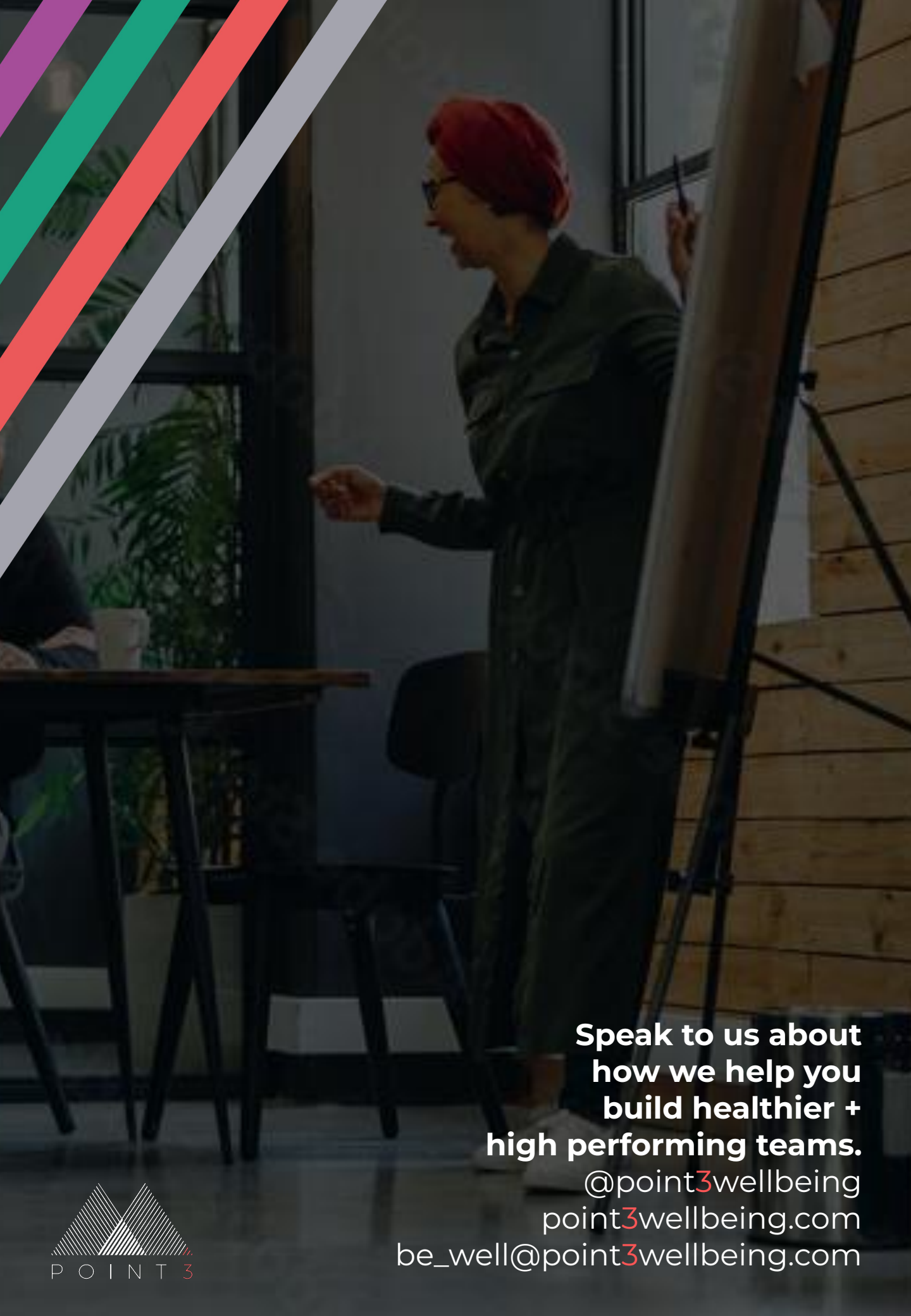
The benefit for your organisation is higher productivity + profit.

When people feel safe, seen and understood, they are set up to succeed.

The opposite is not good for them nor your business.

The POINT3 mission:

We build healthy and high performing teams (+ workplaces) through training experiences that **spark human connections and increase employee engagement...**



**Speak to us about
how we help you
build healthier +
high performing teams.**

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