



## Why your participation matters

You are part of the first wave of the Confidence in Action: Tracking the Workforce Perspective survey.

This is the baseline for an ongoing measure of worker confidence in the U.S. workforce. In each new wave, we'll compare results to see:

- Where confidence is growing or falling
- How trust in institutions shifts
- Whether career mobility is increasing or slowing
- What new challenges are emerging

Your insights help create a clearer, data-driven picture of the workforce; insights that can guide businesses, industry leaders, and policymakers.

## Wave 1 Results: June 2 to July 31, 2025

**72% CONFIDENT IN THEIR INDUSTRY — BUT TOP CONCERNS INCLUDE ECONOMIC SLOWDOWN AND SHIFTING POLICIES.**

### INSIDE THE RESULTS

See what's keeping professionals up at night, from AI to staffing shortages

### WORKPLACE SNAPSHOT

Leadership trust is high, yet only half feel secure in their roles.

### TRUST CHECK

Company leaders rank highest for trust — federal government ranks lowest.

## Looking ahead:

*If you receive another invitation in the future, we hope you'll take part again. By continuing to share your views, you'll help us monitor these trends over time, and you'll always receive some results so you can see how things are evolving.*

# In Brief: Key Insights



**Survey Scope:** Over 1,000 U.S. professionals across 20+ industries participated (June – July). The majority were in leadership roles in fields such as construction, manufacturing, technology, healthcare, and logistics.

**Institutional Trust:** The highest trust is in their own company leadership, followed by trade associations. Trust in the federal government ranks lowest.

**Workplace Confidence:** Over half have strong confidence in leadership at all levels.

**52%** feel Very or Completely secure in their current role.

## Personal Outlook:

**43%** feel Very or Extremely confident about personal finances.

**33%** are considering a job change within the year.

**51%** plan to stay in their current job



**Top threats:**  
Economic  
slowdown,  
government  
policy

**Industry Confidence:** 72% are at least somewhat confident in their industry's 12-month outlook.

**Top threats:** Economic slowdown, government policy uncertainty, inflation, supply chain issues, labor shortages, and tech disruption.

**Media Trust:** Overall trust in general media is low.

**Local news:** 41%

**Cable news:** 21%



## Top Concerns

- AI and job security
- Policy/tariffs causing planning paralysis
- Internal leadership and workload issues

# Who Took Part

Between June 2 and July 31, more than 1,000 professionals from over 20 industries across the U.S. took part in the first wave of the Confidence in Action: Tracking the Workforce Perspective survey.

Participants represented a wide cross-section of the U.S. economy, from skilled trades and technical services to healthcare, manufacturing, and technology.

The largest share came from the built environment, including architecture, engineering, construction, and the mechanical systems that power buildings. We also heard from professionals in manufacturing, both general industrial and food & beverage processing, as well as technology and IT services, healthcare and life sciences, and professional services.

Specialized trade voices were also present, from roofing and building envelope specialists to those in energy, utilities, and safety/security. The survey reached logistics and transportation, financial services, retail and consumer goods, education and research institutions, and government and public sector roles. A portion of responses came from agriculture, environmental services, and other niche sectors, ensuring perspectives from across the economy were included in this first wave.

Most respondents hold leadership or management positions, from owners and senior executives to department heads and team leads, with additional perspectives from technical and skilled trades professionals, sales and business development roles, and administrative staff.



## **Broad cross-section of the U.S. economy:**

- Built environment: architecture, engineering, construction, mechanical systems
- Manufacturing: general industrial and food & beverage processing
- Technology & IT services
- Healthcare & life sciences
- Professional services

## **Specialized trades & other sectors:**

- Roofing & building envelope specialists
- Energy, utilities, safety/security
- Logistics & transportation
- Financial services, retail & consumer goods
- Education, research institutions, government & public sector
- Agriculture, environmental services, niche sectors

## **Roles represented:**

- Leadership & management: owners, executives, department heads, team leads
- Technical & skilled trades
- Sales & business development
- Administrative staff

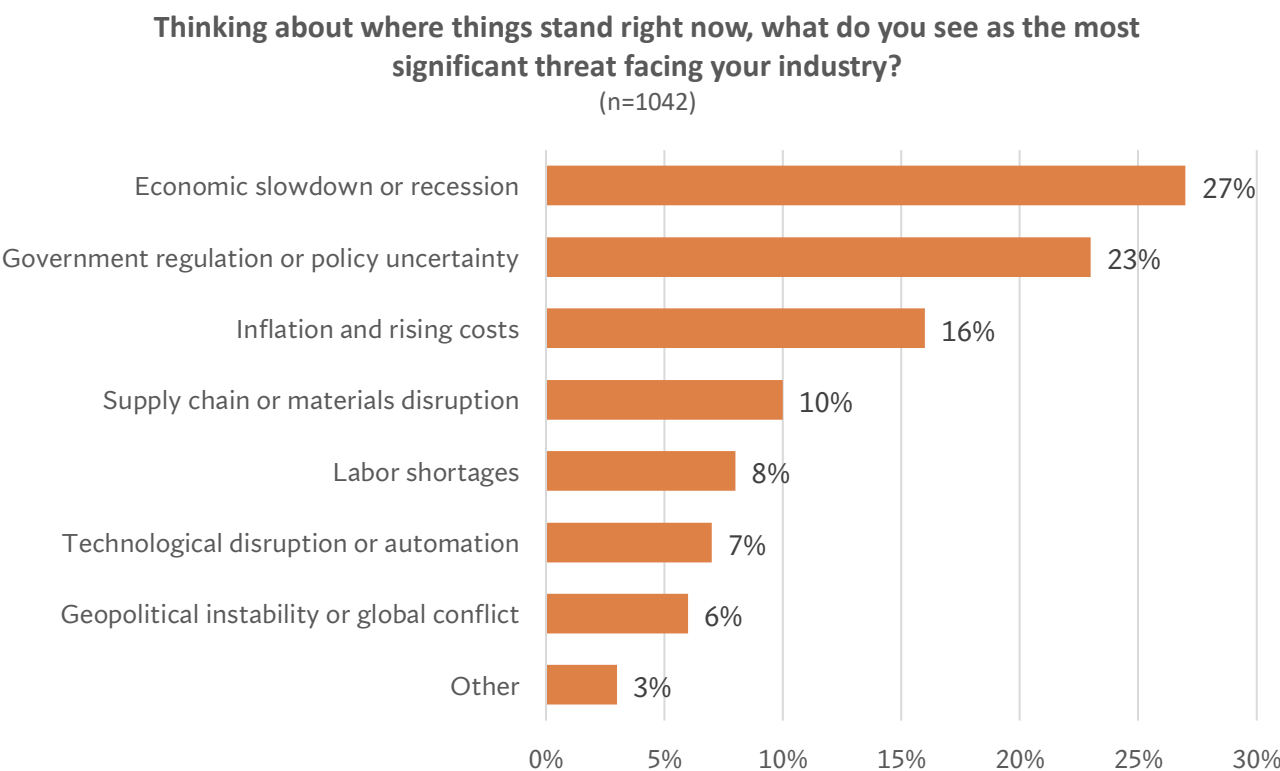
## **Looking ahead:**

We'll continue to track these perspectives in future waves — watching for shifts in who's taking part and what they have to say. ***If you're invited to participate, we hope you'll add your voice to the conversation.***

# Industry & Economic Outlook

When asked, “Considering your specific industry sector, how confident are you in its overall economic outlook for the next 12 months?” **72%** expressed at least some level of confidence.

Even among those confident in their industry’s outlook, respondents pointed to a range of potential threats that could challenge growth and stability in the year ahead.



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## What's Worrying Professionals in Their Roles — *Here's What They Said...*

When asked, “What’s your number-one concern in your current role?” five recurring themes emerged from participants’ verbatim responses.

**AI & Job Security / Role Change:** Some see technology and automation reshaping or even eliminating parts of their work.

- *"AI has the ability to do my job without much human input."*
- *"We need more people for work we have. Phasing out part of my work because of AI."*

**Policy, Tariffs & Planning Paralysis:** Changing trade policies and tariffs are making it harder to plan, invest, or price products.

- *"My number one concern is that as a result of tariffs and trade policy, rising costs and inflation will cause a downturn in the construction trades which then affects us as a supplier and our business falls off also."*
- *"Inability to make sound business decisions due to ever-shifting Federal trade policies... Why pay a tariff today, if it might be lifted tomorrow?"*

**Economy, Demand & Margins:** Economic uncertainty, rising costs, and reduced budgets are creating financial pressure.

- *"Rising operational costs and constant changes in the market."*
- *"Economic uncertainty."*

**People & Skills: Hiring, Retention, Succession:** A shortage of skilled workers and difficulty filling roles is impacting productivity and growth.

- *"Finding competent staff willing to do the work"*
- *"Phasing out the old guys and not replacing with younger people."*

**Inside the Organization: Leadership, Priorities & Workload:** Some pointed to internal leadership gaps, shifting priorities, and lack of direction.

- *"That there is no clear chain of command. Everyone is trying to pacify the crisis of the day, which means no long-term vision or plan."*
- *"Upper management not understanding time to execute projects."*

# Confidence In Institutions

We asked participants to **rank** which institutions they trust most to act in the best interest of their industry. **Ranked from most trusted to least trusted:**



Your own company's leadership came out on top, followed closely by your industry's trade associations. Business media ranked in the middle, while state and local government were viewed with less trust. At the bottom of the list was the federal government.

This ranking shows that, for most professionals, trust is strongest close to home and drops off as it moves toward government institutions.



## Confidence in federal government policy support

Only 33% report a fair amount or great deal of confidence.

Views on regulations:

**48%** disagree that "regulations are based on industry expertise."

**55%** disagree that the "regulatory process is transparent."

**54%** disagree that "regulations are applied consistently."

Only **33%** agree that "regulations support innovation."

Only **35%** agree that "consumer protection is well balanced with business needs."

Only **32%** agree that "government policies enable business growth."

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# Workplace Leadership, Job Security & Career Movement



When asked how confident they are in their organization's leadership to make sound decisions in the current economic climate, participants gave similar ratings across all levels:

**Executive leadership** – **55%** Strong or Complete confidence

**Department or team leadership** – **59%** Strong or Complete confidence

**Direct manager or supervisor** – **59%** Strong or Complete confidence

When asked how secure they feel in their current role, **just over half (52%)** said they feel Very or Completely secure.

## Career plans are mixed:

Career plans are mixed. About 1 in 3 (33%) are either actively job hunting, planning to start looking soon, or considering a move within the next year. Just over half (51%) say they have no plans to change jobs in the next 12 months, suggesting a relatively stable core workforce.



## Personal Finances

Looking ahead, 43% of participants say they feel very or extremely confident about their personal financial situation over the next six months, while the majority feel only somewhat confident or less.

A closer look shows that 36% are only somewhat confident, and nearly 1 in 5 express low confidence — including 14% who are not very confident and 5% who are not at all confident. Only 16% feel extremely confident in their outlook.



**THANK YOU!**

**Thank you for taking the time to share your perspective.**

Your participation helps us track how worker confidence, trust, and career outlooks shift over time and gives you insight into how your views compare with others across industries.

We hope you'll take part in future waves so we can continue building this picture together.