

WELLBEING IN RESIDENTIAL CONSTRUCTION

Measuring & improving the
wellbeing of construction workers

September 2025

Supported by:



He Kōwhiri, He Manatū,
He Whakapapa,
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BACKGROUND & METHODOLOGY

Background & objectives

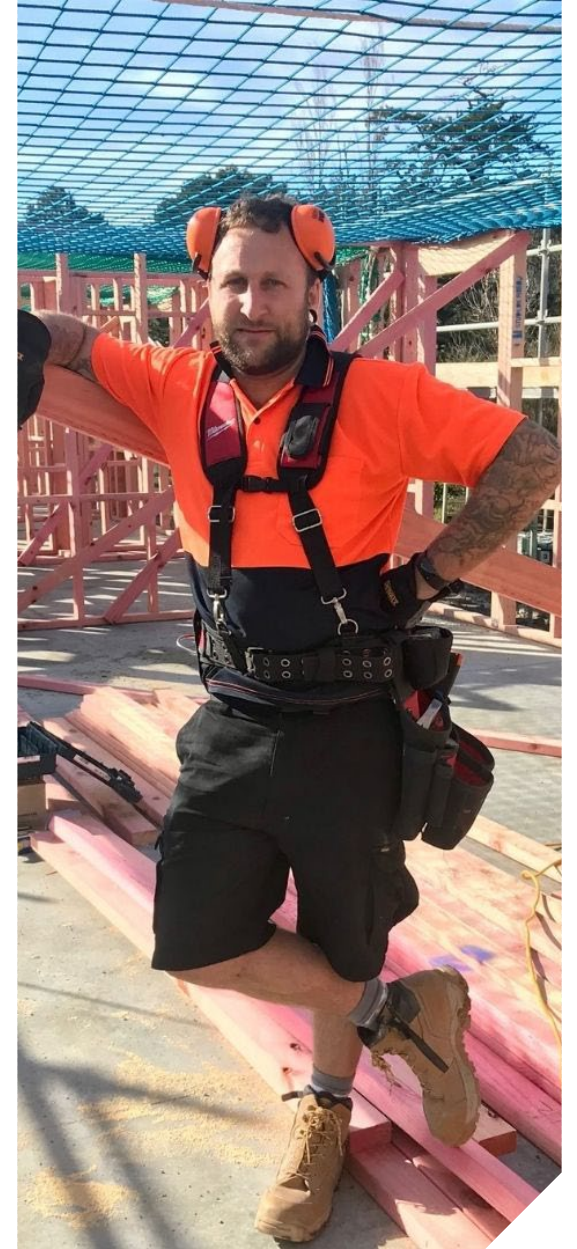
Evaluating the third year of *Live Well, Build Well*

This research is the third annual wave, monitoring changes in wellbeing and behaviours of residential construction workers. It explores the impact and engagement of Live Well Build Well (LWBW).

LWBW, launched in late 2022, has adapted the successful strategies of Farmstrong (a farmer and grower wellbeing and injury prevention programme that has been operating for 11 years) to the distinct needs and unique dynamics of the residential construction industry. The industry has some similarities with farming, such as long hours, high proportion of small business operators, and volatile market conditions, but differs with its urban-centred operations, collaborative team environments, and a workforce dominated by male workers.

LWBW seeks to understand and respond to what works for construction workers by finding opportunities, motivators, and barriers to wellbeing within the sector. Ipsos conducted foundational research in late 2022, laying the groundwork by exploring these critical areas. The term 'mental fitness' is used to emphasise the positive and practical nature of psychological wellbeing and make the link with physical fitness, and the well researched importance of mind/body connection.

In 2023, Live Well Build Well engaged Ipsos to establish a baseline measure of the sector's general wellbeing and worker behaviours. Follow-up studies conducted in 2024, and now 2025, continue to track changes in wellbeing and assess the awareness and engagement levels with the Live Well Build Well programme and its impacts. The study also evaluates the impact of LWBW thus far.



Methodology



Fieldwork dates

Ipsos panel fieldwork:

6 May – 20 May

Open partner link fieldwork:

15 May – 23 June



Methodology

Online questionnaire

9-11-minute survey

Mix of closed & open-ended questions

Respondents were recruited from reputable online NZ panels & river sampling. An open link was also distributed to partner sector organisations by the *Live Well, Build Well* team



Sample

n=641 total respondents

n=358 via Ipsos online panels + river sampling

n=234 via open partner link



Weighting

The data is weighted by gender & construction type to match the NZ residential construction sector population

Disclaimer: Respondents recruited via the open partner link either work in, or belong to, organisations that Live Well, Build Well has worked or have a partnership with. Therefore, this cohort may be more informed around the subject of wellbeing and mental fitness.

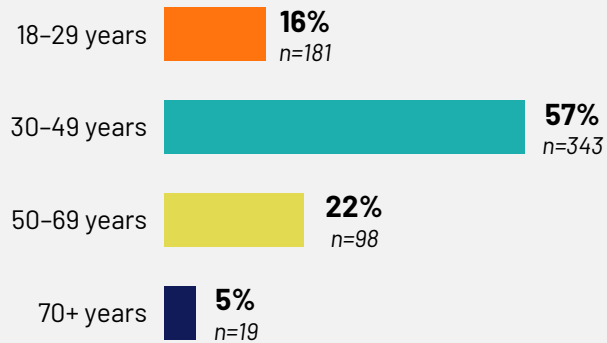
Other notes

- Significant differences are reported at 95% confidence. **Green** indicates that the percentage is significantly higher than the previous survey / total results, whilst **red** indicates it is significantly lower.
- The maximum margin of error, at the 95% confidence level, is $\pm 3.0\%$.
- Where results do not sum to 100 or the 'difference' appears to be + / -1 more / less than the actual, this may be due to rounding, multiple responses or the exclusion of 'don't know' or 'not stated' responses.

Sample information (1)

Total sample: **n=641**

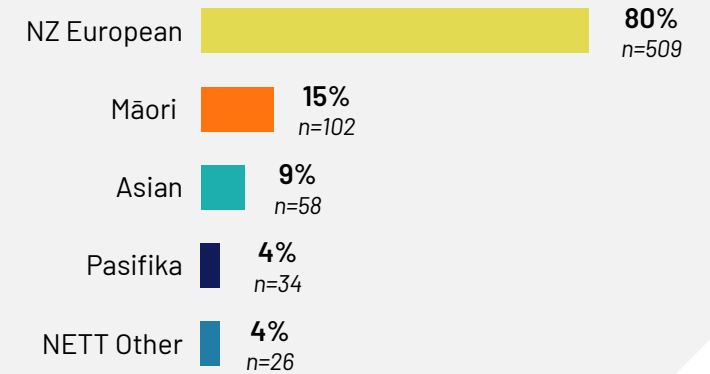
Age group



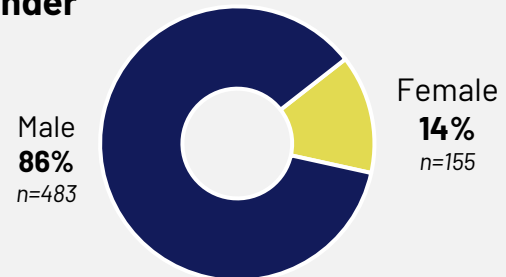
Construction type



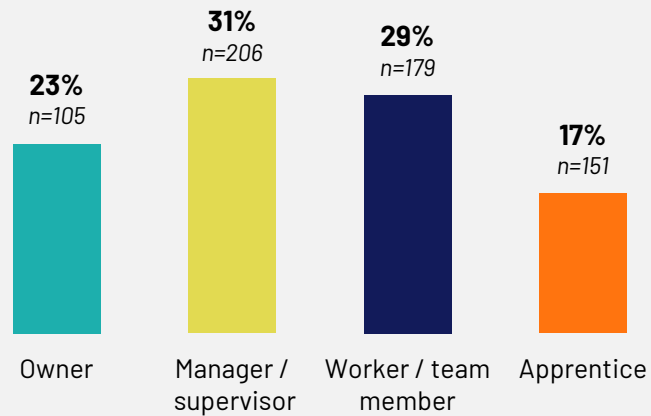
Ethnicity



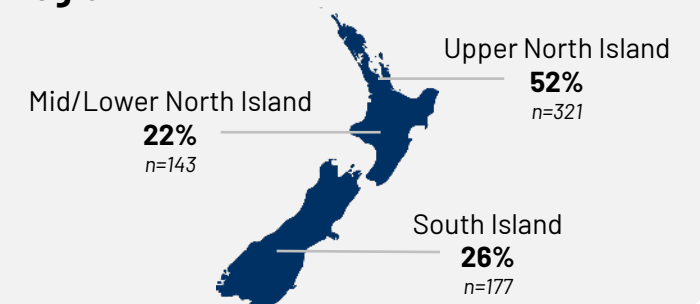
Gender



Role



Region



Sample information (2)

Job types					
	%	n=		%	n=
House/residential building construction	31%	261	Glazing services	2%	13
Full building services	12%	105	Electrician / electrical services	1%	7
Painting and decorating	10%	31	Joinery	1%	4
Other	7%	33	Plumbing / gasfitting	1%	4
Land development and subdivision	7%	12	Quantity Surveying	1%	2
Landscape construction	7%	20	Structural steel erection	1%	3
Tiling / carpeting	4%	11	Architectural	1%	4
Plastering and ceiling services	4%	11	Roofing	0%	2
Carpentry	3%	84	Drainage/drain laying	0%	1
Site preparation	3%	5	Other	5%	20
Bricklaying	2%	9			

A7a: Thinking about the business that you work for, which of the following best describes the work that it mainly does?

Base: Total sample (2024: n=1,122, 2025: n=641)



Pathways to the survey

Organisations / groups

	%	n=
BCITO	79%	218
Carters Building Supplies	2%	7
CHASNZ	1%	3
Site Safe	1%	5
New Zealand Certified Builders	1%	2
Registered Master Builder	1%	3
ITM Building Supplies	1%	1
The Professional Builder	1%	1
Live Well Build Well	0%	2
HazardCo	0%	1
Other	1%	2
A different organisation	1%	5
None of these	11%	33

Social media

	%	n=
LWBW's Facebook post	42%	17
LWBW's Instagram post	16%	9
LWBW's newsletter	12%	6
LWBW's website	2%	1
None of these	31%	11



D2. Did you find out about this survey through any of the following organisations? **D2_a.** How did you find out about this survey?
Base: Total sample (2024: n=1,122, 2025: n=641)

KEY FINDINGS

Key findings

Wellbeing among residential construction workers remains stable, but results indicate a decline in wellbeing enhancing activities

Results across key wellbeing measures, such as the WHO Wellbeing Index score, experiences of loneliness, and sense of control, remained largely consistent among residential construction workers from 2024 to 2025. As was the case in 2024, female workers continue to report poorer wellbeing scores than male workers (average WHO Wellbeing Index score of 15.3 for female, compared to 16.5 for male workers).

Notably, however, there was a significant decrease in workers performing wellbeing-enhancing activities, with the average number dropping from 5.4 a fortnight in 2024 to 5.1 in 2025. Workers are engaging less in physical activities, organisation, mindfulness, and spiritual practices. Performing more wellbeing activities continues to correlate with better overall wellbeing.

Satisfaction with work-life balance has improved, yet gaps between importance and satisfaction persist in desired job aspects

Overall job satisfaction for residential construction workers remained consistent with 2024 figures. Nevertheless, satisfaction with work-life balance improved from an average score of 6.2/10 in 2024 to 6.6/10 in 2025. Despite 93% of workers indicating that work-life balance is important to them, only 67% are satisfied with this balance, a 26% gap between perceived importance and satisfaction. Gaps between perceived importance and satisfaction are reflected across most career aspects, indicating that there is still room for improvement.

Inconsistent hours a key challenge, and stress levels in the workplace polarise

Reflecting the nation-wide instability in the sector, 15% of workers expressed that inconsistent or insufficient hours were a key challenge in their jobs, compared to 8% in 2024. Stress levels in the workplace are becoming more polarised, with both an increase in workers who report being stressed *most or all of the time* (from 15% in 2024 to 20% in 2025), and those saying they are *rarely or never stressed* (from 32% to 38%). Workers also performed fewer wellbeing actions at work on average, declining from 5.6 activities in the last fortnight 2024 to 5.2 in 2025.

Awareness and engagement with *Live Well Build Well* initiatives has increased

Awareness of the Live Well Build Well initiative increased from 18% in 2024 to 22% in 2025. Facebook remains the primary platform for awareness (36%), followed by word-of-mouth (26%). Among those that said they heard of LWBW elsewhere, 34% said they heard of it through BCITO. Engagement with program resources has increased significantly—including listening to tradies sharing their mental health stories (from 32% to 38%), tips on improving mental fitness (from 20% to 28%), newsletters (from 19% to 23%), and tips on exercises and stretches (from 13% to 19%). Those reporting that the programme aided their emotional health doubled from 3% to 6%.

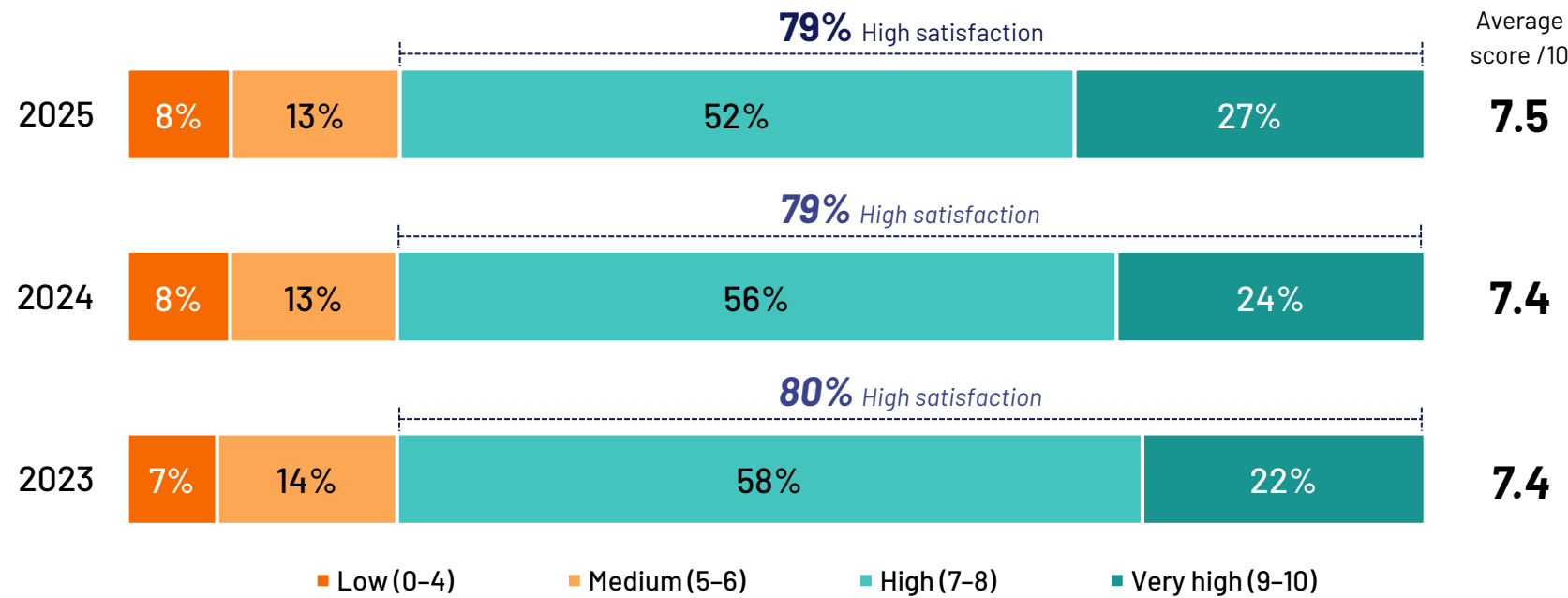
WELLBEING, STRESS & FACING CHALLENGES



Life satisfaction

Overall life satisfaction among residential construction workers has remained consistent since 2023. This result, however, is lower compared to New Zealand’s general population.

Feel about life as a whole



New Zealanders’ life satisfaction

High life satisfaction (7-10)
83% ▲
Average life satisfaction score
7.8
New Zealand Health Survey 2023/24
(Base: n=9,719)
▲ Significantly higher than residential construction workers

W1: How do you feel about your life as a whole?
Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude ‘don’t know’ and ‘prefer not to say’. **Note:** Numbers on the chart may not add up to 100% due to rounding.

What is the WHO-5 wellbeing index?

W3: Please indicate, for each of the five statements, which is closest to how you have been feeling over the last two weeks.

Over the last 2 weeks:	All the time	Most of the time	More than half of the time	Less than half of the time	Some of the time	At no time
1. I have felt cheerful & in good spirits	5	4	3	2	1	0
2. I have felt calm & relaxed	5	4	3	2	1	0
3. I have felt active & vigorous	5	4	3	2	1	0
4. I woke up feeling fresh & rested	5	4	3	2	1	0
5. My daily life has been filled with things that interest me	5	4	3	2	1	0

The WHO-5 is a self-rated measure of emotional wellbeing.

Respondents are asked to rate the extent to which each of 5 wellbeing indications has been present or absent in their lives over the previous 2-week period.

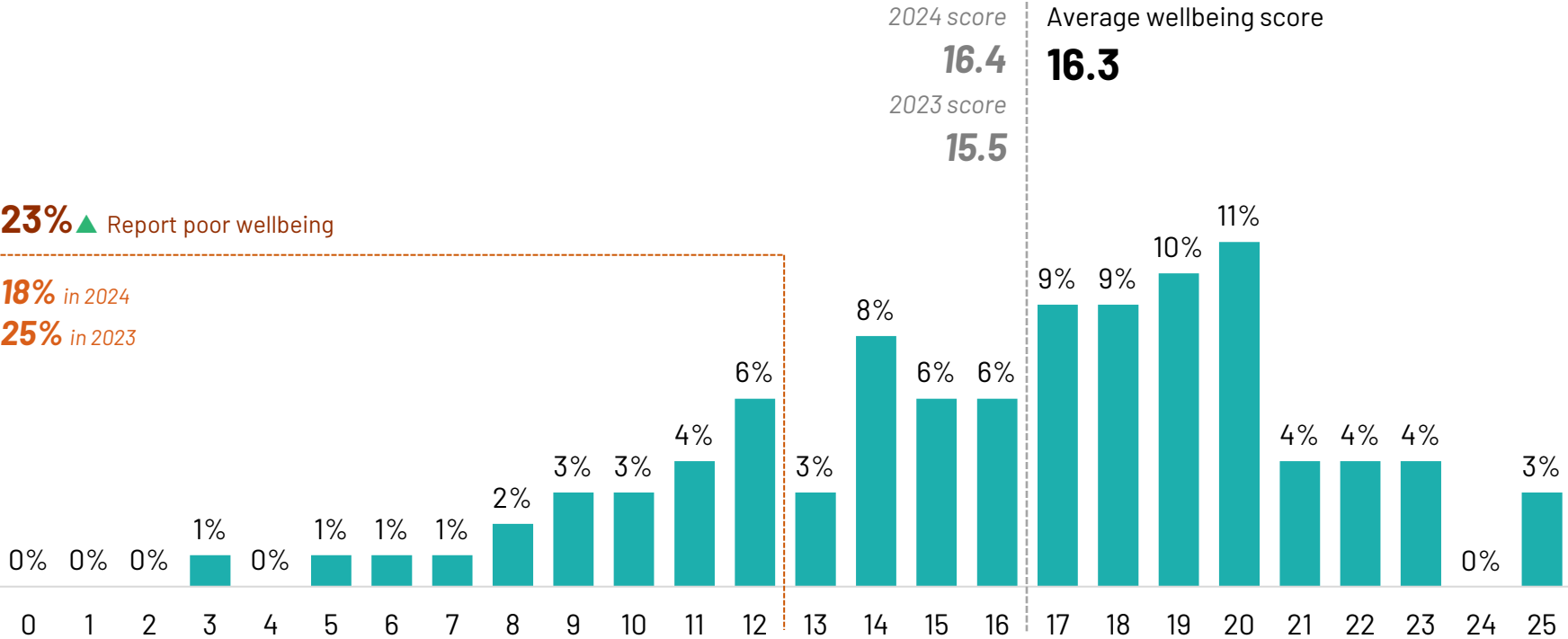
The **raw score** is calculated by **totalling the figures of the 5 answers** for each individual.

The raw score ranges from 0 to 25, with 0 representing the lowest level of emotional wellbeing and 25 representing the highest level of emotional wellbeing.

Scores below 13 (between 0 and 12) are indicative of poor emotional wellbeing and may indicate a risk of poor mental health.

WHO-5 wellbeing index

While there has been an increase in the proportion of residential construction workers that report poor well being, the average wellbeing score remains consistent with 2024.



W3: Please indicate, for each of the five statements, which is closest to how you have been feeling over the last two weeks.
Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). ▼ / ▲ indicates significantly lower / higher than 2024.

New Zealanders' mental wellbeing

Average wellbeing score
15.1

Poor wellbeing (0-12)
26.4%

General Social Survey 2023
(Base: n=7,820)

Group differences

Female construction workers report significantly poorer wellbeing than males (15.3 ▼ vs 16.5).

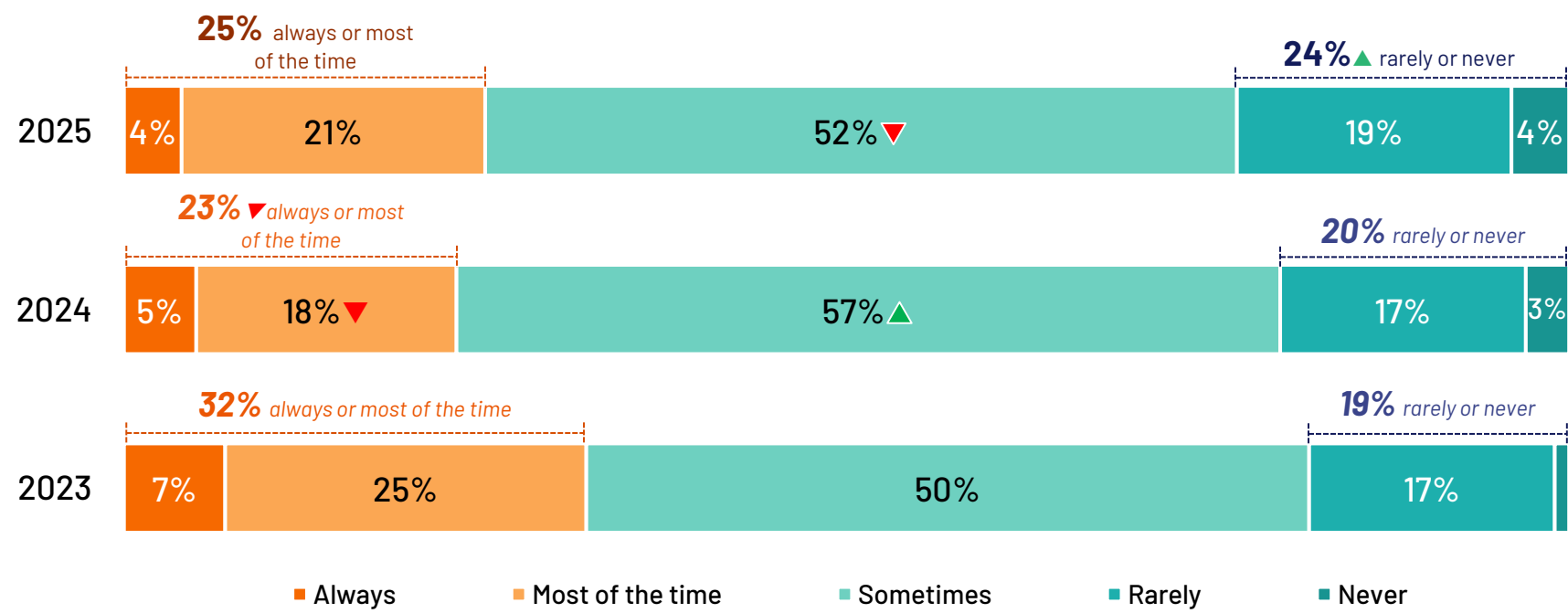
Workers/team members report a lower wellbeing score (15.5 ▼), while those aged 18-29 report a higher wellbeing (17.4 ▲).

▲ ▼ Significantly higher/lower than 2025 total

Stress

The proportion of residential construction workers that say they *rarely or never* experienced stress has seen a steady increase since 2023, with a significant jump in 2025. This result is in line with the result for New Zealanders generally.

Stress in the past 12 months



New Zealanders' experiences of stress

Rarely or never experience stress with negative effects
25%

Experience stressed most of the time or always
28%

Quality of Life Survey 2025

Survey sample comprising residents living within areas governed by Auckland Council, Hamilton City Council, Tauranga City Council, Hutt City Council, Porirua City Council, Wellington City Council, Christchurch City Council, Dunedin City Council, and Waikato Regional Council

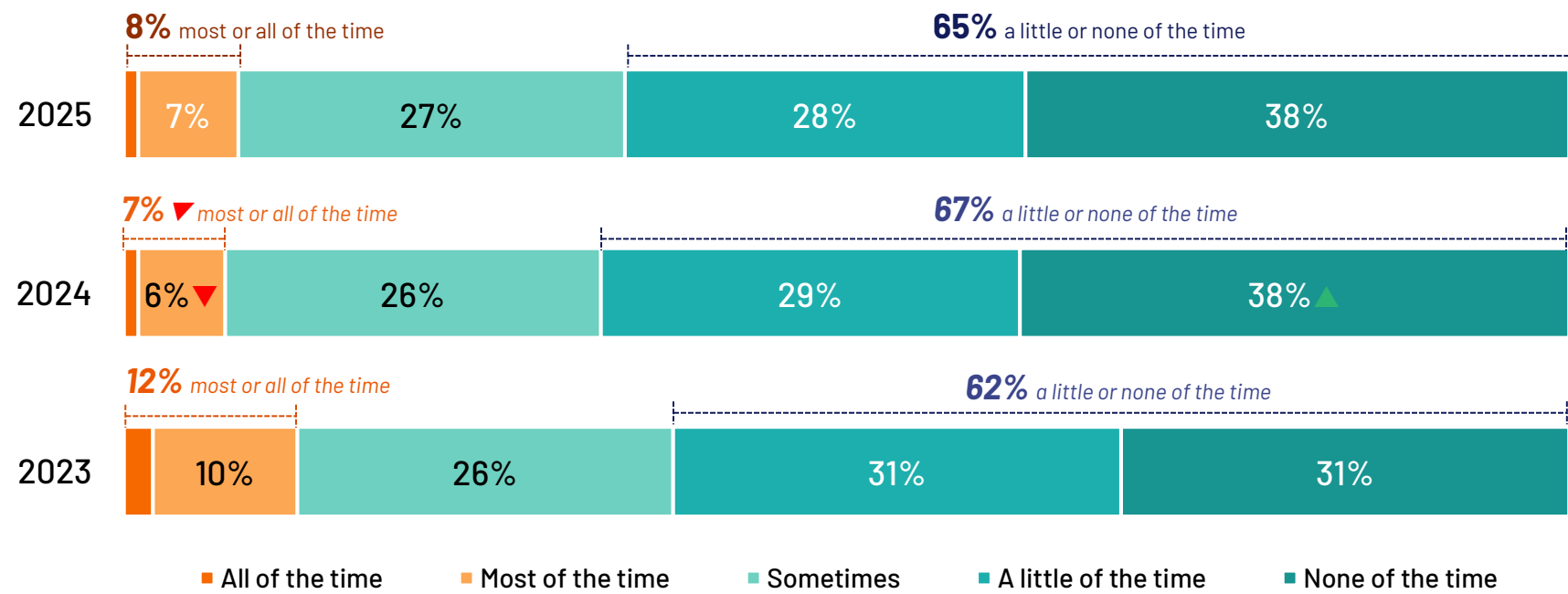
W4: Which statement below best applies to how often, if ever, over the past 12 months you have felt stressed? Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than previous wave.

Loneliness

The proportion of residential construction workers that feel lonely *a little or none of the time* remains consistent, though this result is significantly lower than that of New Zealanders more generally.

Loneliness in the last 4 weeks



W5: In the last 4 weeks, how often have you felt lonely? **Base:** Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than previous wave.

New Zealanders' feelings of loneliness

Feel lonely most or all of the time
3.6% ▼

Feel lonely a little or none of the time
86.7% ▲

New Zealand Health Survey 2023/24
(Base: n=9,719)

▼ / ▲ Significantly lower / higher than residential construction workers

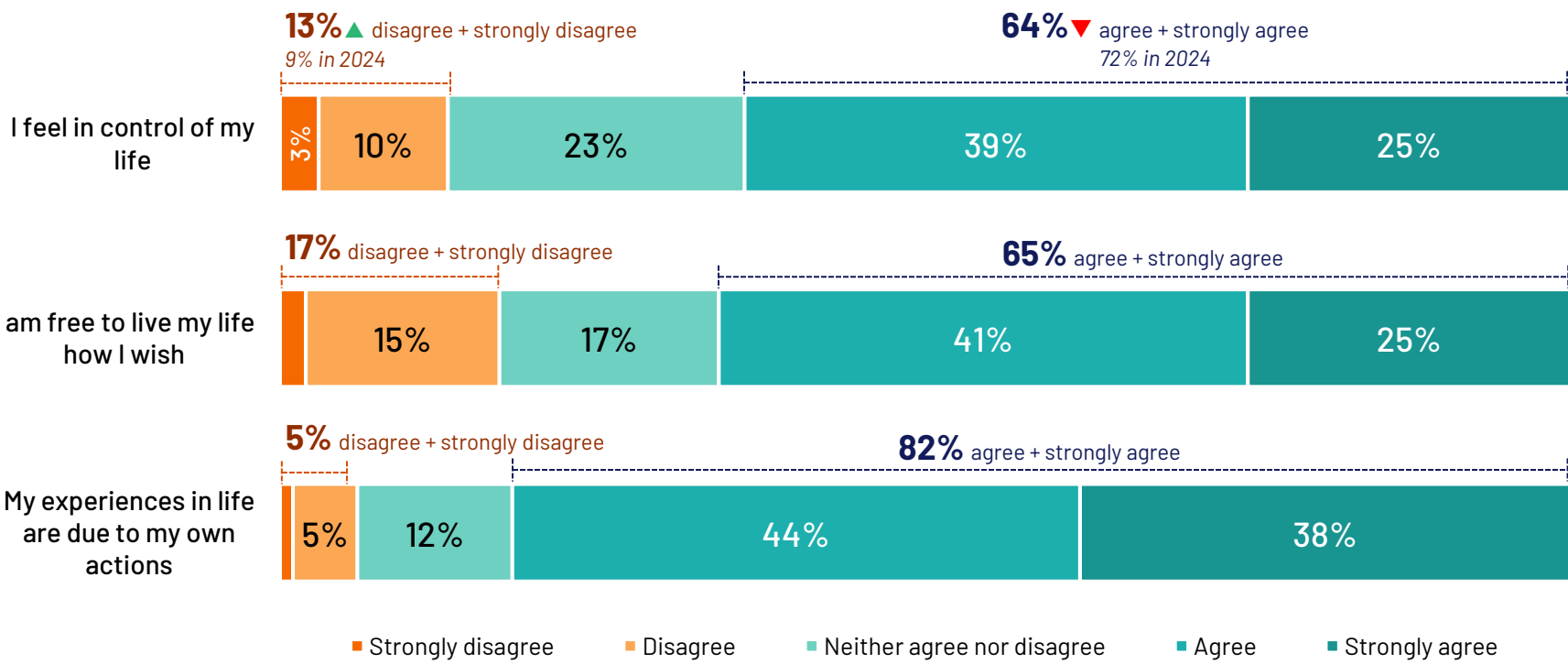
Group differences

Workers aged 50-69 years are significantly less likely to feel lonely *most/all of the time* (1% ▼)

▼ Significantly lower than 2025 total

Sense of control

Residential construction workers feel less in control of their life than reported in the previous wave, with 13% disagreeing (compared to 9% in 2024). However, the average rating of control over one’s life among construction workers is consistent with New Zealanders more generally.



W8a: To what extent do you agree / disagree with the following statements? **Base:** Total sample (2024: n=1,122, 2025: n=641). Rebased to exclude ‘don’t know’ and ‘prefer not to say’.
Note: New question asked in 2025. Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2024.

Rating of control over one’s life

Average score among residential construction workers

7.0/10

W8: How much control do you feel you have over the way your life turns out?

Average score among New Zealanders

7.4/10

General Social Survey 2023
(Base: n=7,820)

Group differences

Pasifika workers have a significantly lower average score for feeling control over life than total (5.8▼), as do workers/team members her (5.8▼).

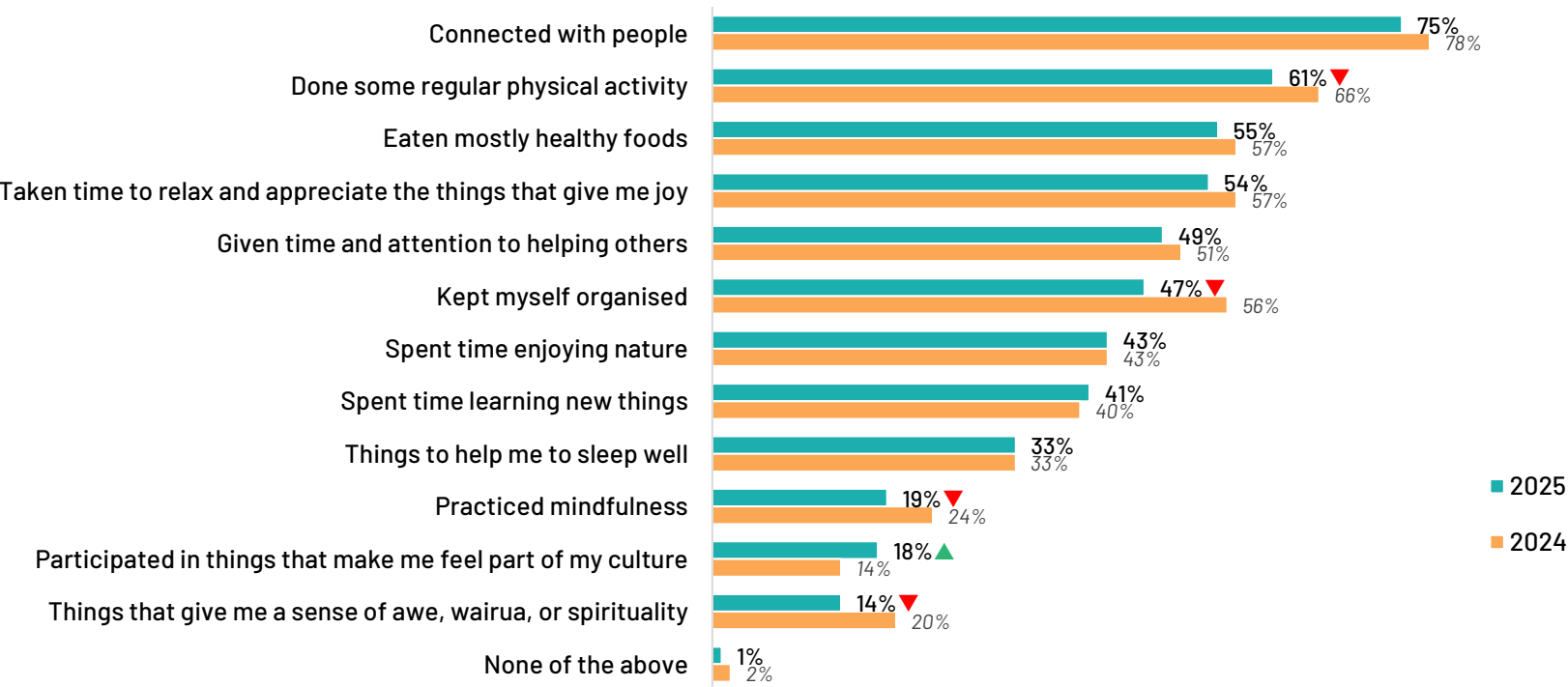
Workers aged 18-29 are significantly more likely to agree/strongly agree that they feel in control of their life (79%▲).

▼ / ▲ Significantly lower / higher than 2025 total

Wellbeing behaviours

The number of wellbeing activities done within the previous fortnight remains largely consistent with 2024, though *physical activity, keeping organised, practices mindfulness, an participating in things that give me a sense of awe* have seen significant decreases in frequency in 2025.

Wellbeing activities / behaviours in the last 2 weeks



WB1: Which of the following have you done in the last two weeks? **Base:** Total sample (2024: n=1,122, 2025: n=641).

▼ / ▲ indicates significantly lower / higher than 2024.

Number of wellbeing actions taken

Average number of wellbeing actions taken in the last 2 weeks

5.1 ▼

Compared to

5.4

in 2024

4.7

in 2023

Group differences

Owners on average do more wellbeing-enhancing activities (6.0 ▲), while workers / team members do significantly fewer (4.6 ▼)

▼ / ▲ Significantly lower / higher than 2025 total

Impact of wellbeing behaviours

Similar to what was seen in the previous two waves of the survey, those who perform more wellbeing enhancing actions have positive wellbeing outcomes .

Wellbeing metrics by number of wellbeing enhancing behaviours

	WHO-5 score	High life satisfaction	Stressed most / all of the time	Lonely most / all of the time
Overall	16.3	79%	25%	8%
0-3 actions	13.8▼	61%▼	38%▲	13%▲
4-6 actions	16.7	83%	23%	9%
7-12 actions	18.4▲	91%▲	14%▼	2%▼

WB1: Which of the following have you done in the last two weeks?
Base: Total sample (2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'. ▼ / ▲ indicates significantly lower / higher than total.

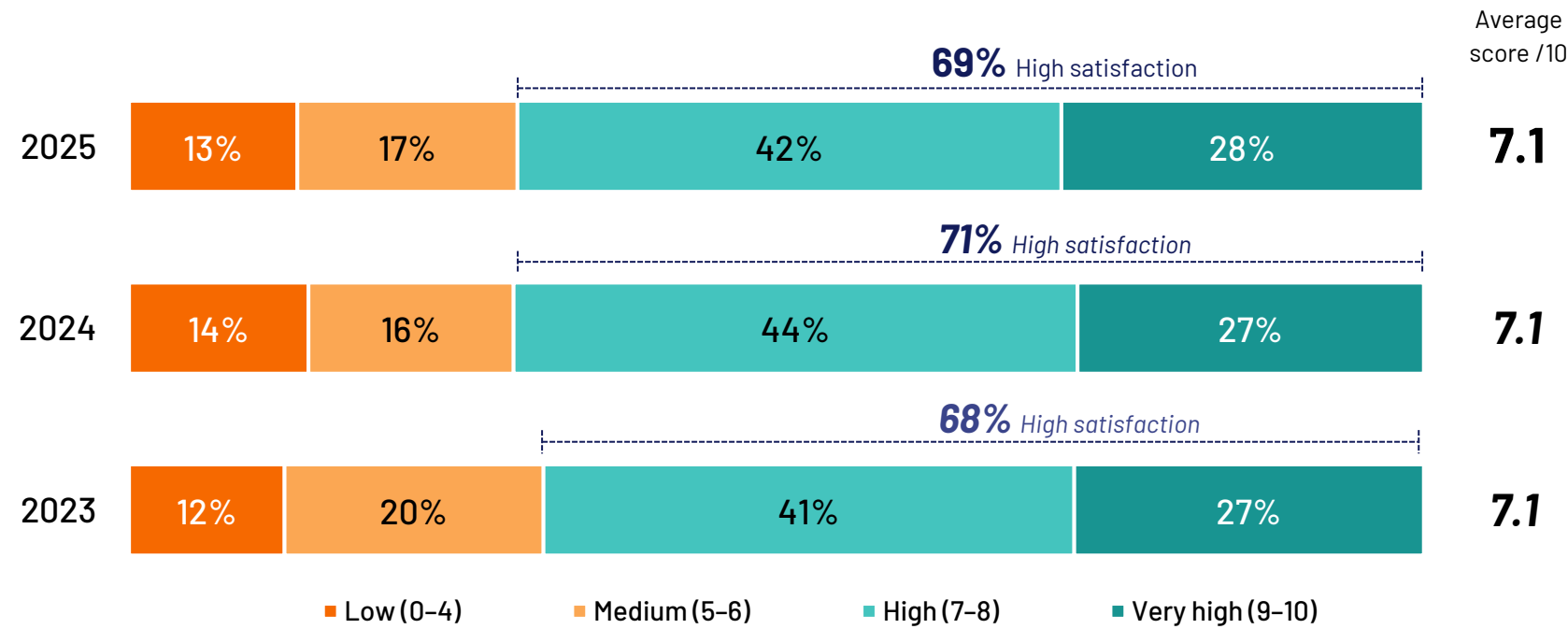


WORKING IN CONSTRUCTION

Job satisfaction

Residential construction workers continue to report very similar levels of satisfaction with their jobs as previous years, with more than two thirds reporting that they are highly satisfied.

Satisfaction with current job



Group differences

Asian workers report a higher job satisfaction (7.9 ▲)

▲ Significantly higher than 2025 total

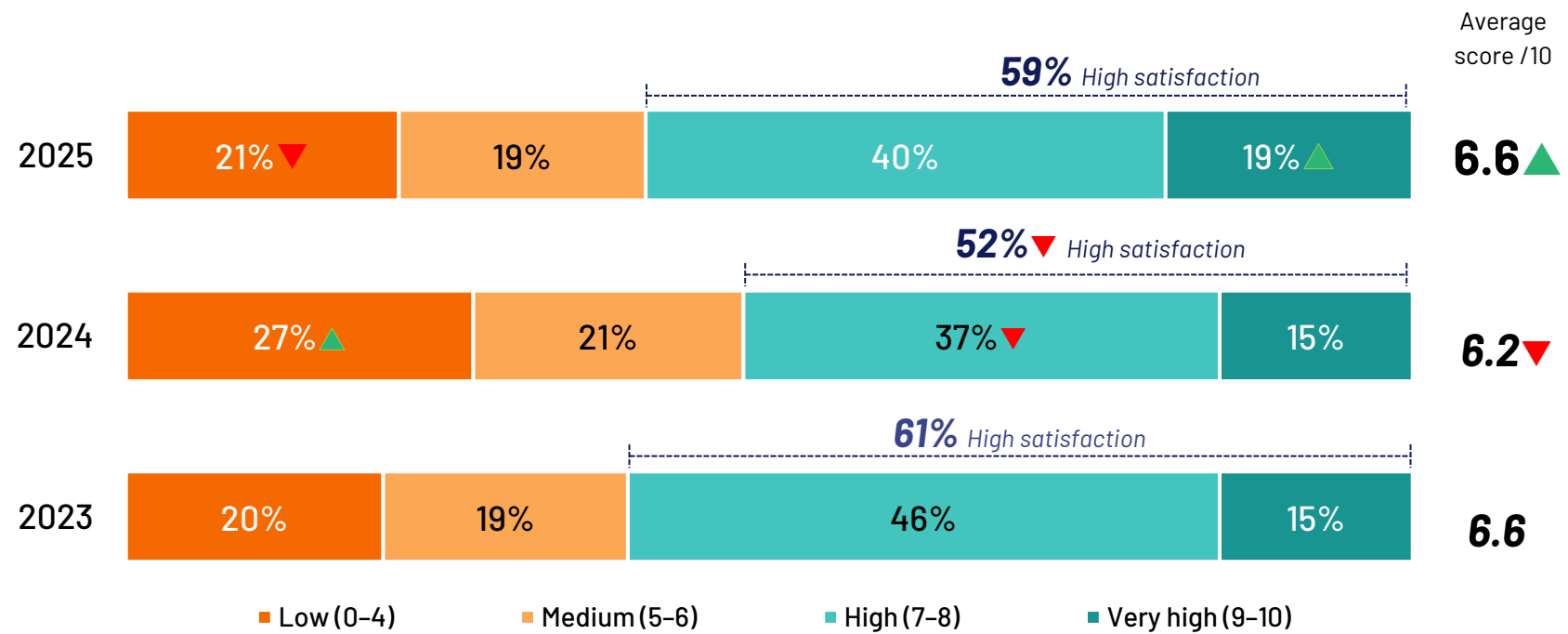
WW1: How satisfied or dissatisfied are you with your current job overall?

Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'. **Note:** Numbers on the chart may not add up to 100% due to rounding.

Work-life balance

Residential construction workers report higher levels of satisfaction with their work-life balance than the previous wave, with a significant jump in those saying they are very satisfied (9 or 10 out of 10).

Satisfaction with work-life balance



Group differences

Pasifika workers report a significantly lower average score of job satisfaction than total (5.6 ▼), while workers of Asian ethnicity report higher job satisfaction (7.4 ▲).

Apprentices report a lower average score of job satisfaction than total (6.1 ▼).

▼ / ▲ Significantly lower / higher than 2025 total

W6: How satisfied are you with the balance between the time you spend on your paid work and the time you spend on other aspects of your life?

Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'. **Note:** Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2024.

Importance of career aspects

Most career aspects have a high level of importance placed on them across the board, but the degree of perceived importance varies significantly across demographic groups.

Important career aspects

Ranked by NETT high importance
(somewhat + very important)



Group differences

Female workers are less likely to place high importance on *having a clear career pathway* (68% ▼) and *doing a job that keeps them physically fit* (69% ▼).

Instead, female workers are more likely to place high importance on *feeling respected at work* (95% ▲) and *feeling they have mastery* (95% ▲).

Workers aged 18-29 years place high importance on *having a clear career pathway* (95% ▲), while older age groups are less likely to place high importance on this factor (50-79 years: 70% ▼).

Māori workers* are less likely to place importance on *having a good work life balance* (85% ▼), and *feeling respected at work* (78% ▼).

Apprentices place more importance on *having a career pathway* (89% ▲), and *doing a job that keeps them physically fit* (88% ▲).

▼ / ▲ Significantly lower / higher than 2025 total

WW2: Thinking about work in general, how important are the following for you in a job? **Base:** Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'.

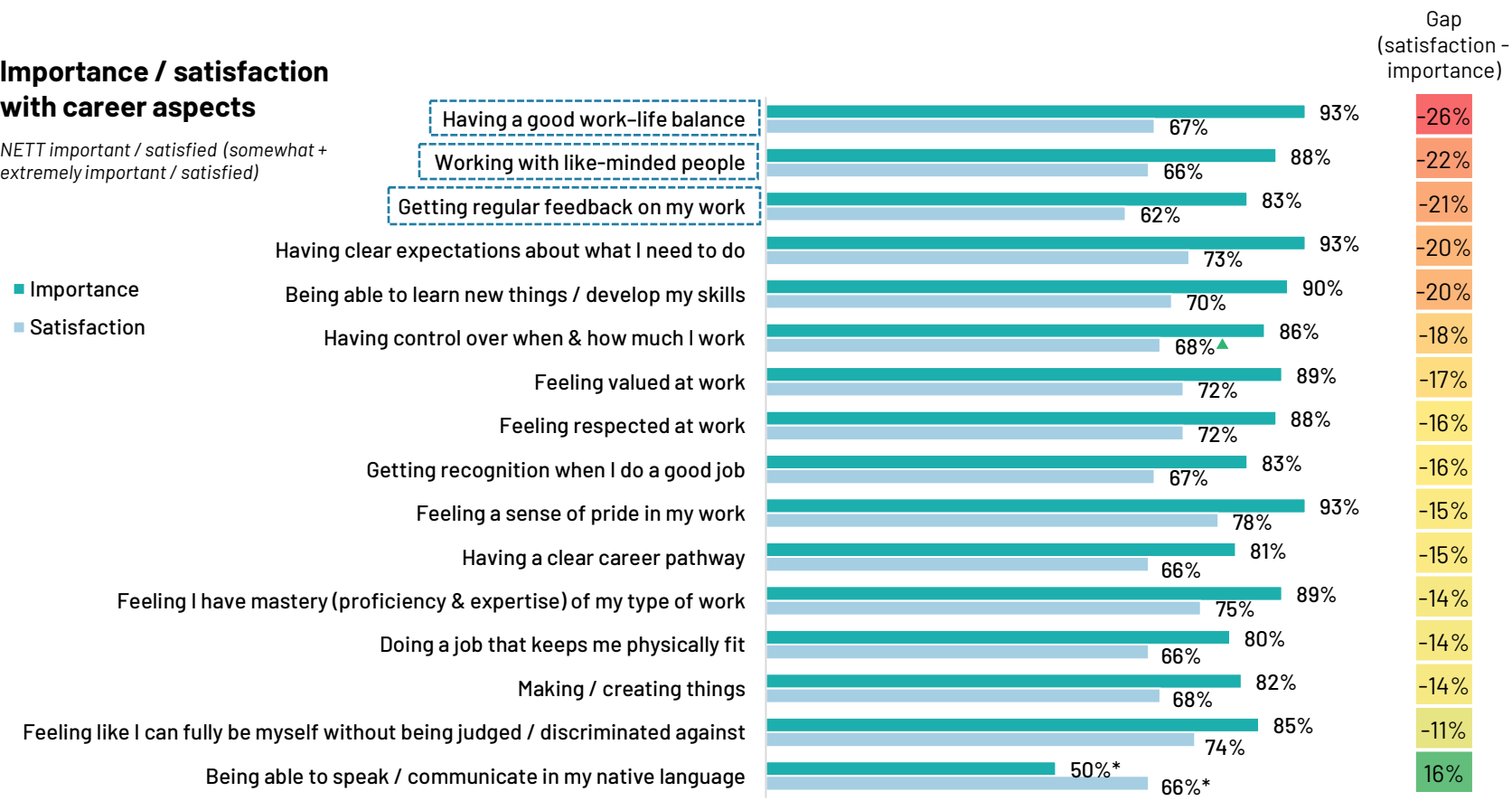
*Warning: low base size (n<100).

Importance vs satisfaction with career aspects

Despite an increase in reported satisfaction with work-life balance, there remains a large gap in actual satisfaction and the perceived importance of that balance.

Importance / satisfaction with career aspects

NETT important / satisfied (somewhat + extremely important / satisfied)



Group differences

Workers age 18-29 are more likely to be satisfied with the aspects of *having a career pathway* (77%▲), and *being able to learn new things* (80%▼).

Māori workers are less satisfied with the aspect of *working with like-minded people* (53%▼), while Asian workers are more satisfied with this aspect (85%▲).

Workers / team members are report significantly lower satisfaction across multiple aspects, including *having a career pathway* (52%▼), *having clear expectations about what they need to do* (64%▼), and *being able to learn new things* (55%▼).

▼ / ▲ Significantly lower / higher than 2025 total

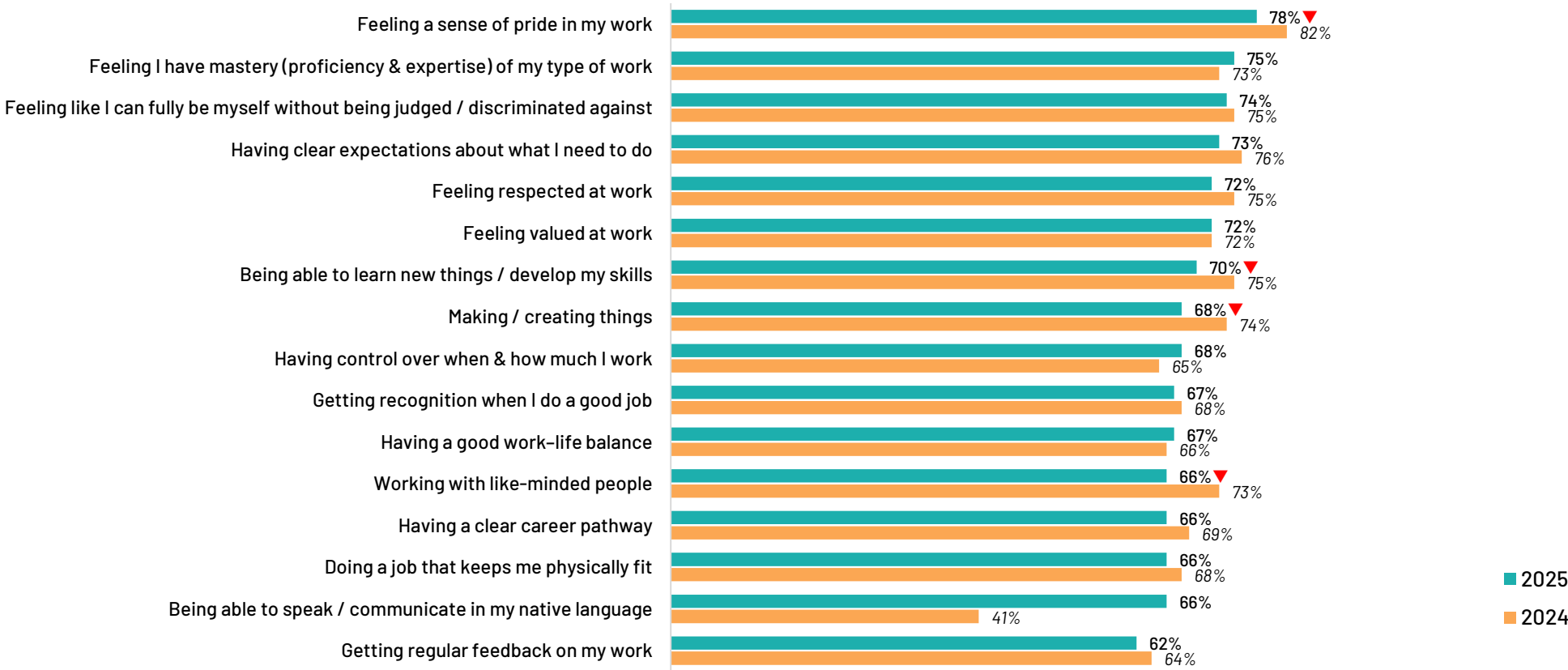
WW3: Thinking about your current job, how satisfied are you with the following aspects of your work?
Base: Total sample (2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'. *Warning: low base size (n<100). ▼ / ▲ indicates significantly lower / higher than 2024.

Satisfaction with career aspects

Satisfaction across career aspects remains largely consistent with 2024 results, though some aspects have seen a significant decrease, notably *making/creating things*, and *working with like-minded people*.

Satisfaction with career aspects

NETT satisfied (somewhat + extremely satisfied)



WW3: Thinking about your current job, how satisfied are you with the following aspects of your work? **Base:** Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'.

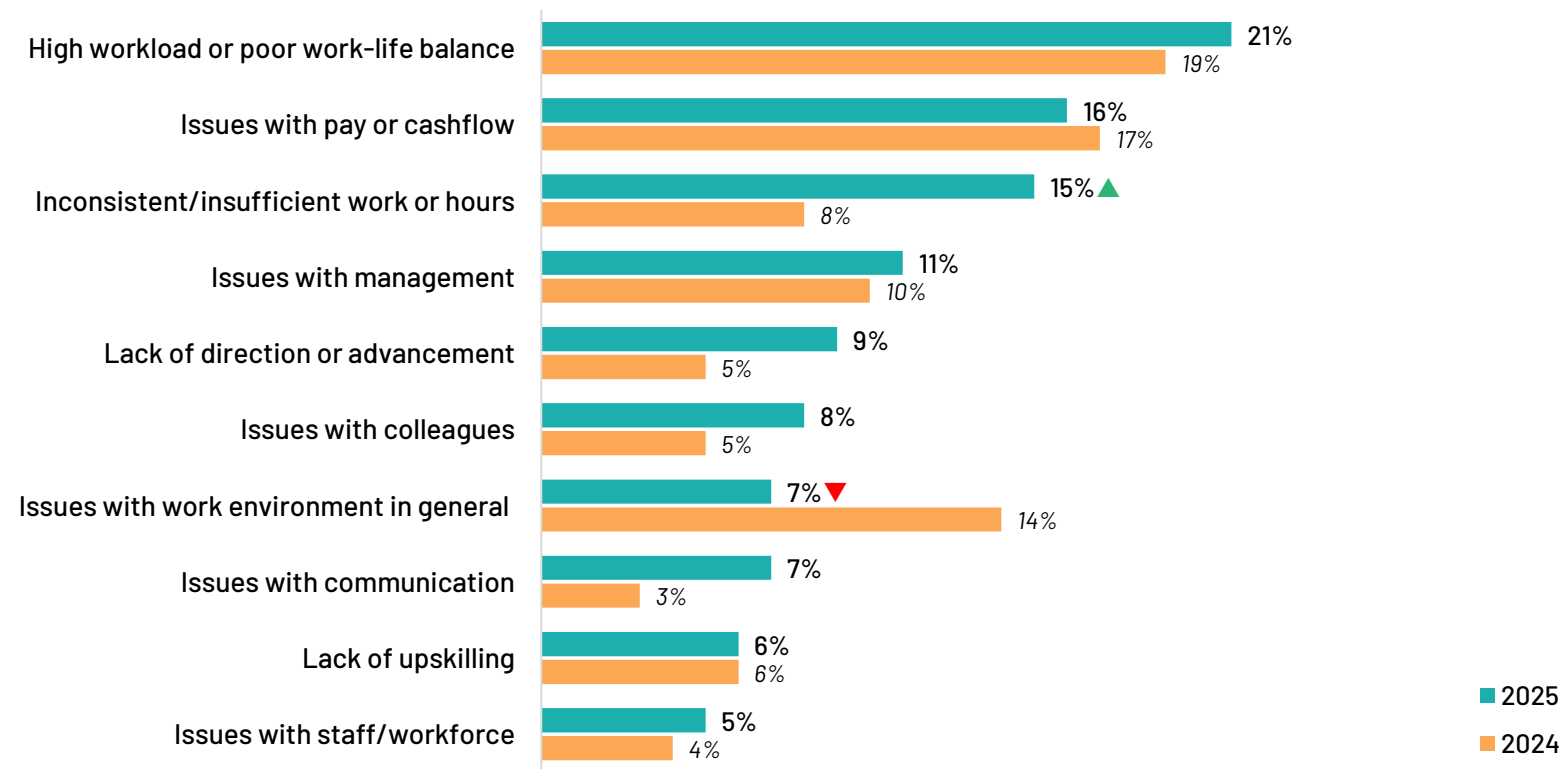
Warning:** low base size (n<100). *Warning:** very low base size (n<10), **indicative results only.** ▼ / ▲ indicates significantly lower / higher than 2024.

Challenges with current job

A high workload or poor work-life balance continues to be the top issue that residential construction workers take with their job. However, in keeping with current problems in the sector, issues with *inconsistent or insufficient hours* have increased significantly in 2025.

Top 10 Job challenges

Coded verbatim answers



WW4: Thinking about your current job and work, what, if anything, is currently not working well for you? **Base:** panel respondents only – excluding non-responses and don't know (2024: n=257, 2025: n=225).
▼ / ▲ indicates significantly lower / higher than 2024.

Challenges with current job, in their own words...

High workload or poor work-life balance

"Very poor work-life balance. Travel to work is long due to traffic in Auckland. Not enough time to get things done. Slightly understaffed perhaps."

"Work is too many long hours. Getting less and less free time."

"At present, some of the workers under my supervision are dissatisfied. They feel that the working hours are too long and unbearable."

"Due to the tight schedule, frequent overtime is required, making it difficult to balance work and life. Over time, this leads to physical and mental exhaustion."

Issues with pay or cashflow

"Salary has decreased, and working hours have become longer."

"Working too hard to try to ensure cashflow is available for the company."

"The hours are terrible, there is so much overtime for very little pay."

"Do more earn less, wages and pay is not proportional to the price of goods."

Inconsistent/insufficient work hours

"If I'm not working, I'm not earning, this is stressful and makes me feel like I have little to no control of when I can take a break."

"Constantly finding work for my crew is extremely stressful. Also making sure the client is paying the bills so I can pay my people."

"Not enough hours so not enough money."

"The demands are very hard on all staff members, they are constantly pushing for more work"

WW4: Thinking about your current job and work, what, if anything, is currently not working well for you?

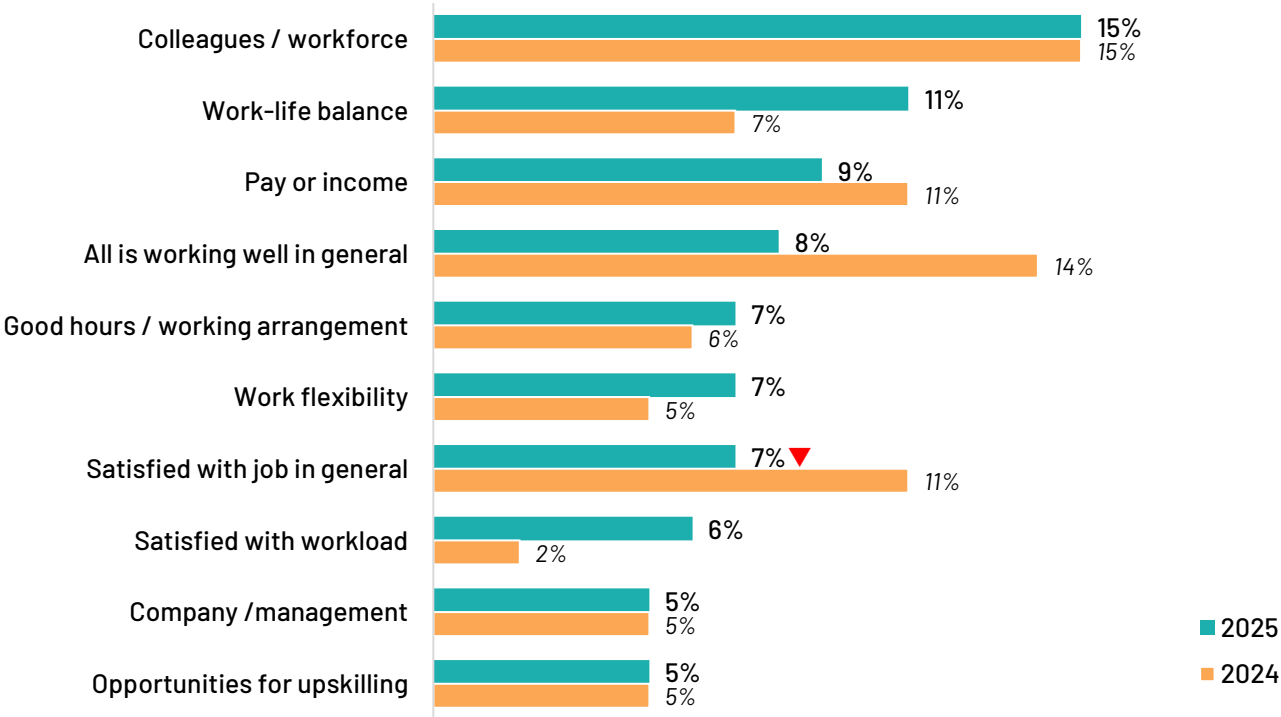
Base: Total sample 2023 (n=422), panel respondents only 2025 (n=350). Rebased to exclude 'don't know' and 'prefer not to say'.

Positive aspects of current job

A good relationship with peers or colleagues remains the most commonly cited positive aspect among residential construction workers.

Top 10 job positives

Coded verbatim answers



Group differences

Female workers* are less likely to state that their *pay or income* is working well for them (1% ▼), but are more likely to say they are happy with *hours / working arrangement* (16% ▲).

▼ / ▲ Significantly lower / higher than 2025 total

WW12: And what, if anything, is currently working well for you? Base: panel respondents only – excluding non-responses and don't know (2024: n=499, 2025: n=397).

▼ / ▲ indicates significantly lower / higher than 2024. *Warning: low base size (n<100).

Positive aspects of current job, in their own words...

Colleagues / workforce

"My co-workers are incredible and we are a very tight team."

"I have good colleagues in my team who support me every time in every condition."

"Everyone in the construction team gets along very well. Everyone supports each other."

"I think every day is fulfilling, even though it's tiring, my colleagues are all doing well."

Work- life balance

"The work-life balance and flexibility."

"My part-time work allows me to find a work-life balance which gives me freedom to focus on my family's needs."

"The company attaches great importance to the work-life balance of it's employees and offers a certain degree of work flexibility."

"Having a good balance between work and home life."

Pay / income

"Great workmates, very interesting house build project, good level of pay, ability to take time off."

"Longer hours are working well, as I'm ending up with more pay at the end of the week."

"I feel like I'm making good progress in my apprenticeship, and am being paid to reflect it."

"Decent pay, as in, we get paid by our worth."

WW12: And what, if anything, is currently working well for you?

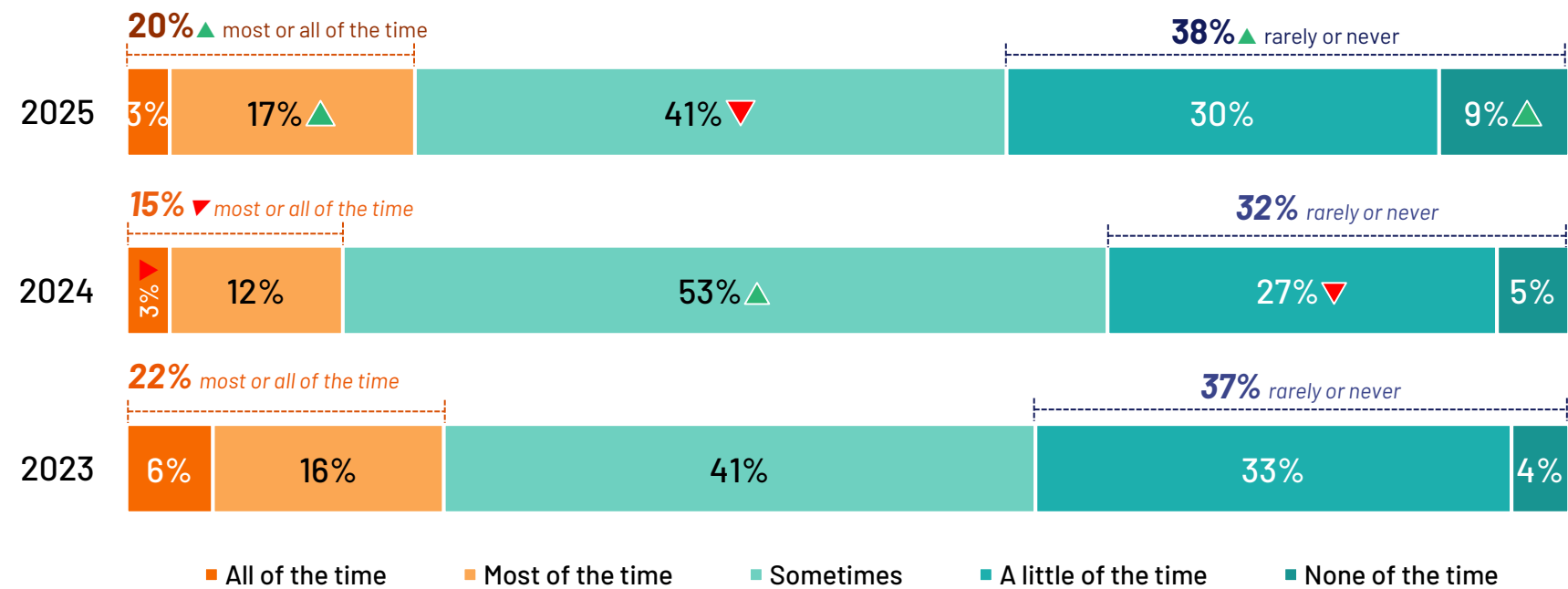
Base: Panel respondents only (n=xx). Rebased to exclude 'don't know' and 'prefer not to say'.

KEEPING WELL AT WORK

Stress at the workplace

Experience of stress in the workplace among residential construction workers has become more polarised in 2025, returning to similar levels as in 2023 – with significantly more reporting feeling stressed *most or all of the time* and *rarely or never*.

Stress at work in the last 12 months



Group differences

Managers / supervisors are more likely to report having felt stressed a work *always or most of the time* (29% ▲), while apprentices are less likely to say the same (13% ▼).

▼ ▲ Significantly lower / higher than 2025 total

WW10: Which statement below best applies to how often, if ever, over the past 12 months you have experienced stress AT WORK that has had a negative effect on you?

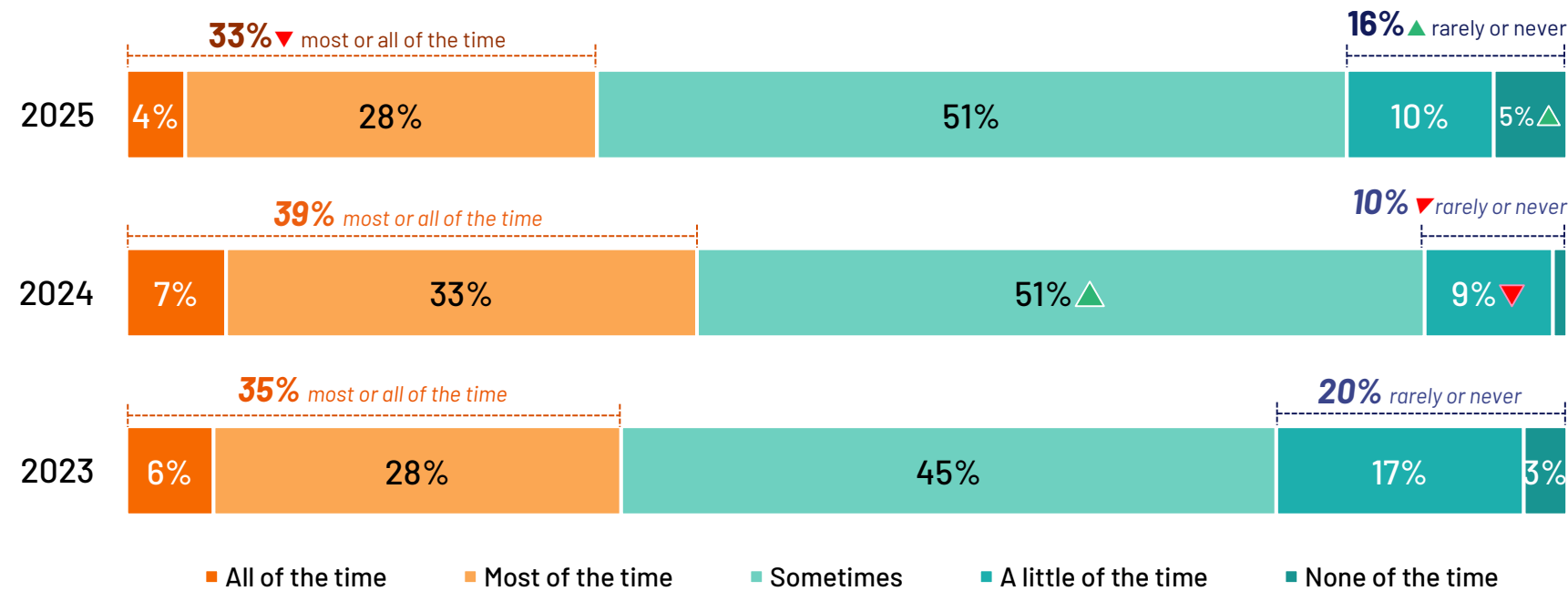
Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2024.

Perceived stress in residential construction industry

While residential construction workers continue to overestimate the amount of stress among those who work in the industry compared to their own experience, the perception that people are stressed *most or all of the time* has decreased.

Perceived stress in industry



Group differences

Apprentices are more likely to think that people working in residential construction feel stress *always or most of the time* (45% ▲), while managers / supervisors are more likely to say others *rarely or never* experience stress (22% ▲).

▲ ▼ Significantly lower / higher than 2025 total

WW11: Now thinking about the residential construction industry in general over the last 12 months, how often, in general do you think people who work in residential construction experience stress AT WORK that has a negative effect on them?

Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'.

Note: Numbers on the chart may not add up to 100% due to rounding. ▼ / ▲ indicates significantly lower / higher than 2024.

Impact of role on wellbeing

Generally, workers in managerial / supervisory roles tend to report better wellbeing, and this has remained the case in 2025, though apprentices report the highest wellbeing score this year. Wellbeing scores across different roles remain consistent with scores reported in 2024.

WHO-5 wellbeing score by role

	Total	Owner (n=105)	Manager / supervisor (n=206)	Worker / team member (n=179)	Apprentice (n=151)
2025	16.3	16.3	16.7	15.5▼	17.0
2024	16.4▲	16.1	17.0	15.9▲	16.6
2023	15.5	16.0	16.3	14.2	15.6*

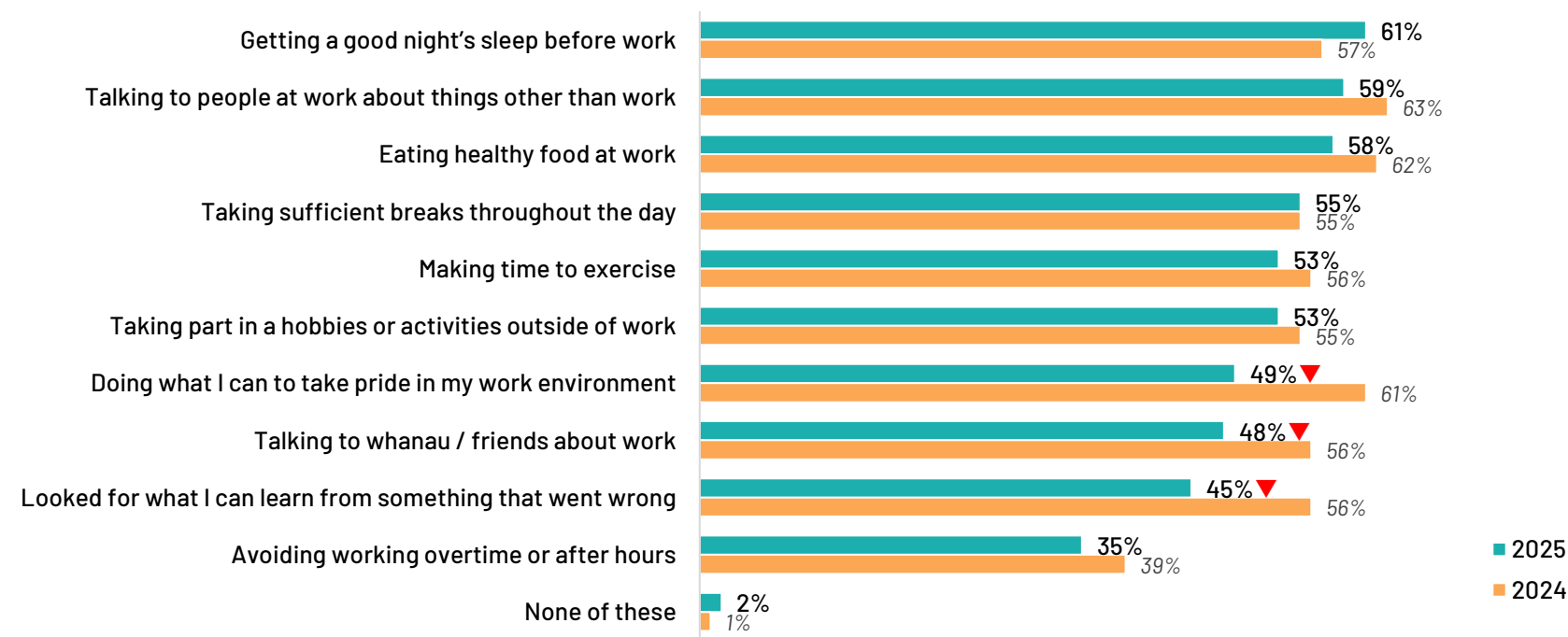
WB1: Which of the following have you done in the last two weeks?

Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'. ▼ / ▲ indicates significantly lower / higher than 2024. *Warning: very low base size, indicative results only (n<50).

Positive actions in the workplace

Residential construction workers do around 5 of the below positive actions at work in a fortnight on average. Similar to wellbeing actions done outside of work, *eating healthy* sits as the third most common. Notably, *taking pride in my work environment*, *talking to whanau / friends about work*, and *learning from mistakes* have decreased significantly since 2024.

Positive actions at work in the last 2 weeks



WW9: Which, if any, of the following, have you done over the last two weeks?

Base: Total sample (2023: n=422, 2024: n=1,122, 2025: n=641). Rebased to exclude 'don't know' and 'prefer not to say'. ▼ / ▲ indicates significantly lower / higher than 2024.

Number of positive actions at work

Average number of wellbeing actions taken in the last two weeks

5.2 ▼

Compared to

5.6

in 2024

4.7

in 2023

Group differences

Māori respondents report doing more positive actions at work on average (5.8 ▲), as do apprentices (5.8 ▲).

Managers/supervisors do fewer positive actions on average (4.8 ▼).

▼ Significantly lower than 2025 total

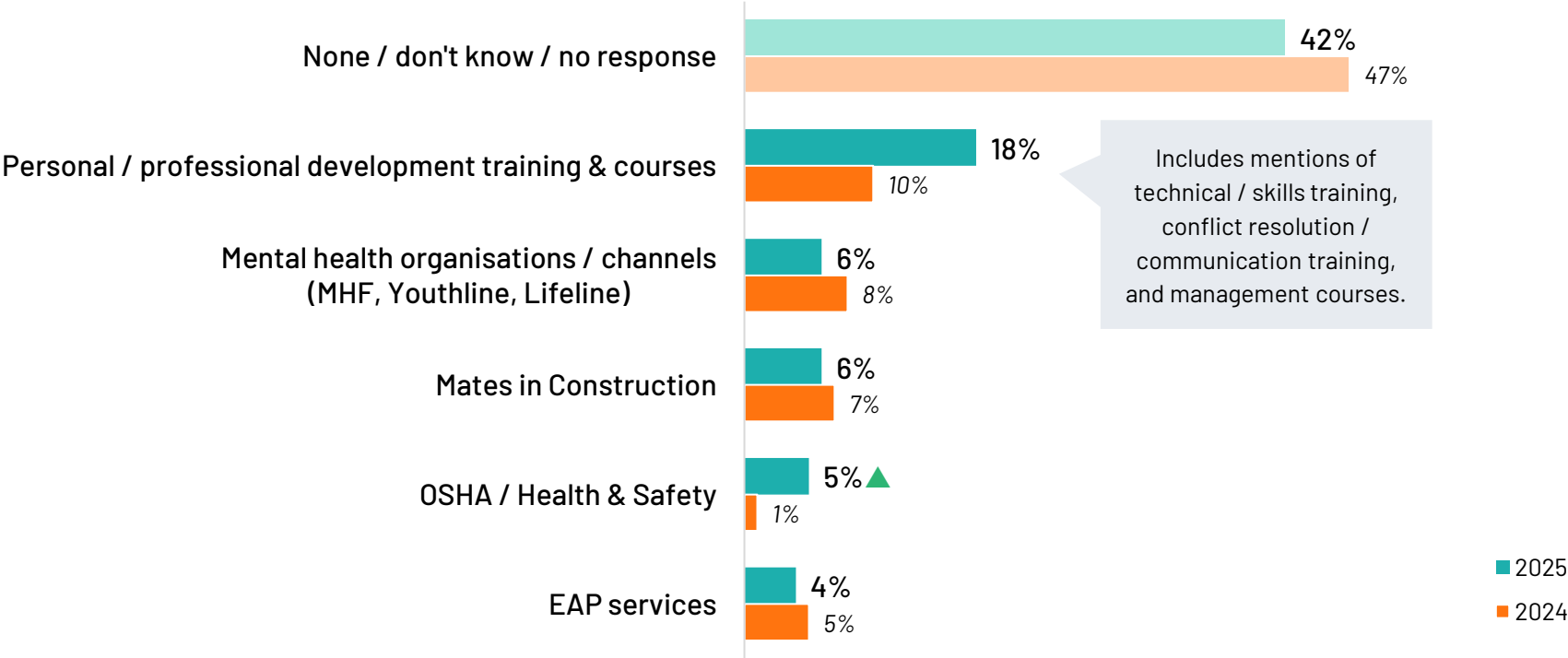
LIVE WELL, BUILD WELL



Unprompted awareness of programmes or courses

Consistent with 2024, most respondents could not name any mental fitness programmes, courses, or groups. Those who gave a top-of-mind suggestion were most likely to mention general training courses (e.g., financial literacy, skills courses, etc).

Top-of-mind wellbeing programmes or courses



WPI: Thinking about programmes, groups, or courses that can help you be a better worker, a better person or have better approaches to life, what programmes do you know of?

Base: Panel respondents only (2024: n=304, 2025: n=310). **Note:** New question asked in 2024. ▼ / ▲ indicates significantly lower / higher than 2024.

Prompted awareness of *Live Well, Build Well*

More than a third of residential construction workers^ indicated that they have at least heard of *Live Well, Build Well*. This represents approximately 59,400 people when calculated against the total number of residential construction workers in New Zealand^^.

Heard of *Live Well, Build Well*



Group differences

Workers aged 18–29 are more likely to *know at least a little bit* about the programme (42%*▲), while those aged 50–69 are more likely to *have never heard of it* (79%*▲).

Asian respondents are less likely to *know it at least a little bit* (40%*▲).

Managers / supervisors are more like to *know it at least a little bit* (42%▲), while owners are more likely to *have never heard of it* (79%▲).

▼ / ▲ Significantly lower / higher than 2025 total

WP2: Before starting this survey, which of the following best describes your awareness of Live Well, Build Well?

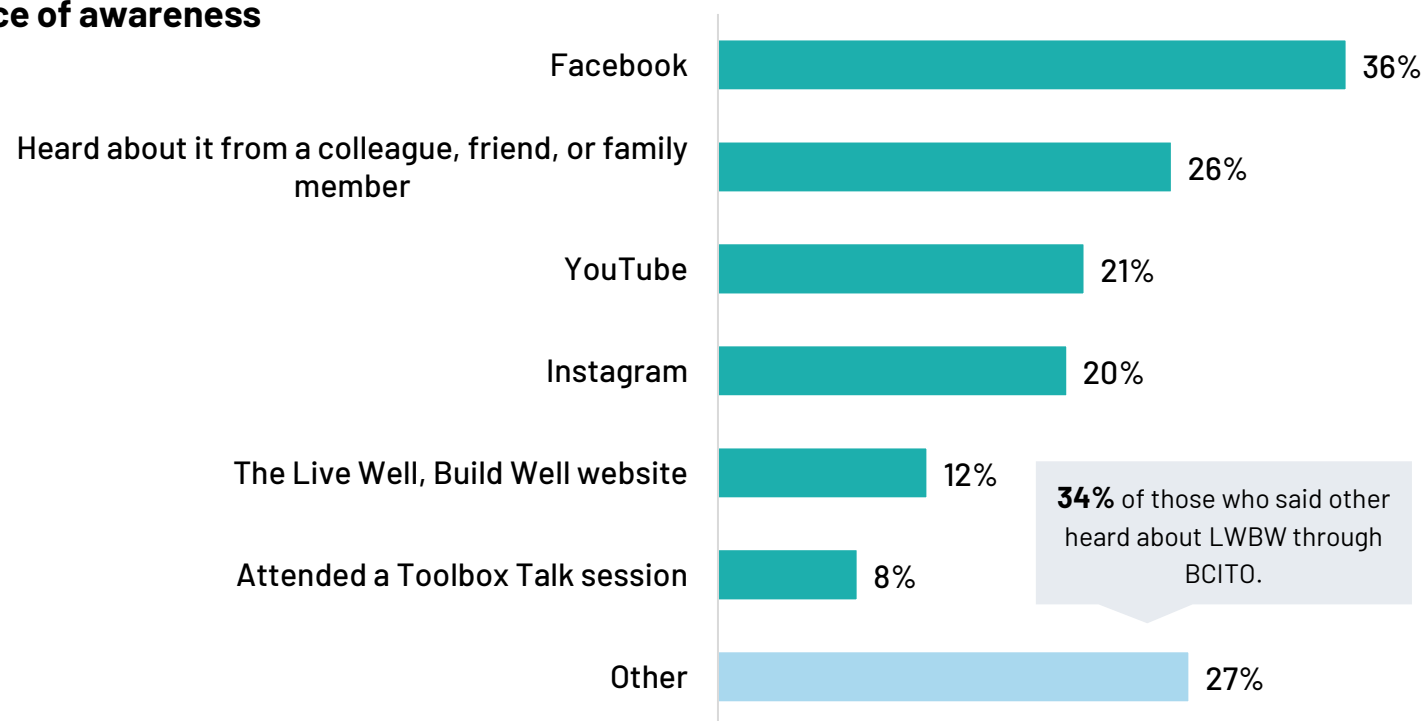
Base: Panel respondents only (2024: n=304, 2025: n=310). **Disclaimer:** this question was not asked of workers invited to the survey via the open link distributed through partner sector organisations.

Source: Statistics New Zealand residential construction population (2023) **Warning:** low base size (n<100).

Source of awareness of *Live Well, Build Well*

More than a third of respondents said they heard of Live Well Build Well through Facebook, while a quarter say they had heard about it through word-of-mouth.

Source of awareness



WP3: In which of the following ways have you seen or heard about Live Well, Build Well?

Base: Panel respondents who have heard of Live Well Build Well and respondents via open link (n=450). ***Warning:** low base size, indicative result only (n<100).

Group differences

Workers aged 50-69 are most likely to have heard of *Live Well, Build Well* via word-of-mouth (52%▲) and less via *Instagram* (6%▼).

Māori respondents* are less likely to have heard of the programme via social media (Facebook: 19%▼, Instagram: 7%▼, YouTube: 6%▼).

Managers / supervisors are more likely to have discovered the programme via social media (Facebook: 58%▲, YouTube: 39%▲, Instagram 39%▲).

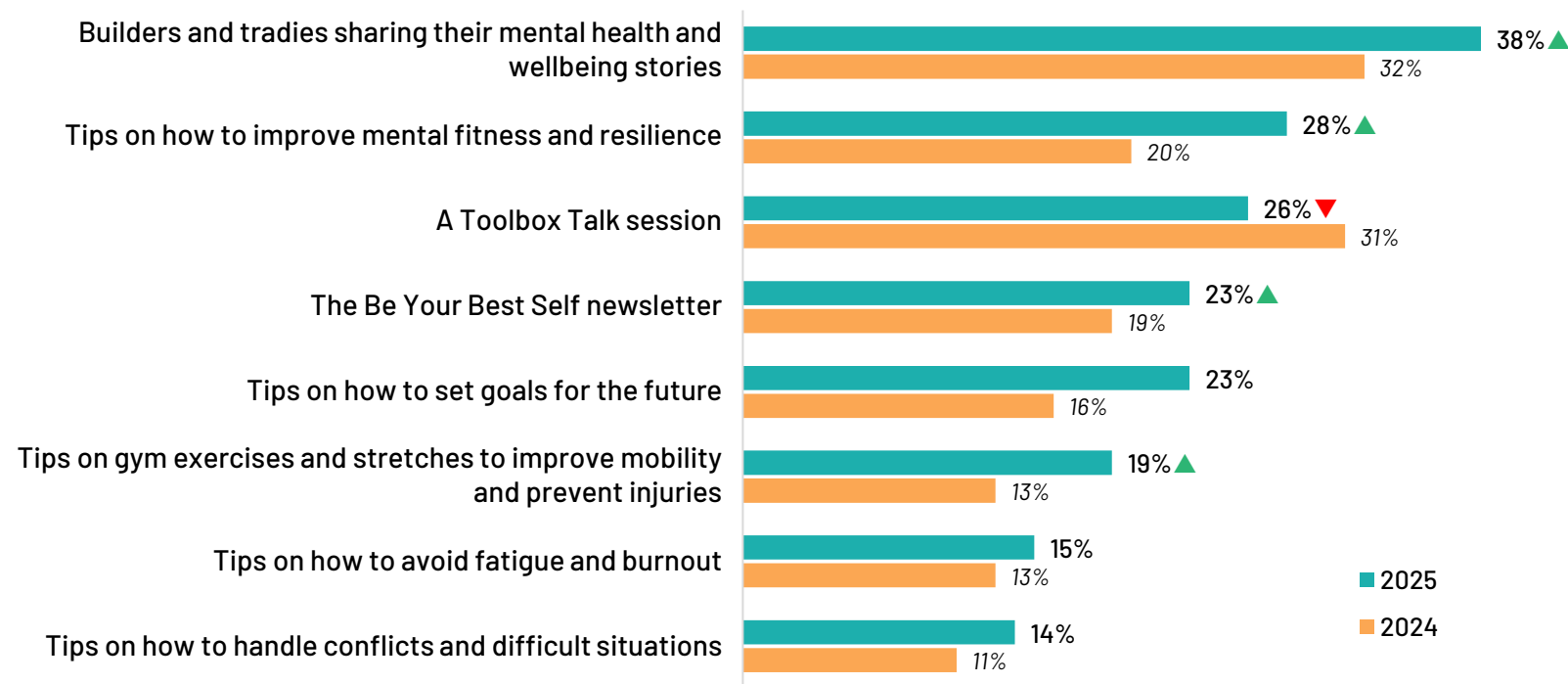
Apprentices* are significantly more likely to have heard of it via attending a *Toolbox Talk* session (14%▲).

▼ / ▲ Significantly lower / higher than 2025 total

Live Well, Build Well tips and materials

Several materials from Live Well Build Well have seen a significant uptake in 2025, with all but Toolbox Talk sessions seeing an increase in awareness.

Tips, materials, or other methods of engagement



Group differences

Māori workers* are less likely to have seen *tips on improving mental fitness & resilience* (14% ▼), and *tips on how to handle conflicts and difficult situations* (4% ▼).

Managers / supervisors are more likely to have seen *tips on how to improve mental fitness* (41% ▲), *how to set goals* (31% ▲), *gym exercises and stretches* (30% ▲), and *how to avoid fatigue and burnout* (23% ▲).

Apprentices* are significantly more likely to have attended a Toolbox Talk session (35% ▲).

▼ / ▲ Significantly lower / higher than 2025 total

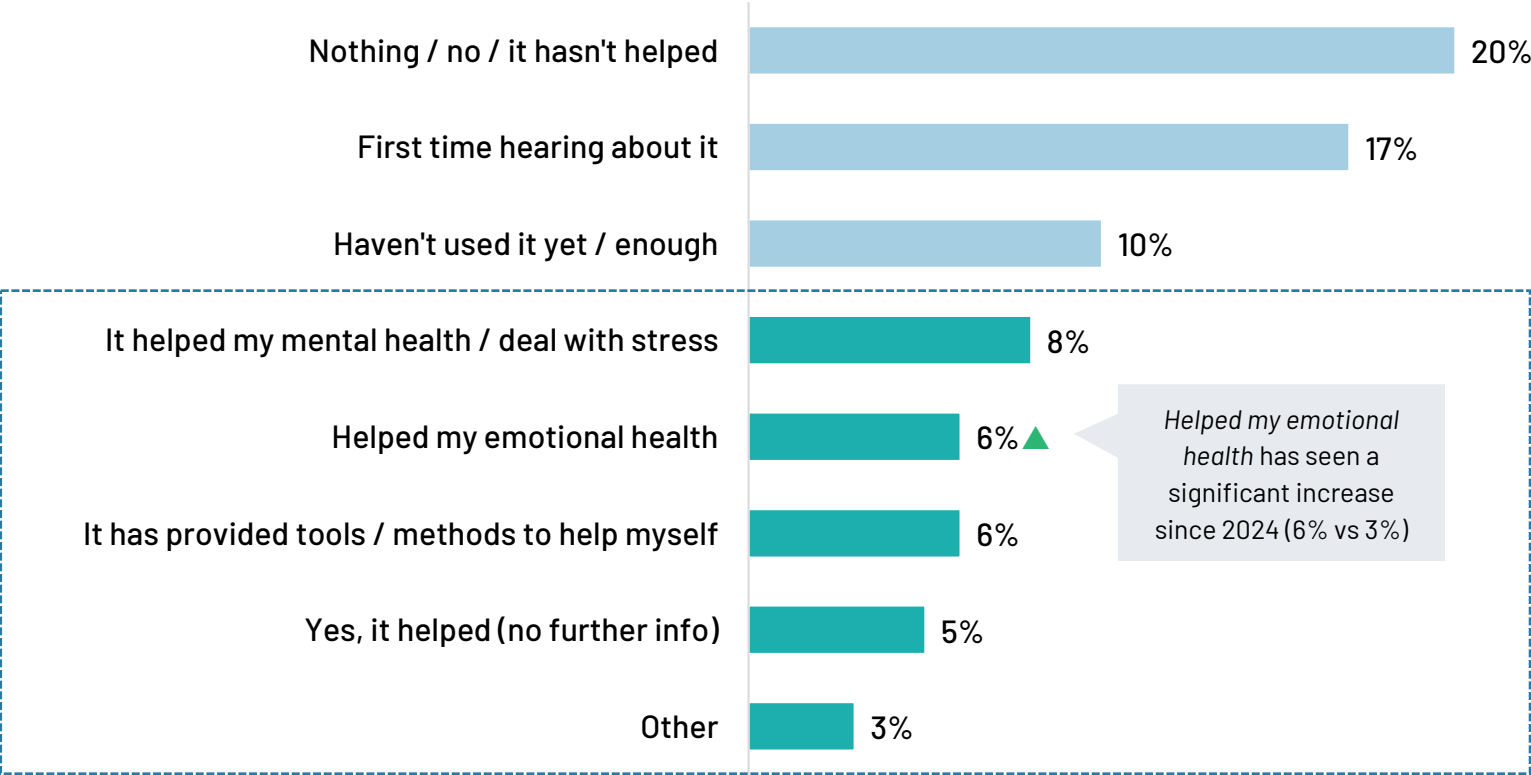
WP4: Which of the following, if any, have you seen from Live Well, Build Well?
Base: Panel respondents who have heard of Live Well Build Well and respondents via open link (n=892). **Note:** New question asked in 2025. ***Warning:** low base size, indicative result only (n<100).

How the programme has aided mental fitness

Among those who have engaged with the program, most have said that it helped them with their mental and emotional health, or provided them with tools to help themselves.

Impacts of programme

Coded verbatim answers



WP5: And how, if anything, has Live Well, Build Well helped you improve your level of mental fitness?
Base: Coded responses from panel respondents who have heard of Live Well Build Well and respondents via open link (n=303).
Note: Only responses ≥3% are shown. Non-responses and 'don't know' not shown. ▼ / ▲ indicates significantly lower / higher than 2024.

How the LWBW has aided mental fitness, in their own words...

Help with mental health / dealing with stress, or emotional health

"Learned about the "five-minute micro-break" method: a relaxation corner on the construction site where workers and managers can meditate or stretch for a short time."

"The Emotional Expression Workshop has helped me to improve my relationship with my son and the family atmosphere has improved significantly."

"This program encouraged me to stay connected with friends and family and participate in community activities, which made me feel less isolated and improved my mental state."

"Made me more aware of mental fitness. Helped to set some goals for habits. Encouraged me to openly talk about mental fitness with work mates."

"It helped me manage stress better and stay more positive at work."

"I think the main thing it has done is removed some of the stigma around mental health awareness in construction teams, making sure that people don't take things too far and make sure to check on your work mates from time to time."

Tools / methods to help myself

"Learn to see things in a positive light, and when faced with difficulties and setbacks, try to find opportunities and possibilities for growth in them.."

"Tips on putting the work phone away once work is finished. Switching off end of the day."

"It helped me to slow down and realise that everything doesn't need to be completed in a single day."

"It's helped me by just taking one step at a time, knowing that to succeed you must first learn how to fail, getting back up and giving a crack again, never give up."

"By taking a pause, take a step back, look at the situation and then take the necessary action."

WP5: And how, if anything, has Live Well, Build Well helped you improve your level of mental fitness?

Base: Panel respondents who have heard of Live Well Build Well and respondents via open link (n=303).

Impact of awareness of Live Well Build Well on wellbeing

Some awareness of *Live Well, Build Well* tends to correlate with higher wellbeing scores & higher life satisfaction.

<i>Panel respondents only</i>	WHO-5 score	High life satisfaction	Stressed most / all of the time	Lonely most / all of the time
<i>Overall</i>	16.3	77%	25%	8%
I have not heard of it (n=191)	15.0 ▼	70%	23%	5%
Know almost nothing / very little (NET) (n=147)	18.7 ▲	89% ▲	29%	14%
Know somewhat well / very well (NET) (n=20)	17.4*	93%*	16%*	13%*

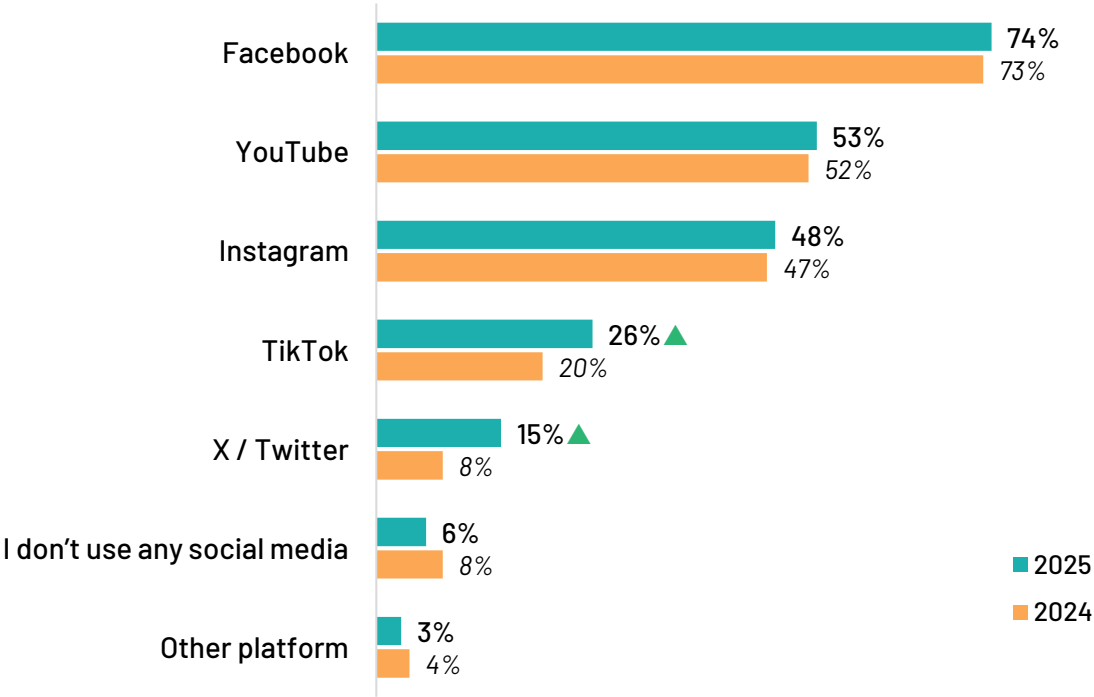
WP2: Before starting this survey, which of the following best describes your awareness of Live Well, Build Well? **Base:** Panel respondents only (n=358). Rebased to exclude 'don't know' and 'prefer not to say'.

▼ / ▲ indicates significantly lower / higher than total. ***Warning:** very low base size (n<50), **indicative results only.**

Social media usage

Usage of most social media platform remains consistent with 2024, however significantly more respondents say that they use TikTok and X / Twitter.

Social media use



SM1: Which of the following social media platforms do you regularly use?
Base: Total sample (2024: n=1,122, 2025: n=641). *Warning: low base size (n<100).

Group differences

Women are less likely to use YouTube (39% ▼).

Workers aged 18-29 are more likely to use Instagram (67% ▲) and TikTok (49% ▲).

Māori workers* are more likely to say they don't use any social media (14% ▲). Asian workers* are more likely to use Facebook (89% ▲).

Owners, most likely due to their age, are less likely to use TikTok (12% ▼), or X / Twitter (6% ▼).

Managers /supervisors are more likely to use Instagram (58% ▲), TikTok (42% ▲), and X / Twitter (32% ▲).

▼ / ▲ Significantly lower / higher than 2025 total

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