



The Resilient Workforce: Signs of Stability in an Uncertain Economy

A joint publication by RONIN International and myCLEARopinion Insights Hub

About This Study

The *Workforce Confidence Index* is a multi-wave quantitative tracking study conducted collaboratively by [RONIN International](#) and [myCLEARopinion Insights Hub](#).

This whitepaper examines worker stability and personal economic confidence using data from Waves 2 through 5 (August–December 2025) of the

Workforce Confidence Index. Findings reflect responses from more than 2,500 U.S. professionals across construction, manufacturing, engineering, HVACR, food & beverage, logistics, industrial services, and related sectors. All respondents were screened for current employment, and results are weighted by industry and region..

Workforce Confidence Scorecard: Wave 4 – Most Recent Snapshot

Workforce Stability

 **Job Security:**
59% high, 14% low

 **Financial Confidence:**
49% high, 17% low

 **Job Change Intent:**
68% not looking,
15% actively/likely to look

Institutional Trust

 **Federal Government Confidence:**
27% high, 52% low

 **Transparency of Regulations:**
19% agree, 62% disagree

 **Enforcement Consistency:**
23% agree, 62% disagree

 **Regulations Support Innovation:**
28% agree, 50% disagree

Information Trust + Risk

 **Media Accuracy:**
20% accurate, 59% inaccurate

 **Industry Publication Trust:** 77%

 **Local News Trust:** 39%

 **Cable Networks Trust:** 18%

 **Top Threat:**
Economic slowdown – 30%

This scorecard summarizes the most recent readings across workforce stability, institutional trust, and information trust.

Executive Summary:

Across Waves 2–5 (August–November/December 2025), the Workforce Confidence Index reveals a workforce showing signs of stability and resilience, even as inflation pressures, regulatory uncertainty, and mixed economic signals persist.

Over the course of tracking, job security strengthens, personal financial confidence improves, and fewer workers indicate plans to seek new opportunities. These gains stand in contrast to the consistently low trust in federal institutions and broader economic narratives observed elsewhere in the study. Rather than anchoring confidence to national conditions or policy signals, workers appear to be grounding their outlook in what they can directly observe and influence: their employers, their immediate work environment, and their personal financial decisions.

Importantly, the decline in job-hunting intent likely reflects a combination of increased stability and heightened caution in an uncertain market. Whether driven by confidence, risk aversion, or both, the outcome is clear: workers are staying put at higher rates than earlier in the tracking period.

Taken together, these patterns point to a form of cautious resilience. The workforce is navigating economic uncertainty not through optimism about institutions, but through pragmatic focus on continuity, control, and near-term security – relying on immediate realities rather than broader institutional signals.

Methodology:

Respondents were screened for U.S. employment across a diverse mix of sectors, including construction, engineering, HVACR and mechanical systems, manufacturing, food and beverage, energy, logistics, technology, healthcare, and professional services.

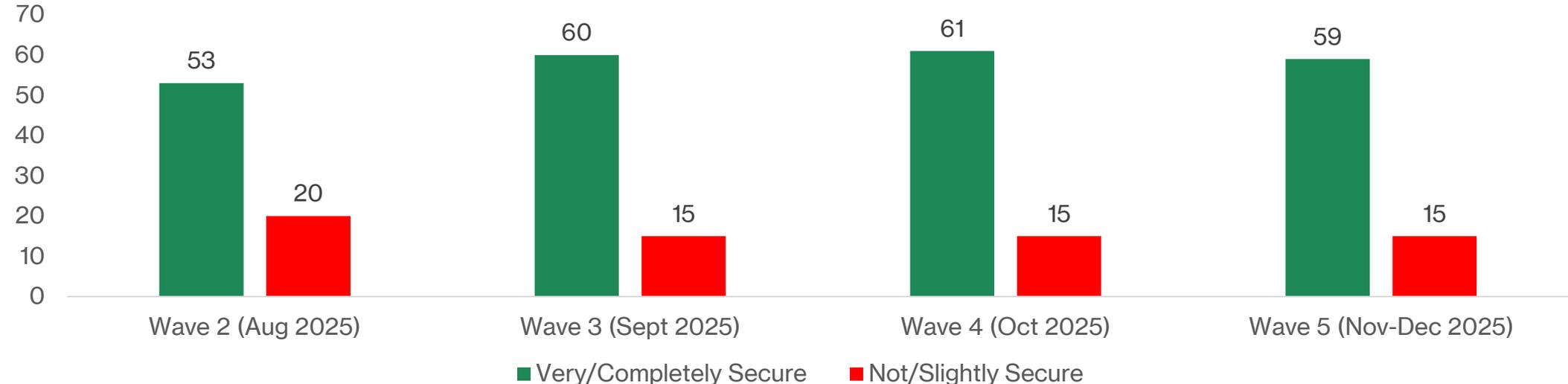
Wave	Field Dates	Sample (n)
Wave 2	Aug 2025	788
Wave 3	Sep 2025	594
Wave 4	Oct 2025	760
Wave 5	Nov-Dec 2025	643

Job Security Improves, Then Stabilizes

Job security shows a clear upward shift across Waves 2–5. In August, 53% of workers described themselves as very or completely secure in their roles. By November–December, that share rises to 59%, peaking at 61% in October. Over the same period, the proportion who feel not at all or only slightly secure declines from 20% to 14%.

This improvement occurs amid continued economic pressure and regulatory uncertainty. While the data do not explain *why* job security strengthened, the pattern aligns with other stability indicators in the study – including strong confidence in company leadership and improving personal financial confidence – suggesting workers feel increasingly anchored in their current roles despite broader uncertainty.

Job Security Confidence, Aug–Dec 2025



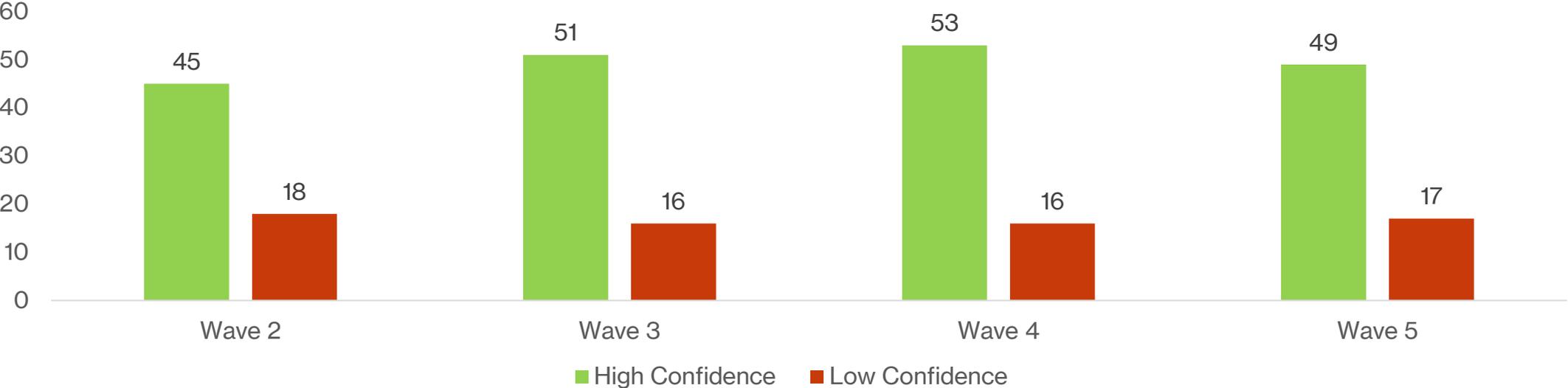
Personal Financial Confidence Improves and Holds

Personal financial confidence shows a clear rebound followed by stabilization across Waves 2–5. In August, 45% of workers report feeling very or extremely confident in their personal financial situation. Confidence rises to 53% in October, before settling at 49% by November–December – still above early-wave levels.

Over the same period, low financial confidence remains contained, declining from 18% to 16–17%. Together, these patterns suggest that while economic pressures persist, many workers are adapting to inflation, maintaining stable income, and exercising greater financial control.

Rather than signaling exuberance, the data point to measured financial resilience: workers are entering the next six months with greater confidence than earlier in the year, even as broader uncertainty remains

Personal Financial Confidence, Aug–Dec 2025

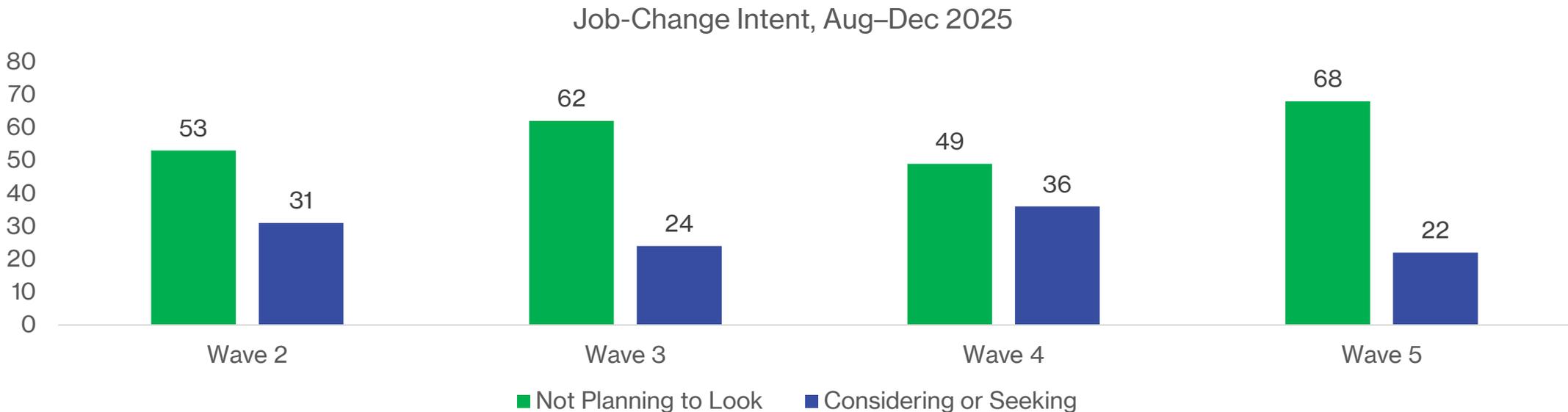


Fewer Workers Are Considering a Job Change

Job-change intent reflects a general shift toward workforce stability, despite some mid-period volatility. In August, just over half of workers (53%) reported they were not planning to seek a new job within the next year. That share rises to 68% by November–December, following a temporary dip in October.

Over the same period, the proportion of workers actively looking or considering a job change declines from 31% to 22%, reinforcing the broader pattern of reduced mobility by year end.

While the data do not explain *why* job-change intent fluctuated mid-fall, the overall trajectory aligns with other stability indicators in the study – including stronger job security, improving personal financial confidence, and high trust in immediate workplace leadership. Whether driven by confidence, caution, or a combination of both, the net effect is clear: workers are increasingly staying put.



Why Personal Stability Is Strengthening

Across Waves 2–5, the data show a workforce increasingly grounding its confidence in what is closest, most visible, and most controllable. Job security improves and then stabilizes at elevated levels, personal financial confidence rebounds and holds, and fewer workers are considering a job change by year end. Even as trust in national institutions remains low elsewhere in the study, personal and workplace stability continues to strengthen.

Three dynamics appear to be driving this trend. First, workers are interpreting continued employment and stable leadership as signals of organizational strength. Second, many are actively adapting to inflation – through budgeting, saving, and near-term financial planning – supporting a stronger sense of personal control. Third, with macro forecasts and federal institutions viewed skeptically, workers are relying more heavily on direct experience rather than external narratives to guide expectations.

The result is a form of **bottom-up resilience**: confidence built from personal reality and day-to-day stability, not institutional reassurance.

Conclusion:

Across Waves 2–5 (August–November/December 2025), the Workforce Confidence Index reveals a workforce demonstrating greater stability and resilience, even amid ongoing economic and policy uncertainty. Job security improves and then holds at elevated levels, personal financial confidence rebounds and stabilizes, and fewer workers report intentions to seek new opportunities by year end.

Rather than reacting sharply to national economic volatility, workers appear increasingly anchored in their immediate environment. Confidence is being drawn from organizational continuity, steady employment conditions, and improved personal financial management, despite persistent concerns around inflation, regulatory uncertainty, and low trust in national institutions.

This pattern reflects a form of measured, pragmatic optimism. Workers are not broadly confident in the economy or institutions, but they are increasingly confident in the factors they can see, influence, and experience directly.

Taken together, the findings point to a resilient workforce navigating uncertainty through personal control and workplace stability, relying less on external reassurance and more on lived experience.

Appendix | Wave 5 Stability Snapshot: Nov–Dec 2025

Job Security

59% feel very or completely secure in their current role

14% feel not at all or only slightly secure

Personal Finances

49% feel very or extremely confident in their financial outlook

17% report low financial confidence

Job-Change Intent

68% are not planning to look for a new job within the next year

20% are actively looking or likely to begin looking soon

These indicators reinforce the paper's central theme: stability remains elevated at the personal and organizational level, even as trust in government and national media remains weak. Workers continue to anchor confidence in job security, financial footing, and continuity in their current roles.

About the partners:

[RONIN International](#)

RONIN International is an independent global research agency specializing in high-quality data collection, market research consultancy, and strategic intelligence. With deep expertise in hard-to-reach B2B audiences and custom fieldwork solutions, RONIN guarantees transparent, reliable measurement of sentiment and behavior across industries and geographies. Its advanced research operations and rigorous quality controls ensure that insights are trusted, consistent, comparable, and decision-ready.

[myCLEARopinion Insights Hub](#)

myCLEARopinion is the B2B research division of BNP Media, providing both full-service custom research and direct access to verified trade-industry respondents. Built on BNP Media's audited subscriber base and industry-specific events, myCLEARopinion offers highly targeted access to skilled professionals across construction, manufacturing, engineering, HVACR, food & beverage, and related industrial sectors.

Organizations rely on myCLEARopinion for high-quality respondent access as well as end-to-end research support, including survey design, fieldwork, analysis, and reporting – delivering accurate, industry-grounded insights for strategic decision-making.