

Younity New Zealand IT Sector Temperature Check

From Overworked to Uncertain

Navigating the AI Paradox & the New Job Security Landscape...

The 2025 Younity IT Sector Temperature Check surveyed 1016 IT professionals across New Zealand in November 2025 to uncover the state of their mental health, workplace stress levels, and desired support.

The Pulse

Brain Drain: Easing ↓



26% of IT professionals are considering moving offshore in 2026 - down 15% from the 2025 outlook.

Job Search Sentiment: Up ↑



76% of IT professionals said that they're finding the job search harder - a 5% change from 2025.

Balance: Stabilising/Up ↑



Work/life balance is improving for 24% of IT professionals, a 4% improvement from 2025.

The Big Shift (Job Security vs Workload)

We aren't just tired anymore - we're anxious about our seats at the table.



2024 top stressor: Workload

The "Do more with less" era.

2025 top stressor: Job Security

Job Security (48%) has officially overtaken Workload (46%)

The AI Paradox

The most significant new finding this year is the "AI Paradox." Adoption of AI tools is now mainstream, yet it's coupled with significant unease.

The Tool We Use...

70% of employers pay for generative AI subscriptions for their staff.

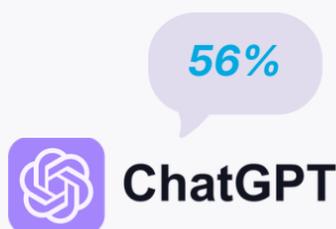
64% of jobseekers are using AI tools to help them find work.

...But the Tool We Fear

66% fear that AI will impact their future job security.

8% describe themselves as **very concerned**.

The Top Three AI Tools used by IT Professionals



The Benefits Mismatch

There's a notable disconnect between the wellbeing perks employers are providing and what employees actually value.

Top Three Perks that Employers Offer

- Hybrid work (1-2 days wfh)
- Access to EAP
- Professional development and training

Top Three Perks that Employees Want

- Extra Annual Leave (25%)
- Full-time remote work (18%)
- Professional development and training (15%)

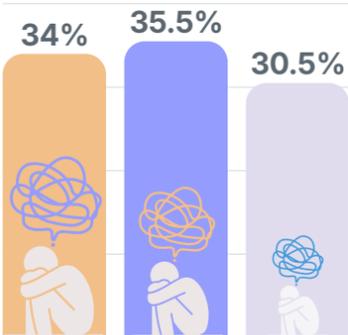
Wellbeing and mental health support

Our survey delved into the drivers and impact of workplace stress. We wanted to find out how much work stress is affecting our workforce and their family relationships, overall welfare, as well as their long-term outlook.

Work Stress

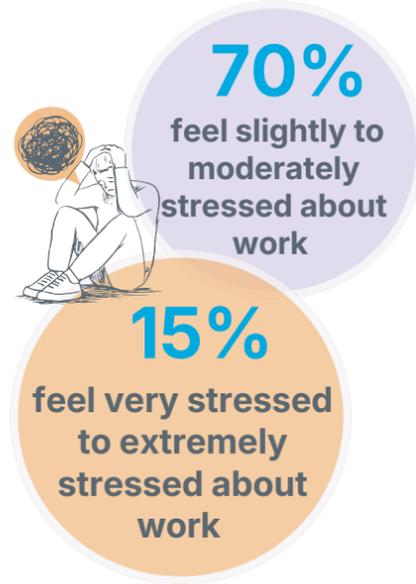
Work Stress in Comparison to Previous Year

- Higher to much higher
- About the same
- Lower to much lower



Top 5 Work Stress Causes in 2025

1. Job security concerns
2. Workload
3. Unclear expectations or priorities
4. Career progression uncertainty
5. Tight deadlines

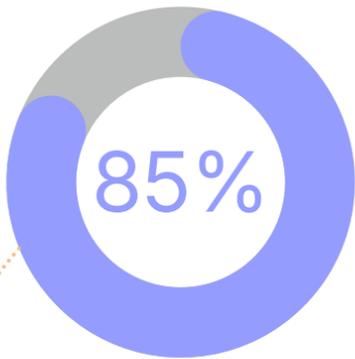


Impact of Work Stress

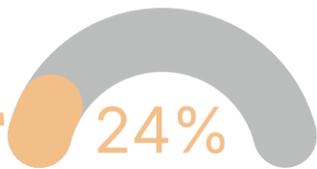
Looking at all the data it is clear that the impact of work stress in 2025 was felt the most in the personal lives and the work/life balance of IT professionals. It has shifted from 2024 where work performance and work relationships were most impacted by work stress.

Most affected: Personal Life & Work/Life Balance

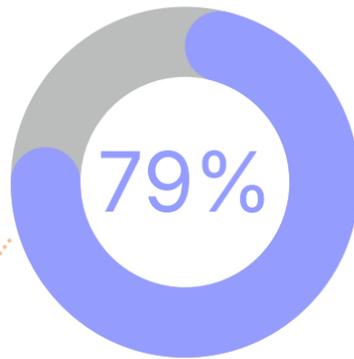
Work stress affected my **personal life**



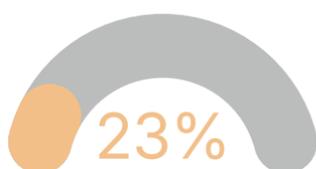
Work stress **significantly** affected my **personal life**



Work stress affected my **work/life balance**

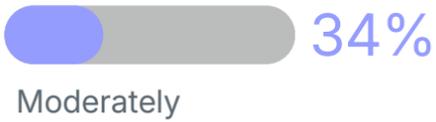


Work stress **significantly** affected my **work/life balance**

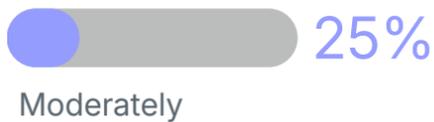


Next most affected: Work performance and work relationships

Work stress impacted my work performance:



Work stress impacted my relationships with my manager/management:



Work stress impacted my relationships with my team & peers:

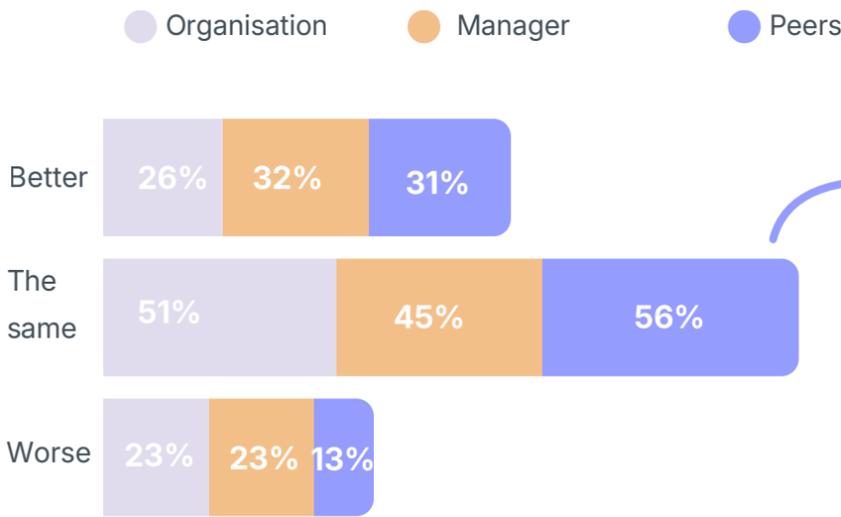


Family relationships were least impacted, but a third still felt moderate to high impact



Workplace Wellbeing Support: 2025 vs 2024

How do you rate the support you received from your organisation, your manager and your peers over the last year, compared to the year before?



“Overall reported levels of support is stabilising and improving from 2024. Across the board, the majority felt that support was similar to a year ago from all three groups (organization, direct manager and team/peers)”

Workplace Support & Acceptance

“The support at work is adequate to be my best and happiest self”



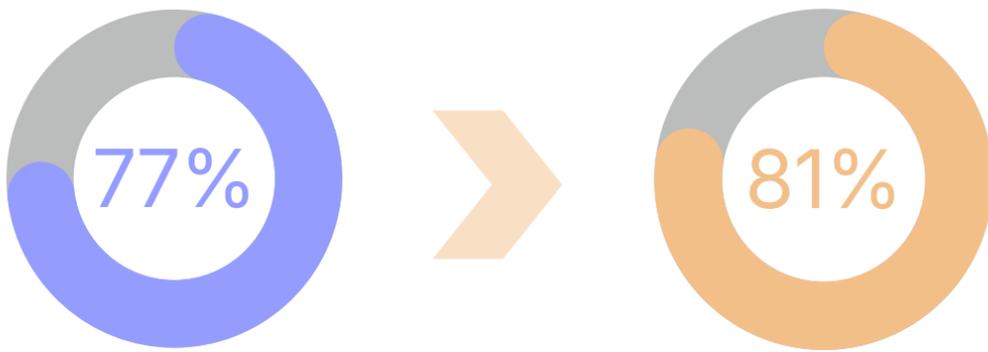
25% of IT jobseekers say that they are constantly experiencing stress during their job search, and it's affecting their confidence to find work.

Looking for work

72% of surveyed individuals were in IT employment - of the 28% who are NOT in IT employment say that:

“I’m actively looking for a new IT role”

“I find it harder to secure an IT role than in previous years”



Looking Ahead

How do you feel about your future IT career journey?



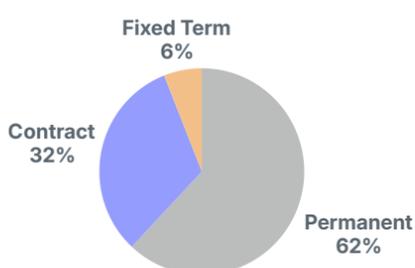
The Yunity IT Sector Temperature Check Survey: Demographics

We had over 1200 survey responses, and 1013 completed survey responses from our IT Professionals in November 2025.

Gender split:

65% male, 32% female, 1% non-binary and 2% prefer not to say

Employment Type



Top 3 Employment Sectors:

