Wave 11 Results

June 1 – June 30, 2026

RONIN®
my CLEAR OPINION
INSIGHTS HUB
CONFIDENCE IN ACTION:
TRACKING THE WORKFORCE PERSPECTIVE

Why your participation matters

You are part of the ongoing **Confidence in Action: Tracking the Workforce Perspective** survey.

This project establishes a continuous measure of worker confidence in the U.S. workforce. With each new wave, we 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.

CONFIDENCE EASES IN JUNE

Overall confidence in industry outlook moderated in June after the strong rebound seen in May. While workers remain more optimistic than they were in April, confidence eased from May's elevated levels toward more moderate optimism. Economic and policy uncertainty continue to weigh on sentiment.

INSIDE THE RESULTS

Workers continue to cite AI disruption, economic uncertainty, inflation, and government policy changes as their top concerns. Job security, layoffs, and slowing business activity also feature prominently in respondents' open-ended comments.

WORKPLACE SNAPSHOT

Leadership confidence remains resilient in June, while job security and personal financial confidence remain relatively stable despite ongoing economic uncertainty.

TRUST CHECK

Confidence in organizational leadership remains strong across all leadership levels. Job security and personal financial confidence held steady, suggesting workers continue to feel relatively secure despite broader market uncertainty.

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:
Wave 11 includes feedback from **562 U.S. professionals** representing more than 20 industries. Respondents span leadership, management, and skilled roles across organizations of varying sizes. Fielded **June 2026**

Institutional Trust:
Trust remains strongest in company leadership and trade associations. Confidence in government remains limited, with perceptions of the regulatory and policy environment continuing to be more negative than positive.

Workplace Confidence:
Leadership confidence remains strong, particularly in direct managers. Job security also remains relatively stable, with approximately half of workers feeling very or completely secure in their current role.

Personal Outlook:
Personal financial confidence remained resilient, with 47% of workers reporting they are very or extremely confident about their financial situation over the next six months. Most workers are not planning to change jobs, while active job seeking remained relatively limited.

Top Threats:
Economic uncertainty and inflation remain among the leading concerns. AI remains one of the most frequently discussed concerns, alongside government policy uncertainty, job security, layoffs, and slowing business conditions.

Industry Confidence:
Industry confidence moderated in June following May's rebound. 32.6% of respondents report they are very or extremely confident in their sector's economic outlook over the next 12 months—down modestly from May but remaining above April levels.

Top Concerns

AI and automation remain among the most frequently cited concerns, particularly around job displacement, workforce restructuring, and changing skill requirements.

Economic uncertainty, inflation, tariffs, and rising costs continue to pressure businesses and workers.

Government policy uncertainty, regulatory changes, and geopolitical events remain significant concerns across many industries.

Job security concerns persist, particularly around layoffs, restructuring, budget cuts, and slowing business activity.

Hiring skilled workers and maintaining a strong talent pipeline continue to challenge many employers.

Media Trust

Trust in general media remains low. Industry publications and trade associations continue to be among the most trusted sources of information, while social media and government sources remain among the least trusted

Who Took Part?

RONIN®
my CLEAR OPINION
INSIGHTS HUB

In **June 2026**, 562 professionals from more than 20 industries across the United States participated in the eleventh wave of the Confidence in Action: Tracking the Workforce Perspective survey.

Respondents once again represented a diverse cross-section of the U.S. economy—including architecture, engineering, construction, and mechanical systems; manufacturing and food & beverage processing; healthcare and life sciences; technology and IT services; professional and business services; logistics and transportation; retail and consumer goods; and the public sector. Additional perspectives came from professionals in energy and utilities, safety and security, agriculture, environmental services, and other specialized fields.

As in earlier waves, the majority of participants hold management or leadership roles, ranging from owners and senior executives to department heads and team leads. The survey also captured perspectives from skilled-trade professionals, technical specialists, sales, and administrative staff, providing a well-rounded view of workforce sentiment across roles and industries.

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.

Sectors represented

Built environment: architecture, engineering, construction, mechanical systems

Manufacturing: industrial and food & beverage processing

Technology & IT services

Healthcare & life sciences

Professional and business services

Specialized sectors: roofing and building envelope, energy and utilities, safety and security, logistics and transportation, financial services, retail and consumer goods, education, government, agriculture, and environmental services

Roles represented

Leadership & management: owners, executives, department heads, team leads

Technical & skilled trades

Sales, business development, and administrative staff

Industry & Economic Outlook

When asked, "*Considering your specific industry sector, how confident are you in its overall economic outlook for the next 12 months?*", industry confidence moderated in June following May's rebound. While confidence eased modestly from May, overall sentiment remained stronger than in April.

Respondents continue to point to significant headwinds. Economic uncertainty, inflation, tariffs, and government policy changes remain major concerns, while AI and automation continue to dominate open-ended responses. Job security, layoffs, and slowing business conditions also featured prominently in this wave.

Confidence in Institutions

Participants were asked which institutions they trust most to act in the best interest of their industry. Rankings in Wave 11 remained largely consistent with prior waves. Ranked from most to least trusted:

1. **Company leadership (Mean 1.74)**
2. **Industry trade associations (Mean 1.95)**
3. **Business media covering their sector (Mean 3.09)**
4. **State / local government (Mean 3.69)**
5. **Federal government (Mean 4.53)**

Trust continues to be strongest in company leadership and trade associations, while the federal government remains the least trusted institution measured in the study. Overall trust rankings remained unchanged from prior waves, although trust in business media improved modestly.

Confidence in Federal Policy Support

Confidence in federal policy support remains limited in Wave 11. Approximately one-quarter of respondents report a fair amount or great deal of confidence that federal policies support their industry, while a majority continue to express little or no confidence. Overall sentiment changed little from May.

Views on Regulation

Sentiment toward the regulatory environment remains more negative than positive in Wave 11. Perceptions of regulatory transparency, consistency, and industry expertise remain low, while views on whether regulations support innovation, enable business growth, and appropriately balance consumer protection with business needs changed little from May.

Confidence in Federal Government Policy Support

Confidence in federal policy support remains limited. Twenty-five percent of respondents report a fair amount or great deal of confidence that federal policies support their industry, while a majority continue to express little or no confidence. Overall sentiment remained largely unchanged from May.

Views on regulations:

- **58%** disagree that regulations are based on industry expertise (+2)
- **66%** disagree that the regulatory process is transparent (+2)
- **63%** disagree that regulations are applied consistently (+1)
- **31%** agree that regulations support innovation (+1)
- **29%** agree that consumer protection is well balanced with business needs (+1)
- **29%** agree that government policies enable business growth (-2)

Personal Finances

Looking ahead, 47% of participants say they feel very or extremely confident about their personal financial situation over the next six months, reflecting a modest improvement from May.

A closer look shows approximately one-third are somewhat confident, while about one in five express low confidence. At the high end, 21% report feeling extremely confident about their financial outlook, suggesting workers remain generally confident about their personal financial outlook despite ongoing economic uncertainty.

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

When asked, "**What's your number-one concern in your current role?**", Wave 11 respondents most frequently pointed to AI-driven disruption, economic uncertainty, government policy instability, and job security concerns. Across industries, workers described growing uncertainty around technological change, business conditions, funding, and the broader economic environment.

AI, Automation & Workforce Disruption

- *"I am worried AI will take over my role and many other roles in all industries around the world."*
- *"Companies making huge investments in AI while laying off employees without knowing the AI real contribution."*
- *"Blind trust in AI and automation without understanding how it works."*
- *"AI replacing humans."*

Economic Uncertainty, Inflation & Business Conditions

- *"Economic slowdown or recession."*
- *"Inflation and cost increases."*
- *"Business slowdown."*
- *"General concern over the economy and how it affects my business. Concerned that a slow down in the economy will transfer into a slow down for our business."*

Government Policy & Regulatory Uncertainty

- *"Everything changing continuously. Tariffs, EPA regulations, incentives, etc."*
- *"Federal government: shortsighted policies, reducing funding, and cutting positions."*
- *"The cut of federal research funding and inflation are the most concerns."*
- *"Tariffs are creating uncertainty for our costs."*

Job Security, Layoffs & Organizational Change

- *"New leadership and layoffs."*
- *"Becoming redundant due to cost-saving reorganization; ie role consolidation or my "head" position being eliminated."*
- *"I worry that a major restructuring could leave me unemployed."*

Labor Shortages & Skilled Workforce Challenges

- *"Finding enough people who want to work."*
- *"Lack of skilled workers. It is alarming how we can't find people to run CNC's anymore."*
- *"It's difficult to hire new plumbers right now which puts management at risk if we don't have enough guys to be out in the field generating incoming."*
- *"Recruiting trained and experienced employees specific in the field with integrity for the job,"*

Across industries, AI continues to be one of the defining themes in this study, with many respondents expressing uncertainty about how organizations will adopt the technology and its potential impact on jobs. At the same time, workers continue to cite economic conditions, government policy, funding uncertainty, and organizational restructuring as key challenges, while employers across multiple sectors continue to face difficulties recruiting and retaining skilled workers.

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, Wave 11 respondents report:

Executive leadership: 59% strong or complete confidence (↑ from 57% in May)

Department or team leadership: 61% strong or complete confidence (unchanged from May)

Direct manager or supervisor: 61% strong or complete confidence (↓ slightly from 62% in May)

Leadership confidence remains strong across all levels of management, with approximately six in ten workers expressing strong or complete confidence in executive leadership, department leaders, and their direct manager.

Job security remained relatively stable in June. 51% say they feel very or completely secure in their current role (vs. 52% in May), while 24% report feeling completely secure.

In Wave 11, career movement indicators moderated.

31% of workers are actively job hunting, likely to start looking within the next three months, or considering a move within the next year (↓ from 36% in May).

60% report no plans to change jobs within the next year (↑ from 53% in May).

Despite continued economic uncertainty, most workers appear to be taking a more cautious approach to career movement than they were in May.

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.