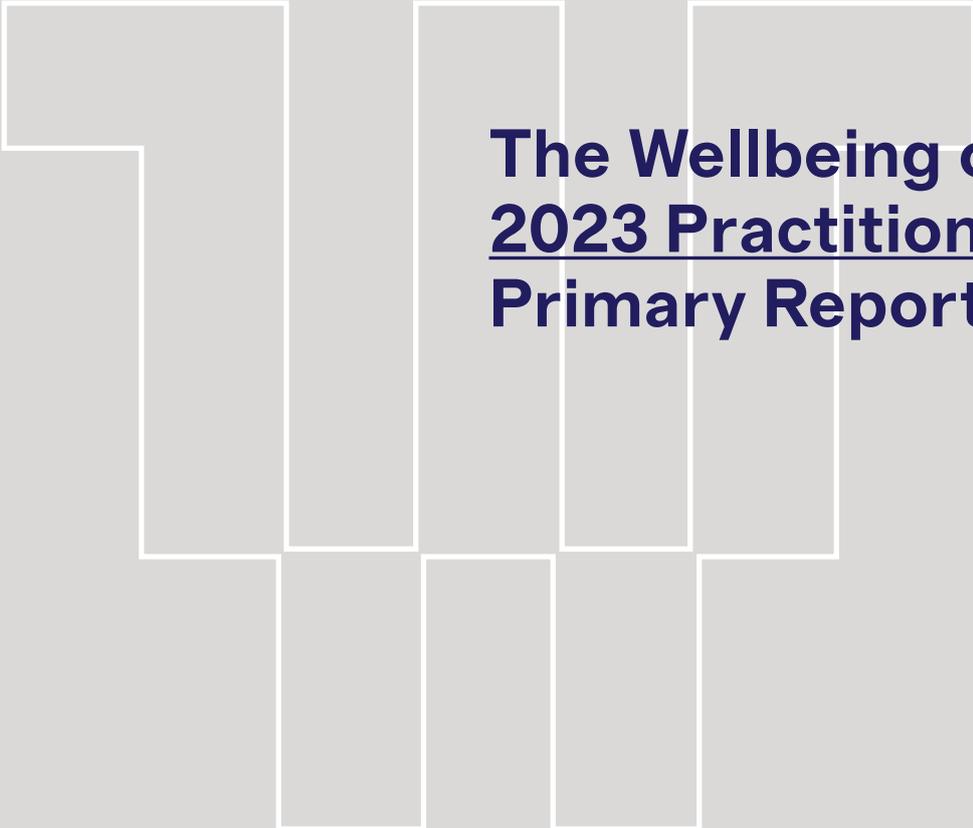


*THE WELLBEING*  
*of ARCHITECTS*  
*culture, identity*  
*+ practice.*



**The Wellbeing of Architects**  
**2023 Practitioner Survey,**  
**Primary Report**



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# 1 Key findings of the report

## Summarising the 2023 survey results

The self-reported subjective wellbeing of people working in the field of architecture in Australia continues to be a concern, with the overall personal wellbeing score of respondents in 2023 being lower, on average, than the general Australian population. This suggests that architectural practitioners and allied workers have a relatively low overall sense of wellbeing. Job satisfaction was also rated at low levels compared to the Australian working population.

In fact, responses to the 2023 industry survey ( $n = 782$ ), conducted as a follow up to an earlier major survey conducted in 2021, show a decrease in wellbeing across a range of measures including personal wellbeing, psychological distress, and burnout. The average score on the personal wellbeing index in 2023 was not just lower than the score from the 2021 survey, it substantially lower than the Australian average.

While respondents as a group did not meet the thresholds for significant anxiety or depression, their average scores were higher than those typically seen in other studies. Worryingly, sixty-five percent of respondents were classified as experiencing at least some level of psychological distress and 28 percent of all respondents were classified as experiencing moderate to severe psychological distress. Furthermore, respondents who were less than 36 years of age were nearly twice as likely to report moderate to severe psychological distress compared to respondents in the older age groups.

High levels of burnout were also noted in the 2023 practitioner survey. However, older respondents who were more than 45 years of age, were more likely to report lower levels of burnout compared to the two younger age groups.

While respondents reported that they felt supported by their immediate supervisors, particularly that their supervisors care about their opinions, the psychosocial safety climate in the workplace was rated poorly. This indicates that managers were not seen to value psychological health in the workplace and suggests practitioners are at high risk for job strain and poor mental health.

It's not all bad news. Respondents had a strong sense of career agency which means that they have a good capacity to reflect on, control, and manage their career. They were also reasonably positive about their capacity to balance between work and home, and felt supported in their career aspirations and challenges from the people in their lives.

In general, respondents' scores tended to fall in the mid-range for measure of career satisfaction, particularly aspects such as progress towards new skills, meeting overall career goals, and achieving success. However, satisfaction with progress towards income and career advancement was rated poorly.

On average, respondents rated their creative role identity at high levels while their sense of professional identity was only rated at moderate levels. This indicated that being connected to architecture was important to them but a link with creativity was the more important part of their identity.

Professional identity was particularly important to sole traders who tended to have a stronger sense of identity and professional commitment compared to those who work in larger practices.

Respondents generally felt satisfied that their basic psychological needs at work were being met. Importantly, they had a strong sense that their needs for autonomy and competence at work were being met, indicating that they had a high level of control over how they got their work done, and that they have the skills and experience to do their jobs.

There was a low level of job satisfaction in this group particularly among those aged 36 years or less who had a lower level of job satisfaction compared to those who were more than 45 years. Interestingly, and despite relatively low levels of reported job satisfaction, only a small percentage of respondents said they were very or extremely likely to leave the profession. This may be reflected in respondents having a strong sense of commitment to and pride in the architectural profession, while at the same time, not necessarily seeing architecture as the best of all professions to work in or a good career choice for others. This seeming contradiction, of personal commitment coupled with pessimism, sets the scene for a complex account of the wellbeing of people working in the field of architecture in Australia – as the rest of this report will elaborate. The following is a snapshot of the key findings from our survey.

### **How have things changed since 2021?**

- The most notable and concerning change for architectural practitioners was a substantial decline in wellbeing since 2021, which remains much lower relative to the Australian population.
  - All items from the personal wellbeing index were rated lower in 2023 than they were in 2021. This was particularly notable in relation to future security, achievement in life, health, and standard of living.
- Levels of psychological distress have increased since 2021 and many respondents are still experiencing mild psychological distress.
- There were decreases in scores on a wide range of work-related measures between 2021 and 2023. A decline in scores were observed for:
  - professional commitment.
  - the satisfaction of basic psychological needs for autonomy, competence, and relatedness.
  - career optimism and career support.
  - career satisfaction, where satisfaction with progress towards income goals was rated lowest of all.

## 2 Introduction

The findings of the survey reported here are part of a study of architectural practitioners and allied workers in the Australian architectural and built environment community. The survey is part of a larger research project 'Architectural Work Cultures: professional identity, education and wellbeing' (known as the Wellbeing of Architects project), funded by the Australian Research Council Linkage Projects scheme (LP190100926, 2020-2023).

The project has also been materially and intellectually supported by our industry-based research partners. These include private architecture practices (in alphabetic order): BVN, DesignInc, Fraser and Partners, The Fulcrum Agency, Hassell, and SJB. It has also been supported by peak industry bodies: the NSW Architects Registration Board (NSWARB), the Australian Institute of Architects, and the Association of Consulting Architects (ACA), as well as the Association of Australasian Schools of Architecture (AASA).

In 2021 we conducted a baseline survey to examine a broad range of experiences for those working in the architectural and built environment community including professional commitment and identity, career adaptability and satisfaction, and work-related wellbeing. In the 2023 follow up survey we maintained our focus on professional commitment and identity, career adaptability and satisfaction, and wellbeing. However, we extended the survey to add measures for creative role identity, job satisfaction, intention to leave, and several aspects of the workplace environment including psychosocial safety climate, supervisor support, and role overload.

The results presented in this report can be used as a general guide to help architectural workplaces and industry bodies identify and prioritise areas in need of improvement for those working in the architectural and built environment community in Australia.

### Survey aims

The aims of the 2023 survey were to:

- understand the work-related wellbeing of people working in the Australian architectural and built environment community.
- understand how self-reported work-related wellbeing in architecture may be linked to other occupational factors including career stage, working conditions, and sense of professional identity.
- identify changes in the work-related wellbeing of people working in the Australian architectural and built environment community since the 2021 survey.
- increase our understanding of the architectural work environment and its impact on wellbeing, job satisfaction, and intention to leave the profession.

## 3 About the survey

### Sample and procedure

The survey was circulated to architectural practitioners and allied workers in the Australian architectural and built environment community. Our aim was to recruit all kinds of members of this community into the survey including practitioners engaged in primary architectural work within the built-environment community, as well as allied workers who support and enable architectural work but do not practice architecture nor themselves have an architectural education.

Respondents were recruited through professional networks and communications addressed to the Australian architectural profession - namely through callouts (in the form of e-newsletters, online articles, and social media) from Parlour, the Association of Consulting Architects Australia, and the Australian Institute of Architects. An invitation email that contained a link to an online survey was sent to potential respondents. The survey was open for four weeks between May and June 2023 and responses took approximately 15 minutes on average to complete. We received 922 initial responses to the survey which resulted in 782 usable responses.

The project was approved by Monash University's Human Research Ethics Committee (Project ID: 36237), and all recipients of the survey were assured of confidentiality and anonymity.

A list of definitions for the constructs used in the report can be found in Appendix 1 and full description of measures is found in Appendix 2.

## 4 Key findings from the 2023 survey

This chapter provides a detailed discussion of the survey results along with charts to illustrate the changes in respondent ratings across the measures used in the 2021 and 2023 surveys.

Note that for each chart that compares the two surveys, the 2021 results are shown in green and the 2023 results are shown in blue. The purpose of this section is to show how individual perceptions have changed between the initial survey in 2021 and the present survey.

The findings are discussed as follows:

- **Commitment, identity, and work** where we examine how strongly respondents are attached to the profession of architecture, identify with their roles and themselves as a creative worker, their perfectionism, and their satisfaction with whether their basic psychological needs at work are being met.
- **Workplace environment** where we examine morale in the workplace, safety and support at work, and role overload.
- **Career adaptability and satisfaction** where we examine respondents' capacity to adapt to the challenges and changes they face at work, and respondent satisfaction with the level of success and progress they have attained in their careers.
- **Wellbeing and other work outcomes** where we examine personal wellbeing, psychological distress and burnout, job satisfaction, and intention to leave.

### PART ONE: Workplace environment

#### Support in the workplace environment

Workplace morale is the positive feelings that employees associate with their workplace such as the energy and enthusiasm within the workplace.

Figure 1 compares the overall score and item ratings for workplace morale in the 2021 and 2023 surveys. The scores for this measure range from 1 to 5 with higher scores meaning that respondents felt a greater sense of workplace morale. The overall mean respondent rating on this measure was 3.5 ( $SD = 0.8$ ) and suggests that the respondents experience and observe a reasonable level of enthusiasm, energy and pride at workplaces. This is slightly lower than that reported in the 2021 survey (mean score = 3.6) but this difference was not statistically significant.



Figure 1: Workplace morale

Psychosocial safety climate is a measure of employees’ perceptions of their managers’ concern for psychological health in the workplace. This measure was not included in the 2021 survey so no comparisons are available. The changing legislative environment around psychosocial safety led the research team to add this question in 2023.

Figure 2 displays the overall score and average ratings for each individual item. The scores for this measure range from 1 to 5 with higher scores indicating that respondents experienced a better psychosocial safety climate at work. The mean psychosocial safety climate score was 3.0 ( $SD = 1.1$ ) which is lower than the average score from an earlier study of Australian workers (Dollard, 2019: score = 3.4). This score also indicates that respondents are at high risk for job strain, characterised by high work demands and low job control, and poor mental health (Dollard, 2019).



Figure 2: Psychosocial safety climate

Supervisor support is a measure of employees' perceptions of how well their supervisor values their contributions to work and cares for their wellbeing. This measure was not included in the 2021 survey so no comparisons are available.

Figure 3 displays the overall score and average ratings for each individual item. The scores for this measure range from 1 to 5 with higher scores indicating greater levels of support. The overall mean supervisor support was 3.6 ( $SD = 1.0$ ) which suggests that respondents experience relatively high levels of support from their supervisors.



Figure 3: Supervisor support

Role overload is a measure of perceptions of the amount of work people do and the pace at which their work is conducted. Figure 4 displays the average rating for each item in this measure and the overall score for role overload. The scores for this measure range from 1 to 5 with higher scores indicating higher levels of role overload. The average rating for respondents on this measure was 3.5 ( $SD = 1.1$ ) indicating that they experienced relatively high levels of role overload at work.

This finding is consistent with a recent study of Australian workers employed in several industries including education, professional and scientific industries, and government services (Knight et al., 2023: mean score = 3.6).



Figure 4: Role overload

### Impact of practice size on the workplace environment

Figure 5 displays the additional analysis that was conducted to determine whether the size of a practice was associated with the respondents' experiences of the general workplace environment. There were no statistically significant differences in the experience of psychosocial safety climate or supervisor support across the different practice sizes.

The analysis showed that those who worked in smaller practices of less than 20 employees were more likely to report higher levels of workplace morale<sup>1</sup> compared to those in practices with between 20 and 99 employees. No other statistically significant differences were observed.

Those who described themselves as sole traders were more likely to report a lower level of role overload compared to those in larger organisations with 20 or more employees. No other statistically significant differences were observed.

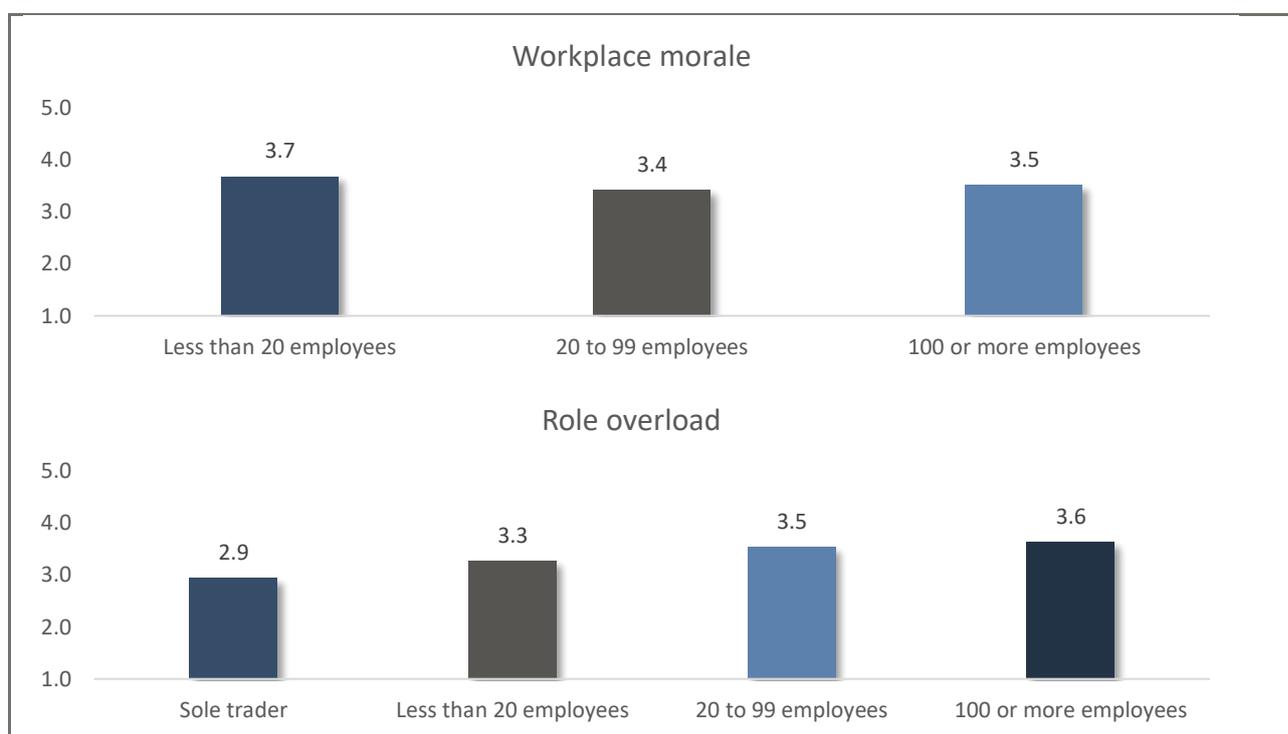


Figure 5: Impact of practice size on the workplace environment

## WORKPLACE ENVIRONMENT

### Key findings

- Psychosocial safety climate in respondents' workplaces was lower than an earlier study of Australian workers, indicating that respondents are at high risk for job strain and poor mental health.
- Overall, respondents reported relatively high levels of role overload.
- Sole traders tended to have lower levels of role overload compared to those in larger practices.

<sup>1</sup> Note that workplace morale is a measure for employees only

## PART TWO: Commitment, identity, and work

### Commitment and identity

Professional commitment is the extent to which individuals identify with and are attached to their profession (Hoff, 2000). In this study, higher scores on this measure indicate a greater level of identification with and commitment to the architectural profession.

Figure 6 compares the overall score and item ratings for professional commitment in the 2021 and 2023 surveys. The scores for this measure range from 1 to 5 with higher scores indicating a stronger commitment to the architectural profession. The overall mean professional commitment rating for the respondents in 2023 was at the scale midpoint ( $M = 3.2$ ,  $SD = 0.8$ ) which is slightly lower than that reported in the 2021 survey (mean score = 3.3) and this difference was statistically significant.

The ratings for the individual items show that caring about the architectural profession and feeling proud to be a part of it were the aspects of professional commitment that were rated most strongly by the respondents. Notably, these ratings were substantially higher than those for items about architecture being the best of all professions in which to work and talking up the profession as a great career.

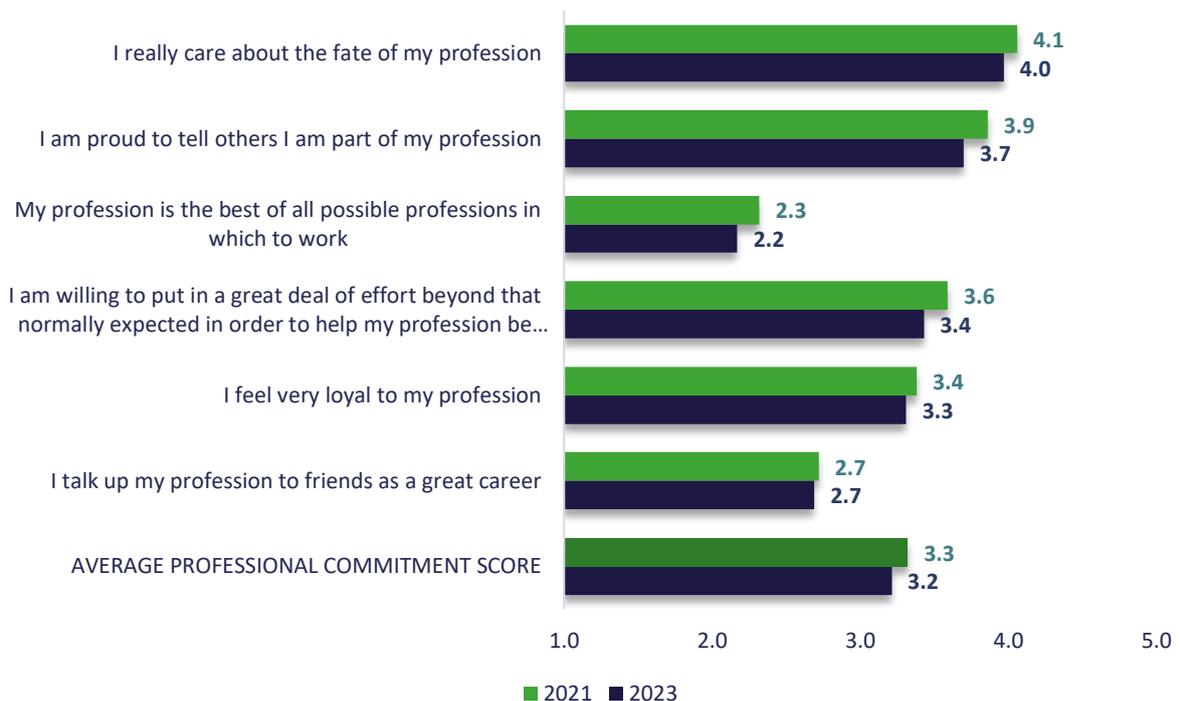


Figure 6: Professional commitment

In the context of this project, professional identity refers to the importance to an individual of their identity as an architect and as a member of the architectural community (Brenner et al, 2014).

Figure 7 compares the overall score and item ratings for professional identity in the 2021 and 2023 surveys. The scores for this measure range from 1 to 5 with higher scores indicating a clearer sense of professional identity. The overall mean professional identity rating for the

respondents in 2023 was at the scale midpoint ( $M = 3.3$ ,  $SD = 0.9$ ) and is the same as that reported in the 2021 survey (mean score = 3.3).

The ratings for each of the individual items shows that being connected to architecture was the aspect of professional identity that was rated most important by the respondents and this rating was substantially higher than having a strong connection to the architecture community.

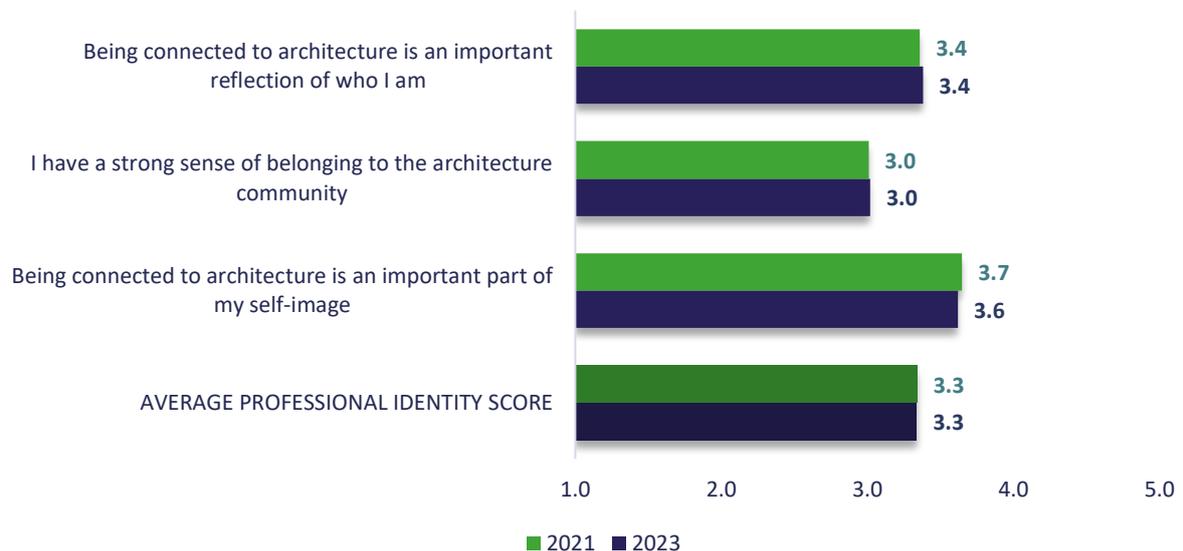


Figure 7: Professional identity

Another aspect of identity that was measured in the 2023 survey is creative role identity which refers to how strongly an individual identifies as a creative worker (Farmer et al., 2003). This measure was not included in the 2021 survey so no comparisons are available.

Figure 8 displays the overall score and ratings for each individual item. The scores for this measure range from 1 to 5 with higher scores indicating a stronger sense of being creative. The overall mean creative role identity rating was 3.8 ( $SD = 0.8$ ) and suggests that the respondents have a relatively strong sense of themselves as creative.

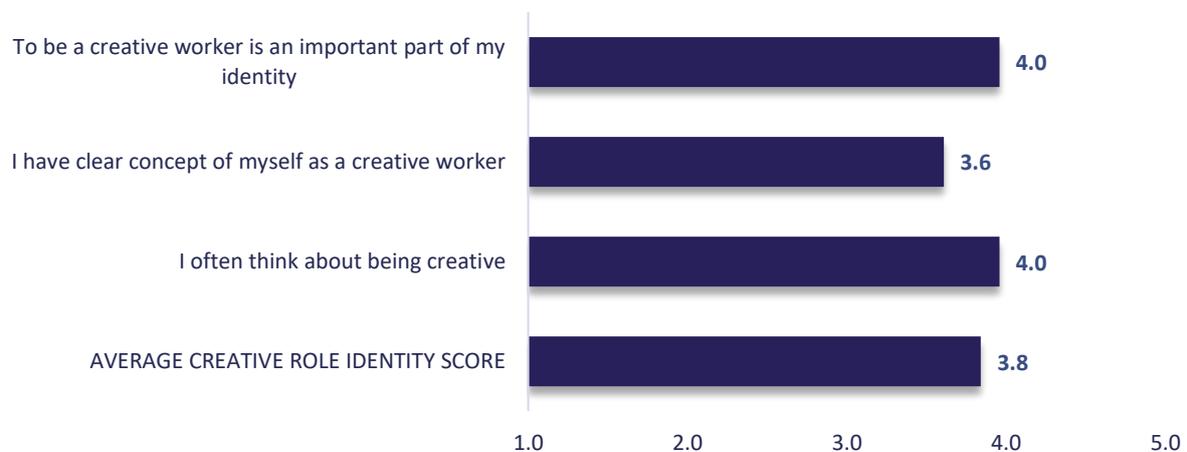


Figure 8: Creative role identity

It is also interesting to note that respondents rated their creative role identity at a higher level compared to their professional identity, which suggests the importance of creativity as part of their identity above and beyond their associations to architecture.

#### Impact of practice size on commitment and identity

Figure 9 displays the additional analysis that was conducted to determine whether the size of a practice was associated with the respondents' sense of professional commitment and identity. The analysis showed that as the size of the practice increased, the respondents' sense of commitment and identity decreased slightly. However, the only comparison where a statistically significant difference was observed was between sole traders and the larger organisations of 100 or more employees.

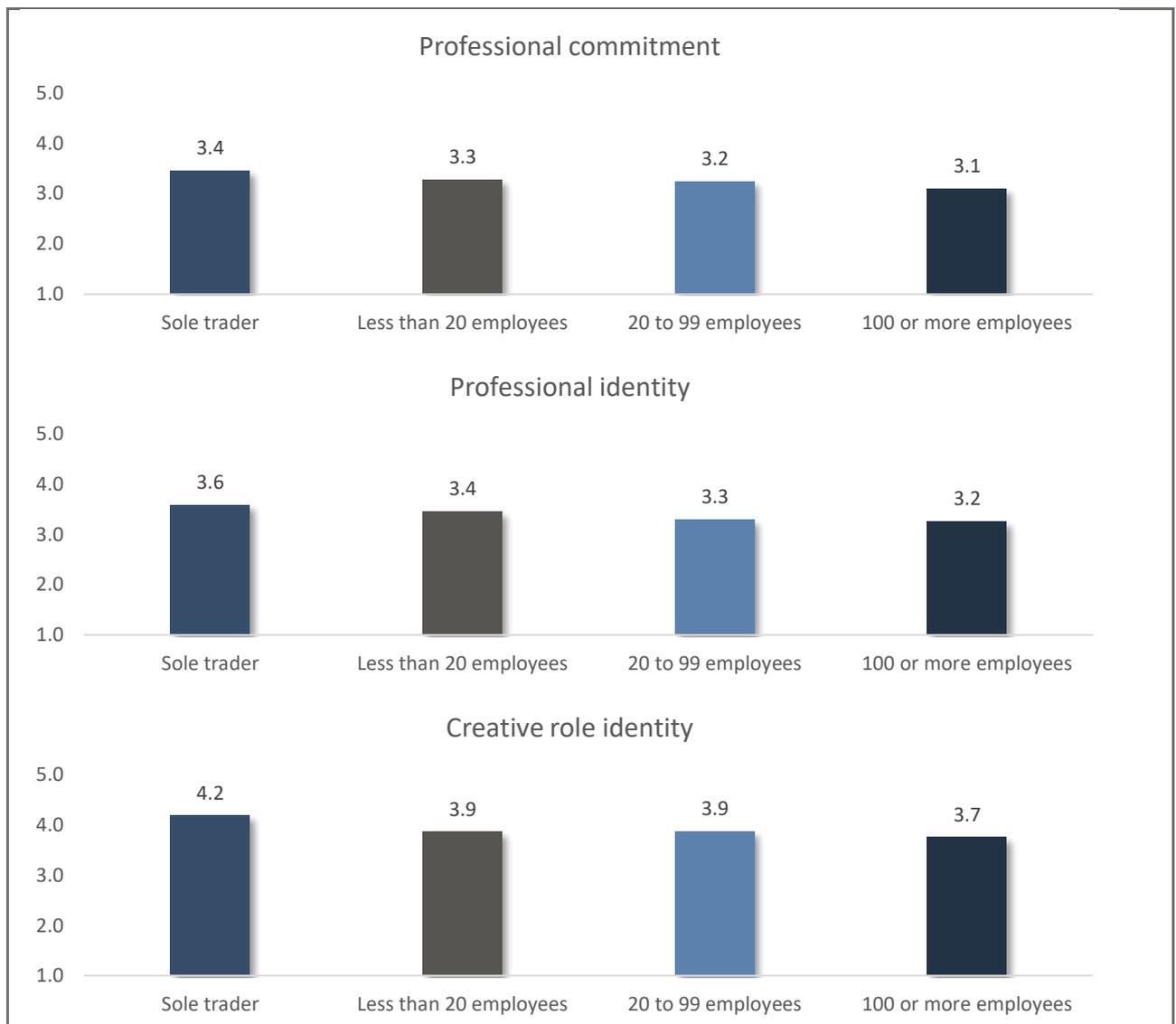


Figure 9: Impact of practice size on commitment and identity

## COMMITMENT, IDENTITY, AND WORK

### Key findings

- Respondents had a relatively strong sense of their creative role identity which was stronger than their professional identity. This suggests that creativity is a more important component of identity compared to their identity as a professional architect.
- Sole traders tend to have a stronger sense of identity and professional commitment compared to those who work in larger practices.

### Perfectionism

Perfectionism is a personality style with positive and negative facets (Stoeber & Otto, 2006) that are measured by perfectionistic strivings and perfectionistic concerns. Those with a healthy sense of perfectionism maintain their strivings without being overly concerned with self-criticism (Rice et al., 2013).

Perfectionistic standards refer to high personal performance standards or expectations and are seen as the positive aspect of perfectionism. The scores for this measure range from 1 to 5 with higher scores being more positive.

Figure 10 compares the overall score and item ratings for perfectionistic standards in the 2021 and 2023 surveys. The overall mean rating for perfectionistic standards in 2023 was high ( $M = 4.3$ ,  $SD = 0.7$ ) suggesting that respondents have a strong sense of their perfectionistic strivings. However, this is slightly lower than the score in the 2021 survey (mean score = 4.4) and this difference was statistically significant, suggesting a small relaxation in perfectionistic standards.



Figure 10: Perfectionistic standards

The concept of perfectionistic concerns refers to the gap between an individual’s standards or expectations and their perceived achievements (Rice et al., 2013) and can be described as the negative aspect of perfectionism. The scores for this measure range from 1 to 5 with higher scores being indicative of more negative preoccupations with perfectionism.

Figure 11 compares the overall score and item ratings for perfectionistic concerns in the 2021 and 2023 surveys. The mean rating on this measure was 2.9 (SD = 1.0) and suggests that the respondents have a relatively low level of perfectionistic concerns. This is slightly lower than the 2021 score (mean score = 3.0) but the change was not statistically significant.

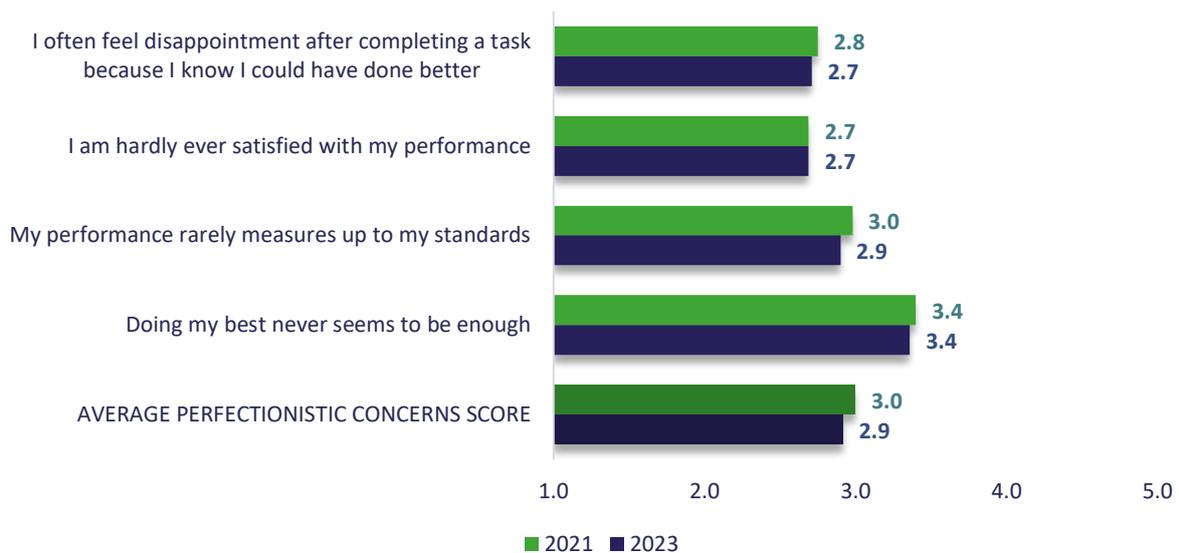


Figure 11: Perfectionistic concerns

Additional analysis showed that the average scores for perfectionism did not vary across practice size.

## PERFECTIONISM

### Key findings

- Respondents had higher levels of perfectionistic standards compared to their levels of perfectionistic concerns.
- This dynamic between standards and concerns represents a “healthy” sense of perfectionism.

## Psychological needs satisfaction at work

The satisfaction of basic psychological needs at work is about whether an individual feels that they are able to satisfy their needs for autonomy, competence, and relatedness at work. The capacity to gain a sense of satisfaction of basic psychological needs is important because it is associated with optimal functioning and wellbeing (Brien et al., 2012). The scores for these measures of needs range from 1 to 5 with higher scores being more positive.

Autonomy refers to how much control individuals have over how they get their work done. Figure 12 compares the overall score and item ratings for autonomy in the 2021 and 2023 surveys. The overall mean rating on this measure was 4.1 ( $SD = 0.7$ ) and suggests that the respondents are relatively satisfied that their need for autonomy at work is being met. This is lower than that reported in the 2021 survey (mean score = 4.3) and this difference was statistically significant.

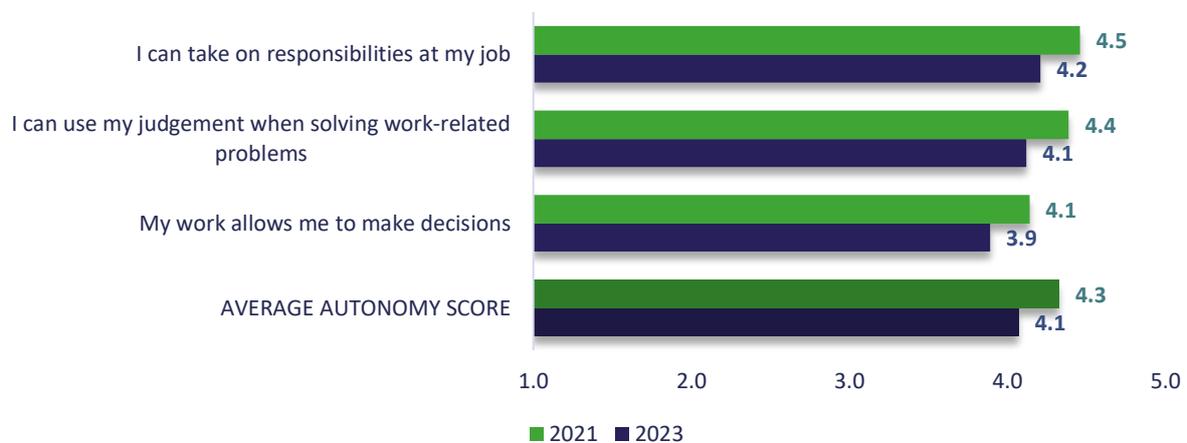


Figure 12: Autonomy

Figure 13 compares the overall score and item ratings for competence in the 2021 and 2023 surveys. The overall mean respondent rating on this measure was high ( $M = 4.0$ ,  $SD = 0.7$ ) and suggests that the respondents are satisfied that their need for feeling a sense of competence at work is being met. However, this is lower than that reported in the 2021 survey (mean score = 4.2) and this difference was statistically significant.

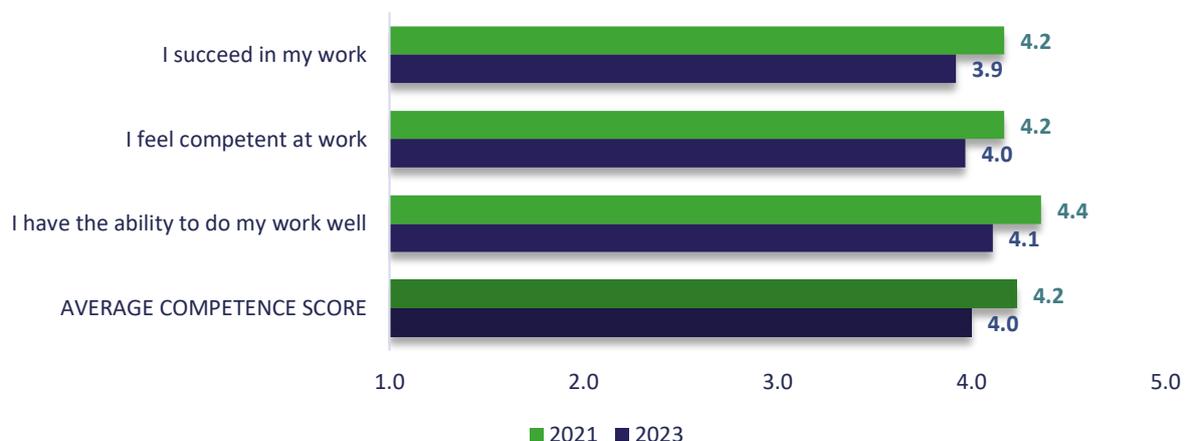


Figure 13: Competence

Relatedness is a measure of how well individuals feel they belong at work and have built good relationships. Figure 14 compares the overall score and item ratings for relatedness in the 2021 and 2023 surveys. The mean respondent rating on this measure was 3.6 ( $SD = 0.9$ ) and suggests that the respondents are somewhat satisfied that their need for relatedness at work is being met. This is slightly lower though than that reported in the 2021 survey (mean score = 3.7) and this difference was statistically significant.

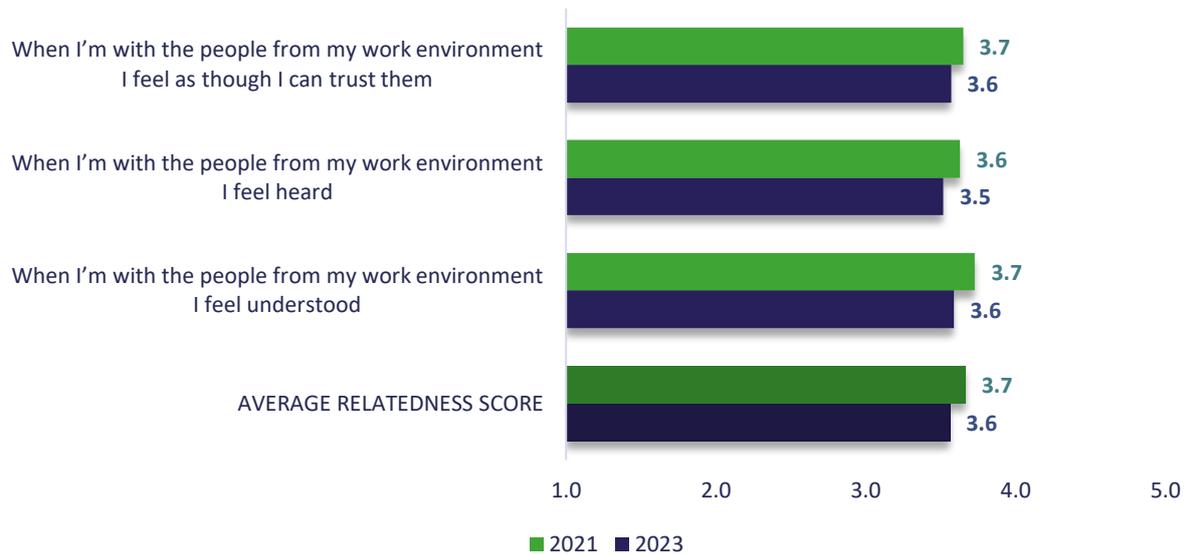


Figure 14: Relatedness

### Impact of practice size on the satisfaction of basic psychological needs

Figure 15 displays the additional analysis that was conducted to determine whether the size of a practice was associated with respondents' satisfaction of basic psychological needs at work. The analysis showed that as the size of the practice increased, the respondents' satisfaction that their needs for autonomy and relatedness were being met decreased.

However, not all differences were statistically significant.

- Respondents who described themselves as sole traders were more likely, compared to those in all other practice sizes, to be satisfied that their need for autonomy was being met at work.
- Respondents who worked in practices with 2 to 19 employees were more likely, compared to those in practices with 100 or more employees, to be satisfied that their need for autonomy was being met at work.
- Respondents who described themselves as sole traders and those who worked in practices with 2 to 19 employees were more likely, compared to those in practices with 20 or more employees, to be satisfied that their need for relatedness was being met at work.
- The differences for competence were not statistically significant.

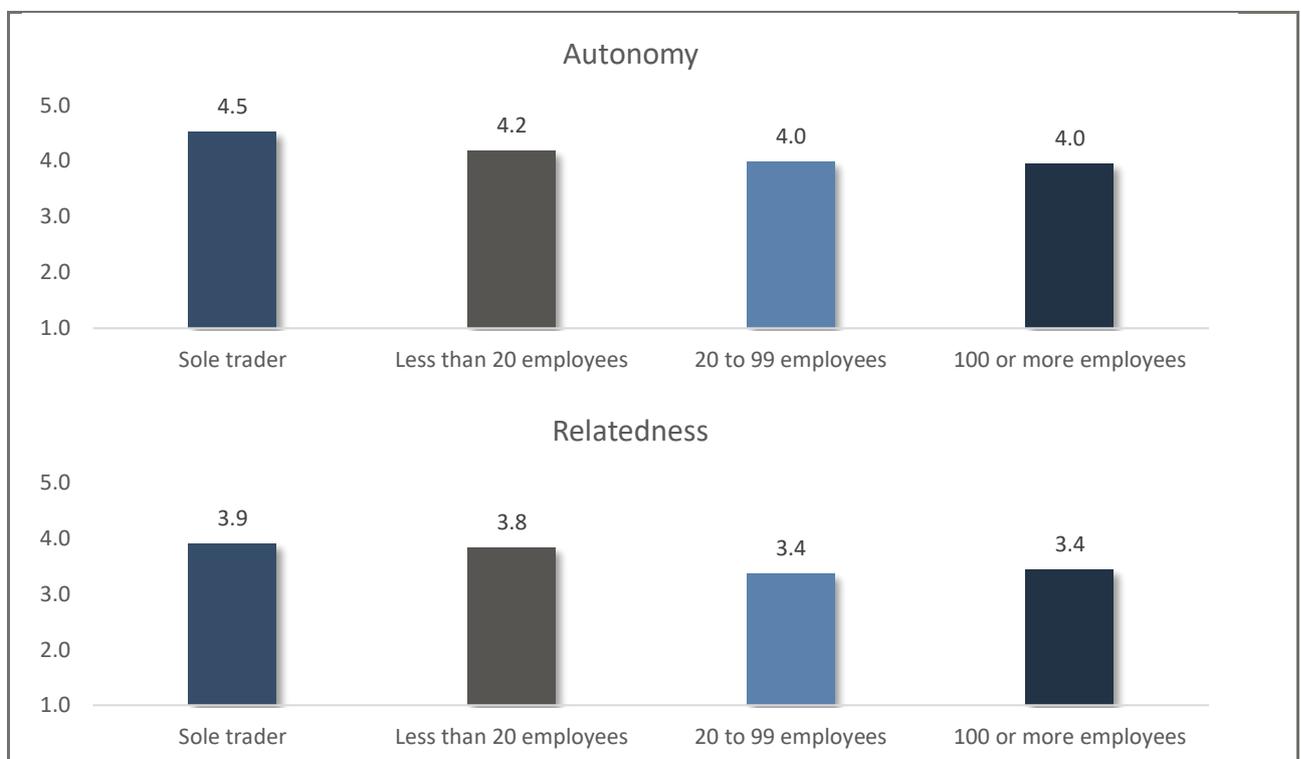


Figure 15: Impact of practice size on the satisfaction of basic psychological needs

#### SATISFACTION OF BASIC PSYCHOLOGICAL NEEDS

##### Key findings

- Respondents rated the satisfaction of basic psychological needs for autonomy and competence higher than that of relatedness.
- Sole traders tend to have a stronger sense of having their basic psychological needs met at work compared to those who work in larger practices.

## PART THREE: Career adaptability and satisfaction

### Career adaptability

Figure 16 compares the overall score and item ratings for career agency in the 2021 and 2023 surveys. This refers to the individual's ability to reflect on, control and manage their career (Rottinghaus et al., 2012).

The scores for this measure range from 1 to 5 with higher scores indicating a stronger sense of career agency. The overall mean rating on this measure was 4.0 ( $SD = 0.6$ ) and suggests that the respondents have a strong sense of agency with respect to their careers. This is lower than the 2021 score (mean score = 4.1) but this difference was not statistically significant.

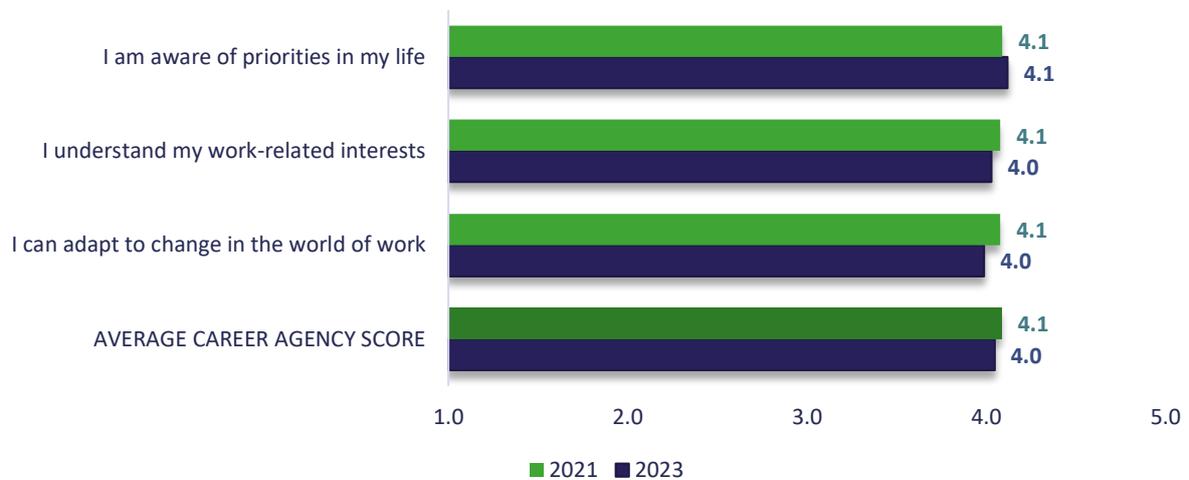


Figure 16: Career agency

Figure 17 compares the overall score and item ratings for career balance in the 2021 and 2023 surveys. This refers to the ability of an individual to manage their responsibilities across multiple work and life roles (Rottinghaus et al., 2012).

The scores for this measure range from 1 to 5 with higher scores indicating a stronger sense of career balance. The overall mean rating on this measure was 3.3 ( $SD = 0.9$ ) and suggests that the respondents have a modest sense of being able to balance their work and life obligations. This is the same as the 2021 mean score.

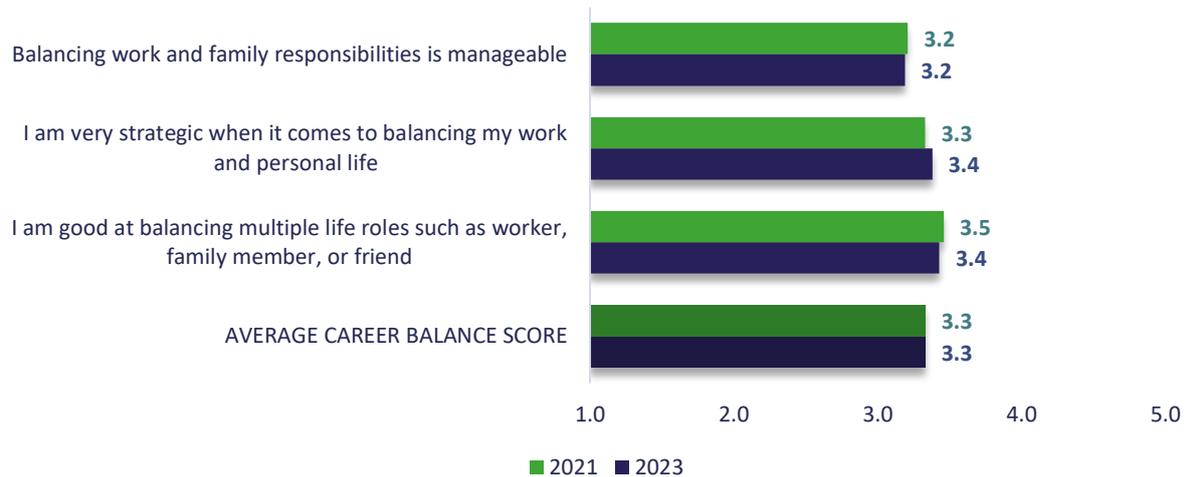


Figure 17: Career balance

Figure 18 compares the overall score and item ratings for career optimism in the 2021 and 2023 surveys. This is the positive outlook people have about their careers (Rottinghaus et al., 2012).

The scores for this measure range from 1 to 5 with higher scores indicating a stronger sense of career optimism. The overall mean rating on this measure was 3.3 ( $SD = 1.0$ ) and suggests that the respondents have a modest sense of positivity regarding their career outlook. This is slightly less than the 2021 score (mean score = 3.4) and this difference was statistically significant.

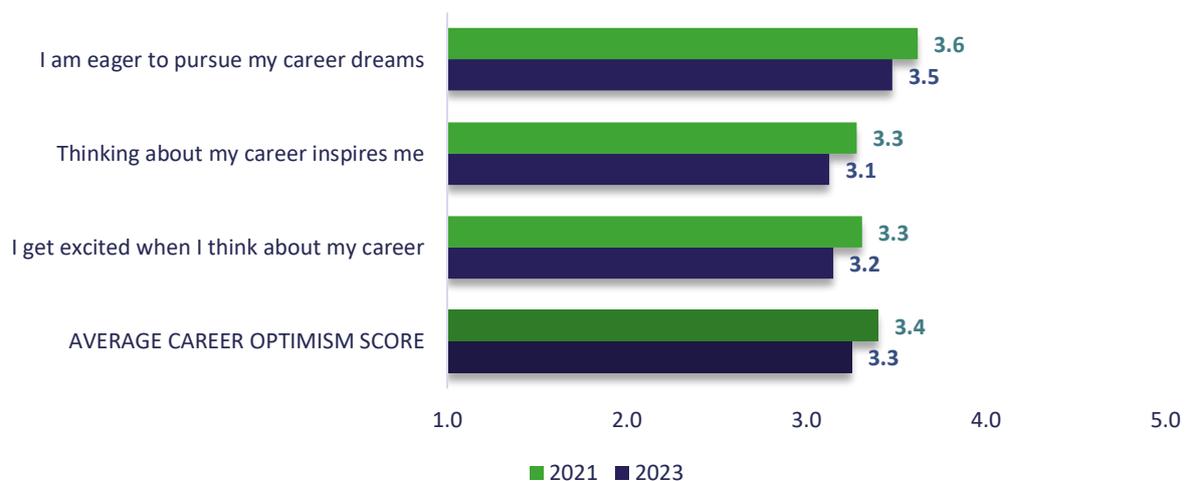


Figure 18: Career optimism

Figure 19 compares the overall score and item ratings for career support in the 2021 and 2023 surveys. This refers to the support that individuals receive from family and friends with respect to their career goals (Rottinghaus et al., 2012).

The scores for this measure range from 1 to 5 with higher scores indicating a stronger sense of career support. The overall mean rating on this measure was 3.5 ( $SD = 0.9$ ) and suggests that the respondents have a relatively positive sense of support that they receive from family and friends. This is lower than the 2021 score (mean score = 3.7) and this difference was statistically significant.

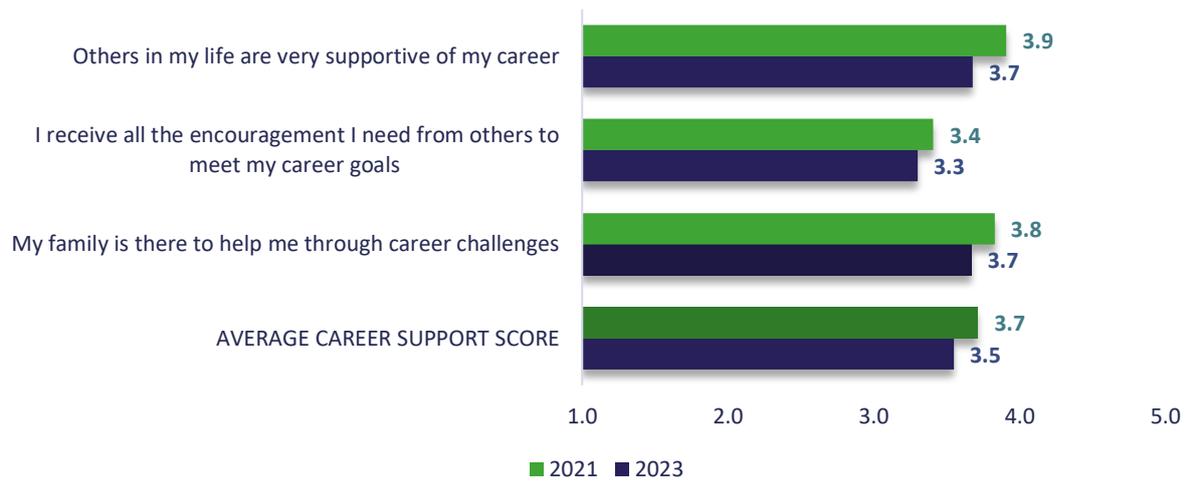


Figure 19: Career support

## Career satisfaction

Figure 20 compares the overall score and item ratings for career satisfaction in the 2021 and 2023 surveys. This refers to the satisfaction with the level of success and progress an individual has regarding their career (Spurk et al., 2011).

The scores for this measure range from 1 to 5 with higher scores indicating a stronger sense of career satisfaction. The mean rating on this measure was 3.1 ( $SD = 0.9$ ) and suggests that the respondents have equivocal feelings about their career satisfaction but this is lower than the 2021 score (mean score = 3.4) and this difference was statistically significant. In particular, satisfaction with progress towards income goals was rated lower than all of the other items.



Figure 20: Career satisfaction

Additional analysis showed that the average scores for career adaptability and career satisfaction did not vary across practice size.

### CAREER ADAPTABILITY AND SATISFACTION

#### Key findings

- Respondents have a strong sense of career agency meaning that they have a good capacity to reflect on, control, and manage their careers.
- Respondents reported lower levels of career satisfaction in 2023 compared to 2021.

## PART FOUR: Wellbeing and work outcomes

### Personal wellbeing index

The Personal Wellbeing Index is represented by seven life domains that collectively assess wellbeing and life satisfaction (Cummins et al., 2003). The average rating for each item in this measure and the overall score for personal wellbeing were rated from zero to 100 and higher scores indicate a greater satisfaction with life.

Figure 21 compares the overall score and item ratings for the Personal Wellbeing Index in the 2021 and 2023 surveys and shows that on all measures the respondent scores are lower in 2023 than they were in 2021 (mean score = 67) and this difference was statistically significant. The item with the largest decline between 2021 and 2023 is satisfaction with standard of living.

Practitioner scores are also compared to the scores from the Australian population survey conducted in 2022 (Crowe et al., 2023). The average scores for respondents sit below those of the 2022 Australian population survey. This is particularly notable for the items:

- your future security,
- what you are currently achieving in life,
- your health, and
- your standard of living.

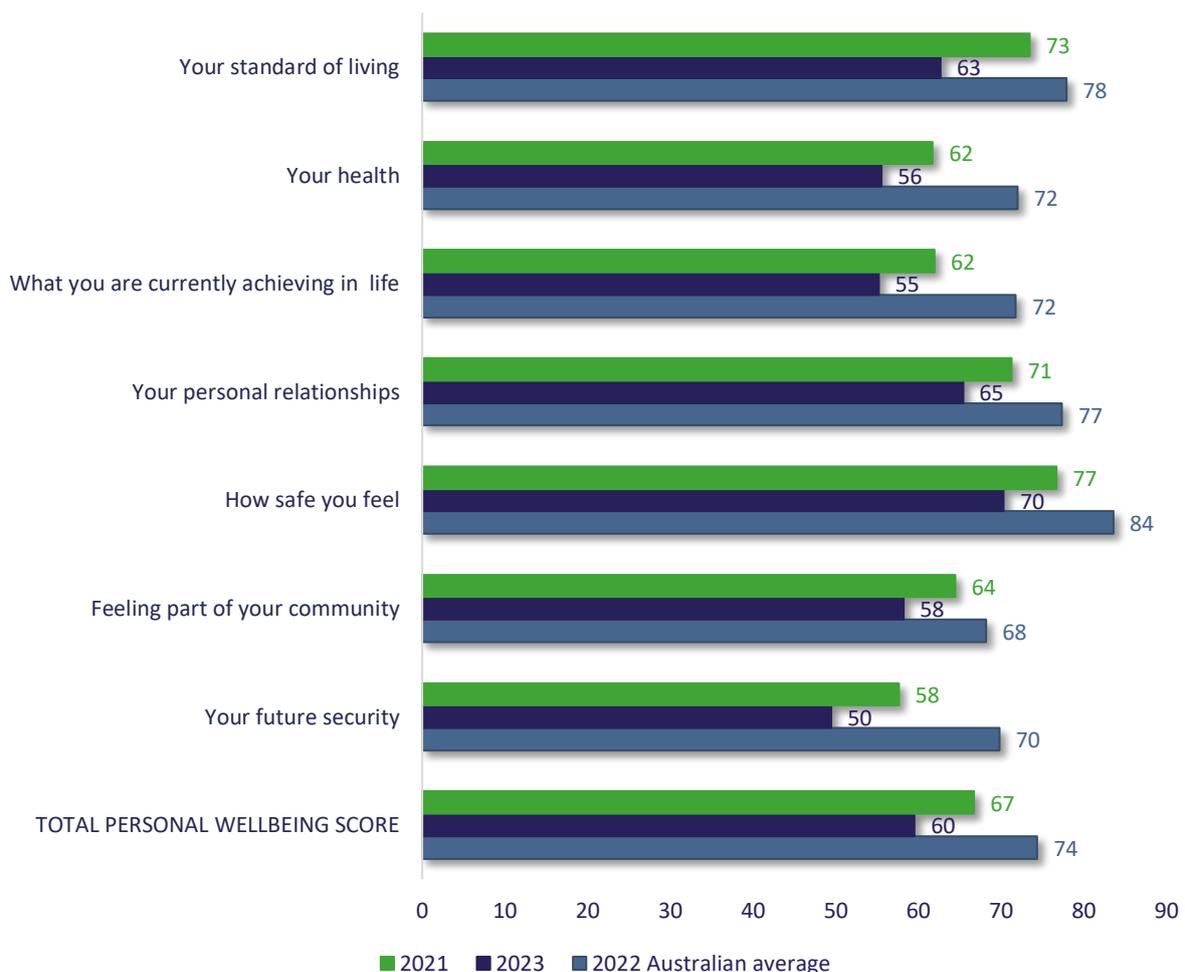


Figure 21: Personal Wellbeing Index

Additional analysis showed that the average scores for the Personal Wellbeing Index did not vary across practice size.

### Psychological distress

Anxiety and depression are common mental health disorders in the general population (Kroenke et al., 2009) and are associated with reduced participation in the workplace and dissatisfaction with both family and social aspects of life. These measures are described collectively as psychological distress by Kroenke and colleagues but can also be examined independently.

The total score on the psychological distress scale ranges from 0 (no or low distress) to 12 (severe distress). The overall score in this sample for psychological distress was 4.1 ( $SD = 3.2$ ) which is indicative of mild psychological distress (in the range of 3–5) (Kroenke et al., 2009). The average score for psychological distress has increased slightly from the 2021 survey (mean score = 3.8) and this difference was statistically significant.

This score can be partitioned into four groups to show level of psychological distress. Figure 22 compares the percentage of respondents classified by level of psychological distress in 2021 and 2023 and shows that since the 2021 survey the percentage of respondents in the:

- **none to low distress** group has decreased.
- **mild distress** group has increased.
- **moderate distress** group is the same.
- **severe distress** group has slightly increased.

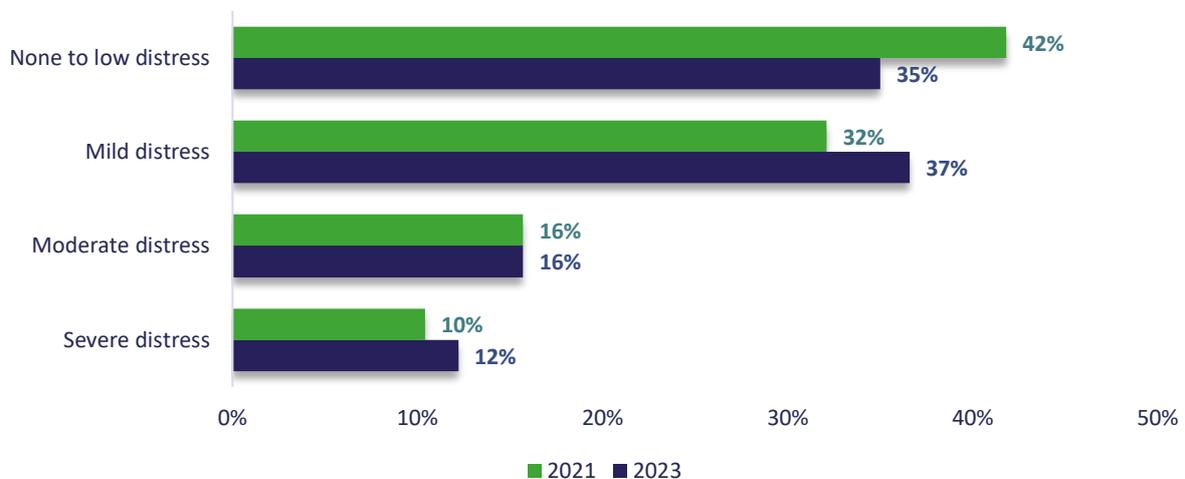


Figure 22: Level of psychological distress

Worryingly, sixty-five percent of respondents were classified as experiencing at least some level of psychological distress and 28 percent of all respondents in 2023 were classified as experiencing moderate to severe psychological distress.

Additional analysis showed that the average scores for psychological distress did not vary across practice size.

Figure 23 compares the average score for the measure of anxiety along with the average item ratings in the 2021 and 2023 surveys. The score for anxiety ranges from 0 to 6 with higher scores indicating higher levels of anxiety.

The mean respondent rating on this measure was 2.3 ( $SD = 1.8$ ) and while this score for anxiety doesn't meet the threshold for significant anxiety (i.e. score  $\geq 3$ ), it is higher than other studies (e.g., Kroenke et al., 2009 mean score = 1.4). It is also higher than the score in the 2021 survey (mean score = 2.2) and the difference was statistically significant.

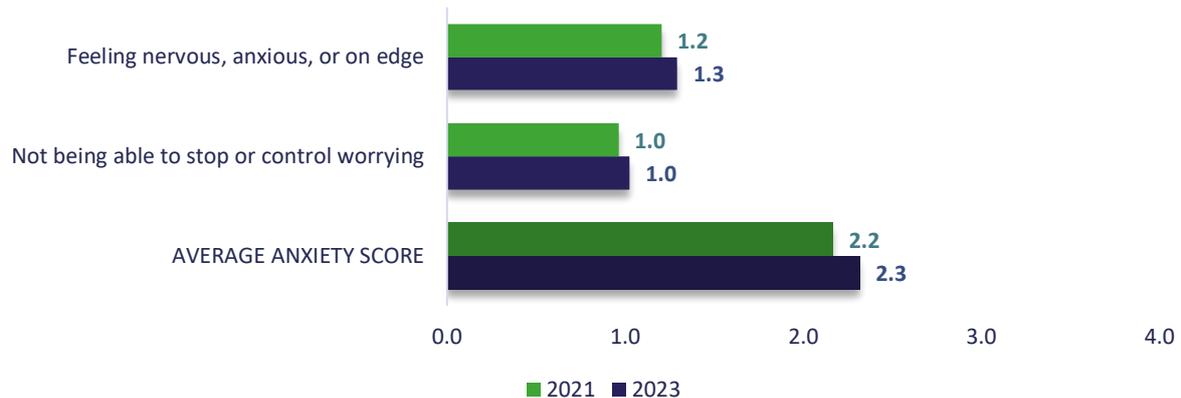


Figure 23: Anxiety

Figure 24 compares the average score for the measure of depression along with the average item ratings in the 2021 and 2023 surveys. The score for depression ranges from 0 to 6 with higher scores indicating higher levels of depression.

The mean respondent rating on this measure in the 2023 survey was 1.8 ( $SD = 1.7$ ) and while this score doesn't meet the threshold for significant depression (i.e. score  $\geq 3$ ), it is higher than other studies (e.g., Kroenke et al., 2009 mean score = 1.0). It is also higher than the score in the 2021 survey (mean score = 1.6) and the difference was statistically significant.



Figure 24: Depression

### Work-related burnout

Figure 25 compares the overall score and item ratings for burnout in the 2021 and 2023 surveys. This is a measure of psychological fatigue and exhaustion that is perceived by the individual as related to their work. The scores for this measure range from 1 to 5 with higher scores indicating a higher level of burnout. The mean overall respondent rating on this measure was 3.8 out of 5 ( $SD = 0.9$ ) and suggests that the respondents have a relatively high level of work-related burnout. This mean is the same as the 2021 survey.

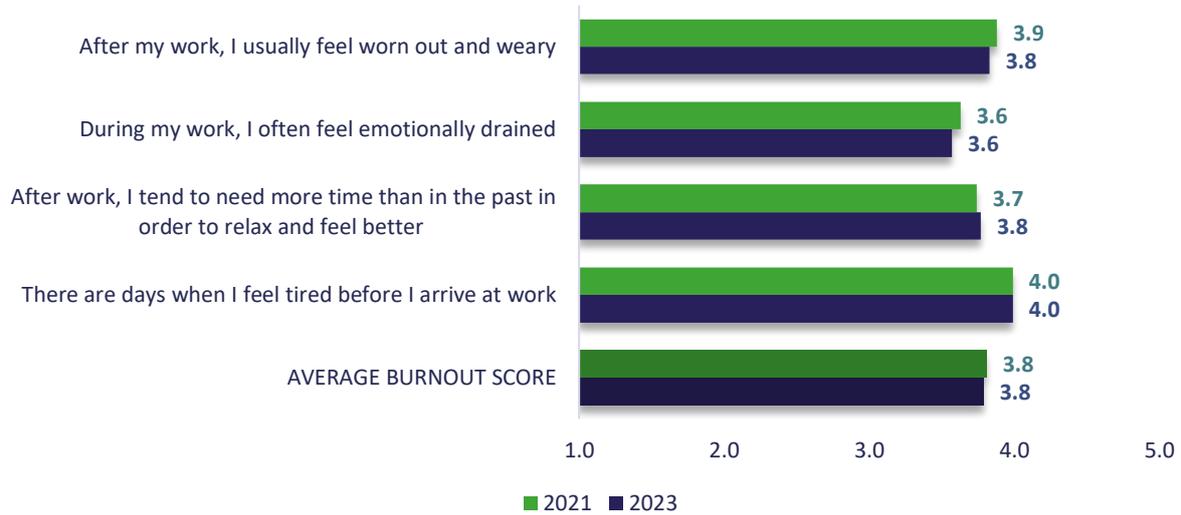


Figure 25: Work-related burnout

### Impact of practice size on work-related burnout

Figure 26 displays the additional analysis that was conducted to determine whether the size of a practice was associated with respondents' experiences of work-related burnout.

The analysis shows that those who described themselves as sole traders had lower levels of burnout compared to those in organisations with 20 to 99 employees. This difference was statistically significant.

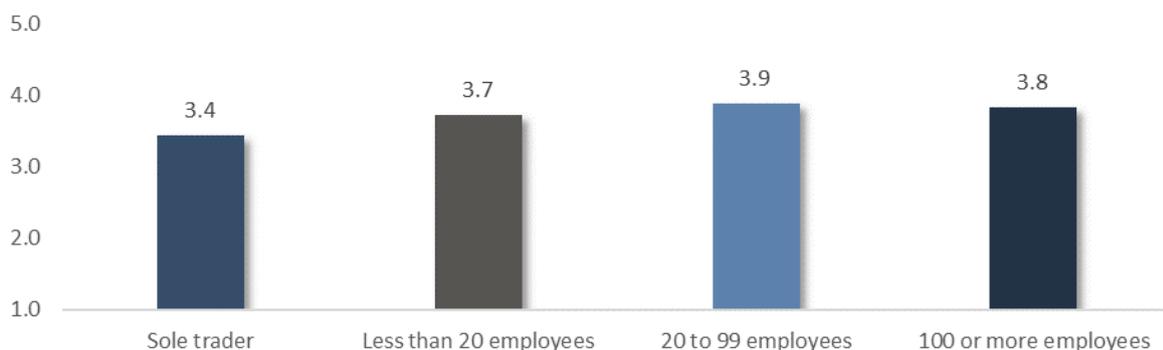


Figure 26: Practice size and burnout

## WELLBEING

### Key findings

- Respondents have very low levels of wellbeing as measured by the Personal Wellbeing Index.
- The average score for the sample is lower than the 2021 survey and substantially lower than the Australian average in 2022.
- On average, respondents reported mild levels of psychological distress and high levels of work-related burnout.
- There were no differences in personal wellbeing or psychological distress for respondents employed in workplaces of different practice sizes.
- On average, sole traders had lower levels of burnout compared to those in larger organisations with 20 to 99 employees.

### Work outcomes

In this section we examine work related outcomes including job satisfaction, intention to leave, and satisfaction with current remuneration.

The average score on the measure of job satisfaction was 59 (out of a total possible score of 100). This is substantially lower than the score observed among employed individuals in the most recent Australian HILDA survey of workers (Wilkins et al., 2020: mean score = 77).

Respondents were asked a single item question about the likelihood that they would leave the architectural profession in the next 12 months (other than for retirement). This measure was not included in the 2021 survey so no comparisons are available.

Figure 27 shows that most respondents reported that it was unlikely that they would leave their profession in the next 12 months. Only ten percent of the respondents said they were very or extremely likely to leave the profession in the next 12 months.

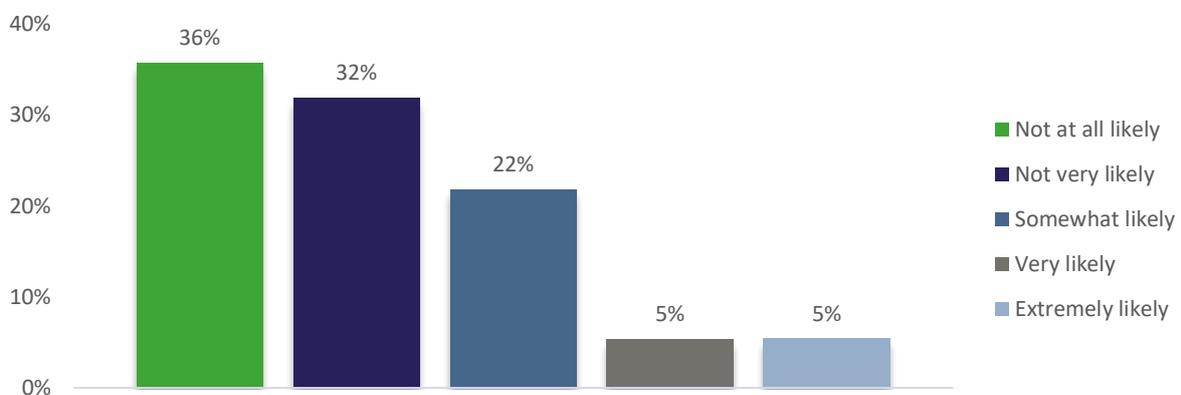


Figure 27: Intention to leave the architectural profession

Respondents were asked to rate their level of satisfaction with their current remuneration on a scale ranging from very dissatisfied to very satisfied. Figure 28 shows that half of the respondents were either somewhat or very dissatisfied with their remuneration and that respondents in the 2023 survey have greater levels of dissatisfaction with their level of remuneration compared to those of the 2021 survey.

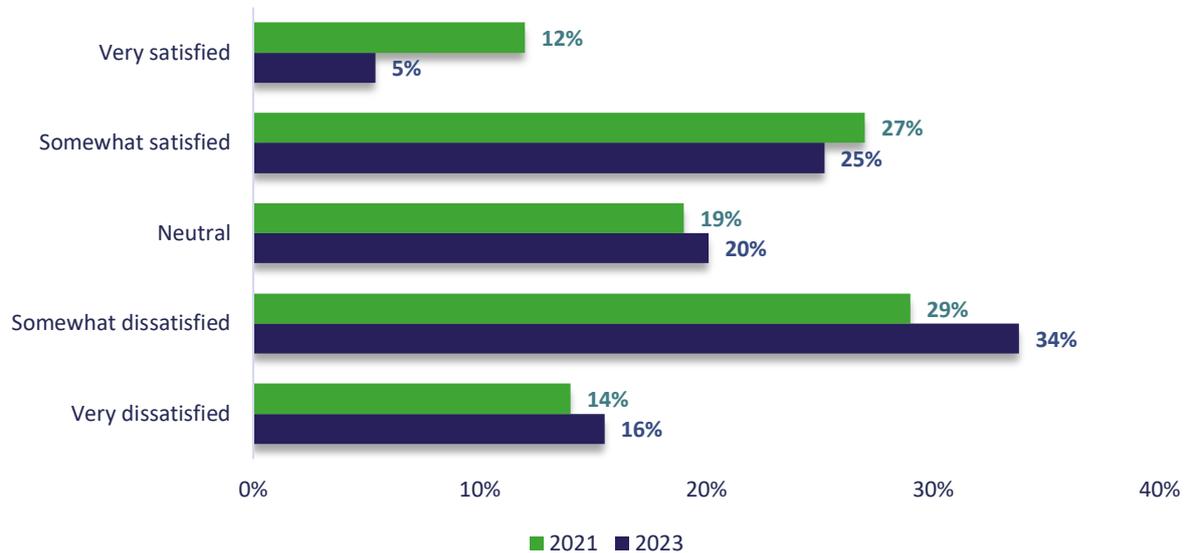


Figure 28: Satisfaction with remuneration

The average scores for job satisfaction, intention to leave the profession, or satisfaction with remuneration did not vary across practice size.

## WORK OUTCOMES

### Key findings

- Respondents have low levels of job satisfaction compared to the Australian average.
- Most respondents did not intend to leave their jobs in the next 12 months.
- Half of the respondents were either somewhat or very dissatisfied with their remuneration and the level of dissatisfaction has increased since 2021.
- There were no differences in the levels of job satisfaction, intention to leave the profession, or satisfaction with remuneration by practice size.

## PART FIVE: Personal factors, wellbeing, and work

### Gender, age, and wellbeing

In this section we examine the impact of gender and age on scores for personal wellbeing, psychological distress, and work-related burnout.

This additional analysis showed that there were:

- no statistically significant differences for gender for personal wellbeing.
- no statistically significant differences for gender for psychological distress.

However, the analysis showed that there were statistically significant differences for gender on the measure of work-related burnout. Figure 29 shows that female respondents were more likely to report higher levels of burnout compared to male respondents. This difference was statistically significant.

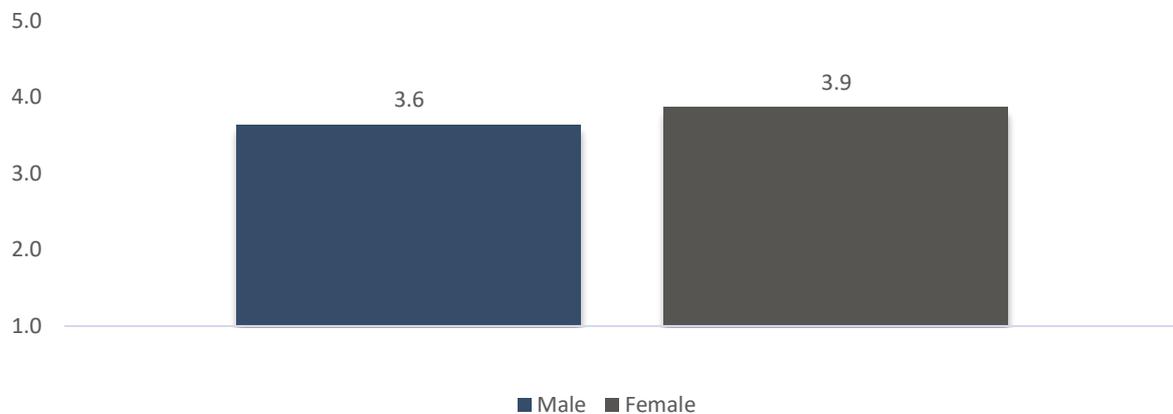


Figure 29: Gender and burnout

This additional analysis also showed that there were no statistically significant differences for age for personal wellbeing.

Figure 30 shows the percentage of respondents who were classified to each level of distress by age group.

- Respondents who were 36 years of age or more were much more likely to report no or low levels of psychological distress.
- Respondents who were less than 36 years of age, were nearly twice as likely to report having moderate to severe levels of psychological distress compared to the two older age groups.
- These difference for levels of psychological distress across age groups was statistically significant.

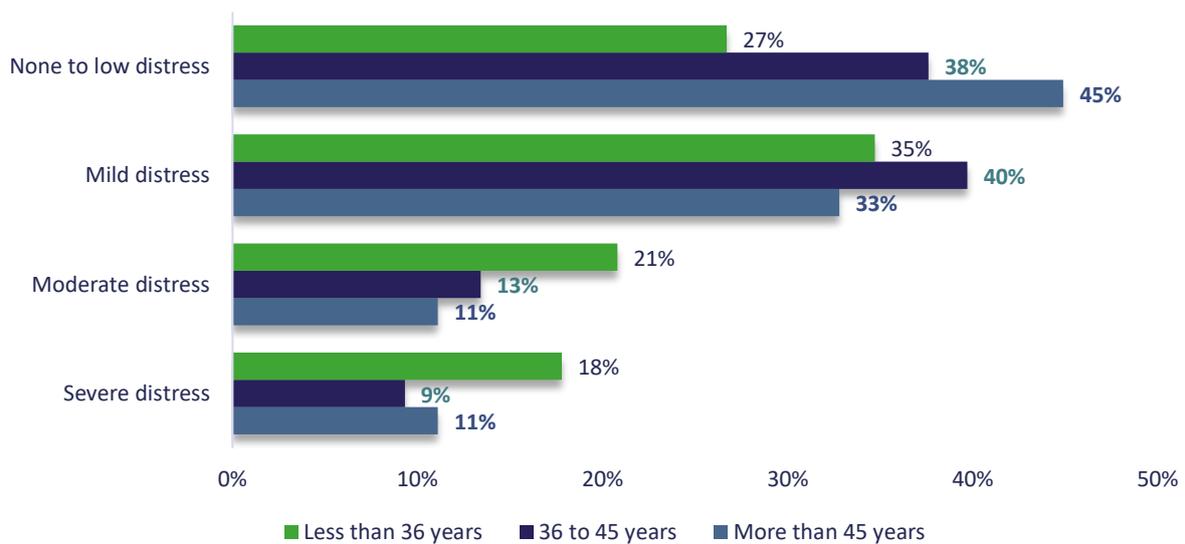


Figure 30: Age and psychological distress

The analysis also showed that older respondents who were more than 45 years of age, were more likely to report lower levels of burnout compared to the two younger age groups. These differences were statistically significant.

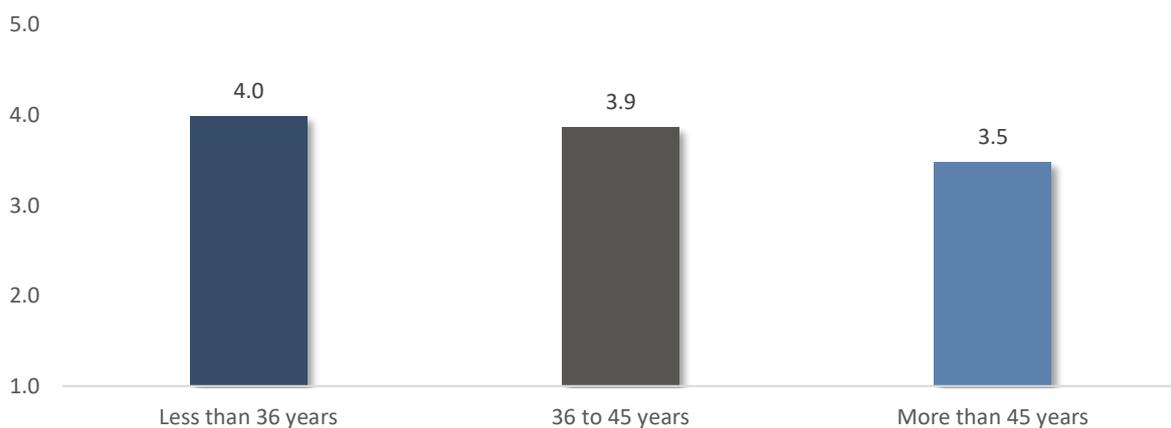


Figure 31: Age and burnout

### Gender, age, and work related outcomes

Additional analysis was conducted to determine whether gender was associated with the respondents' job satisfaction, intention to leave, and satisfaction with remuneration. There were:

- no statistically significant differences by gender for job satisfaction, intention to leave the profession, or satisfaction with current remuneration.

Additional analysis examined whether age was associated with the respondents' job satisfaction, intention to leave, and satisfaction with remuneration.

Figure 32 shows that those aged 36 years or less had lower job satisfaction compared to those who were more than 45 years. This difference was statistically significant.

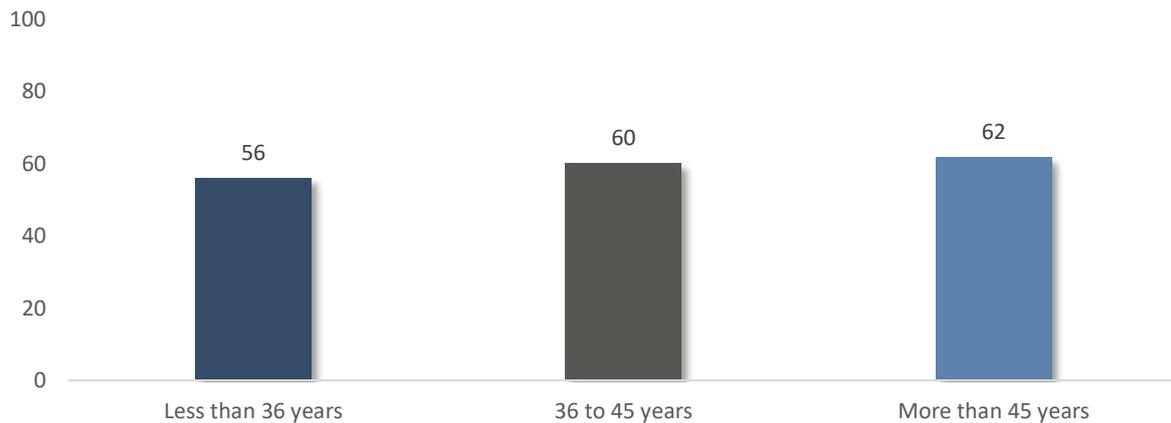


Figure 32: Age and job satisfaction

Figure 33 shows that those aged 36 years or less had a greater intention to leave the profession compared to the two older age groups. These differences were statistically significant.

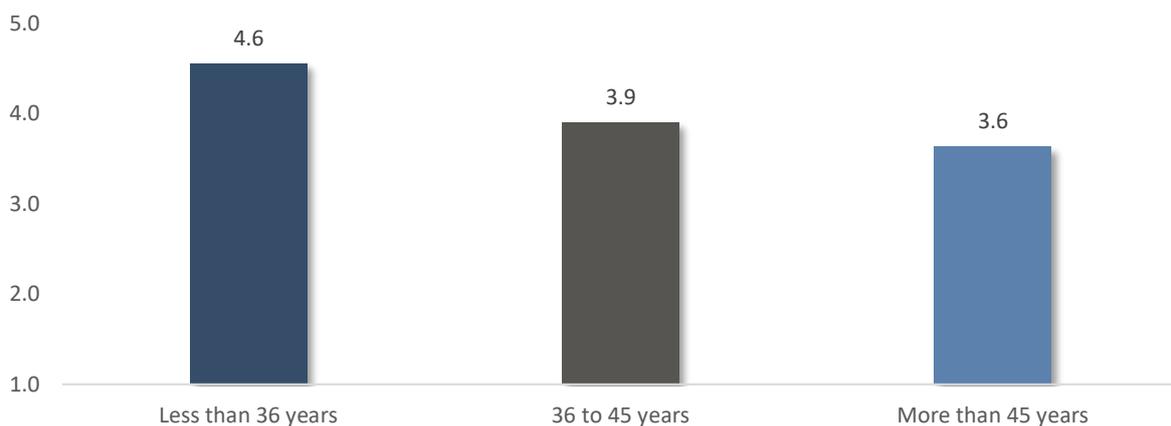


Figure 33: Age and intention to leave

Figure 33 shows that those aged 36 years or less had a lower satisfaction with their current remuneration compared to the two older age groups. These differences were statistically significant.

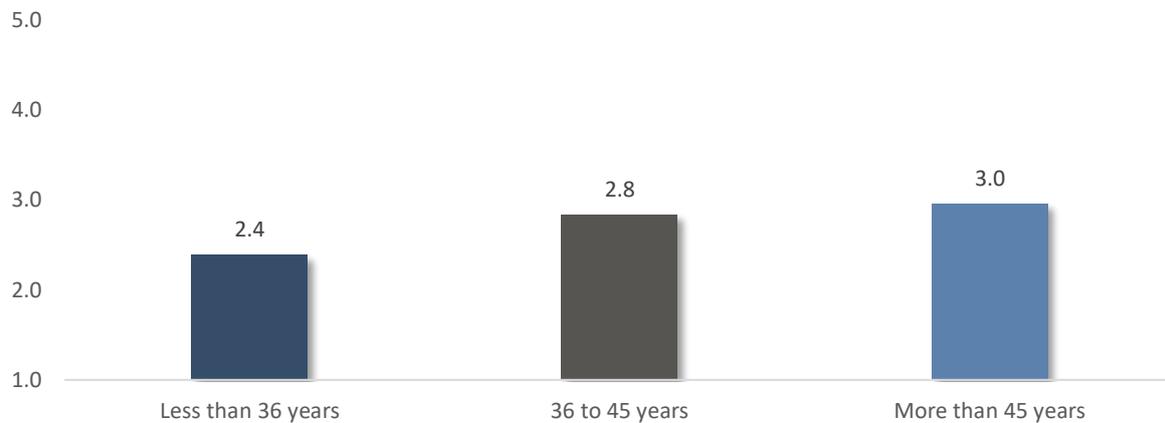


Figure 34: Age and satisfaction with current remuneration

## PERSONAL FACTORS, WELLBEING, AND WORK

### Key findings

- An examination of gender differences for measures of wellbeing and work showed that women were more likely to experience work-related burnout compared to men.
- There were no gender differences for personal wellbeing, psychological distress, job satisfaction, intention to leave, or satisfaction with current remuneration.
- An examination of age differences for measures of wellbeing and work showed that younger respondents (less than 36 years of age) were more likely to report higher levels of psychological distress compared to the older age groups. Those who were 45 years or more were less likely to experience work-related burnout compared to the younger age groups. There were no age differences for scores for personal wellbeing.
- Younger respondents had lower levels of job satisfaction compared to those aged 45 years or older. They also had higher levels of intention to leave the profession and lower satisfaction with current remuneration compared to older respondents.

### Impact of wellbeing and work on job satisfaction and intention to leave the profession

In this section we present correlational analyses between wellbeing and experiences in the workplace on job satisfaction and intention to leave the architectural profession. The associations among these variables are displayed in Table 1 below with more detail shown in Appendix 4.

Most relationships were statistically significant, but the table reveals some notable relationships between work, job satisfaction, and intention to leave which we highlight below. These results are important and informative because they show that experiences in the workplace have an impact on their sense of satisfaction at work and their intention to leave.

These are important issues to consider because workplace factors such as morale, psychosocial safety climate, and support at work are also associated with personal wellbeing. Collectively, these factors have an impact on the individual's capacity to work in a sustainable and healthy way and their capacity to provide quality services to key stakeholders in the building and construction industry.

Respondents who reported higher levels of **job satisfaction** tended to report that their workplaces had:

- better workplace morale,
- a stronger psychosocial safety climate, and
- better supervisor support.

They also tended to report that they felt:

- a greater sense of career optimism,
- a stronger sense that their basic psychological needs were being met,
- greater professional commitment, and
- lower levels of burnout.

Respondents who reported a greater **intention to leave the architectural profession** tended to report that their workplaces had:

- poorer workplace morale,
- a weaker psychosocial safety climate, and
- poorer supervisor support.

They also tended to report that they felt:

- that their basic psychological needs were not being met (especially relatedness),
- lower levels of career optimism,
- lower levels of professional commitment, and
- lower levels of career satisfaction.

The table shows both the magnitude and direction of the relationships among the variables, where higher numbers indicate a stronger relationship between two variables.

- **Positive relationships**, shown in shades of green, are indicated by figures between zero and 1 (these relationships are called 'positive' because the scores for the variables in question will increase together).
- **Negative relationships**, shown in shades of red, are indicated by figures between zero and -1 (these relationships are called 'negative' because as the score on one variable increases, the score on the related variable will decrease).

Table 1: Work, job satisfaction, and intention to leave the architectural profession

Experiences at work	Job satisfaction	Intention to leave profession
Professional commitment	0.49	-0.41
Professional identity	0.37	-0.28
Creative role identity	0.15	-0.08
Standards	0.13	-0.07
Discrepancy	-0.29	0.17
Autonomy	0.55	-0.40
Competence	0.43	-0.29
Relatedness	0.64	-0.45
Workplace morale	0.65	-0.41
Psychosocial safety climate	0.62	-0.41
Supervisor support	0.59	-0.37
Role overload	-0.31	0.19
Career agency	0.32	-0.16
Career balance	0.30	-0.13
Career optimism	0.60	-0.41
Career support	0.35	-0.20
Career satisfaction	0.55	-0.39
Personal wellbeing	0.62	-0.40
Psychological distress	-0.47	0.31
Work-related burnout	-0.53	0.32

## IMPACT OF WORK ON JOB OUTCOMES

### Key findings

Workplace experiences, particularly, workplace morale, psychosocial safety climate, and supervisor support were associated with job outcomes.

- When workplace morale, psychosocial safety climate and supervisor support were positive, they were associated with increased job satisfaction.
- When workplace morale, psychosocial safety climate, and supervisor support were poor, they were associated with increased intention to leave the architectural profession.

## **PART SIX: Qualitative analysis about wellbeing at work**

### **Personal factors that had an impact on work-related wellbeing**

Respondents were asked about what personal factors had an impact on their work-related wellbeing over the previous two years. Several main themes emerged from the comments including family and home, work and workplace culture, health and community connections.

Many of the personal factors described below had the capacity to have either a positive or negative impact on wellbeing depending on the individual circumstances.

#### Family and home

- Relationships
- Children and other caring responsibilities
- Family health problems
- Work-life balance
- Changes at home

#### Work factors

- Job security and loss of work
- Changing jobs
- Workload
- Job stress
- Aggression and incivility at work
- Workplace support

#### Health and wellbeing

- Mental health
- Physical health concerns

#### Community connections

- A sense of belonging

## Family and home

While relationships were cited as having an impact on wellbeing due to difficulties in relationships or the breakdown of a relationship, relationships were also supportive and therefore positive for wellbeing. There were also a number of comments around being separated from family and friends that respondents found difficult.

Having children, particularly young children, was reported as having an impact on wellbeing. Caring for relatives was a source of concern due to their financial problems, poor health, or concerns associated with ageing. In addition to caring responsibilities for family members, respondents also said that their wellbeing was impacted by poor health in the family and sometimes the death of a friend or family member.

Work-life balance was beneficial to those who felt that they had achieved a sense of work-life balance because it gave them a greater capacity to meet their obligations at work and home. In particular, working from home was helpful to many respondents in managing their wellbeing. Although, some respondents found working from home challenging to their wellbeing given the adjustments that had to be made during the COVID-19 pandemic.

Another aspect of home life that had both positive and negative impacts on wellbeing was housing. Some respondents had positive experiences because they moved interstate to be closer to family while others found better and more spacious accommodation. However, for some there were difficulties around housing affordability, finding a place to live, as well as those who were living and working at home with family in more cramped conditions.

**“My partner is less supportive of the job given hours and salary.”**

**“My partners mental health struggles.”**

**“Have been in a committed relationship with a caring and supportive partner.”**

**“Being distanced from family & friends overseas - lack of social/emotional support.”**

**“There was increased pressure to provide not only for myself but my immediate family as they had been either stood down or left without work.”**

**“Caring for older generations, unwell adult children.”**

**“Death of a close family member.”**

**“Mental health of one of my children. Balancing that with declining health of my Mother.”**

**“Having a baby at the start of the pandemic, adjusting to life, returning to work and working from home during lockdown.”**

**“Working from home has significantly improved my wellbeing and balance, while enhancing my productivity and capacity at work.”**

**“Strain of balancing work and childcare.”**

**“Homeschooling and running a practice during Covid lockdowns has had an ongoing impact.”**

**“Working from home through close downs majorly affected by mental and work-related wellbeing.”**

**“Moving closer to work allowing me to walk to work has been beneficial to my physical and mental health.”**

**“Huge personal stress moving house, renovating and trying not to impact work life.”**

## Work factors

Several aspects of work emerged from the comments as themes including job in/security, loss of work, changing jobs, and workload.

Job security and loss of work was raised by a number of people who felt insecure in their work due to uncertainty in the building industry, being employed on short term contracts, and the impact of lockdowns.

Some respondents said they had changed jobs which was a positive experience. In this instance they chose to work in a firm more suited to their needs or had a more positive working environment. Others reported that they were leaving architecture altogether for other careers.

Workload was also an issue that affected wellbeing. Some respondents reported being overwhelmed with work, while others indicated that they were working longer hours.

There were also concerns around aggression and incivility in the workplace, job stress, and workplace support. Some aspects of the workplace had a negative impact on respondents' wellbeing with some reporting bullying and harassment. The perpetrators of these negative behaviours were from both within the workplace and external such as clients or builders. Respondents also described feeling pressure at work or job-related anxiety.

With respect to support at work, some respondents did report that they were lacking support or recognition at work. However, the positive impact of work included stability at work, recognition of skills, and new opportunities.

**"I have recently become pregnant so I am feeling a little unsure of my role in the practice after maternity leave."**

**"Being on a fixed term contract rather than permanent position which caused some worry about job security."**

**"Found well paid job outside architecture with supportive team."**

**"Looking for more work can be stressful as the building industry slows down."**

**"Job loss at an age and gender where we have always been a second-rate professional."**

**"My full-time employment ended (employer retired) and was unable to find a new position."**

**"I started a new job in a new firm 6 months ago and am very happy with the 'culture' of the new firm and the type of work that the firm does."**

**"Leaving employment and running an emerging practice with low cashflow is affecting my household and therefore wellbeing."**

**"Near break down due to working hours."**

**"Overwork, unreasonable work commitments."**

**"Long hours at work due to lack of resources."**

**"Working with toxic clients and builder."**

**"Toxic workplace culture - bullying and lack of support from architectural directors."**

**"A particular project was incredibly stressful, and was having a negative impact on my mental health."**

## Health and wellbeing

Personal health was generally reported in terms of having a negative impact on the wellbeing of respondents.

Themes that emerged include mental health issues and problems with physical health such as injuries.

Respondents mentioned a range of mental health issues such as depression, anxiety, and stress.

The physical health issues that impacted on work-related wellbeing included a range of concerns such as the impact of having had COVID-19, physical injury, and other major health concerns such as cancer or heart problems. Also, some respondents said that their health concerns around family planning, fertility treatments, and menopause impacted on their work-related wellbeing.

## Community connections

Creating a sense of belonging and developing community connections was described as having a positive impact on work-related wellbeing.

However, working from home was problematic for some respondents who described being isolated, lacking in social connections, and disconnected from a creative community. In this instance, returning to the office or moving into a shared workspace improved their sense of wellbeing.

**"I have had some issues with mental health over the last few years which had impacted my motivation and capacity to work and study."**

**"Diagnosed with anxiety & depression."**

**"Stress, anxiety, fear, sadness and loneliness."**

**"Mental health relating to heart attack and stress."**

**"Yes - major health issues both physical and mental."**

**"Physical health issues seriously impacted by stress, and long-term unrelenting stress."**

**"Huge negative impact on work related wellbeing particularly for me as I had a car accident and ended up having a surgery and a long rehab."**

**"Hit hard by Covid but not long covid."**

**"A knee injury that affects sitting for long periods."**

**"Can't afford GP appointments anymore so overall health has deteriorated significantly."**

**"Approaching menopause, some health issues."**

**"Family planning issues (health related)."**

**"Finding more people working as I am (from home, alone) has been helpful."**

**"Feeling disconnected to other creative people."**

**"Moving out of home office to a shared office has been a major improvement, primarily in motivation and connectivity."**

**"Being able to return to the office after lockdown has assisted in a sense of community, increasing wellbeing."**

## Measures taken to support work-related wellbeing

Respondents were asked about what measures they had taken to support their work-related wellbeing over the previous two years. Their responses fell into five broad categories including making changes in how they approached their work and seeking work-life balance. They also took up personal behaviours to enrich their lives and reduce the impact of work-related stressors.

### Making changes at work

- Changing jobs
- Seeking like-minded employers
- Switching to (or from) owning their own business

### Work-life balance

- Restricting work hours
- Setting boundaries
- Working flexibly or working from home

### Health practices

- Diet and fitness
- Time out
- Meditation
- Participating in sports
- Hobbies
- Sleep

### Help-seeking behaviours

- Working with health professionals
- EAP programs and wellbeing courses

### Creating connections

- Building professional and personal networks
- Spending more time with family
- Social activities.

## Making changes at work

An important way of managing work-related wellbeing was to make changes at work. This included changing employers or stepping away from demanding work. In some cases this included actively seeking employees with shared values, particularly those companies that supported employee work-life balance or the capacity to pursue interesting work.

Some reported starting consultancies so they could have more control over their working life while others said they were leaving their own practices to avoid the difficulties associated with running a small practice.

## Work-life balance

Creating work-life balance was an important way of managing work-related wellbeing. Restricting the amount of time worked and setting boundaries were the main approaches to maintaining work-life balance.

This included simple steps such as taking lunch breaks, leaving work on time, and not working weekends or nights. However, some people actively reduced their hours to only work their paid hours and avoid overtime. Others switched to part time even though this meant less pay.

Work-life balance was enabled through intentionally setting boundaries around availability for work and their personal time. Turning off notifications, not responding to afterhours communications, delineating specific spaces at home, and scheduling breaks or time to leave the office were other ways of working towards better work-life balance.

Flexible hours enabled respondents to make time for family and other interests such as exercise. Working from home was an associated practice that respondents took where possible to create more time to meet obligations and limit stress or burnout.

**“Getting a new job with a better employer.”**

**“I have had to step down from a role on large and complex project because I couldn't balance work demands with domestic challenges.”**

**“Quitting the company that impacted my mental health (and ability to work well).”**

**“To look for a company that cares for employee's wellbeing.”**

**“I changed companies and in interviews I asked strategic questions about work culture and employee wellbeing and turned down roles with companies I felt still had outdated views on work life balance and office structures.”**

**“Starting a consultancy practice on my own terms.”**

**“Stopping my sole practice residential architecture work due to difficulties dealing with cost increases and small budgets.”**

**“Going outside during lunch breaks.”**

**“I currently work part time to achieve a balance.”**

**“Making a point of leaving work on time and not working overtime regardless of the situation.”**

**“Try not to work weekends or undertake significant after hours works.”**

**“Putting boundaries in place ... prioritising myself over my work.”**

**“I have set an autoreply on my emails to manage expectations about when I am available to check and answer email queries.”**

**“Set stricter boundaries on personal time, turned off notifications!”**

**“Flexible work from home arrangement 2 days per week to reduce commute & burnout.”**

## Health practices

Respondents adopted health practices to facilitate their work-related wellbeing and these included diet and fitness, participating in sports, taking time out, meditation, getting more sleep, and working on hobbies.

Fitness was one of the most common ways respondents used to improve their work-related wellbeing. Prioritising exercise and finding ways to increase their physical activity was important for a number of respondents.

Most respondents just said they were focusing on exercise or getting fit. However, others were more specific and said they had started going to the gym, practicing yoga or Pilates, running, or cycling to work. Participating in sport or eating better were also cited as ways of improving work-related wellbeing.

Another common way of improving work-related wellbeing was to take time out to practice meditation. Time out also included spending time in nature, walking, resting or 'doing nothing', taking leave and allowing themselves to have mental health days. Some respondents also used meditation or mindfulness, and others took time for hobbies and getting more sleep to support their work-related wellbeing.

## Help-seeking behaviours

Seeking help was often through formal channels such as doctors, physical therapists, mental health professionals, or programs such as the employee assistance program or a wellbeing course. Others sought help from people associated with work such as mentors.

## Creating connections

Many respondents discussed moving home to be closer to family, reaching out to others, and trying to make connections with others. This might include spending more time with family, maintaining presence in the office, social activities, and improving both industry and personal networks.

**"Taking time to invest in my physical and mental health."**

**"Finding ways before, during and after work to get exercise in (i.e., running in lunch break)."**

**"Investing in diet through cooking time outside of work to ensure I can maintain a healthy lifestyle, unfortunately this is difficult to do when working full time in an office."**

**"Be more appreciative and intentional about going out to the park as an example."**

**"Looking after my wellbeing, allowing myself to sometimes 'do nothing'."**

**"Walked in nature often."**

**"I try and do an activity on the weekend that is just for me."**

**"Taking medication & undertaking therapy with a psychologist."**

**"Allied health professionals including psychology, naturopathy, massage/osteopathy ..."**

**"Participation in course on improving wellbeing."**

**"Communicating with my workplace over the struggles I am facing in my personal life."**

**"Being mentored by a more experienced architect with similar values."**

**"Making more meaningful connections and working relationships with people."**

**"Talking to friends, regular catchups with my management team to discuss my project pressures."**

**"I have been coming into the office daily also and building relationships with my colleagues and team."**

**"Engaging in social exercise activities."**

## **Greatest challenges to work-related wellbeing**

Respondents were also asked about what they thought had been the greatest challenges for the wellbeing of people in the architectural profession over the previous two years. While the issues that posed a challenge to work-related wellbeing were generally inter-related, they have been categorised as: industry pressures, remote work, working conditions, and work-life balance.

### Industry pressures

- Costs of construction and availability of resources
- Fees, timelines, and the expectations of clients
- Regulations, accountability, and risk

### Remote work

- Creating a separation between work and home
- Impact on collaborations and connections with others

### Working conditions

- Remuneration
- Workload
- Job security
- Undervalued and unsupported

### Work-life balance

- Managing work and family
- Blurred work-life boundaries

## Industry pressures

Pressures within the industry were often cited as a stressor and these comments tended to be focused on a lack of resources to get work done, the increased costs of construction, and uncertainty in the industry.

Lack of material resources, supply chain issues, and staff shortages, particularly knowledgeable and experienced support staff, were considered challenges to wellbeing due to their impact on work-related stress or wellbeing in general.

Pressures within the industry were further exacerbated by the increasing costs of construction which has created difficulties in estimating costs, and realising current projects or developing new projects. Fees and timelines were also associated with the high expectations of clients. There was discussion on the expectation of clients and their lack of understanding of the time and costs involved in architectural work. Particularly, there was an emphasis on client pressure for low fees and tight deadlines, but with clients still maintaining their high expectations.

Changing regulations were seen to be a burden and had a detrimental impact on timelines. There was also a sense that architects were expected to carry an increasing level of accountability for liability and risk.

These pressures were further exacerbated by uncertainty in the industry, particularly around job security. However, some suggested that uncertainty also created challenges for clients who may be less confident about pursuing construction and practitioners being tempted to cut fees to get work.

## Remote work

While remote work was seen as helpful to most respondents, particularly given that it helps to facilitate work-life balance, it wasn't always regarded as a positive thing.

The main challenge of remote work to wellbeing was the blurring of boundaries between work and home which in some cases lead to more overtime or an increase in work-related stress. This was particularly problematic for those who felt isolated from others or had to work from home in crowded conditions. Creating connections with people and pursuing collaborations with colleagues and clients also created challenges.

**“The construction industry generally has suffered over the last few years, construction companies that go under create a level of uncertainty in the market. This uncertainty makes some clients nervous to pursue work which puts projects on hold, in some cases for a number of years that impacts on individual morale and feeling that the industry is in an insecure place.”**

**“The cost of construction has risen which makes it difficult to estimate costs and hard to build trust with clients.”**

**“Resourcing vs fee mentality of the whole profession and the reliance on working overtime to bring projects in on budget.”**

**“Fees are low but demands are high. The construction industry needs an overhaul as developers are squeezing every cent for profit at the cost of the longevity and wellbeing of others in the industry.”**

**“All the regulations and changes. It is a mountain to climb all the time and everything just seems to take so much longer than it used to.”**

**“Stress and overall structure of the industry is not sustainable, too much risk is carried by architects as individuals without the financial compensation to make it worthwhile.”**

**“Even though it is good to have some flexibility in working from home now, I find it is important to have structure and time to meet and work collaboratively.”**

**“ I found ... bringing work into my private home was unpleasant and stressful.”**

**“Working from home in crowded and/or isolated conditions.”**

## Working conditions

The impact of challenging working conditions were cited by a large number of respondents. Particularly, remuneration, workload, and job security. However, some respondents also raised the issue of the undervaluing of the architectural profession, lack of support and gender issues.

There were a large number of comments pointing to the low level of remuneration compared to other professions and other sectors in the building industry, particularly for such highly skilled work. This problem is further exacerbated by the cost-of-living crisis leading to financial stress.

In tandem with poor remuneration is the concern of high workloads that seem unsustainable. There were comments regarding a culture of long work hours, a culture of overtime such that this has become an expected practice in order for projects to be completed within time and budgetary constraints.

Job security was also challenging for respondents, not just the concern about ongoing work but also irregular workflows.

There were a number of comments that indicated that, as professionals, respondents feel undervalued by the industry in particular and society in general. They reported feeling that it was an ongoing struggle to be listened to and respected for their knowledge, skills, and the contribution they can make to society. This diminishing of the contributions can make to the industry and society in general was seen to have a negative impact on wellbeing.

## Work-life balance

The capacity to achieve work-life balance, to manage work and family was seen as a substantial challenge for respondents. While flexible work from home options have been helpful and some respondents feel that they don't have reasonable access to this level of flexibility, other respondents have found that working from home has blurred the boundaries between work and home.

Establishing a clear separation between work and home has been challenging for some respondents.

**“Long working hours with pay that is significantly lower than other building industries.”**

**“Overall the real issue is time and money. We are not paid enough for our time. After covid the cost of living increased but salaries did not. Architects were already paid low and after inflation it just became worse.”**

**“Low wage compared to high cost of living and high skill level.”**

**“Overworked, burnt out. Unsustainable work hours and intensity.”**

**“The increase of demand in work, with unrealistic expectations pushed by numerous parties. There is little consideration on well-being as there is just enough time to do what we need to get the jobs done.”**

**“Culture of working till you drop. Constant pressure. Unpaid overtime.”**

**“Respect & understanding of the value of architects continues to impact wellbeing.”**

**“Being undervalued by society and underpaid by clients.”**

**“There seems to be a general lack of appreciation and understanding for good quality design and the hours required, especially by government who want to pay less for more work.”**

**“I don't feel respected by clients particularly government and large institutional clients - we are being expected to take on more and more liability and responsibility but aren't listed to or given a level of professional respect for our advice and opinions we are not considered part of the clients team.”**

**“Being unable to check work at the door and have a balanced life or even a relaxing break.”**

## Additional comments on wellbeing in architecture

Respondents were asked whether there was anything else they would like to add about wellbeing in architecture. While the dominant themes to emerge from the comments were about value and respect for architects, workload, and remuneration; there was the suggestion that the tendency for negative working practices begin in universities and are carried through into the working lives of individuals as a matter of course.

### Value and respect

- Government and institutional support
- Recognition of skills
- Profession versus vocation

### Workload and remuneration

- Fees and deadlines
- Culture of long hours
- Intensity and complexity of work
- Unpaid overtime

**“The culture of exploitation begins at university where 'all nighters' are the norm. This sets in motion work practices that carry over to industry where profitability often depends upon cheap and overworked labour. Young architects consider this part of their apprenticeship.”**

**“University is where the issues start with wellbeing. There are major issues in expectations of working the hours for what you are passionate about & guilt associated with not killing yourself each semester. This needs to change.”**

**“Architecture students are given assignments from first days at University that require them to work all night. It does not instil in them any sense that their time is valuable and when they start careers they have this expectation that having to work all night for a client is reasonable.”**

**“A seriously significant amount of work and unlearning negative habits/behaviour (late nights and all nighters at university to the real world) needs to occur to bring balance to the professions.”**

## Value and respect

Respondents wrote about how they felt that the field of architecture was undervalued at all levels of society. They saw architecture as a profession that did not have support at government, institutional, sector, client, or public levels.

The lack of support from governments for architects in terms of recognition of their skills and the contributions that they can make to the building sector were raised as a reason that they don't feel valued or respected. Similarly, respondents felt unsupported by their professional bodies who they felt should be more engaged in promoting the benefits and value of architecture to the public so that architects can attain fair working conditions.

Furthermore, they indicated that the extent of their education and their skills as architects were not fully recognised. They saw this lack of recognition as contributing to low fees, not enough time to develop and complete projects, and therefore poor remuneration. They indicated that greater recognition of their skills was required so that they could feel heard within the construction industry and have a greater role in the design and construction process.

The idea of the 'tortured artist' or the suffering creative who expects to be undervalued was also raised by some respondents. This approach to architecture as a vocation rather than a profession was seen to be an undermining factor leading to stakeholders not taking architects or their profession seriously. Respondents suggested that architects who were willing to compromise by underbidding, doing unpaid work, and accepting tight timelines as further entrenching the normalisation of the architect as being undervalued and underpaid.

While architects see themselves as undervalued within the construction industry, some see themselves as undervalued within the profession. Respondents indicated that the architectural profession has not embraced diversity as fully as it should. Comments about diversity in terms of gender were predominant but some respondents pointed to issues of race, religion, age, disability, and neurodiversity as being problematic within the profession.

**“Architecture has been systemically devalued by both government, private sectors and society as a whole.”**

**“It feels like a profession that has to come after everyone else in the construction industry and this is demoralising for those who want to produce good design.”**

**“Wellbeing is closely related to notions of value, and communicating the value that architects provide is crucial to effectively increase wellbeing.”**

**“Architects are used to and expect to 'struggle'. There is an almost assumed role of the suffering creative. Sadly I see many architects expect disrespect from other industry groups - clients, builders. Part of the problem is that architects do NOT expect to be respected or valued and hence often undermine our own cause.”**

**“The profession is not inclusive or rewarding for women. Particularly in the early stages of your career. Also, as a woman in my early 50s I have seen many a mediocre male counterpart advance within the profession, with less effort or time that I have put in.”**

## Workload and remuneration

Low fees and unrealistic deadlines are seen as issues that are a fundamental weakness in the architectural profession. Some respondents have indicated that the client expectations and competition among architectural practices leads to underbidding to secure work. However, they point out that low fees lead to the under-resourcing of projects, and combined with time pressures, architects feel that they have to work unpaid overtime to meet deadlines. Ultimately, this is seen to be a trade-off between meeting client expectations and wellbeing.

Wellbeing was seen to be compromised by these workloads and time pressures. Respondents have described a culture of overwork or the normalisation of long hours that impacts the wellbeing and creativity of architects. They indicated that they are employed in complex and competitive work environments that require an increasingly high level of skill to navigate.

Remuneration was not seen to be adequate given the education skills, knowledge and time commitments invested into projects. Respondents point to similarly educated professions and note the discrepancy between remuneration for architects versus other highly qualified professionals. However, it is not just the level of remuneration that has been a concern but the reliance the industry has on the extent of unpaid overtime.

**“The pervading culture of competition between practices is part of the issue - to remain competitive winning projects we agree to low fees, free work, short deadlines. This impacts staff negatively and it impacts profitability.”**

**“Charge higher fees, adequately resource projects, manage expectations based on available fee/resourcing. We do this to ourselves and it won't change while employee well-being is sacrificed to undercut fees and win work.”**

**“Within the broader context of the construction industry there is more and more being expected from us, from clients, contractors and consultants yet our fees are not representative of this.”**

**“Company expectations about workload, and unpaid overtime are still frequently placing extreme stress on employees which is incredibly detrimental to employee wellbeing, especially given the level of remuneration offered.”**

**“The demand for speed and efficiency is detrimental to mental health, creativity and design.”**

**[Wellbeing] needs to be prioritized over deadlines, especially unrealistic deadlines.”**

**“There is a truly an unreasonable expectation on work hours in the industry. It just seems to be accepted without any push for change at practice or industry level.”**

**“Remuneration for our skills and scope of work, compared to similar professions which are far better paid, is abysmal as an industry whole.”**

**“Architects are not adequately remunerated for the skills and time required for this profession.”**

## PART SEVEN: About the respondents

In this section we describe the respondents to the 2023 survey. Comparisons between the 2021 and 2023 surveys for respondent characteristics can be found in Appendix 2.

### Personal characteristics

Figure 35 displays the distribution of gender in the survey sample. More than half of the respondents identified as female, 32 percent as male and less than one percent as nonbinary or transgender. This reveals an over-representation of women amongst survey respondents, compared with the current demographic profile of the profession, most recently reported as 31% female (Matthewson 2018).

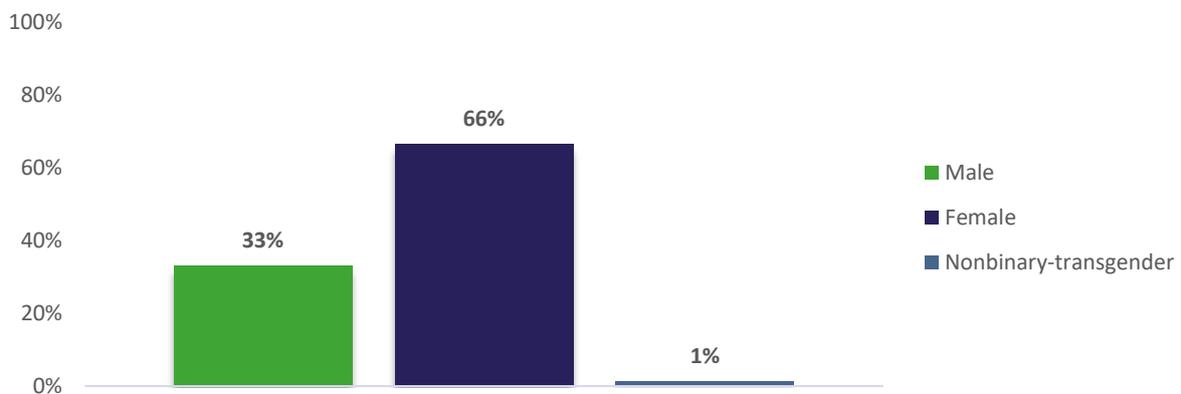


Figure 35: Gender of respondents

Figure 36 shows that respondents to the survey tended to be in the younger age range with two thirds of the respondents being aged between 26 and 45. This reflects the national data as reported in Parlour's 2016 Census report, which mapped the demographic profile of those who said they worked in architecture in the Australian National Census of Population and Housing (Matthewson, 2018. p. 9–11).

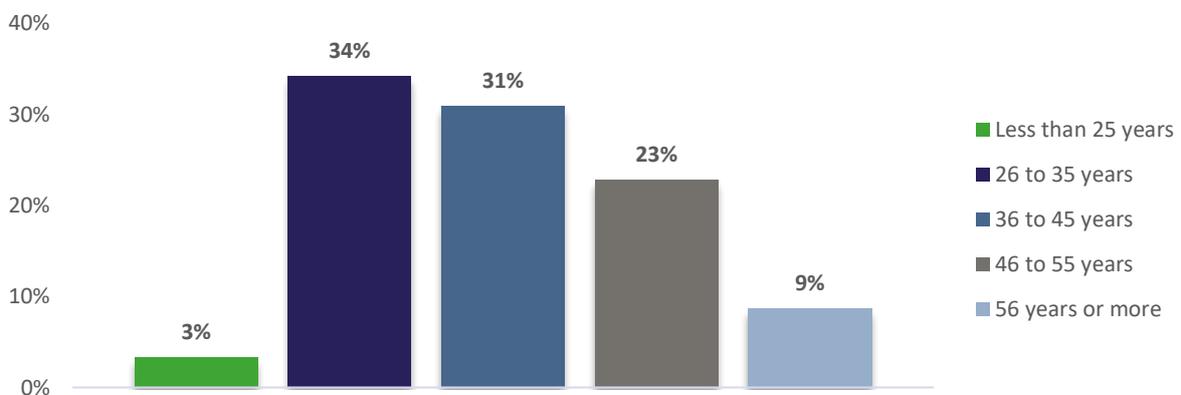


Figure 36: Age of respondents

Figure 37 shows that the largest number of respondents lived in Victoria and New South Wales, which reflects the distribution of architects in Australia (Architects' Accreditation Council of Australia, 2018).

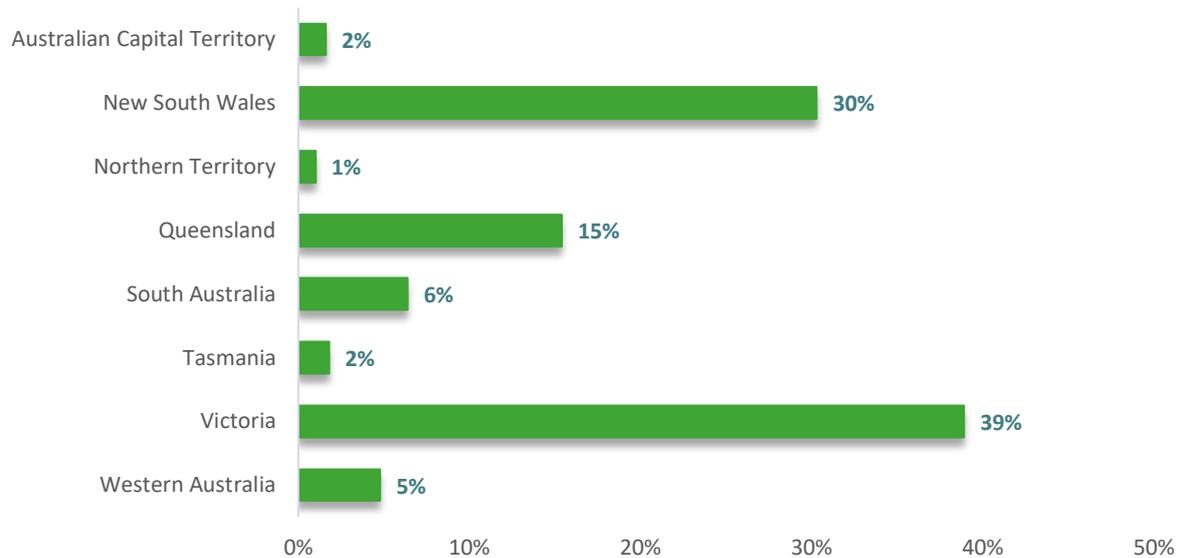


Figure 37: State of residence

More than two-thirds of respondents were born in Australia, which is consistent with the general population of Australia (Australian Bureau of Statistics, 2021).

Figure 38 shows that for those respondents born elsewhere, the largest group was born in 'North-West Europe'. There were also a substantial number of responses from 'South-East Asia', the 'Americas' and 'North-East Asia'.

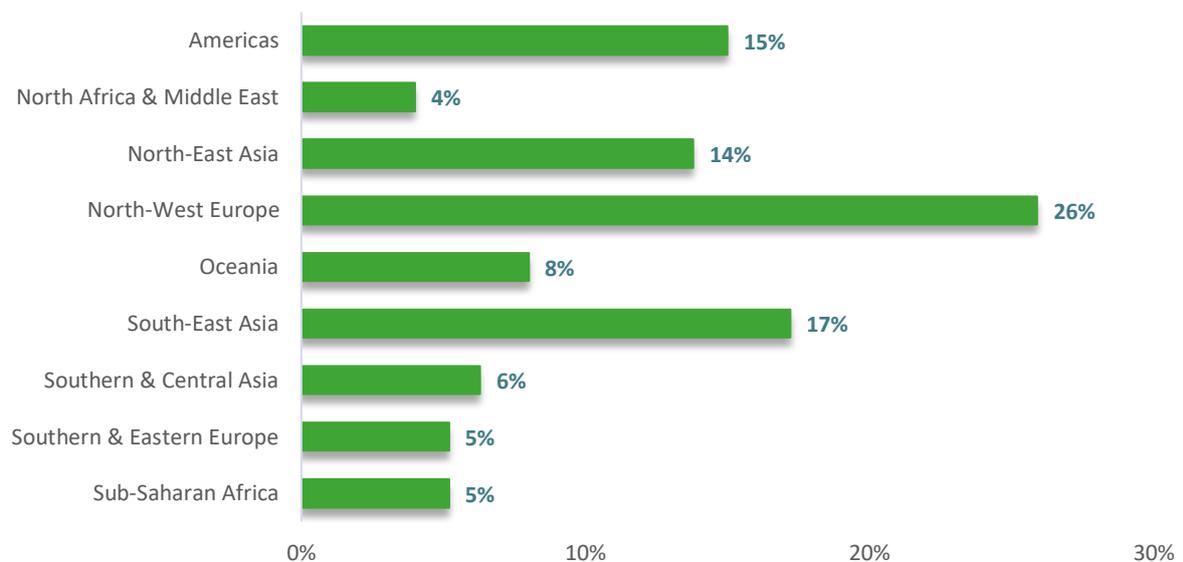


Figure 38: Place of birth for those not born in Australia

For those not born in Australia, 73 percent had been living in Australia for 10 years or more; 64 percent were Australian citizens; and 29 percent were permanent residents, and 7 percent were on temporary visas.

### Current role and work characteristics

The survey was directed at people 'working in architecture' broadly defined, so it includes people doing architectural work in aligned fields. Figure 39 shows that most respondents worked in private architectural practices and nearly 20 percent worked in private multidisciplinary practices. Very few respondents worked in the other types of practices.

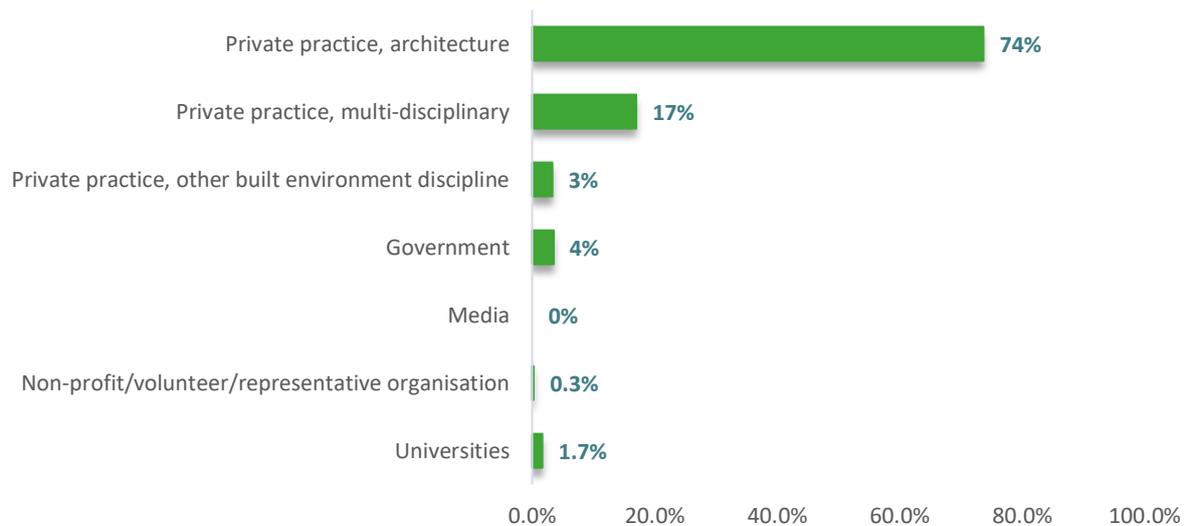


Figure 39: Type of practice

Figure 40 below shows that respondents who were employed reported that they worked in larger practices that employed at least 20 employees.

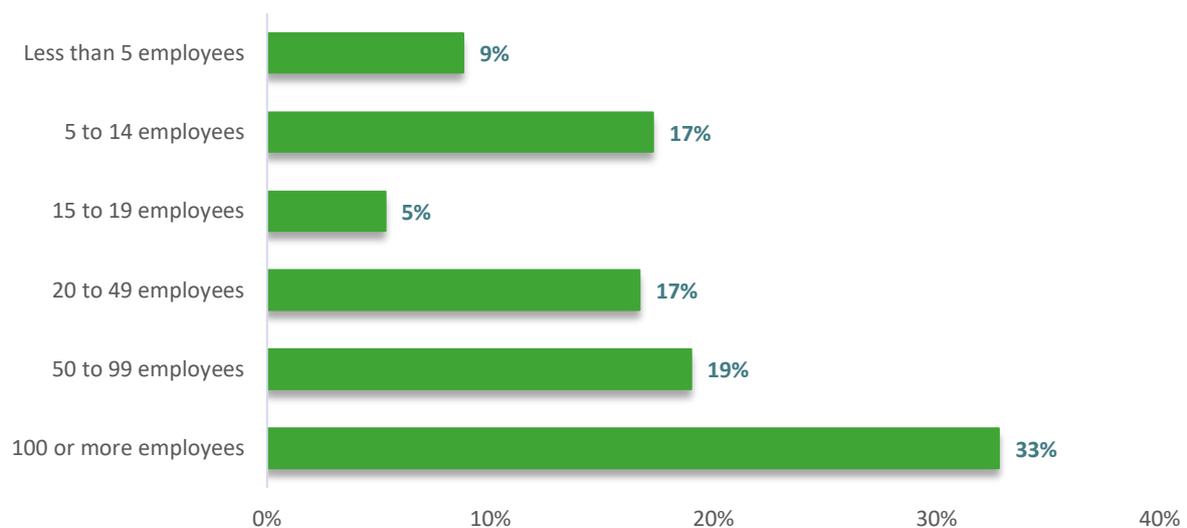


Figure 40: Practice size (if employed)

Figure 41 shows that the majority of survey respondents said that their current field of work was architecture. Fewer than ten percent of the respondents said they worked in interiors and landscape architecture. Very few respondents reported working in other disciplinary fields such as construction, development, engineering, heritage and conservation, planning, project management or urban design.

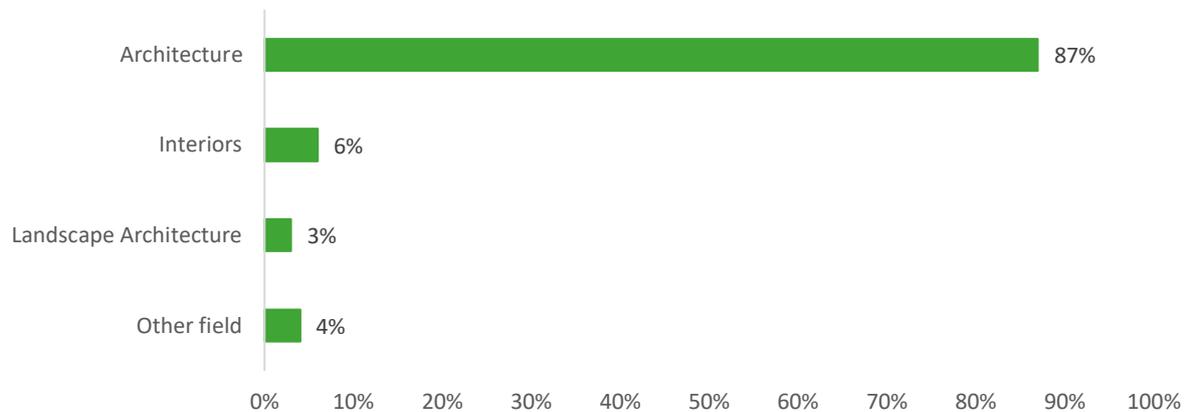


Figure 41: Primary field of work

Figure 42 shows that about half have been employed in the architectural profession for ten years or less and just over half have worked in architecture for more than 10 years.

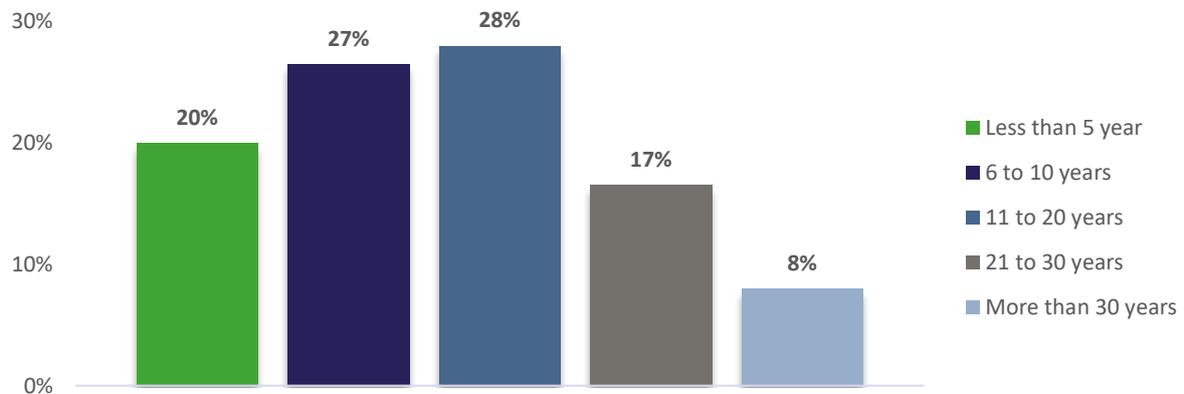


Figure 42: Career tenure

Figure 43 shows the registration status of respondents. More than half percent of the respondents were registered architects, with nearly all being registered in Australia. A further 11 percent reported that their registration status was in process. Nearly a third of respondents said they were not registered architects. It is not known whether this figure accurately reflects the proportion of registered architects in the general architectural workforce, however census data collated by Parlour suggests this is generally representative (Matthewson, 2018. p. 9–11).

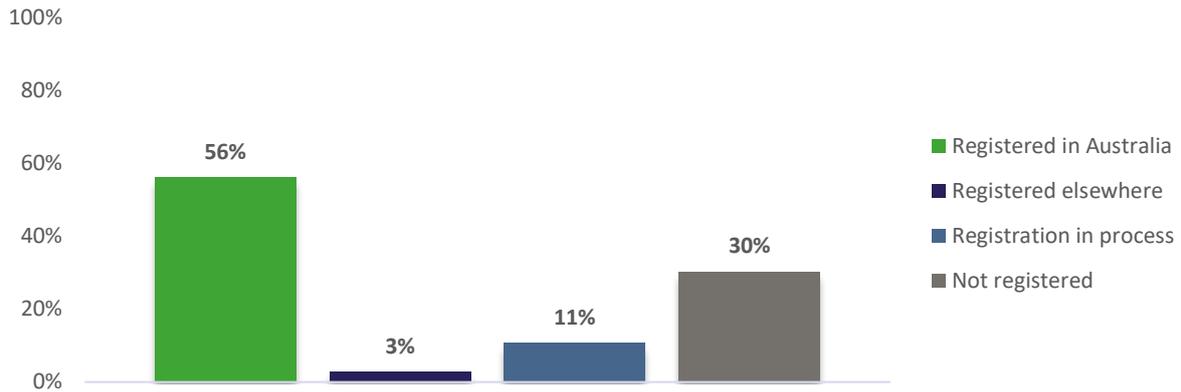


Figure 43: Registration status

Figure 44 displays the distribution of roles for respondents in the sample. One third of the respondents said they worked in senior positions, such as ‘director – partner – principal’, ‘associate director – senior associate’. A substantial proportion held other leadership positions (e.g. associate, project leader). Given the relatively high proportion of respondents who had been working in practice for more than ten years, this is not unexpected.

Very few respondents reported working in administration or business support positions (e.g., practice management, communications).

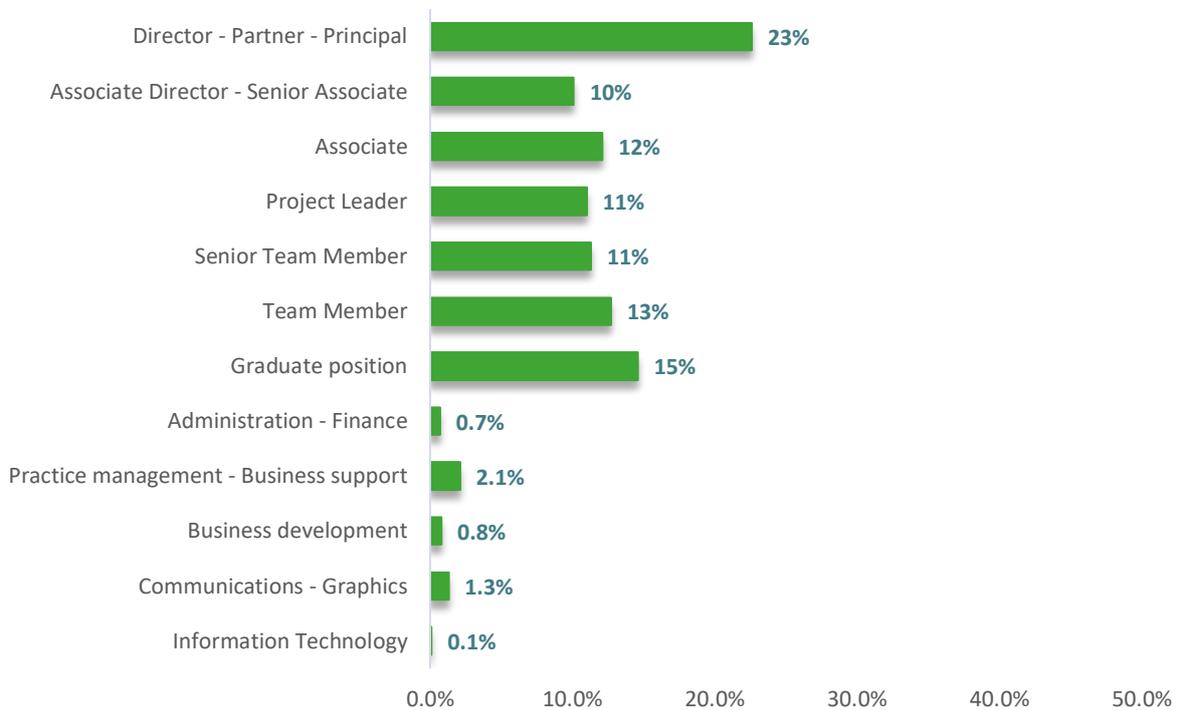


Figure 44: Current role

Figure 45 shows that most respondents were employed on a permanent or ongoing basis. Fewer respondents said they were self-employed (with employees), sole traders (no employees) or employed on a casual or contract basis.

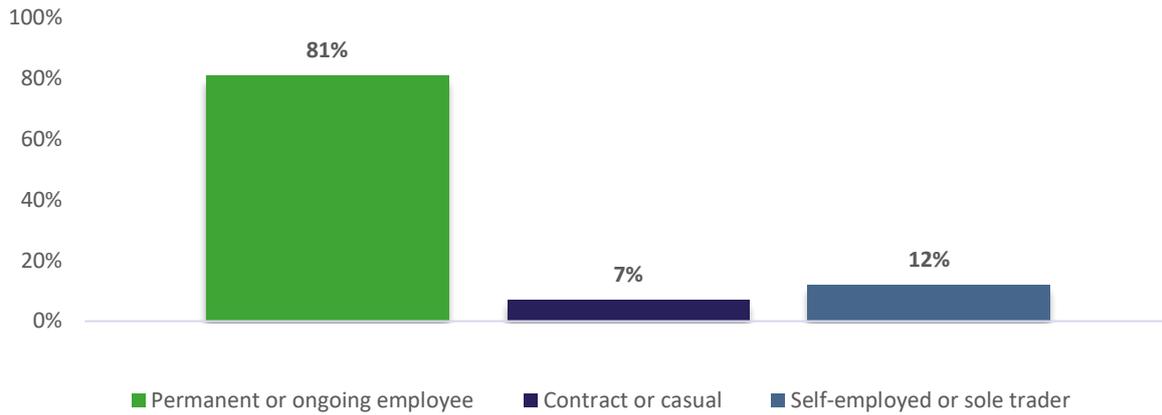


Figure 45: Employment status

Figure 46 compares the actual hours respondents said they worked per week shown beside the hours they were paid to work. As could be expected, more than half of the respondents said they worked equivalent to full-time (36–45 hours per week). Less than 20 percent said they worked less than this while just over a quarter said they worked more than this.

Care must be taken in the interpretation of this graph because it only shows relative proportions for the whole group rather than for individuals). It is revealing that only two percent of respondents said they were paid to work more than 46 hours per week, 27 percent of respondents said they did work more than 46 hours. This indicates a high number of overtime hours being worked. It should be noted that the survey did not enquire specifically about other means of remunerating extra hours like time in lieu.

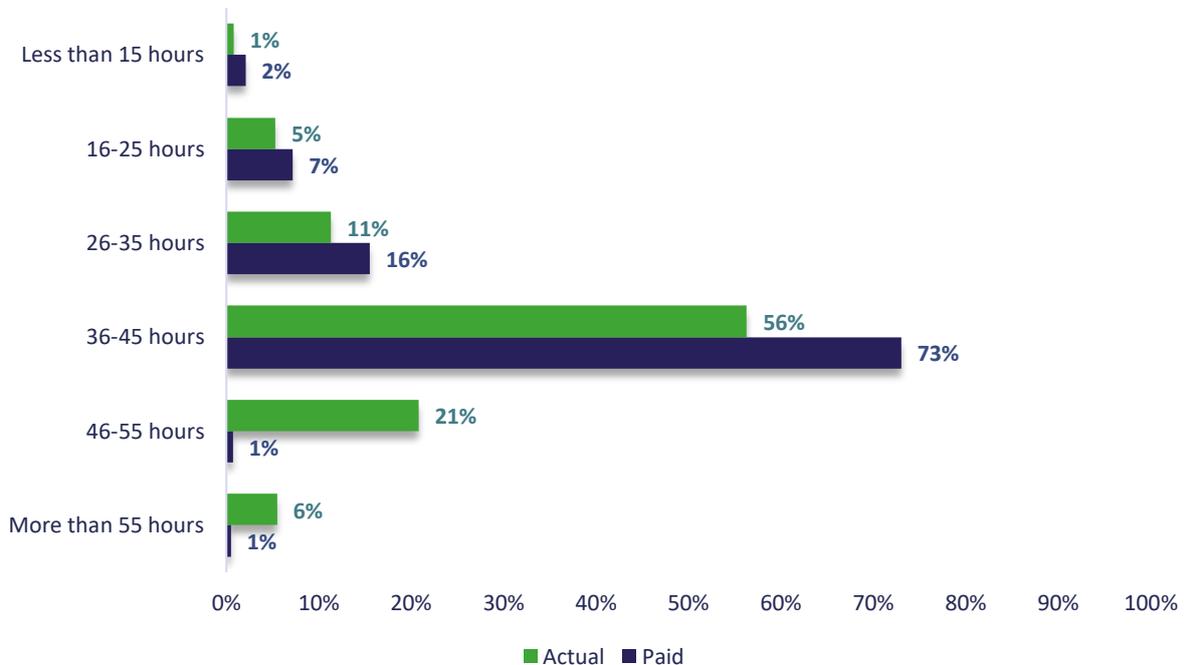


Figure 46: Comparing paid hours to hours worked

Figure 47 below shows that nearly half of the respondents were asked to work extra hours every now and then, while nearly a third of respondents said that they were asked to work extra hours on a weekly or daily basis.

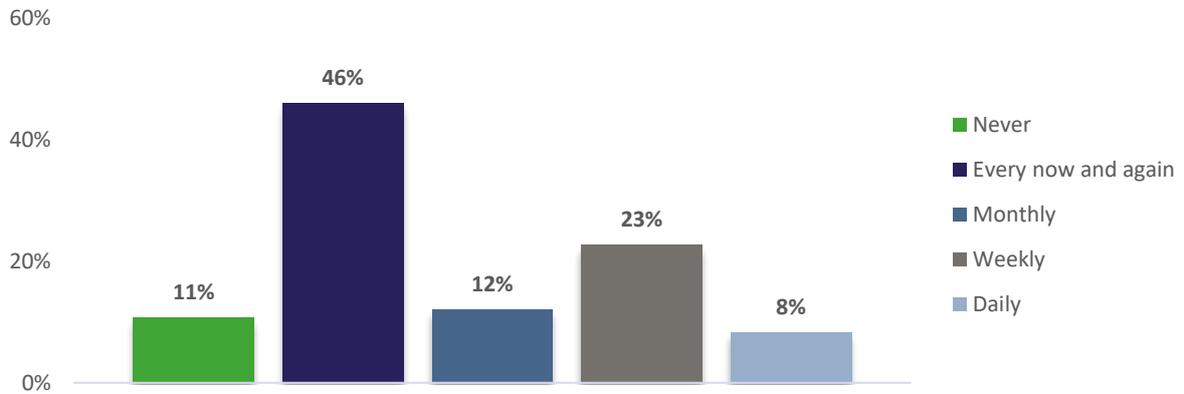


Figure 47: Frequency of requests to work more than contracted hours

## 5 Acknowledgements

### Acknowledgements – research team

The research team is:

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## 7 Appendices

### Appendix 1 List of Definitions

Table 2 below contains definitions for the measures that we have used in this report. More detail on each measure can be found at Appendix 2.

Table 2: List of definitions for terms used in this report

Construct	Definitions
Autonomy	“The need for autonomy is defined as an individual’s desire to make his or her own choices, to express his or her feelings freely and to initiate his or her own actions ... when the need for autonomy is fulfilled, an individual feels free to choose and organise his own actions.” (Brien et al., 2021, p. 169).
Basic psychological needs	Basic psychological needs satisfaction at work is about whether an individual feels that they are able to satisfy their needs for autonomy, competence, and relatedness at work. The capacity to gain a sense of satisfaction with basic psychological needs is important because it is associated with optimal functioning and wellbeing (Brien et al., 2012).
Burnout	“Personal burnout is the degree of psychological fatigue and exhaustion that is perceived by the person as related to his/her work.” (Kristensen et al., 2005, p.197). Furthermore, “exhaustion is defined as a consequence of intensive physical, affective, and cognitive strain, i.e., as a long-term consequence of prolonged exposure to certain job demands.” (Demerouti et al., 2003, p. 14).
Career adaptability	Career adaptability refers to the capacity to adapt to the challenges and changes that individuals face at work (Rottinghaus et al., 2012).
Career agency	Career agency refers to the individual’s ability to reflect on, control and manage their career (Rottinghaus et al., 2012).
Career balance	Career balance refers to the ability of an individual to manage their responsibilities across multiple work and life roles (Rottinghaus et al., 2012).
Career optimism	Career optimism refers to the positive outlook people have about their careers (Rottinghaus et al., 2012).
Career satisfaction	Career satisfaction refers to the individual's satisfaction with the level of success and progress they have attained in their careers (Spurk et al., 2011).
Career support	Career support is the support that individuals receive from family and friends with respect to their career goals (Rottinghaus et al., 2012).
Competence	“The need for competence refers to the individual’s desire to have an effect on the environment and to reach desired outcomes ... [the] need for competence is satisfied when one feels skilled enough to carry out a task to the best of one’s ability, and thus, reach one’s goals.” (Brien et al., 2021, p. 169).
Creative role identity	Creative role identity refers to how strongly an individual identifies as a creative worker (Farmer et al., 2003).
Perfectionism	According to Rice and colleagues “perfectionism involves personal standards (performance expectations) and excessive self-criticism or concerns about reaching or maintaining personal standards (evaluation concerns).” (Rice et al., 2014, p. 368).
Professional commitment	Professional commitment is the extent to which individuals identify with and are attached to their profession (Hoff, 2000, p. 1438).
Professional identity (prominence)	Identity prominence is the importance of an individual’s identity to their view of themselves (Brenner et al., 2014, p. 233).

Construct	Definitions
Psychosocial safety climate	Psychosocial safety climate “is defined as policies, practices, and procedures for the protection of worker psychological health and safety.” (Dollard & Bakker, 2010, p. 580).
Relatedness	“The need for relatedness refers to the desire to establish mutually caring bonds and positive alliances with others.” (Brien et al., 2021, p. 169).
Role overload	Role overload refers to situations “resulting from the assumption of a role or of multiple roles in which one is asked to do more than one is capable of doing in a specific period of time (quantitative overload) or in which one is taxed beyond one’s knowledge, skills, and abilities (qualitative overload).” (American Psychological Association, 2023).
Supervisor support	Supervisor support is the perception that employees have about how well their supervisor values their contributions and cares for their wellbeing (Rhoades et al., 2001).
Wellbeing	“Wellbeing is not just the absence of disease or illness. It is a complex combination of a person’s physical, mental, emotional and social health. Wellbeing is linked to how you feel about yourself and your life.” (Department of Health, 2015; following Diener et al., 2002).
Workplace morale	Workplace morale refers to the “energy, enthusiasm, team spirit and pride” workers experience in relation to their workplaces (Hart & Conn, 1996).

## Appendix 2 Measures used in the 2023 survey

Table 3: Items used to measure personal and work characteristics

Measure	Response options
<b>Personal characteristics</b>	
Gender	Male, female, nonbinary, I prefer not to say, and I use a different term
Age	Less than 25 years, 25-34 years, 35-44 years, 45-54 years, 55-64 years, and 65 years or more
State or Territory	Australian Capital Territory, New South Wales, Northern Territory, Queensland, South Australia, Tasmania, Victoria, and Western Australia
Born in Australia	Yes, no
Country of birth	Selected from list of all countries
Time in Australia	Under 1 year, 1-4 years, 5 -9 years, 10 years or more
Residency status	Australian citizen, permanent resident, temporary visa, other
<b>Work characteristics</b>	
Disciplinary field	Architecture, landscape architecture, urban design, heritage and conservation, interiors, project management, and construction
Registration status	Registered in Australia, registered elsewhere, registration in process, not registered
Registration tenure	Less than 5 years, 6 to 10 years, 11 to 20 years, 21 to 30 years, more than 30 years
Career tenure	Less than 5 years, 6 to 10 years, 11 to 20 years, 21 to 30 years, more than 30 years
Type of organisation	Private practice, architecture, private practice, multi-disciplinary, private practice, other built environment discipline, government, media, non-profit, university
Organisation size	Self-employed or sole trader, 2 to 4 people, 5 to 14 people, 15 to 19 people, 20 to 49 people, 50 to 99 people, 100 or more
Role	Director - partner – principal, associate director - senior associate, associate, project leader, senior team member, team member, graduate position, administration – finance, practice management - business support, business development, and communications - graphics
Employment status	Permanent or ongoing, fixed-term contract, casual worker, contractor, self-employed or sole trader, other
Hours worked	Less than 15 hours, 16-25 hour, s26-35 hours, 36-45 hours, 46-55 hours, more than 55 hours
Frequency more hours	Never, every now and again, monthly, weekly, daily

Table 4: Multi-item measures used in the survey

Measure	Items	Sample items
Autonomy (Brien et al., 2012)	3	My work allows me to make decisions.
Burnout (Demerouti et al., 2010)	4	There are days when I feel tired before I arrive at work.
Career agency (Rottinghaus et al., 2012)	3	I can adapt to change in the world of work.
Career balance (Rottinghaus et al., 2012)	3	I am good at balancing multiple life roles such as worker, family member, or friend.
Career optimism (Rottinghaus et al., 2012)	3	I get excited when I think about my career.
Career satisfaction (Spurk et al., 2011)	5	I am satisfied with the success I have achieved in my career.
Career support (Rottinghaus et al., 2012)	3	Others in my life are very supportive of my career.
Competence (Brien et al., 2012)	3	I have the ability to do my work well.
Creative role identity (Farmer et al., 2003)	3	I have a clear concept of myself as a creative worker.
Intention to leave	1	I intend to leave my profession in the next 12 months (other than for retirement).
Job satisfaction (Wilkins et al., 2020)	1	All things considered, how satisfied are you with your job?
Perfectionism (Rice et al., 2014)	8	I have high expectations for myself.
Personal Wellbeing Index (Cummins et al., 2003)	7	Please select the response that best describes how satisfied you are with each of the following areas ...e.g., your future security.
Professional commitment (Hoff, 2000)	6	I feel very loyal to my profession.
Professional identity (Brenner et al., 2014)	3	I have a strong sense of belonging to the architecture community.
Psychological distress (Kroenke et al., 2009)	4	Over the last 2 weeks, how often have you been bothered by the following problems? e.g., feeling nervous, anxious, or on edge
Psychosocial safety climate (Dollard, 2019)	4	Senior management show support for stress prevention through involvement and commitment
Relatedness (Brien et al., 2012)	3	When I'm with the people from my work environment, I feel heard.
Role overload (Spector & Jex, 1998)	5	How often does your job require you to work very fast?
Supervisor support (Rhoades et al., 2001)	3	My supervisor cares about my opinions
Workplace morale (Hart et al., 2000)	5	There is a good team spirit at my workplace.

## Appendix 3 Respondent characteristics for the 2021 and 2023 surveys

Table 5: Personal characteristics of respondents 2021 and 2023

Measure	2021	2023
<b>Gender</b>		
Male	43%	33%
Female	56%	66%
Nonbinary-transgender	1%	1%
<b>Age</b>		
Less than 25 years	4%	3%
26 to 35 years	35%	34%
36 to 45 years	26%	31%
46 to 55 years	20%	23%
56 years or more	15%	9%
<b>Residence</b>		
Australian Capital Territory	2%	2%
New South Wales	42%	30%
Northern Territory	1%	1%
Queensland	14%	15%
South Australia	6%	6%
Tasmania	2%	2%
Victoria	29%	39%
Western Australia	6%	5%
<b>Country of birth</b>		
Australia	68%	68%
Born elsewhere	32%	32%

Table 6: Work and career characteristics of the respondents 2021 and 2023

Measure	2021	2023
<b>Type of practice</b>		
Private practice, architecture	68%	74%
Private practice, multi-disciplinary	24%	17%
Private practice, other built environment	3%	3%
Government	3%	4%
Media	0.1%	0%
Non-profit/volunteer/representative	1%	0.3%
Universities	1%	1.7%
<b>Primary disciplinary field</b>		
Architecture	86%	88%
Interiors	6%	6%
Landscape Architecture	2%	3%
Other fields	6%	4%
<b>Career tenure</b>		
Less than 5 years	22%	20%
6 to 10 years	23%	27%
11 to 20 years	25%	28%
21 to 30 years	18%	17%
More than 30 years	12%	8%
<b>Registration status</b>		
Registered in Australia	60%	56%
Registered elsewhere	3%	3%
Registration in process	10%	11%
Not registered	27%	30%

Table 7: Current role characteristics of the respondents 2021 and 2023

Measure	2021	2023
<b>Current role</b>		
Director - Partner - Principal	29%	23%
Associate Director - Senior Associate	8%	10%
Associate	10%	12%
Project Leader	13%	11%
Senior Team Member	10%	11%
Team Member	12%	13%
Graduate position	14%	15%
Administration - Finance	0.5%	0.7%
Practice management - Business support	2%	2.1%
Business development	0.4%	0.8%
Communications - Graphics	1%	1.3%
Information Technology	0.1%	0.1%
<b>Employment status</b>		
Permanent or ongoing employee	77%	81%
Contract or casual	7%	7%
Self-employed or sole trader	16%	12%

Table 8: Hours worked and satisfaction with remuneration for 2021 and 2023

Measure	2021	2023
<b>Hours paid to work</b>		
Less than 15 hours	4%	2%
16-25 hours	7%	7%
26-35 hours	14%	16%
36-45 hours	71%	73%
46-55 hours	3%	1%
More than 55 hours	1%	1%
<b>Hours worked</b>		
Less than 15 hours	2%	1%
16-25 hours	6%	5%
26-35 hours	9%	11%
36-45 hours	46%	56%
46-55 hours	29%	21%
More than 55 hours	8%	6%
<b>Requests work more than contracted hours</b>		
Never	9%	11%
Every now and again	43%	46%
Monthly	11%	12%
Weekly	23%	23%
Daily	14%	8%
<b>Satisfied with remuneration</b>		
Very dissatisfied	14%	16%
Somewhat dissatisfied	29%	34%
Neutral	18%	20%
Somewhat satisfied	27%	25%
Very satisfied	12%	5%

## Appendix 4 Correlational analysis for job satisfaction and intention to leave

Table 9 below shows the correlational analyses between work, job satisfaction, and intention to leave. Statistically significant relationships were observed for most relationships. The relationships between each outcome variable are listed in order of strength of the relationship.

**Greater job satisfaction** was associated with:

- better workplace morale,
- greater satisfaction with relatedness,
- stronger psychosocial safety climate,
- higher levels of career optimism,
- higher levels of supervisor support,
- higher levels of career satisfaction,
- greater satisfaction with autonomy,
- stronger sense of professional commitment,
- greater satisfaction with competence,
- stronger sense of professional identity,
- higher levels of career support,
- higher levels of career agency,
- higher levels of career balance,
- higher levels of creative role identity,
- higher levels of perfectionistic standards,
- lower levels of role overload, and
- lower levels of perfectionistic concerns.

**Increased intention to leave the architectural profession** was associated with:

- poor satisfaction with relatedness,
- poor workplace morale,
- poor psychosocial safety climate,
- lower levels of career optimism,
- poor sense of professional commitment,
- lower satisfaction with autonomy,
- lower levels of career satisfaction,
- lower levels of supervisor support,
- lower satisfaction with competence,
- weaker sense of professional identity,
- lower levels of career support,
- higher levels of role overload,
- higher levels of perfectionistic concerns,
- lower levels of career agency,
- lower levels of career balance, and
- lower levels of creative role identity.

Table 9: Correlational analysis for job satisfaction and intention to leave

Experiences at work	Job satisfaction	Intention to leave
Autonomy	0.55**	-0.40**
Burnout	-0.53**	0.32**
Career agency	0.32**	-0.16**
Career balance	0.30**	-0.13**
Career optimism	0.60**	-0.41**
Career satisfaction	0.55**	-0.39**
Career support	0.35**	-0.20**
Competence	0.43**	-0.29**
Creative role identity	0.15**	-0.08*
Discrepancy	-0.29**	0.17**
Personal wellbeing	0.62**	-0.40**
Professional commitment	0.49**	-0.41**
Professional identity	0.37**	-0.28**
Psychological distress	-0.47**	0.31**
Psychosocial safety climate	0.62**	-0.41**
Relatedness	0.64**	-0.45**
Role overload	-0.31**	0.19**
Standards	0.13**	-0.07
Supervisor support	0.59**	-0.37**
Workplace morale	0.65**	-0.41**

\* $p < .05$ , \*\* $p < .01$

