



Simmons University
**Institute for
 Inclusive Leadership**

Thrive Index

The Thrive Index measures the level of thriving among women leaders in the workforce. We collected nearly 500 responses from participants at our 2024 Simmons Leadership Conference for our latest research on Thriving at Work.

H1 2024 THRIVE INDEX

Our H1 2024 Thrive Index reveals a score of **3.4 out of 5**, where 3 represents “some of the time” and 4 represents “most of the time.” While the overall index score of 3.4 indicates that women leaders continue to experience moderate levels of thriving, the trends emerging from this year’s data underscore both positive progress and areas that require attention.



3.4

“I’m thriving some of the time.”

H2 2024 Pulse Survey Reveals Shift

In December of 2024 we sent a pulse survey to update the Thrive Index; this data sets the **H2 Index at 3.2**. Although our response population was smaller than for our initial index, this decrease provides an indicator that recent developments in the cultural context are having an impact.



3.2

KEY ENABLERS TO THRIVING



Self determination



Supportive management and leadership



Growth opportunities

KEY BARRIERS TO THRIVING



Poor communication and lack of transparency



Ineffective management and leadership

THRIVING IN ACTION

Tools for Individuals, Leaders, and Organizations

We offer actionable tools for supporting thriving at work, whether as an individual, a manager, or on behalf of the organization. These tools are derived from insights gained in this study, suggestions offered by our respondents, and our own expertise.



[View the full report for tools you can start using today.](#)