

The Washington Post



This Washington Post-Ipsos poll was conducted March 30-April 11, 2023, among a random national sample of 1,540 18-64-year-old adults including 1,148 full-time or part-time workers. The sample was drawn through the Ipsos KnowledgePanel, an ongoing survey panel recruited through random sampling of U.S. households. Results among adults have a margin of sampling error of plus or minus three percentage points; the error margin is 3.5 points for the sample of workers. Sampling, field work and data processing were conducted by Ipsos of Washington, D.C.

(Full methodological details appended at the end.)

*= less than 0.5 percent

1. Do any of the following currently describe you?

4/11/23 - Summary table among adults age 18-64

	Yes	No	No opinion
a. Employed full time (35 hours or more per week) for pay with an organization or company	57	41	2
b. Employed part time (less than 35 hours per week) for pay with an organization or company	10	82	8
c. Self-employed full time (35 hours or more per week)	7	85	8
d. Self-employed part time (less than 35 hours per week)	6	85	8

2. (AMONG WORKERS AGE 18-64) Which category best describes your level of employment at your primary job?

	Entry level	Experienced (non-manager)	Manager/Supervisor of staff/Director	Executive (SVP, VP, Dept. Head, Pres., CFO, etc.)	No op.
4/11/23	16	52	23	8	*

3. (AMONG WORKERS AGE 18-64) Which of the following best describes how you are paid at your primary job?

	Salaried	Paid by hour	Paid by day	Paid by the job	By commission	Self-employed	Other	No op.
4/11/23	37	49	1	3	1	6	2	*

4. (AMONG WORKERS AGE 18-64) How satisfied or dissatisfied are you with your job?

	NET	Satisfied Completely	Somewhat	NET	Dissatisfied Somewhat	Completely	No opinion
4/11/23	82	31	51	18	15	3	*

Compare to adults employed full or part time:

	NET	Satisfied Completely	Somewhat	NET	Dissatisfied Somewhat	Completely	No opinion
2022*	88	49	39	12	8	4	*
2021	87	48	39	14	9	5	0
2020	89	56	33	11	9	2	1
2019	93	55	38	8	6	2	*

2018	91	48	43	8	7	1	*
2017	92	52	40	7	6	1	1
2016	91	54	37	9	5	4	*
2015	86	44	42	13	9	4	1
2014	89	48	41	11	8	3	1
2013	85	46	39	15	12	3	*
2012	89	47	42	11	7	4	*
2011	83	47	36	18	13	5	*
2010	87	48	39	12	8	4	1
2009	87	50	37	13	10	3	*
2008	90	48	42	9	7	2	1
2007	94	46	48	6	4	2	0
2006	90	43	47	10	8	2	*
2005	86	42	44	14	11	3	*
2004	89	50	39	11	7	4	*
2003	85	44	41	15	11	4	0
2002	89	43	46	11	9	2	*
2001	85	41	44	15	11	4	0
1999	86	39	47	14	12	2	*
1993	86	35	51	13	10	3	1

*2022 and previous Gallup phone polls, NETs are sums of "completely" and "somewhat" and may differ from Gallup reports because of rounding.

5. (AMONG WORKERS AGE 18-64) Thinking about the balance between time spent working and your personal life, do you think (you work too much), (you don't work enough) or do you have a good balance between work and your personal life?

	You work too much	You don't work enough	Have a good balance	No opinion
4/11/23	32	6	62	*

6. (AMONG WORKERS AGE 18-64) Is your primary job...

	Enjoyable			Not enjoyable			No opinion
	NET	Very	Somewhat	NET	Not too	Not at all	
4/11/23	82	25	57	17	15	2	*

7. (AMONG WORKERS AGE 18-64) Is your primary job...

	Stressful			Not stressful			No opinion
	NET	Very	Somewhat	NET	Not too	Not at all	
4/11/23	62	11	50	38	32	7	*

8. (AMONG ALL ADULTS AGE 18-64) People value different things in a job. How important are each of the following aspects of a job to you?

4/11/23 - Summary table among all adults age 18-64

	Important			Less important			No opinion
	NET	Extremely	Very	NET	Somewhat	Not	
a. How much you are paid	88	51	37	11	9	2	1
b. Retirement benefits	75	37	39	24	18	6	1
c. Health insurance benefits	78	44	34	22	14	7	1
d. Mental health benefits, such as therapy coverage	46	18	28	53	32	21	1
e. Amount of vacation	69	27	42	31	24	7	1
f. Opportunity for promotion or advancement	61	24	37	38	28	10	1
g. Friendliness of coworkers	69	26	43	31	25	6	1

h. Ability to work from home/remotely	39	19	20	61	27	34	1
i. Your work helps people or society	51	17	34	48	36	13	1
j. A good boss or manager	88	51	37	11	8	3	1
k. Perks such as free gym memberships, lunches, laundry services	18	6	12	81	36	45	1

4/11/23 - Summary table among workers age 18-64

	NET	----- Important ----- Extremely	Very	NET	-- Less important -- Somewhat	Not	No opinion
a. How much you are paid	89	51	37	11	10	1	1
b. Retirement benefits	75	37	38	25	18	6	*
c. Health insurance benefits	77	43	34	22	15	8	*
d. Mental health benefits, such as therapy coverage	43	16	27	56	34	22	1
e. Amount of vacation	72	29	43	28	21	6	1
f. Opportunity for promotion or advancement	59	23	36	40	30	10	1
g. Friendliness of coworkers	70	28	42	29	24	6	1
h. Ability to work from home/remotely	37	18	19	63	24	39	*
i. Your work helps people or society	52	17	35	48	36	12	*
j. A good boss or manager	89	53	36	10	8	2	1
k. Perks such as free gym memberships, lunches, laundry services	17	6	11	82	35	48	*

9. (AMONG THOSE WHO RATED ANY ITEM ABOVE AS 'EXTREMELY' OR 'VERY' IMPORTANT) Which of the follow aspects of a job are MOST important to you?

	---- 4/11/23 ---- Adults	Workers
4/11/234/11/23		
How much you are paid	43	45
A good boss or manager	13	14
Health insurance benefits	10	8
Your work helps people or society	8	8
Ability to work from home/remotely	7	7
Retirement benefits	5	4
Opportunity for promotion or advancement	5	5
Friendliness of coworkers	4	4
Mental health benefits, such as therapy coverage	1	1
Amount of vacation	1	1
Perks such as free gym memberships, lunches, laundry services	*	1
None are extremely/very important	2	2
No opinion	*	0

10. (AMONG ALL ADULTS AGE 18-64) Which of the two options would you prefer, even if neither is exactly right? (Last two items half sample)

	A job that pays more	A job that has better benefits	No opinion	
4/11/23 Adults	62	37	1	
Workers	66	33	*	
	A job that pays less but you can work remotely	A job that pays more but you have to go into work at least some days	No opinion	
4/11/23 Adults	21	78	1	
Workers	20	80	*	
Remote-capable	35	65	0	
	A job that is at a desk	Are job where you are actively moving	No opinion	
4/11/23 Adults	31	68	1	
Workers	31	68	*	
	A job where it is clear how to accomplish day-to-day tasks	A job where you must be creative to accomplish tasks	No opinion	
4/11/23 Adults	64	35	1	
Workers	61	39	*	
	A job where you work with several people	A job where you work mostly alone	No opinion	
4/11/23 Adults	47	52	1	
Workers	51	48	*	

Two items held for release.

11. (AMONG WORKERS AGE 18-64) Which of the following best describes your approach to work?

	Working just enough to keep my job	Working enough to do my job well, but not doing more than I am paid for	Working enough to excel at my job and advance in my career	No opinion
4/11/23	4	33	61	1

Question 12 held for release.

13. (AMONG WORKERS AGE 18-64) Regardless of your current work arrangement, would you say that the responsibilities of your primary job... ?

	Can be done from home	Cannot be done from home	No opinion
4/11/23	41	58	*

14. (AMONG REMOTE-CAPABLE WORKERS) In a typical week at your primary job, how many days do you...

4/11/23 - Summary table among remote-capable workers

	0 days	1 day	2 days	3 days	4 days	5 days	6 days	7 days	No op.	Avg.
a. Work from home	20	6	10	13	9	33	1	4	3	3.1
b. Work on-site at an office or other workplace	28	9	13	10	7	7	1	1	12	2.2

15. (AMONG REMOTE-CAPABLE WORKERS) In a typical week **before the coronavirus pandemic**, how many days did you...

4/11/23 - Summary table among remote-capable workers

	0 days	1 day	2 days	3 days	4 days	5 days	6 days	7 days	No op.	Avg.
a. Work from home	48	7	4	4	4	14	1	2	15	1.6
b. Work on-site at an office or other workplace	13	4	4	4	9	48	3	1	14	3.8

NET Current/pre-pandemic work location summary among remote-capable workers

	-- Mostly on-site --				- Mostly from home -			NET
	NET	Fully	Mostly	Equally	NET	Mostly	Fully	Hybrid
Current	43	22	20	3	54	14	40	38
Pre-pandemic	68	60	8	1	31	12	19	21

16. (AMONG WORKERS AGE 18-64) These days, how often do you work on tasks for your primary job outside of your normal working hours, such as answering email?

	At least 5 days per week	2-4 days per week	About one day per week	Once or twice a month	Less often than that	No op.
4/11/23	19	19	13	9	39	1

17. (AMONG WORKERS AGE 18-64) If you had a choice, how often would you want to work from home?

	----- All/Most -----				--- Rarely/Never ---			No op.
	NET	All of the time	Most of the time	Some of the time	NET	Rarely	Never	op.
4/11/23 Workers	41	20	21	29	29	15	14	1
Remote-capable	71	37	35	23	6	5	1	*

18. (AMONG WORKERS WHO WANT TO WORK FROM HOME ALL/MOST OF THE TIME) What is the MOST IMPORTANT reason you would want to work from home?

	Workers 4/11/23
Don't have to commute to work	48
Easier to care for children	14
Able to focus better	13
Don't enjoy workplace environment	10
Don't need to dress up for work	3
Don't want to get sick	3
Another reason	8
No opinion	*

19. (AMONG WORKERS WHO WORK FROM HOME AT LEAST 1 DAY A WEEK) Has working from home made it...

	Easier for you to balance work and your personal life	Harder for you to balance work and your personal life	About the same to balance work and your personal life	No op.
4/11/23 Workers	70	7	23	0
Hybrid workers	69	7	24	0

20. (AMONG WORKERS WHO WORK FROM HOME AND WORKPLACE) Are each of these better when you work (from your home), (at your workplace) or are they equal in both places?

4/11/23 - Summary table among workers who work from home and workplace

	Better working from home	Better at your workplace	Equal in both	No opinion
a. Making connections with coworkers	4	69	26	1
b. Having chances to get promoted	5	37	57	*
c. Being able to focus	51	21	27	*
d. Collaborating with coworkers	8	54	38	1
e. Being more productive	45	21	34	0

21. (AMONG WORKERS AGE 18-64) In 10 years, do you think your primary job will be...

	Fully remote or working from home	A combination of working onsite at a workplace	Fully at a workplace	No opinion
4/11/23	18	38	43	1

22. (AMONG WORKERS AGE 18-64) Do you think people who work at home are (more productive), (less productive) or just as productive as people who work in an office or workplace?

	More productive	Less productive	Just as productive	No opinion
4/11/23	20	28	52	1

Compare to:

Do you think people who work at home (half sample: "during the day") using their computers to connect to their business offices are more productive, less productive, or just as productive as people who work in a business office?

	More productive	Less productive	Just as productive	No opinion
8/9/15* Adults	16	20	58	5
8/9/15* Telecommuters	24	18	56	2
8/10/06** Adults	20	18	55	7
8/10/06** Telecommuters	33	15	48	4
10/16/95*** Adults	28	18	47	7

*Gallup, wording above

**Gallup, "Do you think people who work at home using their computers to connect to their business offices are more productive, less productive, or just as productive as people who work in a business office?"

***U.S. News and World Report/CNN/Gallup

23. (AMONG ALL ADULTS AGE 18-64) Have you changed jobs in the past three years, since March 2020?

	Yes	No	No opinion
4/11/23 Adults	31	69	1
Workers	33	66	*

24. (AMONG PEOPLE WHO CHANGED JOBS IN PAST THREE YEARS) Were any of these reasons you changed jobs?

--- 4/11/23 ----

	Adults	Workers
New job paid more	38	44
Disliked my old job	28	30
New job was more interesting	20	24
New job had better benefits	18	21
Was laid off or let go	17	15
I moved	15	15
New job had more flexible hours	12	15
New job had an easier commute	8	10
New job was easier	8	9
Started working for myself/ Self-employed	8	9
New job allowed more remote work	7	8
None of these were reasons I changed jobs	16	12

Questions 25-27 held for release.

28. (AMONG WORKERS AGE 18-64) Do you have close friendships with any of your current coworkers, or not?

	Yes	No	No opinion
4/11/23	55	45	*

Questions 29-35 held for release.

Party ID/Leaning. Generally speaking, do you usually think of yourself as...? (IF NOT DEMOCRAT/REPUBLICAN) Q904 Do you lean more towards the...?

	NET	Dem	Lean Dem	NET	Lean Rep	Rep	Ind/Other/No leaning
4/11/23	44	28	15	43	15	28	13

*** END ***

METHODOLOGICAL DETAILS

This poll was jointly sponsored and funded by The Washington Post and Ipsos. It was conducted among a random sample of 1,540 U.S. adults ages 18 to 64, including 1,148 full-time or part-time workers. Interviews were conducted in English and Spanish.

The questionnaire was administered with the exact questions in the exact order as they appear in this document. Demographic questions are not shown. If a question was asked of a reduced base of the sample, a parenthetical preceding the question identifies the group asked.

Ipsos conducted sampling, interviewing and tabulation for the survey using the KnowledgePanel, an ongoing survey panel recruited through random sampling of U.S. households through address-based sampling. Panel members who do not have internet access are provided with a tablet and internet service.

This survey uses statistical weighting procedures to account for deviations in the survey sample from known population characteristics, which helps correct for differential survey participation and random variation in samples. The 18-64 adult sample was weighted to match the makeup of the population geodemographics to the sources below.

	Source of weighting benchmarks
Weighting factors	Benchmark source
Working status (full-time, part-time, not working) Age Race/Ethnicity Census Region Metropolitan status Education Household income (Age and employment status cross-classified with each factor)	2022 Census Current Population Survey March Social and Economic Supplement
Language dominance (English dominant, Bilingual, Spanish dominant) by Employment and Age	2021 American Community Survey
Leaned party identification	Washington Post-ABC News national polls

The margin of sampling error for the sample of workers, including the design effect is plus or minus 3.5 percentage points. Note that sampling error is only one of many potential sources of error in this or any other public opinion poll.

All error margins have been adjusted to account for the survey's design effect, which is 1.4. The design effect is a factor representing the survey's deviation from a simple random sample and takes into account decreases in precision due to sample design and weighting procedures. Surveys that do not incorporate a design effect overstate their precision.

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