Workplace Q2 Topline Remote Work Trends

May 7-16, 2025

These results for the quarterly Gallup workforce studies are based on self-administered web surveys conducted with a random sample of adults working full time and part time for organizations in the United States, aged 18 and older, who are members of the Gallup Panel. Gallup uses probability-based, random sampling methods to recruit its Panel members.

Gallup weighted the obtained samples to correct for nonresponse. Nonresponse adjustments were made by adjusting the sample to match the national demographics of gender, age, race, Hispanic ethnicity, education and region. Demographic weighting targets were based on the most recent Current Population Survey figures for the aged 18 and older U.S. population.

For results based on the sample of employed U.S. adults, the margin of sampling error at the 95% confidence level varies for different topics and time frames. For items asked of the full sample, the margin of sampling error is ±1.1 percentage points at the 95% confidence level. For reported subgroups, the margin of sampling error will be larger, ranging from ±2 to ±7 percentage points. Details for the recent quarterly surveys are noted below. In addition to sampling error, question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of public opinion polls.

17,660 adults who are aged 18 and older, working full time or part time for organizations in the U.S.

U.S. Workers MOE: ±1.1 percentage points at the 95% confidence level.

Remote-Capable Workers MOE: ±1.5 percentage points at the 95% confidence level based on an n size of 9174.

Hybrid Workers MOE: ±2.1 percentage points at the 95% confidence level based on an n size of 4785.

U.S. Federal Government Workers MOE: ±6.3 percentage points at the 95% confidence level.

Copyright @ 2025 Gallup, Inc. All rights reserved.

Remote-Capable U.S. Employees

Q17: *Please think about your primary job, the one where you spend the most time working. Is this job with the government, a private company, a non-profit organization, or are you self-employed?*

		Current Work Location Exclusively	Hybrid	Rem Capable On-site	Total Unweighted Count
		Row N %	Row N %	Row N %	
REMOTE-CAPABLE EMPLOYEES	2022 Q1	39%	42%	19%	7431
	2022 Q2	29%	49%	22%	8090
	2022 Q3	28%	50%	22%	7536
	2022 Q4	26%	53%	21%	8793
	2023 Q1	28%	52%	20%	8952
	2023 Q2	29%	52%	20%	9281
	2023 Q3	27%	51%	22%	9054
	2023 Q4	27%	52%	21%	9687
	2024 Q1	27%	54%	20%	9575
	2024 Q2	27%	53%	21%	10570
	2024 Q3	26%	54%	20%	10043
	2024-Q4	26%	55%	19%	10704
	2025 -Q1	27%	52%	21%	9515
	2025-Q2	28%	51%	21%	9174
FEDERAL GOVERNMENT EMPLOYEES	2022 Q1	40%	46%	14%	528
	2022 Q2	29%	49%	22%	562
	2022 Q3	22%	55%	23%	521
	2022 Q4	23%	57%	20%	594
	2023 Q1	23%	58%	19%	625
	2023 Q2	21%	57%	22%	659
	2023 Q3	25%	56%	19%	628
	2023 Q4	24%	62%	15%	685
	2024 Q1	22%	62%	16%	659
	2024 Q2	23%	58%	19%	730
	2024 Q3	24%	58%	18%	703
	2024-Q4	21%	61%	17%	754
	2025 -Q1	24%	48%	28%	658
	2025-Q2	26%	28%	46%	542

Q600: *Where do the people on your team primarily work?*

	2023 Q2	2024 Q2	2025 Q2
Total	9273	10536	9135
Most are based out of the same physical location	41.1%	40.6%	36.8%
Most are spread across different work locations	42.0%	42.3%	47.4%
An even mix of both locations	11.9%	13.3%	12.8%
I don't work on a team	5.0%	3.8%	3.0%

Time in Office

	Total Weighted Count	Number of Days
2021 Q1 Mar	3331	2.13
2021 Q2 June	1679	2.17
2021 Q4 Oct	3570	2.17
2022 Q1	3458	2.11
2022 Q2	4275	2.15
2022 Q3	3982	2.12
2022 Q4	4818	2.15
2023 Q1	4901	2.18
2023 Q2	5070	2.18
2023 Q3	4820	2.21
2023 Q4	5235	2.26
2024 Q1	5301	2.31
2024 Q2	5779	2.24
2024 Q3	5625	2.28
2024-Q4	6069	2.30
2025 -Q1	5116	2.32
2025-Q2	4817	2.31

COPYRIGHT: 2025, GALLUP, INC.

Copyright @ 2025 Gallup, Inc. All rights reserved.

Hybrid U.S. Workers

Q235: Who determines your hybrid work schedule?

		2022 Q2	2023 Q1	2023 Q2	2024 Q2	2025 Q2
Total	Unweighted n	4211	4825	5043	5759	4785
My employer or		26%	25%	31%	31%	31%
My direct manager or		24%	21%	23%	21%	24%
My work team		13%	13%	12%	11%	11%
It is entirely up to me		37%	40%	35%	37%	34%

		Q624 Do you think your hybrid work policy is fair to you and your team?			BURNOUT Burned Out at Work (Full Time Only)			Looking for Job		
		Total Unweighted Count	1 Yes Row N %	2 No Row N %	Total Unweighted Count	1.00 Not burned out Row N %	2.00 Burned out very often/always Row N %	Total Unweighted Count	1.00 Actively looking/Watching Row N %	2.00 Not looking for another job Row N %
Q234A Which of the following hybrid arrangements best describes the policies for your work schedule currently? - Selected Choice	1 It is entirely up to me how many days AND which specific days I will be on-site each week.	1572	**96%**	4%	3645	77%	23%	3609	47%	53%
	2 I am required to work a certain number of days onsite each week, but it is entirely up to me which specific days I choose each week.	2601	**79%**	21%	2965	72%	28%	2940	55%	45%
	3 I am required to work onsite a few specific days each week (e.g., Tuesdays), but other days it is my choice whether or not to work onsite.	2700	**81%**	19%	3313	71%	29%	3279	55%	45%
	4 I am encouraged (but not required) to work a certain number of days onsite each week, but it is entirely up to me which specific days I choose each week.	668	**88%**	12%	790	70%	30%	777	58%	42%
	5 I am encouraged (but not required) to work onsite a few specific days each week (e.g., Tuesdays), but other days it is my choice whether or not to work onsite.	419	**88%**	12%	523	77%	23%	521	47%	53%
	6 Other (please explain):	1278	79%	21%	1361	72%	28%	1354	53%	47%
	Total	9238	83%	17%	12597	73%	27%	12480	52%	48%
Q235 Who determines your hybrid work schedule?	1 My employer or leadership	3088	73%	27%	5947	70%	30%	5915	58%	42%
	2 My direct manager or supervisor	1977	85%	15%	4361	68%	32%	4335	55%	45%
	3 My work team decides together	1041	**91%**	9%	2509	76%	24%	2506	49%	51%
	4 It is entirely up to me	3128	**91%**	9%	8745	78%	22%	8716	45%	55%
	Total	9234	83%	17%	21562	73%	27%	21472	52%	48%

		Hybrid Worker				
		Q235 Who determines your hybrid work schedule?				
		1 My employer or leadership Column N %	2 My direct manager or supervisor Column N %	3 My work team decides together Column N %	4 It is entirely up to me Column N %	Total Column N %
Q236B What are the greatest challenges of working hybrid?	Reduced work-life balance	16%	11%		13%	13%
	Less freedom to choose when or where I work	18%	12%		8%	12%
	Decreased productivity	15%	13%		11%	13%
	More challenging to meet customer needs	9%	7%		7%	7%
	More burnout or fatigue at work	14%	10%		9%	10%
	Decreased collaboration with my team	22%	20%		28%	24%
	Impaired working relationship with manager	11%	12%		11%	11%
	Impaired working relationship with co-workers	20%	17%		26%	21%
	Reduced cross-functional communication and collaboration	17%	15%		21%	18%
	Disrupted processes	21%	18%		14%	17%
	Feel less connected to my organization's culture	23%	27%		33%	28%
	Inefficient use of my time use throughout the day/week	16%	10%		12%	13%
	More difficult to coordinate work schedules, tasks, and timelines with my teammates	18%	17%		17%	17%
	Difficult to coordinate shared workspaces (e.g., shared desks, conference rooms, collaboration spaces)	13%	10%		13%	12%
	Fewer opportunities for feedback	14%	17%		17%	16%
	Fewer opportunities for development	10%	7%		10%	9%
	Less recognition for doing good work	15%	17%		15%	15%
	Less access to work resources and equipment	31%	31%		32%	31%
	Unclear expectations and priorities	10%	11%		10%	11%
	Other (please specify):	7%	7%		5%	6%
	Total	667	516	253	878	2314

Copyright @ 2025 Gallup, Inc. All rights reserved.

Managers/Leaders who Manage Remote/Mixed Location Teams	
Q157A_LM: *I trust my team to be productive when they are working from home/remotely.*	
	2025 Q2
Total	725
1 Strongly disagree	2%
2	2%
3	15%
4	28%
5 Strongly agree	54%
Don't know/Does not apply	-
COPYRIGHT: 2025,	

Copyright @ 2025 Gallup, Inc. All rights reserved.

Q235: Who determines your hybrid work schedule?

		Gender		Age1					Education				Generation 1					Current Work Location			Employment Level		
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	High school or less	Some college	College graduate	Post graduate	Traditionalists (1900-1945)	Baby Boomers (1946-1964)	Gen X (1965-1979)	Millennials (1980-1996)	Gen Z (1997 or after)	Exclusively	Hybrid	On-site	Leader	Manager	Individual Contributor
Total	4785	2586	2137	1228	1187	1015	1028	327	153	662	1872	2098	7	654	1591	2088	445	-	4785	-	591	900	2703
My employer or leadership	31.5%	31.1%	32.3%	35.5%	28.9%	29.1%	29.5%	29.4%		32.1%	33.0%	31.8%		28.1%	29.0%	32.8%	33.4%	-	31.5%	-	21.4%	30.0%	34.0%
My direct manager or supervisor	23.6%	22.5%	24.7%	27.3%	22.6%	21.6%	20.6%	14.5%		24.3%	22.4%	19.2%		18.6%	21.5%	21.9%	33.7%	-	23.6%	-	18.4%	23.4%	23.5%
My work team decides together	11.3%	10.8%	11.9%	13.1%	11.7%	9.6%	9.1%	7.5%		11.1%	11.7%	11.2%		9.6%	9.3%	12.1%	13.2%	-	11.3%	-	5.8%	12.1%	11.6%
It is entirely up to me	33.7%	35.6%	31.0%	24.2%	36.7%	39.7%	40.8%	48.6%		32.5%	32.9%	37.8%		43.7%	40.2%	33.2%	19.7%	-	33.7%	-	54.4%	34.4%	30.9%

Q600: Where do the people on your team primarily work?

		Gender		Age1					Education				Generation 1					Current Work Location			Employment Level		
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	High school or less	Some college	College graduate	Post graduate	Traditionalists (1900-1945)	Baby Boomers (1946-1964)	Gen X (1965-1979)	Millennials (1980-1996)	Gen Z (1997 or after)	Exclusively	Hybrid	On-site	Leader	Manager	Individual Contributor
Total	9135	4751	4265	2194	2194	2005	2068	674	350	1577	3676	3532	18	1334	3173	3866	744	2412	4793	1930	923	1551	5651
Most are based out of the same physical location	36.8%	36.6%	36.9%	38.6%	37.7%	34.2%	35.6%	35.4%	34.5%	33.1%	36.5%	41.8%		36.3%	34.2%	37.9%	38.9%	12.9%	39.3%	62.2%	38.1%	36.4%	37.5%
Most are spread across different work locations	47.4%	48.8%	45.7%	45.1%	46.4%	50.7%	50.4%	43.7%	47.6%	50.8%	48.6%	42.8%		44.9%	51.4%	46.7%	43.1%	74.7%	41.2%	26.8%	46.0%	48.5%	46.8%
An even mix of both locations	12.8%	11.8%	14.0%	14.6%	13.0%	12.0%	10.1%	11.2%	12.3%	12.4%	13.1%	12.9%		11.5%	11.1%	13.1%	16.0%	9.0%	16.5%	8.8%	12.9%	14.1%	12.1%
I don't work on a team	3.0%	2.7%	3.4%	1.8%	2.9%	3.1%	4.0%	9.7%	5.6%	3.7%	1.8%	2.5%		7.3%	3.3%	2.3%	2.1%	3.4%	3.1%	2.3%	3.0%	1.0%	3.6%

COPYRIGHT: 2025, GALLUP, INC.

Q234A: Which of the following hybrid arrangements best describes the policies for your work schedule currently? - Selected Choice

		Gender		Age1					Education				Generation 1					Current Work Location			Employment Level		
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	High school or less	Some college	College graduate	Post graduate	Traditionalists (1900-1945)	Baby Boomers (1946-1964)	Gen X (1965-1979)	Millennials (1980-1996)	Gen Z (1997 or after)	Exclusively	Hybrid	On-site	Leader	Manager	Individual Contributor
Total	4786	2581	2142	1229	1189	1014	1026	328	154	658	1871	2103	7	654	1589	2091	445	-	4786	-	593	901	2700
It is entirely up to me how many days AND which specific days I will be on-site each week.	24.8%	28.1%	20.8%	21.0%	25.2%	26.0%	29.9%	35.2%		29.1%	23.5%	25.9%		34.7%	26.8%	24.4%	18.7%	-	24.8%	-	41.6%	28.5%	21.4%
I am required to work a certain number of days onsite each week, but it is entirely up to me which specific days I choose each week.	26.2%	25.5%	26.6%	26.1%	24.6%	28.6%	26.7%	20.5%		27.4%	25.3%	25.4%		23.5%	28.3%	24.9%	26.9%	-	26.2%	-	22.5%	27.4%	26.4%
I am required to work onsite a few specific days each week (e.g., Tuesdays), but other days it is my choice whether or not to work onsite.	26.4%	25.9%	26.9%	30.8%	25.8%	24.2%	20.5%	20.7%		20.4%	29.2%	27.7%		20.0%	22.8%	27.4%	32.3%	-	26.4%	-	17.0%	23.2%	28.9%
I am encouraged (but not required) to work a certain number of days onsite each week, but it is entirely up to me which specific days I choose each week.	6.4%	6.3%	6.5%	7.8%	7.0%	4.7%	4.0%	7.7%		5.0%	7.3%	6.0%		4.7%	4.5%	7.3%	7.7%	-	6.4%	-	5.7%	8.6%	5.6%
I am encouraged (but not required) to work onsite a few specific days each week (e.g., Tuesdays), but other days it is my choice whether or not to work onsite.	5.3%	5.7%	4.9%	5.8%	5.9%	4.8%	4.2%	4.2%		4.8%	4.6%	4.1%		3.4%	4.9%	5.7%	5.8%	-	5.3%	-	7.0%	4.7%	5.3%

Current Work Location

		Gender		Age1					Education				Generation 1					Current Work Location			Employment Level		
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	High school or less	Some college	College graduate	Post graduate	Traditionalists (1900-1945)	Baby Boomers (1946-1964)	Gen X (1965-1979)	Millennials (1980-1996)	Gen Z (1997 or after)	Exclusively	Hybrid	On-site	Leader	Manager	Individual Contributor
Total	9174	4771	4284	2211	2203	2012	2072	676	357	1586	3689	3542	18	1337	3181	3885	753	2420	4817	1937	924	1556	5666
Exclusively	27.8%	26.7%	29.2%	26.7%	29.2%	25.9%	28.7%	34.0%	32.3%	33.7%	27.3%	20.5%		31.6%	26.8%	29.2%	23.5%	100.0%	-	-	19.5%	20.4%	31.5%
Hybrid	51.1%	52.9%	49.0%	54.5%	50.7%	50.1%	47.0%	43.8%	45.9%	42.9%	52.4%	59.3%		45.0%	49.0%	51.4%	56.8%	-	100.0%	-	60.9%	57.2%	46.5%
On-site	21.2%	20.4%	21.8%	18.7%	20.1%	24.0%	24.3%	22.2%	21.8%	23.4%	20.3%	20.2%		23.4%	24.2%	19.4%	19.7%	-	-	100.0%	19.6%	22.3%	22.0%

COPYRIGHT: 2025, GALLUP, INC.

Copyright @ 2025 Gallup, Inc. All rights reserved.