

Q3 2026 Remote Work & WFH Survey

A quarterly study of remote work experience, compensation, wellbeing, job searching, and return-to-office pressure.

FIELD DATES Aug 11, 2026 to Sep 8, 2026	PUBLISHED Sep 8, 2026	QUARTERLY FOCUS Return-to-office pressure
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89.8% PREFER MOSTLY OR FULLY REMOTE	76.3% REPORT HIGHER PRODUCTIVITY	35.6% WOULD SEARCH OR LEAVE AFTER FULL-TIME RTO	3.39/5 AVERAGE WORK-ARRANGEMENT SATISFACTION
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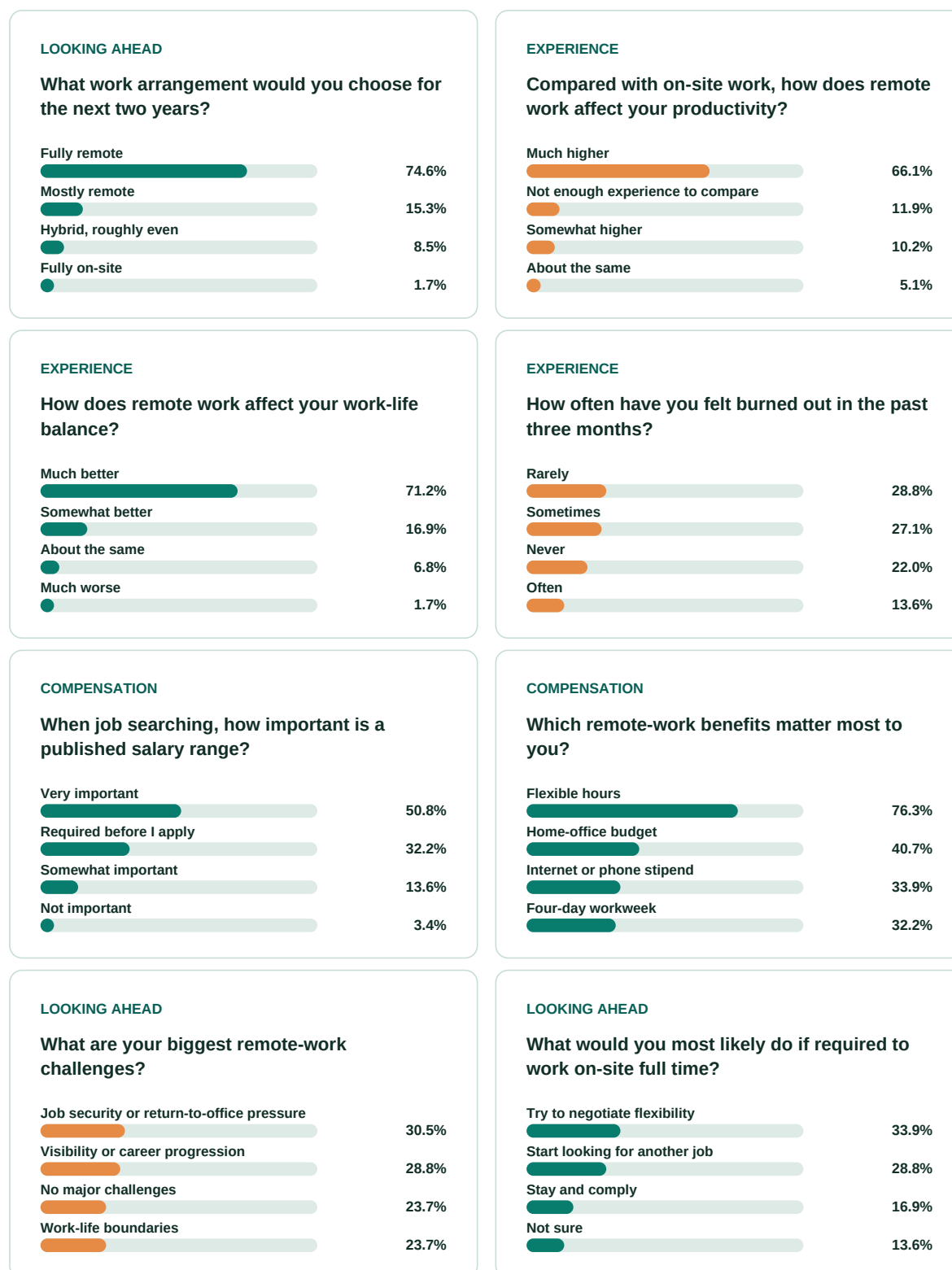
The clearest signals

LOOKING AHEAD What work arrangement would you choose for the next two years? Fully remote (74.6%)	EXPERIENCE Compared with on-site work, how does remote work affect your productivity? Much higher (66.1%)	EXPERIENCE How satisfied are you with your current work arrangement? Average 3.4 out of 5	LOOKING AHEAD What would you most likely do if required to work on-site full time? Try to negotiate flexibility (33.9%)
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[EXPLORE THE INTERACTIVE REPORT AT WFH.TEAM](#)

How remote workers experience work

Response distributions from the published edition. Multi-select questions can total more than 100%.



How remote work operates in practice

Team practices, employer support, job-search tradeoffs, and the three connected measures in this edition's quarterly focus.

TEAM AND CAREER

How effectively does your team work asynchronously?



TEAM AND CAREER

How many hours do you typically spend in scheduled meetings each week?



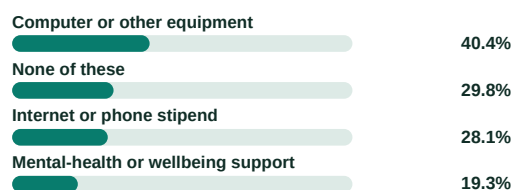
COMPENSATION

What is the largest pay reduction you would accept to remain fully remote?



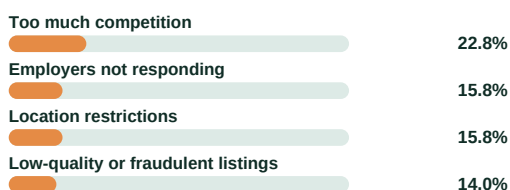
COMPENSATION

Which remote-work support does your employer currently provide?



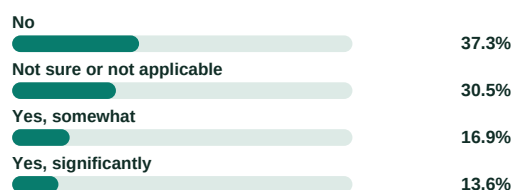
LOOKING AHEAD

What is the biggest obstacle to finding a good remote job?



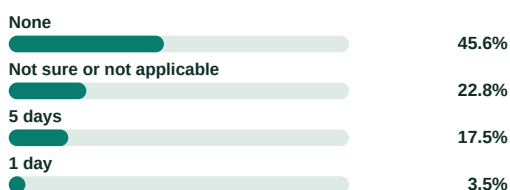
QUARTERLY FOCUS: RETURN-TO-OFFICE

Has your employer tightened in-office requirements during the past year?



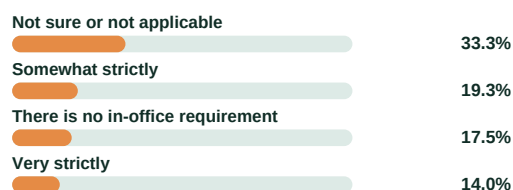
QUARTERLY FOCUS: RETURN-TO-OFFICE

How many days per week are you currently required to work on-site?



QUARTERLY FOCUS: RETURN-TO-OFFICE

How strictly are your employer's in-office requirements enforced?



Every published survey measure

The leading response or average for each question. Open the live report for complete distributions and interactive analysis.

59 ANONYMOUS RESPONSES	29 PUBLISHED MEASURES	Q3 2026 RESEARCH EDITION
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Section	Question	Leading result
YOUR WORK	What best describes your current work situation?	Actively looking for work (33.9%)
	What is your current work arrangement?	Fully remote (55.9%)
	How long have you worked remotely?	1-2 years (22.0%)
	Which role family is closest to your work or target role?	Customer support or success (27.1%)
	How large is your current or most recent employer?	1-49 employees (20.3%)
	Which region do you currently live in?	United States or Canada (40.7%)
EXPERIENCE	How satisfied are you with your current work arrangement?	Average 3.4 out of 5
	Compared with on-site work, how does remote work affect your productivity?	Much higher (66.1%)
	How does remote work affect your work-life balance?	Much better (71.2%)
	How often have you felt burned out in the past three months?	Rarely (28.8%)
	How often does remote work make you feel isolated?	Never (47.5%)
TEAM AND CAREER	How much do you trust your manager or clients to support remote work?	Average 4.1 out of 5
	How effective is communication on your remote or hybrid team?	Average 4.3 out of 5
	How has remote work affected your career growth?	Helped a lot (47.5%)
	How effectively does your team work asynchronously?	Very effectively (45.6%)
	How many hours do you typically spend in scheduled meetings each week?	2-5 hours (40.4%)
COMPENSATION	How has working remotely affected your compensation?	It increased (40.7%)
	When job searching, how important is a published salary range?	Very important (50.8%)
	Which remote-work benefits matter most to you?	Flexible hours (76.3%)
	What is the largest pay reduction you would accept to remain fully remote?	5-10% (29.8%)
	Which remote-work support does your employer currently provide?	Computer or other equipment (40.4%)
LOOKING AHEAD	What are the biggest benefits of remote work for you?	No commute (54.2%)
	What are your biggest remote-work challenges?	Job security or return-to-office pressure (30.5%)
	What work arrangement would you choose for the next two years?	Fully remote (74.6%)
	What would you most likely do if required to work on-site full time?	Try to negotiate flexibility (33.9%)
	What is the biggest obstacle to finding a good remote job?	Too much competition (22.8%)
QUARTERLY FOCUS: RETURN-TO-OFFICE	Has your employer tightened in-office requirements during the past year?	No (37.3%)
	How many days per week are you currently required to work on-site?	None (45.6%)
	How strictly are your employer's in-office requirements enforced?	Not sure or not applicable (33.3%)

Methodology and expanded coverage

How to interpret this edition responsibly, including the new measures added to make the findings more useful for workers and employers.

29 PUBLISHED MEASURES	5 NEW RECURRING MEASURES	3 QUARTERLY FOCUS MEASURES
NEW RECURRING SIGNALS Async effectiveness, weekly meeting load, willingness to trade pay for flexibility, employer-provided remote support, and obstacles in the remote job search.		DEEPER QUARTERLY FOCUS Three connected questions examine return-to-office pressure from policy, lived-experience, and decision-making perspectives.

Methodology and limits

PRIVACY Survey answers do not include names, email addresses, or free-text responses. Participants may separately request a one-time results email; that address is not linked to their answers. Network and browser data are used only to create a one-way duplicate-prevention key and are not stored.	COLLECTION Anonymous public survey responses collected through WFH.team.
INTERPRETATION Results describe survey participants and should not be treated as a representative census of all remote workers.	SEGMENT THRESHOLD Cross-segment findings are withheld when a segment has fewer than 10 responses.
MEASURE AVAILABILITY The questionnaire was expanded during this edition. Newly added measures use their own displayed response counts, which may be lower than the edition's total response count.	

SUGGESTED CITATION

WFH.team. Q3 2026 Remote Work & WFH Survey: Results. Published Sep 8, 2026.

[OPEN LIVE REPORT](#)