Q4 2026 Remote Work & WFH Survey

A quarterly study of remote work experience, compensation, wellbeing, job searching, and location-based compensation.

FIELD DATES	PUBLISHED	QUARTERLY FOCUS
Oct 6, 2026 to Nov 3, 2026	Nov 3, 2026	Location-based compensation

90.1%	74.1%	24.7%	3.53/5
PREFER MOSTLY OR FULLY REMOTE	REPORT HIGHER PRODUCTIVITY	WOULD SEARCH OR LEAVE AFTER FULL-TIME RTO	AVERAGE WORK-ARRANGEMENT SATISFACTION

The clearest signals

LOOKING AHEAD	EXPERIENCE	EXPERIENCE	LOOKING AHEAD
What work arrangement would you choose for the next two years?	**Compared with on-site work, how does remote work affect your productivity?**	**How satisfied are you with your current work arrangement?**	**What would you most likely do if required to work on-site full time?**
Fully remote (66.7%)	Much higher (61.7%)	Average 3.5 out of 5	Try to negotiate flexibility (42.0%)

EXPLORE THE INTERACTIVE REPORT AT WFH.TEAM

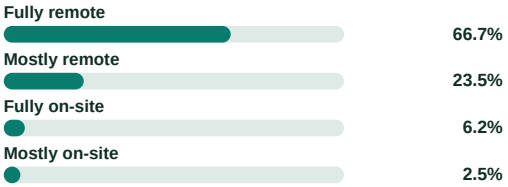
VISUAL FINDINGS

How remote workers experience work

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

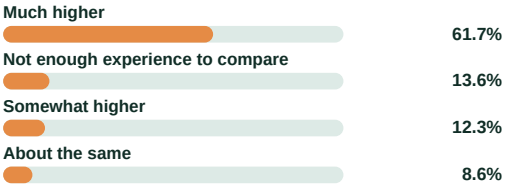
LOOKING AHEAD

What work arrangement would you choose for the next two years?



EXPERIENCE

Compared with on-site work, how does remote work affect your productivity?



EXPERIENCE

How does remote work affect your work-life balance?



EXPERIENCE

How often have you felt burned out in the past three months?



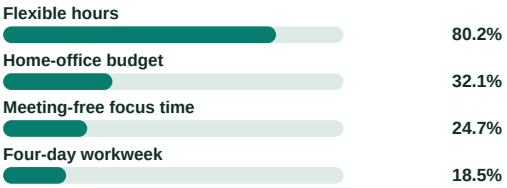
COMPENSATION

When job searching, how important is a published salary range?



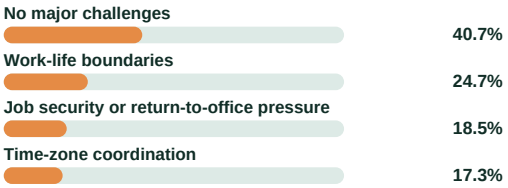
COMPENSATION

Which remote-work benefits matter most to you?



LOOKING AHEAD

What are your biggest remote-work challenges?



LOOKING AHEAD

What would you most likely do if required to work on-site full time?



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?



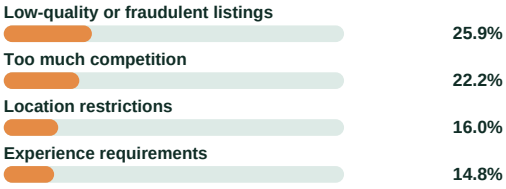
COMPENSATION

Which remote-work support does your employer currently provide?



LOOKING AHEAD

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



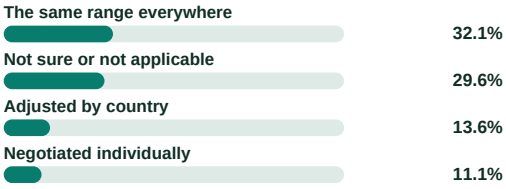
QUARTERLY FOCUS: LOCATION-BASED PAY

Which remote-pay approach feels fairest?



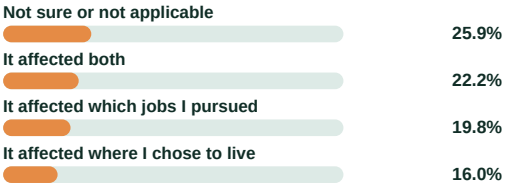
QUARTERLY FOCUS: LOCATION-BASED PAY

How does your current or most recent employer set pay for remote workers?



QUARTERLY FOCUS: LOCATION-BASED PAY

Has location-based pay affected where you live or which jobs you pursue?



COMPLETE FINDINGS

Every published survey measure

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

81	29	Q4 2026
ANONYMOUS RESPONSES	PUBLISHED MEASURES	RESEARCH EDITION

Section	Question	Leading result
YOUR WORK	What best describes your current work situation?	**Actively looking for work (40.7%)**
	What is your current work arrangement?	**Fully remote (53.1%)**
	How long have you worked remotely?	**1-2 years (27.2%)**
	Which role family is closest to your work or target role?	**Customer support or success (18.5%)**
	How large is your current or most recent employer?	**Self-employed (21.0%)**
	Which region do you currently live in?	**United States or Canada (28.4%)**
EXPERIENCE	How satisfied are you with your current work arrangement?	**Average 3.5 out of 5**
	Compared with on-site work, how does remote work affect your productivity?	**Much higher (61.7%)**
	How does remote work affect your work-life balance?	**Much better (70.4%)**
	How often have you felt burned out in the past three months?	**Sometimes (34.6%)**
	How often does remote work make you feel isolated?	**Never (37.0%)**
TEAM AND CAREER	How much do you trust your manager or clients to support remote work?	**Average 3.9 out of 5**
	How effective is communication on your remote or hybrid team?	**Average 4.1 out of 5**
	How has remote work affected your career growth?	**Helped a lot (54.3%)**
	How effectively does your team work asynchronously?	**Very effectively (42.0%)**
	How many hours do you typically spend in scheduled meetings each week?	**Under 2 hours (32.1%)**
COMPENSATION	How has working remotely affected your compensation?	**It increased (37.0%)**
	When job searching, how important is a published salary range?	**Very important (55.6%)**
	Which remote-work benefits matter most to you?	**Flexible hours (80.2%)**
	What is the largest pay reduction you would accept to remain fully remote?	**None (40.7%)**
	Which remote-work support does your employer currently provide?	**Computer or other equipment (35.8%)**
LOOKING AHEAD	What are the biggest benefits of remote work for you?	**Schedule flexibility (49.4%)**
	What are your biggest remote-work challenges?	**No major challenges (40.7%)**
	What work arrangement would you choose for the next two years?	**Fully remote (66.7%)**
	What would you most likely do if required to work on-site full time?	**Try to negotiate flexibility (42.0%)**
	What is the biggest obstacle to finding a good remote job?	**Low-quality or fraudulent listings (25.9%)**
QUARTERLY FOCUS: LOCATION-BASED PAY	Which remote-pay approach feels fairest?	**Same role, same pay everywhere (46.9%)**
	How does your current or most recent employer set pay for remote workers?	**The same range everywhere (32.1%)**
	Has location-based pay affected where you live or which jobs you pursue?	**Not sure or not applicable (25.9%)**

RESEARCH NOTES

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	5	3
PUBLISHED MEASURES	NEW RECURRING MEASURES	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 location-based compensation 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.

SUGGESTED CITATION

WFH.team. Q4 2026 Remote Work & WFH Survey: Results. Published Nov 3, 2026.

OPEN LIVE REPORT