UNITED STATES

Employment enjoyment: Job satisfaction report 2025

Exploring workplace happiness across demographics, industries, and job types

/Research Reality

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Introduction

Do Americans really love their jobs—or are they just clocking in and counting down?

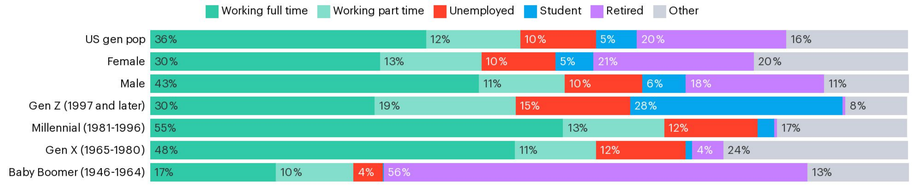
This nationwide report uncovers how full-time and part-time workers across the U.S. feel about their jobs, based on insights from over 12,000 surveys.

It explores satisfaction levels across demographics, job types, industries, and Designated Market Areas (DMAs). From hybrid employees to on-site staff, attitudes about work reveal sharp divides in enthusiasm.

The data also shows a clear pattern: **managers tend to like their jobs more than those they manage**. Whether you're working in manufacturing in New York or healthcare in the DFW Metroplex, this report reveals who's truly engaged, and **who may be quietly quitting.**

Which, if any, of the following options best describes your current employment status?

(% of US adults)



YouGov Profiles: April 28, 2024 - April 27, 2025. Data reflects 52-week moving average (n> 172,000).
Other includes: Permanently disabled, Taking care of home or family, Other, and Prefer not to say.

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Report methodology

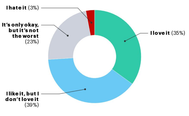
Do Americans like their jobs?

Nearly three-quarters of American workers (74%) love or like their jobs

Just 3% say they "hate" their job

How much do you like your job on a scale of hate to love?

(% of US full-time and part-time employees)



YouGov Profiles: April 28, 2024 - April 27, 2025. (n= 12,000).

Explore more data

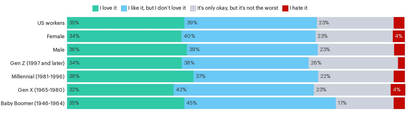
80%

of working Baby Boomers have a positive view of their jobs

Gen X is most likely to hate their job

How much do you like your job on a scale of hate to love?

(% of full-time and part-time employees)



YouGov Profiles: April 28, 2024 - April 27, 2025. US workers (Part-time and full-time): n= 12,000; Female: n= 6,000; Male: n= 6,000; Gen Z (1997 and later): n= 600; Millennial (1981-1996): n= 3,900; Gen X (1965-1980): n= 4,700; Baby Boomer (1946-1964): n= 3,400

Less pride in their work?

Americans with LGBTQ+ identities have more negative views of their jobs

63%

love or like their jobs, compared to

74%

of all US workers

How much do you like your job on a scale of hate to love?

(% of US full-time and part-time employees)

Explore more data

Identify as LGBTQ+ | Straight

I love it
24%
36%

I like it, but I don't love it
39%
38%

It's only okay, but it's not the worst
32%
22%

I hate it
5%
3%

YouGov Profiles: April 28, 2024 - April 27, 2025.
US full-time and part-time workers with LGBTQ+ identity: n= 725

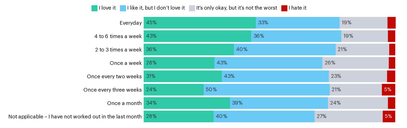
Does working out work out for workers?

45% of Americans who work out every day love their job

Only 28% of workers who don't exercise monthly feel the same

How much do you like your job on a scale of hate to love?

(% of US full-time and part-time employees)



YouGov Profiles: April 28, 2024 - April 27, 2025. Each fitness group: n> 150.

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- The most and least satisfied workers by DMA »
- The most and least satisfied workers by industry »
- Satisfaction differences across the workforce »
- Key takeaways »

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Talk to a researcher

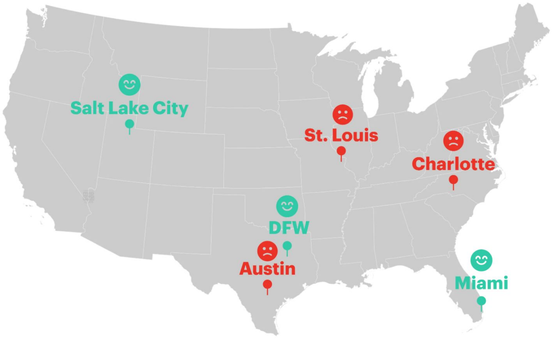
Report methodology

Where are American workers the happiest?

At least half of the workforce in **Salt Lake City, Miami, and DFW** **love** their jobs.

Austin, Charlotte, and St. Louis have the highest percentage of Americans who **hate** their jobs.

Talk to a researcher



How much do you like your job on a scale of hate to love?

(% of US full-time and part-time employees)

Search in table

Designated Market Area (DMA)	I love it	I like it, but I don't love it	It's only okay, but it's not the worst	I hate it
All US workers	35	39	23	3
Atlanta	46	32	21	1
Austin, Texas	24	48	17	11
Baltimore	37	37	18	8
Boston	34	37	25	3
Charlotte	36	39	15	10
Chicago	25	45	27	3
Cleveland	32	40	21	7
Columbus-Oh	19	59	18	4
Dallas - Fort Worth	50	33	15	2
Denver	26	52	15	7
Detroit	17	50	29	5
Harrisburg - Lancaster - Lebanon - York	30	57	13	1
Hartford - New Haven	48	25	22	4
Houston	36	37	24	2
Indianapolis	27	38	29	7
Kansas City	36	40	20	4
Las Vegas	39	39	16	6
Los Angeles	42	33	23	2
Miami - Fort Lauderdale	50	32	17	1
Milwaukee	30	41	25	5
Minneapolis - Saint Paul	31	40	25	4
New York	36	39	24	2
Orlando - Daytona Beach - Melbourne	40	42	16	1
Philadelphia	26	49	22	3
Phoenix	27	32	39	2
Pittsburgh	25	48	23	4
Portland-Or	31	39	27	4
Raleigh - Durham	35	45	20	1
Sacramento - Stockton - Modesto	38	32	25	5
Saint Louis	36	44	10	10
Salt Lake City	51	25	22	2
San Diego	33	29	37	1
San Francisco - Oakland - San Jose	43	38	17	1
Seattle - Tacoma	48	33	16	4
Tampa - Saint Petersburg	23	37	36	4
Washington Dc	34	34	29	3

Data reflects 52-week moving average (n> 100 per DMA).

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YouGov Profiles: April 28, 2024 - April 27, 2025

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The most and least satisfied workers by industry »

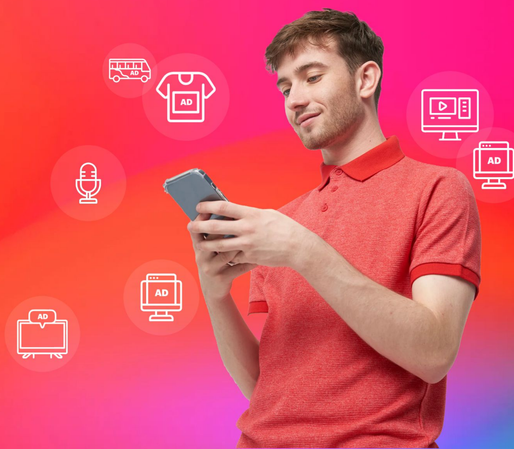
Satisfaction differences across the workforce »

Key takeaways »

Build a complete picture of your brand

Gain access to real-world data and expertise in market research, powered by reality – from real people, in real time. Get unsurpassed data accuracy, without the distortions and biases that often compromise research data. We're here to help you generate insights that lead to better decisions and keep you ahead of the competition.

Start your audience analysis



Which industries have the happiest workers?

89%

of the workforce in Agriculture, Forestry, Fishing and Hunting “love” or “like” their jobs, the highest of any industry.

Wholesale trade and Insurance have the highest percentage of workers who hate their jobs (8%).

Talk to a researcher

How much do you like your job on a scale of hate to love?

(% of full-time and part-time employees)

Search in table

Job satisfaction by industry	I love it	I like it, but I don’t love it	It’s only okay, but it’s not the worst	I hate it
All US workers	35	39	23	3
Agriculture, Forestry, Fishing and Hunting	59	30	11	0
Arts, Entertainment, and Recreation	45	31	22	2
Construction	49	33	16	2
Education	36	42	20	2
Engineering, Computer-Related Design, and Architecture	47	33	19	0
Finance, Accounting, and Consulting	36	38	21	5
Government	29	45	22	4
Health Care and Social Assistance	37	42	19	2
Insurance	23	47	22	8
Law and Legal Services	29	49	19	3
Maintenance and Repair Services	30	50	16	4
Manufacturing	39	38	20	3
Media, Communications, and Digital Entertainment	46	32	19	4
Mining, Oil and Gas Extraction, and Utilities	32	42	25	1
Non-profit, Community, Religious and Social Service Organizations	36	41	21	2
Personal Care and Services	48	37	15	0
Real Estate, Rental, and Leasing	31	43	24	2
Research	35	40	23	2
Restaurant, Travel and Lodging	24	42	30	4
Retail Trade	22	41	31	5
Transportation and Warehousing	22	46	30	3
Wholesale Trade	29	28	35	8

Data reflects 52-week moving average (n> 100 per industry).

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YouGov Profiles: April 28, 2024 - April 27, 2025

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Satisfaction differences across the workforce »

Key takeaways »

Your audience

Female | 25-34 | New York | PhD | Engaged

Uncover what really drives your customers

Build a portrait of your consumers’ entire world with unrivaled granularity using our audience intelligence solutions. From hobbies and interests to the media they consume, choose from millions of data points to understand and target your perfect audience.

Start your audience analysis

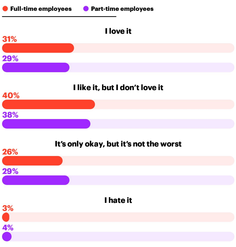
What job functions and features make workers happiest?

Full-time workers are slightly more satisfied than part-time employees with their jobs.

71%
of full-time workers love or like their jobs, compared to

67%
of part-time employees

How much do you like your job on a scale of hate to love?



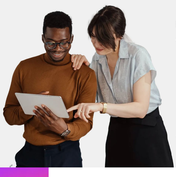
YouGov Profiles. April 28, 2024 - April 27, 2025. US full-time employees. n= 10,000. US part-time employees. n= 2,500.

On-site or distributed? Workers say... both!

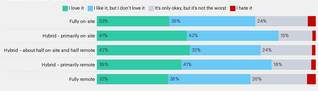
42%
of workers who work **half on-site and half remote** love their jobs, compared to

33%
of **fully on-site** workers and

32%
of **fully remote workers**



How much do you like your job on a scale of hate to love?

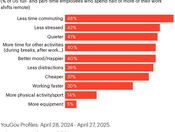


YouGov Profiles. April 28, 2024 - April 27, 2025 (n= 675 per worksite type).

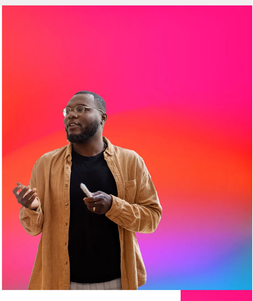
"Less time commuting" is the top benefit for remote workers (48%)

42% on remote workers cite less stress, and 41% appreciate the relative quietness.

Thinking about work, which of the following benefits, if any, do you get working remotely? Please select all that apply.



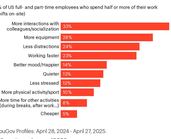
YouGov Profiles. April 28, 2024 - April 27, 2025.
US remote workers: n= 3,500.



Seeing co-workers face-to-face is the top benefit of working on-site

33% of office workers appreciate "more interactions with colleagues/socialization."

Thinking about work, which of the following benefits, if any, do you get working in an office? Please select all that apply.

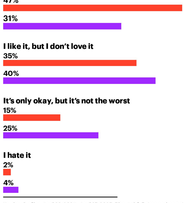


YouGov Profiles. April 28, 2024 - April 27, 2025.
US on-site workers: n= 10,000

Managers are 54% more likely to "love" their jobs than individual contributors

47% of managers say they love their jobs, vs 31% of those without managerial status.

How much do you like your job on a scale of hate to love?

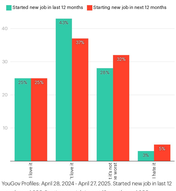


YouGov Profiles. April 28, 2024 - April 27, 2025. Filter: US full-time and part-time employees.
Management: n= 3,500. Individual contributors: n= 8,800.

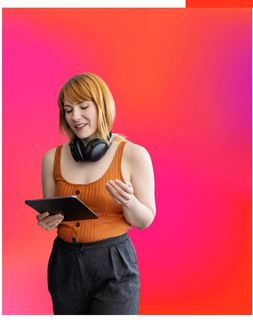
Grass is greener on the other side?

68% Americans who started a new job in the last 12 months love or like their jobs, vs 62% who plan to start a new one this year.

How much do you like your job on a scale of hate to love?



YouGov Profiles. April 28, 2024 - April 27, 2025. Started new job in last 12 months: n= 1,300. Starting new job in next 12 months: n= 1,200.



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Key takeaways >

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Key takeaways

Talk to a researcher

Employment enjoyment:

Nearly three-quarters of American workers (74%) say they love or like their jobs

Working out is working out:

Daily exercisers are 61% more likely to love their jobs than workers who don't exercise

The happiest workers:

Salt Lake City (50%) and the Agriculture, Forestry, Fishing and Hunting industry (59%) workers have the highest percentage of job lovers

The unhappiest workers:

Workers in Austin, TX (11%) and the Wholesale Trade and Insurance industries (8% each) have the most job haters

Hybrid and happy:

Job satisfaction is consistent between on-site and remote employees, but highest among hybrid workers

Managers more satisfied:

US workers with managerial status are 54% more likely to say they love their jobs than their employees

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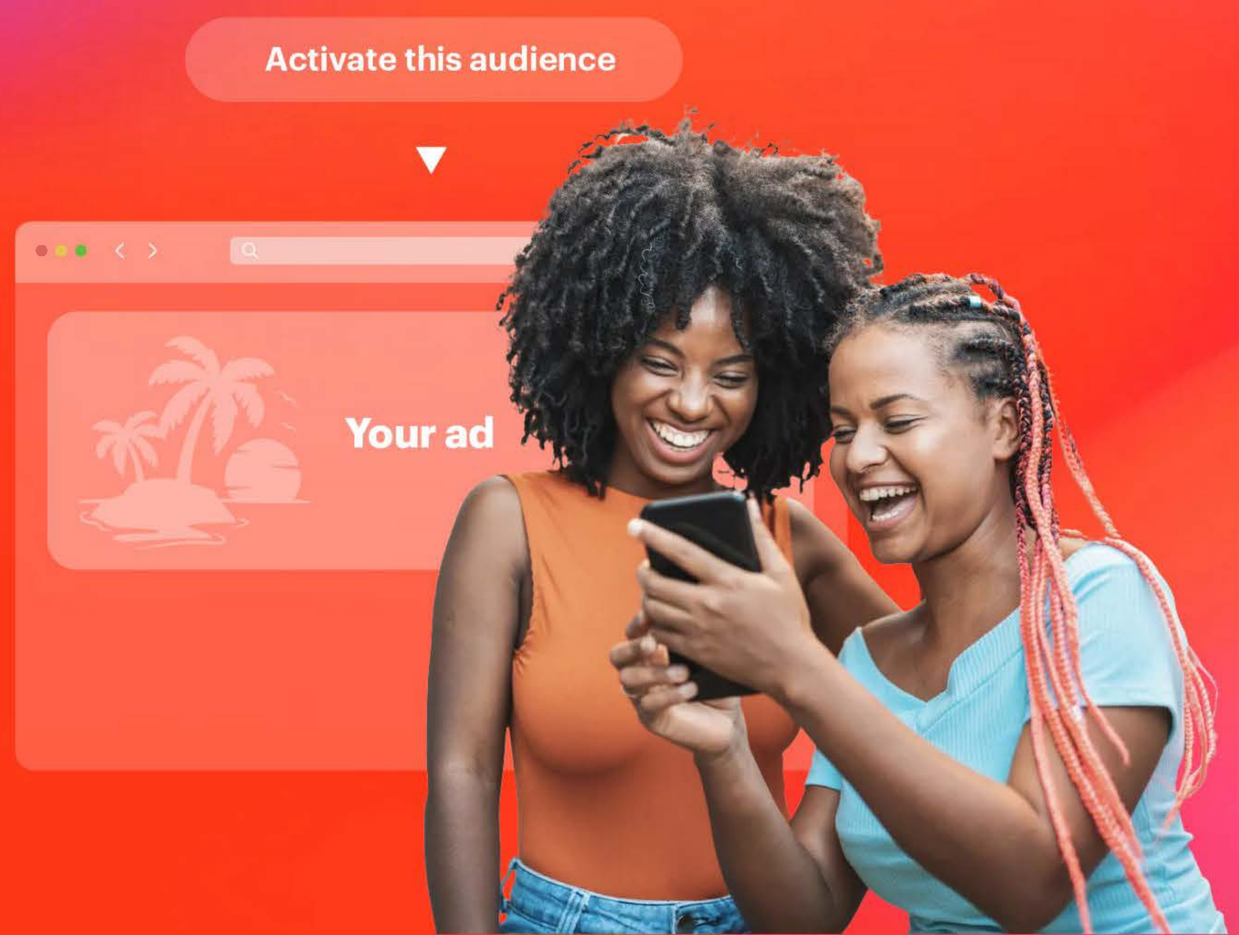

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Report methodology

The insights in this report have been sourced via YouGov Profiles – an ever-growing source of living consumer data, with 2+ million data variables from YouGov's 29+ million global panel members.

The data in this analysis reflects a 52-week rolling average, specifially covering April 28, 2024 through April 27, 2025.

The target group "US workers" refers to the 48% of Americans who work full-time or part-time, as displayed on page one of the report.

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