"A quarter of American workers are unmotivated or indifferent about their current jobs"
As the average American workweek tops 47 hours, it makes sense that Americans are increasingly mindful of the quality of their jobs and their happiness as this is where they spend a majority of their waking hours. Work-life balance, career fulfillment and sense of purpose are all important topics that employees are expecting employers to take seriously. For our 2016 Industry & Productivity Perspectives Report, we explored the attitudes of working American adults on their sentiments towards their current jobs, possible plans to change jobs as well as the quality of business communication available at their workplaces.

After polling a nationally representative sample of working American adults, we found one in nine American professionals reported that they will definitely change jobs in 2016 and, of this amount, half are millennials. Additionally, over a quarter of Americans are unhappy, unmotivated, not stimulated or indifferent towards their current job. Our report delves in deeper to uncover which industries have the happiest and satisfied employees and which have the unhappiest and unsatisfied employees.

Furthermore, our findings revealed employees considered common workplace communication methods such as email and meetings time-wasters. As organizations move towards efficiency and a more integrated work culture, leaders will have to rethink the tools that will best serve their needs, in order to keep a happy, productive and fulfilled workforce.
Which ONE of the following statements BEST describes your feelings about your current job?

- **25%** I am extremely happy, motivated, and stimulated by my job
- **42%** I am somewhat happy, motivated, and stimulated by my job
- **13%** I am indifferent to my job
- **9%** I am somewhat unhappy, and feel unmotivated, bored, and stifled by my job
- **7%** I am extremely unhappy, and feel unmotivated, bored, and stifled by my job
- **4%** Don’t know
Which ONE of the following statements BEST describes your feelings about your current job?

- I am extremely happy, motivated, and stimulated by my job
- I am somewhat happy, motivated, and stimulated by my job
- I am indifferent to my job
- I am somewhat unhappy, and feel unmotivated, bored, and stifled by my job
- I am extremely unhappy, and feel unmotivated, bored, and stifled by my job
- Don’t know
Which, if any, of the following do you feel your employer does not fully value? Please select all that apply.

- Collaboration Among Team Members: 14%
- An Innovative Working Culture: 15%
- My Ability to Work Independently: 21%
- My Ability to Manage Projects or Tasks: 18%
- My Creativity: 15%
- My Ideas: 20%
- Other: 9%
- Not Applicable: 44%
Which, if any, of the following statements would you use to describe the process your employer follows for communicating with new employees in order to get them up to speed? Please select all that apply.

- Lots of pointless meetings that don’t achieve anything (23%)
- Lots of useful meetings that achieve a lot (14%)
- They provide a cookie-cutter-type manual to the new employee (13%)
- They leave the new employee to figure things out on their own (21%)
- They make a big effort to help the new employee feel like part of the team (22%)
- They make no effort to help the new employee feel like part of the team (33%)
- Don’t know (12%)
- 14%
- 13%
- 21%
- 22%
- 33%
- 12%
If you receive at least one irrelevant email every day, approximately what percentage of the work emails you receive do you consider irrelevant to you?

- 1 to 20: 33%
- 21 to 40: 18%
- 41 to 60: 20%
- 61 to 80: 16%
- 81 to 100: 14%
Thinking ahead to next year...
Which ONE of the following statements BEST describes your plan to change jobs in 2016?

- I will definitely be changing jobs in 2016
- I will most likely be changing jobs in 2016
- I may change jobs in 2016
- I will look around speculatively at other jobs in 2016, but may not change jobs
- I don’t intend to change jobs in 2016
- Don’t know

Pie chart showing the distribution of responses:
- I will definitely be changing jobs in 2016: 9%
- I will most likely be changing jobs in 2016: 11%
- I may change jobs in 2016: 10%
- I will look around speculatively at other jobs in 2016, but may not change jobs: 13%
- I don’t intend to change jobs in 2016: 15%
- Don’t know: 42%
Research methodology

Bolste commissioned YouGov PLC—a third party, professional research and consulting organization—to poll the views of a representative sample. All figures, unless otherwise stated, are from YouGov PLC. Total sample size was 2,766 adults, 1,495 of whom are in work. Fieldwork was undertaken between November 17-20, 2015. The survey was carried out online. The figures have been weighted and are representative of all US adults (aged 18+).