

Out of Office Culture

4th of July Edition

June 2024 • The Harris Poll Thought Leadership Practice





Methodology

This report is based on a custom survey that was conducted online within the United States by The Harris Poll between May 31 to June 2, among 2,117 adults aged 18 and over, including 1,274 employed American workers.

This research comprises of 324 Gen Z (ages 18-27), 545 Millennials (ages 28-43), 542 Gen X (ages 44-59), and 706 Boomers (ages 60 and older). This research is also broken down by July 4th vacation time, with 173 American workers who work on July 4th, 813 American workers who have off just for July 4th, and 100 American workers who have the entire week of July 4th off. This research also comprises of 273 Remote employees (work 100% from home), 331 Hybrid employees (work a mixture of in the office and at home), and 660 In-person employees (work 100% from the office).





Executive Summary

While 75% of Americans say, **“I look forward to the July 4th break every year”**, many, especially Gen Z and Millennials, have to do it quietly. Over half of Gen Z + Millennials (56%) and managers (55%) have **‘quiet vacationed’** during the July 4th holiday week in the past.

What do Gen Z + Millennials want going into the 4th of July week?

Full-week shutdowns:

- 61% of Gen Z + Millennial workers believe that **“Employers should shut down their organizations for the whole week of July 4th.”** *(compared to 32% Gen X + Boomers)*
- Over half (56%) of Gen Z + Millennial workers believe that **“Working during the week of July 4th should be taboo in work culture.”** *(compared to 33% Gen X + Boomers)*
- Over half (53%) of Gen Z + Millennial workers say, **“I barely get any work done around July 4th.”**
- Gen Z + Millennial employees say the week off would make them more productive, inspire them to put in more effort into their work, and take on more responsibility in the workplace

Trade-offs are on the table:

- 62% of Gen Z + Millennials workers **would make trade-offs for their workplace to be closed for a week** around July 4th *(compared to 29% Gen X + Boomers)*
- A third of Gen Z + Millennials workers (33%) would take a salary cut if their company closed for the whole week of July 4

What’s the reality of PTO during the 4th of July week?

- 22% of employers are open on the 4th of July
- Only 34% of employees get more than one day off during the week of 4th of July
- Only 10% of American workers say their employer is closed for the entire week of July 4th (July 1st to July 7th)



The July 4th holiday is a highly anticipated break for most American workers, as almost half plan their vacations around it

75%

American Workers

“I look forward to the July 4th break every year.”

78% Parent | 71% Non-Parent

44%

American Workers

“I always plan my vacations around July 4th.”

20% Not Employed



Many employed Americans, especially younger workers and managers, have a reputation for 'quiet vacationing' during the week of July 4th

48%

American Workers

"I have **'quiet vacationed'** around the July 4th holiday in the past."¹

56% Gen Z + Millennials
35% Gen X + Boomer

55% Manager
37% Non-Manager

58% Millennials
54% Gen Z

45%

American Workers

"I **barely get any work done** around July 4th."

53% Gen Z + Millennials
34% Gen X + Boomer

52% Manager | 33% Non-Manager

54% Millennials
52% Gen Z
51% Hybrid
49% \$100K+

JULY03. How much do you agree or disagree with the following? | 1= (i.e., did not ask my manager to take time off, but was not working anyway). (Employed; n=1,274)

JULY04. If you were to be completely honest, what sentence best fits how your "out of office" message / automatic response email would read for the week of July 4th? (Employed; n=1,274)



Over half of younger workers want employers to shut down business for the entire week surrounding July 4th — something only 10% are currently doing

THE ASPIRATION

61%

Gen Z + Millennial Workers

“Employers should shut down their organizations for the whole week of July 4th.”

32% Gen X + Boomer

49% Employed (Total)
22% Not Employed

56%

Gen Z + Millennial Workers

“Working during the week of July 4th should be taboo in work culture.”

33% Gen X + Boomer

46% Employed (Total)
24% Not Employed

THE REALITY



Only 10%

of American workers say their employer is closed for the entire week of July 4th (July 1st to July 7th)



Time > Money: Six in 10 Gen Z + Millennial workers would make tradeoffs for their workplace to close that week, a third would even take a salary cut

62%

of Gen Z + Millennials workers **would make trade offs for their workplace to be closed for a week** around July 4th

47% Total Employed
29% Gen X + Boomers

72% Gen Z
57% Millennials

Trade offs **Gen Z + Millennial** workers would make for their workplace to close the week around July 4th

A percentage of my salary	33%
Access to certain company perks or benefits	27%
A portion of my annual bonus	19%
Temporary freeze on salary increases	13%
Temporary freeze on promotions	11%
None of the above	38%

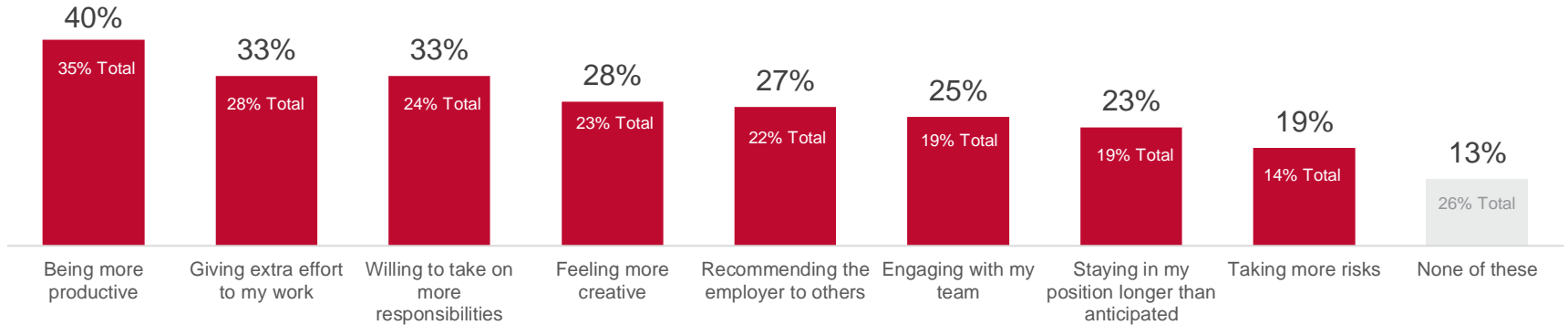
21% would trade 10% of their salary

12% would trade 5% of their salary



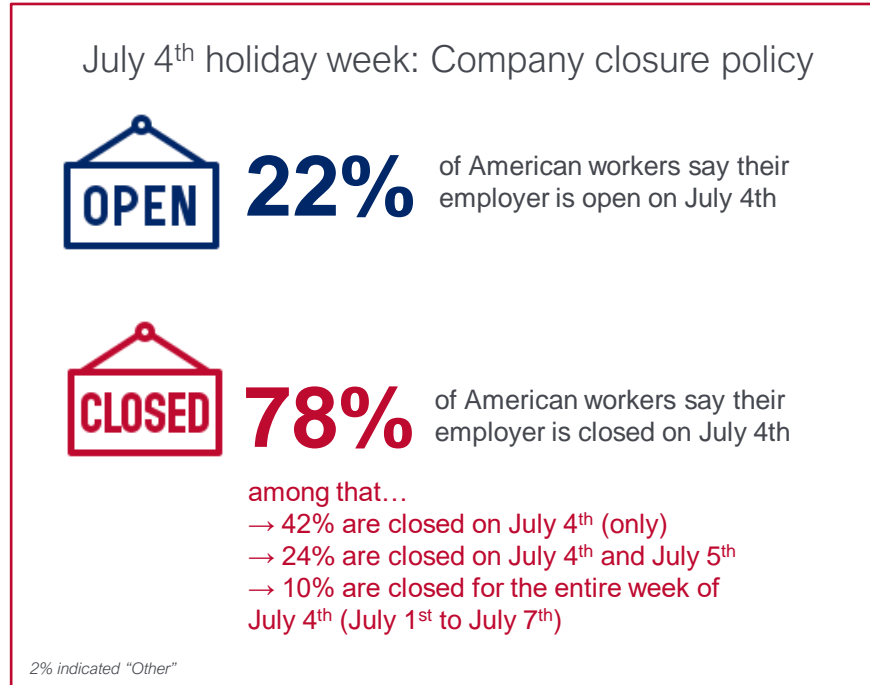
A win-win? The week off would inspire the vast majority of Gen Z and Millennial workers to be more engaged at work — four in 10 would be more productive

The impact of a company-wide week off around July 4th on **Gen Z and Millennials** in the workplace





Holiday Shutdown: Only 34% of employees get more than one day off during the week of 4th of July



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