



New, third-party research sheds light on job seeker trends for the second half of 2024.



THE IMPACT OF AN HONEST WORKPLACE

In the current job market, many believe that honesty is advantageous for both employees and employers. However, they also recognize that excessive honesty can negatively impact productivity or reputation. A significant 89% of U.S. job seekers think that a work environment where employees and managers can be truthful with each other is critical to a company's success.



96% of job seekers consider it at least somewhat important that they feel they can be honest with their new manager when considering a new job, with 36% saying it's absolutely essential.

IMPROVING WORKPLACE PRODUCTIVITY THROUGH HONESTY

Many U.S. job seekers report positive impacts they experienced or observed first-hand when employees are able to speak honestly at work, and negative impacts when employees are not able to speak honestly at work.

Top 5 Results When Employees Are vs. Are Not Able to Speak Honestly at Work

US Job Seekers

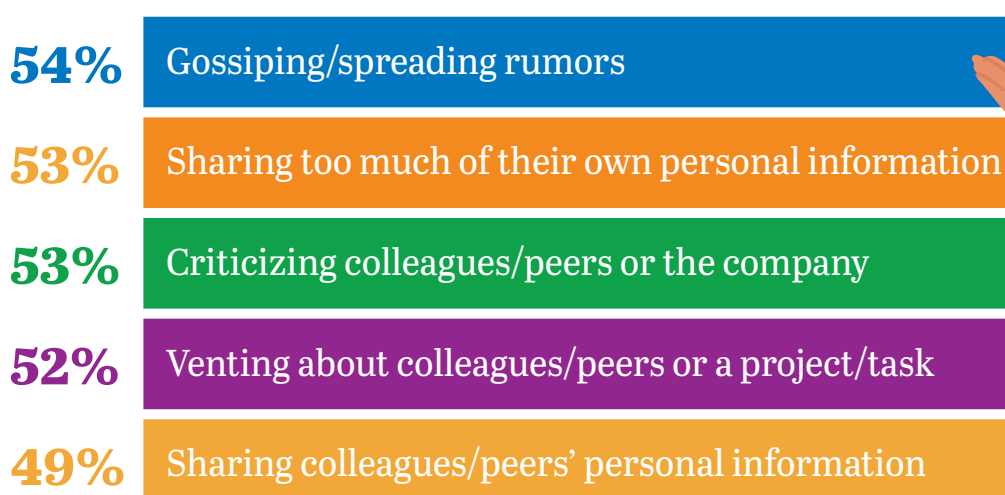
Are Able to Speak Honestly

Are Not Able to Speak Honestly



AVOID CROSSING THE LINE OF BEING "TOO HONEST"

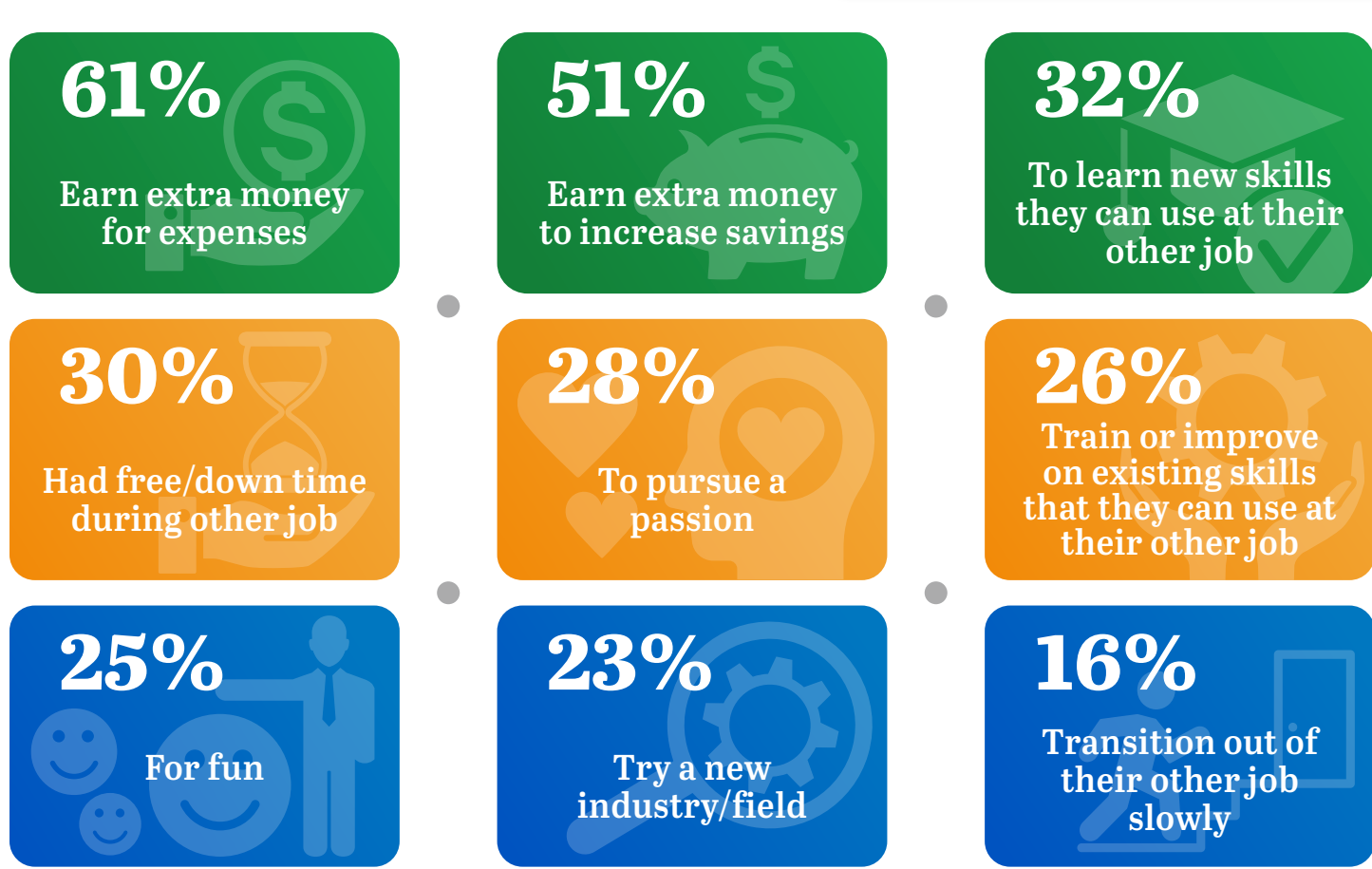
Job seekers recognize the value of transparency at work, but also understand the importance of not crossing the line of being "too honest" by:



OPENNESS ABOUT SIDE GIGS IS IMPORTANT TO PRODUCTIVITY

Fifty-seven percent of job seekers believe employees should be allowed to work a side hustle/side gig during company time if it doesn't impact their productivity for the work they do with the company.

47% of job seekers would be likely to work a side gig during company time if they thought they could get away with it.



Notably, most companies do not seem to be prepared to deal with the scenario of their employees working a side gig during company time. Only 36% of employed job seekers report their company's code of conduct or policies prohibit employees from working more than one job during company time, and 22% are not sure whether their company's code of conduct or policies prohibit employees from working more than one job during company time.

The Job Seeker Report research was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from May 28–June 10, 2024, among 1,002 adults ages 18 and older who are employed but looking for a new job, or not employed and looking for work ("Job seekers"). Data are weighted where necessary by age by gender, race/ethnicity, region, education, marital status, household size, employment status, household income and propensity to be online to bring them in line with their actual proportions in the population. For complete survey methodology, including weighting variables and subgroup sample sizes, please contact Communications@ExpressPros.com.



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