LOVE IS IN THE AIR... AND AT WORK

X

Over the past year ...



had a **crush** on a co-worker.



went on a date with a co-worker.



matched with a co-worker on an online dating app.

How does a workplace romance affect employees' professional lives?:

Most U.S. workers currently in a relationship say it has had a positive or extremely positive effect on their:

> **85**% Overall mood at work:

> 83% Motivation at work:

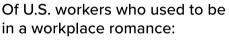
Sense of belonging 83% at work:

Commitment to 81%

their organization:

80% Work-life balance:

What happens when the relationship ends?





continued to work with their ex after the relationship ended.



left a job they left a job they liked because of the breakup.



stayed longer at a job they disliked because of the relationship.



How are workplace romances unveiled?

Several workers who are or have been in a workplace romance say their relationship was outed by someone else at work.

22% said someone formally reported their relationship to the employer.

31% said someone else made their relationship public, even if it wasn't reported.

Among all U.S. workers:

9% even admit to reporting others' workplace romances.

How should employers respond?

The majority of U.S. workers agree that their employer:

should not have a policy that prohibits workplace romances.

but should provide guidelines on handling workplace romances to employees.

How common are platonic "work spouse" relationships?

About a third (34%) of U.S. workers share a close, emotionally intimate but platonic relationship with a co-worker or business associate. Of these people:

have feelings toward their "work spouse."

> feel they have to hide their relationship with their "work spouse" from their significant other.

Was the relationship worth it?

Of U.S. workers who used to be in a workplace romance:



74% said the relationship was worth it.





would **not**

26% said the relationship wasn't worth it.





would not

Methodology

A sample of 1,073 U.S. workers was surveyed from January 3 to January 4, 2024, using a third-party online panel. All workers are paid employees of an organization. Data is unweighted.

