

OPEN RESEARCH · QUESTIONNAIRE

The Geo-Flexibility Study 2026

The full questionnaire, the routing, the quality rules and the analysis decisions, published so that anyone quoting a figure can check the wording that produced it.

WHAT'S INSIDE

- Why this document exists
- What respondents were told
- All 36 questions with every answer option
- Routing and the two-minute variant
- Quality rules and exclusions
- How results will and will not be described

Instrument geoflex-2026 · version 1.2

enroutejobs.com/publications

Why a questionnaire is published

Question wording changes answers. "Would you like to travel more?" and "Is your job what stops you travelling more?" measure different things and will produce different headlines from the same people. A survey result quoted without its wording cannot be checked, which is why most survey PR cannot be checked.

So the instrument is published in full, before the results, alongside the analysis decisions made in advance. Anyone who wants to disagree with a figure can see exactly what was asked, in what order, to whom, and what was excluded before counting. The anonymised dataset is published with the results for the same reason.

AT A GLANCE

36 questions across **8** sections

15 in the two-minute version used on social channels

7 minutes for the full version

Fielded from 2026-09-15

36

QUESTIONS
full version

15

QUESTIONS
short version

14

REQUIRED
the rest may be skipped

8

SECTIONS

01

What respondents were told

Shown in full before the first question, with an explicit agreement step.

This is an independent research survey run by EnRoute Jobs about how much freedom people have over where they live and work. It takes about seven minutes. There is a two-minute version if you are short of time.

Your answers are anonymous. We do not ask for your name, your employer, or your IP address. If you give us an email address at the end it is stored separately from your answers, used only to send you the results or to arrange an interview, and never sold or published.

Results will be published as aggregate statistics and anonymous quotes. No individual answer will ever be published in a way that could identify you.

You must be 18 or over. You can stop at any point and nothing is saved until you reach the end of a page. To have your response removed afterwards, email research@enroutejobs.com with the reference number shown at the end.

THE AGREEMENT

I am 18 or over and I agree to my anonymous answers being used in published research

How anonymity is kept, structurally

Answers and email addresses are written to two different tables with no key joining them and no shared identifier. An email is collected only if the respondent asks for the results or offers an interview. Interview recruitment therefore works by writing to everyone who offered, not by selecting people from their answers, which is the only arrangement under which the promise on the consent screen is literally true.

No name, employer or IP address is stored. A coarse, salted hash of request attributes is kept for duplicate detection; it drops the host portion of the network address before hashing, so a whole subnet shares one value and it cannot be reversed to an address.

02

About your situation

Three quick questions so we ask you the right ones.

S1

How old are you?

You must be 18 or over to take part, as agreed on the previous page.

Choose one

Required

In the 2-minute version

1. 18_24 18 to 24
2. 25_34 25 to 34
3. 35_44 35 to 44
4. 45_54 45 to 54
5. 55_64 55 to 64
6. 65p 65 or over

S2

Which country do you currently live in?

Where you are based most of the year, not your citizenship.

Choose one

Required

In the 2-minute version

A fixed list of 71 countries plus "Somewhere else", so that four spellings of one country do not become four weighting cells.

S3

Which best describes your current work situation?

Choose one

Required

In the 2-minute version

1. ft Employed full time
2. pt Employed part time
3. self Self-employed, freelance or contractor
4. seasonal Seasonal or temporary work
5. multi More than one job or income source
6. student Student
7. unemp Not working but looking
8. not_looking Not working and not looking
9. retired Retired

03

How you work

About your main job or main source of income.

SECTION ROUTING

Shown only if **S3** is ft, pt, self, seasonal, multi. A respondent who does not match never sees these questions, rather than reading "not applicable" repeatedly.

A1

Which best describes where you work from?

Pick the one closest to your main job today, however you got there.

Choose one

Required

In the 2-minute version

1. `onsite_fixed` Fully on-site at a fixed place, every working day
2. `onsite_mobile` On-site but the place changes (client sites, vehicles, venues)
3. `sponsored_abroad` On-site abroad, on a visa or work permit my employer sponsored or arranged
4. `hybrid` Hybrid: some days at home, some days on-site
5. `remote_local` Fully remote, but I must live within a set country or region
6. `remote_anywhere` Fully remote, and I can live anywhere
7. `seasonal_move` Seasonal work that moves me somewhere for part of the year
8. `freelance_anywhere` Freelance or self-employed, and location independent
9. `freelance_tied` Freelance or self-employed, but tied to a place

A2

Which field is your work in?

Choose one

Required

In the 2-minute version

1. `software` Software, IT and data
2. `design` Design and creative
3. `marketing` Marketing, content and communications
4. `sales` Sales, customer success and support
5. `finance` Finance, accounting and legal
6. `people` HR, recruiting and operations
7. `health` Healthcare and social care
8. `education` Education and training
9. `hospitality` Hospitality, tourism and food
10. `retail` Retail and e-commerce
11. `trades` Construction, trades and manufacturing
12. `transport` Transport, logistics and delivery
13. `public` Government, public sector and non-profit
14. `science` Science, engineering and research
15. `media` Media, journalism and entertainment
16. `other_field` Something else

A3

How many people work at your organisation?

Choose one

Optional

Asked only if S3 is ft, pt, seasonal, multi

1. `1_9` Under 10
2. `10_49` 10 to 49
3. `50_249` 50 to 249
4. `250_999` 250 to 999
5. `1000p` 1,000 or more
6. `dk` Not sure

A4

How are you engaged?

This changes what an employer can and cannot allow, so it matters more than people expect.

Choose one

Optional

1. `employee` Employee of the organisation
2. `eor` Employee through an employer of record or umbrella company
3. `contractor` Contractor or freelancer, I invoice them
4. `agency` Through an agency or staffing firm
5. `owner` I own the business
6. `dk_engage` Not sure

A5

How many days a month could you work from somewhere else without asking permission?

Somewhere else means a different city or country, not a different room.

Choose one

Required

In the 2-minute version

1. `0` None. I have to be where I am
2. `1_2` 1 or 2 days
3. `3_5` 3 to 5 days
4. `6_10` 6 to 10 days
5. `11p` More than 10 days
6. `unlimited` As many as I like, nobody checks
7. `dk_days` I genuinely do not know

A6

When do you have to be online or present?

Choose one

Optional

1. `fixed_shift` Fixed hours or shifts, set by someone else
2. `core_hours` Core hours I must cover, the rest is flexible
3. `overlap` A number of overlap hours with a team, my choice when
4. `async` No set hours at all, the work just has to get done

04

Travel, and what you want

The heart of the study. Please answer for how things actually are, not how you would like them to sound.

B1

In the last 12 months, roughly how many nights did you spend away from home, more than 100 miles or 160 km away?

Any reason: holiday, family, work trips, working from elsewhere.

Choose one

Required

In the 2-minute version

1. ☐ None
2. ☐ 1 to 7 nights
3. ☐ 8 to 14 nights
4. ☐ 15 to 30 nights
5. ☐ 31 to 60 nights
6. ☐ 61 to 120 nights
7. ☐ More than 120 nights
8. ☐ I do not really have a fixed home

B2

Which one of these sounds most like you?

The single most important question in the survey. Take a second over it.

Choose one

Required

In the 2-minute version

1. ☐ I want to travel more, and my job is what stops me
2. ☐ I want to travel more, but the obstacle is money, family or health, not my job
3. ☐ I want to travel more, and both my job and my circumstances are in the way
4. ☐ I am happy travelling on my vacation time. I do not need more
5. ☐ I already live and work where I want. Nothing is stopping me
6. ☐ Travelling more is not something I want

B3

If your job let you work from anywhere in the world for up to eight weeks a year, would you use it?

Choose one

Required

In the 2-minute version

1. ☐ Yes, I would use all eight weeks
2. ☐ Yes, I would use some of it
3. ☐ Maybe, but I am not sure I would get around to it
4. ☐ No, I would not use it
5. ☐ I already have this

B4**Would you take a pay cut for complete freedom over where you live and work?**

Assume the job itself is otherwise the same.

Choose one

Required

In the 2-minute version

1. `none` No. I would not give up any pay for it
2. `1_5` Yes, up to 5% of my pay
3. `6_10` Yes, 6% to 10%
4. `11_20` Yes, 11% to 20%
5. `21p` Yes, more than 20%
6. `need_more` I would actually need more money, not less, to live that way
7. `have_it` I already have it and did not pay for it

B5**Has where you have to be ever changed a job decision? Tick all that have happened to you.**

Choose all that apply

Optional

1. `turned_down` I turned down a job offer because of where it required me to be
2. `left` I left a job because of where it required me to be
3. `stayed` I stayed in a job I would have left, because it let me be where I wanted
4. `took_less` I took less money for a job that gave me more location freedom
5. `moved_for` I moved country for a job
6. `none_b5` None of these (*clears the others*)

B6**Have you ever worked from another country without telling your employer?**

Anonymous, and genuinely useful. Plenty of people have.

Choose one

Optional

Asked only if S3 is ft, pt, multi, seasonal

1. `yes_days` Yes, for a few days
2. `yes_weeks` Yes, for weeks or longer
3. `considered` No, but I have considered it
4. `no` No, and I would not
5. `no_need` No need. My employer already allows it
6. `pnts_b6` Prefer not to say

C1

What is the single biggest thing stopping you working while travelling, or living where you would prefer?

Choose one

Required

In the 2-minute version

1. `policy` My employer does not allow it
2. `physical` The work itself has to be done in a physical place
3. `money` Money. I cannot afford it
4. `visa` Visas and immigration rules
5. `tax` Tax and legal uncertainty
6. `family` Family or caring responsibilities
7. `partner` My partner's job or study
8. `health` Health, disability or accessibility
9. `timezone` Time zones and meeting hours
10. `internet` Internet or equipment reliability
11. `career` Career risk. Being out of sight costs you
12. `pets` Pets or property I cannot leave
13. `confidence` Honestly, nerve. I have not made myself do it
14. `nothing` Nothing. I can already do it
15. `other_c1` Something else

Plus a free-text "Something else" option.

C2

And what else is in the way? Pick up to three.

Choose all that apply

Optional

Max 3

1. `policy` My employer does not allow it
2. `physical` The work itself has to be done in a physical place
3. `money` Money. I cannot afford it
4. `visa` Visas and immigration rules
5. `tax` Tax and legal uncertainty
6. `family` Family or caring responsibilities
7. `partner` My partner's job or study
8. `health` Health, disability or accessibility
9. `timezone` Time zones and meeting hours
10. `internet` Internet or equipment reliability
11. `career` Career risk. Being out of sight costs you
12. `pets` Pets or property I cannot leave
13. `confidence` Honestly, nerve. I have not made myself do it

C3

Have you ever asked your employer to let you work from somewhere else for a while?

Choose one

Optional

Asked only if S3 is ft, pt, multi, seasonal

1. `asked_yes` Yes, and they said yes
2. `asked_cond` Yes, and they said yes with conditions
3. `asked_no` Yes, and they said no
4. `asked_vague` Yes, and I never got a straight answer
5. `not_asked_expect_no` No, because I am sure the answer would be no
6. `not_asked_career` No, because I did not want to look uncommitted
7. `not_asked_na` No, it has not come up

06 What you are actually offered

SECTION ROUTING

Shown only if **S3** is `ft`, `pt`, `multi`, `seasonal`. A respondent who does not match never sees these questions, rather than reading "not applicable" repeatedly.

D1

How many days of paid vacation do you get in a year?

Not counting public holidays or sick leave.

Choose one

Required

In the 2-minute version

1. `0` None
2. `1_10` 1 to 10 days
3. `11_15` 11 to 15 days
4. `16_20` 16 to 20 days
5. `21_25` 21 to 25 days
6. `26_30` 26 to 30 days
7. `31p` More than 30 days
8. `unlimited` Unlimited, in theory
9. `dk_d1` Not sure

D2

Did you use all of your paid vacation last year?

Choose one

Optional

1. `all` Yes, all of it
2. `most` Most of it
3. `half` About half
4. `little` Hardly any
5. `na_d2` Does not apply to me

D2b

What stopped you using it all?

Choose all that apply

Optional

Asked only if D2 is `most`, `half`, `little`

1. `workload` Too much work to leave
2. `culture` It is not really done here
3. `money_d2b` Could not afford to go anywhere
4. `saving` Saving it for something bigger
5. `coverage` Nobody to cover for me
6. `manager` My manager discouraged it
7. `carryover` It carries over, so there was no rush
8. `other_d2b` Something else

D3**Does your employer let you work from another country, even temporarily?**

Choose one

Required

In the 2-minute version

1. `formal_yes` Yes, there is a written policy
2. `informal_yes` Yes, informally. Nobody has written it down
3. `case_by_case` Case by case, if you ask
4. `no_d3` No
5. `dk_d3` I have no idea

D4**How many days a year does that allow?**

Choose one

Optional

Asked only if D3 is `formal_yes`, `informal_yes`, `case_by_case`

1. `1_10` Up to 10 days
2. `11_20` 11 to 20 days
3. `21_30` 21 to 30 days (about a month)
4. `31_60` 31 to 60 days
5. `61_90` 61 to 90 days
6. `90p` More than 90 days
7. `dk_d4` No stated limit or I do not know

D5**Which of these does your employer actually offer? Tick all that apply.**

Choose all that apply

Optional

In the 2-minute version

1. `paid_vacation` Paid vacation days
2. `unlimited_pto` Unlimited or uncapped time off
3. `wfa_weeks` Work-from-anywhere weeks
4. `full_remote` Fully remote working, permanently
5. `sabbatical` A sabbatical after a number of years
6. `four_day` A four-day week
7. `home_office` A home office or equipment budget
8. `coworking` A coworking allowance
9. `visa_support` Visa or immigration support
10. `relocation` Relocation support
11. `travel_insurance` Travel or international health insurance
12. `none_d5` None of these (*clears the others*)

D6

If your employer introduced a proper work-from-anywhere policy tomorrow, what would it change?

Choose one

Optional

1. `stay_longer` I would stay at this job longer than I currently plan to
2. `more_loyal` I would think better of them, but my plans would not change
3. `nothing_d6` Nothing. It is not what is holding me back
4. `already_d6` They already have one
5. `worse` It would make things worse for my role

E1

Over the next two years, do you expect employers in your field to become more flexible about location, or less?

Choose one

Optional

1. `much_more` Much more flexible
2. `more` A bit more flexible
3. `same` About the same
4. `less` A bit less flexible
5. `much_less` Much less flexible. The return-to-office push is winning

ATT

This one checks that the survey is being read rather than clicked through. Please choose "Rarely".

Choose one

Required

Attention check

1. `always` Always
2. `often` Often
3. `sometimes` Sometimes
4. `rarely` Rarely
5. `never` Never

E2

If you could work from anywhere for three months, where would you go first?

A city or a country is enough. We map these.

Short text

Optional

In the 2-minute version

E3

What would actually have to change for you to work the way you want?

Optional, and the answers we learn most from. Anything you write here may be quoted anonymously.

Long text

Optional

About you

Last few. These let us check the sample against the working population and report results by group. Every one can be skipped.

F1

Gender

Choose one**Optional**

1. `woman` Woman
2. `man` Man
3. `nonbinary` Non-binary
4. `self_desc` Prefer to self-describe
5. `pnts_f1` Prefer not to say

F2

Highest level of education completed

Choose one**Optional**

1. `school` School
2. `vocational` Vocational or trade qualification
3. `some_college` Some university, no degree
4. `bachelor` Bachelor's degree
5. `masters` Master's degree
6. `doctorate` Doctorate
7. `pnts_f2` Prefer not to say

F3

Roughly what is your annual household income, before tax, in US dollars?

Converted roughly is fine. Used only to compare groups.

Choose one**Optional**

1. `u15k` Under \$15,000
2. `15_30k` \$15,000 to \$29,999
3. `30_50k` \$30,000 to \$49,999
4. `50_75k` \$50,000 to \$74,999
5. `75_100k` \$75,000 to \$99,999
6. `100_150k` \$100,000 to \$149,999
7. `150_250k` \$150,000 to \$249,999
8. `250kp` \$250,000 or more
9. `pnts_f3` Prefer not to say

F4

Do any of these apply to you?

Choose all that apply**Optional**

1. `kids_u5` I have children under 5
2. `kids_5_17` I have children aged 5 to 17
3. `adult_care` I care for an adult relative
4. `partner_ties` My partner's job or study ties us to a place
5. `mortgage` I own a home with a mortgage
6. `health_limits` A health condition or disability affects how and where I can travel
7. `none_f4` None of these (*clears the others*)

F5

What passport do you hold?

It decides which countries are even possible, which is why we ask.

Choose one**Optional**

1. `eu_eea` An EU or EEA passport
2. `uk` United Kingdom
3. `us` United States
4. `ca_au_nz` Canada, Australia or New Zealand
5. `latam` A Latin American country
6. `asia` An Asian country
7. `africa` An African country
8. `other_pass` Somewhere else
9. `multiple` More than one, including an EU, UK or US one
10. `pnts_f5` Prefer not to say

Thank you

That is everything. Two optional things before you go.

G1**Want the results when we publish them? Leave an email.**

Stored separately from your answers. Used for the results and nothing else. No marketing, no sharing.

G2**Would you be willing to talk to us for 15 minutes about your experience?**

A handful of interviews go into the published report as anonymous quotes. Only possible if you left an email above.

1. `yes_g2` Yes, happy to
2. `maybe_g2` Maybe, ask me
3. `no_g2` No thanks

10 Routing and the two-minute variant

The survey on enroutejobs.com asks the full instrument and routes: employer-benefit questions are never shown to the self-employed, and the whole work section is skipped for people who are not working. Copies hosted elsewhere ask the short variant, which is the subset marked above and needs no routing at all.

Both use the same question identifiers, so a response collected in one pools with a response collected in the other. Identifiers are never reused or renumbered during fielding; a changed question becomes a new identifier.

WHERE	VARIANT	WHY
enroutejobs.com/research	Full, 36 questions	Visitors who followed a link about the study will finish seven minutes; routing keeps it relevant.
Google Forms, social channels	Short, 15 questions	Two minutes finishes where seven does not, and the short set needs no branching, which Google Forms cannot do across pages.

Every rule below was fixed before fielding. Responses that trip one are kept in the dataset with the flag attached and excluded from published figures, and the number excluded is stated alongside every figure. Nothing is silently deleted, so anyone re-running the analysis can apply different rules and get a different answer honestly.

FLAG	RULE	WHY
too_fast	Under 90 seconds for the full version, 30 for the short	Nobody reads this many questions in a minute.
failed_attention	The attention-check item answered as anything but the instructed option	The item exists only to catch clicking through.
duplicate	Fourth or later response from one coarse device hash in 24 hours	A household or a shared office can legitimately produce three.
contradiction	"I can live anywhere" together with "zero days away permitted"	One of the two was misread.
gibberish	Open text over 12 characters containing no spaces	Keyboard mash.

Committed to

- Describing the sample as self-selected and non-probability, every time.
- Reporting every headline by recruitment channel as well as in total.
- Publishing the count of excluded responses beside every figure.
- Suppressing any percentage for a group under 100 responses, and any crosstab cell under 30.
- Publishing unweighted figures alongside any weighted ones.
- Releasing the anonymised dataset with the results.

Ruled out

- Any margin of error or confidence interval on a headline percentage. A self-selected sample has no sampling frame.
- The phrases "of all workers", "of employees", "nationally representative".
- Causal claims. The study records what people say, not what a policy causes.
- Year-on-year comparison, because there is no prior wave.
- Rounding in our favour. 51% is "just over half".

WHAT THIS STUDY CANNOT TELL YOU

It cannot tell you what share of the working population wants to travel more, because the people who answered chose to. Weighting corrects the composition of the sample on age, gender and occupation where a public benchmark exists; it cannot correct for the fact that people who care about the subject were likelier to take part. Both the weighted and unweighted figures are published so the size of that correction is visible.

EnRoute Jobs

Take part, or use the data.

The survey is open at enroutejobs.com/research. The results, this questionnaire and the full anonymised dataset are published free, for anyone to quote or re-analyse.

TAKE THE SURVEY

enroutejobs.com/research

RESULTS AND DATA

enroutejobs.com/research

PRESS AND RESEARCHERS

<mailto:research@enroutejobs.com>

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