



QUIET QUITTING

What Is It?

Quiet Quitting describes what happens when an employee chooses to do the bare minimum.

THEY GO TO WORK

DO THEIR JOBS

AND GO HOME

“ The expectations for employees have been so high, far beyond their job descriptions and beyond their salary range, that by giving no extra effort, it’s as if they are on strike. ”

4 reasons your team may be quietly quitting:

1 YOU NO LONGER UNDERSTAND THE SCOPE OF THEIR WORK
Your expectations don't match their workflow. And in turn, they feel underappreciated, underpaid, and overwhelmed.

2 THEY ARE JUST AS EXHAUSTED AS YOU ARE
Those who stayed during the Great Resignation picked up the slack when others left and have, overall, felt very little appreciation for it. What can you do to provide some rest or relief?

3 THEY ARE NOT THE OWNER; AND THEY KNOW IT
This means they take responsibility for the outcome of the results they receive. They constantly look for better processes and for ways to increase productivity and profit margins, but receive no benefit from it.

4 THEY SEE NO ROOM FOR GROWTH
Can you remember a time when you were in a situation in which you saw no upward movement? It probably felt frustrating, suffocating, and defeating. Can you help develop them to eventually go somewhere else?

3 Ways to Combat Quiet Quitting:

1 RESPECT TIME OFF

When your team member is out of the office, respect it. Emergencies will happen, but emergencies are rare. Here's a tip: Determine beforehand what constitutes an emergency.

2 4-DAY WORK WEEK

With extra time your team members will feel like they have more space to breathe, enjoy their personal time, and work on a passion project.

3 REGULAR 1:1 MEETINGS

Regular one-on-ones with your team, weekly or monthly, will allow you to learn their actual scope of work. You'll notice if they're exhausted or seem off-beat. Their desire for growth will most likely come up in conversation.

WHAT IS THE GOOD NEWS?

Healthy employees create healthy organizations. And as you probably know, healthy organizations have created healthy boundaries. Quiet quitting is an employee or volunteer's way of creating healthy boundaries.

By being clear about what responsibilities they can and cannot handle, your organization can begin to simplify and prioritize, allowing you to be more effective.

