

QUIET QUITTING?

YOUR CO-WORKERS KNOW & THEY DON'T LIKE IT



**EMPLOYMENT
BOOST**

Employment BOOST is a full-service resume writing, corporate outplacement, coaching and career services company.

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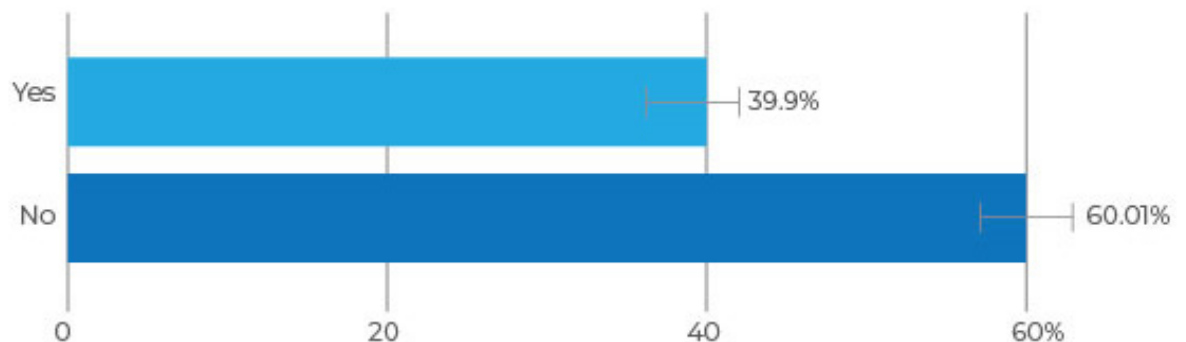
KEY INSIGHT: 6 IN 10 WORKERS WOULD NOT PROVIDE A GOOD REFERENCE FOR A CO-WORKER THEY KNOW HAS ‘QUIET QUIT’.

For the last year, the term “quiet quitting” has been thrown around like a badge of honor among workers looking to check out and do the bare minimum to keep their jobs. Fresh graduates entering the workforce have subscribed to it, and even more seasoned professionals are also subscribing to the concept as well. And while “quiet quitters” are technically still performing job duties, they are no longer embracing a do-more-than-expected attitude – which can be troubling in an economic world that looks increasingly like its heading towards recession.

Workers are growing more anxious about the economy and layoffs and many original subscribers of ‘quiet quitting’ trend are backtracking and abandoning the movement.

Alongside the negative connotations of the movement in a general sense, being labeled as a ‘quiet quitter’ in the workplace can limit your opportunities for advancement and stagnate your reputation among teammates. Six in 10 workers would not provide a good reference for a co-worker who they know has ‘quiet quit,’ putting a high price on subscribing to the trend as layoffs become an imminent factor in the current job market.

WOULD YOU PROVIDE A GOOD REFERENCE TO A CO-WORKER YOU KNOW HAS QUIET QUIT?



“While there will always be various motivations for why an employee will stay with a company, a ‘quiet quitter’ is someone who is not as invested in the company’s success as a non-quiet quitter, so it can cause resentment among the employees whom are putting in the extra time and effort to accomplish business goals,” says Ryan Miller, Director of Client Success at Employment BOOST.

“It’s similar to a sports team, if you have one teammate who doesn’t care as much to put in the extra effort to win, then that’s going to rub the rest of the team the wrong way. Additionally, quiet quitting or not putting the maximum effort into your job can create more work or problems for your coworkers.”

So while it is popular, especially across social media, to expound on the virtues of quiet quitting, the reality is that workers who know that a co-worker has quiet quit are less inclined to view them positively; this is understandable. With inflation eating into everybody’s paychecks, workers not pulling their weight to ensure things get done are holding teams back.

“I actually can’t stand the title of it,” says Dennis Theodorou, Managing Director at JMJ Phillip Executive Search – the leading executive recruiting firm specializing in manufacturing, supply chain, and technology. “It’s hiding behind the lack of work ethic that exists in the workplace.”

“There are actually people out there that enjoy being a part of something bigger. They want to grow themselves. And just like any team environment, group studies or being in the workplace, the folks that put in the time, effort and are willing to go above and beyond will never want to work with the folks that don’t,” adds Theodorou. “Even in college, when you experience the one person who doesn’t carry their weight, you never want to work with them again.”

Executives across corporate America have differing views on the topic, too. In a macro-environment of falling productivity, higher wages, falling earnings, and ever-increasing inflation, corporate executives are ringing alarm bells around the concept of quiet quitting – and pointing to its negative externalities.

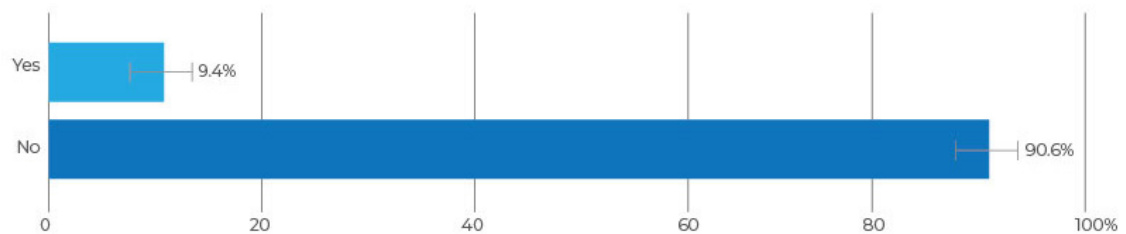
“I think the current workforce has made it OK to demand so many benefits and higher wages for mediocrity. It shouldn’t be called quiet quitting. It should be called ‘I choose to be mediocre,’” concludes Theodorou.

IS IT A GOOD IDEA TO GET YOUR CAREER ADVICE ON SOCIAL MEDIA?

According to the recent Employment BOOST Quiet Quitting survey, 9 in 10 think that getting career advice from TikTok is a bad idea.

Contrary to the noise that quiet quitting and other pieces of career advice can generate on social media platforms, the reality is that most professionals don’t see these platforms as sufficient places to get career advice. This is heartening in a world where anyone can proclaim anything – and generate thousands upon thousands of views, regardless of whether the advice is actually founded in actual data or not.

A career journey is a highly individualized experience for each job seeker and entrusting that to a stranger on the internet, one that likely isn’t an expert, often won’t adequately allow job seeker to positively position themselves. While some advice may be completely valid, it’s always best to entrust such a sensitive task to professionals.



“Social media has us believing a trend is smart and cool so the masses follow along,” says James Philip, Founder & CEO of Heavy Hitter Holdings – a portfolio of diverse human capital consulting companies. “Unfortunately for many, the data shows that reality doesn’t match the fad. Your coworkers and bosses know you’re quiet quitting and that will come with a cost. When you’re building a career your value rises and falls with your reputation. “

The Employment BOOST Quiet Quitting Survey was conducted between August and October of 2022. 500 Respondents included in the survey consisted of prime working age adults (18 to 44) spread across all 50 states in the US, with more weight applied to the major metropolitan areas.