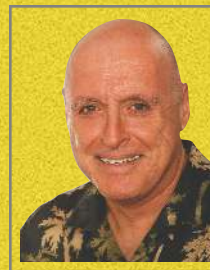


THE EXTRA POINT

BY JERRY ROBERTS



1076 “Quiet Quitting” — An Old Issue Dressed in New Clothing

Some people who write books, comment, or create training for the workplace like to take an old issue and give it a new name, passing it off as some kind of new discovery. It's been happening since forever and I picked up on one of the latest of these over the weekend. I'm Jerry Roberts, and that's next, on The Extra Point.

I'm reading yesterday and came across an article that asks the question, “What do we do about the problem of ‘quiet quitting?’”

Quiet quitting? I'd never heard the term, so I was intrigued. After investigating a bit, it turned out I was familiar with the concept, just not under that name.

“Quiet quitting” refers to someone who does the bare minimum necessary to stay employed. In other words, this is not a person who is out to exceed your expectations.

This is the old conversation about engagement. These are people who are physically there, but mentally checked out.

It's easy to suggest that these quiet quitters are simply slackers, folks that milk the clock. We've always had those, whether it be in the private sector, government, or military. I've known a lot of them.

The story went on to theorize that this so-called new phenomenon is rising up on the heels of the *Great Resignation*, which has seen millions leave corporate jobs, refusing to come back as pandemic restrictions were eased.

Many of those who walked away did so to get a better job. Others developed a part-time business and are trying to grow it. Some haven't figured out the next step.

The majority learned that working from home gave them more time with family, and freedom

they didn't have before. The topic of work-life balance became a national conversation.

According to the narrative, workloads have increased in recent years, while compensation hasn't kept pace. Workers saw that trend continuing, and when the pandemic gave them the opportunity, they decided to bail out.

Quiet quitters are the large segment of workers who can't leave their job for whatever reason, need the money and benefits, and so they stay on. They just don't rev up their internal motor and give their best effort.

Employers who have been told for years that only 30% of workers are really engaged on the job — which means 70% are not — are caught with an old dilemma that has plagued them on the mainland and here in Guam.

As long as they don't cause trouble, do you keep the disengaged worker because at least you know what you're going to get, or do you fire them and hope the replacement is better?

Be careful which option you choose. On the U.S. mainland, depending on which sources you refer to, there are now between 5-11 million jobs that are unfilled.

Here in Guam, it's been reported that some 50,000 people who could work, are unemployed.

Some want to work, but their jobs don't exist because tourism drives or factors into it. Many simply don't have the skills needed to make a valuable contribution to an employer. Yet others have expressed no interest in working.

Whether it's the mainland or here, if you fire someone you feel is giving you the minimum, there is no guarantee you'll be able to find a better worker — or maybe any worker — to pick up the slack. That's real.
(Con't.)

So, let's ask a few questions.

- Are there quiet quitters where you work?
- Are you, right now, a quiet quitter in your current job? If so, why? If so, is it temporary until you find a better position and then you'll turn on the ignition and show what you can do? Or, will you just ride it out until you get fired?
- If you're an employer, how are you going to deal with this situation, which is not going to simply go away?

Chew on this a little today, and we'll pick up the conversation tomorrow.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

###

For information on training and consulting services with Jerry Roberts, please click this link: guamtraining.com

