

THE EXTRA POINT

BY JERRY ROBERTS



1077 “Quiet Quitting” – More to the Story

Yesterday, we talked about a subject that is being called a new phenomenon, the job condition known as “quiet quitting.” I’ve been digging a little deeper, and what I found was both a bit unexpected, as well as disturbing. I’m Jerry Roberts, and we’ll jump back into this, next, on The Extra Point.

“Quiet quitting” refers to someone who does the bare minimum necessary to stay employed. They’re not among the people you would consider as being “engaged” with their job.

We’ve always had slackers and those who really had no interest in any kind of work, but they’d do the basics in order to draw a paycheck.

With Millennials and Generation Z now firmly the majority of workers, they’ve more or less rebranded the concept of doing less with this term, “quiet quitting.” I’m fine with that.

Every generation makes up their own language to some extent. To me, things are “cool,” but to others things are chill, dope, def, legit, rad, sick, and wicked. What did I leave out? Thus, it’s fine if they turn a disengaged worker into a quiet quitter. The workplace is multi-lingual in more ways than one. Ya gotta roll with it.

I wanted to know more about how today’s crowd saw this issue, so I went over the comments to the story. What I found was more than a little surprising.

One poster wrote: “Quiet quitting is the sweetest revenge. No drama. No energy.”

Wait a minute. Revenge? As I poured over the sea of comments, I found that several times.

I’ve known plenty of slackers in my time. They did just enough to stay on the payroll. Their employer might figure since the individual wasn’t a troublemaker and did some level of work, and they weren’t paying them all that

much, then the situation was tolerable. Now, on the employee side, some are saying that it’s a matter of “sweet revenge” to do as little as they can, and make the same money.

Another one read, “This is me right now. Doing the absolute bare minimum. I used to be such a go getter and now that’s over. I’m completely burned out.”

Another. “I cry in the job’s parking lot before I start my day. I’m no longer putting all my energy to my daily tasks. I don’t have the luxury to quit without a backup plan.”

Then, this from a person who had been at their job for four years. “I worked my butt off trying to perfect my skills at my job. After 3 1/2 years I got about \$1/hour raise. Finally, in January, minimum wage went up to \$12/hour. My wages were \$12/hour. So, now after four years of faithful service, perfecting my craft, making myself available, I make the exact same pay as a new hire. I am not happy.”

Next. “That feeling of mentally checking out comes from employers throwing on more work and raising workload expectations until you realize that giving your best isn’t being rewarded so you might as well do the minimum. I’ve seen this cycle again and again over the years.”

Last one. “When I started my current job, I went in going above and beyond, learning as much as possible, working unusual hours and being a “yes” girl. But then my boss and even my colleagues would start nitpicking any and everything that I did. I wasn’t accustomed to being micromanaged like that and depression kicked in. I was miserable until I “quiet quit”. I do just enough to stay on payroll. I say no more. I let their comments roll off my back. Best decision ever.”

(Con’t.)

This topic hit a raw nerve with this person's followers, and the comments ran into the thousands.

So many of them hit on the things mentioned today. Lack of appreciation, burnout, a bad or nonexistent relationship with a boss, and yes, doing it for revenge.

So, with the peek behind the curtain, it seems to me that it's not as simple as someone being a slacker and trying to get away with something.

There are people in the workforce who feel they have been dealt a bad hand, and since they are not able to be part of the walkaway *Great Resignation* because they need that job and paycheck — they feel quite justified in delivering minimal value for what they're paid.

"Quiet quitting" is an issue employers must address, and I'm convinced the relationship between worker and manager is the key.

When you go into work today, ask yourself if quiet quitting just might be a reality in your world.

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.

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