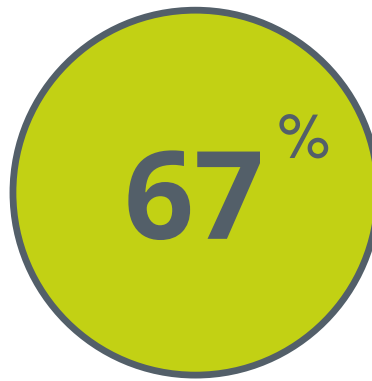


# How to Turn Quiet Quitting Into an Opportunity for Your SME

The majority of the world's employees are "quiet quitting"



*engaged in work*



*not engaged*



*actively disengaged*

Quiet quitting is a term that has gone viral on TikTok, but it is more than just a social media trend. It refers to doing the minimum requirements of one's job and putting in no more time, effort, or enthusiasm than absolutely necessary(1). It is a way of coping with burnout, stress and lack of recognition, especially among younger workers (2).

According to Gallup's State of the Global Workplace: 2023 Report (3), only 20% of employees worldwide are engaged in their work, meaning they are enthusiastic, committed and productive. The rest are either not engaged (67%) or actively disengaged (13%), meaning they are unhappy, unproductive and likely to spread negativity. The report also found that employees experienced more negative emotions in 2022 than in any year since 2006, such as worry, stress, anger and sadness.

These findings suggest that many workers are quietly quitting their jobs, even if they don't leave them physically. This can have serious consequences for your business, such as lower productivity, quality, innovation and customer satisfaction. It can also increase turnover, absenteeism and conflict.

But quiet quitting can also be an opportunity for you as a leader to rethink how you engage and motivate your employees. Here are some tips on how to do that:

- Recognise and reward your employees for their contributions. A simple thank you, a positive feedback or a token of appreciation can go a long way in making your employees feel valued and respected. You can also offer them incentives, bonuses or promotions based on their performance and achievements.
- Provide your employees with opportunities for growth and development. Your employees want to learn new skills, take on new challenges and advance their careers. You can help them by providing them with training, coaching, mentoring and feedback. You can also give them more autonomy, responsibility and ownership over their work.
- Create a positive and supportive work environment. Your employees want to feel safe, comfortable and happy at work. You can create such an environment by fostering a culture of trust, collaboration and respect. You can also promote well-being and work-life balance by offering flexible work arrangements, wellness programs and social activities.
- Communicate with your employees regularly and transparently. Your employees want to know what is going on in the business, what are the goals and expectations, and how they fit into the bigger picture. You can communicate with them by holding regular meetings, sharing updates and feedback, and soliciting their opinions and ideas.

By following these tips, you can turn quiet quitting into an opportunity for your business, to improve employee engagement, performance and retention. Even better, the same changes which improve engagement of your team will also help to attract new talent who are looking for meaningful and rewarding work.

We work with high growth businesses to address their talent challenges. If you want a chat about how to turn quiet quitting into a business opportunity, get in touch!

email: [info@talentgateway.net](mailto:info@talentgateway.net)

Book an intro call: [Availability](#)

Sources:

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- 2) <https://www.weforum.org/agenda/2022/09/tiktok-quiet-quitting-explained/>
- 3) <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>