

Loud Quitting What it is and How to Prevent It

Today's workplace suffers from an employee engagement problem. Only 23% of 120,000+ employees surveyed for Gallup's recent State of the Global Workplace poll, reported being engaged at work. 62% say they're not engaged, and 15% note they're actively disengaged.

Since the pandemic, employee engagement levels have decreased, which led to the trend of quiet quitting making waves on social media and in the workplace, starting in 2021. More than half of the world's workers are quiet quitting at present, but one in five are loud quitting, according to Gallup research. While neither approach is ideal, loud quitting causes more downstream waves due to the fact that it's — well — loud.

Loud Quitting vs. Quiet Quitting

First off, let's define the terms. While they both include the word quitting, the employees quiet quitting and loud quitting are not tendering their resignation — at least not yet.

- ▲ **Loud Quitting** refers to employees who are actively disengaged and dissatisfied with their jobs, and are airing their grievances. They may complain directly to family and coworkers or on social media sites. These employees do less than the bare minimum at work and may even refuse a manager's request.
- ▲ **Quiet Quitting** is when employees reduce their work participation down to the bare minimum. They often stop interacting with colleagues and managers, and show less enthusiasm at work. While they may still fulfill their job duties, their lack of engagement signals a withdrawal from the workplace, often in response to feeling undervalued, overworked, or disconnected from the company's mission.

What Leads to Loud Quitting?

Loud quitting occurs when employees feel dissatisfied and disengaged. Some common factors contributing to workplace unhappiness include:

- ▲ **Poor Work-Life Balance:** A Harvard Business Review (HBR) survey revealed that 65% of employees desire more control over their colleagues, projects, and working hours.

- ▲ **Uninspiring Leadership:** While nearly all employees want to be led by someone who inspires them, only 36% are in such situations.
- ▲ **Unclear Goals:** Most workers perform better when they understand how their tasks align with larger objectives. However, just half of respondents aged 25-45 feel they can connect their daily work to strategic goals.
- ▲ **Insufficient Compensation and Benefits:** When employees perceive that they are not fairly compensated, especially compared to peers with similar roles receiving better pay or benefits, it can lead to resentment and frustration.
- ▲ **Lack of Growth Opportunities:** Employees who see no clear advancement path in their careers may become disillusioned with their roles.

Indicators of Potential Loud Quitting

Recognizing the signs of a disengaged employee allows for early intervention. Signs that an employee may be considering loud quitting include:

- ▲ **Behavioral Changes:** A disengaged employee might show signs of apathy, participate less in meetings, take excessive sick days, or arrive late to work.
- ▲ **Declining Performance:** You may observe a decrease in both the quality and quantity of work, missed deadlines, and less satisfactory project outcomes.
- ▲ **Less Communication:** A disengaged employee may communicate less with coworkers and managers and might avoid team interactions, opting to work alone instead.
- ▲ **Increased Conflicts:** Disgruntled employees might find themselves in more conflicts with colleagues or supervisors and may exhibit confrontational behaviors.

If you recognize these signs, it's crucial to address them with the employee. Speak with them privately to share your observations in a constructive manner, ask open-ended questions to gain insight into their perspective, and actively listen to their concerns.

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Strategies to Prevent Loud Quitting

The negative impact of one employee loud quitting can quickly affect the entire workplace, leading to an uncomfortable or even toxic atmosphere. Therefore, it's essential to implement preventive measures.

Establishing a healthy company culture can help avoid loud quitting. Here are some strategies to create a positive work environment:

- ▲ **Foster Strong Relationships:** Create opportunities for team members to connect both professionally and socially. Encourage collaboration through cross-departmental projects that promote trust and respect. Consider hosting optional team-building activities, such as lunches, puzzle breaks, book clubs, or sports teams to facilitate connections over common interests.
- ▲ **Solicit and Act on Employee Feedback:** Regularly engage employees for their feedback. Managers should conduct one-on-ones and practice active listening. Tools like pulse surveys can help monitor employee sentiment.
- ▲ **Implement Changes Based on Feedback:** It's essential to act on employee suggestions rather than simply asking for opinions. If feedback indicates issues like work-life balance, consider introducing flexible hours or "no meeting" days to allow uninterrupted focus time. Communicating the changes made based on feedback helps build trust and shows a commitment to improving the work environment.
- ▲ **Support Career Development:** Encourage growth within the organization by offering opportunities for training, mentorship, or new challenges. When employees see a clear path for advancement, they are more likely to stay motivated and engaged.
- ▲ **Clarify Goals and Expectations:** Ensure employees understand their roles and how their work contributes to the organization's bigger picture. Regularly share the company's vision and strategic goals to keep everyone aligned.

Loud quitting signifies a change in how employees express their dissatisfaction with their work environment. By making their exits more public and intentional, individuals are not only asserting their personal boundaries but also challenging the systems that have contributed to their discontent. While loud quitting may create tension or disrupt traditional

business norms, it serves as a crucial reminder that organizations need to pay attention to their employees and cultivate cultures that prioritize their well-being, ultimately resulting in a healthier and more sustainable work environment.

Quiet Quitting

Quiet quitting refers to the phenomenon where employees withdraw from going above and beyond their job requirements without formally resigning. Rather than actively leaving or voicing their dissatisfaction, individuals simply fulfill the minimum duties outlined in their roles. This behavior can be rooted in feelings of burnout, lack of recognition, or dissatisfaction with the workplace culture, leading employees to feel unmotivated to contribute extra effort beyond their core responsibilities. Although quiet quitting may not involve overt conflict or disruption, it can indicate deeper issues within an organization, such as a disconnect between employees' expectations and their work environment. This situation underscores the importance of meaningful engagement and work-life balance in fostering a motivated and productive workforce.

To combat quiet quitting, organizations should focus on creating a work environment that promotes engagement, recognition, and open communication. One effective strategy is to enhance employee engagement by ensuring that workers feel valued and connected to the company's mission. Regular check-ins and feedback sessions can help managers identify potential concerns early and provide necessary support. Acknowledging and rewarding employees for their contributions—both major and minor—can significantly boost morale and motivation.

Take Away

Additionally, offering professional development opportunities and establishing clear paths for career growth can make employees feel more invested in their roles. Encouraging a healthy work-life balance and providing flexibility in work arrangements may also help reduce burnout, which is a common factor in quiet quitting. Finally, fostering a culture of transparency and inclusivity, where employees feel comfortable voicing their concerns and offering input, is essential for preventing disengagement and maintaining a motivated workforce.