

Quiet Quitting Is A Sign Of A Deeper Problem—Here's What It Means

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There's been a lot of talk around quiet quitting. This is the trend where employees put in a minimal amount of effort just to get through the workday. Although this trend is disturbing, we need to take a look at some underlying factors that contribute.

Nothing has been the same since Covid. Lives have changed, working situations have changed, and we all interact differently. I understand this as a wife, mother, and CEO. As a result, we need to approach things differently. We'll get into the reasons why quiet quitting is worse than just quitting. I believe that it means people are struggling to find meaning in their work.

The power of purpose

We're at a point where work has lost meaning. People are tired of being someone at work they're not. This trend is not only hurting the workplace, it's making all of us more aware of why the "traditional" workplace has never worked. All of us want to be passionate and engaged in what we do each day to earn a living. For me, this has been my entrepreneurship, my kids, and my work on Instagram—my passions. But for many, they aren't passionate about what they do in the workplace. Quiet quitting means that workers are lacking in enthusiasm, which points to the silver lining of the pandemic: people are starting to choose what they want to do.

Quiet quitting didn't become a movement in the workplace until after Covid hit. What is important about the quiet quitting trend is that it's waking all of us up to an economic situation in which many are forced to take jobs just to make ends meet, and to an economic climate that makes it more challenging than ever for people make a living doing what they love. To break the pattern of quiet quitting, this is the time to follow your passion so that you're not just showing up somewhere to make a buck.

We choose how we withdraw

You've probably had an experience where you're done with a job or relationship. You step out of that situation in your own way. There's nothing wrong with that! But know that if you see yourself checking out of your job or a relationship, that's a sign for *you*. Something must be done, and if you can't do it right now, begin to make a plan. If your day-to-day is not engaging you, you're not valuing what *is* engaging you. And if you're a leader who sees your employees checking out, this is a great opportunity for you to step back and reframe.

If you're an employer, you may be more willing to hire a quiet quitter. I get it. The labor market has not been kind. But for employers, that means we need to step up our game by focusing on two things:

- Building a culture that makes people want to stay
- Hiring based on character

It's not easy, but those who are hiring are looking for character. Those who are being hired based on character are looking for a culture that nurtures who they are.

Quiet quitting is the new norm

Quiet quitting isn't just appearing in the working environment, it's also showing up in relationships. People can quietly check out of any kind of relationship, whether personal or business. And to put this trend fully into context, quiet firing is also occurring. When a situation is unrewarding, "checking out" can go both ways.

"Quiet quitting" is a term [coined by Bryan Creely](#), a corporate recruiter turned into a coach. His phrase was released to TikTok and YouTube in 2022, but there's an earlier reference to the term by the economist Mark Boldger in 2009. A 2021 movement in China called the concept "lying flat." Gallup has associated this trend with 50% of the U.S. working force. So why is it so popular?

In any working environment, some are super engaged, others are detached, and the rest are quiet quitters. They're sticking around because they need to but aren't all in. Although this trend might seem strange, you likely understand because you've felt this way or know someone else who does. It's not strange; in fact, it's sadly normal.

Breaking the cycle by finding meaning

As an entrepreneur, I hold a leadership position. I have realized that those who work for me need to feel the passion that I feel in order to stay engaged. The last few years have led us all to disconnect. The job market may be uncertain, but the solution to quiet quitting is to feel involved and passionate about what we do. Our professional lives need to meet our personal lives to be sustainable. We may have to work, but we should work where our hearts are. This may seem like a luxury for many, but it is worth the time to see where your heart is and follow it to a place where you can make money.

Layoffs are happening, and at the worst time possible. I invite you to realize that if you were laid off recently, maybe it's because you were quietly quitting—and for good reason! Maybe you're tired of the grind and looking for work that has meaning. If you're a leader or entrepreneur, it might be time to understand the culture that you're creating and how it makes your employees feel. More than ever before, we must lift each other up and give our work meaning. Work can be unpleasant or it can be something to look forward to.

To end the cycle of quiet quitting, find that thing that fills you with passion. Don't show up and do the minimum. Find what you love and pour your whole heart into it. Get out there and trust in your conviction. Whatever is calling to you can become your life! And if you're an employer, strive to make your employees feel happy, taken care of, and in a space they can commit themselves to.

About the Author

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