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### Some thoughts about “quiet quitting”

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by Catherine Boerner

“Quiet quitting.” This is apparently the new thing this year. I must admit, when I first heard about it, I did not really understand. However, as I work with clients and their staff, I think I actually see what it is. I have had more than one conversation with different clients whose employees were clearly only doing *exactly* what they were told to do and no more. I scratched my head when I asked why the employees had not proceeded to the next step in a process. The answers were “no one told me to” and “I have not been asked.” I was a bit shocked, to be honest. The employee *must be told* to go to the next logical step in a process or asked for something that is needed? The employee will not proactively provide the needed information to their boss because they have not specifically asked for something? There will be no effort on the employee’s part to voluntarily provide that information or even bring it up at a staff meeting? Or bring it up at a one-to-one meeting? Or the fact that the employee anticipated the request was coming, and the employee’s boss may have overlooked it? This is not only limited to one generation either. I have heard about it from younger and older employees.

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