

'Quiet quitting' becoming common in workplaces

3rd October, 2022



A new culture of work has been quietly spreading around offices, factories and workplaces worldwide. Workers are increasingly embracing the concept of "quiet quitting". This emerging phenomenon entails workers slowly abandoning doing things

that are not part of their contract. The website entrepreneur.com defines quiet quitting as follows: "Quiet quitting is the process of coming to work to achieve the minimum requirements of your role in the time that you're there, then leaving. No offers of overtime, no stepping outside your designated obligations, no going the extra mile. It's the silent withdrawal of extra labor to mitigate what are perceived as unreasonable pressures."

Quiet quitting has increased in popularity since the coronavirus pandemic. People are reassessing their attitudes towards work. They have decided to achieve a more fulfilling work-life balance, and focus on avoiding job burnout. Workers are jettisoning unpaid duties they once voluntarily carried out in their workplaces. They do the bare minimum and leave at five on the dot. Some employers are responding with what is being termed as "quiet firing". This is when bosses try to get employees to leave. They do this by not raising salaries, disregarding employees' ideas and omitting them from meetings. A LinkedIn poll found that 48 per cent of employees in a survey have seen quiet firing in the workplace.

Sources: entrepreneur.com / cbbc.com / sfchronicle.com

Writing

Workers should only do what is in their contract and no more. Discuss.

Chat

Talk about these words from the article.

culture / offices / factories / workplaces / phenomenon / entrepreneur / overtime / quitting / popularity / pandemic / burnout / the bare minimum / employees / survey

True / False

- 1) The article says workers are embarrassing about a work concept. T / F
- 2) With quiet quitting, workers do only what's in their contract. T / F
- 3) Workers who quiet quit often walk a mile to work. T / F
- 4) A website said quiet quitting means workers silently withdraw labour. T / F
- 5) The coronavirus pandemic increased the popularity of quiet quitting. T / F
- 6) People want a more fulfilling work-life balance. T / F
- 7) Workers who are quiet quitting leave work at five on the dot. T / F
- 8) Most workers have seen examples of quiet firing in the workplace. T / F

Synonym Match

(The words in **bold** are from the news article.)

- | | |
|-----------------------|---------------|
| 1. spreading | a. ditching |
| 2. embracing | b. recognized |
| 3. phenomenon | c. replying |
| 4. designated | d. views |
| 5. perceived | e. welcoming |
| 6. attitudes | f. satisfying |
| 7. fulfilling | g. happening |
| 8. jettisoning | h. nominated |
| 9. responding | i. excluding |
| 10. omitting | j. growing |

Discussion – Student A

- a) What are your experiences of workplaces?
- b) Have you ever quit a job?
- c) What is your idea of a good work culture?
- d) What do you think of the concept of quiet quitting?
- e) Should workers do only the things that are in their contract?
- f) What do you think of working overtime?
- g) Do you ever go the extra mile?
- h) What unreasonable pressures have you felt in the workplace?

Phrase Match

- | | |
|-----------------------------------|----------------------------|
| 1. A new culture of work has been | a. overtime |
| 2. Workers are increasingly | b. pressures |
| 3. things that are not part | c. minimum |
| 4. No offers of | d. work-life balance |
| 5. perceived as unreasonable | e. embracing the concept |
| 6. Quiet quitting has | f. on the dot |
| 7. achieve a more fulfilling | g. quietly spreading |
| 8. They do the bare | h. in a survey |
| 9. leave at five | i. of their contract |
| 10. 48 per cent of employees | j. increased in popularity |

Discussion – Student B

- What do you think about what you read?
- Do you agree or disagree with quiet quitting?
- What is a good work-life balance for you?
- Have you ever experienced job burnout?
- Do you ever do the bare minimum?
- Do you ever leave at five on the dot?
- What do you think of the idea of 'quiet firing'?
- What questions would you like to ask a company boss?

Spelling

- increasingly imbancgre the concept
- This emerging onenpehnom
- slowly ndbioagnan doing things
- stepping outside your adesengidt obligations
- It's the silent wtwidalarrh of extra labor
- ercveepdi as unreasonable pressures
- People are rneeissssga their attitudes
- focus on avoiding job urtbonu
- nejoigsntti unpaid duties
- they once lunivtarylo carried out
- do the bare mmiuinm
- ititmgnno them from meetings

Answers – Synonym Match

1. j	2. e	3. g	4. h	5. b
6. d	7. f	8. a	9. c	10. i

Role Play

Role A – A Bad Boss

You think a bad boss is the biggest reason to quit a job. Tell the others three reasons why. Tell them why their reasons aren't as bad. Also, tell the others which is the least worrying of these (and why): overtime, salary or boredom.

Role B – Overtime

You think overtime is the biggest reason to quit a job. Tell the others three reasons why. Tell them why their reasons aren't as bad. Also, tell the others which is the least worrying of these (and why): a bad boss, salary or boredom.

Role C – Salary

You think salary is the biggest reason to quit a job. Tell the others three reasons why. Tell them why their reasons aren't as bad. Also, tell the others which is the least worrying of these (and why): overtime, a bad boss or boredom.

Role D – Boredom

You think boredom is the biggest reason to quit a job. Tell the others three reasons why. Tell them why their reasons aren't as bad. Also, tell the others which is the least worrying of these (and why): overtime, salary or a bad boss.

Speaking – Quitting jobs

Rank these with your partner. Put the biggest reasons for quitting a job at the top. Change partners often and share your rankings.

- | | |
|--------------|----------------|
| • Bad boss | • No promotion |
| • Overtime | • Dangers |
| • Meetings | • Boredom |
| • Co-workers | • Salary |

Answers – True False

1 F	2 T	3 F	4 T	5 T	6 T	7 T	8 F
-----	-----	-----	-----	-----	-----	-----	-----

Answers to Phrase Match and Spelling are in the text.