



# QUIET QUITTING



Scan to review worksheet

Expemo code:  
19RZ-S1L9-2FAH



1

## Warm up

In pairs, discuss the following questions.

1. What do you think is the meaning of 'quiet quitting'?
2. Why do you think people might do it?
3. What do you think management can do about 'quiet quitting'?

2

## Skimming for gist

Match the titles to paragraphs A - D. There are more titles than paragraphs.

1.  What does it mean if you want to 'quiet quit'?
2.  How long has 'quiet quitting' been around?
3.  What causes it?
4.  What is the impact of 'quiet quitting'?
5.  What can bosses do about it?
6.  What is 'quiet quitting'?



# No more than needed

## The increase in 'quiet quitting'

A. \_\_\_\_\_  
'Your worth is not defined by your productive output,' was one of the lines in a 17-second TikTok video which recently went viral in a manner suggesting that the concept **struck a chord** with workers around the world. In the video, American zaidleplin, talks about the term, which he recently learned, and defines it as a rejection of the '**hustle culture** mentality' that says your life and your work should be one and the same. Quiet quitting is actually a bit of a misnomer as there's no actual quitting involved, it simply means to only do what is needed and refusing to go above and beyond for the job. Still, judging by the reaction to it both in social media and the press, the concept seems to have captured the zeitgeist.

B. \_\_\_\_\_  
Many workers, it seems, have **cottoned on** to the fact that long hours on the job at the expense of their personal lives hasn't been recognised or got them where they want to be professionally. Like any relationship, an employee and a company have an unwritten contract. There has to be give and take. When employees feel that they have put in unpaid time and effort in order to boost their standing within the company and it's not rewarded, that contract is broken. Of late, the pandemic and increased costs of living have **taken a heavy toll** on the lives of people around the world. Despite this, many corporations seem to be reaping rewards and CEO paychecks have remained stable or risen, thereby increasing the sense that, for the average worker, **the game is rigged**. In the media, there's also been more focus on mental health since the pandemic. With greater isolation from remote work, and levels of anxiety climbing, workers of the world found little comfort in their work or assistance from their companies.

C. \_\_\_\_\_  
Although quiet quitting is certainly a sign of discontent, it also signals a lack of options. Given the changing landscape of business and the world in a seemingly increased state of flux, many don't have the ability to simply move on, however enticing the idea may be. A lot of places are experiencing

a scarcity of work and recent years have financially squeezed people to the point where they are reliant on their income to care for themselves and others. So quiet quitting is simply a way of finding mental space for yourself to attend to personal needs and regaining a sense of control without **rocking the boat** too much. That said, if quiet quitting is an option you're considering, then you may need to consider your job and career **in the long term**. If you've mentally checked out of your job, then as well as dissatisfaction with your employment, it could mean that it's time to move on, whether it's from the company or your career. Asking yourself what it is that you'd rather be doing with your time would be a salient question. Giving yourself breathing room by 'quiet quitting' is understandable, but while you are treading water, you should give thought to the next step. No one is going to find personal fulfilment in mediocrity.

D. \_\_\_\_\_  
Of course, quiet quitting is also a challenge to management. It speaks to unhappiness with the way some companies are being run which should be a cause for concern. There are a number of methods to battle this. Implying that there will be rewards which never materialise is undoubtedly going to demotivate anyone. Putting in place a clear path to career development in your company via development training, along with requirements for promotion will aid workers to see a future and give them the autonomy to seek it out. Arranging social events and team-building activities to give employees a sense of involvement will combat the feeling of seclusion that many employees may feel in their work. It's also vital to manage everyone's time effectively to reduce the possibility of an unmanageable workload. Lastly, making a point of checking in regularly with each team member to give them an opportunity to voice any concerns openly will help you **take the temperature** of their levels of satisfaction.

Sources: *bbc.com, hrnews.co.uk, theguardian.com, hbr.org*



## 3

**Finding vocabulary**

Find vocabulary in the article on page two which has the following meanings.

1. \_\_\_\_\_ a name that doesn't accurately represent what something is (n, para. A)
2. \_\_\_\_\_ a mood held by people at a particular point in history represented by common ideas and beliefs in the media, art or literature (n, para. A)
3. \_\_\_\_\_ the state of having no physical contact or communication with others (n, para. B)
4. \_\_\_\_\_ a feeling of being unsatisfied and unhappy with a particular situation (n, para. C)
5. \_\_\_\_\_ particularly attractive or interesting so that you want to engage with it (adj., para. C)
6. \_\_\_\_\_ a situation where there's not enough of something (n, para. C)
7. \_\_\_\_\_ useful and important (adj., para. C)
8. \_\_\_\_\_ the state of being very average and not very impressive at something (n, para. C)
9. \_\_\_\_\_ to suddenly appear as if from nowhere (v, para. D)
10. \_\_\_\_\_ the state of being separated from others, usually by choice (n, para. D)

## 4

**Reading comprehension: Part 1**

Which paragraphs contain the following information? Write letters A - D after each prompt.

1. The lack of balance between the fortunes of business and their employees. \_\_\_\_\_
2. Ways of helping employees to feel part of a team. \_\_\_\_\_
3. The source of a phrase that has been discussed a lot in the media. \_\_\_\_\_
4. The unofficial relationship between employee and employer. \_\_\_\_\_
5. World events which have altered public attitudes. \_\_\_\_\_
6. A warning for managers to follow through on their promises. \_\_\_\_\_
7. How mental health may have affected the idea of quiet quitting. \_\_\_\_\_
8. Why quiet quitting may be preferable to quitting for some people. \_\_\_\_\_





**5 Reading comprehension: Part 2**

Which of the following advice is NOT given to managers as a way of dealing with quiet quitting.

1.  Meeting with employees individually to ask how they are feeling in their work.
2.  Making the way to climb the career ladder more transparent with the policy on pay rises openly available.
3.  Regularly thanking the team and individuals for their contributions and giving small prizes to top performers.
4.  Creating situations where employees can get to know each other better away from the office and enhance their professional relationships.

**6 Listening for details**

Listen to three people talk about quiet quitting and tick the correct job for each speaker.



	Speaker 1	Speaker 2	Speaker 3
teacher			
doctor			
software developer			
editor			
headteacher			





## 7

**Listening comprehension**

Read the statements and decide which speaker would agree with each. Sometimes more than one answer is possible.

- a. I've been 'quiet quitting' in my job. \_\_\_\_\_
- b. I'd get a new job if I had the opportunity. \_\_\_\_\_
- c. I don't feel as though I'm valued in my job. \_\_\_\_\_
- d. I spend my own money on the needs of my job. \_\_\_\_\_
- e. I have responsibilities to other people. \_\_\_\_\_
- f. The life I want is very different from the life I have. \_\_\_\_\_
- g. I worked really hard at the beginning of my career and feel my effort wasn't recognised.  
\_\_\_\_\_
- h. A lot of people think I have more time off from work than I really do. \_\_\_\_\_

## 8

**Talking point**

In pairs, discuss the following questions.

1. Do you think 'quiet quitting' is an understandable thing to do, or do you think someone who does it is just being lazy? Why?
2. Do most people arrive and leave work on time in your company?
3. Are you given reasons to go the extra mile in your company, or is it just expected? Explain your answer.
4. Does the management in your company do anything that would make quiet quitting less likely? If so, what do they do? If not, do you think this needs to change? If so, how?
5. If you owned a company, what would you do to avoid having workers quiet quit?





## 9

**Extended activity/Homework**

A friend who is a manager in a company has written to you. He has a problem with his employees 'quiet quitting'. He wants to know what you think he should do about the situation.

Hey there!

How are you? I was hoping you could give me some advice. I've noticed that most of the people in my team just seem to be doing the minimum at work and leaving at around five. I mean, they're doing their jobs, so it's not like I can fire them, but they just don't seem to be interested in going the extra mile. They don't seem to have any passion for their work. I've only been in that job for about six months and it's a little difficult because I don't know everyone's names yet. But I can see them all leaving together as soon as it gets to five. I've been busy trying to figure out what I have to do in my office, so I don't really have time to talk to them. I did tell them all a while back that I would try and get them a pay rise, but I've not actually asked about it with my boss yet. I thought that would make them work a bit harder, but it didn't seem to work. I need them to do their job so I have more time to learn how to do mine. What would you do? Hope all is well,

Eric.

**Write back to him and give him your advice.**

**You should:**

- Write at least 200 words.
- Check your grammar, spelling and punctuation.



**10** Optional extension: phrases and idioms

Complete the following sentences using one of the phrases and idioms highlighted in bold in the article on page two. You may have to change the form of the words.

1. Last week's terrible sales results \_\_\_\_\_ on the team. They're all really depressed.
2. He's trying to please everyone and not \_\_\_\_\_, but you can't do that if you're a manager.
3. I didn't get the promotion, it went to one of the CEO's mates from university. \_\_\_\_\_, I really don't see the point in trying any more.
4. OK, let me talk to my team and let me \_\_\_\_\_ and I'll get back to you with their thoughts.
5. When he said that no one ever gets to the end of their life and wished they had travelled less, that really \_\_\_\_\_ with me. I'm thinking about leaving and going abroad.
6. I was away when she announced it, so I didn't \_\_\_\_\_ to the fact that Laura was leaving until yesterday.
7. I'm tired of these young people going on about \_\_\_\_\_ on YouTube. You need to spend time with people: your children, friends, family. It can't all be about working and grinding.
8. I'm happy with this job for now, but \_\_\_\_\_ I think I'm going to do a Masters degree and go into management.

Now in pairs, discuss the following questions.

1. What was the last thing that you watched or read that struck a chord with you? Why?
2. Which events in your country's history took a heavy toll on the people living there?
3. When was the last time you cottoned on to something changing after other people?
4. Do you think hustle culture is about working hard, or do you think it shows something more problematic? Why?
5. If you have a problem, are you happy to rock the boat to get it resolved, or do you prefer to keep quiet? Why?
6. Do you think the game is rigged for ordinary people in your country? Or does everyone have equal chances for success? Explain your answer.
7. What are your plans for your career in the long term?
8. Does management often take the temperature of employees in your company? What do they do?