MODULE OVERVIEW

Quiet quitting: Spot the signs and open the conversation

Adaptive module | ~20 min

According to Gallup, 62% of employees are quiet quitting, and 70% of the variance in a team's engagement depends on the manager. This module first teaches how to read this withdrawal for what it is: a message about trust, respect, or belonging, almost never laziness. It then gives the warning signals and the words to open the conversation without moralizing. Two practices complete the prevention work: the team weather check and the stay interview.

LEARNING OBJECTIVES

01 Recognize the signals of quiet quitting when they combine and persist, and distinguish it from burnout.

02 Understand what this withdrawal is saying: an imbalance in trust, respect, or belonging, rarely laziness.

03 Open the conversation without moralizing (observe, doubt, let them choose) to hear the hidden need and adjust together.

04 Prevent disengagement with a regular weather check and the stay interview, and escalate team-wide cases.

WHO IT'S FOR

Managers who want to re-engage a withdrawn team member, starting by hearing what their silence says.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Quiet quitting – term popularized by Zaid Khan (TikTok video, summer 2022)
- Stay interview – a recognized HR practice
- Weather check-in ritual – from Afthonios coaching and training practice

SOURCES & REFERENCES

- Gallup, "State of the Global Workplace" – 62% of employees are not fully engaged, at an estimated cost to the global economy of $8.9 trillion (about 9% of global GDP)
- Gallup – analysis of 2.7 million employees: the quality of the manager accounts for 70% of the variance in team engagement
- Zaid Khan – New York engineer whose TikTok video (summer 2022) popularized the term "quiet quitting"
- Donald Sull, Charles Sull & Ben Zweig, "Toxic Culture Is Driving the Great Resignation," MIT Sloan Management Review (2022): a toxic culture (lack of respect, inclusion, or ethics) predicts departures 10.4 times better than pay does

- Module created by Afthonios.com.
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