

10 Ways to Fight Quiet Quitting and Connect with Your Team Today

It seems like “quiet quitting” is all over social media, but there’s a sting behind the buzz. The number of disengaged workers – especially younger workers – is rising rapidly, and leaders need to act before “[quiet quitting](#)” evolves into actual quitting.

Gallup recently found that at least [50% of the U.S. workforce](#) is psychologically detached from work, with millennial and Gen Z workers reporting significantly declining job satisfaction since 2019. This frustration with modern workplace culture is expressed in the TikTok trend, and if you ignore it, you risk lower team morale and higher job turnover.

Instead, you can make time to check in with your employees; communicate their value to you, the team, and the company; and express leadership's commitment to diversity, equity, and inclusion (DEI).



Here are 10 ways you can connect with your team and ensure a happy, productive work environment.

- 1. Lead with optimism.** If you don't care about your work, it's impossible to inspire others.
- 2. Cultivate relationships.** Make time for caring conversations with your direct reports and with colleagues at all levels of the organization.
- 3. Foster an inclusive, respectful, and positive workplace.**
- 4. Provide formal and informal opportunities for employees to learn and grow.**
- 5. Be clear about company priorities and your expectations.**
- 6. Give productive, results-oriented feedback.**
- 7. Empower employees to connect with each other, to build relationships and professional skills.**
- 8. Encourage autonomy and ownership in your direct reports.**
- 9. Make the work meaningful.** Communicate to every employee how their performance ties to the organization's mission, vision, and values.
- 10. Be transparent and open with your team, even when the news is disappointing or uncertain.**