

## **Quiet resignation: One out of 5 Canadian has gone through that**

Quiet resignation is a phenomenon where employees feel disengaged and disconnected from their work and the organization they work for. They may not actively resist their work or openly express their dissatisfaction, but they are mentally checked out and have accepted their situation. This phenomenon can have significant negative consequences for individuals, organizations, and society as a whole. I want to explore with you the causes and consequences of quiet resignation and how it may affect your life.

Recent data suggests that the phenomenon is particularly prevalent in Ontario, Canada. According to a survey conducted by the Ontario Chamber of Commerce in 2019, 70% of workers in the province reported feeling disengaged from their jobs. This trend has been attributed to a number of factors, including a lack of investment in employee development and a culture of overwork.

### **Causes of Quiet Resignation**

The causes of quiet resignation are complex and varied. Employees may feel undervalued, underappreciated, or unrecognized for their contributions. Some may feel overwhelmed or burnt out from the demands of their work or the work environment. The lack of opportunities for growth and development or the absence of a clear career path can lead to a sense of stagnation and disengagement. The absence of work-life balance and a supportive work culture can also contribute to feelings of disconnection and apathy.

### **Consequences of Quiet Resignation**

The consequences of quiet resignation can be significant and far-reaching. Individuals who experience it may feel that their work has little meaning or purpose, leading to decreased job satisfaction and motivation. This can, in turn, lead to decreased productivity, lower quality of work, and increased absenteeism.

In Ontario, quiet resignation can have broader societal consequences. It can manifest in various ways. Employees may show up to work every day but lack the energy and enthusiasm to contribute fully. They may complete their tasks but with little creativity or innovation. Employees may not actively seek out opportunities for growth and development or engage in team activities or social events.

### **Career Decisions and Quiet Resignation**

Quiet resignation can also affect career decisions, particularly when individuals feel that they have limited options for advancement or growth. Employees may feel that their current job is no longer fulfilling or meaningful. Some examples of how quiet resignation can impact career decisions include:

## **1. Staying in a Dead-End Job:**

One of the main drivers of quiet resignation in Ontario is a lack of opportunity for career growth and development. Many employees in the province feel that they are stuck in their current roles, with little chance of advancement or new challenges. This can be particularly true in industries that are experiencing slow growth or high levels of automation, such as manufacturing or retail.

Individuals who are quietly resigned may stay in a job that is not fulfilling or challenging, simply because they feel that they have few other options. For example, consider an employee working in a manufacturing plant in Ontario. They may have started in an entry-level role, but after several years on the job, they feel that they have hit a career ceiling. They may not have the skills or qualifications needed to move into management or a more specialized role, and they may feel that there are few other opportunities for career growth within the company. As a result, they may become resigned to their situation, feeling that there is little they can do to improve their career prospects.

## **2. Resisting Change:**

Employees who are disillusioned with their jobs may be resistant to change and may be hesitant to pursue new opportunities or take on new challenges. I have a client in the health field that resigned to his job, although he feels underappreciated and overworked due to the excellent benefits it gives him. After years on the job, he feels demoralized, yet unable to move on.

## **3. Lack of Confidence:**

Disengaged employees may lack the confidence to pursue new opportunities or take on new challenges, which can lead to missed opportunities for growth and advancement.

## **4. Workplace Culture**

Another factor contributing to quiet resignation in Ontario is workplace culture. Employees who feel that they are not valued or appreciated by their employers are more likely to become disengaged and resigned to their situation. This can be particularly true in workplaces that are high-stress or that have a culture of overwork and burnout. For example, I had a client who worked as an IT specialist helping customers solve their computer issues. He was required to work long hours, deal with irate customers, and meet strict performance metrics. He felt that he did not have his supervisor's support and his efforts were not recognized or appreciated. As a result, he became resigned to his situation, feeling that he had little control over his work environment and career prospects.

## **What Can Be Done to Address Quiet Resignation?**

There are a number of strategies that employers and policymakers can use to help engage employees and improve workplace culture.

One key strategy is to invest in employee development and training. By providing employees with opportunities to learn new skills and take on new challenges, employers can help them feel more engaged and valued in their work. It is important that employers in Ontario offer employees access to training programs that could help them gain new skills. This could include programs in digital literacy, project management, or other areas that are in high demand in the current job market.

Another strategy is to prioritize workplace culture and well-being. Employers who prioritize the well-being of their employees, will promote work-life balance, offer mental health support, and recognize employees real worth.

Finally, if you recognize yourself in this blog, if you feel quietly resigned in your current job, please reach out to me at Hamilton Jewish Family Services, and we can have a conversation on how to “unstuck” your career.