

November 2022

### **QUIET FIRING: THE TREND HOLDING PROFESSIONALS BACK IN THEIR CAREERS**

In a recent article, Refresh Leadership examined a trend among employees, citing an increase in professionals quiet quitting, mentally checking out, and being actively disengaged at work. While this phenomenon has lasting effects on productivity and engagement, it also seems to have created a sub-trend in the workforce: quiet firing. According to a recent LinkedIn poll, 48% of individuals have seen it at their offices and 35% have said they have directly faced it at their jobs.



While quiet quitting is defined as when an employee either mentally checks out and coasts through the daily grind or simply does the bare minimum to remain employed while actively searching for a new opportunity elsewhere, quiet firing is a little more vague. It can be experienced when a professional is passed up for promotions, has responsibilities redirected, or has paths to leadership and development restricted. It's important to know the tell-tale signs of quiet firing to know if you are doing it subconsciously to your employees or if it is being done to you—and what to do to fix it.

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**What type of holiday party is your company planning this year?**

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### **The Best Interview Questions to Ask Job Candidates – Assessing Cultural Fit**

Creating a successful and productive team starts with finding great employees who fit your organizational culture. And while you may receive hundreds of job applications from interested parties, narrowing down the talent pool to hire the right candidate for the job goes beyond resumes.



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## Ask a Recruiter: Manufacturing

With an emphasis on an industry that has become the backbone of society, Refresh Leadership sat down with a seasoned professional recruiter specializing in manufacturing positions. In our third installment of “Ask a Recruiter,” we spoke with Roger Purdy of Express Employment Professionals about industry insights and what it takes to be successful in his field.

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## Stressed Out: Overcoming Anxiety in the Workplace

Feeling stressed out? Don't worry, you aren't alone. A recent Northwestern National Life survey found that 40% of workers say their jobs were extremely stressful, while a Yale University study found that 29% reported feeling extreme stress due to their jobs.

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## New White Paper: The Chasm Standing Between Job Seekers and Employers

Express Employment Professionals recently released a new white paper focusing on the disconnect between job seekers and employers who are desperate for workers to come off the sidelines.

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