

**SHE SAID/SHE SAID PODCAST with LAURA COX KAPLAN Episode 212**  
**TITLE: Why “quiet quitting” is a missed opportunity to invest in YOU!**

**TITLE: “Why quiet quitting is a missed opportunity to invest in YOURSELF”**  
**EPISODE 212**

**SHOW OPEN**

Laura Cox Kaplan:

Building influence is something anyone can learn. It's an investment you can make in yourself and it can hold the keys to achieving your dreams and having the life and impact you want to have. I'm Laura Cox Kaplan. I've learned a lot over three decades about building and sustaining influence and how using it and using it effectively can make a big difference in your life and career. Here on She Said/She Said podcast, we're digging into the different dimensions that help us build and sustain influence. If you thought being an influencer was just for social media, think again. Whether you're starting a business, raising money for a cause, negotiating a promotion, running your household or trying to connect with those who don't share your views, understanding and using the different dimensions of influence will increase your chances of success whatever your goals may be. Listening to She Said/She Said podcast is a smart, efficient investment you can make in you. I'm really glad you're here and I'm excited we're on this journey together.

**EPISODE**

Laura Cox Kaplan:

There is a lot of discussion right now about this concept of “quiet quitting.” You may have seen examples of it and references to it on social media, and if you type it into your browser, you'll find lots of articles and results on the topic.

For those who aren't as familiar -- let me quickly levelset what this concept refers to: -- quiet quitting refers to is essentially just doing the minimum in your job. Not necessarily trying to get fired or trying to leave or quit.... but instead just fulfilling the basic parameters of your job description.

The term is also used to apply to dialing back when you are overwhelmed or in periods in of your life when you need more time for non work related responsibilities or even hobbies.

That objective of dialing back and making more time for other aspects of your life certainly isn't a bad thing, but since quiet quitting is a more passive aggressive approach -- i'm going to argue there is a better way than just fading back. A way to accomplish your goal of getting more time and balance, while at the same time preserving your credibility and building your influence.

**JUST A BIT OF BACKGROUND ON THE CONCEPT --**

Some attribute this phenomenon to the pandemic and to the side effect that remote work can -- not always, but can -- discourage employee engagement ....

Covid did a number on employee engagement programs. Onboarding programs were either scrapped or were relegated -- out of necessity -- to virtual experiences where direct engagement was either

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non-existent or was ineffective. Especially to much younger employees or those just entering the workforce -- those who had nothing to compare the experience to.

But in reality This idea of quiet quitting is not a new concept -- many people have been doing this for years. It's even been lampooned in TV shows like The Office.

“Quiet quitting” both pre and post the pandemic has never lent itself to helping people build the influence needed to to pave the way to something else and to get what they really want out of life -- especially if it's something beyond what they are currently doing.

We spend a tremendous amount of time at work -- building both financial capital and I would argue potential **influence capital**. That INFLUENCE CAPITAL is something we can deploy in a myriad of ways to help us achieve other things in our lives.

Work is an investment. You invest your time and energy and brain power toward some type of shared objective that meets a need... or that solves a problem. You are generating something of value that someone else will pay for.

The challenge comes when we don't feel connected to some higher purpose.... When either the employer doesn't spend the time to help employees feel connected to that bigger goal or objective .... And the employer maybe isn't doing a great job of really communicating that shared mission.

Or on the flip side, when the employee doesn't take the initiative to understand what that connection is and how the employee's value and the value she receives in exchange for her work is actually **influence capital** that she's building.

Even the most basic and entry level of jobs provide value -- not just to the employer -- but to the employee in terms of the experience she is gaining as well as the credibility -- potentially -- she's building in the job -- those things are complimentary.

There is nothing inherently wrong with someone just wanting to do her job, and to just meet the basic requirements.

But life is rarely that simple or straightforward. Or, if it is, it won't be for long.

Here's what I mean --- what happens when the lack of challenge and just doing the minimum ends up leaving you feeling even more demoralized ... and maybe begins to impact your confidence.

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Confidence as we’ve talked about on this podcast -- tends to grow from doing, from mastery of something, and from pushing ourselves to take on new challenges. How does it grow when you are just continually dialing it in?

What if -- as you engage in “quiet quitting” -- you decide to develop an exciting side hustle or hobby. Chances are you’re going to need to take some pretty big risks to get it launched. Does the fact that you’ve just been plugging away at the bare minimum in your position help you build that risk taking capacity?

And what if that side hustle might benefit from some support or some backing from your current employer, your colleagues or your boss. If you’ve just been doing the minimum, and not communicated with them about your priorities and how they can better align with those of the organization -- the chances those recommendations will be positive is much less likely.

What happens when the job market tightens and you find that you -- the quiet quitter -- is competing with the person who worked harder to find a connection and a purpose for herself within the organization. What then?

There are alternatives to Quiet Quitting..... As I was putting this podcast together and thinking about you -- my listener -- and how you may be thinking about this concept. My guess is many of you may be experiencing this from the employer perspective. You may have employees on your payroll that are engaging in quiet quitting.

You might even be experiencing this from the perspective of stepping back in your own job or career in order to make time for other things, or to get more balance .... Nothing wrong with pursuing more balance and nothing wrong with investing in yourself.... But there are ways to do that that allow you to build influence, protect your credibility, and help you maximize the investment of your time in that job -- even when it may only be a means to an end.

I came up with FIVE overarching ideas that I think are essential for both the potential quiet quitter and her employer to consider. And you will not be surprised to learn that they all relate to INFLUENCE.

1. **try to shift your perspective to focus on work as an investment -- an investment in YOURSELF:**  
Take a step back and think about -- How do you think about work? Do you think of it as a means to an end? If you are struggling with this idea of quiet quitting, try to shift your perspective to focus on work as an investment -- an investment in YOURSELF .
  - a. For most of us, work is where we spend the majority of our time. Our effort at work is what tends to put food on the table, that helps us pay our mortgage or rent, it helps us educate and and to send kids to college, to pay for vacations, and anything else that we

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want to do. When we think about it that way, it tends to take on a slightly different meaning... and it requires us to ask WHY. Why am I doing THIS particular job? what am I learning, what can it do for me in the future? It's important to ask yourself those questions. How is this job an investment in my future? It can be helpful to have an objective third party help you with this if you are struggling to see the value. If you truly hate your job, but are not in a position to quit, you may need some help seeing the value. You might also need to really ask yourself, should I still be here. Am I doing real harm to my career, to my influence, and to my future by staying.

- b. Even if you are thinking about actually quitting and leaving your job -- this is still a really important exercise. And it can help you lay the groundwork for transferable skills.
  - c. Or for the employer, how should the potential quiet quitter on your team think about her trajectory in your organization? How can she even more effectively use what she's learning from the experience she's having to grow? What can you -- the employer -- do to help her feel more connected and maybe valuable. Or how can you show her how to add more value in ways that will help her feel more invested in your shared objective. Remember, the newer employees on your team may have started work during the pandemic. It's all they've really even known. So it's essential that employers help them understand these concepts that may be less readily apparent to the less tenured employee. On the flip side of this, some employees do need to exit. The job may not be the right fit and you may not be able to coach them into a better spot. In that case, a relocation plan might be in order. If you missed my conversation with [Lisa Gabel in Episode 208](#) she shares great advice for how to exit an employee compassionately while maintaining the relationship.
2. **Understand YOUR Value, and -- as importantly -- how to quantify it.** Even if you have no plans to leave your job anytime soon, learning how to quantify the value you provide to your current employer and that you could offer to another employer is key. But here's the thing. If you are busy “quiet quitting,” and just keeping your head down and doing the bare minimum .... are you really thinking strategically about your own value -- both currently, and the potential for greater value with a bit more effort -- and how all of that is actually not just an investment in the organization, but again it is an investment in yourself. Otherwise work that you are quiet quitting is a missed opportunity for YOU, not to mention all the time you are wasting by not thinking more strategically about how it can contribute to something that is ultimately more meaningful when do you decide to transition into something else.
  3. **Build your network... by making more friends at work -- and don't limit yourself to your direct peers.** Work provides the best opportunities to build connections with people who will understand most directly your capabilities and competencies, as well as the things you don't do as well. It also provides you an opportunity to learn from those who are in positions that you

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might want to occupy at some future point. When you are “quiet quitting,” chances are you aren’t maximizing this opportunity as fully -- again missing an opportunity to invest in your future and to lay some critical groundwork with potential future references and allies.

As you think about networking -- think about what you can offer in exchange for the connection. I’m talking of course about reciprocity. Reciprocity is one of my favorite concepts related to effective networking. Here’s my little rule: go into the networking conversation with some forethought about what value you might be able to provide in return. If you go into the conversation with that mindset, you’re much more likely to not only make a connection but to actually build a relationship that will be with you whether you stay in your current job or move on to something else ... or maybe build your own thing.

THE NETWORKING PIECE CAN WORK FOR THE EMPLOYER AS WELL. These network connections can also help the quiet quitter feel more connected at work and feel more of a shared mission on behalf of the organization. It likely means that employers need to do a bit more to build a shared connection with the employee and to help her see her future path in way that she might not have considered.

4. **ENGAGE MORE** -- Even when you are burned out, sometimes engaging differently can give you some much-needed momentum. Time management and productivity expert LAURA VANDERKAM has written a new book called “Tranquility by Tuesday.” in it, she says the way to fight burnout -- which as we’ve discussed can lead to quiet quitting -- is to actually increase your engagement in other areas that give you lift and that boost your confidence. Laura will actually be joining us on she said/she said podcast next week to talk about the book. It’s available now for pre-order and you can a link in the show notes for this episode. This is actually Laura’s second appearance on she said/she said podcast . book is also terrific.
5. **COMMUNICATE MORE** -- this one seems obvious, but sometimes even the obvious can get overlooked. If you are engaged in quiet quitting and feeling like you are not achieving your potential, talk to your boss. Try to have a conversation with that person. It’s almost always worth the effort and can often make a big difference in both showing that you care and that you are trying to strike a balance between your work and personal life. Work rarely happens in a silo, but as part of a team effort. The best of bosses and employers seek to understand and maintain engagement with the folks on their teams. It’s worth having those conversations. When done well and in the interest of both the organization and your future, you are much more likely to build influence and credibility than to lose it.

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**EPISODE CLOSE:**

Laura Cox Kaplan:

Friend, I'd love to hear your thoughts on this topic, and your suggestions for making sure you preserve your influence at those times when you decide to dial back. I'd really love to hear.

Before I let you go this week, I want to share our latest SHE SAID/SHE SAID PODCAST milestone which only happened because of YOU! Last week, we hit and surpassed our 200k download mark! And we have continued to climb as a top rated career podcast. Those things only happened because you join me each week, and are making an investment in you. I am truly gratified that you are finding value in this content, and that you see it as a worthwhile investment in yourself. A big big thank you!

I'll be back again next week, and my guest will be the incredibly thoughtful time and productivity expert Laura Vanderkam. Laura's new book "Tranquility by Tuesday" will also be released next week. Be sure to preorder it.

Until then, you take care.

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