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CAREER

I've been seeing the phrases "quiet hiring" and "quiet firing" on social media a lot lately. What do these things mean, and should I be worried?

It seems like every week there are new catch phrases trending about employee and company behavior. In fact, most of them are not new to the workplace at all – they just have flashy new names.

"Quiet firing" is when a manager takes specific actions that impact an employee's role, responsibilities – and ultimately morale – in an effort to get them to quit. It is "quiet," because the actions can be subtle and seemingly innocent, leaving the employee to second-guess their suspicions of being left out, overlooked, or passed over. The employee might be excluded from meetings and decisions, discover that some of their responsibilities have been eliminated, or be repeatedly passed over for raises and promotions. Quiet firing is considered a passive-aggressive act because these actions are made with little or no discussion with, or input from, the impacted employee. Here are some articles to read if you think you are being quietly fired:

- [How to Tackle 'Quiet Firing' at Work | TIME](#)
- [How to Recognize & Overcome Quiet Firing | Monster.com](#)

On the other hand, "quiet hiring" has a much less negative connotation and can actually provide job security. This is a process where an employer fills a company need or job opening with staff who are already employed there. Challenges may arise when workers are asked to take on additional responsibilities while still performing their original role's tasks. It can also be problematic if an employee is being promoted into a new role without proper training and preparation. For more on this topic and what you can do if it happens to you, see Deb Squire's article, "[Quiet Hiring, a Trend for 2023](#)".

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