

Squiggly Careers PodSheets

How to redefine your relationship with work



What is 'quiet quitting'?

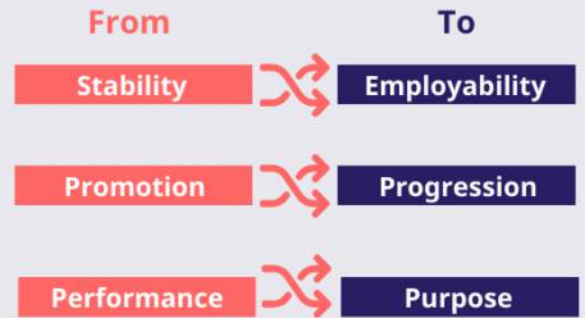
“ You're not outright quitting your job, but you're quitting the idea of going above and beyond. You're still performing your duties, but you're no longer subscribing to the hustle culture mentality that work has to be your life – the reality is, it's not. ”

taken from [Metro.co.uk](https://www.metro.co.uk)

How the unwritten rules of work have changed

Your relationship with work is made up of formal contract (*that you sign*) and an informal contract (*a set of unwritten rules and expectations*).

Over time, the 'rules of work' have changed. 'Quiet quitting' is a passive approach to a problem with your work life. Understanding your unique relationship with work helps you to actively redefine your relationship with work, so that it works for you.



4 ideas for action to actively redefine (or define) your relationship with work

- 1 For support with employability:**
Design your own development plan
Ask for input and investment where needed.
 If investment isn't available, *ask what are the constraints?* Use If/Then to understand how you could overcome the constraints.
- 2 For support with freedom & flexibility:**
Be clear and confident about what you need
Find the right fit for the business too.
Complete these statements: *I work at my best when ... / The change I'd like to explore with you is ... / It means I'm able to bring more value to the team because*
- 3 For more progression possibilities:**
Be open and adopt an exploring mindset
Squiggly careers are fluid and not fixed. Reflect on these two coach yourself questions.
What does progression look like to you?
How could you 'pilot' your progression?
- 4 For more pride in your company purpose:**
Make connections between what you care about and what you could create
The stronger the connection, the more potential for pride. *List 5 things that you care about at work then list 5 things you company stands for / is known for. Join the dots.*

Coach Yourself Questions

- If your work was a person, how would you like to describe that relationship?**
- What is the biggest change you could make to improve your relationship with work?**

Recommended resources

- [State of the Global workplace report 2022](#)**
Gallup's annual report post pandemic features employee data and workplace trends.
- [The cure for burnout](#)**
Authors Emily & Amelia Nagoski talk about 3 telltale signs of burnout
- [How to find your work/life fit](#)**
Squiggly Careers episode #227