

# Attraction and Retention Trends and What They Mean

The labor market has been a rollercoaster, and HR professionals will continue riding it this year. Along with frequent changes in the employment market, several buzzwords have been floating around workplaces. Keeping these terms straight can be challenging, so use this infographic as a quick reference to the latest attraction and retention trends and what they mean.

During the past year, there were a record number of employee quits, an increase in talent shortages and workers having more workplace demands—and at times, the upper hand. As a result, these trends were evident in many of America’s workplaces.



### Quiet Hiring

Employers upskill or move existing employees—temporarily or permanently—into new roles to fit business needs rather than hiring new employees.



### Quiet Firing

Employers or managers slowly pull back employee duties to push the employee out of the company instead of outright firing them.



### Quiet Quitting

Workers only do what their job description entails without going above and beyond.



### Quick Quitting

Workers quit their jobs before the one-year mark.

“The Greats” have evolved over the past year to reflect better what was happening in the labor market.

### The Great Resignation

Workers leave the workforce altogether. While workers quit their jobs at record-high rates in 2022, the majority quit one job rather than exit the workforce.

### The Great Reshuffle

Workers quit one job that they are unsatisfied with to take another. Employee quit rates are down but remain near all-time highs and much above historical benchmarks.

### The Great Reconsideration

Workers reconsider and change their work experiences to take advantage of a worker-friendly labor market.

### The Great Rebalance

Workers return to more typical career security and leverage levels, rebalancing the employer-employee relationship.

### The Great Disconnect

A gap is present between organizational and worker preferences (e.g., flexibility in where and when work is done).

Source: Bureau of Labor Statistics

If the past year has taught anything, **the labor market and workers’ desires and needs will continue to evolve.**

**Contact us** for more guidance on these topics and other HR trends.

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