

OPTIMAL

 A newsletter for wellness and improved wellbeing

Sages & Scribes
CONSULTANTS

About OPTIMAL

Optimal is a monthly wellness newsletter written, developed and circulated by **Sages & Scribes Consultants** aimed at informing, educating and improving on the general wellbeing of readers by focusing on the essentials for improved mental health, and how to live a vibrant yet practical life in the present reality.

In this edition, we look at **Workplace Ghosting** – a recent phenomenon that has been haunting workplaces worldwide. Ghosting, a term originally associated with personal relationships, has now found its sinister presence in the professional realm of work. Let's explore this appalling trend that's sending ripples through the corporate landscape.

Improve your wellness, optimize your wellbeing and enhance your lifestyle with OPTIMAL.



WORKPLACE GHOSTING

By Ven. Adelowo Adesina

Remember the sudden silence after a promising date? That's ghosting: abruptly cutting off communication without a deserving explanation. Now this uncanny and despicable act has made its way into the corporate world globally.

Workplace ghosting is the unsettling trend of candidates and employees vanishing without a trace, leaving employers and colleagues high and dry.



Employees or job candidates unanticipatedly withdraw communication from their employers or colleagues without any prior notice or explanation. Potential or current employees disappear, ignoring emails, calls, or simply not showing up for interviews or work.

Recent trends indicate a rise in workplace ghosting, with employees opting for radio silence rather than engaging in open and transparent communication. This chilling behavior is prevalent across industries, causing concern among HR professionals and team leaders.



CURRENT TRENDS

01 Recruiters and hiring managers say they are experiencing a surge in workers not showing up at interviews

02 A survey by Clutch found out that 71% of workers admitted ghosting at some point in their application process.

Prospective workers accepting a job, only to not appear at work without explanation. 25% of respondents in the Clutch survey said they didn't show at work

03 Some employees are quitting by working out of their jobs without saying nothing.

USA Today report that 20 – 50% of employees are pulling out of work in some form or fashion.

Ghosting in the Workplace

The discourteous act of ghosting is no longer confined to romance, dating or courting. It has now entered into the world of work.

- Ghosting in the workplace is similar to ghosting in dating.
- It has become a global phenomenon.

Essentially, ghosting in the workplace occur when:

- Candidates shortlisted don't show up for scheduled interview
- Recruited employees don't show up on the first day of work.
- Employers quit without giving notice or saying they have left.

ghosting

WHY WORKPLACE GHOSTING?

Ghosting is not new. It has become prevalent

- ✓ Clutch survey found 41% of workers find it acceptable to ghost employers.
- ✓ 35% found it unreasonable for workers to ghost organizations
- ✓ Workers who found ghosting acceptable, the most common reason is accepting other jobs (30%), deciding the role is not a good match (19%)

Multiple factors propel these ghostly tendencies:

- ✓ **Avoiding awkwardness:** Fear of uncomfortable conversations about rejecting offers or quitting pushes some to fade instead of face-to-face interaction.
- ✓ **Easier than explaining:** Some believe disappearing is simpler than giving honest reasons for declining a job or leaving a position.
- ✓ **Burnout blues:** Feeling disengaged or undervalued can prompt employees to silently slip away from a toxic work environment.



“Our deeds determine us, as much as we determine our deeds.”

- George Eliot



“Creating a culture of integrity and accountability not only improves effectiveness, it also generates a respectful, enjoyable and life-giving setting in which to work.”

- Tom Hanson





MORAL STANDARDS, VALUES, ATTITUDES & GHOSTING

“We must adjust to changing times and still hold to unchanging principles.”

- Jimmy Carter

- ✓ Such moral standards and work ethics as loyalty, commitment to duty, deferred gratification, etc. that were once the guiding principles, no longer hold sway at work.
- ✓ Individualism, self-interest are now the order of the day.
- ✓ Traditionally, the employer is more likely to ghost the employee
- ✓ Employers possessed the greater power in the work dynamics.
- ✓ Since Covid-19, the dynamic values and workers attitude has changed, so much so that where we work and how we worked have also changed.
- ✓ We also experienced such phenomenon as “mass resignation, presentism, quiet quitting and the japa syndrome.”

CAUSES OF WORKPLACE GHOSTING

1. CANDIDATES FRUSTRATION

- ✓ Job seekers resort to ghosting if they become frustrated with the recruitment process and experience.
- ✓ Experiencing excessive delays
- ✓ Lack of communication
- ✓ Multiple interview rounds with semi-clear outcomes.

2. UNAPPEALING JOB OFFERS

- ✓ Candidates may ghost employers when offers are below their expectations.
- ✓ If they receive more attractive offers from elsewhere

3. TOXIC WORK ENVIRONMENT

- ✓ Employees are known to ghost their organizations due to negative experiences
- ✓ Poor organizational culture
- ✓ Poor management practices
- ✓ Workplace harassment
- ✓ Discrimination

4. PERSONAL CIRCUMSTANCES

- ✓ Family emergencies
- ✓ Health challenges
- ✓ Conflicting priorities may cause individuals to ghost their current or prospective employers without warning.

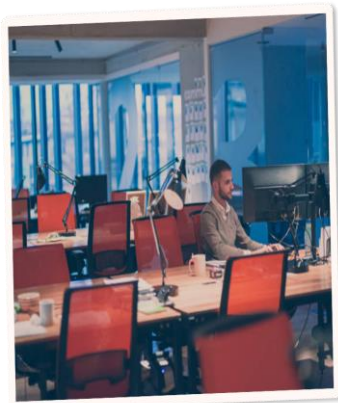
MANAGING WORKPLACE GHOSTING

1. Recruitment Process

- ✓ Minimize unnecessary delays
- ✓ Provide timely feedback
- ✓ Optimize the value of the recruitment process

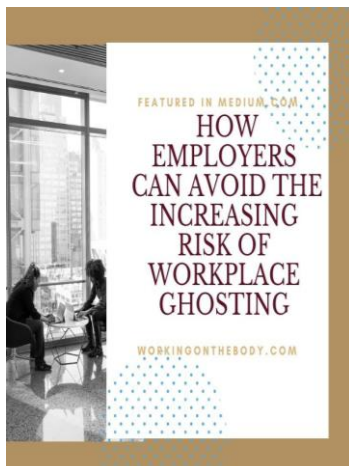
2. Positive Work Culture

- ✓ Maintain a positive, engaging, inclusive work environment
- ✓ Promote employee health, wellness & wellbeing.



“If you want to influence others, the most important thing you can do is be a living example of the principles, ideals, and faith that you advocate.”

- Nick Vujicic



MANAGING WORKPLACE GHOSTING...

“Ghosting is a way to avoid conflict, but conflict is a necessary part of growth.”

- Anonymous

3. EFFECTIVE COMMUNICATION

Establish a clear, consistent, transparent communication channels.

4. PERSONAL DEVELOPMENT & GROWTH OPPORTUNITY

Providing opportunities for skills development, career advancement and continuous learning, enhanced employee engagement and loyalty.

It reduces the likelihood of them ghosting their current employees.

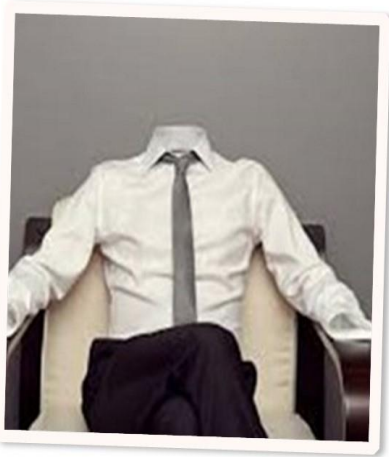


CONCLUSION

Workplace ghosting is a phenomenon that have emerged in recent year.

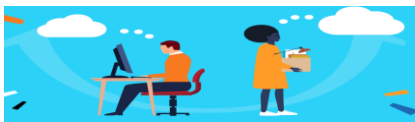
A trend where employees, job candidates and even employers abruptly cease communication and disappear from the hiring process or work without explanation, due notice or resignation.

As we navigate the mysterious realm of workplace ghosting, let's strive to create a work environment where open communication is valued, and team members feel heard and appreciated.



“In the end you should always do the right thing even if it’s hard.”

- Nicholas Sparks



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Sages & Scribes
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Sages & Scribes Consultants is a multi-disciplinary consulting firm with a mission to offer bespoke world-class consulting services to give clients an advantage by building their people and technology enabling them stand over and above competition.

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Human Capital Advisory: Training and Development, HR Planning and Management, Human Capital Outsourcing.

Business Advisory: Strategic and Organizational Management, Technology and Innovation Management, Social Policies and Welfare Programmes.

Employee Assistance: Employee Engagement for Productivity and Performance, Psychosocial Risk Management, Employee Wellness and Wellbeing.

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