

Quiet Cracking: The Silent Threat to Employee Engagement

The Problem: A Silent Crisis

What is Quiet Cracking?

A gradual, invisible decline in motivation, connection, and psychological investment in work.

Top Drivers of Disengagement



Technostress



Lack of Purpose



AI Anxiety

42%

have declining motivation



41%

feel unappreciated by managers

The Solution: Rebuilding Engagement

Make "Why" the Ultimate Motivator

Employees who understand their work's purpose are twice as likely to feel energized.



Address Technostress Head-On

64% report technology has negatively impacted their work; provide better training and support.



Develop Your Managers

Train managers in specific, timely, and sincere recognition to combat feelings of underappreciation.