

Quiet Quitting Scale

Please answer the following items.

Items	Answers				
	1	2	3	4	5
1. I do the basic or minimum amount of work without going above and beyond.	Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
2. If a colleague can do some of my work, then I let him/her do it.	Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
3. I take as many breaks as I can.	Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
4. How often do you pretend to be working in order to avoid another task?	Never	Rarely	Sometimes	Often	Always
5. I don't express opinions and ideas about my work because I am afraid that the manager assigns me more tasks.	Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
6. I don't express opinions and ideas about my work because I think that work conditions are not going to change.	Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
7. How often do you take initiative at your work?	Never	Rarely	Sometimes	Often	Always
8. I find motives in my job.	Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree
9. I feel inspired when I work.	Strongly disagree	Disagree	Neither disagree or agree	Agree	Strongly agree

Items #7, #8, #9 are reversed-scored.

Factors: detachment (items #1, #2, #3, #4); lack of initiative (items #5, #6, #7), lack of motivation (items #8, #9).

Sum the answers in all items and divide the aggregate by total number of answers in order to calculate the total score for the “Quiet Quitting” Scale. Similarly, calculate the score for each factor.

All scores range from one to five. Higher scores indicate higher levels of quiet quitting.

Proposed cut-off point for the total score is 2.06. Employees with total score ≥ 2.06 are considered as quiet quitters, while employees with total score < 2.06 are considered as non quiet quitters.

Please, use the following reference for the development of the scale:

- Galanis P, Katsiroumpa A, Vraka I, Siskou O, Konstantakopoulou O, Moisoglou I, Gallos P, Kaitelidou D. The quiet quitting scale: Development and initial validation. *AIMS Public Health*, 2023, 10(4): 828-848. doi: 10.3934/publichealth.2023055

Please, use the following reference for the cut-off point of the scale:

- Petros Galanis, Aglaia Katsiroumpa, Irene Vraka et al. Quiet quitting among employees: a proposed cut-off score for the “Quiet Quitting” Scale, 22 June 2023, PREPRINT (Version 1) available at Research Square [<https://doi.org/10.21203/rs.3.rs-3076541/v1>]

Other related publications

- Galanis P, Katsiroumpa A, Vraka I, et al. Nurses quietly quit their job more often than other healthcare workers: An alarming issue for healthcare services. *Int Nurs Rev*. Published online January 9, 2024. doi:10.1111/inr.12931
- Galanis P, Moisoglou I, Malliarou M, et al. Quiet Quitting among Nurses Increases Their Turnover Intention: Evidence from Greece in the Post-COVID-19 Era. *Healthcare (Basel)*. 2023;12(1):79. Published 2023 Dec 29. doi:10.3390/healthcare12010079
- Galanis P, Moisoglou I, Katsiroumpa A, Vraka I, Siskou O, Konstantakopoulou O, Kaitelidou D. Moral Resilience Reduces Levels of Quiet Quitting, Job Burnout, and Turnover Intention among Nurses: Evidence in the Post COVID-19 Era. *Nursing Reports*. 2024; 14(1):254-266. <https://doi.org/10.3390/nursrep14010020>
- Petros Galanis, Aglaia Katsiroumpa, Irene Vraka et al. The influence of job burnout on quiet quitting among nurses: the mediating effect of job satisfaction, 03 July 2023, PREPRINT (Version 1) available at Research Square [<https://doi.org/10.21203/rs.3.rs-3128881/v1>]