

5 Reasons Workers of the Great Resignation are Now Workers of the Great Remorse



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The Great Resignation workers are struggling now, finding it harder to land a new job. It's not quite what they had in mind when they just up and left the position.

So why did workers quit

With the layoff of millions of Americans, the pandemic created a shock in the labor market. This created an imbalance of power, shifting from the employer to the worker. Employers found

filling open or new positions challenging during the pandemic's quick recovery.

Fifty million Americans quit their jobs in 2021, which became known as “the Great Resignation,” “the Great Reshuffle,” “the Big Quit,” “the Great Renegotiation,” or “the Great Rethink.”

There are several reasons the marketplace was glutted with workers who, at the time, had leverage over employers. There was the opportunity for higher pay, better benefits, remote working, and better treatment. Some were still collecting unemployment insurance, thinking staying home was better than working.

Some didn't think the process through. Early on, life was good, job hopping to find what they thought was missing. If a manager didn't treat the worker right, the worker walked off the job. If the pay wasn't what a worker thought they deserved, they just ghosted the employer and didn't show up. It didn't take much for the “Great Resignation” to snowball.

“To some, the pandemic exposed how much work had become like adult daycare. Everyone is expected to be in at a certain time. They're expected to stay till a certain time. And it's best to look busy in between.”

Russ Hill, author of [The Great Resignation](#)

Sometimes people think the grass is greener on the other side. The worker soon discovers that it might not be. Some were running away from "**Bad Bosses,**" while others found the new work didn't fit their personal goals or personality, they didn't feel valued, and still, others found that the pressure of returning to an office was a mental health struggle. The workplace wasn't what they thought it would be as they returned from the pandemic.



The rising of the Great Remorse

With a recession looming and layoffs starting, those workers who spent time trying to get out of their current job or quitting a new job didn't consider how they might manage if hiring slowed. They didn't plan for what might happen down the road.

They took a job elsewhere without knowing if it was a good fit for them, leading them down a path where they're constantly unhappy and unsatisfied because they're working somewhere that doesn't make them feel good about themselves and their abilities.



Five reasons workers feel remorseful:

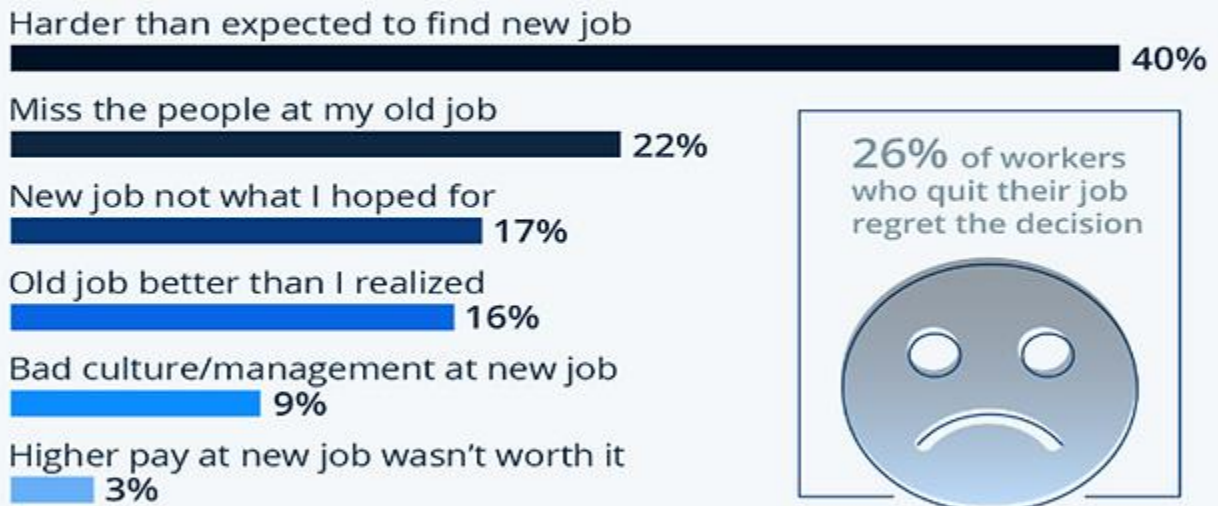
Reported first by [Bloomberg](#), a Harris Pool surveyed over 2,000 U.S. job seekers' recent experience with the labor market and found that over 70% said it has been more complicated than they hoped to get a good job. The results included:

- Nearly two-thirds of workers staying in their current role told Harris Poll it's because they genuinely enjoy their work and do not want to resign.
- Although one-fifth of those workers say they're not working their dream job, they admit the benefits, pay, and a few perks are too good to give up.

- 17% said they'd like to switch jobs but feel the economy and possibility of a recession make them not want to risk the financial security of staying where they are.

From Great Resignation to Great Regret?

Reasons why U.S. workers who quit their previous job regret their decision



628 job seekers in the U.S. who quit their previous job surveyed between Apr-Jun 2022

Source: Joblist



1. Although [robust hiring increases](#) have been reported, unemployment is [slowly increasing](#). The current number of layoffs is beginning to number in the tens of thousands—at companies like [Cryptocurrency platforms](#), Redfin, Better.com, [Meta](#), [Peloton](#), [Twitter](#), and [Lyft](#). With workers thinking they had a firm upper hand, these unstable conditions have shocked the millions.

2. The Poll found 72% of workers on the job hunt believe hiring managers are dropping the ball by ignoring their application submissions, failing to schedule interviews, and even ghosting them.

3. The most common regret workers state is they quit their job without having a new job lined up. Now, they are finding it harder than expected to find one. Two-thirds also expressed regret over failing to start their search sooner. About the same amount said they imagined it would've been a better decision to start their job search in 2020 or 2021.

4. 60% of seekers say the search has been going for over six months, and many say they've applied to fifty or more opportunities. A survey by [Joblist](#) indicated that 42% of those who quit their job noted their new job hadn't lived up to expectations. For most, returning to their old job is not an option. However, 59% said "no" to that option, while 17 % said "yes," and 24% were at least open to the idea. Workers in education and healthcare cited being the most fed up with their old jobs, with 67% saying they do not intend to return to their previous position.

5. With the struggle of inflation and the frustration of the never-ending job search, 51% of job seekers agree they would take any job offer. In addition, the [March 2022 Harris Poll](#) found that a third of respondents who regretted quitting indicated that the work-life balance in their new job had declined, was different than what they were led to expect, and missed the culture of their old job.



Are boomerang employees the answer

These rapidly changing circumstances of recession, layoffs, inflation, and an unstable economy suggest the power is definitely back in the hands of the employers. But there may be good news for employers and workers.

Employers may be looking at “the Great Return” in 2023. Those employees who quit their jobs in search of better futures may decide that their destinies are back with their original employers. And employers may want to consider warming up to rehiring those who voluntarily left or [boomerang employees](#).

Organizations may find boomerang employees and even retirees are the best solution to the stubborn problem of worker shortages. The hiring landscape has predicted that employers will fill open positions but not new ones. That’s a bonus for workers considering heading back to their former employer.

The advantages of rehiring workers who voluntarily left are so significant they can likely reverse whatever long-standing rules exist about not hiring returnees. Boomerangs know their jobs, so they’ll be ready on day one. Organizations save the cost of searching, recruiting, selecting, training, and onboarding new workers and waiting for the new workers to be productive.

With the post-pandemic landscape looking like a very rocky road ahead, boomerang workers are finding their way back to the jobs that defined or distinguished their careers before the pandemic.

Hopefully, both parties will be open to the changes and opportunities the pandemic has shown them – neither party should look a gift horse in the mouth.

