



The Great Resignation: Has Quitting Become Too 'Cool'?

“大辞职”浪潮来袭，辞职是否变成赶时髦了？

Date: Apr. 11, 2023

528 Words

When organisational behaviour professor Anthony Klotz **coined** the term “**the Great Resignation**” in 2021, he only meant to comment on a trend. Now Klotz wonders if he created, **to some extent**, a **self-fulfilling prophecy**.

组织行为学教授安东尼·克洛茨在2021年提出了“大辞职”一词，他当时只是想评价一种趋势。现在克洛茨想知道，在某种程度上，他是否创造了一个自我实现的预言。

Quitting has gone **viral** – both online and in real life. In the US, for instance, January data from the US Bureau of Labour Statistics showed nearly 49 million workers quit their jobs in 2021, and more than 50 million workers resigned in 2022.

辞职在网上和现实生活中都成了潮流。以美国为例，美国劳工统计局1月份的数据显示，2021年有近4900万人辞职，2022年有5000多万人辞职。

And while departing workers cite lots of reasons for turning in papers – a desire for more flexibility, money or benefits, or to leave bad company culture – there's also the idea that quitting **begets** quitting. Researchers coined an effect called **turnover contagion** to describe a phenomenon in which once one person resigns, the probability of their colleagues **following suit** increases – according to one report, as many as 25%. With resignation numbers **dominating** headlines, says Klotz, the effect has spread rapidly through the working world.

虽然离职员工给出了很多提交辞职信的理由，比如希望获得更大的灵活性，更好的报酬或福利，或者想远离糟糕的公司文化，但也有一种观点认为，辞职会引发辞职。研究人员提出了一种被称为“辞职传染”的效应

coin [kɔɪn] v. 创造（新词语） n. 硬币

◇ 背景知识

the Great Resignation

大辞职。2021年，安东尼·克洛茨最先提出了这个词，用以描述疫情期间某些行业发生的大规模工人辞职现象。

to some extent 在某种程度上 | To some extent what she argues is true. 她的论证在某种程度上是符合事实的。

self-fulfilling adj. （预言等）自我应验的，自我实现的 | If you expect to fail, you will fail. It's a self-fulfilling prophecy. 你如果预期失败，就会失败。这是一种自我应验的预测。

prophecy ['prɒ:fəsi] n. 预言 | to fulfil a prophecy 实现预言

viral ['vaɪrəl] adj. 像病毒一样传播（或扩散）的；病毒性的，病毒引起的

beget [br'get] v. 引发，导致 | Hunger begets crime. 饥饿滋生犯罪。

turnover ['tʃ:rnəʊvər] n. （人员的）流动率；（货物的）周转率；营业额，成交量 | Low pay accounts

来描述一种现象，即一旦一个人辞职，他的同事跟着辞职的可能性就会增加，一份报告指出，这种可能性会增加 25%。克洛茨说，由于辞职人数占据新闻头条，这种影响在职场迅速蔓延。

In some ways, says Klotz, the “coolness factor” of leaving a job can be **empowering** for workers. He says, “During our relationship with our employer, the employer has the power. We need a pay cheque, so we **put up with** things that the employer wants us to do, even if we don’t want to. Once you start to think about quitting, that power dynamic starts to shift.” That’s **tempting**, because “it feels **liberating**. It feels freeing”. And when workers are constantly reading news stories about people quitting, or even seeing viral videos of them doing it, he says, “it can be difficult to resist following in that”.

克洛茨说，在某些方面，辞职看起来很“酷”的一点是员工可以获得掌控感。他说：“在我们与雇主的关系中，雇主是掌权者。我们需要薪水，所以即使雇主要求的事情我们不想做，也只得忍受。一旦你开始考虑辞职，这种权力动态就会开始扭转。”克洛茨说，这很诱人，因为“感觉解放了，自由了”。他说，当员工不断读到有关辞职的新闻报道，甚至看到他人辞职的视频在网上疯传时，“很难不去效仿”。

Prior to its virality, says Klotz, “quitting has been sort of a **taboo** topic, something you **navigate** in isolation. It was kind of a secretive process. The past few years there’s been this wave of people feeling more comfortable talking about it”.

克洛茨说，在像病毒一样传播之前，“辞职一直可以说是一个禁忌话题，你只能独自面对。这是一个有点隐秘的过程。在过去的几年里，人们觉得谈论这个话题更自在了。”

But it’s not all bright side. The trendiness of quitting can **overshadow** the fact that leaving a job is hard for many people.

但也不全是好的一面。辞职的潮流掩盖了一个事实，即对许多人来说，辞职很不容易。

Starting a new role isn’t simple. “It often takes at least six months to a year to get **up to speed** and build relationships that

for the high turnover. 低薪是人员流动大的原因。

contagion [kənˈteɪdʒən] *n.* (不良思想、态度、感情等的) 传播，蔓延；接触传染

follow suit 跟着做，照着做，仿效

dominate [ˈdɑːmɪnət] *v.* 在……中占首要地位；支配，控制 | The earthquake once again dominated the news. 地震又一次成为最重大的新闻。

empower [ɪmˈpaʊər] *v.* 授权，给予……权力 | The movement actively empowered women and gave them confidence in themselves. 这场运动使女性更能主动掌握自己的命运，对自己充满信心。

put up with 忍受，容忍 | I’m not going to put up with their smoking any longer. 我再也不能容忍他们抽烟了。

tempting [ˈtemptɪŋ] *adj.* 吸引人的，诱人的 | It’s tempting to believe her story. 真想相信她的故事。

liberating [ˈlɪbəˌreɪtɪŋ] *adj.* 令人觉得自由的，令人觉得不受约束的

prior to 在……之前，先于 | All the arrangements should be completed prior to your departure. 你离开之前一切都要安排好。

taboo [təˈbuː] *n.* 禁忌，忌讳 | The subject is still a taboo in our family. 这个话题在我们家里仍然讳莫如深。

you need to be effective in that role,” says Caitlin Porter, an assistant professor of management at The University of Memphis, US, and co-author of a recent research review on turnover contagion. “Your whole life gets disrupted. When you started a new job, it’s actually one of the most stressful times. It’s so much work. It’s so hard.”

开始一个新角色并不简单。美国孟菲斯大学管理学助教凯特琳·波特最近与人合写了一篇关于辞职传染的研究综述。她说道：“要跟上工作节奏，并建立起你在这个职位上高效工作所需的人际关系，通常需要至少六个月到一年的时间。”“你的整个生活被打乱了。当你开始做一份新工作，这实际上是压力最大的时期之一。工作太多了。太难了。”

And even if a new job offers better pay, flexibility or other benefits, **moving around** frequently can make it harder to climb the **ladder**. The experts say if workers quit before they ‘should’ – meaning they’ve done enough in their current job to benefit them in the next one, or at least been there long enough to earn a solid **reference** – they may **stunt** their careers.

而且，即使一份新工作能提供更好的薪水、灵活性或其他福利，频繁跳槽也会让升职变得更加困难。专家们说，合理的辞职时间点是员工在目前的工作中已经做得足够多，可以让他们在下一份工作中受益，或者至少工作的时间足够长，可以获得可靠的推荐信，而如果他们在此之前辞职，可能会阻碍自己的职业生涯。

Klotz urges workers to resist quitting because it’s the ‘cool’ thing to do at the moment. Rather than seeing a job transition as a simple shift, he says, it should be viewed as a major life change – because it is one.

克洛茨敦促员工不要因为辞职现在很流行就选择辞职。他说，不要把换工作看作是一次简单的转变，而应该把它看作是一次重大的人生转折——因为它确实如此。

navigate [ˈnævɪɡeɪt] v. 找到正确方法（对付困难复杂的情况）；导航 | A solicitor will help you navigate the complex legal system. 会有一位律师来帮助你应对错综复杂的司法制度。

overshadow [ˌoʊvərˈʃædɒʊ] v. 掩盖，遮蔽；使显得逊色，使黯然失色；使扫兴，使蒙上阴影 | The garden is overshadowed by tall trees. 花园中大树浓荫密布。

up to speed 跟上形势，了解最新情况 | Some school officials are only now getting up to speed regarding computers. 有些学校官员在计算机方面现在才刚刚跟上形势。

move around 持续换工作；经常搬迁

ladder [ˈlædər] n. （生活上进步或事业上晋升的）阶梯，途径；梯子 | If they want to climb the ladder of success they should be given that opportunity. 假如他们有出人头地的意愿，就应该给他们那样的机会。

reference [ˈrefrəns] n. 推荐信；介绍信；参考，查询 | We will take up references after the interview. 我们在面试之后收推荐信。

stunt [stʌnt] v. 阻碍生长，妨碍发展，遏制 n. 特技表演；花招，噱头 | High interest rates have stunted economic growth. 高利率已经阻碍了经济的增长。

➤ 脉络梳理

- Para. 1-2 描述现象：辞职成为潮流，大量员工辞职
- Para. 3 分析原因：辞职会传染
- Para. 4-5 分析辞职好的一面：员工获得掌控感，人们能够自在谈论辞职
- Para. 6-8 分析辞职的风险：开始一份新工作要承受巨大的压力，频繁跳槽不利于晋升
- Para. 9 提出建议：不要跟风盲目辞职，应当慎重考虑

➤ 长难句拆解

