

# Subtle Signs of Disengagement

*Don't get blindsided. Spot the signs.*

Disengagement doesn't always look like resignations. Spot the subtle signs early so you can take small, meaningful action that makes a big difference.



**Disengagement is often quiet.**

People rarely speak up when they're checked out.

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## Less participation

They're quieter in meetings and sharing ideas less.

**Ask Yourself:**

Do they seem to be holding back?

2



## Changes in energy

They seem tired, flat or less enthusiastic than usual.

**Ask Yourself:**

Have they lost their spark?

3



## Doing the bare minimum

Work gets done, but there's minimal effort or initiative.

**Ask Yourself:**

Are they just going through the motions?

4



## Withdrawing socially

They're less engaged in team conversations or activities.

**Ask Yourself:**

Are they isolating themselves?

5



## More time away

Increase in sick days, late starts or leaving early.

**Ask Yourself:**

Are they avoiding the workplace?

6



## Slower responses

They take longer to reply or follow up than usual.

**Ask Yourself:**

Has their pace of work changed?

7



## Lack of curiosity

They show less interest in new opportunities, learning & feedback.

**Ask Yourself:**

Have they stopped wanting to grow?

8



## More negativity or cynicism

They focus on what's not working and are quick to criticise.

**Ask Yourself:**

Do they seem more frustrated lately?

9



## Reduced connection

They don't engage 1-on-1 or seem distant with you.

**Ask Yourself:**

When was the last time we had a real chat?

10



## Drop in quality

Their work has more errors or lack attention to detail.

**Ask Yourself:**

Are they making unusual mistakes?

