

WHY ARE EMPLOYEES SO CYNICAL IN 2022?

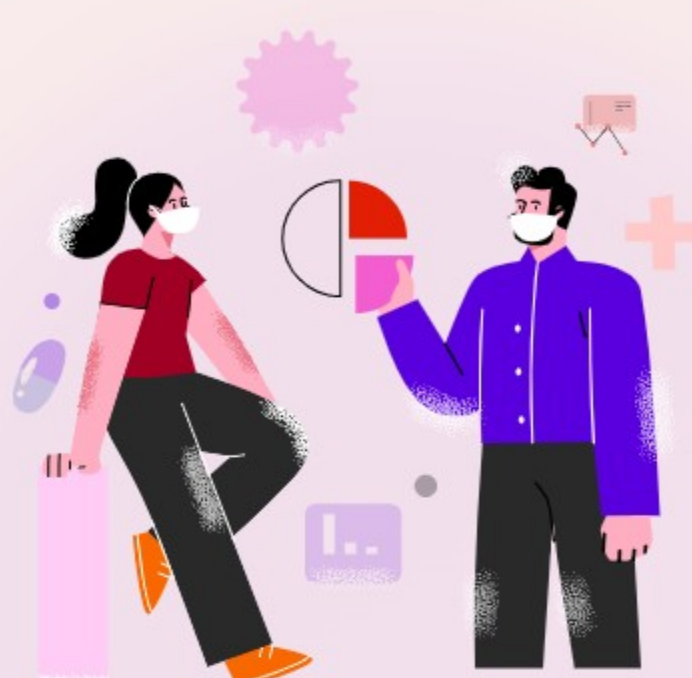
Workplace cultures have been deeply impacted by pervasive uncertainty, isolation, perceptions of inequity and leaders who seem oblivious to employee doubts and concerns.



Leaders can't afford to ignore the powerful forces that are impacting the attitudes and emotions of their employees in 2022.

• Pandemic Response

The inadequacy and inefficiency of government leaders and bureaucracies has been on display for all to see.



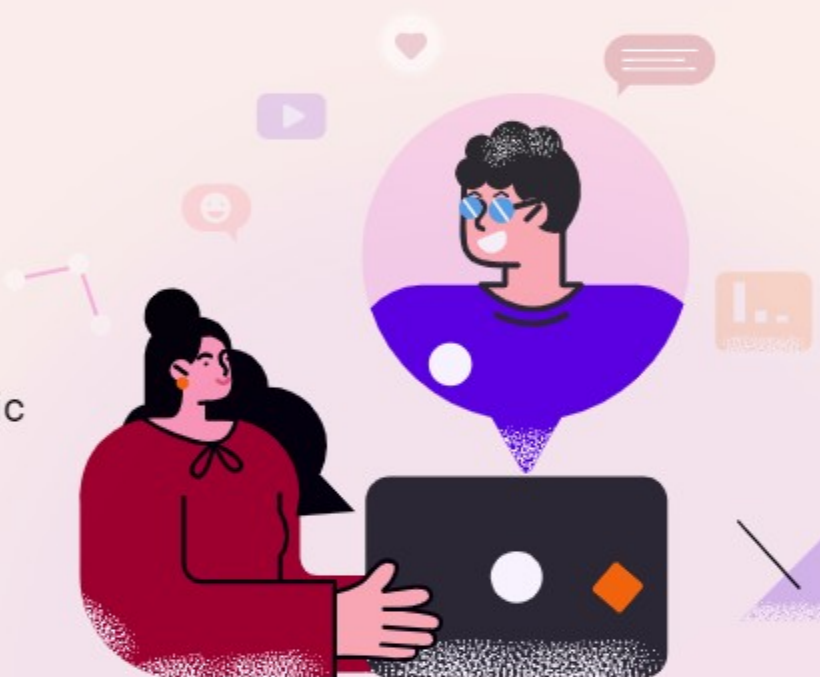
• High-Profile CEO Failures

Widely praised leaders (Theranos, WeWork, Uber, Weinstein, etc.) have been revealed to be frauds and/or fiends.



• Social Media

The snarky, hyper-critical and bombastic tone of many social media influencers has impacted our conversations in the real world.



• Mundane Work

The desire to have a positive impact on the world around us is often at odds with the reality of our day-to-day "grunt" work.



• Income Inequality

Exceptional wealth and grinding poverty are both highlighted in media, driving a perception (real or perceived) of extreme inequality.



• Tiresome Leaders

At work we often experience leaders who simply do not "wow" us, and sometimes cause us to question their competence.



• Micro-Exclusions

Organizations often unintentionally telegraph their disdain and/or disrespect for lower level workers.



• Zero Tolerance for Inequity

A positive trend toward DEMANDING equity, fairness and inclusion is driving impatience and frustration when these are lacking.



Even the most cynical employees still yearn for leaders who inspire their trust. But that trust has to be **EARNED**.

They want leaders who are **COMPETENT** and **CARING** and **COMMITTED** to helping them.

Are YOU that LEADER?