

## Hey! What's New? 2024-96

### 13 New Workforce Terms CFOs Should Know Before Q4

An article in the *CFO* webpage, written by Adam Zaki, notes that, as social media and young people continue to define workplace narratives, leaders should be acutely aware of the latest professional lingo used by their employees. "Although some may be silly and awkward, understanding their meaning is important. Even the most outside-the-box terms provide insight into how tomorrow's workforce will approach their jobs." Here are some of the more important phrases in use these days:

- 1. Performance punishment.** The idea of performance punishment is nothing new and has always been a balancing act for workers and their managers. "The term is used when an employee who is performing well is given more work as a result, without a boost in title or compensation."
- 2. Loud suffering.** When an employee makes their burnout and high stress levels evident, they are loud suffering. "The idea is managers will take notice and respond with increased compensation to make it stop."
- 3. Woliday.** Workaholics may find themselves on a woliday, or a working holiday. "Working or making yourself available during PTO, which many CFOs can relate to, can be considered part of this term. It also can be used when someone decides to get work done during a company holiday."
- 4. Ghost jobs.** To appear as if they are doing better than they are, some companies have been accused of posting ghost jobs, or jobs that are never intended to be filled. "Many job seekers are cognizant of the demoralizing possibility that the job they are applying for may not be real."
- 5. Quitting guilt.** When an employee quits a job, they may experience quitting guilt for leaving former colleagues with a larger workload or unfinished business.
- 6. Interview insanity.** Job seekers who go through multiple rounds of interviews and then are either left in the dark about their progress or ghosted altogether may experience interview insanity or frustration with the communication or redundancies in the interview process. "With the ethics of the interview process being largely debated lately, some organizations may start developing guidelines or implementing technology to address these issues."
- 7. Monk mode.** This refers to undergoing intense periods of uninterrupted focus and shutting out all external distractions to optimize productivity.
- 8. Mouse jiggling.** This is when someone uses a tool to create mouse movement, making themselves appear active in a virtual workspace. "The term gained traction when Wells Fargo axed over a dozen people for mouse jiggling in May."
- 9. Anti-perks.** Things an employee gets from a company that could be bad for their well-being, mental health, productivity or time management can be referred to as anti-perks.
- 10. Green collar jobs.** Those working in environmental industries have dubbed their roles green collar jobs. Green collar workers are professionals focused on sustainability, including roles such as environmental consultants, engineers in renewable energy, green building architects,

landscape architects, organic farmers, environmental lawyers and sales staff in eco-friendly products and services.

**11. Hush trip.** Similar to a quiet vacation, a hush trip is when a remote employee works from a location other than their usual workspace without approval from their boss. “While some argue this should be a fireable offense, others argue that this is a perk of the flexibility of remote work environments and that as long as productivity remains consistent, the work location shouldn’t matter.”

**12. Workfluencer.** Employees using the workplace to develop a social media following can be referred to as a workfluencer. “Workfluencers are more so individuals who create content while on the job.”

**13. Social loafing.** This term refers to the inability to maintain the same productivity levels around others as when an individual is alone. “A common term in psychology, social loafing is more common as workers return to the office, many of whom have worked in remote environments for much of their careers.”