



# Rage Applying Prevention Guide

## *How to Lead with Trust Before Your Best People Walk Out the Door*

### 👉 Before They Click ‘Apply All’—Lead Better


Rage applying isn't just a trending behavior. It's a symptom of deeper issues in your workplace culture—disengagement, disrespect, or distrust. This guide will help you spot the warning signs, engage in courageous conversations, and retain your top talent before frustration turns into resignation.

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### 🔍 Step 1: Diagnose What's Brewing Beneath the Surface

Use these pulse-check questions in your next 1:1 or team meeting:

- What part of your work is energizing you lately?
- Is there anything that's been frustrating or unclear?
- Do you feel recognized for your contributions?
- What support would help you be even more successful?
- Are you still growing here?

 Action Tip: Don't wait for the exit interview. Make stay interviews a regular leadership rhythm.

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## Step 2: Spot the Signs of a Disengaged Top Performer

These behaviors might seem small—but they're early warning signals:

- Sudden spikes in LinkedIn activity or new recommendations
- Withdrawing from team dialogue or skipping optional meetings
- More PTO requests or unexplained low energy
- Subtle sarcasm, short replies, or "checked-out" body language
- Increased interest in remote flexibility or external learning

 Leadership Insight: Frustration unspoken is frustration *compounded*.


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## Step 3: Build a Culture That Stops Rage Applying in Its Tracks

Reinforce these high-retention habits in your leadership practice:

- ✓ Stay interviews quarterly
- ✓ Transparent career paths and development plans
- ✓ Recognition systems that reward effort and outcomes
- ✓ Equity in feedback, raises, and opportunity
- ✓ Regular check-ins focused on their goals, not just your KPIs

 Action Tip: Equip your managers to coach with curiosity, not control.

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## **Step 4: Start the Hard Conversation**


If you suspect someone is disengaging, lead with empathy:

“I’ve noticed you’ve seemed a little checked out lately. That’s not like you. I want to understand—what’s going on? How can I support you?”

Then listen. Fully. Without rushing to defend.

 Follow Up With:

- A clear plan for next steps
- A timeline for revisiting progress
- Specific actions you’ll take as a leader


 Leadership Reminder: Trust is built by what you do after the conversation, not just during it.

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## **Step 5: Lead a Culture of Empowerment—Not Escape**

Rage applying happens when people feel powerless. As a leader, your role is to return their sense of value and agency. Here’s how:


- Share context behind decisions, not just conclusions
- Highlight their impact regularly
- Involve them in solving problems, not just executing orders
- Provide coaching—not just correction
- Celebrate progress—not just perfection

 Leadership Goal: Empower people to grow in place—not feel forced to grow elsewhere.

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## **Call to Action**

Don't wait until your top talent leaves to ask what went wrong.  
Let's design your leadership systems to retain brilliance—before burnout takes it.

 [Book a Leadership Culture Retreat with Anton Gunn](#) Because retention is a reflection of leadership—and leadership is your responsibility.