

How to Quit a Job You Just Started

If you're wondering how to resign from a job you just started, consider these practical pointers about how to approach it.



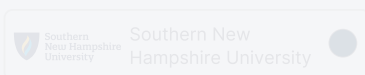
By [Jenna Glatzer](#)

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Edited by [Giselle M. Cancio](#)

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- **There may be good reasons to leave a job, even if you've just started.**
 - **Before making a decision, be sure you've weighed the pros and cons.**
 - **Two weeks' notice is a courtesy, not a requirement.**
 - **It's more common than you think for new employees to quit in the first 90 days.**
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Getting a new job can make you feel great — hopeful about your future and excited to try something new. But, sometimes you figure out right away that it's not the right fit for you after all. Then what?

If you're already wondering how to resign from a job before you've even settled in, you're not alone. Recruiting corporation [Jobvite](#) surveyed 1,500 job seekers and found that nearly 30% of those surveyed quit a job within the first 90 days.

It's not always an easy decision, though. And it can feel awkward to resign quickly.

Reasons to Quit a Job You Just Started

When a person leaves a new job, it's usually because the day-to-day work experience isn't what they expected.

You may find that the job is more repetitive or mind-numbing than what was described, you're expected to deal with unreasonable demands, or there's a number of things that make you dread going back each day.

Maybe you don't get along well with your co-workers or supervisor. Particularly if you experience workplace harassment or bullying, you may feel that getting out early is the only way to preserve your mental health.

More practical concerns may drive your decision, such as finding that the commute is longer than expected, that the hours aren't what you anticipated, or that you don't agree with the policies about sick days or vacation time.

Sometimes, a better offer comes your way. After you accept a job, you get a more lucrative offer or job with a dream company.

The [U.S. Bureau of Labor Statistics](#) determined in 2021 that Americans born from 1957-1964 have held an average of 12.4 jobs between the ages of 18-54. Nearly half of those job changes occurred in the first six years of that period. It's expected that younger people will job hop more often before settling in somewhere long term.

How to Quit Your Job (with grace)



[Read the Video Transcript](#) >

Pros and Cons

✓ Pros

- Quitting may bring relief. Leaving can get that tension out of your life if you're unhappy where you are.
- You may find a job that's better suited to you, even if it's not what you expected to do. Opening yourself up to a new experience can help you find work you'll really enjoy.
- You may feel good about yourself for setting boundaries. If you're leaving because of a bad boss, unreasonable policies, or other factors that make you feel disrespected, then leaving can be empowering.
- The lessons you take from this job may help you with the next one, even if the main lesson is "now I know what I won't accept," or "now I know better what to ask at a job interview."
- Your quitting may open up a job spot for someone who would be happy there.

Cons

- You may lose the opportunity to ever work for that company again — or the supervisor, if the supervisor moves elsewhere.
- You may lose the opportunity for growth. If you're overwhelmed with the work, it's possible that you haven't given it enough time. Sticking around could give you the satisfaction of seeing it through.
- Money may be tight if you haven't lined up another job immediately or have to wait for your new paycheck.
- You may have to go through the anxiety of job searching again.
- It doesn't look good on a [resume](#) to leave jobs quickly. So you'll likely have to leave this one off and may have a gap to explain if it's been a few months.

Impacts of Quitting Early

When you quit a job quickly, be prepared that your supervisor and co-workers may not be happy with you. They'll have to hire and train someone new, and your co-workers may have to pick up the slack in the meantime.

That doesn't mean you have to stay, of course. It just means that you should be prepared that it may feel confrontational.

You may worry about losing your employer-sponsored health insurance. However, you could be entitled to continue it through the Consolidated Omnibus Budget Reconciliation Act (COBRA) if the company has 20 or more full-time employees.

There is no minimum number of days you must have worked to qualify for COBRA. As long as you were on the company's health insurance and met the conditions, you qualify.

You may also get coverage through the Affordable Care Act marketplace — whether it's an open enrollment period or not. Losing your health insurance qualifies you for a special enrollment period. You may find cheaper plans here than through COBRA, especially because you may be entitled to a government subsidy based on your annual income.

Steps to Take When Quitting the Job

- 1 Bring up the topic in person or on video:** Even though you *can* probably quit by email, text, or phone, it's almost always preferable to approach your supervisor in person or on video to talk about it. If the confrontation scares you, handing over a resignation letter is still considered better etiquette than no personal contact.
- 2 Offer some notice:** Contrary to popular belief, you aren't required by any state or federal law to give two weeks' notice. It's just a custom. If you just started a few days ago, then two weeks' notice is probably overkill. But don't just call in one day and announce you're not coming in, either, unless it's an emergency matter. If you've been there a few weeks or months, you might offer two weeks' notice, with the understanding that some companies may tell you to pack up and go that day, or finish out the week. Be prepared for that scenario and make sure you have enough money to last until you get a paycheck elsewhere.
- 3 Explain your reasons:** If you had a bad experience on the job, and your workplace has a human resources department, you may choose to address it there to help future employees. The department should always be informed if you experienced sexual harassment, racism, homophobia, or anything that made you feel unsafe. If it's just a matter of a bad personal fit for you, politely offer the supervisor that explanation, too,

which may help them recruit candidates who are more suited to the job. You don't need to give a lengthy explanation unless that is helpful to you.

Bottom Line

There can be good reasons for leaving a job you just started, and it isn't a personal failure to walk away when something isn't the right match for you. Learning how to quit a job can feel nerve-racking, though. An in-person approach with some explanation and notice is still considered the best way to handle it. And it can give you the freedom to find the perfect job for you.

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