

80% of Professionals Want to Leave Their Job

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On the weekend, the Sydney Morning Herald reported that more than 80% of professionals surveyed by a leading recruitment firm plan to apply for a new job this year. This figure is certainly interesting but it's the reasons why people leave their jobs that companies need to take note of. For many years now we have stressed the main reasons professionals leave their current companies are because they feel there's a lack of career progression or because of their relationship with their boss – it's not usually for financial reasons. The SMH piece validated these reasons. An easy win for companies is to have what we call 'career conversations' with their people and discuss career opportunities and how employees can contribute to the success of the business. Smart companies also use these conversations to let people know where the business is going and to give genuine feedback on performance. Such conversations give staff an opportunity to have a say and go a long way to helping staff feel safe, valued and supported. In the end this is how companies can build real engagement with their people.



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