

Learning and Development Professional



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Why your learners might be about to jump ship

By Brett Henebery 07 Apr 2017

Almost half of Australians who don't believe their strengths are well used at their workplace are planning to head for the door, according to the Wellness in the Workplace survey.

The survey of 530 people, comprising 52% from the private sector, 32% from government and 16% from non-profit organisations, was conducted by PDT, an Australian-owned professional development company operating in 10 countries.

Although the survey found almost 9 in 10 workers say they are engaged at work, 24% are planning to leave soon or within 12 months.

Worryingly, of the 27% of workers who don't believe their individual strengths are generally well used by their current employer, 48% of that group are planning to leave.

Regular change in the workplace impacts personal resilience. 72% say change affects their resilience and ability to bounce back – 22% say it happens frequently or all the time.

Some feel unappreciated – 39% say their organisation’s culture frequently or always promotes gratitude towards employees, 24% say it happens generally, and 37% say it occurs occasionally, rarely or never.

While 39% say their organisation is always or frequently an optimistic place, and 34% say it’s generally that way, 27% say their workplace is never, rarely or occasionally optimistic.

Paul Findlay, [PDT](#) Managing Director, said today said the survey highlights the importance of organisational leaders understanding their employees’ strengths and how to use and develop them to realise more of their employees’ potential.

“Strengths are a pre-existing capacity for a particular way of behaving, thinking or feeling that is authentic and energising. When people use their strengths, they feel happier, more confident, more resilient, and are generally more proactive and productive,” Findlay said in a statement.

Strengths, optimism, resilience and gratitude are four elements of [ORANGES](#), a new workplace wellness program developed by children’s cancer charity Camp Quality that PDT is now delivering to public and private sector organisations.

Findlay said the message is clear from more than 600 HR professionals and individual employees. “Constant change affects a person’s capacity to withstand and adapt to life’s challenges,” he said.

“Showing employees how the brain, body and emotions are linked and providing activities to boost positive mood and manage negative emotions can improve resilience. Ultimately, that is critical to organisational success.”