

A modern office interior with large glass walls and concrete floors. The space is bright and open, with a white sofa and a lamp visible through the glass. The ceiling features exposed ductwork and industrial-style pendant lights. The overall aesthetic is clean and contemporary.

**BURNT OUT OR
BORED OUT?**

SPRING POINT.

Talking Point is being held on the lands of the Boonwurrung and Wurundjeri Woiwurrung peoples of the Kulin Nation.

We pay deep respects to Elders past and present, and extend that respect to any First Nations folks with us here today. We acknowledge that sovereignty was never ceded.

We are grateful to be on this Country, and part of a great tradition of storytelling and connection in this place.



WELCOME - WHO'S IN THE ROOM?



Australian Government
Department of Veterans' Affairs



SPRING POINT.

An aerial photograph of a coastal landscape. On the right side, there are white, foamy waves crashing onto a sandy beach. To the left of the beach is a green field with a small, dark pond. The text "CONTEXT SETTING" is overlaid in the center of the image.

CONTEXT SETTING

SPRING POINT.

THE BUSINESS CONTEXT RIGHT NOW

**POWER SITS WITH
THE EMPLOYEE**

**FOCUS ON
EMPLOYEE
SUPPORT THROUGH
THE PANDEMIC**

**GREAT
RESIGNATION AND
QUIET QUITTING**

COMPETITIVE EXTERNAL ENVIRONMENT

Global engagement
trends are stable,
but low

Australia has
experienced the highest
annual job mobility rate
since 2012

There are remarkable
differences in employee
wellbeing

21%

of employees are engaged at
work, globally*

9.5%

of employed people changed
jobs, with the highest share of
job mobility amongst
“Professionals”*

33%

of employees are
thriving at work,
globally^

17%

of employees are engaged at
work in Australia*

42%

of workers state that their job has
become monotonous, repetitive
and boring since the pandemic#

63%

of employees are thriving
at work in Australia^

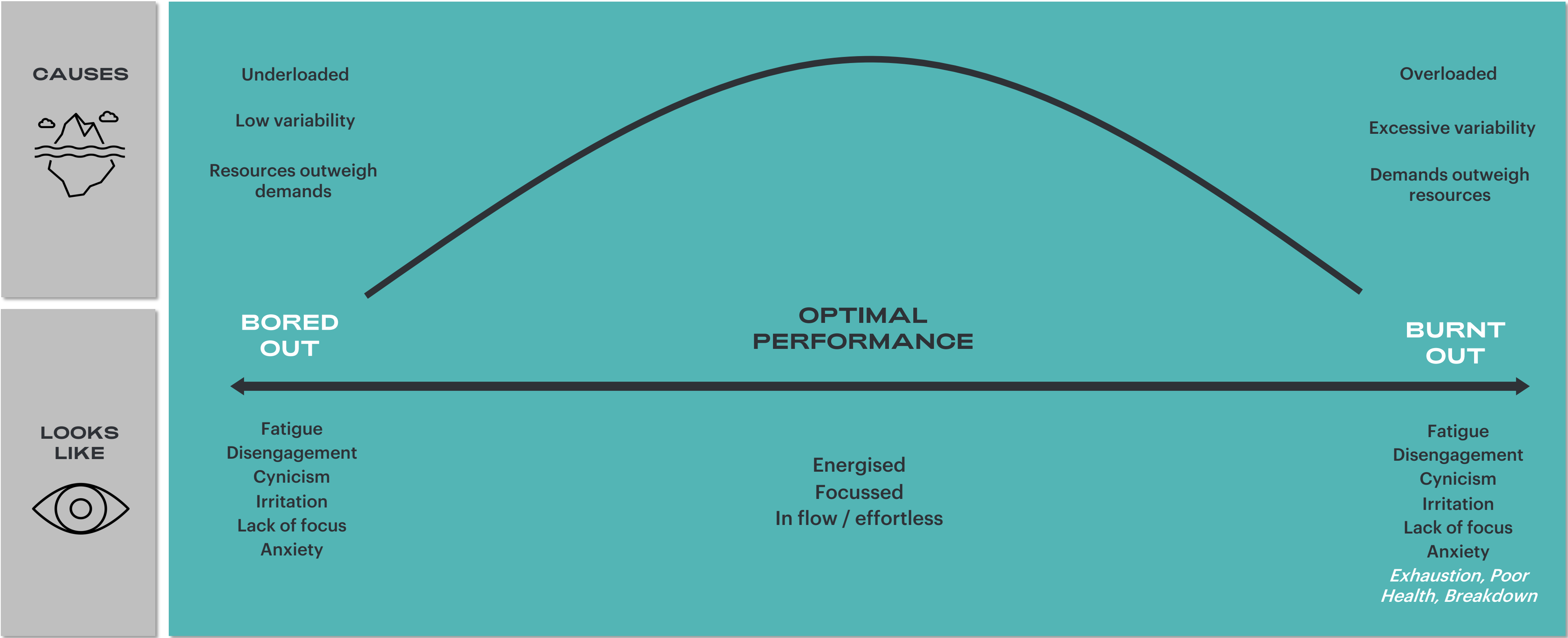
A modern office interior with glass walls and a lounge area. The scene is dimly lit, with a warm glow from pendant lights. On the left, a light-colored sofa with blue cushions is visible through the glass. The floor is a smooth, light-colored material. The text "BURNOUT OR BOREDOUT?" is centered in the image in a bold, white, sans-serif font.

BURNOUT OR BOREDOUT?

STRESS, PERFORMANCE & PRESENTEEISM CURVE

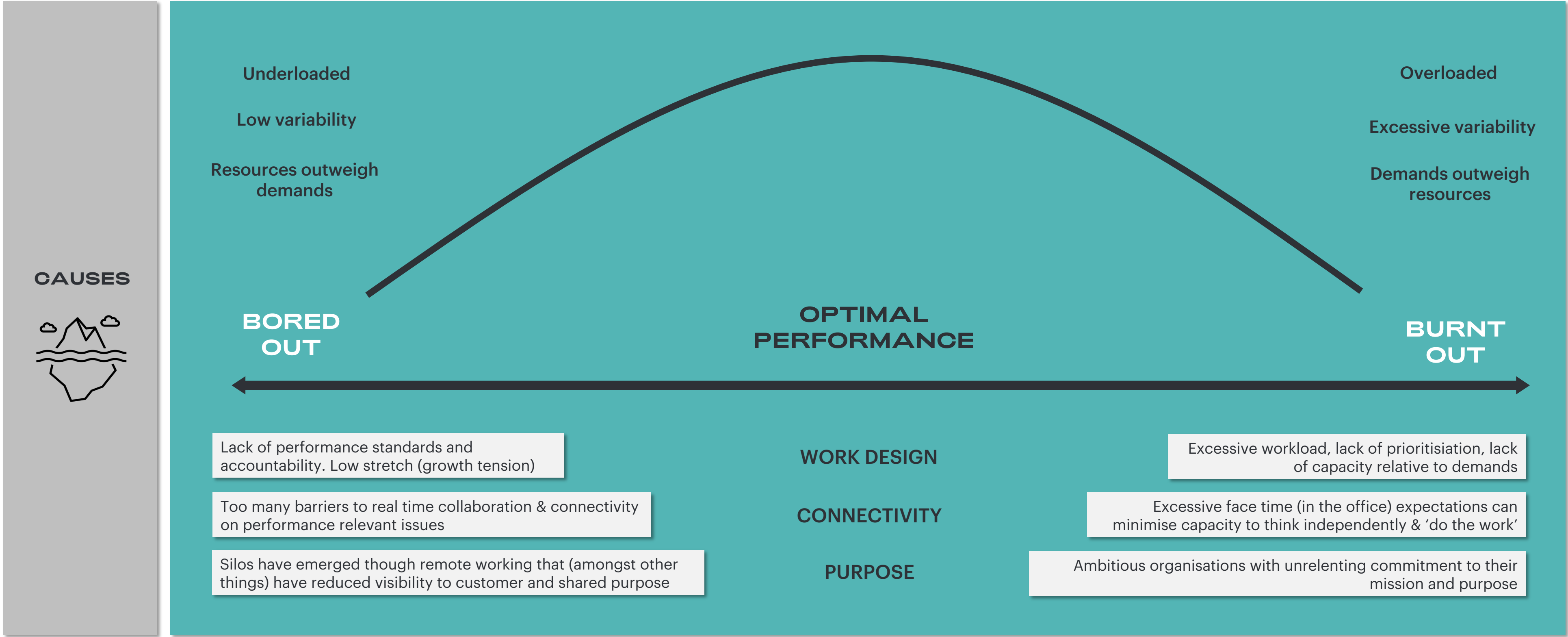
(Adapted from the Yerkes Dodson Curve)

- Burnout & boredom present similarly
- Different causes
- Different treatment / intervention required



SPRING POINT.

STRESS, PERFORMANCE & PRESENTEEISM CURVE: *CAUSES*



SO WHAT.



- Think systemically & engage broadly
- Validate assumptions with data

- Beyond cupcakes
- What is possible, in the short, medium & longer term?

- Move beyond talking about it
- Small steps are better than no steps

- The individual & collective experience
- Regular reporting & conversations

NOW WHAT.



WORK DESIGN

- ✓ Appropriate balance of resources and demands
- ✓ Design campaigns of work and accountabilities that enable goal achievement
- ✓ Opportunities for growth, stretch and learning



PURPOSE

- ✓ Create and communicate a compelling purpose
- ✓ Highlight the social impact of an organisation
- ✓ Seek common ground between personal and work purpose



LEADERSHIP

- ✓ Identify the skills for leading, inspiring, enabling and energising people and teams
- ✓ Equip leaders to have exceptional conversations, balancing care and accountability
- ✓ Establish connection practices that enable ongoing monitoring of wellbeing and performance



CONNECTIVITY

- ✓ Opportunities for meaningful connection – coming together on a real problem
- ✓ Overcome the energy hurdle
- ✓ Offsites, leadership development cohorts, and communities of people getting together in novel places



WHAT STOOD OUT TO YOU MOST?

&

WHAT QUESTIONS DO YOU HAVE?

OUR WONDERFUL PANEL!



Robyn Worthington
Chief People Officer /
Non-Executive Director



Melanie Storer
Director
Spring Point

QUESTIONS FOR OUR PANEL

Before you go

**Scan the Mentimeter QR code on
the reverse side of your handout.**



LET'S KEEP THE CONVERSATION GOING

Are there members of your team who couldn't make it but would gain value from what we covered?

We'd be happy to deliver this session for your team and we can come to you.

To arrange this, please get in contact:

hello@springpoint.com.au

Or contact anyone in our team



THANK YOU



For more information please contact us by phone or email
hello@springpoint.com.au