



**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?



TANDEM  
PARTNERS



Visory



PEOPLE  
MEASURES



KING&WOOD  
MALLESONS



seek



iSelect



THE  
OUTDOOR  
EDUCATION  
GROUP ▲

SPRING POINT.

An aerial photograph of a coastal area. On the left, there is a mix of green and brown vegetation, possibly a coastal scrub or dune system. A sandy path or road leads from this area towards the center. The center of the image shows a long, narrow, light-colored sandy beach. To the right of the beach, the ocean is visible with white-capped waves crashing onto the shore. The water is a deep blue-green color.

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

**21%**  
of employees are engaged at work, globally\*

**17%**  
of employees are engaged at work in Australia\*

Australia has experienced the highest annual job mobility rate since 2012

**9.5%**  
of employed people changed jobs, with the highest share of job mobility amongst “Professionals”\*\*

**42%**  
of workers state that their job has become monotonous, repetitive and boring since the pandemic#

There are remarkable differences in employee wellbeing

**33%**  
of employees are thriving at work, globally^

**63%**  
of employees are thriving at work in Australia^

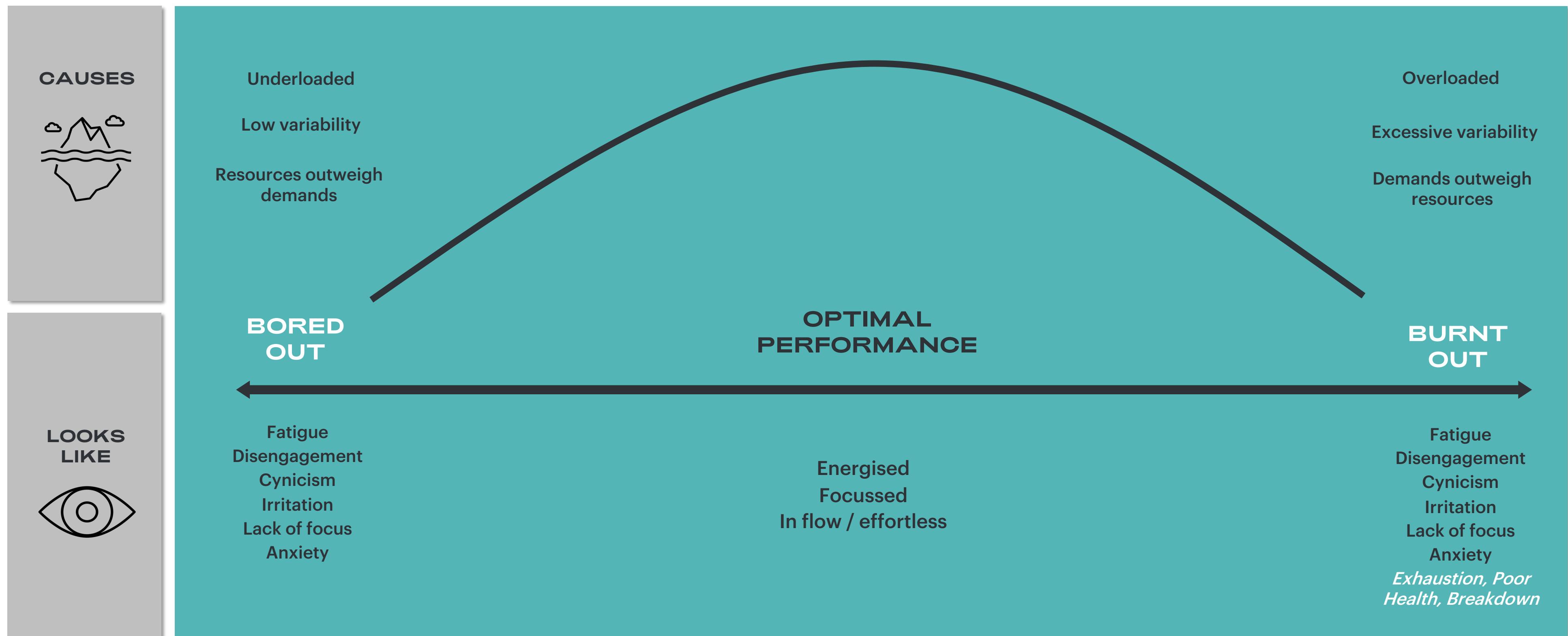


# BURNOUT OR BOREDOUT?

# STRESS, PERFORMANCE & PRESENTEEISM CURVE

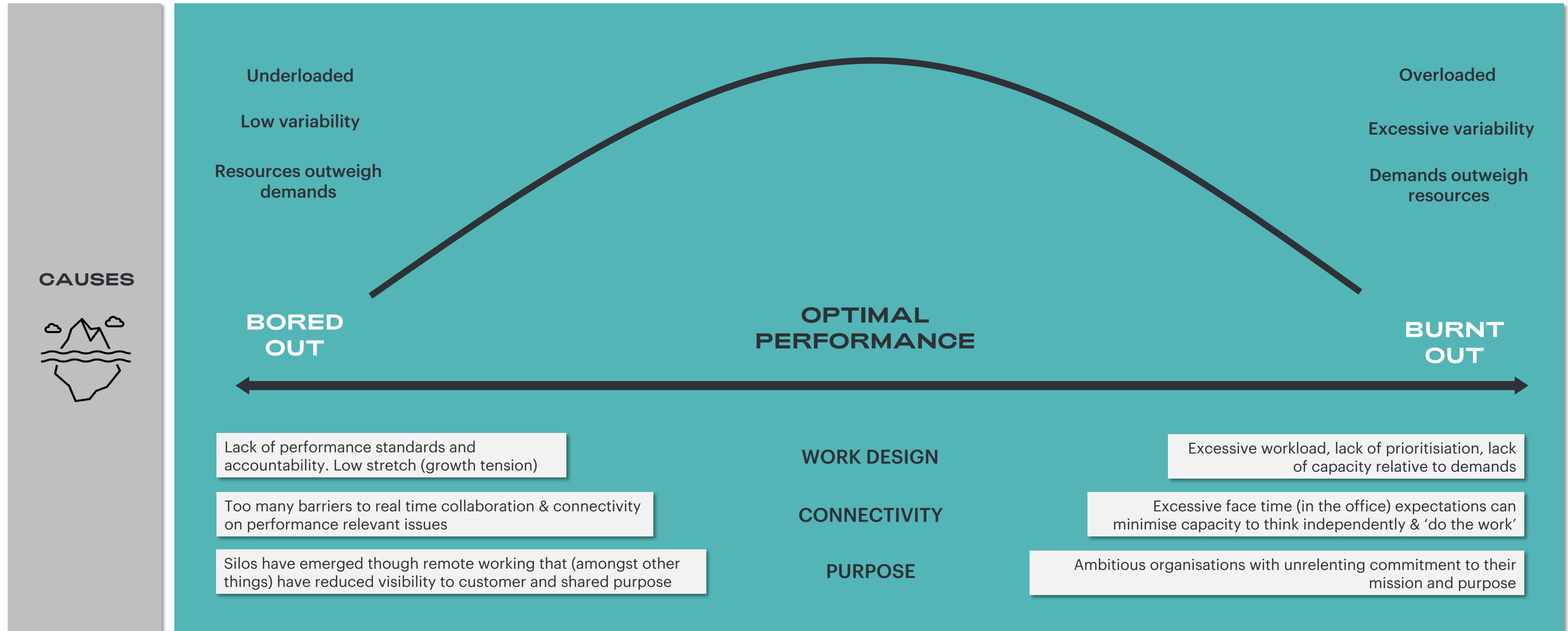
(Adapted from the Yerkes-Dodson Curve)

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



**SPRING POINT.**

# STRESS, PERFORMANCE & PRESENTEEISM CURVE: CAUSES



**SPRING POINT.**

## SO WHAT.

Understand the Individual & Collective Experience

Identify the Opening for *Meaningful* Change

Do Something

Monitor Closely

- 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.



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

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

- ✓ 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

- ✓ 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

A person with a tattooed arm is writing in a notebook with a pen. The background is blurred, showing what appears to be a classroom or lecture hall setting.

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](mailto: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](mailto:hello@springpoint.com.au)