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Why are employees leaving?

LinkedIn data revealed that 60% of employees are happy in their current roles — but they would be encouraged to depart their current employers for more money (40%) and better work-life balance (31%).

LinkedIn's findings come after it also discovered that hiring declined by 19% year-on-year among employers.



“The majority of the time, employees feel undervalued because of how they are treated, not because of what they are told,” **Kerry Howard**, mental health expert, said. “Like any other relationship, we need to understand the language that tells an individual that they are valued, and this is different for everyone.”

For some employees, they want to hear the positive words that tell them that they have done a good job, she said.

“For others they will want the recognition that comes from being more connected with the leadership in high-profile meetings. It's also important to recognise that some employees live to work, whilst others work to live. If their working role is a key component of their sense of self, then it is important to match their value language in order to convey it.”

Australian businesses have been feeling the effects of talent shortages and high staff turnover where the cost to hire an employee has increased to an average of \$23,000 per candidate – which is up from a typical spend of around \$10K over the previous year.

[Complete article Link “How to stop employees from quitting”](#)