

## PRESS RELEASE



### Work killing employee passion and belief in self

- Female passion for their job plummets 23%
- Generation Y's self belief hammered by GFC
- 26% of workforce suffering World Health Organisation indicators of depression

**SYDNEY – August 3, 2010** – A large number of employees have lost their passion for their jobs, and their belief in themselves, as well as in their leaders. Without proper intervention and leadership, employers can expect reduced performance and a wave of resignations as employees look for more rewarding work.

These are the key findings of rogenSi's 2010 Global Mindset Index which gives an alarming insight into the mindset of the workforce compared to a year ago.

rogenSi is a global consultancy working with clients to achieve exceptional leadership and sales performance. Their annual Global Mindset Index (GMI) in 2010 indicates a dramatic erosion of motivation and a loss of mental toughness in the workplace. Only a year ago the Index showed that while employees doubted their leaders, they still believed in themselves.

Says rogenSi Director and psychologist Dr Clark Perry: "These results ring alarm bells for organisations. Uncertainty and nervousness across the global marketplace are now being internalised and have dramatically affected employees.

"Following the GFC, some organisations have been operating at a frenetic pace and have become blinkered and so focused on trying to achieve outcomes or indeed just survive. The result has been much more demand on employees' times with little or no reward or recognition for the effort."

The 2010 Global Mindset Index looked inside the mindset of the workforce across 26 key behaviour areas including company prospects, passion, worth ethic, leadership, motivation, self-belief, organisation strategy and teamwork. Six-hundred-and-sixty-eight employees were surveyed across various age groups, job titles and industry sectors, with some dramatic downward trends emerging:

- Workforce passion for the job: a key internal motivating mindset, dropped an alarming 18% on the previous year - significant because it is the largest indicator of self belief
- 25-35 year olds: Generation Y: belief in self has been hammered by the GFC. They recorded an almost 25% (22.5%) drop in passion for the job and as a group, they are questioning themselves more than any other age group
- Females across all age groups are suffering the most: this group displayed a massive 23% drop in passion for the job as well as falls in self belief and mental strength
- World Health Organisation (WHO) depression indicators: 26% of the workforce surveyed is suffering from symptoms specified by WHO as indicators of depression. While in line with depression levels found in the general population, these can significantly impact personal and organisational performance

Dr Perry says: "Young females are suffering the most. They feel increasingly isolated and undervalued. This chips away at their self belief and passion for their work, while at the same time negatively impacts organisational performance.



“For females and Generation Y workers, it would appear that leaders are not doing enough to communicate the organisation’s commitment to them. In addition, they are failing to provide adequate feedback on performance and are neglecting to outline their professional progress within the organisation.”

Leaders: Act quickly, do more now

Says Dr Perry: “The message to leaders is take positive action now. If you delay you risk mass resignations or poor performance on the job.

“In addition, disaffected team members will limit Exceptional Performance. It will also become much tougher to retain skilled and capable staff who have years of service and potential ahead of them.”

The index also found individual’s perceptions of their organisation’s prospects increased 15% on the previous year. “This is encouraging but heightens the need for leaders to act now to ensure their team members bring a mindset to work that will enable them to achieve the most from these improved business prospects,” says Dr Perry.

Another encouraging sign is a 25% increase in employee’s recognition that leaders are trying to respond to the challenge presented in the workplace and create a motivational environment.

Employees: Don’t play victim

As an employee with this state of mind it is easy to play victim says Dr Perry. But he says: “Employees can make the necessary behavioural changes and in the process empower themselves to perform beyond their current psychological confines.

“They can do this by taking some simple measures such as setting short-and long-term goals, celebrating wins along the way and taking ownership of their actions.”

*An executive summary of the rogenSi Global Mindset Index is available at [www.rogenSi.com](http://www.rogenSi.com)*

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**About rogenSi**

Founded in 1968, rogenSi operates in 10 countries throughout Europe, North America, the Middle East and Asia Pacific and coaches more than 25,000 people a year. rogenSi is the global consultancy for Exceptional Performance and has helped cities win Olympic bids, companies to add billions of dollars to their bottom line; to change the way they communicate and to achieve the highest level of leadership effectiveness. For more information visit [www.rogenSi.com](http://www.rogenSi.com)

**About the Global Mindset Index**

rogenSi’s 2010 Global Mindset Index gives a view into the mindset of the global workforce. It explores the degree and scope of impact the current economic climate has on the mindset of leaders and employees. It covers 26 key areas including mental strength, leadership and social support. The responses are measured on an 8-point scale (1, false, not like me to 8, True, like me). To escape a positive and negative scoring bias, some items were designed to be reversed scored questions. Participants fall into 3 age groups – 25-35, 36-50 year olds and over 50.

668 employees across all industry sectors were surveyed with responses benchmarked against the inaugural survey in 2009. Around 70 percent of the respondents are Australian, with 30 percent from Africa, Asia Pacific, Europe, the Middle East, North America, South America and the UK.

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