Why They Leave

A colleague, Leigh Branham, reports the results of a recent study he performed, its purpose being to identify why people leave an organization voluntarily.

1. Lack of trust in senior leaders (10.6%)

2. Insufficient pay (5.7%)

3. Unhealthy/undesirable culture (5.5%)

4. Lack of concern for development (5.1%)

5. Lack of honesty/integrity/ethics (4.9%)

6. Unfair treatment (4.8%)

7. Lack of open communication (4.6%)

8. Lack of encouragement of input or ideas (4.6%)

9. Lack of teamwork among co-workers (4.5%)

10. Excessive workload (4.4%)

11. Lack of opportunity for training and development (3.9%)

12. Lack of recognition (3.9%)

13. Lack of clear expectations (3.8%)

14. Uncertainty about future of company (3.8%)

15. Uninteresting or unchallenging work (3.6%)

16. Not having needed resources (3.2%)

17. Pay not based on performance (2.6%)

18. Lack of encouragement of input or ideas (2.3%)

19. Unfair pay practices (2.1%)

20. Uncertainty about job security (2.0%)

21. Lack of work-life balance (1.9%)

22. Negative relationship with coworker (1.7%)

23. Decision to change careers (1.7%)

24. Unexpected job/career opportunity (1.6%)

25. Lack of focus on quality (1.5%)

26. Lack of feedback (1.5%)

27. Inflexible work arrangements (1.3%)

28. Lack of focus on productivity (1.2%)

29. Unsatisfactory benefits (1.0%)

30. Spend more time with family (.09%)

31. Excessive travel demands (.08%)

32 . Desire to relocate (.07%)

33. Start a business (.05%)

34. Desire to return to school (.05%)

35. Start a family (.04%)

36. Family emergency/illness (.04%)

37. Spouse/partner relocation (.03%)

38. Retirement (.03%)

39. Inheritance/monetary windfall (.005%)

The top 10 reasons comprise over 54% of the sum total of why people choose to leave an organization. Interestingly, of the 54% total, insufficient pay accounts for only 5% of why people leave organizations. The remainder of that total falls squarely in a category that I might call "Absence of Leadership." **It's especially noteworthy that the number 1 reason for leaving an organization is a loss of trust in senior leaders.**