

Press release  
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### **Politics a hot topic in workplaces with positive effects on team dynamics**

- 88% of Australian workers say politics is a topic of discussion in their workplace
- 55% of workers are comfortable when their colleagues discuss politics at work
- 41% of employers have noticed political discussions often occur among their employees
- 41% of employers who have noticed political discussions occurring say they have a positive impact on team dynamics

**Sydney, 30 April 2025** – Workers are not afraid to engage in political discussions in the workplace in the lead up to the federal election, while many employers report these conversations have a positive effect on team dynamics, new independent research by specialised recruiter [Robert Half](#) finds.

#### **Most workers happy to hear political discussions**

With Australians set to go to the polls this weekend, and many having already done so with early votes, 88% of workers reveal politics is a topic of discussion among their colleagues. When asked how comfortable they feel when their colleagues discuss politics, only about one in 10 (13%) say it makes them feel uncomfortable. More than half of workers (55%) are comfortable with others talking about political events in the workplace.

- 55% of workers feel comfortable when colleagues discuss politics at work
- 20% of workers feel indifferent about political conversations occurring
- 13% of workers feel uncomfortable when politics is discussed by colleagues
- 12% of workers say politics are not discussed in their workplace

The level of comfort about political discussions occurring in the workplace is similar across generations. Gen Z employees are slightly more comfortable (61%), however, than Millennials (56%), Gen X (51%) and Baby Boomers (52%).

*“Politics was once considered off-limits at work, but today, many Australian employees are open to hearing colleagues’ views and engaging in political discussions — a clear shift as the federal election approaches,”* says **Nicole Gorton, Director at Robert Half**.

*“Even though most employees are comfortable with political conversations occurring in the workplace, politics remains an emotionally charged topic. Workers at all seniority levels therefore need to be extra sensitive to and respectful of differing viewpoints to ensure they do not negatively impact team dynamics.”*

#### **Employers aware of the impact on team dynamics**

The research reveals employers have also noticed political discussions are occurring among their teams.

- 41% of employers report political discussions often occur among their employees
- 48% of employers say political conversations are a rare occurrence
- 11% of employers have not noticed their employees engaging in political discussions

When asked about the effect political discussions have on team dynamics, employers have different views depending on whether they have noticed it occurring in their workplaces.

Of those employers who have noticed political discussions occur:

- 41% of employers say political discussions have a positive impact on team dynamics
- 48% of employers say political conversations have no impact on their team's dynamics
- 11% of employers report negative impacts from political discussions

Employers who have not noticed that political discussions are occurring in their workplaces are more wary of the impact of such conversations on team dynamics:

- 13% of employers believe political discussions would have a positive impact
- 61% of employers believe political discussions would not impact team dynamics
- 26% of employers believe there would be negative impacts from political discussions

*"Our findings reveal that employers are largely unconcerned about political discussions in the workplace, with many even seeing them as a potential positive for team dynamics," Gorton says.*

*"While open dialogue can be healthy and help connect colleagues, politics can be potentially divisive. Therefore, it's crucial for leadership to remain vigilant when discussions occur and ensure that all employees feel respected and included, regardless of their political views."*

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## Notes to editors

### About the research

The study is developed by Robert Half and was conducted online in November 2024 by an independent research company of 500 hiring managers and 1,000 full-time office workers in finance, accounting, business support, and IT and technology. Respondents are drawn from a sample of SMEs as well as large private, publicly-listed and public sector organisations across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

### About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Melbourne South East, Perth, and Sydney. More information on [roberthalf.com/au](https://roberthalf.com/au).

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