ABILITY

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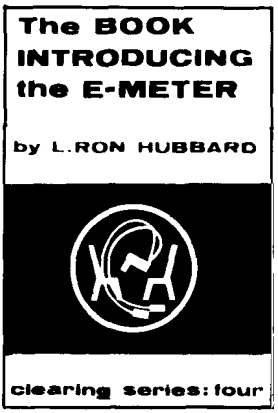


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DEPARTURES

by L. Ron Hubbard

Scientology Technology includes the factual explanation of departures, sudden and relatively unexplained from jobs, locations and areas.

This is one of the things man thought he knew all about and therefore never bothered to investigate, yet, this amongst all other things gave him the most trouble. Man had it all explained to his own satisfaction and yet his explanation did not cut down the amount of trouble which came from the feeling of 'having to leave'.

For instance man has been frantic about the high divorce rate, about the high job turn-over in plants, about labour unrest and many other items all stemming from the same source - sudden departures or gradual departures.

We have the view of a person who has a good job, who probably won't get a better one, suddenly deciding to leave and going. We have the view of a wife with a perfectly good husband and family up and leaving it all. We see a husband with a pretty and attractive wife breaking up the affinity and departing.

Man explained this to himself by saying that things were done to him which he would not tolerate and therefore he had to leave. But if this were the explanation all man would have to do would be to make working conditions, marital relationships and jobs all very excellent and the problem would be solved. But on the contrary, a close examination of working conditions and marital relationships demonstrates that improvement of conditions often worsens the amount of blow-off, as one could call this phenomenon. Probably the finest working conditions in the world were achieved by Mr. Hershey of Chocolate Bar fame for his plant workers. Yet they revolted and even shot at him. This in its turn led to an industrial philosophy that the worse

workers were treated the more willing they were to stay which in itself is as untrue as the better they are treated the faster they blow-off.

One can treat people so well that they grow ashamed of themselves, knowing they don't deserve it, and a blow-off is precipitated. And certainly one can treat people so badly that they have no choice but to leave. But these are extreme conditions and in between these we have the majority of departures. The wife is doing her best to make a marriage and the husband wanders off on the trail of a tart. The manager is trying to keep things going and the worker leaves. These, the unexplained, disrupt organizations and lives and it's time we understood them.

People leave because of their own overts[1] and withholds.[2] That is the factual fact and the hardbound rule. A man with a clean heart can't be hurt. The man or woman who must must must become a victim and depart is departing because of his or her own overts and withholds. It doesn't matter whether the person is departing from a town or a job or a marriage. The cause is the same.

Almost anyone, no matter his position, can remedy a situation, no matter what's wrong, if he or she really wants to. When the person no longer wants to remedy it his own overt acts and withholds against the others involved in the situation have lowered his own ability to be responsible for it. Therefore he or she does not remedy the situation. Departure is the only answer. To justify the departure the person blowing-off dreams up things done to him, in an effort

[1] A harmful or contra-survival act. Assisting something that would harm broadly as well as failure to eradicate something or stop someone that would harm broadly would both be overt acts.

[2] An undisclosed contra-survival act. A no action after the fact of action in which the individual has done or been an accessory to doing something which is a transgression against some moral or ethical code.

to minimize the overt by degrading those it was done to. The mechanics involved are quite simple.

It is amazing what trivial overts will cause a person to blow. I caught a staff member one time just before he departed and traced down the original overt act against the Organization to his failure to defend the Organization when a criminal was speaking viciously about it. This failure to defend accumulated to itself more and more overts and withholds such as failing to relay messages, failure to complete an assignment until it finally utterly degraded the person into stealing something of no value. This theft caused the person to believe he had better leave.

It is a rather noble commentary on man that when a person finds himself, as he believes, incapable of restraining himself from injuring a benefactor he will defend the benefactor by leaving. This is the real source of the blow-off. If we were to better a person's working conditions in this light we would see that we have simply magnified his overt acts and made it a certain fact that he would leave. If we punish we can bring the value of the benefactor down a bit and thus lessen the value of the overt. But improvement and punishment are neither one answers. The answer lies in Scientology and processing[3] the person up to a high enough responsibility to take a job or a position and carry it out without all this weird hokus-pokus of 'I've got to say you are doing things to me so I can leave and protect you from all the bad things I am doing to you'. That's the way it is and it doesn't make sense not to do something about it.

A person leaving any organization, before drawing his last pay cheque should be required to get off his overts and withholds against the organization and its personnel. To do

[3]That action or actions, governed by the technical disciplines and codes of Scientology, of administering a process to a person. A process is a set of questions asked by an auditor to help a person find out things about himself or life. An auditor is a person trained and qualified in applying Scientology processes to others for their betterment.

less than this is cruelty itself. The person is blowing-off because of his own overts and withholds. If these are not removed then anything the organization or its people does to him goes in like a javelin and leaves him with a dark area in his life and a rotten taste in his mouth. Further, he goes around spouting lies about the organization and its related personnel and every lie he utters makes him just that much sicker. Permitting a blow-off without clearing it degrades people, for I assure you people very often do not recover from their overts. They don't recover because they know in their hearts even while they lie that they are wronging people who do not deserve libel and slander.

Uneasy lies the head that has a bad conscience. Clean it up and raise responsibility with Scientology processing and you have another better person.

A marriage, group or organization is as secure as the individuals in it are free of overts and withholds.

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