

## What are my personal reasons to stay?

Teamspirit 8 • ,  
autonomy 8 • ,  
Diving into an other culture. Constant learning process 6 • ,  
Room for experimenting 5 • ,  
Identification with values 5 • ,  
values, atmosphere, colleagues 5 • ,  
Opportunity to work part time. 5 • ,  
Working Hours (Life balance) 4 • ,  
People/team 4 • ,  
Value match and meaningfulness. Work climate very positive and great colleagues 4 • ,  
Still having a sense of usefulness 4 • ,  
Good environment, nice colleagues, good relations, autonomy, learning opportunities 3 • ,  
What makes me stay: Autonomy, working from distant locations, no micromanagement,  
freedom to create and experiment 3 • ,  
Excellent mix of working colleagues 3 • ,  
Flat hierarchy 3 • ,  
Allowed to work in the , at home And other locations 3 • ,  
Environment/spirit within the team 3 • ,  
Opportunities to grow 2 • ,  
Working flexibility 2 • ,  
Individuals are valued by the organisation, not just work force 2 • ,  
Room for ideas 2 • ,  
Sense of contributing towards something good 1 • ,  
Atmosphere 1 • ,  
Challenging work 1 • ,  
Ability to work abroad 1 • ,  
broad working field 1 • ,  
Autonomy, flexibility 1 • ,  
Small organization which allows me to do a job from A-Z! And not only a small part out of it.  
1 • ,  
Meaningful work, teamspirit and values, space for ideas, all questions are allowed ... 1 • ,  
I can help to develop the organisation 1 • ,  
Develop new approaches /projects and see the results of projects implemented 1 • ,  
Sense of purpose 1 • ,  
identification with the purpose of the organization 1 • ,  
High identification with institution. What we do makes sense. Good (financial) working  
conditions. Good leadership with respect for everyone's capacities . 1 • ,  
Balance of internal and external personal and professional development 0 • ,  
Dienstwagen 0 • ,  
Values 0 • ,  
The total package- interest of the work and what it means for my living situation, including  
for my partner! 0 • ,  
share values 0 • ,  
Possibility to evaluate 0 • ,  
work balance 0 • ,  
Stable set up in with environment (family, location of office, tasks, line managers....) and  
pretty good autonomy in working style and handling tasks! 0 • ,  
opportunity for growth (development) 0 • ,  
team lunch and off work activities 0 • ,

an attentive supervisor 0 • ,

Learning! 0 • ,

The job, the people I work with, the development opportunities 0 • ,

## What did the organization do to make you stay?

- Room for professional Development 7 • ,
- Learning Opportunities 6 • ,
- That the organization respects me: as a person , for my skills and for the effort I take 6 • ,
- Flexibility of working 4 • ,
- confidence, autonomy, flexibility, great job, recognition, understanding, exchange 4 • ,
- Interesting job with opportunity of a lot of flexibility and learning possibilities 3 • ,
- Transformational leadership: Inspiration, vision, personal development, common values. 2 • ,
- Interest shown in me as a person/individual, incl my personal situation 2 • ,
- Show respect and confirms suitability of my skills adding value for the organisation as per colleagues feedback 2 • ,
- Lots of freedom & room for initiative given 2 • ,
- Positive Team spirit 1 • ,
- Not very much 1 • ,
- free coffee => 1 • ,
- Organise aperos, meals and events to reinforce teambuilding 1 • ,
- Trust 1 • ,
- Possibility to develop 1 • ,
- Informal teamevents 1 • ,
- Good working conditions 0 • ,
- Nothing 0 • ,
- Ask people regularly: why do you stay? 0 • ,
- Promotion 0 • ,
- Being treated as an adult 0 • ,
- Be motivated 0 • ,
- Puts emphasis in learning 0 • ,
- Pay the salary, on time. 0 • ,
- consistent development of staff and good succesion planning 0 • ,
- Offers a good package to all employees, whether full time or part time employees 0 • ,
- Training package after 2 years of employment 0 •