



Career Path and Personal Growth

Participants were asked to comment on various aspects of their career with the Foreign Service, including processes for receiving assignments or promotions, training opportunities, transferability of their skills and other aspects of career and growth. They were also asked to indicate the top 3 factors that would cause them to leave the Foreign Service.

Unfavourable Responses

Overall, perceptions around career path and personal growth are unfavourable. Inadequate training, and inequitable processes are two key factors contributing to this perception.

While 77% of respondents answered that when they entered the Foreign Service, they viewed it as a lifetime career, only 28% responded that they intend to spend their entire career with the Foreign Service. In fact, nearly 25% of employees indicated that they intend to leave the Foreign Service within the next year or at the end of their current assignment, and another 24% were undecided.

The top three factors that would cause employees to leave the Foreign Service include:

- 1) Better financial remuneration outside the Foreign Service - 77%
 - 2) Potential for career advancement outside the Foreign Service - 54%
 - 3) Spousal-related issues (e.g., loss of income, pension, separation) - 39%
- Less than 25% of participants agreed or strongly agreed that:
- Promotions are based on a clear, transparent and defensible process (9%)
 - Assignments are based on a clear, transparent and defensible process (14%)
 - The Foreign Service offers sufficient career opportunities compared with equivalent employee groups (18%)
 - They are optimistic that they can meet their career objectives if they stay with the Foreign Service (21%)