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## Nature of Foreign Service Work (cont'd)

### *Expectations and experience comparison*

In this section, participants answered questions about their experience related to various elements of their work. They were also asked about the importance of these elements. Comparing the responses to these two sets of questions enabled an assessment of areas where the nature of the work at the Foreign Service is and/or is not meeting employee expectations. (See Expectations and Experience Comparison section for more detailed charts of this comparison.)

Foreign Service work meet employee expectations in providing them with the opportunity to be part of a team influencing Canadian policy, teamwork amongst colleagues both when based in the Headquarters city and when assigned abroad, and working with quality colleagues. In these instances, the gap between employee expectations and their experience at the Foreign Service is less than 10%.

The nature of Foreign Service work appears to fall short in meeting employee expectations of work that provides a sense of accomplishment, and that makes good use of employee skills and abilities. In these instances, the gap between employee expectations and their experience is more than 40%.