

Table 2
DESCRIPTIONS OF EACH CATEGORY ACROSS DATA SOURCES
C&I: Immigration (C&I)
DFAIT: Political-Economic (P-E)
DFAIT: Commercial-Economic/Trade (C-E)

FS Retention Survey Description	C&I Exit Data Description	P-E Exit Data Description	C-E Exit Data Description
Nature of foreign service work The extent to which employees are satisfied with, and value, various aspects of foreign service work	N/A	N/A	N/A
Career path and personal growth The extent to which employees are satisfied with specific aspects of career growth and personal development	<ul style="list-style-type: none"> Lack of career opportunity and lack of recognition in terms of salary or promotion (x1) Request for LWOP denied (x1) Won non-rotational competition in CIC (x3) Won non-rotational competition in OGD (x1) 	<ul style="list-style-type: none"> Foreign Service was wrong career path (x1) Request for LWOP denied (x1) Wanted serious training (x1) Return to academic studies (x1) Had been denied a career opportunity (x1) 	<ul style="list-style-type: none"> Changes in personal life and career aspirations (x1) Return to academic studies (x1) Request to change type of LWOP denied (x1)
Assignments abroad The extent to which various characteristics of assignments abroad impact a decision to accept an assignment abroad	<ul style="list-style-type: none"> Lack of career opportunity for spouse (x1) 	<ul style="list-style-type: none"> Spouse/partner unable to re-locate to Ottawa due to work commitments abroad (x1) Denied LWOP and no opening at post where spouse/partner was assigned (x1) 	<ul style="list-style-type: none"> Relocation of spouse (x1)
Pay and foreign service directives The extent to which employees perceive pay to be fair and are satisfied with foreign service directives	<ul style="list-style-type: none"> Transferred to OGD (x3) Employment in private sector (x2) Accepted job with provincial government (x1) 	<ul style="list-style-type: none"> Pay was insufficient/unsatisfactory/appalling (x3) Can make more money in private sector/outside employment (x6) Transferred to OGD (x4) Accepted job with provincial government (x2) 	<ul style="list-style-type: none"> Can make more money in private sector/outside employment (x16) Transferred to OGD (x4)
Management practices The extent to which employees perceive that management practices are equitable and are applied fairly	N/A	N/A	N/A
Other*	<ul style="list-style-type: none"> Resigned while on language training (x1) 	<ul style="list-style-type: none"> Terminated under Workforce Adjustment Program (x1) 	<ul style="list-style-type: none"> Resigned for personal reasons (x1)
No reason on file*	<ul style="list-style-type: none"> No indication of reason on file (x2) 	<ul style="list-style-type: none"> No reason stated (x2) 	N/A

*Additional categories not found in FS Retention Survey data