

Analysis of Findings

This section provides an overview of the most notable findings with respect to the factors affecting retention of Foreign Service Officers.

The findings, organized by the section in which they appeared in the survey, are reported in terms of favourable responses (i.e., all of the time and most of the time, strongly agree and agree, very important and important) and unfavourable responses. The purpose of this method of reporting is to identify key areas for consideration by the FS Study Team.

Graphical displays of the results for all survey questions follows this overview.

Analysis Scale

The following scale is used throughout the summary to group responses into favourable, mixed messages, and unfavourable.

Unfavourable - Less than 50% respond favourably

- Indicates the factors that may negatively influence retention

Mixed - Between 50% and 66% respond favourably

- Indicates evolving factors that may potentially negatively influence retention

Favourable - More than 66% respond favourably

- Indicates factors that may positively influence retention