

WHAT MAKES PEOPLE STAY...

Strong belief in program
Ownership and leadership opportunities
Introduced to causes and had opportunities to learn about it
Met on a regular basis
Constant communication
Saw progression on an ongoing basis
Shared experience, even though tough
Having opportunities to regularly reflect and share
Saw the world in a different way – personal growth
Relationships with people
Importance of the mission
Overall level of accountability – part of a team
Tangible results
Shared vision with support to carry it out
Integral to the process – see how you are needed – given real responsibility
Diversity of gifts and skills in people on project – balance of work styles
Fun and new challenges
High level of responsibility
Many partners – collective work and responsibility
Address challenges and victories together
Continued focus on who is serving
Felt supported by and connected to supervisor and co-workers
Relationships
Basic needs met
Created something that lasted
High and clear expectations
Worked for the position
Support provided
Mutual support provided – “bring more than appetite”
Written, clear systems and processes that others can support
Strong supervision
Feedback encouraged and responded to
Worked through group conflicts
Tangible end product
Retreat that pulled the team together – realized not alone – team building
Needs of team outweighed the needs of the individual
Common goal
Focus on who serving – impact you are having
Esprit de corps
Clear expectations and guidelines
Feedback and dialogue was allowed and encouraged – both positive and negative
Inspiration
Encouragement – to learn and to explore
Look deeper to learn more about you
Support as you transition
Embrace your members
Be creative
Dare to invest

