

**Objectives:**

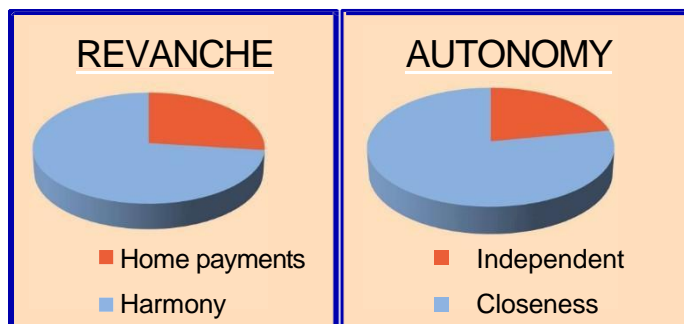
- Identifying the unifying values and motives of employees.
- Gaining insights into the retention and recruitment of employees for global development work.

**Procedure:**

- Participation of 110 of the 147 employees of an ideological organization.
- Use of the full version of the LUXXprofile.

**Results:**

1. Connectedness, consensus and harmony:



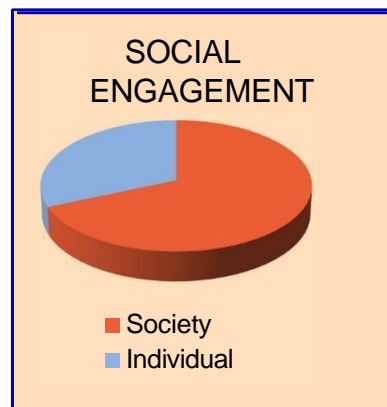
- The majority of employees share a strong need for harmony and closeness.
- The high degree of conformity in the AUTONOMY BLUE motif is similar to other projects in the religious environment.

2. SAFETY:



- An above-average number of employees show a high level of motivation to deal with difficult and challenging circumstances.
- This is an important motivation for working in remote and dangerous areas.

3. SOCIAL ENGAGEMENT:



- The strong motivation to contribute to fairness and justice in the world fits the job description.

With regard to the motives SOCIAL ENGAGEMENT (helping disadvantaged strangers) and SAFETY (challenging and risky locations with positive opportunities to make a difference), employees have chosen a company and field of work that match their motivation. Working in development aid projects all over the world, sometimes under very difficult regional and political conditions, fulfills these motives almost automatically.

### Conclusion:

- Leadership and identification:
  - With regard to the motives AUTONOMY and REVANCHE, it is important to promote a strong sense of identification and solidarity in order to maintain and increase motivation and satisfaction. It is important to take measures that strengthen this feeling, despite the great distances, also towards contact persons and supervisors in Germany.

#### Attention should also be paid to:

- What is the situation on the ground?
  - Who is in the team, how does collaboration work and how can it actively promoted?
  - How can support provided in the event of conflicts?
- 
- Dealing with protective measures:
    - Understanding of employees' rejection of protective measures. Risk control is an important performance driver for them.
    - It is necessary to adapt communication on protective measures in order to increase acceptance.
- 
- Dealing with returnees:
    - For employees who finish their assignments abroad and return to Germany, the company must consider early on what tasks they can take on in order to avoid the threat of boredom in a very safe environment. Their desire for challenges and exciting tasks will not end when they return.
- 
- Recruitment:
    - Development of a targeted approach for potential employees who share the most common motivational similarities.
    - This leads to an increase in employee retention and a reduction in staff turnover when hiring new employees.