# Retention Influencers

## Top Three Influencers to Stay

<table>
<thead>
<tr>
<th>ENLISTED</th>
<th>OFFICER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
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</tr>
<tr>
<td>Men</td>
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</tr>
</tbody>
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- **Job Security/Stability**
- **Loyalty to Nation/Service**
- **Benefits/Pay**
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- **Benefits/Pay**
- **Loyalty to Nation/Service**
- **Retirement**
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## Top Three Influencers to Leave

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- **Impact of career on ability to have a family**
- **Impact of career on spouse/family**
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- **Impact of career on spouse/family**
- **Predictable Schedule**
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- **Predictable Schedule**
- **Predictable Schedule**
- **Work/Life Balance**
- **Predictable Schedule**
- **Work/Life Balance**

- **Job Security/Financial Incentives**
- **Loyalty to Nation/Service**
- **Impact of Career on Family**
- **Impact of Career on Personal Life**

Data: 2016 Pregnancy and Parenthood Survey