#### Appendix Table 1. Reasons of termination and if the individuals were included in the analysis

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| --- | --- | --- | --- | --- |
| **Reasons of termination** | **Frequency, *N*** | **PSC mean** | **PSC SD** | **Included in the analysis** |
| Agreed Exit | 6 | 32.33 | 14.65 | No |
| Changing Cities / Overseas Adventures | 7 | 45.86 | 9.24 | Yes |
| Contract expiry | 3 | 43.00 | 9.85 | No |
| Dismissal - Misconduct | 1 | 50.00 | ̶ | No |
| Dismissal - Poor Job Performance | 3 | 49.33 | 10.50 | No |
| Opportunity for career growth | 108 | 45.19 | 7.63 | Yes |
| Opportunity to earn more money | 19 | 43.10 | 6.14 | Yes |
| Personal reasons | 13 | 44.08 | 10.82 | Yes |
| Redundancy/Layoff | 4 | 46.50 | 5.80 | No |
| Retirement | 1 | 43.00 | ̶ | Yes |
| Role / working environment isn't for me | 12 | 43.92 | 9.19 | Yes |
| Other reasons | 26 | 42.88 | 12.53 | Yes |