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blah

Appendix: Summary of pre-existing pushes and pulls present for each alumn

Pre-exisiting Pushes	Amy Weisenbach	Whitney Petersmeyer	Kurt Summers
When I do not respect or trust the people I work with			
When I feel like the work I'm doing has little or no impact on the company, world, or my life			
When the way I'm managed day-to-day is wearing me down	X		
When my current company is struggling			
When I end up with a new manager and feel like I'm starting over			
When I feel disrespected/not trusted	X		
When I realize I'm at a personal milestone or event (outside of work)			
When I've reached a milestone in my job or career			
When my work is dominating my life and I sacrifice me/my family to get things done			
When a trusted advisor/mentor/previous boss guides me in my next step		X	X
When I am challenged beyond my ability, logic, or ethics			
When I feel like I am not challenged and/or bored in my current work	X		
When I can't see a place for me to go or grow in my current organization	X		
When I feel like I'm on my own, ignored and not supported at work for a long time	X		
Pre-exisiting Pulls	Amy Weisenbach	Whitney Petersmeyer	Kurt Summers
So I can have more time to spend with others			
So I can better align my values and beliefs with the company and the people I work with	X		
So my job fits into my exisiting personal life			
So I can reset my life and start over			
So I can get the skills for a future job/career (stepping stone)			
So I can be acknowledged, respected and trusted to do great work	X		X
So I can find an employer who values my experience and credentials	X		
So I feel like my job is a step forward for me and in the perception of others			
So I have the freedom and flexibility to do my best work	X		X
So I can be recognixed for my work's impact on people and the business		X	X
So I have a supportive boss who guides and provides me constructive feedback	X		
So I can be part of a tight-knit team/community I can count on	X	X	
So I can be challenged, grow, and learn on the job		X	X
So I am in a job that I know I can do and feel like I'm not at risk	X		
So I can support my growing responsibilities			
So I can have the time for me			