



Phase 4:

How to best retain professionals in SMEs?

[German answers](#) / [Spanish answers](#) / [Slovenian answers](#) / [Italian answers](#)

Partner resume from interviews / experience

1. Proper, frequent, structured communication
2. Satisfying work conditions (tools, machinery, PSE, transport)
3. Unlimited contract and good ratio of workload/salary
4. Link between professional development and personal growth
5. Proximity, which allows the family connection and the salary
6. A good working atmosphere, a good understanding of the difference between personal and working life, good organization and management, and consideration for the employee
7. Safe job through permanent employment contracts and long-term employment
8. Working conditions / respectful interaction / atmosphere in the company
9. Professional growth / career perspectives
10. Good working conditions (flexible working hours, appropriate equipment)
11. Competitive wage conditions
12. Positive atmosphere
13. Companies should offer a good and appreciative working atmosphere
14. Workplace should include development prospects and flexibility
15. Compatibility of work and family / work-life balance should be enabled
16. Good Salary
17. Flexibility between working and free time
18. Career perspective
19. Flexibility, career opportunities
20. Good salary
21. Work life balance



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