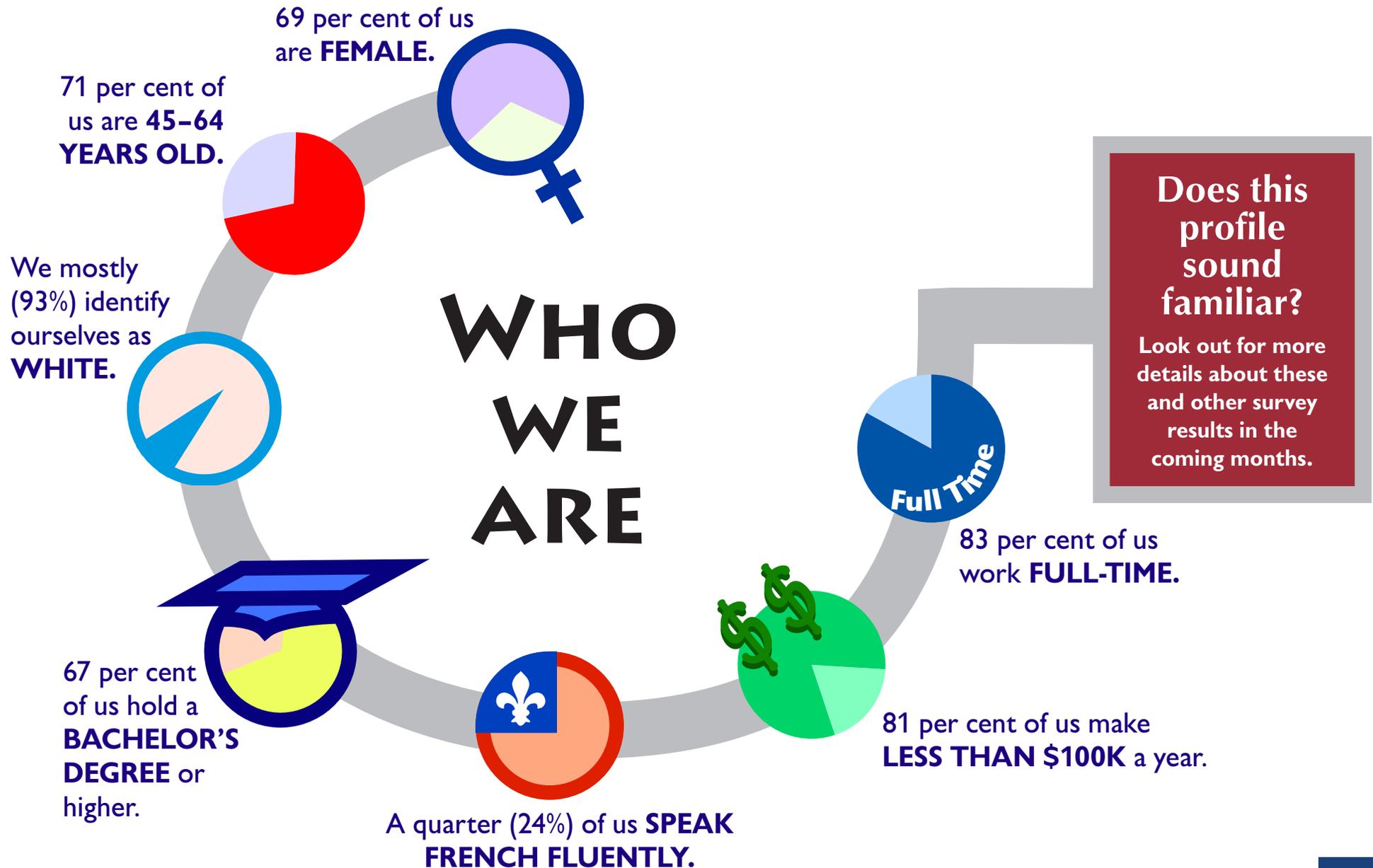


Driving Change Survey — Headline Findings

Selected findings from A National Study of Canadian Nonprofit Executive Leaders



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Driving Change Survey — Headline Findings

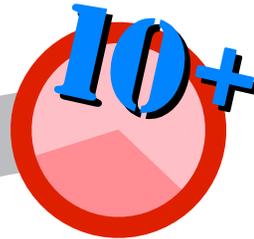
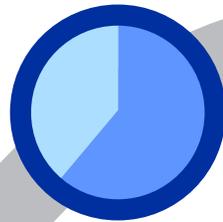
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WHAT BROUGHT US HERE

61 per cent of us say the only nonprofit **EXECUTIVE DIRECTOR POSITION** we have held is our current one.

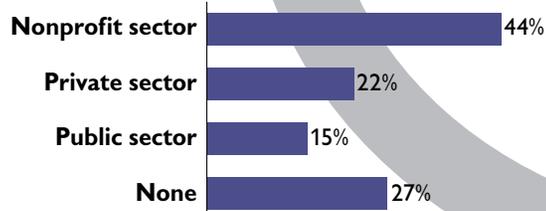


67 per cent of us have worked in the **NONPROFIT SECTOR** for a decade or more.

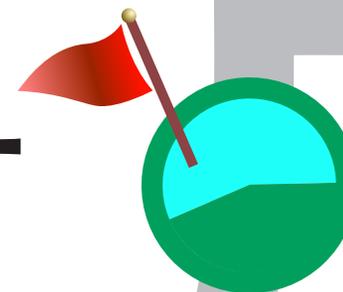
59 per cent of us have been in our **CURRENT POSITION** for five or more years.



Our previous **SENIOR MANAGEMENT EXPERIENCE** has been in . . .



One-third of us **FOUND OUR CURRENT ROLE** via an open call/advertisement for the position, and another third were approached by our nonprofit directly.



Over half (56%) of us believe that **LEADERSHIP** was the attribute that made us the most attractive candidate for our current role.



48 per cent say that the **MISSION OF OUR CURRENT NONPROFIT** was the most important motivation for joining.

37 per cent of us **PREVIOUSLY WORKED OR VOLUNTEERED** for our nonprofit before taking up our current position.

Why did you join your nonprofit?

Over the coming months look out for more details about what motivates us to work in the nonprofit sector.

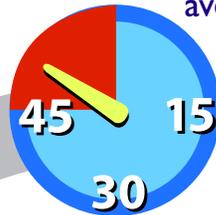
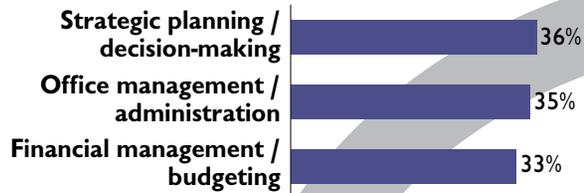
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THE THREE TASKS we spend most of our time on are:



Over half of us (53%) say an average work week is **MORE THAN 45 HOURS.**

FUNDRAISING AND DEVELOPMENT

is identified by half of us as our most challenging role.

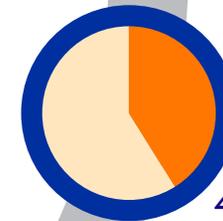


WHAT WE DO

45 per cent say our day-to-day level of **STRESS IS EXCESSIVE** or approaching excessive.



But the majority of us (80%) are very or fairly **SATISFIED WITH OUR CURRENT JOB** (excluding benefits).



40 per cent say we will likely **STAY IN THE NONPROFIT SECTOR** when we leave our current role.



31 per cent of us think we will **STAY IN OUR CURRENT POSITION** for less than an additional three years.

How long will you stay in the sector?

Look out for more details in coming months about how satisfied we are in our current roles and what nonprofits need to do to retain leaders.

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About the Driving Change Survey

The research was conducted on behalf of the HR Council by GlobeScan Incorporated between September 28 and November 2, 2011.

The HR Council provided GlobeScan with contact details of nonprofit leaders drawn from various lists they hold internally. Each contact with a valid email address was asked to take part in the research online. The survey link was also advertised on the HR Council's website and in other communications to its stakeholders.

Only Executive Directors or their equivalent were asked to take part in the research. In total 1,251 nonprofit leaders completed the survey.

The results should not be viewed as covering a statistically representative sample of the nonprofit sector. The use of the word “us” refers to the aggregated responses of those nonprofit leaders who participated in the survey.

The HR Council thanks the 1,251 Executive Directors who took part and the 231 Board Chairs who took the time to participate in a parallel survey.

Further results from the survey will be released by the HR Council in the coming months. For more information about the surveys, the Driving Change study, or the HR Council, please visit our website at hrcouncil.ca or email:

Michelle Jondreau
Communications Coordinator
mjondreau@hrcouncil.ca

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