



The City of Edmonton checks in with employees two times a year.

In **March 2023**, 9 questions were asked to all City of Edmonton employees to see how employees are doing in regards to the six positive employee experience dimensions listed below.

2173 of 5138 City Operations employees responded (42%).



Meaningful Work

I feel connected to the City's Vision through purposeful work



Growth Opportunities

I am supported to develop my skills and accomplish my career goals



Supportive Environment

I feel respected and recognized for my unique contributions



Wellness

I feel safe and secure and am supported to achieve wellness



Trust in Leadership

I observe leaders listening, communicating transparently, and inspiring



Employees

I share my thoughts on how to improve and support improvement

Survey results are always available online at <u>edmonton.ca</u>. Curious about how Glint surveys are scored? Click <u>here</u>.



Survey Topics

- 1. How happy are you working at the City of Edmonton?
- 2. I would recommend the City of Edmonton as a great place to work.
- 3. How are you doing?
- 4. I am able to balance my work and personal life.
- 5. I receive feedback on how I can improve from my direct supervisor.
- 6. My direct supervisor provides me with clear expectations about my work.
- 7. I feel safe at my workplace.
- 8. What do you appreciate most about your conversations with your direct supervisor?
- 9. What would help you feel more supported right now?







Scores by Topic



Topic/Question	Score	Trend
How happy are you working at the City of Edmonton?	67	80 — 70 — 60 — JAN '19 JAN '20 JAN '21 JAN '22 JAN '23 JAN
I would recommend the City of Edmonton as a great place to work.	65	70 - 65 - 60 - JAN '19 JAN '20 JAN '21 JAN '22 JAN '23 JAN
3. How are you doing?	63	70 - 60 - 50 - JAN '20 JAN '21 JAN '22 JAN '23 JAN '24

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Scores by Topic



Topic/Question	Score	Trend
4. I am able to balance my work and personal life.	67	Increase of 1 point since March 2021
5. I receive feedback on how I can improve from my direct supervisor.	64	Increase of 5 points since June 2021
6. My direct supervisor provides me with clear expectations about my work.	70	Increase of 4 points since June 2021
7. I feel safe at my workplace.	66	No change since June 2022

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Scores by Question ?

	Topic/Question	Score	Top Themes
8.	What do you appreciate most about your conversations with your direct supervisor?	N/A	Communication, Feedback, Support, Well-being, Meetings

Note: This question is open-ended and therefore cannot be scored. All comments are aggregated.

recognition approachable guidance friendly open and honest information suggestion expectation positivity input check-in direction encourage decision discussion performance decision



Scores by Question ?

	Topic/Question	Score	Top Themes
9.	What would help you feel more supported right now?	N/A	Compensation, Communication, Safety, Training, Well-being

Note: This question is open-ended and therefore cannot be scored. All comments are aggregated.

feel supported workplace listen mental health supply scheduling shift bus hire workload shop union vacation program work from home branch safe cost coe frontline employee permanent of the safe cost coe permanent foreman upper management

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