

## **City of Edmonton**

June 2021 Employee Check-in

**Summary Report** 

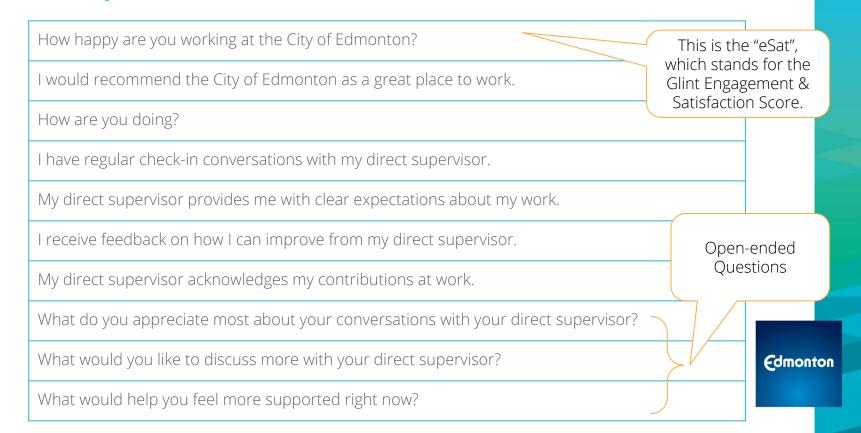
## **June Employee Check-in**

The June 2021 Employee check-in is the City's third employee experience survey for 2021 that is outside of the traditional biennial surveys. This summary outlines what we heard from employees at the City of Edmonton..

The June 2021 Employee Check-in was focused on the conversations that employees have with their supervisor. Responses to these questions will be used to inform how we develop meaningful conversations.



## **Survey Questions**



I have heard about Enterprise Commons.

I know where to find more information about Enterprise Commons.

Questions to assist with corporate initiatives.



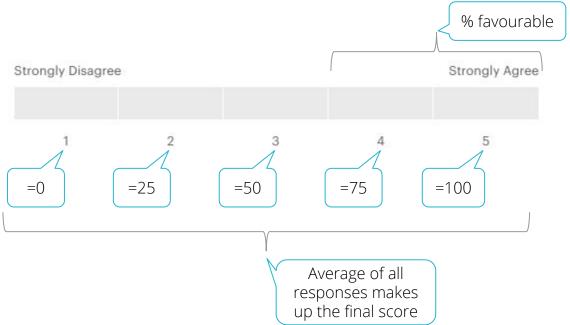
## **Response Rate**





## **Glint Scoring**

Glint recommends using the average score rather than the % favourable score, as % favourable does not take into account the full distribution of the response scale.



**Edmonton** 

# **Scores by Question**

	Jun '20	Jun '21	vs. Mar '21
How happy are you working at the City of Edmonton?	74	68 🖡	69
How are you doing?	68	63 🖡	64
I would recommend the City of Edmonton as a great place to work.	72	66 🖡	67
My direct supervisor provides me with clear expectations about my work.	74	72 🖡	NA
I receive feedback on how I can improve from my direct supervisor.	67	66 🗜	NA
My direct supervisor acknowledges my contributions at work.	73	74 🛊	NA



## Response to "Yes" and "No" Questions

### Response to "Yes"

	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	79%	81%	+2% 🛊

### Response to "No"

•	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	21%	19%	-3% ♣

	Yes	No
I have heard about Enterprise Commons.	51%	49%
I know where to find more information about Enterprise Commons.	41%	59%

**Edmonton** 



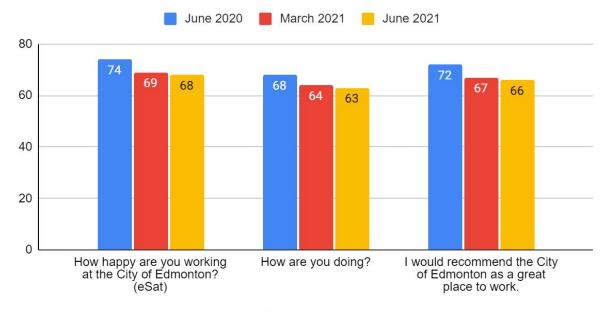
I feel safe and secure and am supported to achieve wellness

How happy are you working at the City of Edmonton? (eSat)

I would recommend the City of Edmonton as a great place to work.

How are you doing?

#### Wellness Scores



Wellness Questions

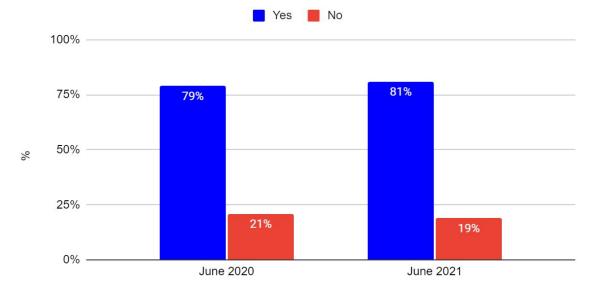




I feel respected and recognized for my unique contributions

I have regular check-in conversations with my direct supervisor.

### June 2020 vs. June 2021



I have regular check-in conversations with my supervisor





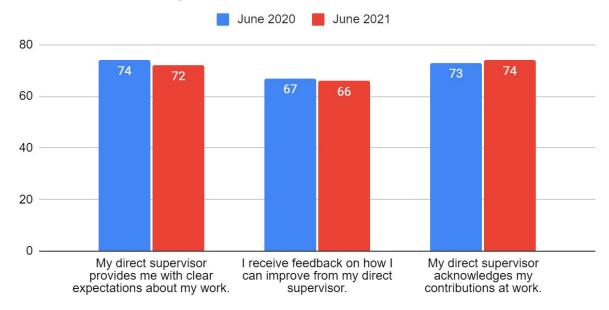
I observe leaders listening, communicating transparently, and inspiring

My direct supervisor provides me with clear expectations about my work.

I receive feedback on how I can improve from my direct supervisor.

My direct supervisor acknowledges my contributions at work.

### Trust in Leadership Scores



Trust in Leadership Questions



## **Open ended**



### Supportive Environment

I feel respected and recognized for my unique contributions

What would help you feel more supported right now?

# Top Topics mentioned in March 2021

- Communication
- Covid
- Remote Working
- Feedback
- Well-being

#### **Keywords March 2021**

job security understanding impact elt budget discussion frontline employee opinion information respect accountability supportive stress upper management meaning micrographent account conversation colleague union uncertainty

# Top Topics mentioned in June 2021

- Communication
- Remote Working
- Workload
- Covid
- Pay

### **Keywords June 2021**

respect hire feel supported listen request ability workplace work week stress expectation mental health branch upper management upper management understanding understanding listen request conversation listen request conversation listen request conversation check-in check-in check-in check-in check-in upper management understanding understanding understanding conversation check-in check-i



## **Open ended**



### Supportive Environment

I feel respected and recognized for my unique contributions



### Trust in Leadership

I observe leaders listening, communicating transparently, and inspiring

### **Top Topics mentioned** in June 2020

- Communication
- Feedback
- Meetings
- Support
- Recognition

### **Keywords June 2020**

connect share discussion covid meaning challenge open and honest understanding ability city helpful situation discuss respect information encourage friendly trusted trust genuine

**Top Topics mentioned** in June 2021

- Communication
- Feedback
- Meetings
- Support
- Recognition

**Keywords June 2021** 

expectation encours encourage contribution input discussion update trust kind Snal suggestion approachable respectful appreciation

What do you appreciate most about your conversations with your direct supervisor?



### **Open ended**



### Supportive Environment

I feel respected and recognized for my unique contributions



### Trust in Leadership

I observe leaders listening, communicating transparently, and inspiring

# Top Topics mentioned in June 2020

- Communication
- Career Opportunities
- Learning & Development
- Feedback
- Prospects

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- Communication
- Career Opportunities
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- Prospects
- Learning & Development

### **Keywords June 2020**

career path department task learn advancement information advancement of task learn advancement information appreciate performance professional development of task learn advancement information responsibility project job role grow career goal workload branch improvement feedback development

#### **Keywords June 2021**

information support career development branch guidance career feedback plan goal department learn employee workload open grow project work from home process career growth improvement responsibility management

What would you like to discuss more with your direct supervisor?

