



# Community and Recreation Facilities Branch

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 in the Community and Recreation Facilities Branch.

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**

How happy are you working at the City of Edmonton?	This is the	· · ·
I would recommend the City of Edmonton as a great place to work.	which stands for the Glint Engagement & Satisfaction Score.	
How are you doing?	Satistactic	in score.
I have regular check-in conversations with my direct supervisor.		
My direct supervisor provides me with clear expectations about my work.		
I receive feedback on how I can improve from my direct supervisor.		-ended
My direct supervisor acknowledges my contributions at work.	Que	stions
What do you appreciate most about your conversations with your direct supervisor?		
What would you like to discuss more with your direct supervisor?		Edmonton
What would help you feel more supported right now?	J	

I have heard about Enterprise Commons.

I know where to find more information about Enterprise Commons.

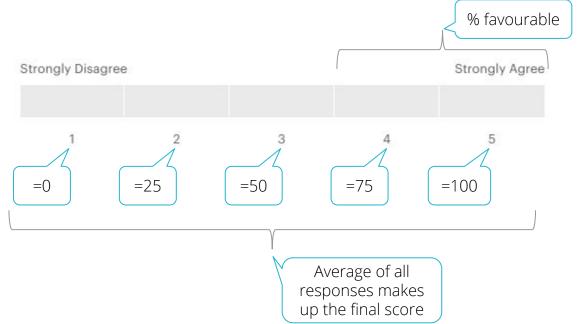
Questions to assist with corporate initiatives.

## **Branch 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.



# **Scores by Question**

	Jun '20	Jun '21	vs. Mar '21
How happy are you working at the City of Edmonton?	72	62 🖡	64
How are you doing?	63	58 🖡	60
I would recommend the City of Edmonton as a great place to work.	71	61 🖡	62
My direct supervisor provides me with clear expectations about my work.	71	67 🖡	NA
I receive feedback on how I can improve from my direct supervisor.	63	61 🖡	NA
My direct supervisor acknowledges my contributions at work.	71	70 🖡	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.	80%	76%	-4% 🖡

### **Response to "No"**

	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	20%	24%	+4%

	Yes	Νο
I have heard about Enterprise Commons.	40%	60%
I know where to find more information about Enterprise Commons.	31%	69%

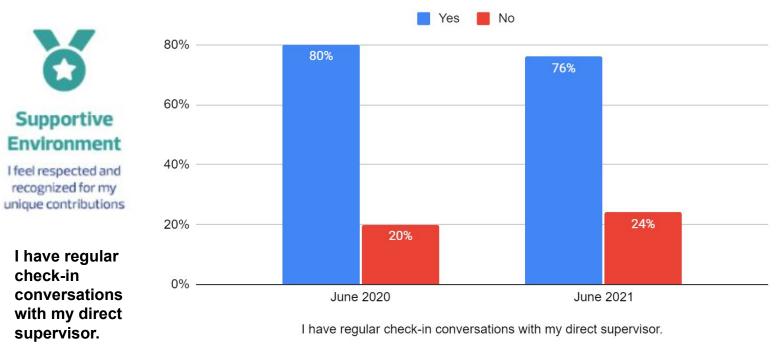
### Wellness Score



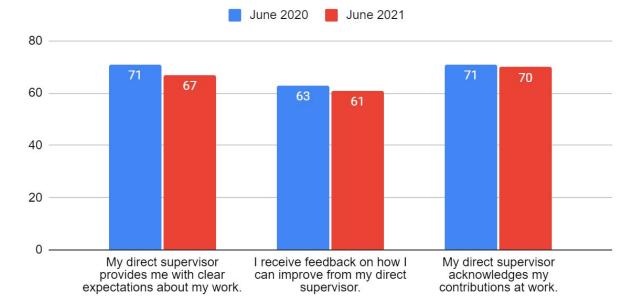
How are you doing?

work.

## June 2020 vs. June 2021



### June 2020 vs. June 2021



Trust in Leadership

Trust in Leadership 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.

# **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
- Well-being
- Decision Making
- Feedback

#### Top Topics mentioned in June 2021

- Communication
- Covid
- Feedback
- Meetings
- Burnout

#### **Keywords March 2021**

team experience direction help operation thank you challenge supportive office opinion budget conduct home accountability share manage union quidance work hard appreciation helpful appreciate report order happiness work environment scheduling pay department

#### **Keywords June 2021**

conversation dice event variability varia

# **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

in June 2021

- Well-being
- Information

**Top Topics mentioned** 

Communication

Feedback

Meetings

Recognition

Information

#### **Keywords June 2020**

development confidence trust meaning best work experience discussion workplace advice crew leader respectful crew work from home compassion trusted challenge

#### **Keywords June 2021**

professional situation perspective insight negative new idea share respectful expectation input positive feedback kind positive feedback kind professional situation frustrated encourage kind professional situation frustrated encourage kind professional situation frustrated encourage kind professional situation encourage constructive feedback constructive feedback constructive feedback constructive feedback constructive feedback connect task email

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
- Covid
- Meetings
- Prospects

Top Topics mentioned in June 2021

- Communication
- Career Opportunities
- Prospects
- Goals
- Meetings

Keywords June 2021

**Keywords June 2020** 

appreciate decision connect conversation

scheduling meeting advance workplace

experience resource career development

situation

workplace impact support job role covid advancement open city failing direction performance discussion goal tailing opportunity class relationship task responsibility grow check-in career path decision

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

Edmonton

job role team leadership

information

grow

co-worker

staffing

career opportunity