



Employee Services

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 Employee Services Department.

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.

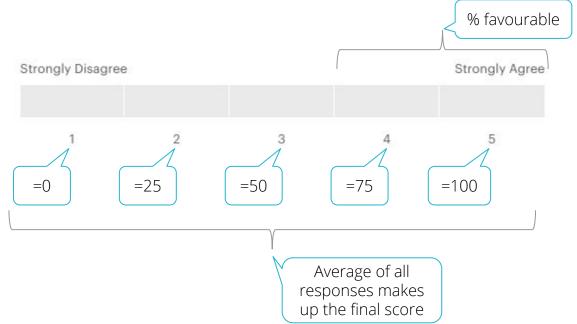
Department Response Rate



Responses do not include staff support group

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?	79	74	74
How are you doing?	69	65	65
I would recommend the City of Edmonton as a great place to work.	79	75 🕇	74
My direct supervisor provides me with clear expectations about my work.	81	78 🖡	NA
l receive feedback on how I can improve from my direct supervisor.	74	74	NA
My direct supervisor acknowledges my contributions at work.	83	82 🖡	NA

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Responses do not include staff support group

Response to "Yes" and "No" Questions

Response to "Yes"

· · · · · · · · · · · · · · · · · · ·	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	91%	97%	+6% 🕇

Response to "No"

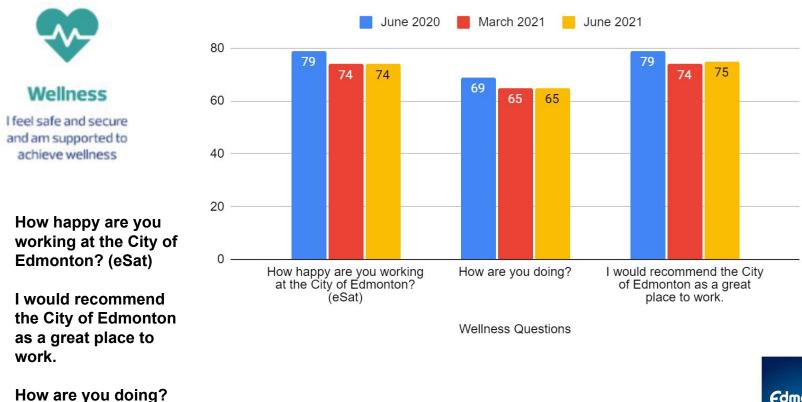
	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	9%	3%	-6% 🖊

	Yes	Νο
I have heard about Enterprise Commons.	96%	4%
I know where to find more information about Enterprise Commons.	81%	19%

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Responses do not include staff support group

Wellness Score



Responses do not include staff support group

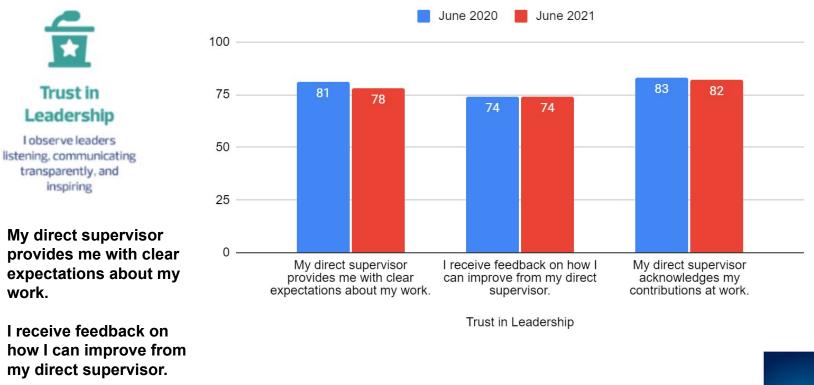
June 2020 vs. June 2021

No Yes Ť 100% 97% 91% 75% Supportive Environment 50% I feel respected and recognized for my unique contributions 25% I have regular 9% check-in 0% conversations June 2020 June 2021 with my direct supervisor.

3% I have regular check-in conversations with my direct supervisor.

Responses do not include staff support group

June 2020 vs. June 2021



My direct supervisor acknowledges my contributions at work.

Responses do not include staff support group

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**
- Remote Working
- Covid
- Culture
- Accountability

Top Topics mentioned in June 2021

- Communication
- Remote Working
- Career Opportunities
- Workload
- Meetings

Keywords March 2021

recognition future co-worker conversation branch covid leadership feel supported work from home SUDDORT advocate family manage plan budget listen boss accountability help director resource pandemic decision inclusion environment workload communication

Keywords June 2021

transparency tr

Responses do not include staff support group

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
- Support

in June 2021

• Career Opportunities

Top Topics mentioned

Communication

Feedback

Support

Coaching

Strategy

Recognition

Keywords June 2020

discuss comfortable trust understanding feel supported helpful share genuine terestanding feel supported helpful supported hel

Keywords June 2021

leadership communication suppo expectation clarity direction challenge problem open and honest advice perspective earn care grow connect transparen valued willingness check-in big picture encourage opportunity contribution

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

Responses do not include staff support group

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
- Prospects
- Feedback

Top Topics mentioned in June 2021

- Communication
- Career Opportunities
- Feedback
- Well-being
- Learning & Deveopment

improvement problem covid discussion **CISCUSS** open lea career development conversation goal plan career path career growth expectation

Keywords June 2020

career advancement

job role team .

Keywords June 2021



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

Responses do not include staff support group

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communication

future training

learn

opportunity