

Financial and Corporate Services Department

June 2021 Employee Check-in

Summary Report

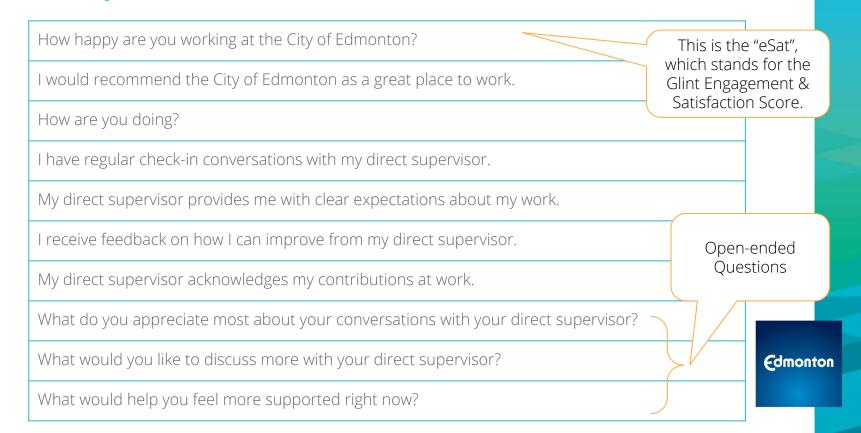
June Employee Check-in

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 Financial and Corporate 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



I have heard about Enterprise Commons.

I know where to find more information about Enterprise Commons.

Questions to assist with corporate initiatives.



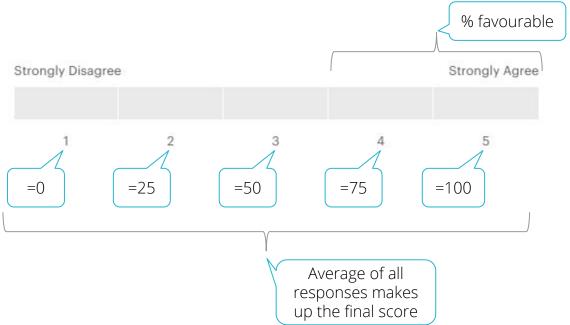
Department Response Rate





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?	75	68 1	70
How are you doing?	71	65 👢	67
I would recommend the City of Edmonton as a great place to work.	72	66 🖡	69
My direct supervisor provides me with clear expectations about my work.	79	77 🖡	NA
I receive feedback on how I can improve from my direct supervisor.	74	73 🖡	NA
My direct supervisor acknowledges my contributions at work.	79	80 🛊	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.	94%	91%	-3% ♣

Response to "No"

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

	Yes	No
I have heard about Enterprise Commons.	80%	20%
I know where to find more information about Enterprise Commons.	67%	33%

Edmonton



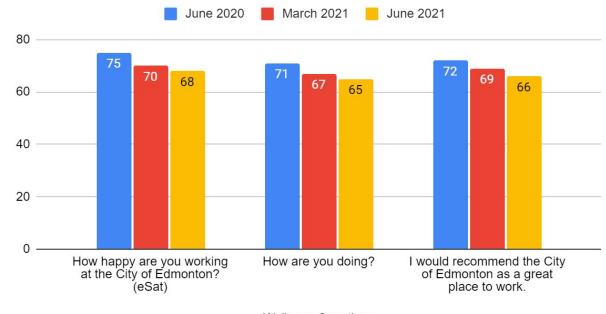
I feel safe and secure and am supported to achieve wellness

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 Score



Wellness Questions



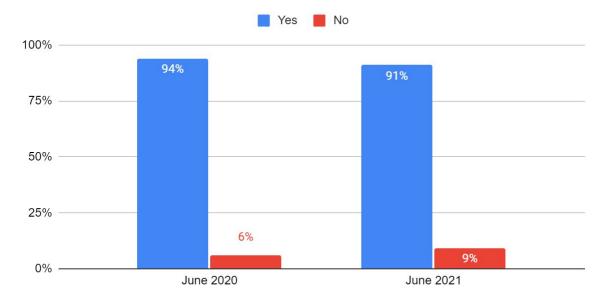
Supportive

I feel respected and recognized for my unique contributions

Environment

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

June 2020 vs. June 2021



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



June 2020 vs. June 2021

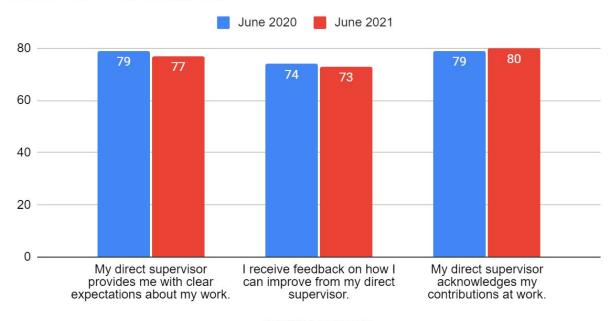


I observe leaders listening, communicating transparently, and inspiring

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



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
- Workload
- Career Opportunities

Top Topics mentioned in June 2021

- Remote Working
- Communication
- Workload
- Career Opportunities
- Pay

Keywords March 2021

career development permanent honesty ability budget clarity union support network support netw

Keywords June 2021

parking work hour stress
honesty feel supported action clarity commitment
upper management director option branch email impact report contract mental health uncertainty manage appreciate transition conversation



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
- Recognition
- Meetings
- Support

Keywords June 2020

encourage appreciation genuine appreciation share positivity fear discussion inform advice interest solution perspective approachable team member suggestion challenge team leadership respectful voice

Top Topics mentioned in June 2021

- Communication
- Feedback
- Meetings
- Recognition
- Support

Keywords June 2021

feel comfortable opinion experience kind appreciation check-in learn task city branch equest respectful discuss contribution genuine update understanding ability suggestion priority

constructive feedback

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**
- **Feedback**
- **Learning & Development**
- **Prospects**

Top Topics mentioned in June 2021

- Communication
- **Career Opportunities**
- **Prospects**
- **Promotion**
- Feedback

Keywords June 2020

department improvement advance career opportunity project goal task learn feedback share branch career path work from home direction meaning priority workload responsibility communication

Keywords June 2021

responsibility pandemic big picture finance goal work from home information

priority performance expectation project process career opportunity
career development challenge improvement
work week option deadline branch work environment

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

