

Integrated Infrastructure Services

June 2021 Employee Check-in

Summary Report

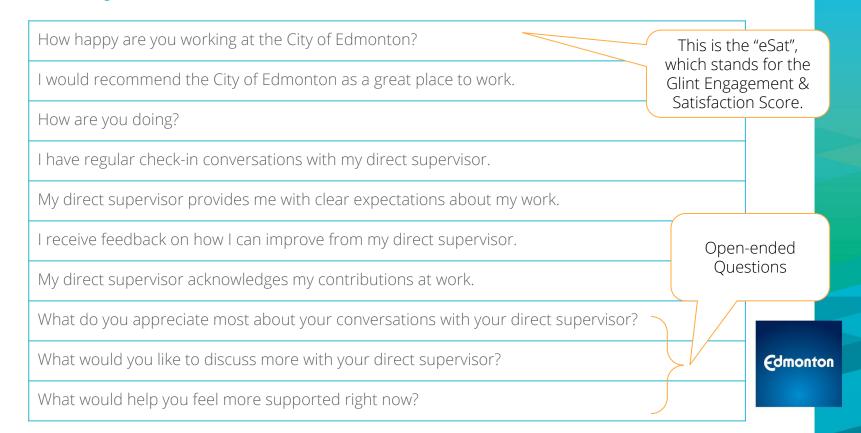
June Employee Check-in

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 Integrated Infrastructure 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.



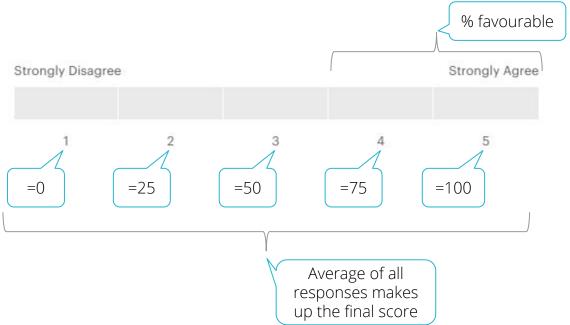
Department Response Rate





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	72 👢	73
How are you doing?	68	67	67
I would recommend the City of Edmonton as a great place to work.	72	70	70
My direct supervisor provides me with clear expectations about my work.	79	78 🖡	NA
I receive feedback on how I can improve from my direct supervisor.	74	73 🖡	NA
My direct supervisor acknowledges my contributions at work.	80	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.	92%	95%	+3% 🕇

Response to "No"

	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	8%	5%	-3% 👢

	Yes	No
I have heard about Enterprise Commons.	56%	44%
I know where to find more information about Enterprise Commons.	41%	59%

Edmonton



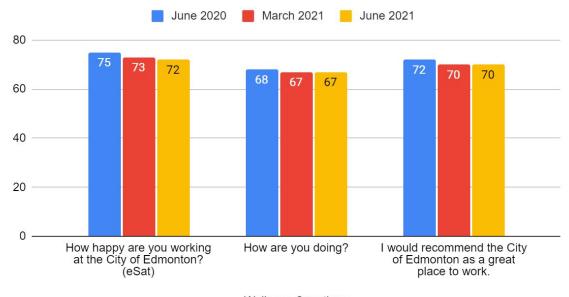
I feel safe and secure and am supported to achieve wellness

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 Score



Wellness Questions

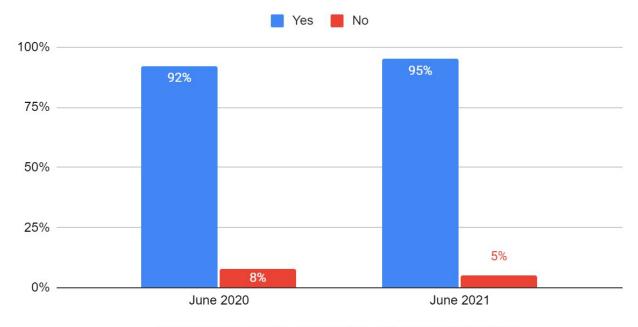


June 2020 vs. June 2021



I feel respected and recognized for my unique contributions

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



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





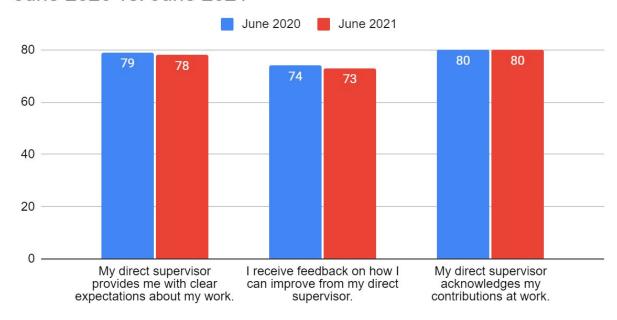
I observe leaders listening, communicating transparently, and inspiring

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.

June 2020 vs. June 2021



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
- Career Opportunities
- Feedback

Keywords March 2021



Top Topics mentioned in June 2021

- Communication
- Workload
- Remote Working
- Covid
- Site

Keywords June 2021





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
- Meetings
- Well-being

Keywords June 2020

work from home feel comfortable chat transparency pandemic open conversation approachable empathetic skill update open conversation approachable empathetic skill update open conversation encourage willingness trusted expectation relationship feel safe open constructive respectful professional positivity responsive compassion

Top Topics mentioned in June 2021

- Communication
- Feedback
- Information
- Recognition
- Meetings

Keywords June 2021

frustrated discussion explain mental health perspective connect manage city constructive feedback suggestion trust helpful approachable advice professional branch check-in open conversation friendly respect encourage contribution understanding kind expectation constructive

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
- Prospects
- Learning & Development
- Processes

Keywords June 2020

career opportunity staffing option correction advancement expectation conversation open share core growth discussion workload promotion solve check-in-promotion solve check-in-resource responsibility team feedback option career correction conversation workload develop meeting

Top Topics mentioned in June 2021

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

Keywords June 2021



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

