



Office of the City Manager

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 Office of the City Manager.

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.

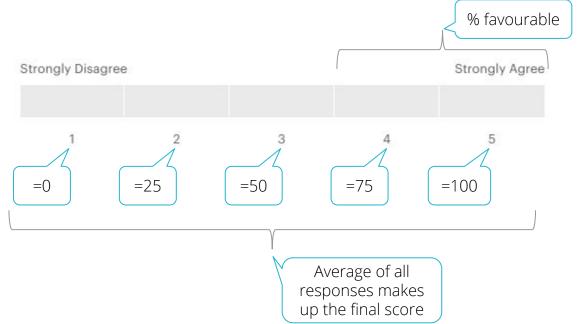
Questions to assist with corporate initiatives.

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?	76	68	68
How are you doing?	69	60 🕇	59
I would recommend the City of Edmonton as a great place to work.	76	68 🕇	67
My direct supervisor provides me with clear expectations about my work.	80	76 🖡	NA
I receive feedback on how I can improve from my direct supervisor.	76	74 🖡	NA
My direct supervisor acknowledges my contributions at work.	81	77 🖡	NA

Response to "Yes" and "No" Questions

Response to "Yes"

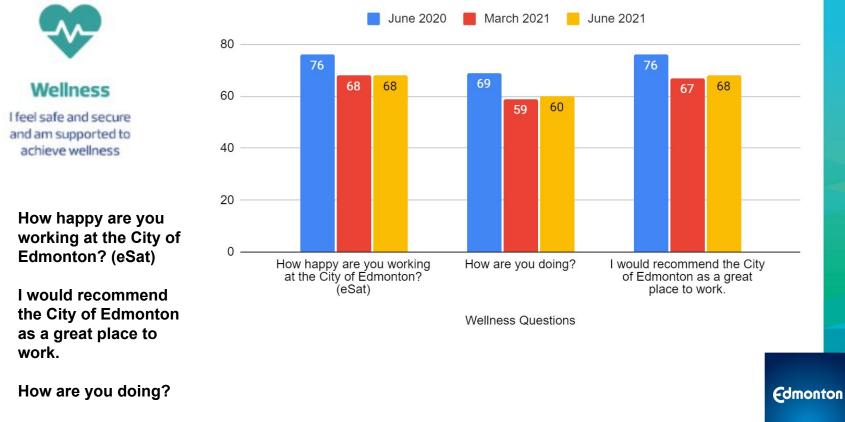
	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	94%	91%	-3% 🖡

Response to "No"

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

	Yes	Νο
I have heard about Enterprise Commons.	79%	21%
I know where to find more information about Enterprise Commons.	57%	43%

Wellness Scores



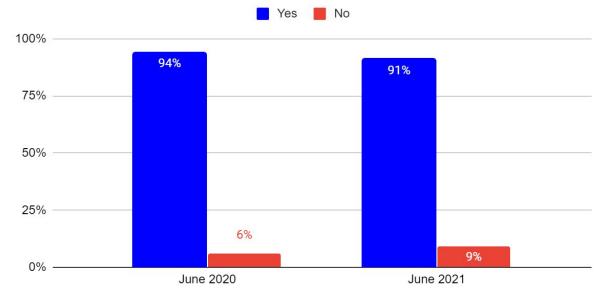
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Supportive Environment

I feel respected and recognized for my unique contributions

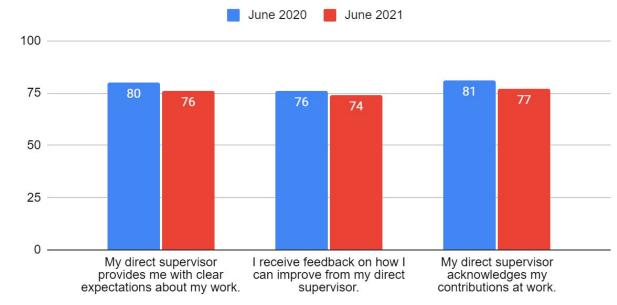
I have regular check-in conversations with my direct supervisor.

June 2020 vs. June 2021



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

June 2020 vs. June 2021



Trust in Leadership

Leadership I observe leaders listening, communicating

*

Trust in

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
- Feedback
- Decision Making
- Workload
- Recognition

Top Topics mentioned in June 2021

- Communication
- Feedback
- Workload
- Remote Working
- Career Opportunities

Keywords March 2021

feel supported workload decision plan stability process appreciate upper management workload decision plan appreciate branch manager direction bully helpful workplace resource fear recognition transparency opportunity

Keywords June 2021

recommend union helpful advancement micromanagement check-in work week director branch return to office pandemic efficiency open and honest approachable solution discussion legal contribution inclusion transition manage feel supported lawyer mental health

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

Top Topics mentioned

Communication

Feedback

Support

Workload

Coaching

- Feedback
- Meetings

in June 2021

- Recognition
- Well-being

Keywords June 2020

compassionate open share open and honest recognition feel supported check-in helpful encourage care appreciate DOSS honesty meeting employee conversation guidance genuine interest connect listen problem workload empathetic branch aenuine direction supportive stress advocate

Keywords June 2021

trusted understanding open and honest direction honesty care opinion workload process discuss OSS conversation solution decision open problem D appreciate listen constructive advocate supportive suggestion grow helpful team willingness quidance information approachable professional

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
- Meetings
- Covid
- Information

Top Topics mentioned in June 2021

- Communication
- Career Opportunities
 - Feedback
- Promotion
- Workload

Keywords June 2020

problem team city discussion career development covid decision opportunity

Keywords June 2021



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