

Employee Services Department

Edmonton

June 2022 Employee Check-in

Summary Report

The City of Edmonton checks in with employees three times a year.

In **June 2022**, 12 questions were asked to all City of Edmonton employees to see how employees are doing in regards to the six positive employee experience dimensions listed below.

234 of **255** Employee Services employees responded (**92%**)*.



Meaningful Work

I feel connected to the City's Vision through purposeful work



Growth Opportunities

I am supported to develop my skills and accomplish my career goals



Supportive Environment

I feel respected and recognized for my unique contributions



Wellness

I feel safe and secure and am supported to achieve wellness



Trust in Leadership

I observe leaders listening, communicating transparently, and inspiring



Empowered Employees

I share my thoughts on how to improve and support improvement

Survey results are always available online at edmonton.ca.

Curious about how Glint surveys are scored? Click [here](#).

*Responses do not include Staff Support Group

Survey Topics

1. How happy are you working at the City of Edmonton?
2. I would recommend the City of Edmonton as a great place to work.
3. How are you doing?
4. I feel safe at my workplace.
5. As a City employee, I know what supports and resources are available to me for my mental health and wellbeing.
6. I feel satisfied with the recognition or praise I receive for my work.
7. I feel a sense of belonging at the City Of Edmonton.
8. My direct supervisor (person I report to) values different perspectives.
9. The work that I do at the City Of Edmonton is meaningful to me



Survey Topics

- | | |
|-----|---|
| 10. | I am encouraged to find new and better ways to get things done. |
| 11. | Enviso Awareness |
| 12. | What would help you feel more supported right now? |



Scores by Topic



Topic/Question	Score	Trend																						
1. How happy are you working at the City of Edmonton?	71	<table border="1"><caption>Trend Data for Question 1</caption><thead><tr><th>Year</th><th>Score</th></tr></thead><tbody><tr><td>DEC '19</td><td>74</td></tr><tr><td>Q1 '20</td><td>75</td></tr><tr><td>Q2 '20</td><td>79</td></tr><tr><td>Q3 '20</td><td>75</td></tr><tr><td>Q4 '20</td><td>74</td></tr><tr><td>Q1 '21</td><td>75</td></tr><tr><td>Q2 '21</td><td>75</td></tr><tr><td>Q3 '21</td><td>73</td></tr><tr><td>Q4 '21</td><td>71</td></tr><tr><td>DEC '22</td><td>71</td></tr></tbody></table>	Year	Score	DEC '19	74	Q1 '20	75	Q2 '20	79	Q3 '20	75	Q4 '20	74	Q1 '21	75	Q2 '21	75	Q3 '21	73	Q4 '21	71	DEC '22	71
Year	Score																							
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Q3 '21	73																							
Q4 '21	71																							
DEC '22	71																							
2. I would recommend the City of Edmonton as a great place to work.	73	<table border="1"><caption>Trend Data for Question 2</caption><thead><tr><th>Year</th><th>Score</th></tr></thead><tbody><tr><td>DEC '19</td><td>74</td></tr><tr><td>Q1 '20</td><td>75</td></tr><tr><td>Q2 '20</td><td>78</td></tr><tr><td>Q3 '20</td><td>75</td></tr><tr><td>Q4 '20</td><td>74</td></tr><tr><td>Q1 '21</td><td>76</td></tr><tr><td>Q2 '21</td><td>74</td></tr><tr><td>Q3 '21</td><td>72</td></tr><tr><td>Q4 '21</td><td>74</td></tr><tr><td>DEC '22</td><td>74</td></tr></tbody></table>	Year	Score	DEC '19	74	Q1 '20	75	Q2 '20	78	Q3 '20	75	Q4 '20	74	Q1 '21	76	Q2 '21	74	Q3 '21	72	Q4 '21	74	DEC '22	74
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3. How are you doing?	64	<table border="1"><caption>Trend Data for Question 3</caption><thead><tr><th>Year</th><th>Score</th></tr></thead><tbody><tr><td>JUN '20</td><td>68</td></tr><tr><td>DEC '20</td><td>64</td></tr><tr><td>JUN '21</td><td>67</td></tr><tr><td>DEC '21</td><td>62</td></tr><tr><td>JUN '22</td><td>65</td></tr></tbody></table>	Year	Score	JUN '20	68	DEC '20	64	JUN '21	67	DEC '21	62	JUN '22	65										
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Scores by Topic



Topic/Question	Score	Trend
4. I feel safe in my workplace	74	 Increase of 5 points since December 2020
5. As a City employee, I know what supports and resources are available to me for my mental health and wellbeing.	84	This is the first time this question was asked.
6. I feel satisfied with the recognition or praise I receive for my work.	70	 Increase of 6 point since December 2020

Scores by Topic



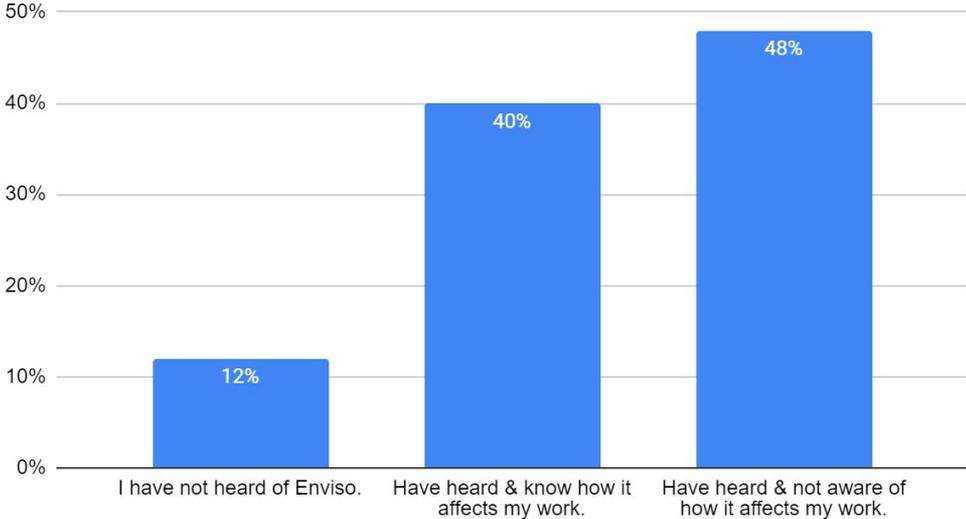
Topic/Question	Score	Trend
7. I feel a sense of belonging at the City Of Edmonton.	67	 Decrease of 4 points since March 2021
8. My direct supervisor (person I report to) values different perspectives.	80	 Decrease of 2 points since March 2021
9. The work that I do at the City Of Edmonton is meaningful to me	76	 Decrease of 3 points since December 2020
10. I am encouraged to find new and better ways to get things done.	69	 Decrease of 9 points since March 2021

Scores by Question



Topic/Question

11. Enviso Awareness



Scores by Question



Topic/Question	Score	Top Themes
12. What would help you feel more supported right now?	N/A	Safety, Communication, Recognition, Well-being, Workload

Note: This question is open-ended and therefore cannot be scored. All comments are aggregated.

A word cloud of aggregated comments from the survey. The most prominent words are 'office event', 'discussion', 'budget', 'thank you', 'enterprise', 'frustrate', 'return to office', 'building parking', 'colleague', 'burnout', 'deliver', 'sickness', 'depend on', 'pressure', 'meaning', 'work arrangement', 'overwhelm', 'work hour', 'mental health', 'woman', 'peer', 'engage', 'fite', 'work arrangement', 'autonomy', 'not feel safe', 'accountability', 'inclusion', 'contributing', 'grateful', 'work hour', 'mental health', 'woman', 'peer', 'engage', 'fite', 'work arrangement', 'autonomy', 'not feel safe', 'accountability', 'inclusion', 'contributing', 'grateful'.