

# **Financial and Corporate Services Department**

Edmonton

## **April 2025 Employee Check-in**

Summary Report

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

In **April 2025**, 14 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.

**882** of **1,195** Financial and Corporate Services employees responded (**74%**).



### 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 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 am satisfied with my involvement in decisions that affect my work.
5. I receive feedback on how I can improve from my direct supervisor.
6. I have good opportunities to learn and grow at the City of Edmonton.
7. My direct supervisor acknowledges my contributions at work.



## Survey Topics

- |     |  |
|-----|--|
| 8.  | I am able to successfully balance my work and personal life.                                       |
| 9.  | The City of Edmonton does a good job communicating with employees.                                 |
| 10. | My direct supervisor provides me with clear expectations about my work.                            |
| 11. | The support and resources for mental health and well-being that are available to me are effective. |
| 12. | I feel safe at my workplace.   |
| 13. | I am treated with respect at my workplace.   |
| 14. | What would help you feel more supported right now? (open ended)                                    |



## Scores by Topic



Topic/Question	Score	City	Trend*
1. How happy are you working at the City of Edmonton?	70	69	 Increase of 4 points since May 2024
2. I would recommend the City of Edmonton as a great place to work.	69	68	 Increase of 5 points since May 2024
3. How are you doing?	65	63	 Increase of 2 points since May 2024

\*Trend compares scores to previous Employee Check-in Survey

## Scores by Topic



Topic/Question	Score	City	Trend*
4. I am satisfied with my involvement in decisions that affect my work.	70	65	Increase of 5 points since Mar 2021
5. I receive feedback on how I can improve from my direct supervisor.	77	72	Increase of 3 points since Mar 2023
6. I have good opportunities to learn and grow at the City of Edmonton.	64	62	Increase of 2 points since Sept 2023
7. My direct supervisor acknowledges my contributions at work.	81	77	Increase of 1 point since Sept 2023

\*Trend compares scores to previous Employee Check-in Survey

## Scores by Topic





Topic/Question	Score	City	Trend*
8. I am able to successfully balance my work and personal life.	73	70	 Increase of 2 points since Mar 2023
9. The City of Edmonton does a good job communicating with employees.	66	62	 Decrease of 2 points since Dec 2020
10. My direct supervisor provides me with clear expectations about my work.	80	77	 Increase of 3 points since Mar 2023
11. The support and resources for mental health and well-being that are available to me are effective.	67	63	 Increase of 2 points since May 2024

\*Trend compares scores to previous Employee Check-in Survey

## Scores by Topic



Topic/Question	Score	City	Trend*
12. I feel safe at my workplace.	73	71	 Increase of 2 points since May 2024
13. I am treated with respect at my workplace.	77	74	 Increase of 4 points since Oct 2021
14. What would help you feel more supported right now? (open ended)	N/A	N/A	Communication, Career opportunities, Safety

\*Trend compares scores to previous Employee Check-in Survey