

Service Innovation and Performance Branch

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.

183 of **273** Real Estate employees responded (**67%**).



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?	68	69	No change since May 2024
2. I would recommend the City of Edmonton as a great place to work.	69	68	 Increase of 2 points since May 2024
3. How are you doing?	61	63	 Decrease of 1 point 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.	64	65	 Increase of 1 point since Mar 2021
5. I receive feedback on how I can improve from my direct supervisor.	78	72	 Increase of 7 points since Mar 2023
6. I have good opportunities to learn and grow at the City of Edmonton.	62	62	 Decrease of 1 point since Sept 2023
7. My direct supervisor acknowledges my contributions at work.	80	77	 Decrease 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.	67	70	 Decrease of 7 points since Mar 2023
9. The City of Edmonton does a good job communicating with employees.	62	62	Not enough respondents in 2020 to meet score threshold
10. My direct supervisor provides me with clear expectations about my work.	80	77	 Increase of 5 points since Mar 2023
11. The support and resources for mental health and well-being that are available to me are effective.	65	63	No change 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.	72	71	 Decrease of 4 points since May 2024
13. I am treated with respect at my workplace.	76	74	 Increase of 2 points since Oct 2021
14. What would help you feel more supported right now? (open ended)	N/A	N/A	Communication, Career opportunities, Learning and Development, Burnout