

Talent Acquisition, Service and Solutions

Edmonton

March 2023 Employee Check-in

Summary Report

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

In **March 2023**, 9 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.

79 of **93** Talent Acquisition, Service and Solutions employees responded (**85%**)*.



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 am able to balance my work and personal life.
5. I receive feedback on how I can improve from my direct supervisor.
6. My direct supervisor provides me with clear expectations about my work.
7. I feel safe at my workplace.
8. What do you appreciate most about your conversations with your direct supervisor?
9. 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?	70	 Decrease of 1 point since October 2022
2. I would recommend the City of Edmonton as a great place to work.	69	 Decrease of 2 points since October 2022
3. How are you doing?	64	 Decrease of 2 points since October 2022

Scores by Topic



Topic/Question	Score	Trend
4. I am able to balance my work and personal life.	65	 Increase of 9 points since March 2021
5. I receive feedback on how I can improve from my direct supervisor.	66	 Decrease of 3 points since June 2021
6. My direct supervisor provides me with clear expectations about my work.	72	 Decrease of 1 point since June 2021
7. I feel safe at my workplace.	68	 Decrease of 7 points since June 2022

Scores by Question



Topic/Question	Score	Top Themes
8. What do you appreciate most about your conversations with your direct supervisor?	N/A	Communication, Feedback, Safety, Trust, Coaching

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

A word cloud of terms related to the question. The most prominent word is "manager". Other words include "conversation", "communication", "ability", "understanding", "honesty", "help", "feedback", "listen", "guidance", "appreciate", "support", "open", "process", "problem", "transparency", "opinion", and "communication".

Scores by Question



Topic/Question	Score	Top Themes
9. What would help you feel more supported right now?	N/A	Communication, Workload, Compensation, Training, Safety

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

management advocate
resource pay **manager** job role
workload training project