

## **Urban Planning and Economy Department**

June 2021 Employee Check-in

**Summary Report** 

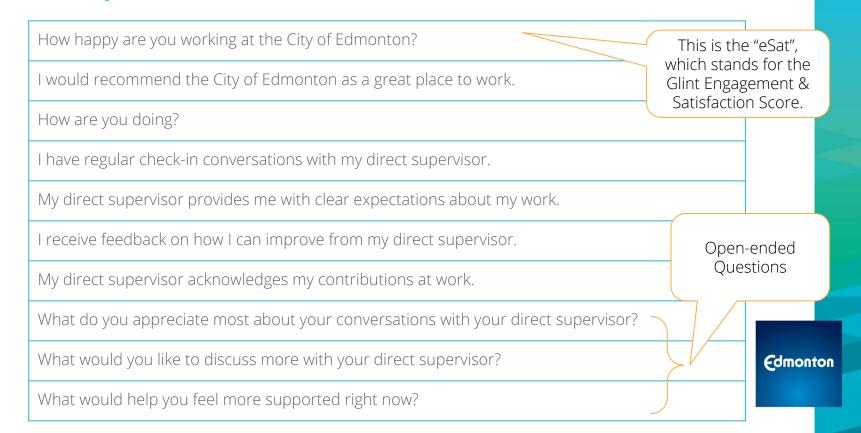
## June Employee Check-in

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 Urban Planning and Economy Department.

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**



I have heard about Enterprise Commons.

I know where to find more information about Enterprise Commons.

Questions to assist with corporate initiatives.



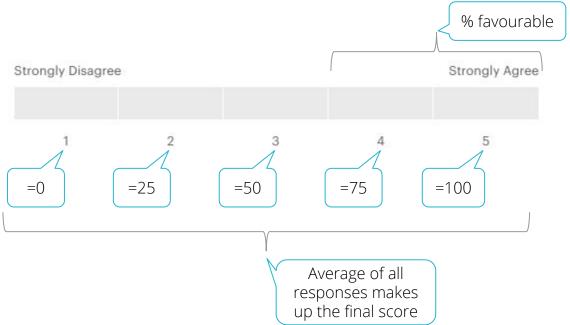
## **Department Response Rate**





## **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.



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## **Scores by Question**

	Jun '20	Jun '21	vs. Mar '21
How happy are you working at the City of Edmonton?	76	66 🖡	72
How are you doing?	67	62 🖡	67
I would recommend the City of Edmonton as a great place to work.	74	65 👃	71
My direct supervisor provides me with clear expectations about my work.	77	77	NA
I receive feedback on how I can improve from my direct supervisor.	69	72 🛊	NA
My direct supervisor acknowledges my contributions at work.	78	80 🛊	NA



## Response to "Yes" and "No" Questions

#### Response to "Yes"

<u>'</u>	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	91%	93%	2% 🛊

#### Response to "No"

	Jun '20	Jun '21	Change
I have regular check-in conversations with my direct supervisor.	9%	7%	2% 🖡

	Yes	No
I have heard about Enterprise Commons.	46%	54%
I know where to find more information about Enterprise Commons.	35%	65%

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# Wellness

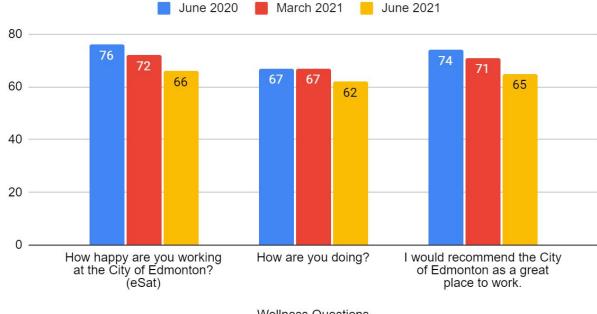
I feel safe and secure and am supported to achieve wellness

How happy are you working at the City of Edmonton? (eSat)

I would recommend the City of Edmonton as a great place to work.

How are you doing?

#### Wellness Score



Wellness Questions

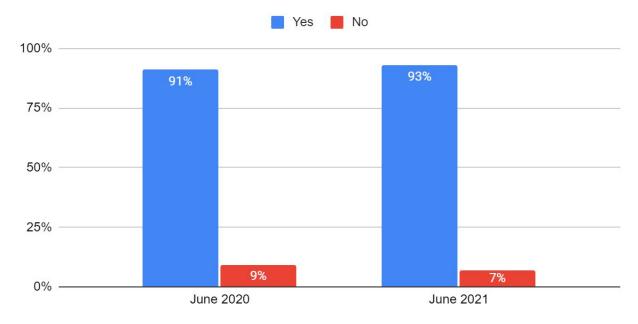


#### June 2020 vs. June 2021



I feel respected and recognized for my unique contributions

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



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



#### June 2020 vs. June 2021

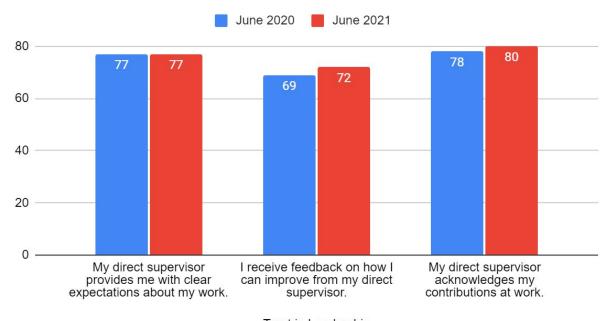


I observe leaders listening, communicating transparently, and inspiring

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.



Trust in Leadership



## **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
- Remote Working
- Career Opportunities
- Feedback
- Decision Making

#### **Keywords March 2021**

encourage course attitude hope amount of work responsibility survey opinion of permanent industry contributing workplace update branch manager mental health of work suggestion upper management timeline update branch manager update branch mana

## Top Topics mentioned in June 2021

- Communications
- Workload
- Remote Working
- Pay
- Covid

#### **Keywords June 2021**

upper management timeline branch accommodate telecommuting afternoon feel supported uncertainty explain engage permit friday discussion coe mental health announcement employment day off force threaten permanent frontline employee



### **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
- Feedback
- Meetings
- Support
- Recognition

#### **Keywords June 2020**

priority information connectability discuss approachable encourage personable respect work from home thoughtfulness covid trusted enjoy

## Top Topics mentioned in June 2021

- Communication
- Feedback
- Meetings
- Support
- Recognition

#### **Keywords June 2021**

situation advice workload explain respectful kind positive feedback outside work clarity approachable interest update input open discussion trusted engage speak freely expectation receive feedback receiver feedback receiver

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**
- **Learning & Developmer**
- Feedback
- **Promotion**

#### **Keywords June 2020**

vision opportunity for growth transparency challenge branch Information advance

#### **Top Topics mentioned** in June 2021

- Communication
- Feedback
- Meetings
- Support
- Recognition

#### **Keywords June 2021**

thoughtfulness situation advice workload accommodate inform respectful kind positive feedback outside work clarity approachable interest update welcome input professional open discussion

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