December Employee Check-in

The City of Edmonton has partnered with Glint to hear from employees on a more regular basis. Glint's philosophy is that higher quality, more frequent, and better-informed conversations about engagement lead to happiness and success for people at work.

The December 2019 Employee Check-in was the City's first employee experience survey outside of the traditional biennial survey each September. This summary outlines what we heard from employees in the Employee Relations and Compensation branch.

Survey Questions

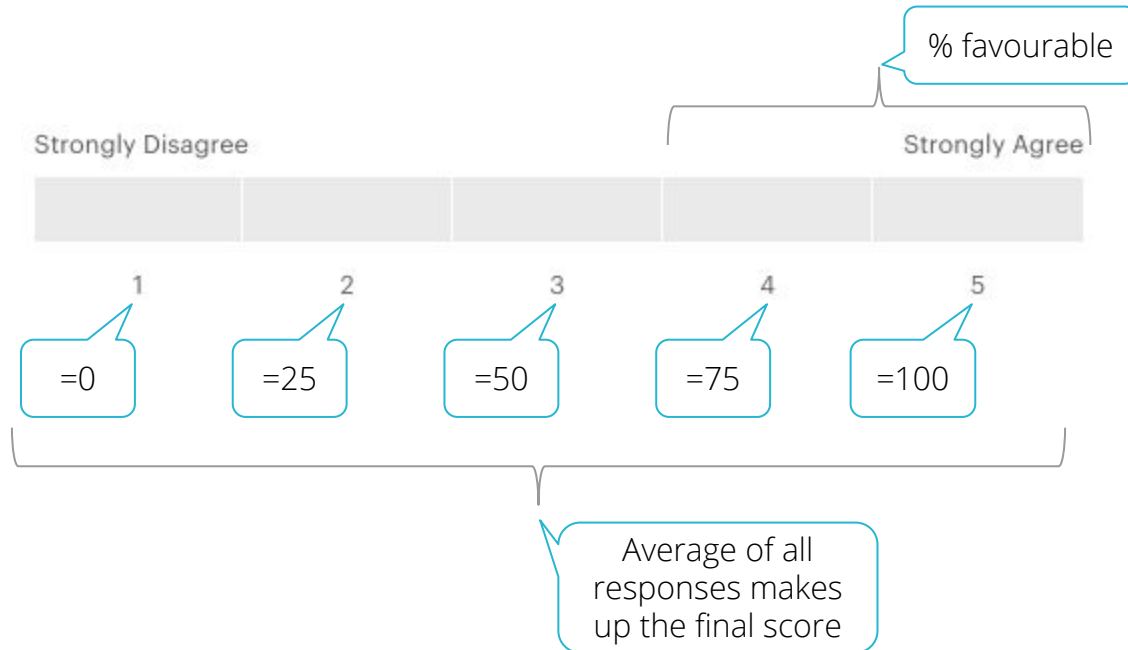| |
|---|
| How happy are you working at the City of Edmonton? |
| I would recommend the City of Edmonton as a great place to work. |
| The work that I do at the City of Edmonton is meaningful to me. |
| I feel safe at my workplace. |
| At work, I feel cared about as a person. |
| I have good opportunities to learn and grow at the City of Edmonton. |
| I feel satisfied with the recognition or praise I receive for my work. |
| I have confidence in the executive leadership team. |
| I feel free to speak my mind without fear of negative consequences. |

This is the "eSat", which stands for the Glint Engagement & Satisfaction Score.

Edmonton

Branch Response Rate

94%

30 Responses

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.

% favourable

Strongly Disagree

Strongly Agree

| 1 | 2 | 3 | 4 | 5 |
| =0 | =25 | =50 | =75 | =100 |

Average of all responses makes up the final score

Scores by Question

The work that I do at the City of Edmonton is meaningful to me.	**75**
I feel safe at my workplace.	**84**
How happy are you working at the City of Edmonton?	**70**
I would recommend the City of Edmonton as a great place to work.	**70**
At work, I feel cared about as a person.	**74**
I have good opportunities to learn and grow at the City of Edmonton.	**67**
I feel satisfied with the recognition or praise I receive for my work.	**66**
I have confidence in the executive leadership team.	**63**
I feel free to speak my mind without fear of negative consequences.	**63**

Edmonton