Financial and Corporate Services

December 2019 Employee Check-in Summary Report
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 Financial and Corporate Services department.
### Survey Questions

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

This is the “eSat”, which stands for the Glint Engagement & Satisfaction Score.
Department Response Rate

83%

786 Responses
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
=0  =25  =50  =75  =100

Average of all responses makes up the final score
# Scores by Question

<table>
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<tr>
<th>Question</th>
<th>Score</th>
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<tr>
<td>The work that I do at the City of Edmonton is meaningful to me.</td>
<td>72</td>
</tr>
<tr>
<td>I feel safe at my workplace.</td>
<td>76</td>
</tr>
<tr>
<td>How happy are you working at the City of Edmonton?</td>
<td>66</td>
</tr>
<tr>
<td>I would recommend the City of Edmonton as a great place to work.</td>
<td>64</td>
</tr>
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<td>At work, I feel cared about as a person.</td>
<td>62</td>
</tr>
<tr>
<td>I have good opportunities to learn and grow at the City of Edmonton.</td>
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</tr>
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<td>I feel satisfied with the recognition or praise I receive for my work.</td>
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<td>I have confidence in the executive leadership team.</td>
<td>51</td>
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<td>I feel free to speak my mind without fear of negative consequences.</td>
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