

Organizational Design and Development

Edmonton

June 2022 Employee Check-in

Summary Report

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

In **June 2022**, 12 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.

39 of **42** Organizational Design and Development employees responded (**93%**).



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](https://www.edmonton.ca).

Curious about how Glint surveys are scored? Click [here](#).

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 feel safe at my workplace.
5. As a City employee, I know what supports and resources are available to me for my mental health and wellbeing.
6. I feel satisfied with the recognition or praise I receive for my work.
7. I feel a sense of belonging at the City Of Edmonton.
8. My direct supervisor (person I report to) values different perspectives.
9. The work that I do at the City Of Edmonton is meaningful to me



Survey Topics

- | | |
|-----|---|
| 10. | I am encouraged to find new and better ways to get things done. |
| 11. | Enviso Awareness |
| 12. | 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?	72	 Increase of 1 point since February 2022
2. I would recommend the City of Edmonton as a great place to work.	75	 Increase of 4 points since February 2022
3. How are you doing?	64	 Increase of 4 points since February 2022

Scores by Topic



Topic/Question	Score	Trend
4. I feel safe in my workplace	79	 Decrease of 3 points since December 2020
5. As a City employee, I know what supports and resources are available to me for my mental health and wellbeing.	86	This is the first time this question was asked.
6. I feel satisfied with the recognition or praise I receive for my work.	72	No change since December 2020

Scores by Topic



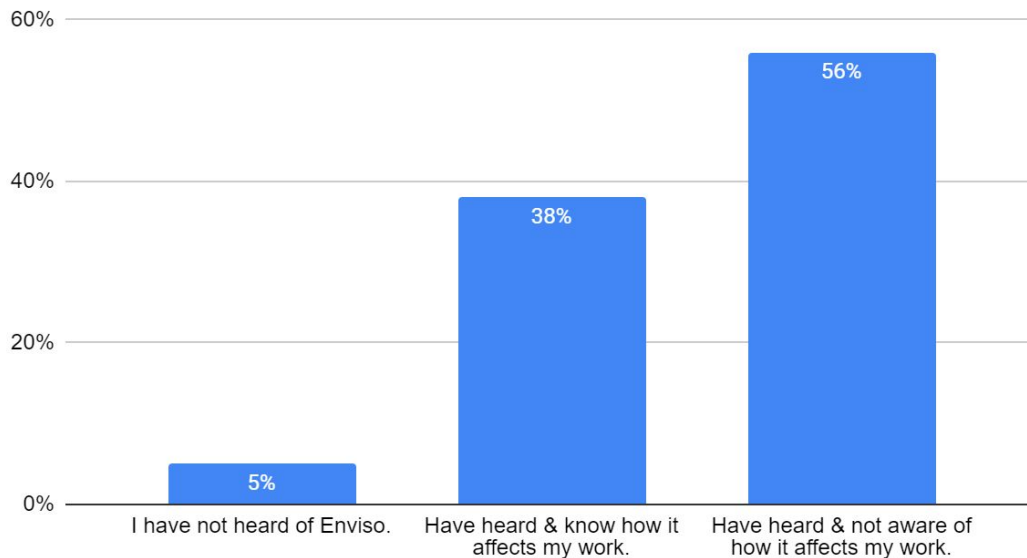
Topic/Question	Score	Trend
7. I feel a sense of belonging at the City Of Edmonton.	71	 Increase of 2 points since March 2021
8. My direct supervisor (person I report to) values different perspectives.	81	 Increase of 2 points since March 2021
9. The work that I do at the City Of Edmonton is meaningful to me	75	 Decrease of 1 points since December 2020
10. I am encouraged to find new and better ways to get things done.	71	 Decrease of 7 points since March 2021

Scores by Question



Topic/Question

11. Enviso Awareness



Scores by Question



Topic/Question	Score	Top Themes
12. What would help you feel more supported right now?	N/A	Communication, Workload, Culture, Well-being, Strategy

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

A word cloud of terms related to the survey question. The most prominent words are 'team', 'advocate', 'job role', and 'city'. Other visible words include 'boss', 'encourage', 'employee', 'grow', 'problem', 'downtown', 'benefit', 'priority', 'leadership', 'value', 'workload', 'scheduling', 'expectation', 'autonomy', and 'work environment'.