

Waste Services

March 2020 Employee Check-in

Summary Report

March 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.

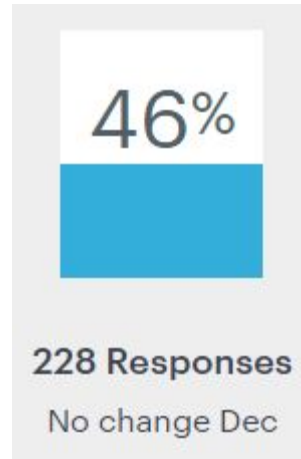
The March 2020 Employee Check-in was the City's second employee experience survey outside of the traditional biennial survey each September. This summary outlines what we heard from employees in the Waste Services branch.

Survey Questions

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|---|
| How happy are you working at the City of Edmonton? |
| I would recommend the City of Edmonton as a great place to work. |
| I feel a sense of belonging at the City of Edmonton. |
| My supervisor has meaningful discussions with me about my career development. |
| My supervisor lets me know that my contributions are meaningful. |
| I am able to successfully balance my work and personal life. |
| My supervisor values different perspectives. |
| I am satisfied with my involvement in decisions that affect my work. |
| I am encouraged to find new and better ways to get things done. |

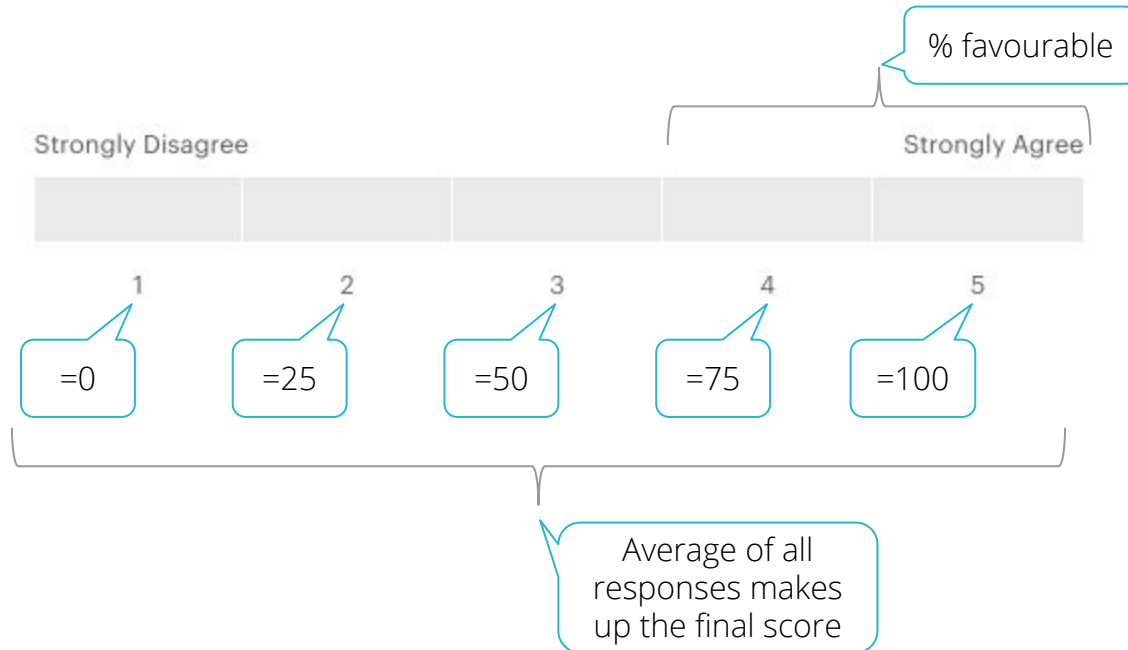
This is the “eSat”, which stands for the Glint Engagement & Satisfaction Score.

Branch 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.



Scores by Question

pts since Dec

| | | |
|---|-----------|-----|
| How happy are you working at the City of Edmonton? | 67 | ▼ 2 |
| I would recommend the City of Edmonton as a great place to work. | 60 | ▼ 3 |
| I feel a sense of belonging at the City of Edmonton. | 59 | |
| My supervisor has meaningful discussions with me about my career development. | 54 | |
| My supervisor lets me know that my contributions are meaningful. | 65 | |
| I am able to successfully balance my work and personal life. | 71 | |
| My supervisor values different perspectives. | 61 | |
| I am satisfied with my involvement in decisions that affect my work. | 57 | |
| I am encouraged to find new and better ways to get things done. | 58 | |