City Operations

September 2023 Employee Check-in

Summary Report

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

In **September 2023**, 9 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.

2465 of **5813** City operations employees responded (**42%**).

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.
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 have good opportunities to learn and grow at the City of Edmonton.
5.	My direct supervisor acknowledges my contributions at work.
6.	The supports and resources for mental health and wellbeing that are available to me, as a City employee, are effective.
7.	I am encouraged to find new and better ways to get things done.
8.	I have regular check-in conversations with my direct supervisor.
9.	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?	67	
2. I would recommend the City of Edmonton as a great place to work.	65	
3. How are you doing?	62	

Scores by Topic

Topic/Question	Score	Trend
4. I have good opportunities to learn and grow at the City of Edmonton.	59	⬆ 2 Increase of 2 points since February 2022
5. My direct supervisor acknowledges my contributions at work.	68	⬆ 2 Increase of 2 points since June 2021
6. The supports and resources for mental health and wellbeing that are available to me, as a City employee, are effective.	59	This is a new question with no historical data
7. I am encouraged to find new and better ways to get things done.	61	⬆ 1 Increase of 1 point since June 2022

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Scores by Question ?

Topic/Question	Score	Top Themes
8. I have regular check-in conversations with my direct supervisor.	N/A	Inconsistent, workload pressures, supportive, approachable, not receptive to feedback/input

Yes	70%	
No	30%	

Scores by Question ?

Topic/Question	Score	Top Themes
9. What would help you feel more supported right now?	N/A	Compensation, career development, permanent positions, appreciation, workload management, workplace safety

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