



# 2023 Strathcona County Employee Engagement Survey

## Overall Findings

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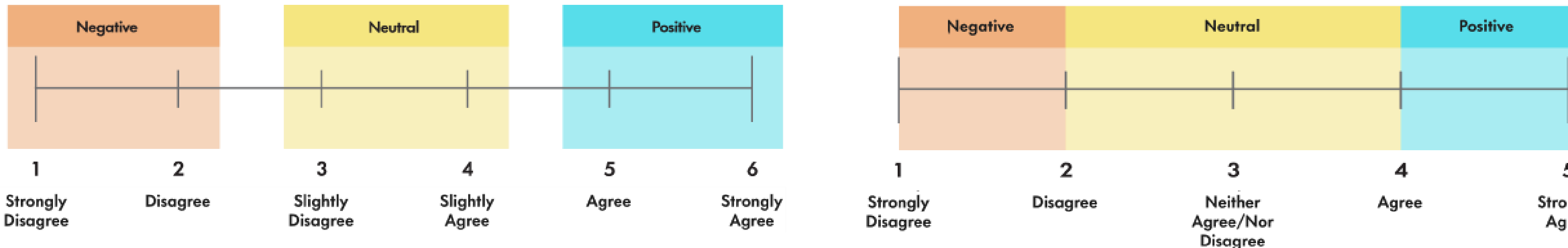
Kai “Kevin” Chang

Founder and CEO

September 2023



# Methodology

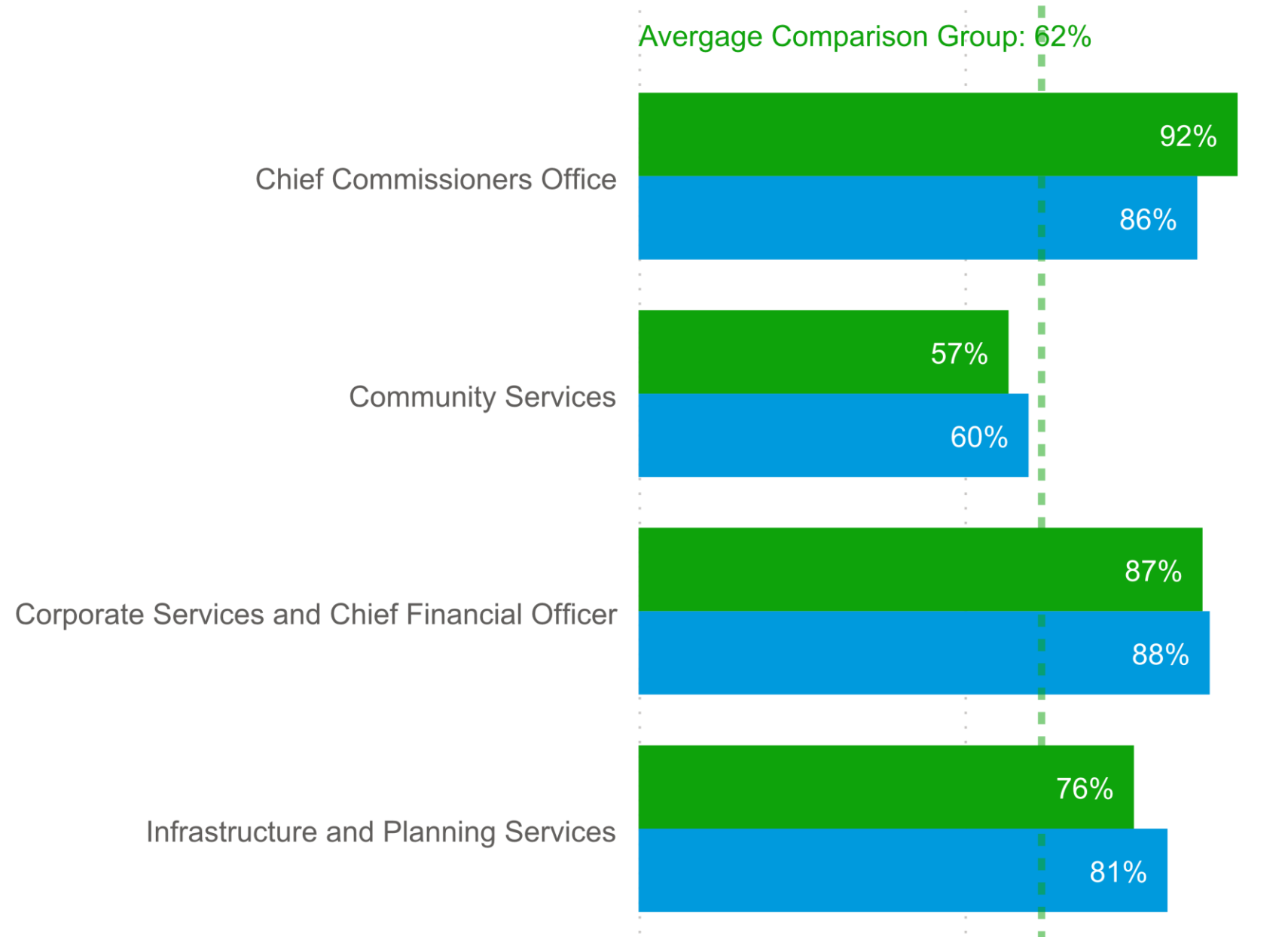


For the 2023 survey, we converted the scores from a six-point scale to a five-point scale. This makes it more aligned and consistent with the industry standard.



# Key Highlights #1

SurveyYear ● 2023 ● 2021



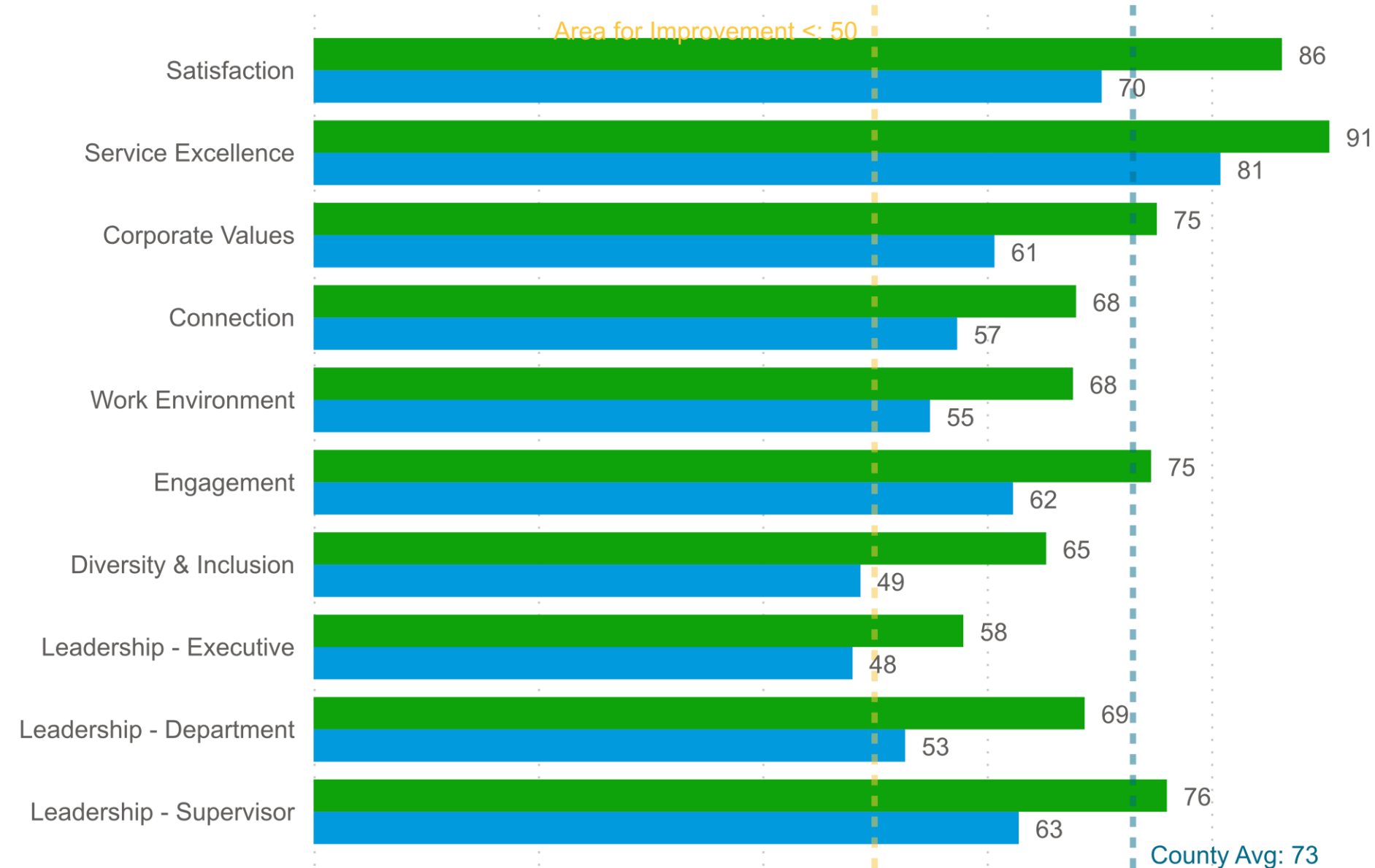
1,386 employees completed the survey in 2023 (*vs. 1,137 in 2021*). The overall response rate was 66% (*a slight decrease from 70% in 2021*).

Most importantly, the results for the 2023 survey is statistically significant with a margin of error of +/- 2%



# Key Highlights #2

Survey Year ● 2023 ● 2021



Overall satisfaction was 73% - an increase by 12% from 2021.

There was double-digit improvements in every category measured on the survey with some of the biggest improvements seen in: satisfaction; diversity and inclusion; and department leadership.



## Key Highlights #3

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Key factor analysis identify three areas with the biggest impact.

Statistical analysis reveals that focusing on engagement, connection, and work environment would have the biggest impact on overall satisfaction.

These three areas tend to include measures that have opportunities for continued improvement.



## Key Highlights #4

Open-ended comments identified five (5) employee themes.

1. The county is doing a good job, and things are okay.
2. Review comments on equal hiring and growth opportunities.
3. Team building and inter-departmental communication.
4. Continue to support flexibility and work-life balance.
5. Specific department concerns.

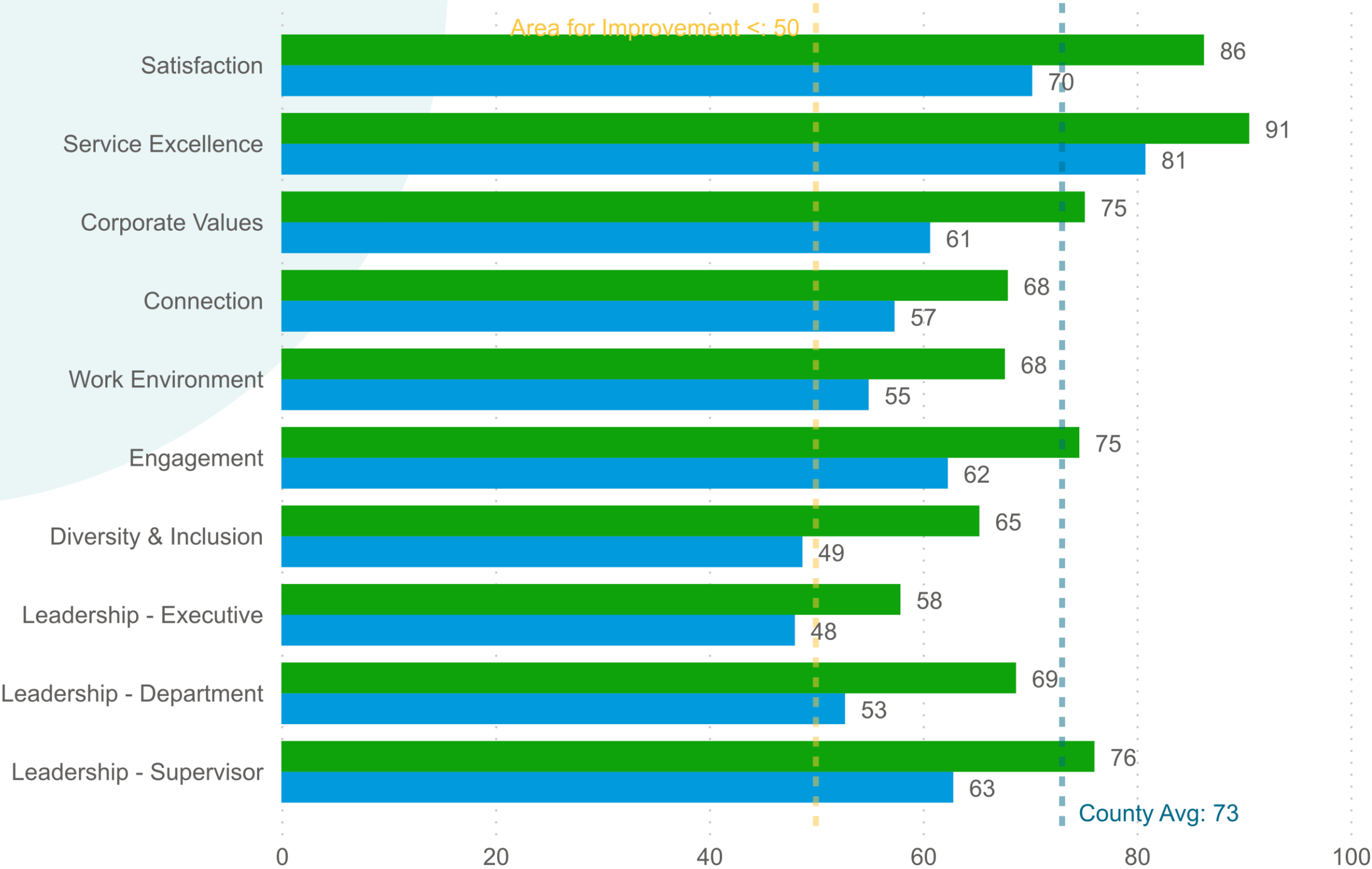


# Quantitative Scores

Category Highlights and Key Factors

Overall Score

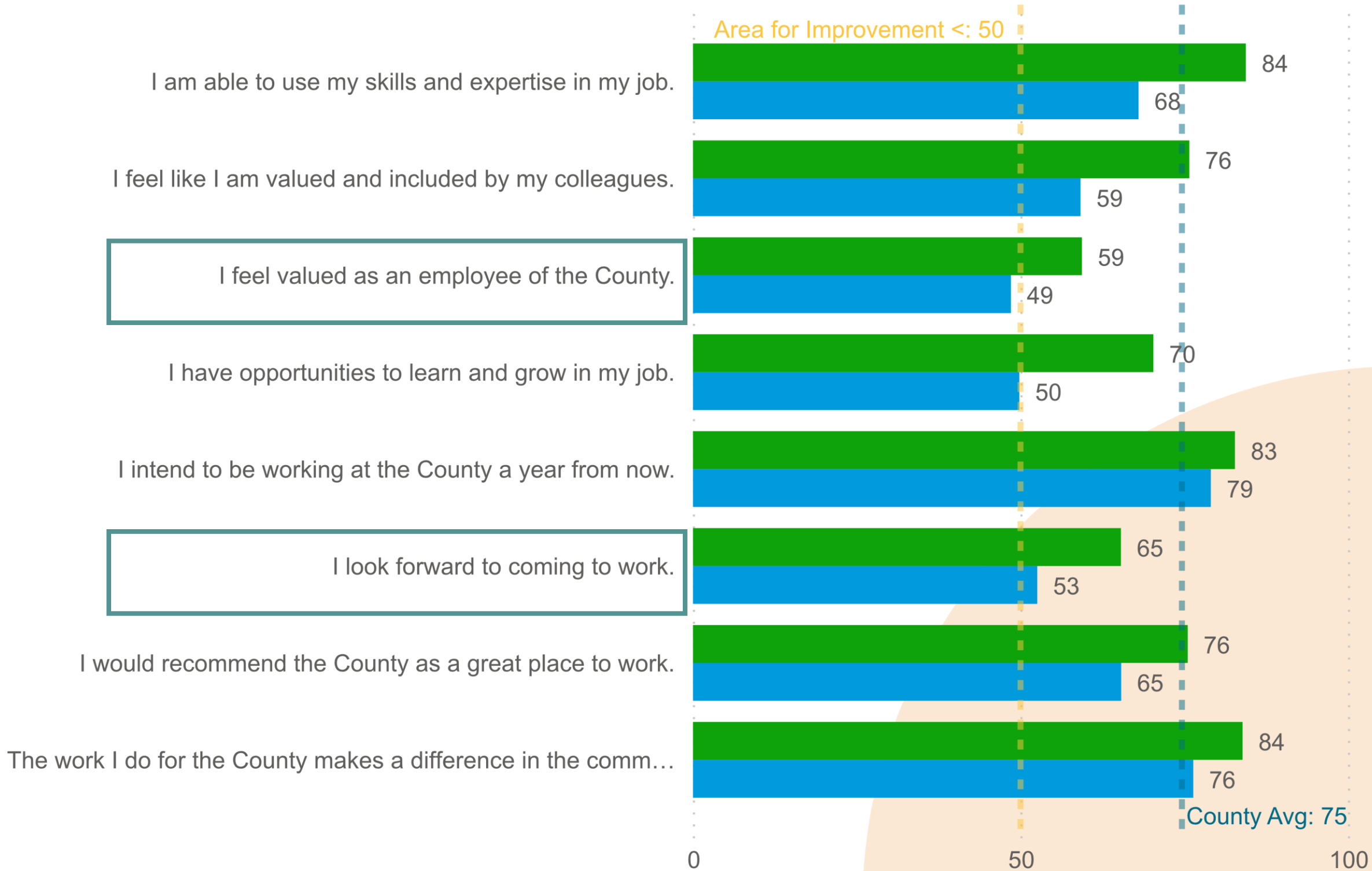
Survey Year ● 2023 ● 2021





Engagement

Survey Year ● 2023 ● 2021



Connection

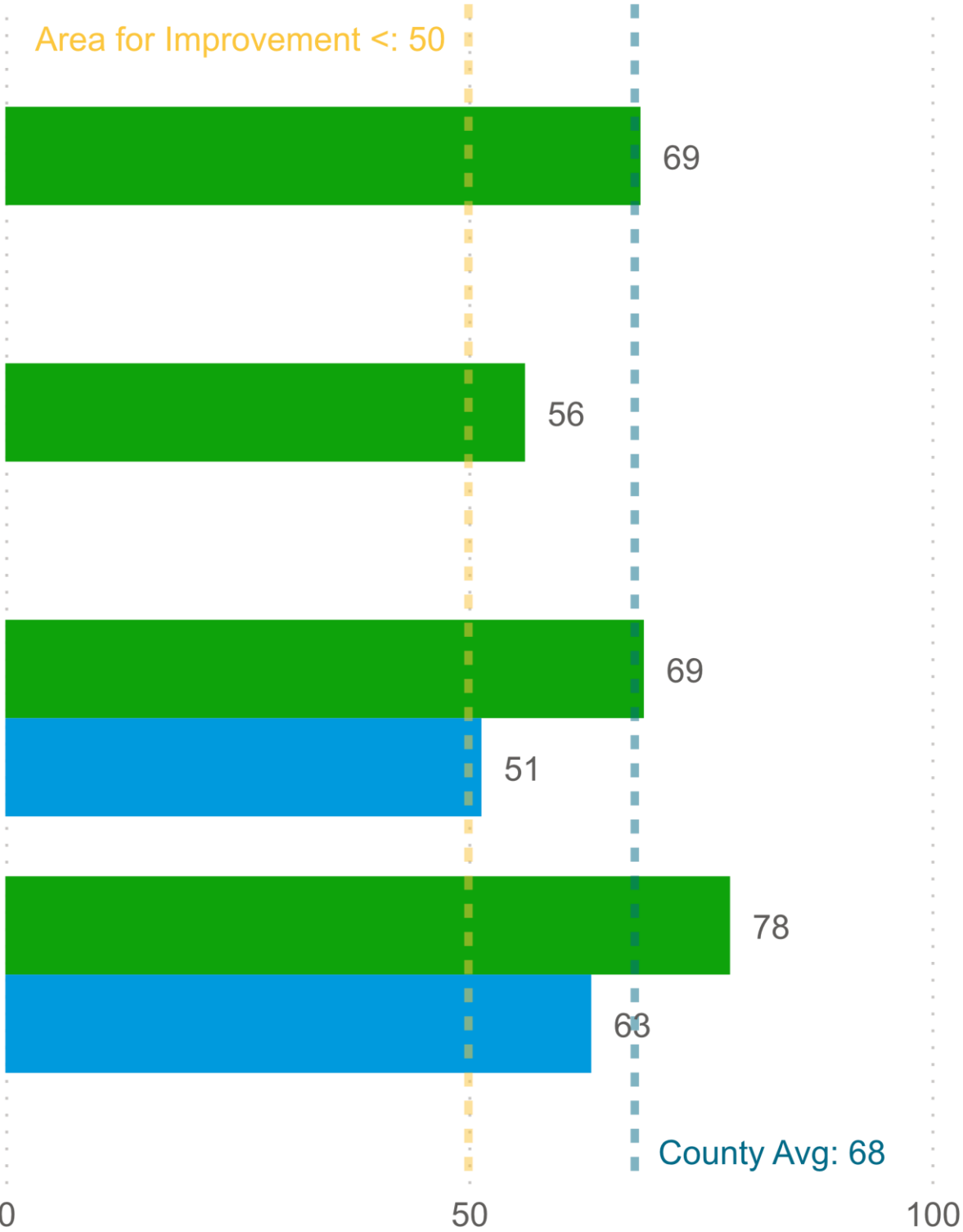
Survey Year ● 2023 ● 2021

I feel connected to my department.

I feel connected to the organization.

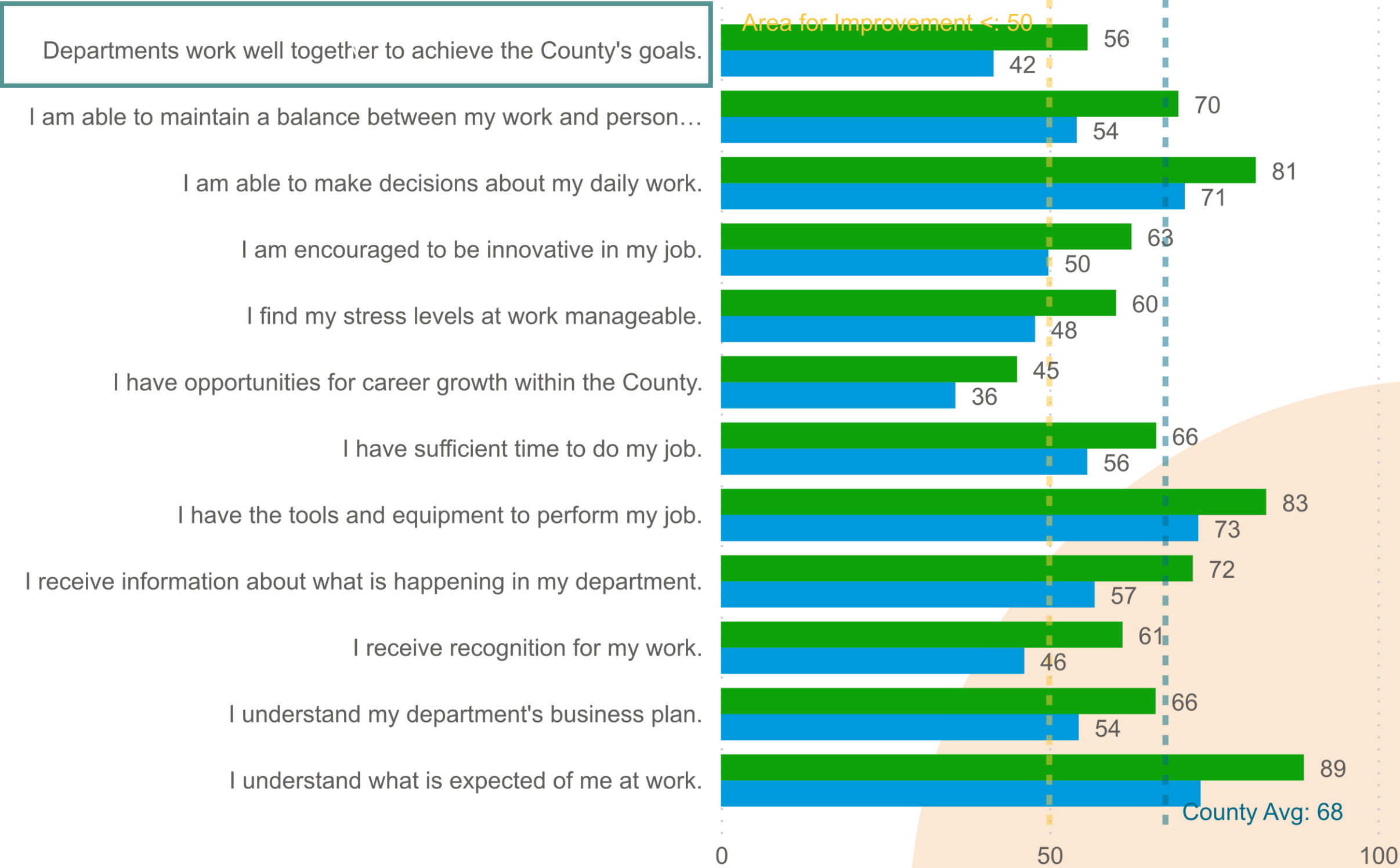
I understand how my department's business plan supports th...

I understand how my work contributes to my department's bu...



Work Environment

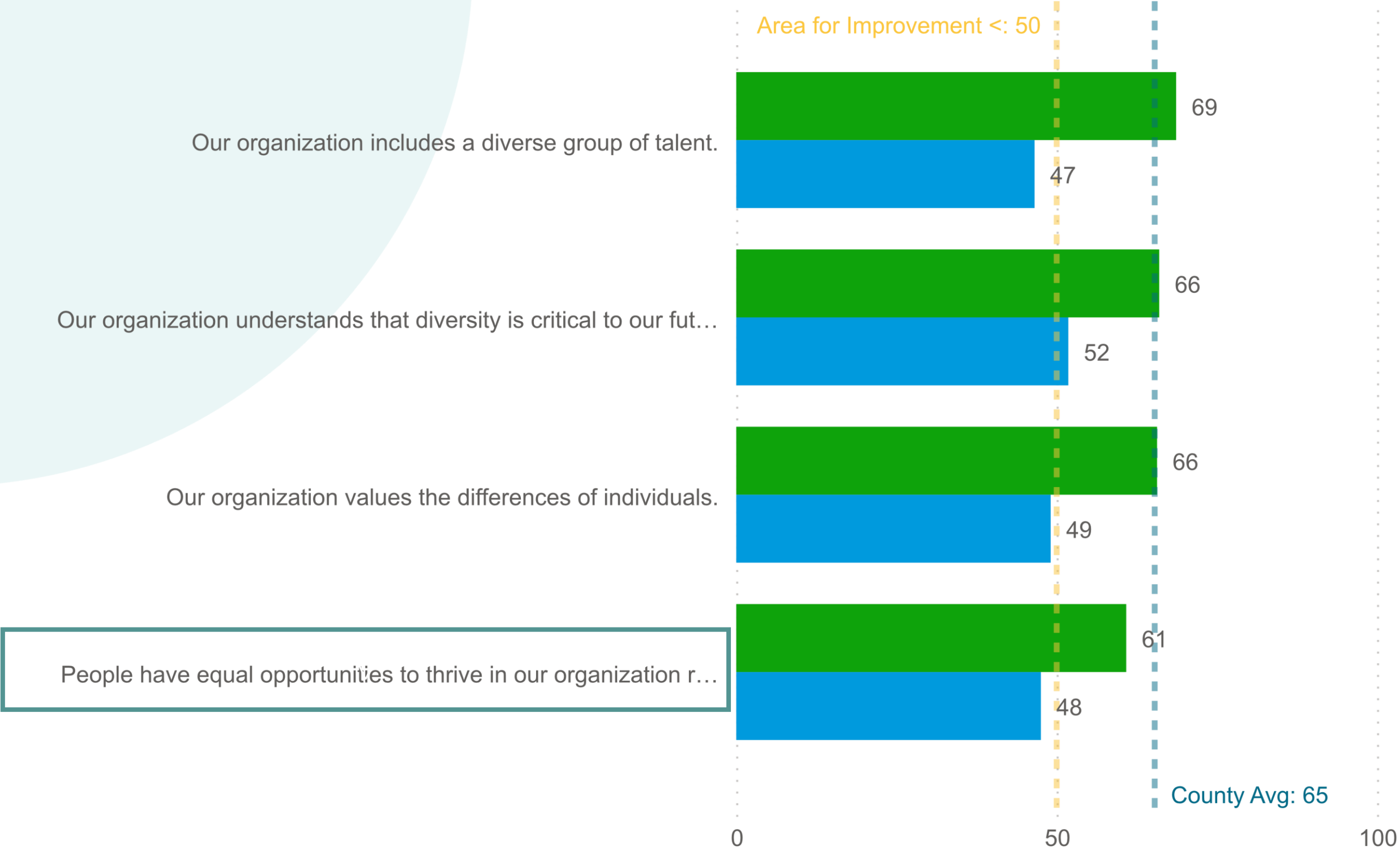
Survey Year ● 2023 ● 2021





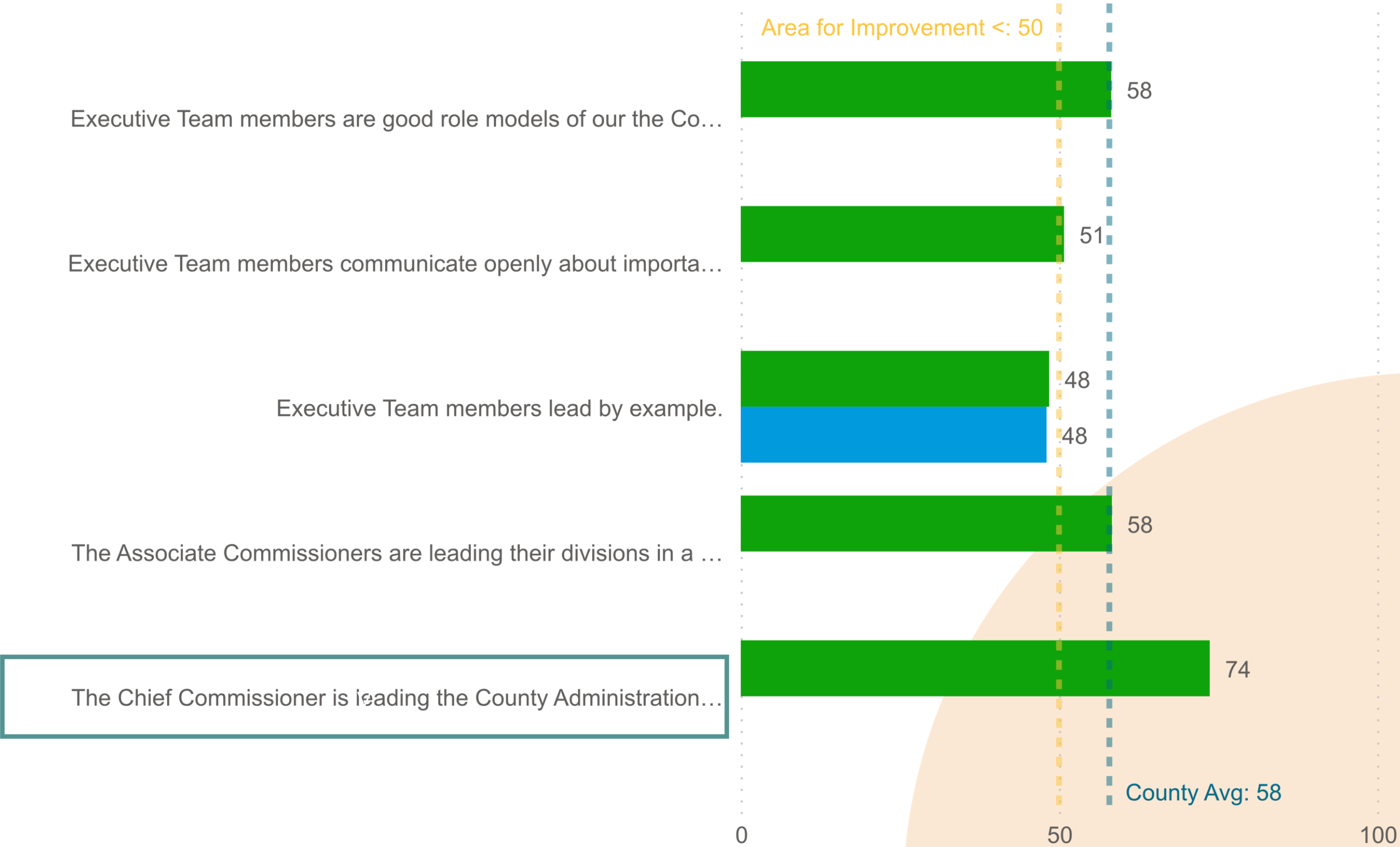
Diversity and Inclusion

Survey Year ● 2023 ● 2021



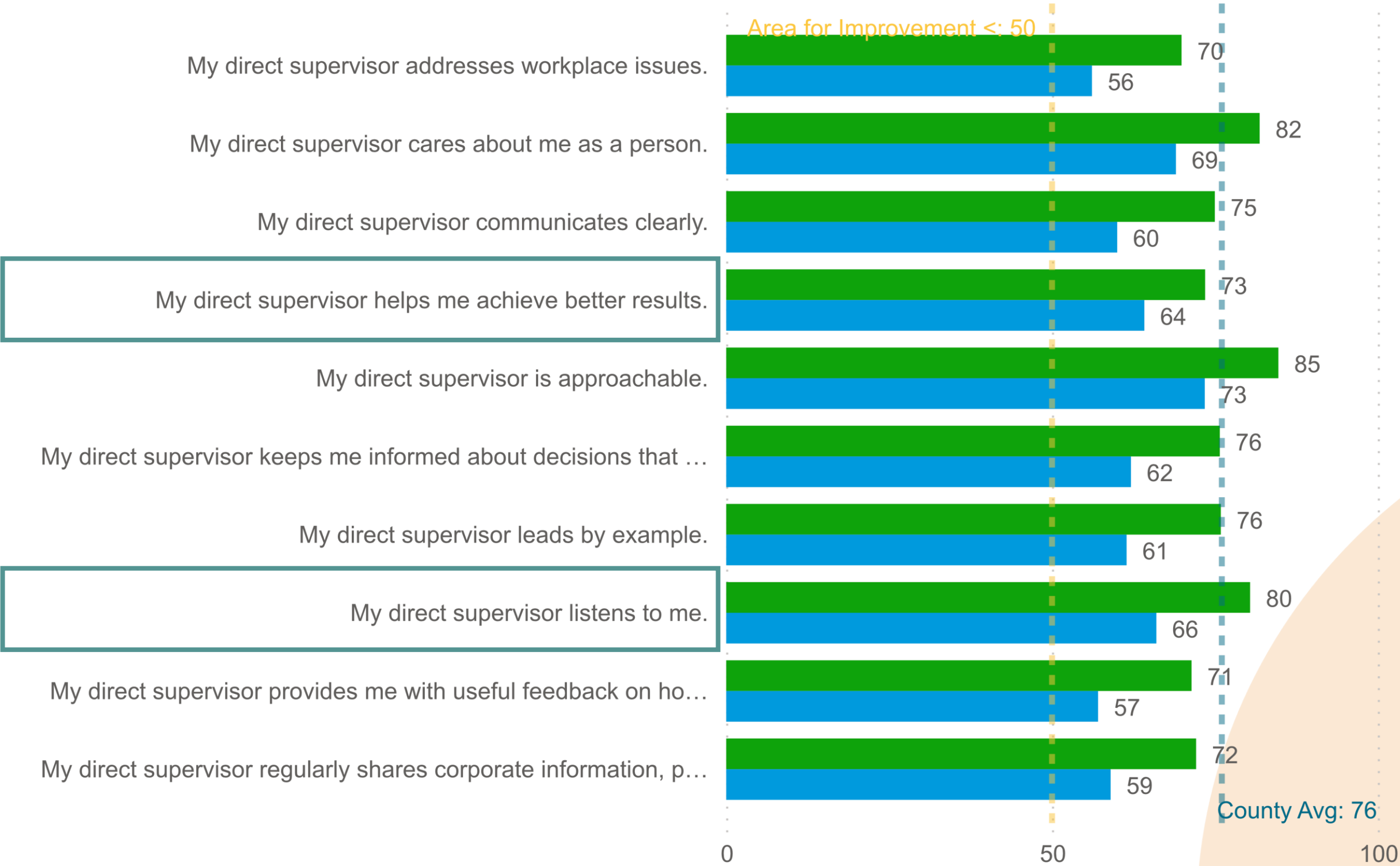
Executive Team

Survey Year ● 2023 ● 2021



Supervisor

Survey Year ● 2023 ● 2021



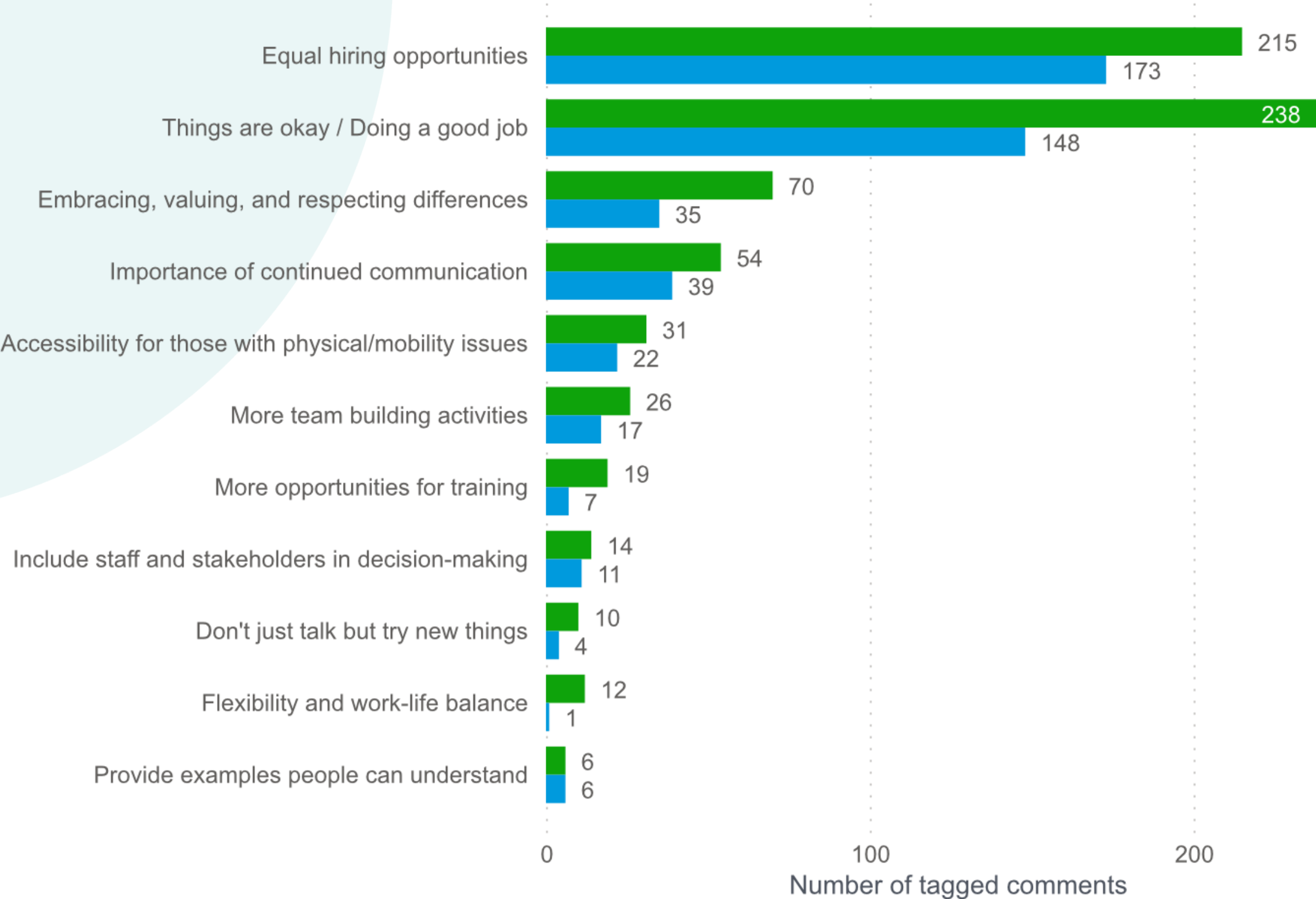


## Qualitative Themes

Open-Ended Analysis

Please tell us how you think your workplace could be more inclusive.

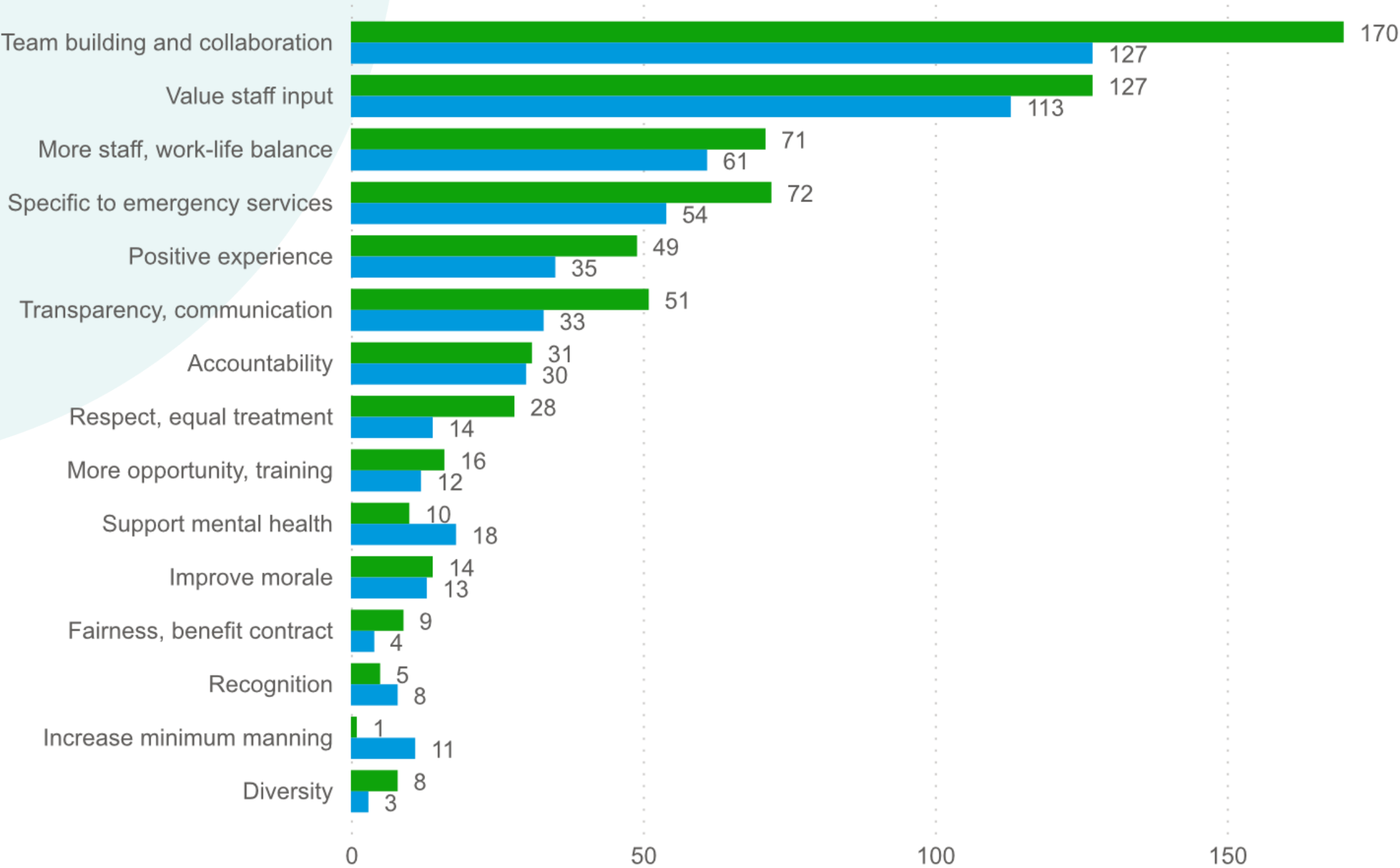
SurveyYear ● 2023 ● 2021





To improve your department, what one suggestion would you offer to your department's management team?

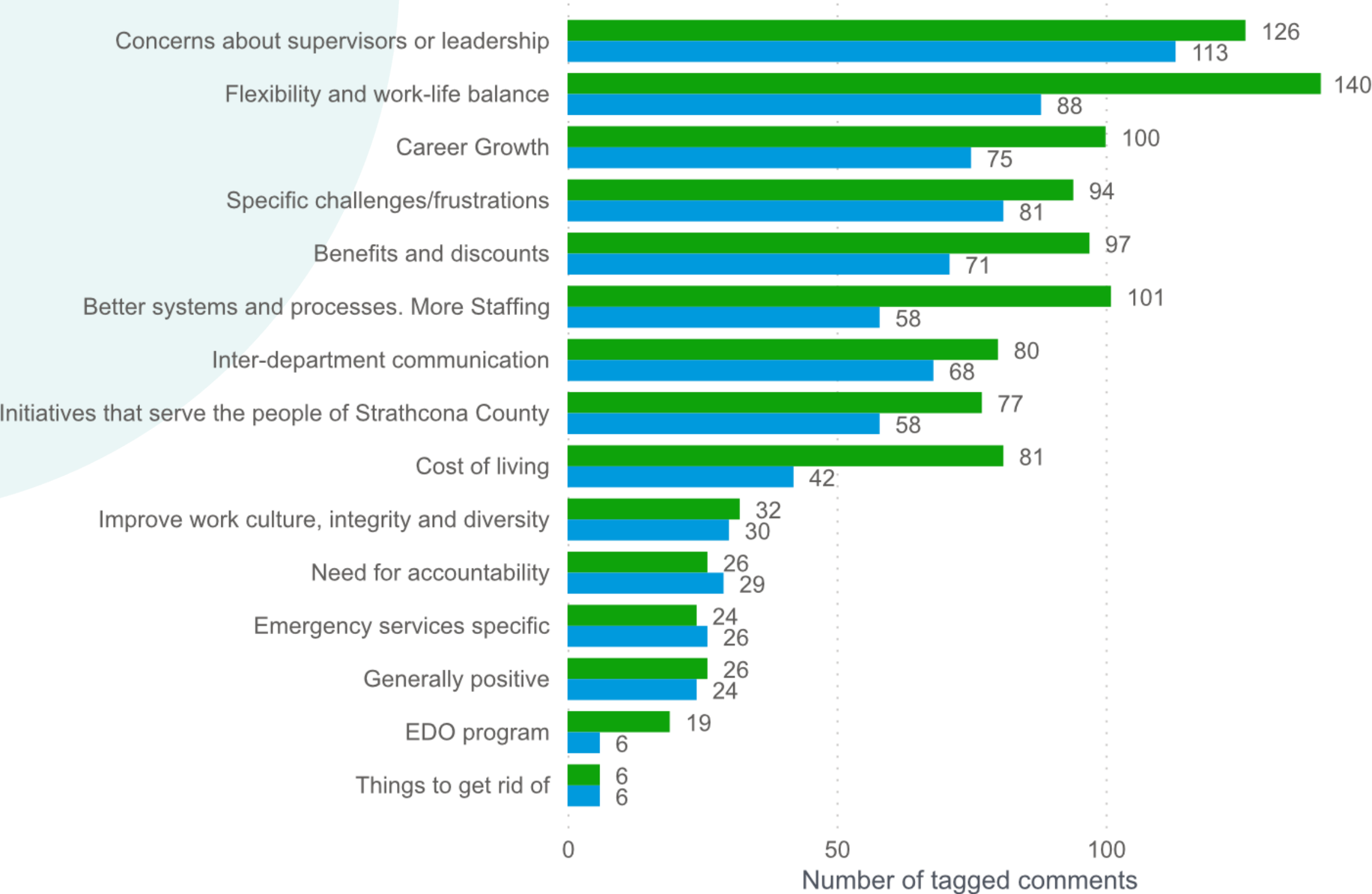
SurveyYear ● 2023 ● 2021



Number of tagged comments

If you could change one thing to make Strathcona County a better place to work, what would it be?

SurveyYear ● 2023 ● 2021





# Thank You!

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Kevin Chang

Founder and CEO

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