



# 2018 Employee Engagement Survey

June 2019



# 2018 Employee Engagement Survey

Top 10 Results	TPL Overall (Strongly Agree + Agree)
I understand how my work directly contributes to the overall success of TPL	95%
I am aware and share TPL's organizational values, mission, and vision	88%
Overall, I am clear about what is expected of me to do my job	88%
I am proud to tell people I work for TPL	83%
Overall, I am satisfied with how I interact with and feel about my co-workers	81%

# 2018 Employee Engagement Survey

Top 10 Results	TPL Overall (Strongly Agree + Agree)
I believe my team is committed to providing the highest level of service	77%
I work on a team where I feel supported by my colleagues	76%
I am motivated to do my best every day	76%
I feel I can count on my co-workers	74%
My job gives me a sense of accomplishment	73%

# 2018 Employee Engagement Survey

## Bottom 10 Results

**TPL Overall**  
(Strongly Disagree +  
Disagree)

I believe that Managers and Directors have a good understanding of the issues employees face

47%

Decisions are usually made by consulting the people who have to live with them

35%

Overall, my workload is not stressful

34%

TPL does a good job of communicating to staff any organizational changes, challenges, and priorities

34%

TPL does a good job of managing change

33%

# 2018 Employee Engagement Survey

## Bottom 10 Results

**TPL Overall**  
(Strongly Disagree +  
disagree)

I believe TPL has a culture that is open to feedback/suggestions for change

31%

Overall, I am satisfied with career development opportunities with TPL

30%

Overall, my job is not stressful on my personal life

29%

Overall, I am satisfied with my level of involvement in decision-making processes in my work area

29%

TPL recognizes groups/teams that work effectively together

28%



## Key Results from 2016 City of Toronto Employee Engagement Survey

	A = Strongly Agree SA = Somewhat Agree
I am proud to work for my division or agency	A = 56% SA = 28%
I understand how my work contributes to the success of the City of Toronto	A = 52% SA = 33%
My job is interesting	A = 53% SA = 31%
I am passionate about my job	A = 52% SA = 27%



## Key Results from 2016 City of Toronto Employee Engagement Survey

	A = Strongly Agree SA = Somewhat Agree
Overall, I enjoy working for the person I report to	A = 50% SA = 25%
I understand how my work contributes to the achievement of my division's or agency's objectives	A = 48% SA = 35%
The City of Toronto's mission and values have been communicated to me	A = 48% SA = 34%
I am motivated to contribute more than is expected of me in my job	A = 48% SA = 30%



## Key Results from 2016 City of Toronto Employee Engagement Survey

	A = Strongly Agree SA = Somewhat Agree
Overall, I am satisfied with my job	A = 42% SA = 36%
I am positive and excited about my job.	A = 41% SA = 35%
I would feel comfortable referring a close friend to the City of Toronto for employment	A = 41% SA = 34%