



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%

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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%

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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%

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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%