



Engagement Survey Results Dashboard

Survey Administration: November 3 - 17, 2023

Why is employee engagement important?

Simply put, better employee engagement will improve your team's performance.

The employee engagement index is our primary outcome metric and one of the key health indicators for your team. This index is the average of all engagement items including:

- *Employees Feeling Valued*
- *Role Has Purpose*
- *Confidence in Career*
- *Intent to Stay*

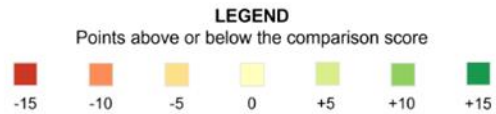
These are key areas of employee engagement that should be regularly monitored.

How do I interpret the results?

Many widgets visualize scores in terms of **favorability**, breaking responses into three categories (colors). Most survey items were asked on a five-point agreement scale and are reported in the following format:

1 Strongly Disagree	2 Disagree	3 Neither Agree Nor Disagree	4 Agree	5 Strongly Agree
% Unfavorable		% Neutral	% Favorable	

The **Heat Map** shades scores from light to dark to represent the difference in score from the company overall. Scores shaded in green represent a positive difference and scores shaded in red represent a negative difference. The darker the shading, the greater the difference between the group score and the overall company score.



Statistical significance helps verify that the difference in scores between groups is not due to random chance. In the Heat Map, statistical significance is denoted by a \updownarrow symbol and calculated based on a 95% confidence interval, meaning you can be 95% confident that the group score is truly different from the overall score.

How many employees took the survey?

Total Survey Responses ∇

357

Overall Participation

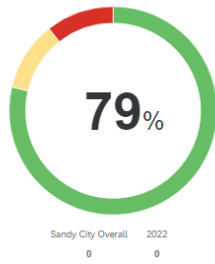
67%



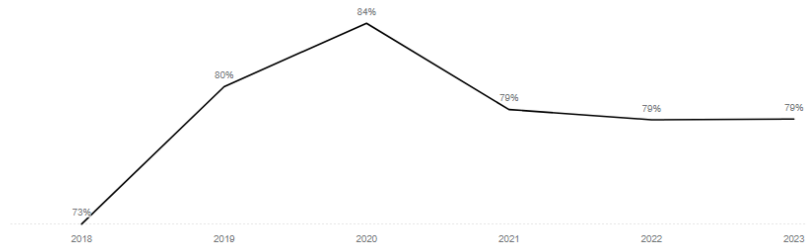
How engaged are employees?

Employee engagement is our primary outcome metric and one of the key health indicators for your team. The more engaged your team is, the better results they will produce.

Engagement Index



Engagement, over time



Engagement Index Items

Name	Distribution ↓	Sandy City Overall	2022
I feel like my role here has a purpose.	88% 6% 6%	0	-1
I intend to stay at Sandy City for at least the next 12 months.	83% 11% 6%	0	+2
I feel valued at work.	75% 10% 15%	0	-1
I am confident I can achieve my career goals at this organization.	68% 16% 16%	0	+1

What is going well?

Celebrate and build on what's going well.

Where is there room to improve?

Discuss and evaluate where we might do better.

Top 3 Scoring Items

Name	Distribution ↓	Sandy City Overall
I feel like my role here has a purpose.	88% 6% 6%	0
My work is challenging and interesting.	86% 10% 4%	0
My interactions with other members of my department are positive.	85% 9% 6%	0

Bottom 3 Scoring Items

Name	Distribution ↓	Sandy City Overall
The City Council supports employees to perform their jobs effectively.	47% 34% 19%	0
I feel valued and respected by the City Council.	45% 35% 19%	0
The City Council contributes to a positive work culture.	35% 39% 25%	0

What might be driving your employees' engagement?

Whether high or low-scoring, the below items are important to your employees (they are highly correlated with engagement), so they are worth reviewing.

Key Drivers of Engagement

Impact ↓	Name	Distribution
●	I have the opportunity to develop my skills at Sandy City.	72% 16% 12%
●	My supervisor supports me in my career growth and development.	76% 15% 9%
●	The senior leadership of my department is effective.	75% 14% 11%
●	My department senior leadership effectively communicates the information I need to know.	72% 13% 15%
●	My interactions with other members of my department are positive.	85% 9% 6%

Scores by Category

For help interpreting the results shown below, visit the [Using the Dashboard](#) page.

Name	Distribution	2022	2021	2020	50th Percentile Global Norm	50th Percentile Industry Norm
Engagement Index		0	0	-5	+1	-
I feel valued at work.		-1	-2	-7	+2	-
I am confident I can achieve my career goals at this organization.		+1	+2	-4	+1	-
I intend to stay at Sandy City for at least the next 12 months.		+2	+2	-4	0	-
I feel like my role here has a purpose.		-1	-3	-5	-1	+3
Pay and Programs		+11	+8	+5	+9	-
I feel my pay is competitive relative to those in similar positions at similar organizations.		+11	+8	+5	+9	-
Two-Way Communication: Supervisor		-2	-2	-2	-3	+3
My direct supervisor effectively communicates the information I need to know.		-2	-2	-2	-3	+3
Two-Way Communication: Department Senior Leadership		+1	-5	-11	-3	-
My department senior leadership effectively communicates the information I need to know.		+1	-5	-11	-3	-
Two-Way Communication: City Leadership - Administration		-11	-7	-21	-11	-
Administration is open and responsive to ideas from employees.		-13	-10	-22	-11	-
Administration effectively communicates the information I need to know.		-10	-4	-20	-10	-2
City Leadership - Administration		-5	-2	-15	-	-
I feel valued and respected by the Administration.		-4	+1	-13	-12	-
The Administration supports employees to perform their jobs effectively.		-5	-4	-14	-	-
The Administration contributes to a positive work culture.		-7	-4	-19	-19	-
City Leadership - City Council		-1	+15	-	-	-
I feel valued and respected by the City Council.		0	+16	-	-	-
The City Council contributes to a positive work culture.		-3	+14	-	-	-
The City Council supports employees to perform their jobs effectively.		-1	+16	-	-	-
Conditions to Do Best Work		-2	-5	-7	+4	-
I am able to effectively manage my current workload.		-3	-7	-8	+15	+18
My work is challenging and interesting.		-3	-4	-5	+5	-
I receive the training I need to do my job well.		-5	-8	-4	+2	+16
I have the equipment and resources I need to do my current role.		0	-1	-8	-1	+20
I have the opportunity to develop my skills at Sandy City.		0	-5	-8	0	+4
My Department		-4	-4	-6	-	-
My interactions with other members of my department are positive.		-3	-6	-6	-5	-
The senior leadership of my department is effective.		-3	-2	-9	-	-
My coworkers treat each other with respect.		-1	-1	-3	-2	-
My supervisor sets clear goals and expectations.		-6	-5	-5	-10	-3
My supervisor supports me in my career growth and development.		-6	-8	-6	+3	+3

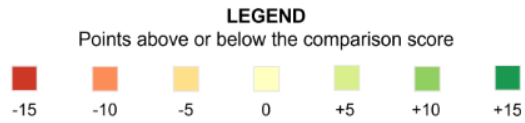
Scores by Ranking

Name	Responses	Distribution	2022	2021	2020	50th Percentile Global Norm	50th Percentile Industry Norm
I feel like my role here has a purpose.	356	88% 6% 6%	-1	-3	-5	-1	+3
My work is challenging and interesting.	357	86% 10%	-3	-4	-5	+5	-
My interactions with other members of my department are positive.	357	85% 9% 6%	-3	-6	-6	-5	-
I intend to stay at Sandy City for at least the next 12 months.	356	83% 11% 6%	+2	+2	-4	0	-
My coworkers treat each other with respect.	357	83% 8% 9%	-1	-1	-3	-2	-
My direct supervisor effectively communicates the information I need to know.	352	80% 11% 9%	-2	-2	-2	-3	+3
My supervisor sets clear goals and expectations.	357	77% 12% 11%	-6	-5	-5	-10	-3
I am able to effectively manage my current workload.	357	77% 10% 13%	-3	-7	-8	+15	+18
My supervisor supports me in my career growth and development.	357	76% 15% 9%	-6	-8	-6	+3	+3
I feel valued at work.	356	75% 10% 15%	-1	-2	-7	+2	-
The senior leadership of my department is effective.	357	75% 14% 11%	-3	-2	-9	-	-
I have the opportunity to develop my skills at Sandy City.	357	72% 16% 12%	0	-5	-8	0	+4
I receive the training I need to do my job well.	357	72% 17% 11%	-5	-8	-4	+2	+16
My department senior leadership effectively communicates the information I need to know.	353	72% 13% 15%	+1	-5	-11	-3	-
I have the equipment and resources I need to do my current role.	357	70% 12% 17%	0	-1	-8	-1	+20
I am confident I can achieve my career goals at this organization.	356	68% 16% 16%	+1	+2	-4	+1	-
The Administration supports employees to perform their jobs effectively.	353	68% 21% 11%	-5	-4	-14	-	-
I feel valued and respected by the Administration.	353	65% 24% 11%	-4	+1	-13	-12	-
I feel my pay is competitive relative to those in similar positions at similar organizations.	356	63% 22% 16%	+11	+8	+5	+9	-
The Administration contributes to a positive work culture.	353	62% 22% 16%	-7	-4	-19	-19	-
Administration effectively communicates the information I need to know.	357	53% 35% 13%	-10	-4	-20	-10	-2
Administration is open and responsive to ideas from employees.	357	48% 39% 13%	-13	-10	-22	-11	-
The City Council supports employees to perform their jobs effectively.	351	47% 34% 19%	-1	+16	-	-	-
I feel valued and respected by the City Council.	350	45% 35% 19%	0	+16	-	-	-
The City Council contributes to a positive work culture.	352	35% 39% 25%	-3	+14	-	-	-

Heat Map

Where are the experiences different across groups in your city?

This page allows you to see how the percent favorable scores of different groups compare to one another and to the Sandy City Overall.



Heat Map ⓘ ▾

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Comparison:

Breakout:

Sandy City Overall

Department

	Sandy City Overall	ADMINISTRATION	ADMINISTRATIVE S...	CITY ATTORNEY	COMMUNITY DEVEL...	FIRE	JUSTICE COURT	PARKS AND RECRE...	POLICE	PUBLIC UTILITIES	PUBLIC WORKS
Response Counts	357	11	35	14	28	72	14	39	85	29	24
Engagement Index	79%	82%	81%	91%	87%	86%	82%	81%	66% ↓	81%	68%
I feel valued at work.	75%	91%	80%	79%	89%	86% ^	79%	69%	58% ↓	79%	67%
I am confident I can achieve my career goals at this organization.	68%	82%	71%	93%	79%	75%	71%	67%	53% ↓	69%	58%
I intend to stay at Sandy City for at least the next 12 months.	83%	55% ↓	83%	100%	89%	90%	86%	95%	75%	86%	67% ↓
I feel like my role here has a purpose.	88%	100%	91%	93%	89%	93%	93%	92%	78% ↓	90%	79%
Pay and Programs	63%	55%	46% ↓	36% ↓	68%	90% ^	50%	51%	72%	34% ↓	42% ↓
I feel my pay is competitive relative to those in similar positions at similar organizations.	63%	55%	46% ↓	36% ↓	68%	90% ^	50%	51%	72%	34% ↓	42% ↓
Two-Way Communication: Supervisor	80%	91%	86%	86%	96% ^	85%	77%	64% ↓	77%	79%	61% ↓
My direct supervisor effectively communicates the information I need to know.	80%	91%	86%	86%	96% ^	85%	77%	64% ↓	77%	79%	61% ↓
Two-Way Communication: Department Senior Leadership	72%	91%	69%	71%	100% ^	78%	77%	69%	59% ↓	68%	58%
My department senior leadership effectively communicates the information I need to know.	72%	91%	69%	71%	100% ^	78%	77%	69%	59% ↓	68%	58%
Two-Way Communication: City Leadership - Administration	50%	55%	40%	57%	77% ^	75% ^	50%	31% ↓	32% ↓	50%	50%
Administration is open and responsive to ideas from employees.	48%	55%	37%	57%	71% ^	75% ^	36%	28% ↓	29% ↓	45%	54%
Administration effectively communicates the information I need to know.	53%	55%	43%	57%	82% ^	75% ^	64%	33% ↓	35% ↓	55%	46%
City Leadership - Administration	65%	58%	59%	69%	83% ^	90% ^	71%	42% ↓	49% ↓	66%	72%
I feel valued and respected by the Administration.	65%	73%	63%	79%	79%	92% ^	64%	42% ↓	46% ↓	69%	67%
The Administration supports employees to perform their jobs effectively.	68%	55%	69%	71%	86% ^	92% ^	71%	42% ↓	51% ↓	69%	75%
The Administration contributes to a positive work culture.	62%	45%	46%	57%	86% ^	86% ^	79%	42% ↓	49% ↓	59%	75%
City Leadership - City Council	42%	45%	31%	23%	49%	43%	26%	44%	42%	55%	38%
I feel valued and respected by the City Council.	45%	55%	31%	15% ↓	52%	46%	21%	51%	46%	59%	42%
The City Council contributes to a positive work culture.	35%	36%	23%	23%	43%	31%	29%	32%	37%	48%	38%
The City Council supports employees to perform their jobs effectively.	47%	45%	40%	31%	52%	53%	29%	49%	43%	59%	33%
Conditions to Do Best Work	75%	60%	82%	94%	81%	84%	83%	70%	61% ↓	85%	64%
I am able to effectively manage my current workload.	77%	64%	74%	93%	71%	88% ^	79%	74%	65% ↓	90%	75%
My work is challenging and interesting.	86%	73%	89%	93%	82%	97% ^	100%	85%	78%	86%	71% ↓
I receive the training I need to do my job well.	72%	36% ↓	71%	93%	79%	82%	79%	64%	64%	76%	63%
I have the equipment and resources I need to do my current role.	70%	55%	91% ^	100% ^	89% ^	76%	86%	54% ↓	48% ↓	90% ^	54%
I have the opportunity to develop my skills at Sandy City.	72%	73%	83%	93%	82%	79%	71%	74%	52% ↓	83%	58%
My Department	79%	82%	83%	91%	89%	84%	86%	72%	71%	84%	63%
My interactions with other members of my department are positive.	85%	73%	91%	93%	89%	90%	86%	85%	80%	86%	75%
The senior leadership of my department is effective.	75%	82%	74%	93%	96% ^	75%	86%	77%	68%	66%	50% ↓
My coworkers treat each other with respect.	83%	73%	94%	93%	82%	92%	93%	77%	68% ↓	100% ^	67%
My supervisor sets clear goals and expectations.	77%	91%	83%	93%	89%	83%	86%	56% ↓	66% ↓	90%	67%
My supervisor supports me in my career growth and development.	76%	91%	74%	86%	86%	78%	79%	67%	74%	79%	58%

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Intent to Stay Follow-Up

I intent to stay at Sandy City for at least the next 12 months.

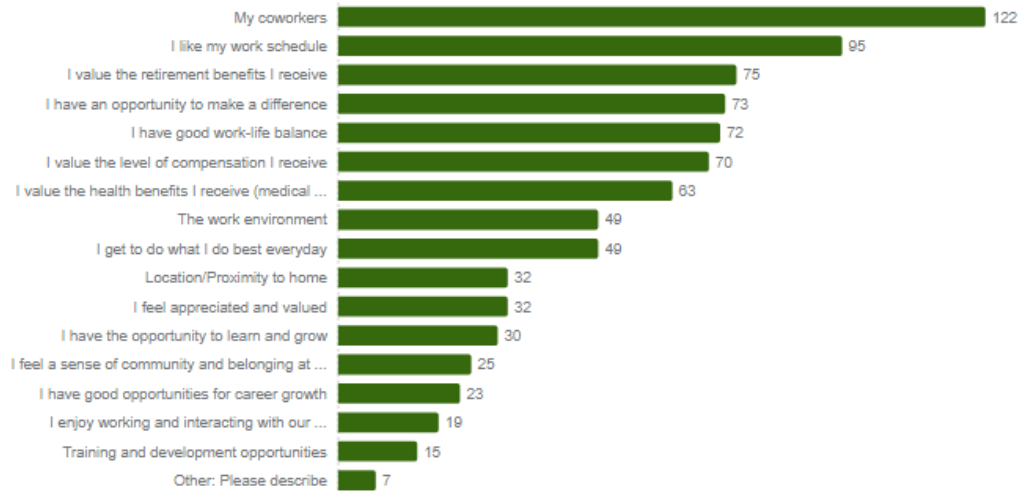
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83%

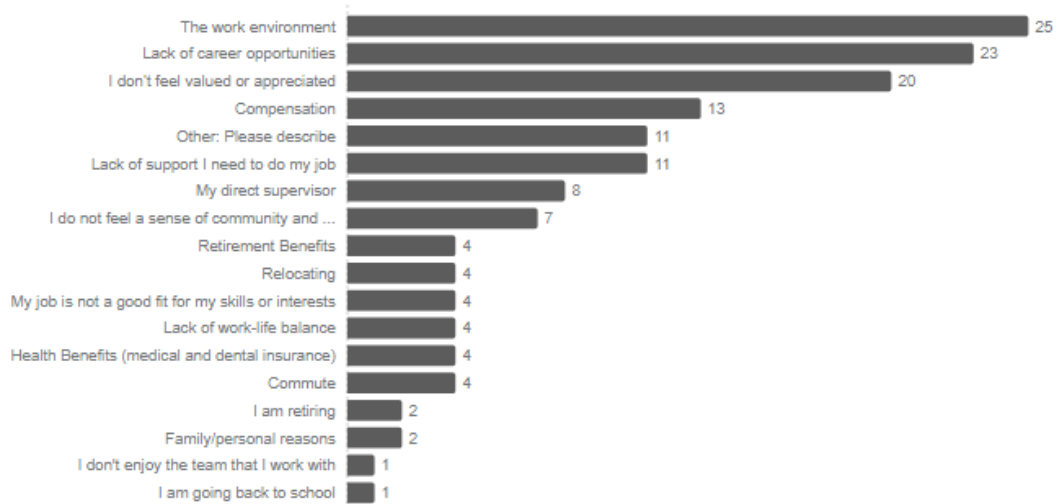


Sandy City Overall 2022
0 ▲ 2

Top Reasons to Stay 295 ⓘ ⌵



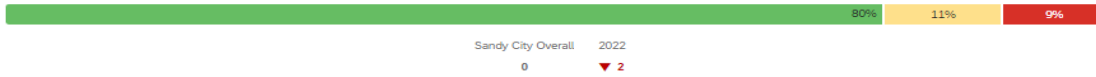
Top Reasons to Leave 59 ⓘ ⌵



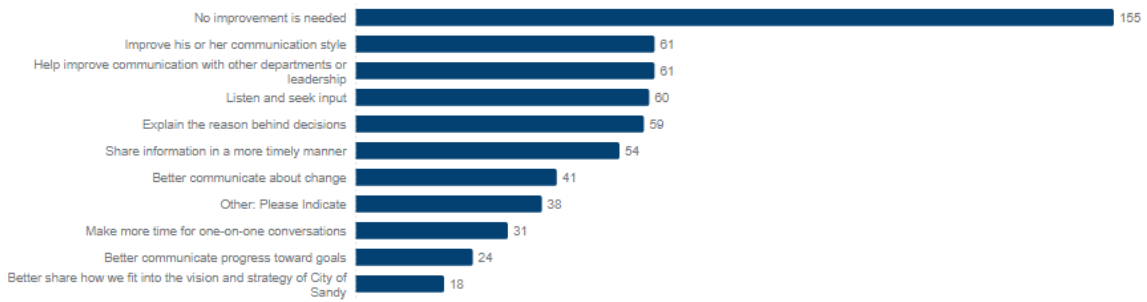
Two-Way Communication: Supervisor Follow-Up

My direct supervisor effectively communicates the information I need to know.

80%



What are the most important things your direct supervisor could do to improve his/her communication? ⓘ ▾



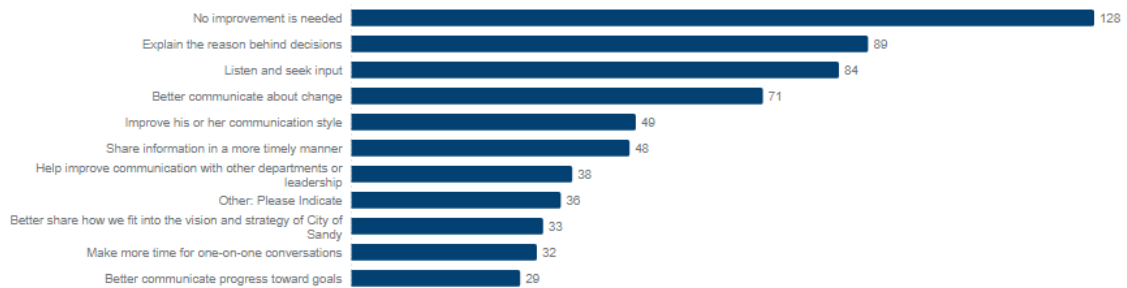
Two-Way Communication: Department Senior Leadership Follow-Up

My department senior leadership effectively communicates the information I need to know.

72%



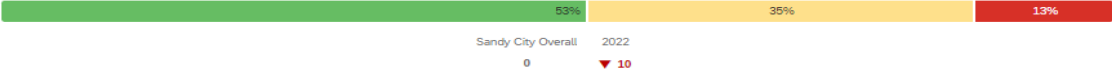
What are the most important things your department senior leadership could do to improve his/her communication? ⓘ ▾



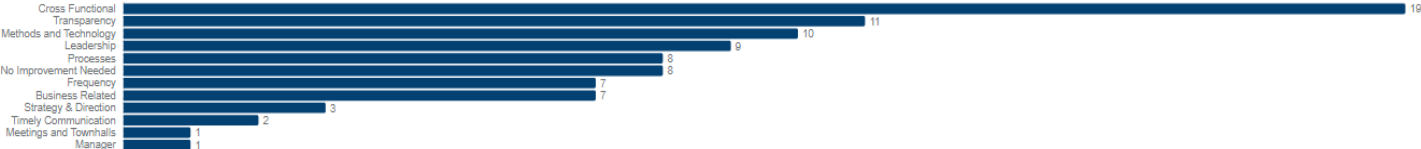
Two-Way Communication: City Leadership - Administration

Administration effectively communicates the information I need to know.

53%



Key Themes ▾



Programs: Participation and Value

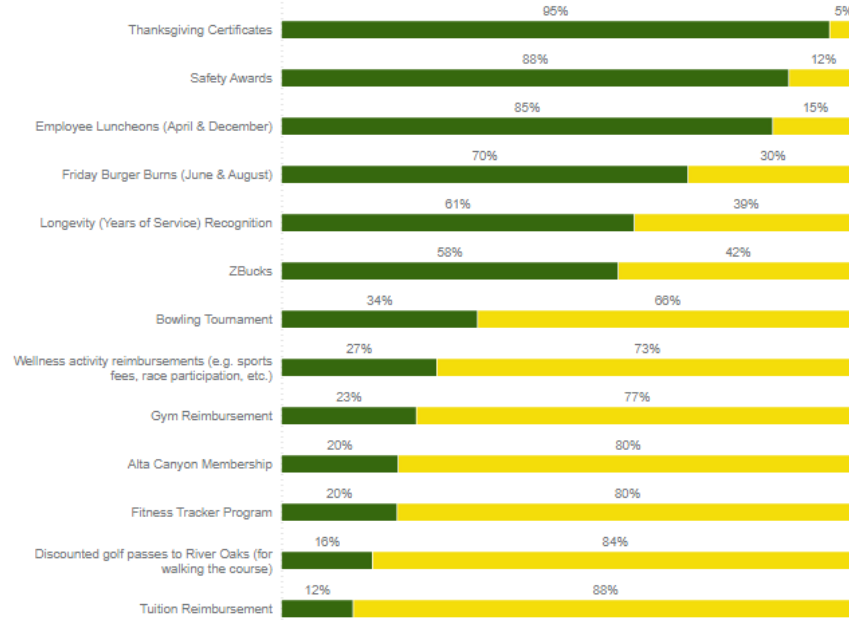
Participation

Respondents were asked to indicate whether or not they had participated in the following programs in 2023.

- Green represents a "yes" response.
- Yellow represents a "no" response.

■ Yes ■ No

Participation in Programs ▾



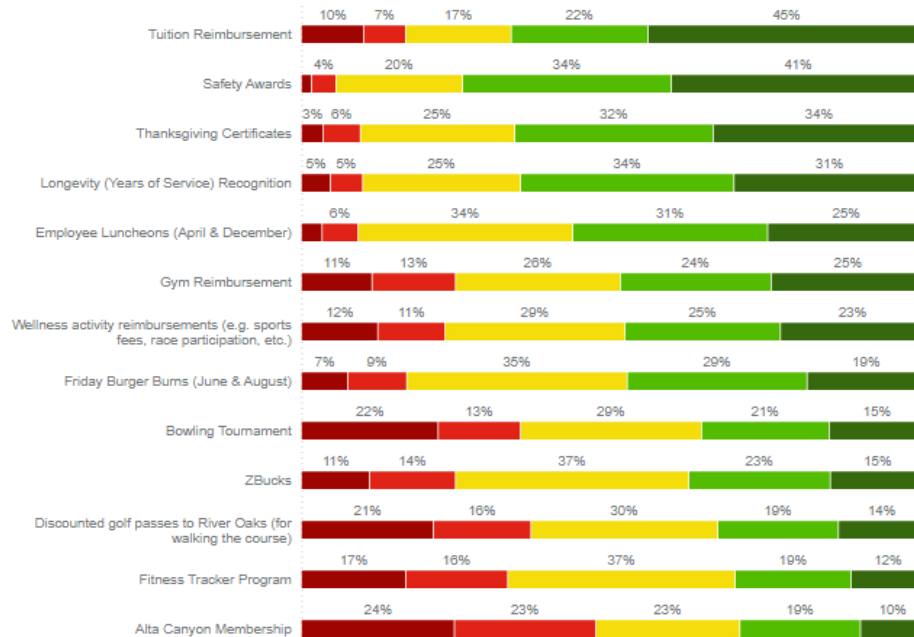
Value

Respondents were asked to rate the value they gained from each program on a 5-point scale.

- Green represents the percentage of people who responded "Very Valuable" or "Extremely Valuable."
- Red represents the percentage of "Not at All Valuable" and "Not so Valuable" responses.
- Yellow represents the percentage of "Somewhat Valuable" responses.

■ Not at all Valuable ■ Not so Valuable ■ Somewhat Valuable ■ Very Valuable ■ Extremely Valuable

Value in Programs ▾



Participation

Overall Participation

67%



Responses
357 of 535

Response Rates - By Department

Name	Invited	Responded	Participation Rate
▼ Department			
PUBLIC UTILITIES	59	29	49%
RDA/ECONOMIC DEVELOPMENT	3	3	100%
CITY ATTORNEY	16	14	88%
JUSTICE COURT	14	14	100%
ADMINISTRATION	18	11	61%
FIRE	92	72	78%
PARKS AND RECREATION	51	39	76%
COMMUNITY DEVELOPMENT	28	28	100%
CITY COUNCIL	4	3	75%
POLICE	146	85	58%
ADMINISTRATIVE SERVICES	51	35	69%
PUBLIC WORKS	53	24	45%

Comments – Key Themes

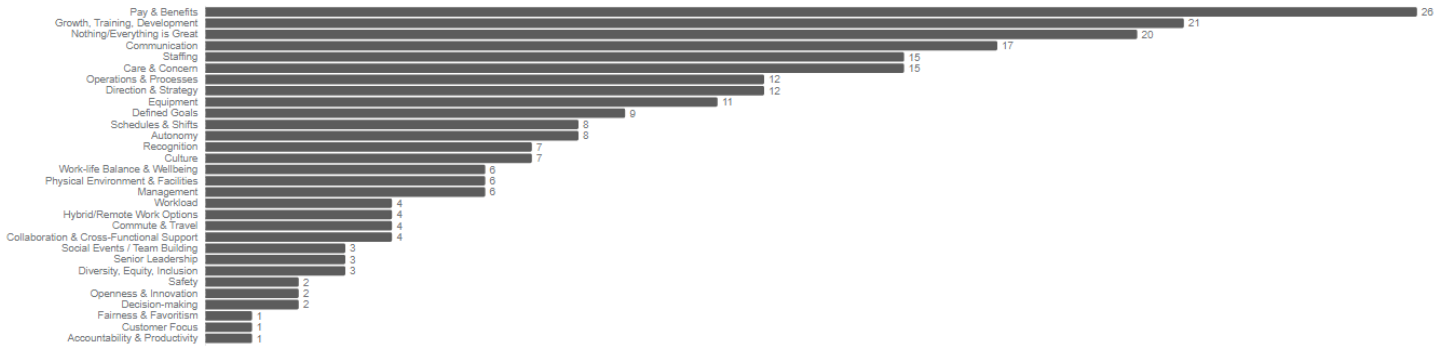
What do you enjoy the most about working for the city?

Key Themes 227 ▾



What is one thing the Administration can do to help improve your work experience?

Key Themes 167 ▾



What one specific suggestion do you have to improve your work (make it more efficient, reduce pain points, make it more enjoyable, etc.)?

Key Themes 174 ▾

