

Your Employee Engagement Check-Up Employee Report for Organizational Unit Kelsey Trail Health Region Overall

September 12, 2014

Sub-Group Categories = All

Demographics for filtering data = All

Number of Respondents = 411

Tabs (Screens) Included: Engagement (Engagement Distribution, Engagement Distribution (detailed), Levels of Engagement - legacy, Levels of Engagement - legacy (detailed), Engagement Score, Engagement Drivers); Engagement Impacts (Engagement Impacts, Career Opportunities Impacts, Corporate Social Responsibility Impacts, Co-workers Impacts, Employee Health and Well-Being Impacts, Employer Reputation Impacts, Learning and Development Impacts, Manager Impacts, Manager Once Removed Impacts, Managing Performance Impacts, People / HR Practices Impacts, Physical Work Environment Impacts, Recognition Impacts, Resources Impacts, Senior Leadership Impacts, Sense of Accomplishment Impacts, Work / Life Balance Impacts, Work Processes Impacts, Work Tasks Impacts); Detailed Results (Engagement Score, Engagement Drivers, Career Opportunities, Corporate Social Responsibility, Co-workers, Employee Health and Well-Being, Employer Reputation, Learning and Development, Manager, Manager Once Removed, Managing Performance, People / HR Practices, Physical Work Environment, Recognition, Resources, Senior Leadership, Sense of Accomplishment, Work / Life Balance, Work Processes, Work Tasks, Workforce Management, Manager Support, Client Custom Survey Items)

Engagement Distribution

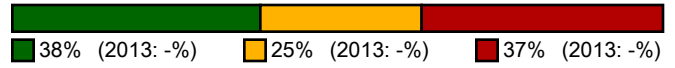
Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement

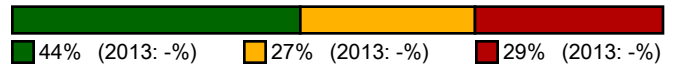
2014 Best Employers



Saskatchewan Healthcare System Overall (n=9469)



Kelsey Trail Health Region Overall (n=411)



■ Engaged ■ Passive ■ Actively Disengaged

Engagement Distribution (detailed)

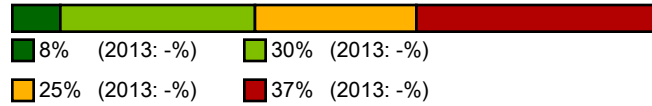
Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement

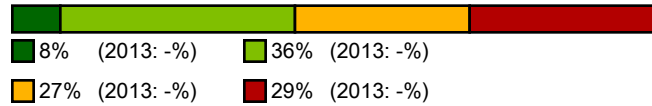
2014 Best Employers



Saskatchewan Healthcare System Overall (n=9469)



Kelsey Trail Health Region Overall (n=411)



■ Highly Engaged ■ Moderately Engaged ■ Passive ■ Actively Disengaged

Levels of Engagement - legacy

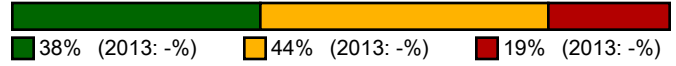
Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement

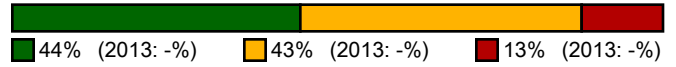
2014 Best Employers



Saskatchewan Healthcare System Overall (n=9469)



Kelsey Trail Health Region Overall (n=411)



■ Engaged ■ Somewhat Engaged ■ Disengaged

Levels of Engagement - legacy (detailed)

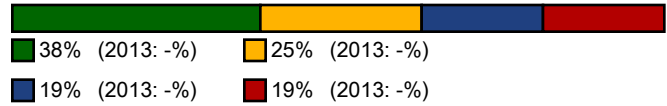
Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement

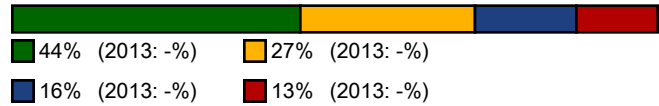
2014 Best Employers



Saskatchewan Healthcare System Overall (n=9469)



Kelsey Trail Health Region Overall (n=411)



■ Engaged ■ Nearly Engaged ■ Slightly Disengaged ■ Disengaged

Engagement Score

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement

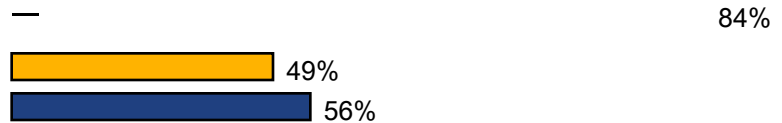
2014 Best Employers

Engagement Score - % Engaged



Say (% Strongly Agree / Agree)

I would not hesitate to recommend this region / agency to a friend seeking employment (Engagement)

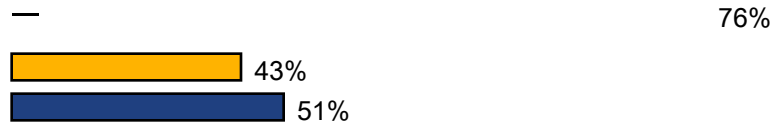


Given the opportunity, I tell others great things about working here (Engagement)



Stay (% Strongly Agree / Agree)

It would take a lot to get me to leave this region / agency (Engagement)



I rarely think about leaving this region / agency to work somewhere else (Engagement)



Strive (% Strongly Agree / Agree)

This region / agency inspires me to do my best work every day (Engagement)



■ Saskatchewan Healthcare System 2013
■ Saskatchewan Healthcare System 2014
■ Kelsey Trail Health Region Overall

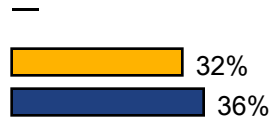
Engagement Score

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement

2014 Best Employers

This region / agency motivates me to contribute more than is normally required to complete my work (Engagement)



- Saskatchewan Healthcare System 2013
- Saskatchewan Healthcare System 2014
- Kelsey Trail Health Region Overall

Engagement Drivers

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement

2014 Best Employers

Engagement Score - % Engaged



Drivers (% Strongly Agree / Agree)

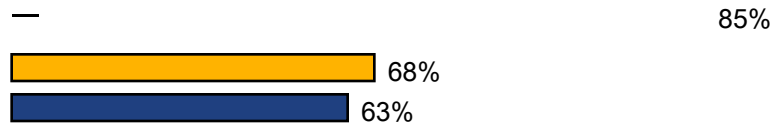
Career Opportunities



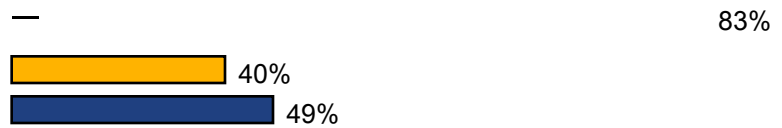
Corporate Social Responsibility



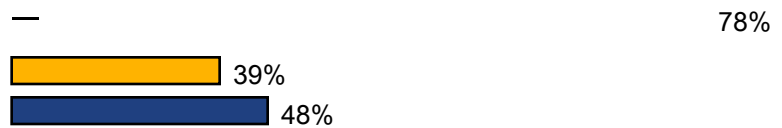
Co-workers



Employee Health and Well-Being



Employer Reputation



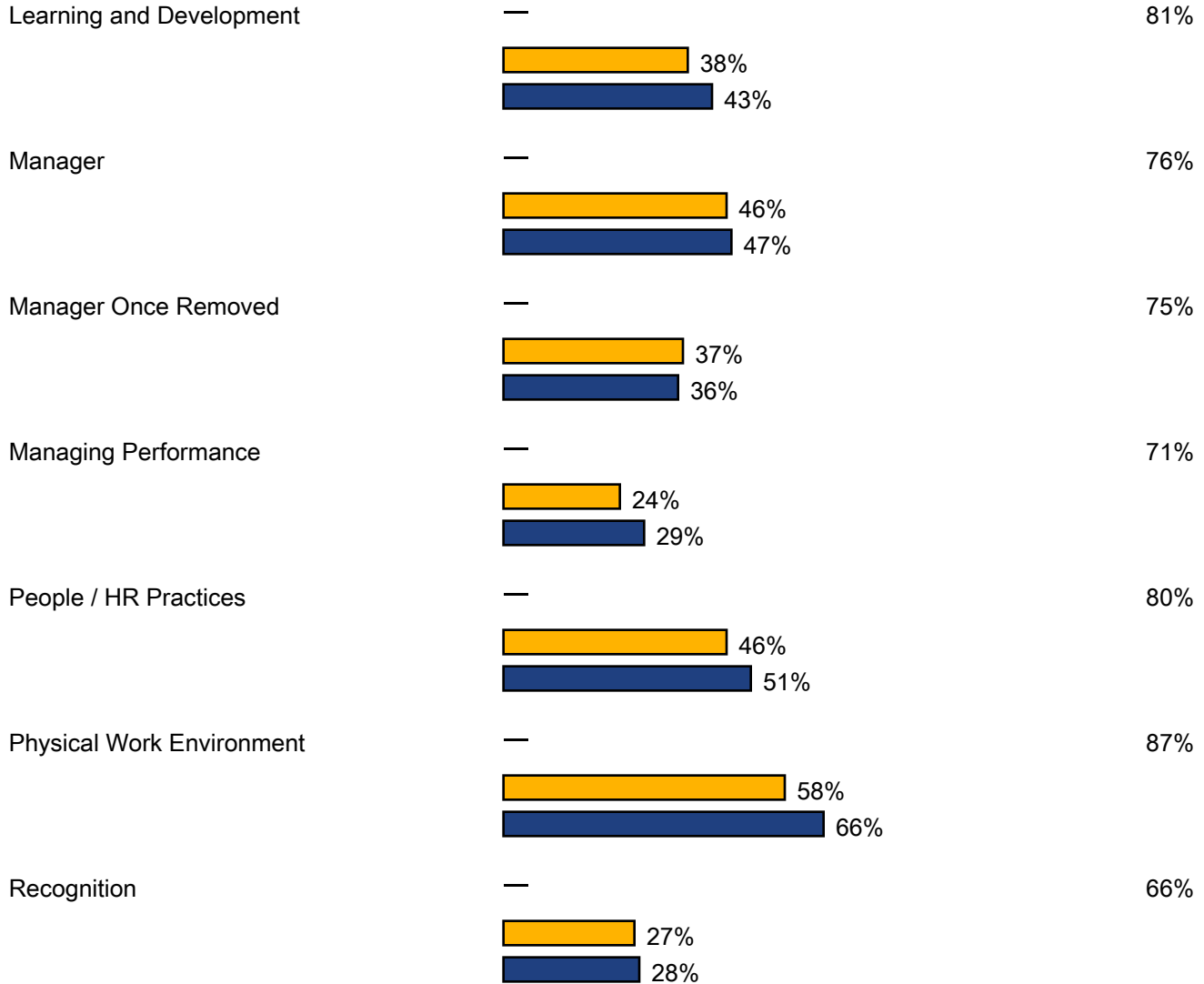
■ Saskatchewan Healthcare System 2013
■ Saskatchewan Healthcare System 2014
■ Kelsey Trail Health Region Overall

Engagement Drivers

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement

2014 Best Employers



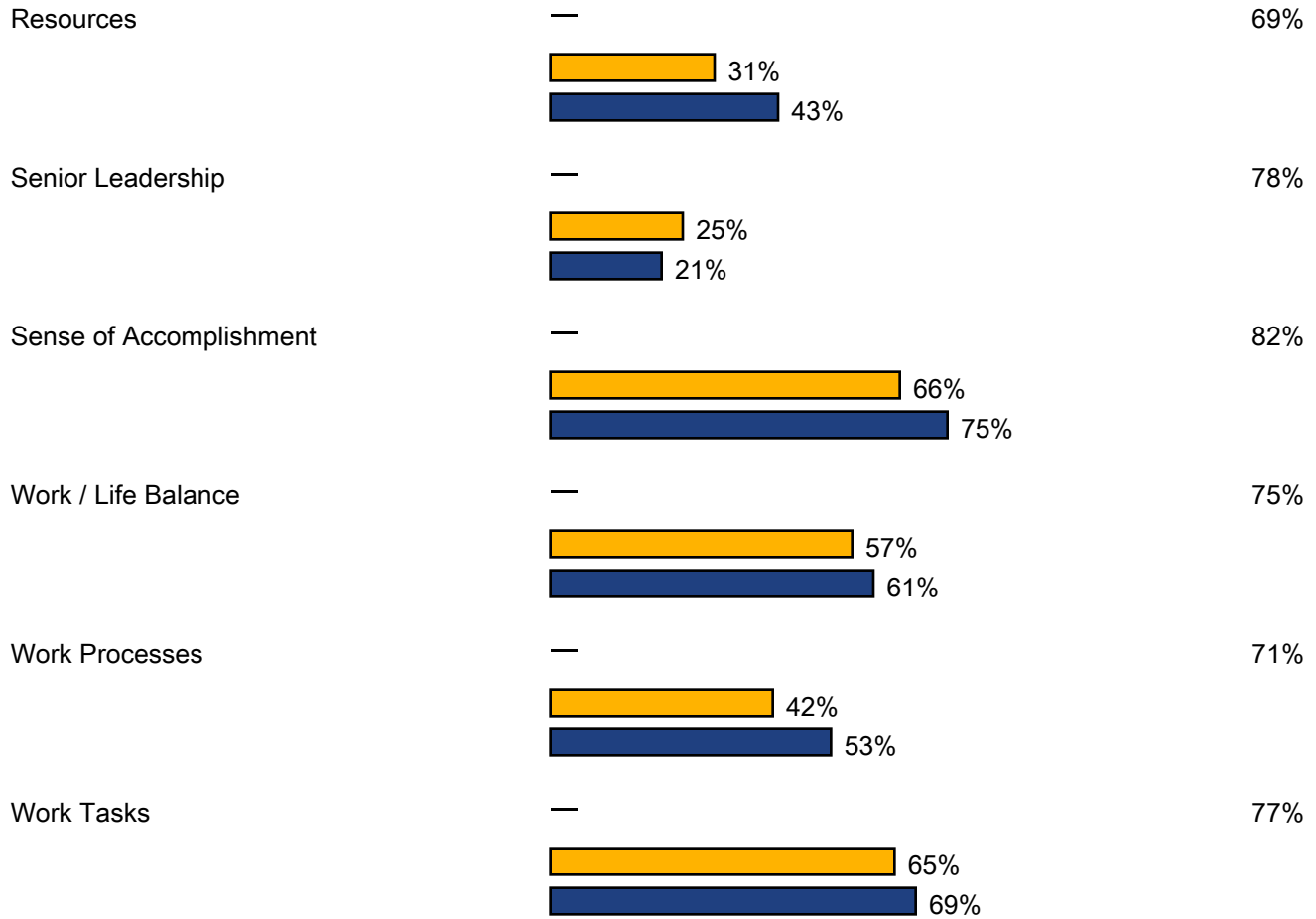
■ Saskatchewan Healthcare System 2013
■ Saskatchewan Healthcare System 2014
■ Kelsey Trail Health Region Overall

Engagement Drivers

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement

2014 Best Employers



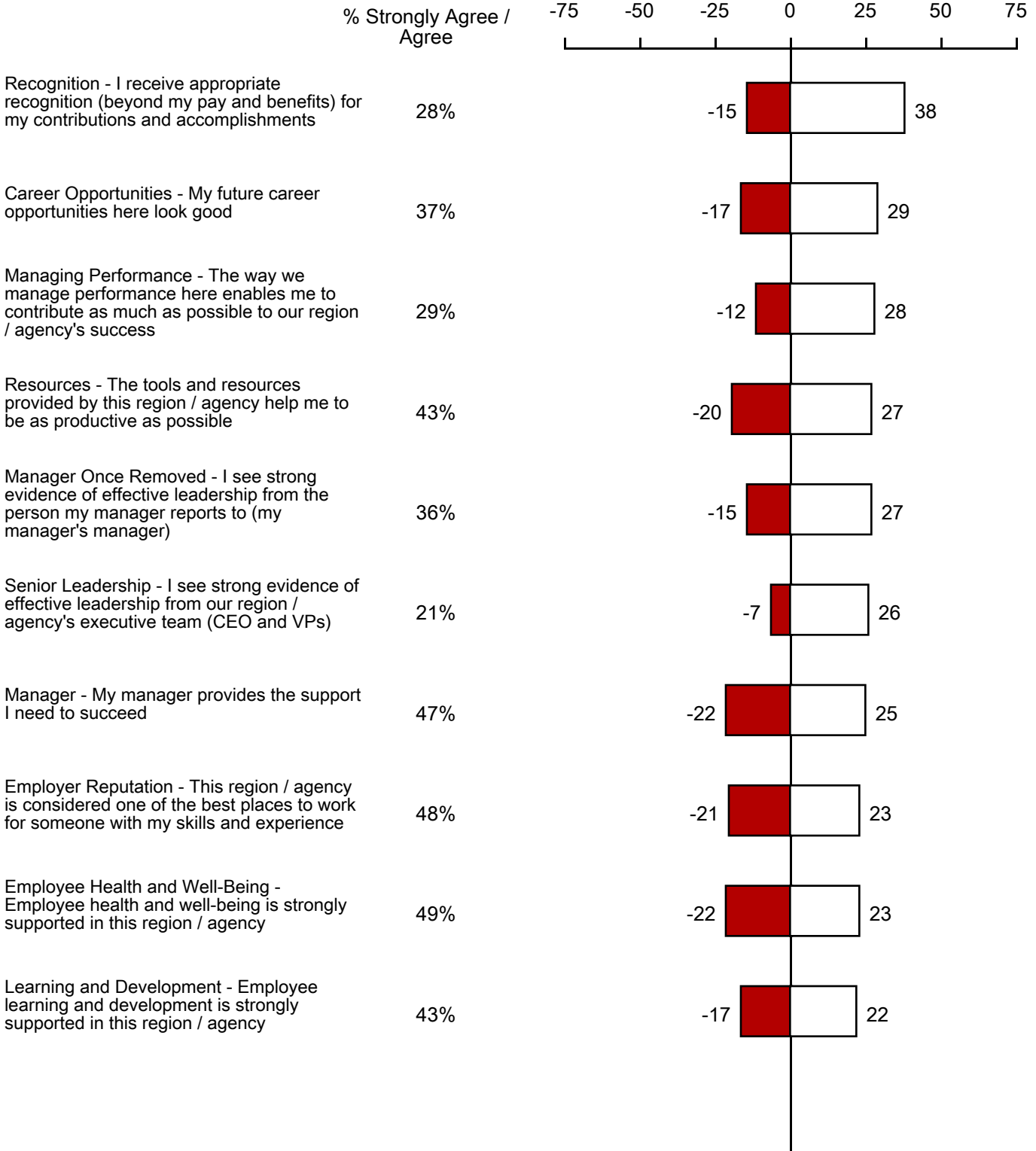
■ Saskatchewan Healthcare System 2013
■ Saskatchewan Healthcare System 2014
■ Kelsey Trail Health Region Overall

Engagement Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Engagement Score: 44%



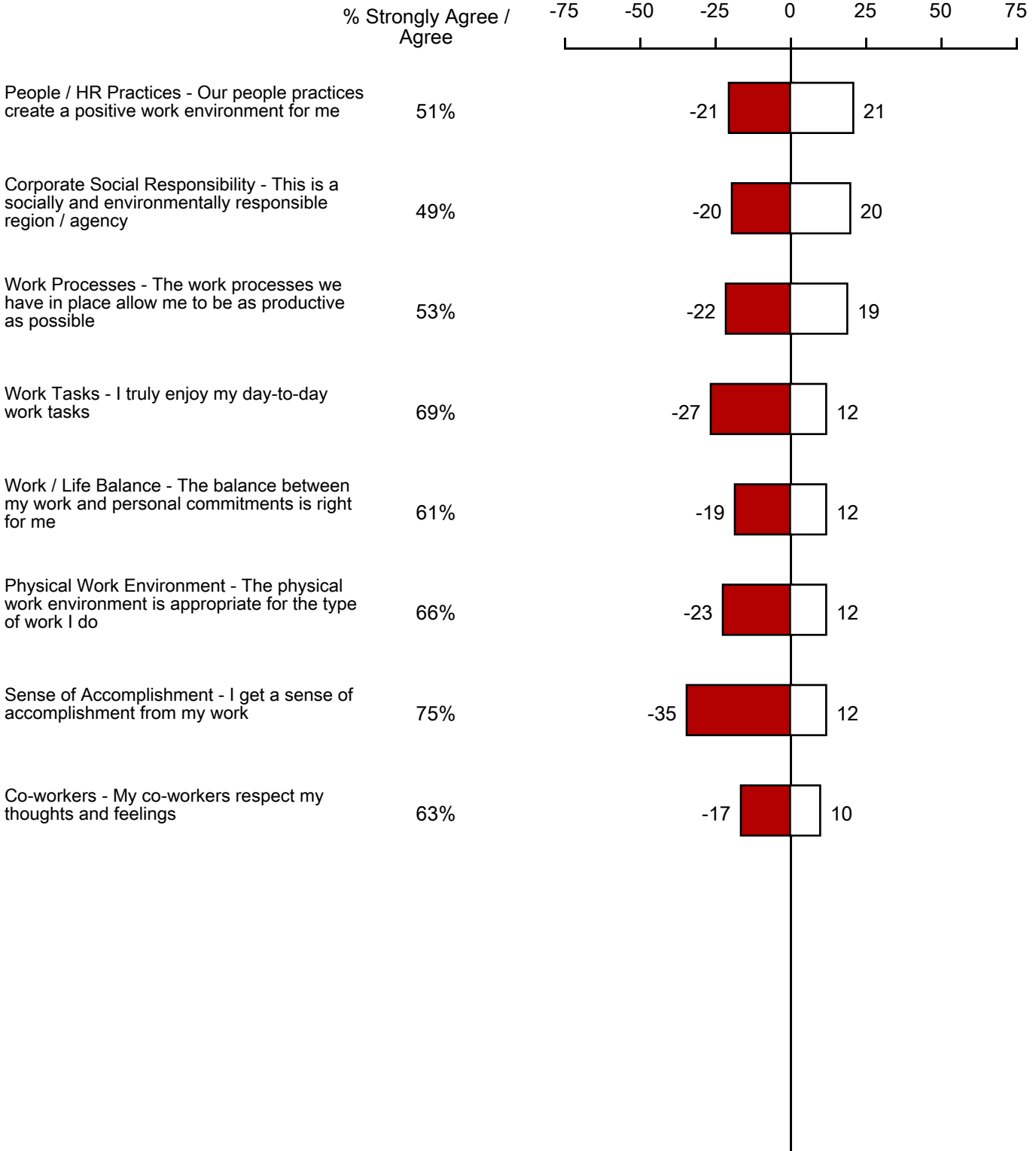
■ Potential Negative Impact □ Potential Positive Impact

Engagement Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Engagement Score: 44%



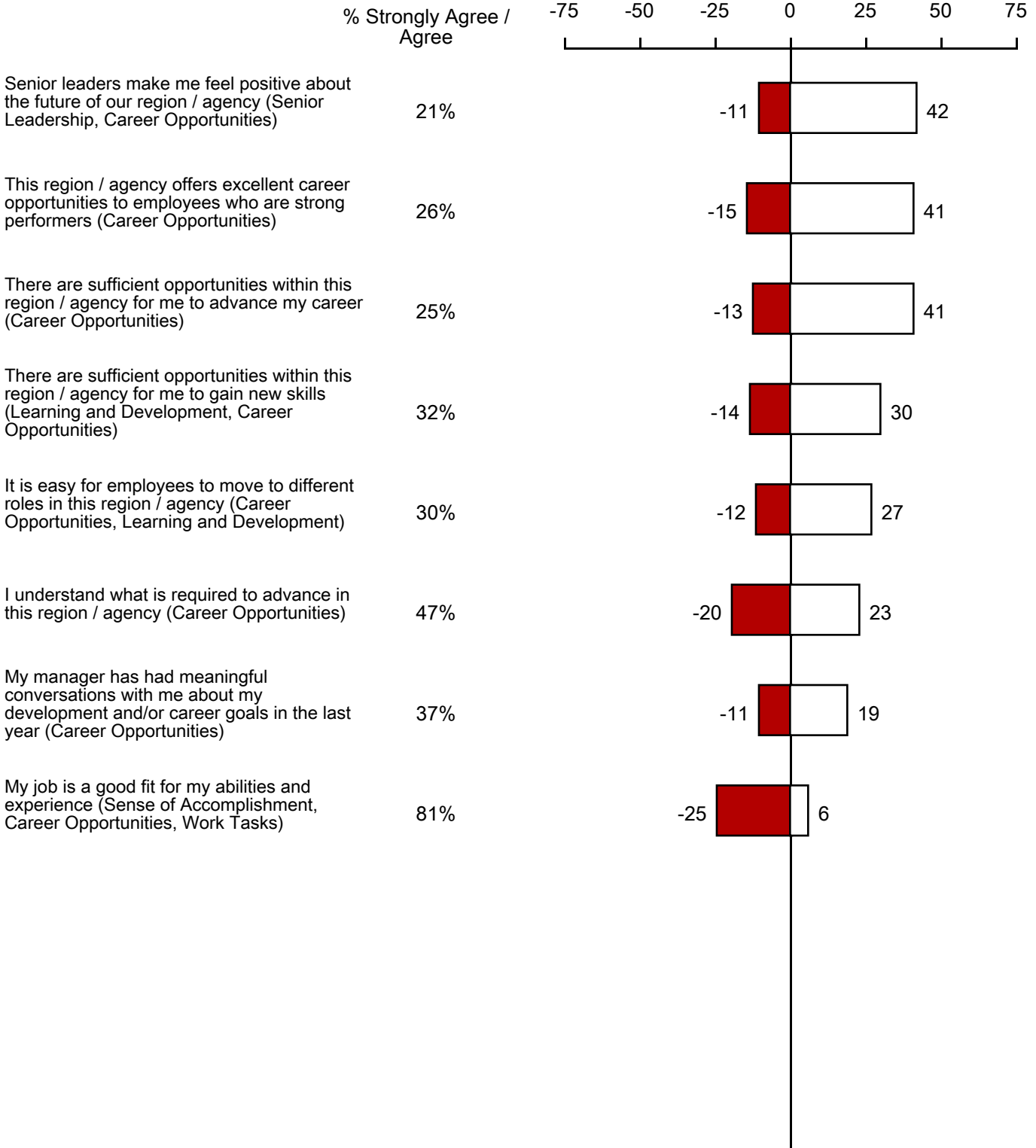
■ Potential Negative Impact □ Potential Positive Impact

Career Opportunities Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Career Opportunities - My future career opportunities here look good: 37%

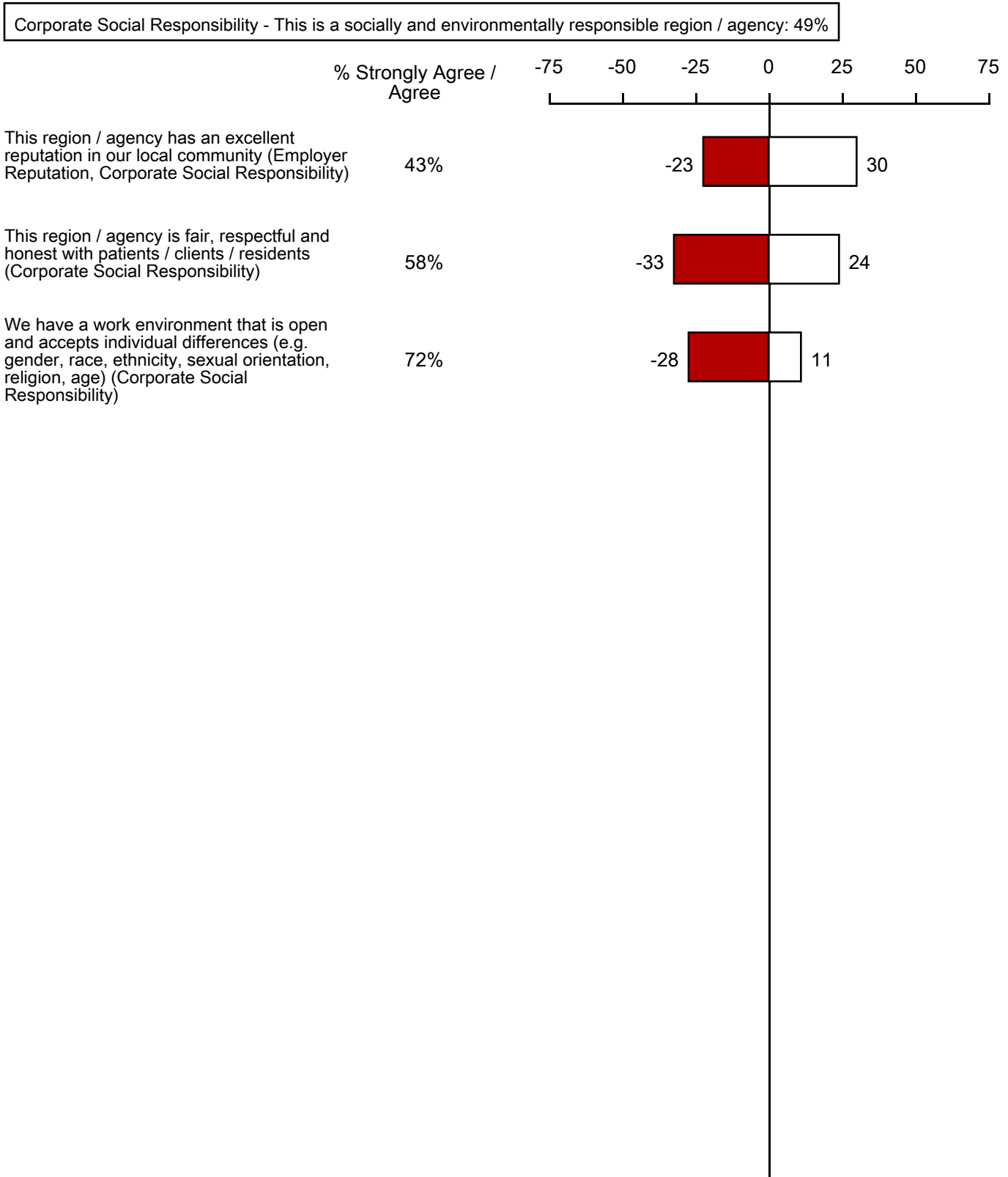


■ Potential Negative Impact □ Potential Positive Impact

Corporate Social Responsibility Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

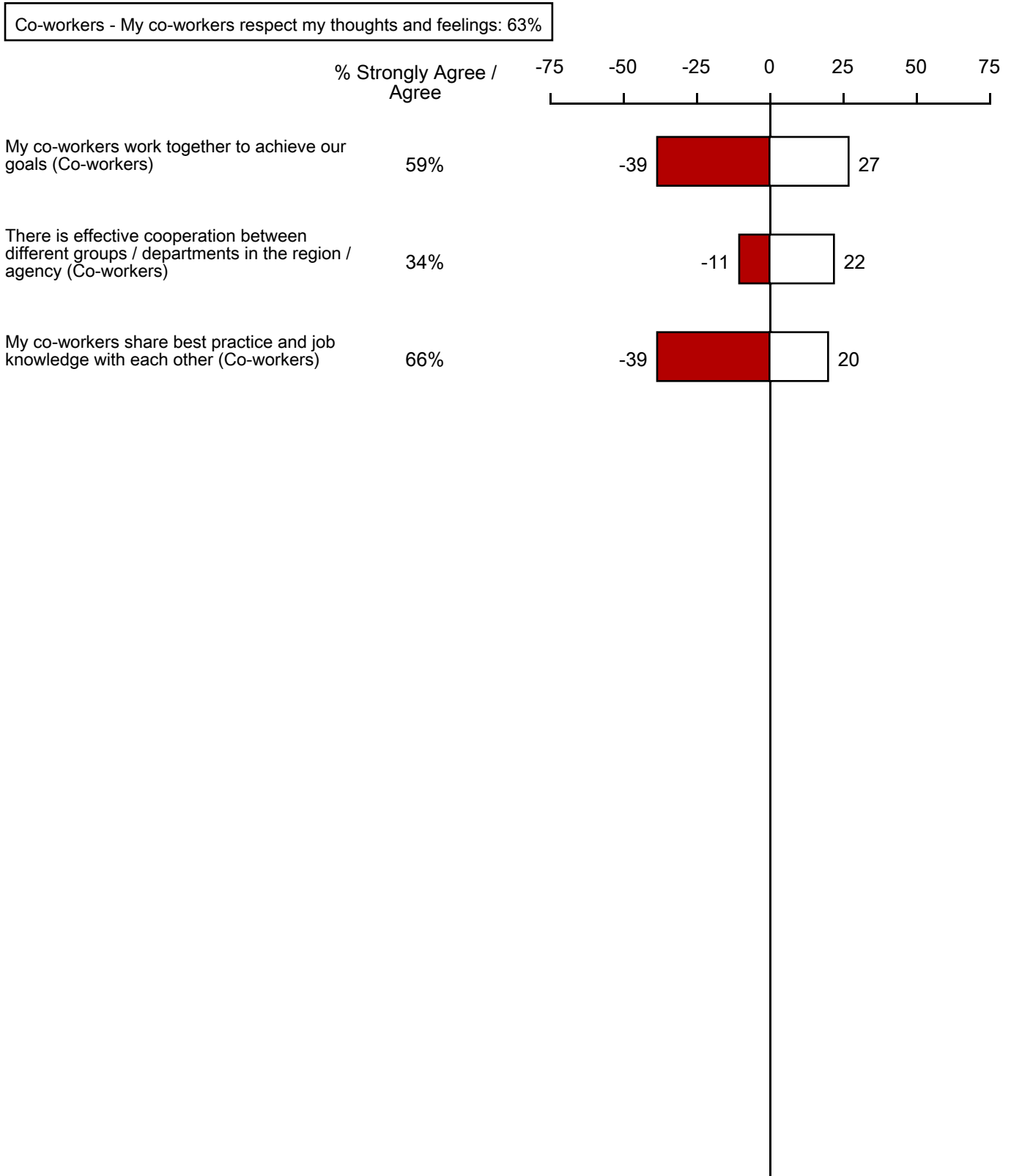


■ Potential Negative Impact □ Potential Positive Impact

Co-workers Impacts

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts



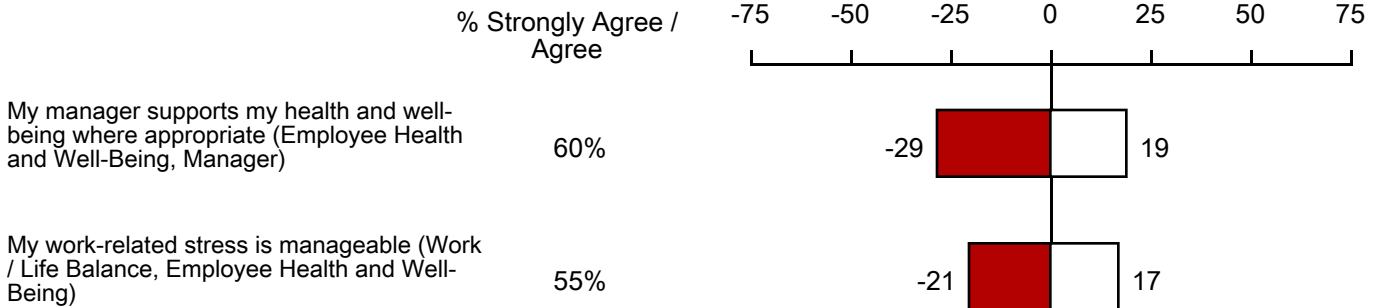
■ Potential Negative Impact □ Potential Positive Impact

Employee Health and Well-Being Impacts

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Employee Health and Well-Being - Employee health and well-being is strongly supported in this region / agency: 49%



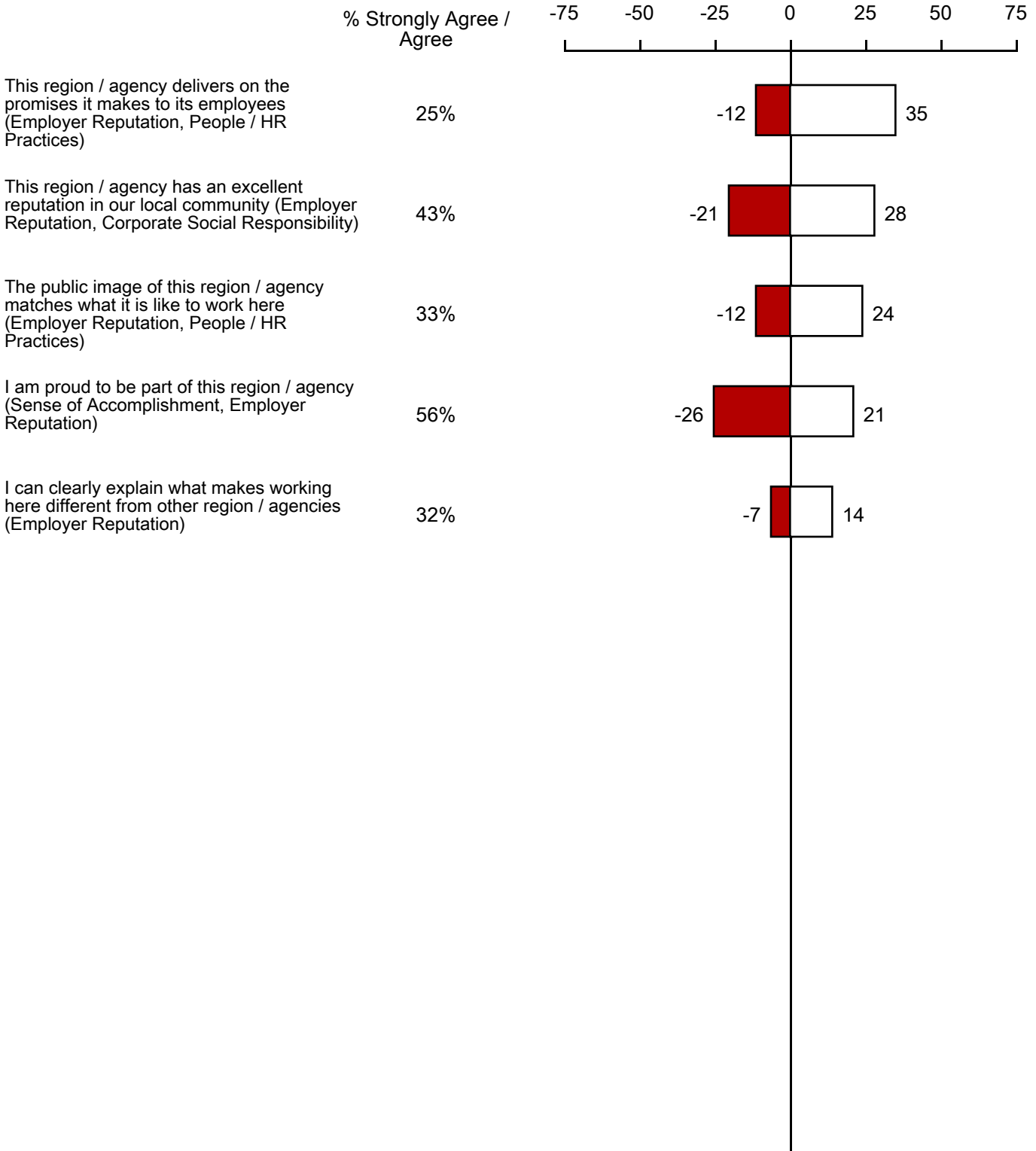
■ Potential Negative Impact □ Potential Positive Impact

Employer Reputation Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Employer Reputation - This region / agency is considered one of the best places to work for someone with my skills and experience: 48%



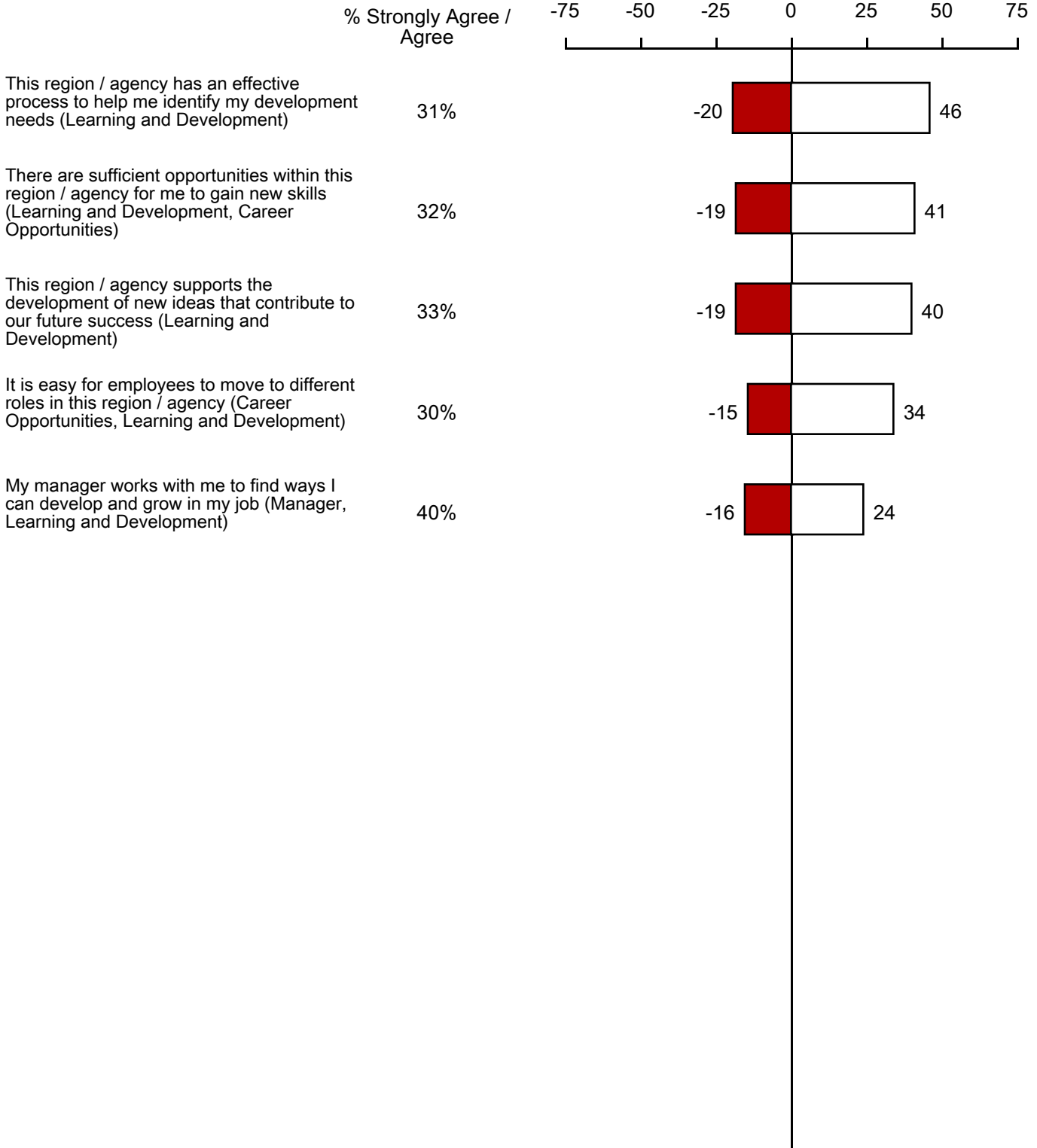
■ Potential Negative Impact □ Potential Positive Impact

Learning and Development Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Learning and Development - Employee learning and development is strongly supported in this region / agency: 43%



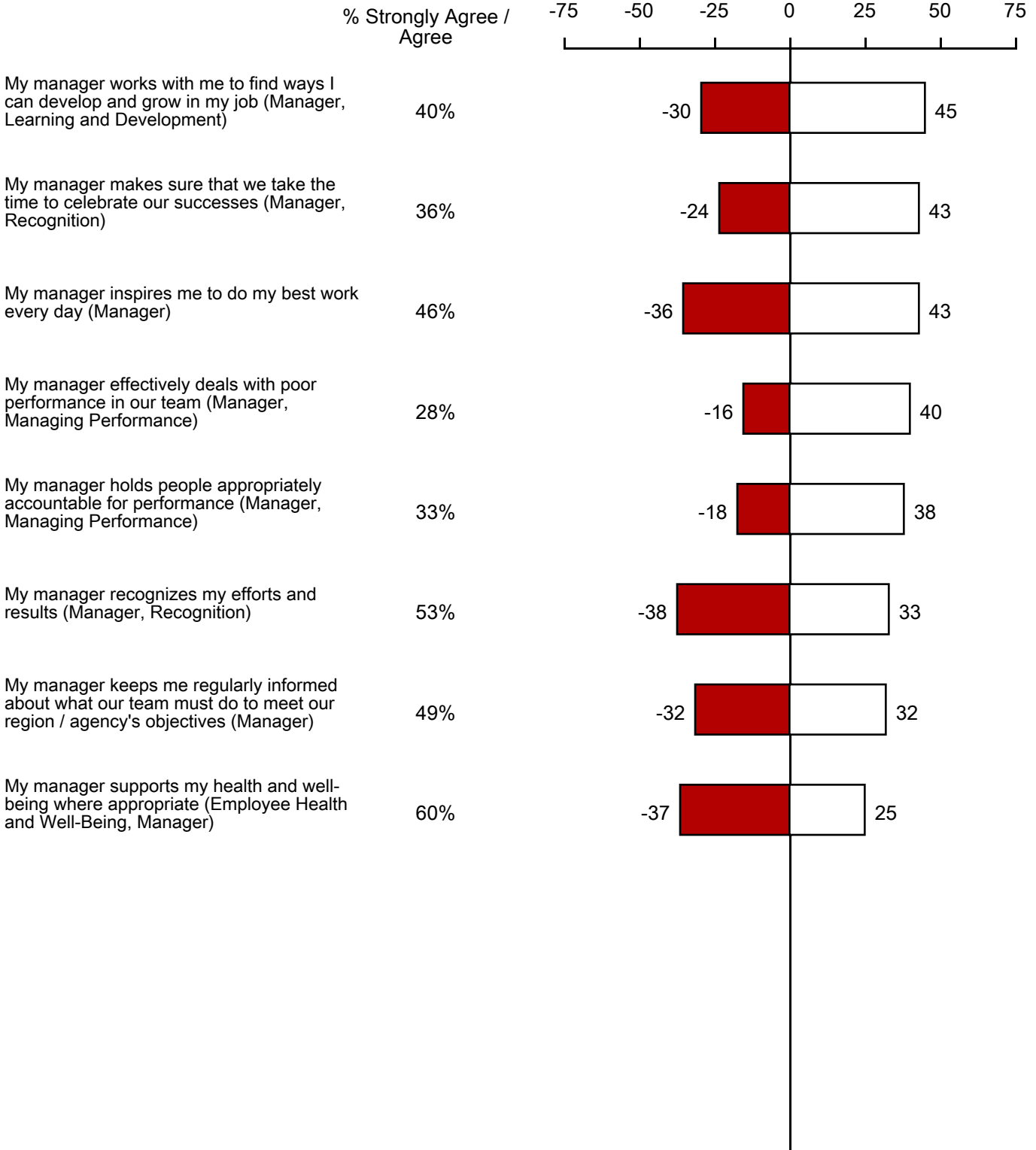
■ Potential Negative Impact □ Potential Positive Impact

Manager Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Manager - My manager provides the support I need to succeed: 47%



■ Potential Negative Impact □ Potential Positive Impact

Manager Once Removed Impacts

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Manager Once Removed - I see strong evidence of effective leadership from the person my manager reports to (my manager's manager): 36%

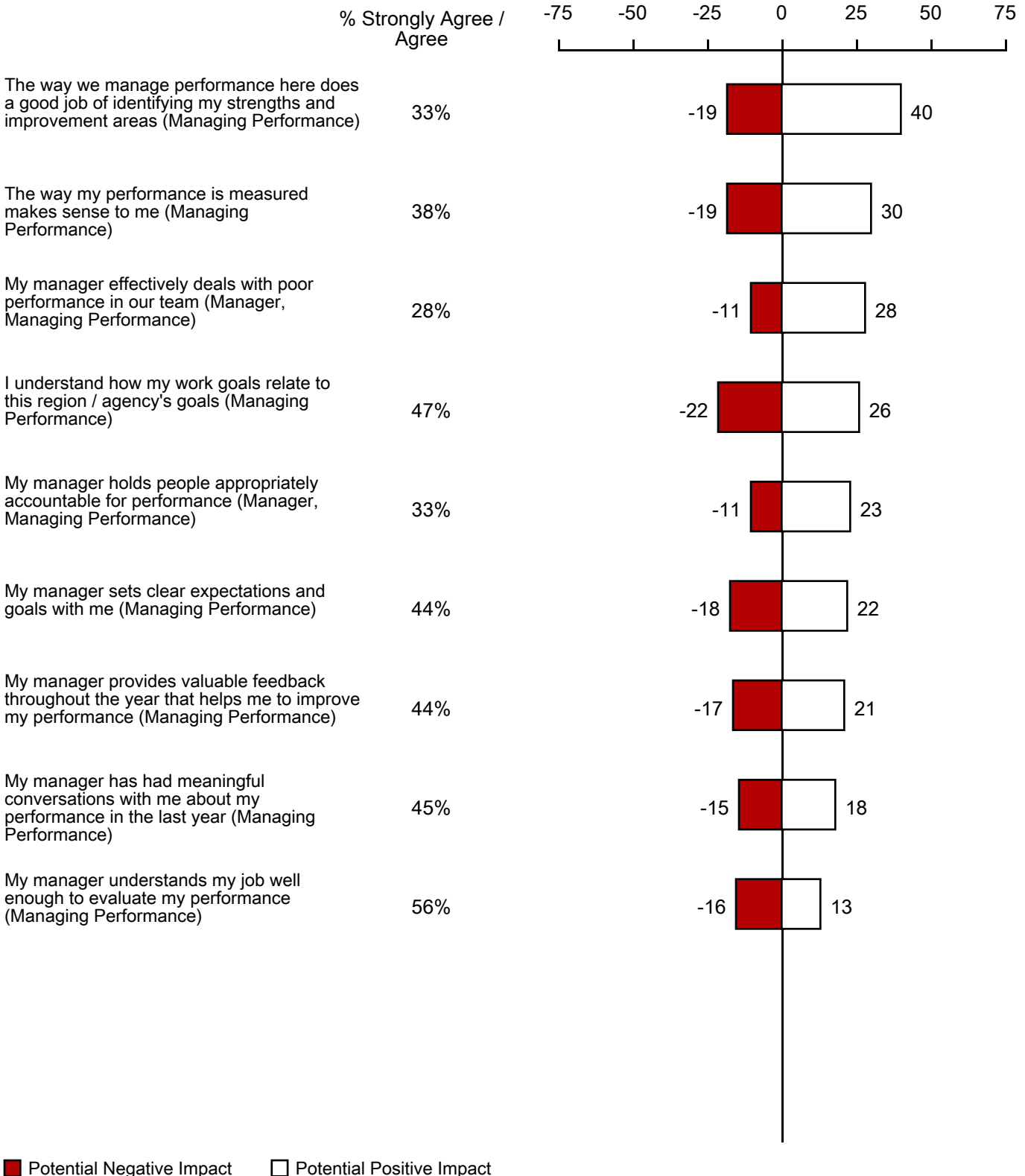
The survey did not include enough sub-driver questions to calculate impacts for this driver.

Managing Performance Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Managing Performance - The way we manage performance here enables me to contribute as much as possible to our region / agency's success: 29%

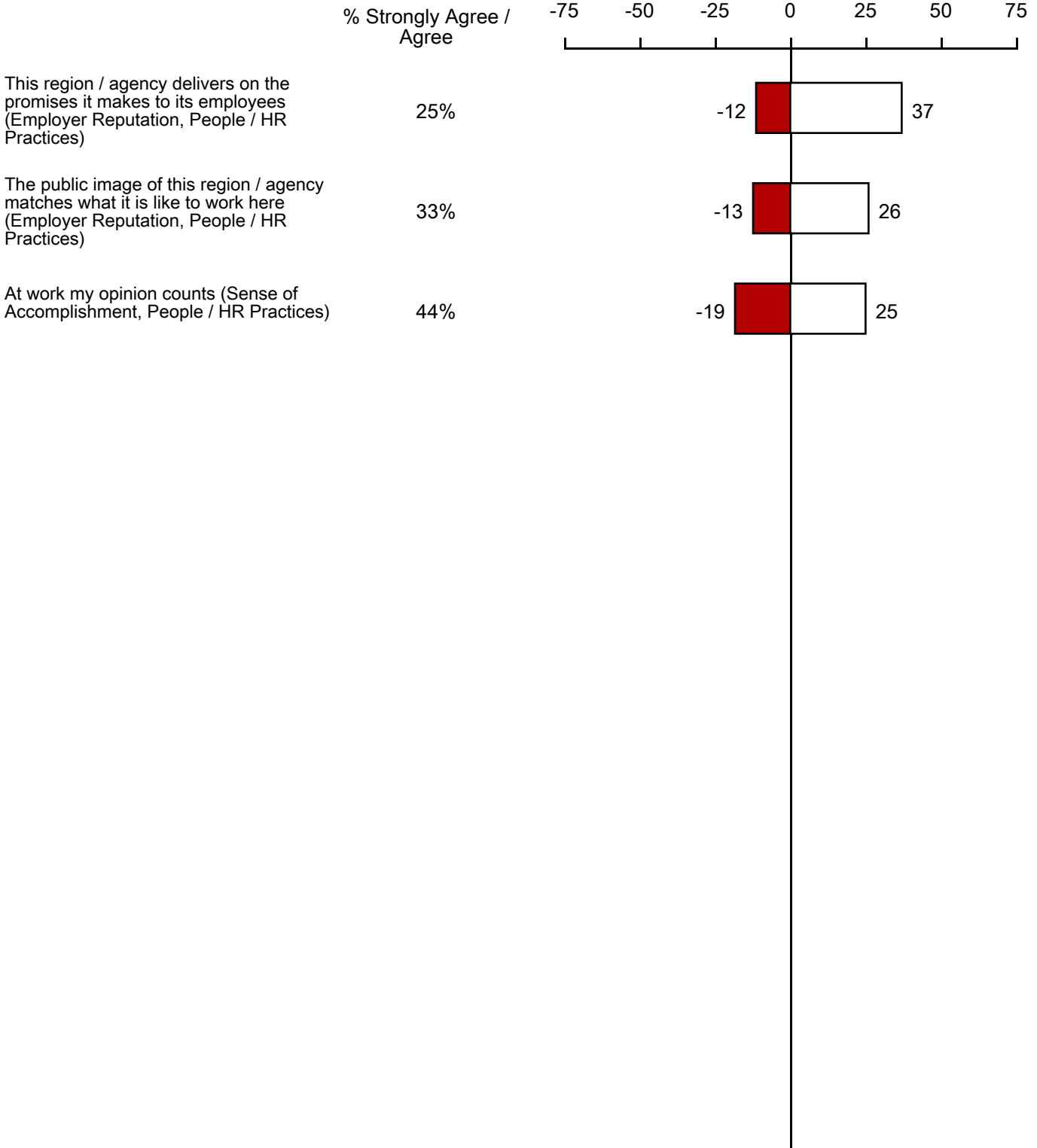


People / HR Practices Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

People / HR Practices - Our people practices create a positive work environment for me: 51%



■ Potential Negative Impact □ Potential Positive Impact

Physical Work Environment Impacts

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

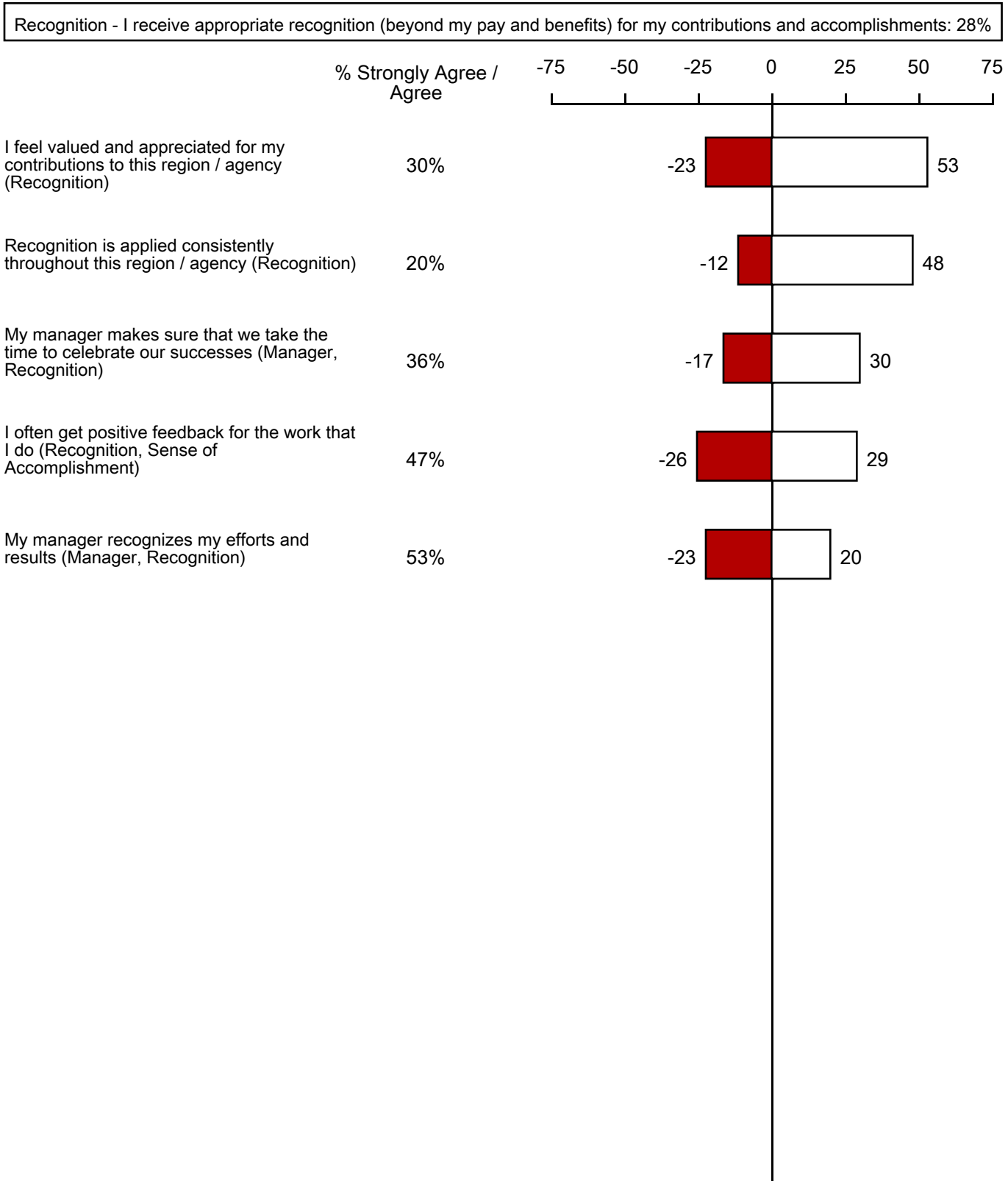
Physical Work Environment - The physical work environment is appropriate for the type of work I do: 66%

The survey did not include enough sub-driver questions to calculate impacts for this driver.

Recognition Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts



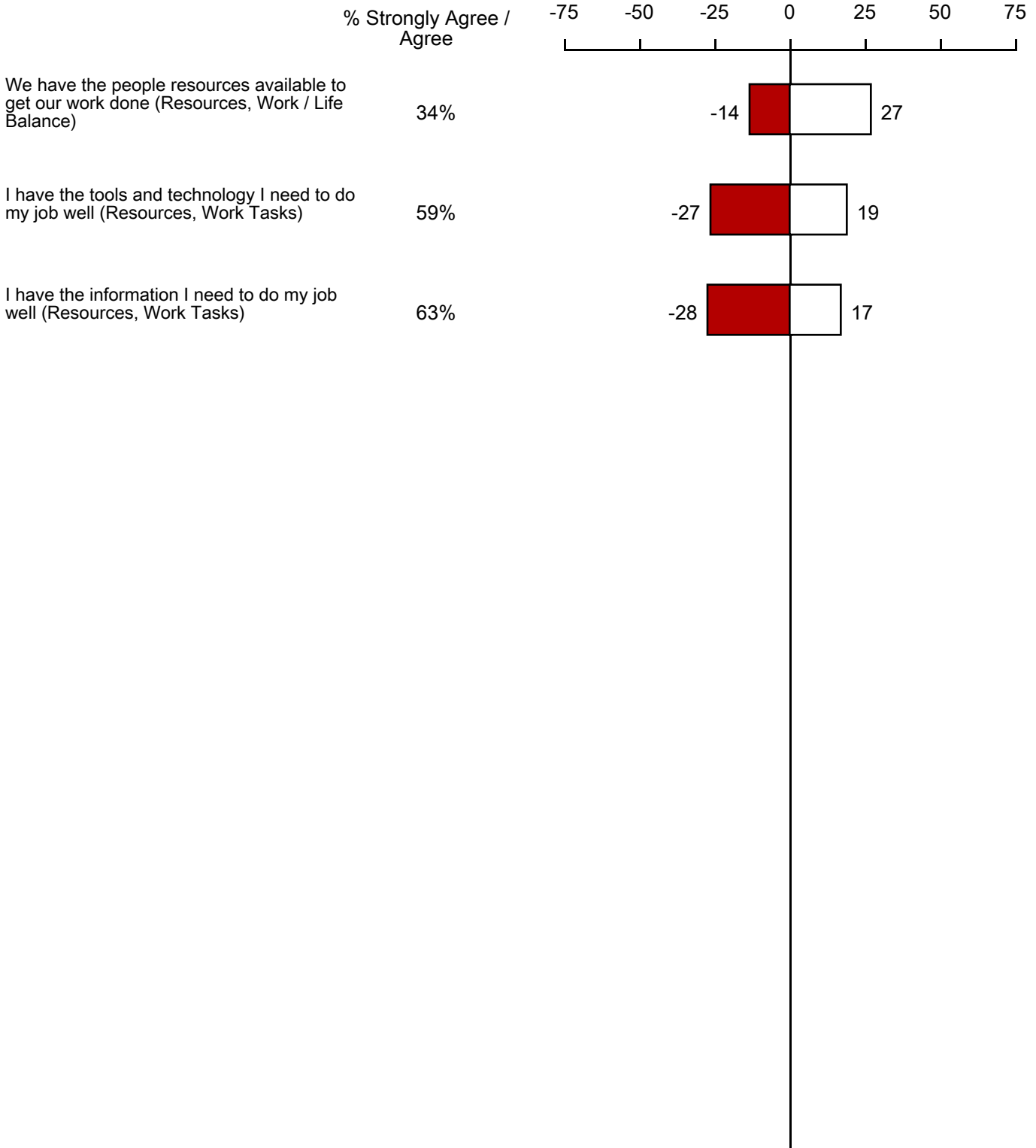
■ Potential Negative Impact □ Potential Positive Impact

Resources Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Resources - The tools and resources provided by this region / agency help me to be as productive as possible: 43%



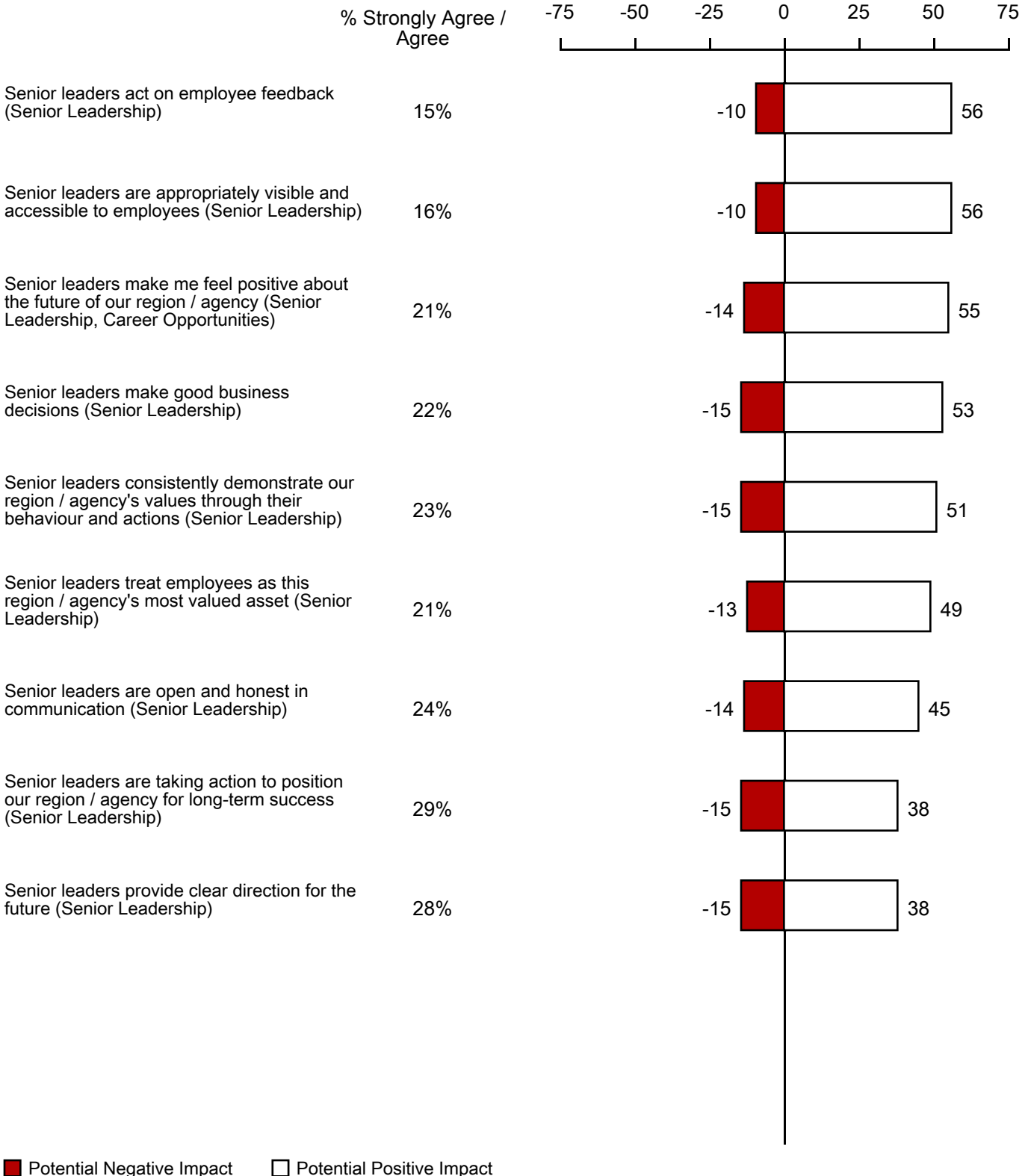
■ Potential Negative Impact □ Potential Positive Impact

Senior Leadership Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Senior Leadership - I see strong evidence of effective leadership from our region / agency's executive team (CEO and VPs): 21%

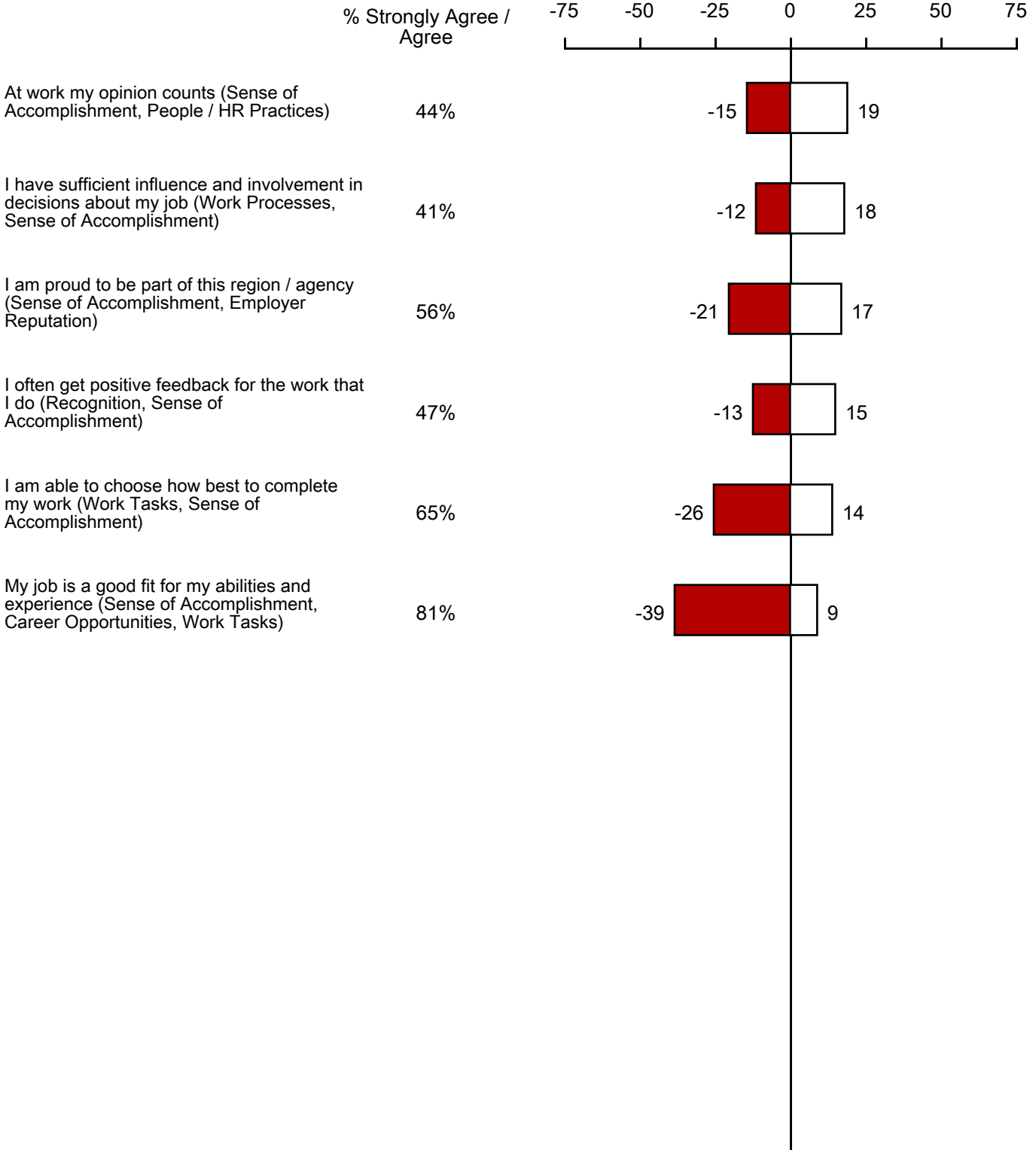


Sense of Accomplishment Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Sense of Accomplishment - I get a sense of accomplishment from my work: 75%

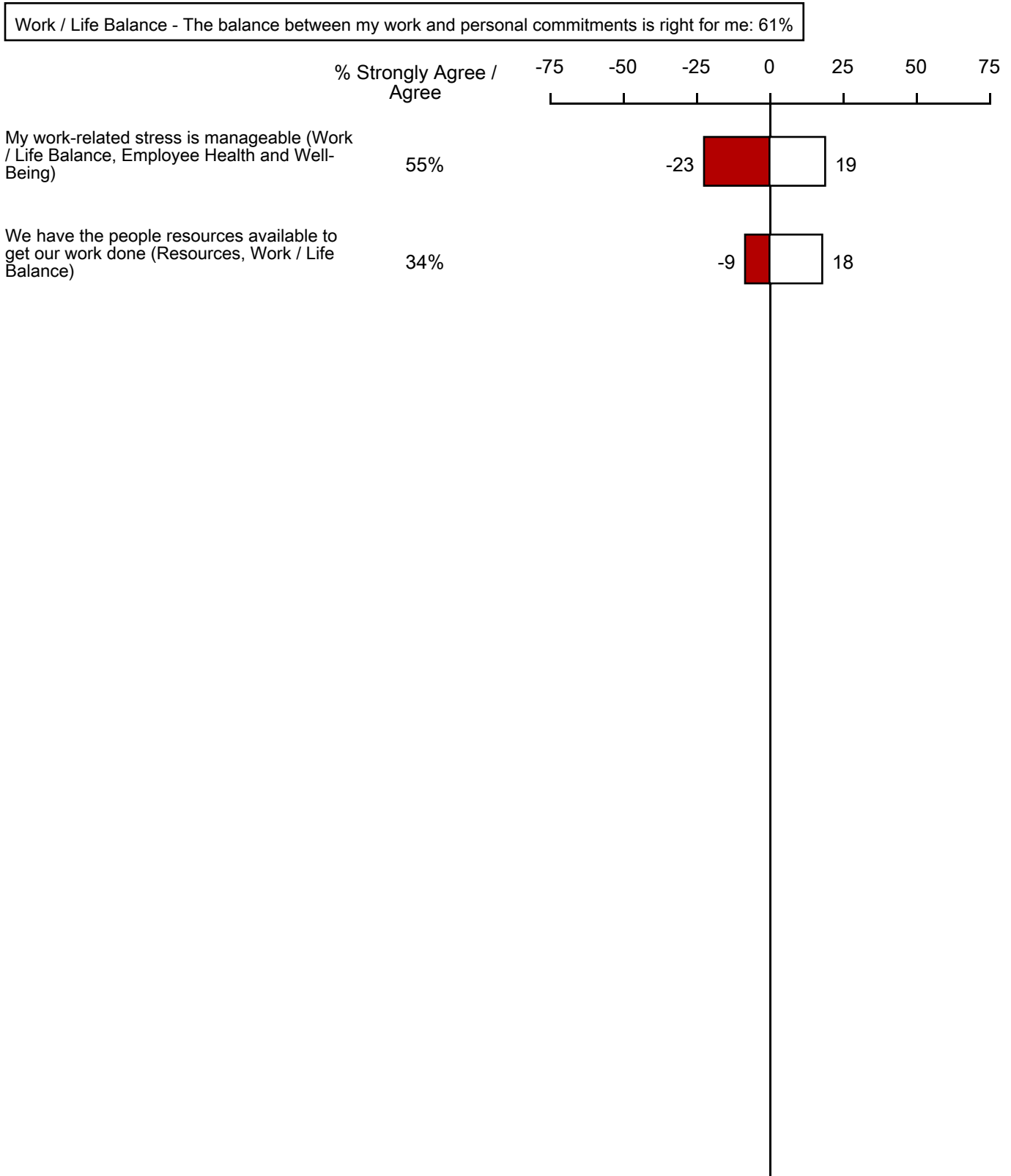


■ Potential Negative Impact □ Potential Positive Impact

Work / Life Balance Impacts

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts



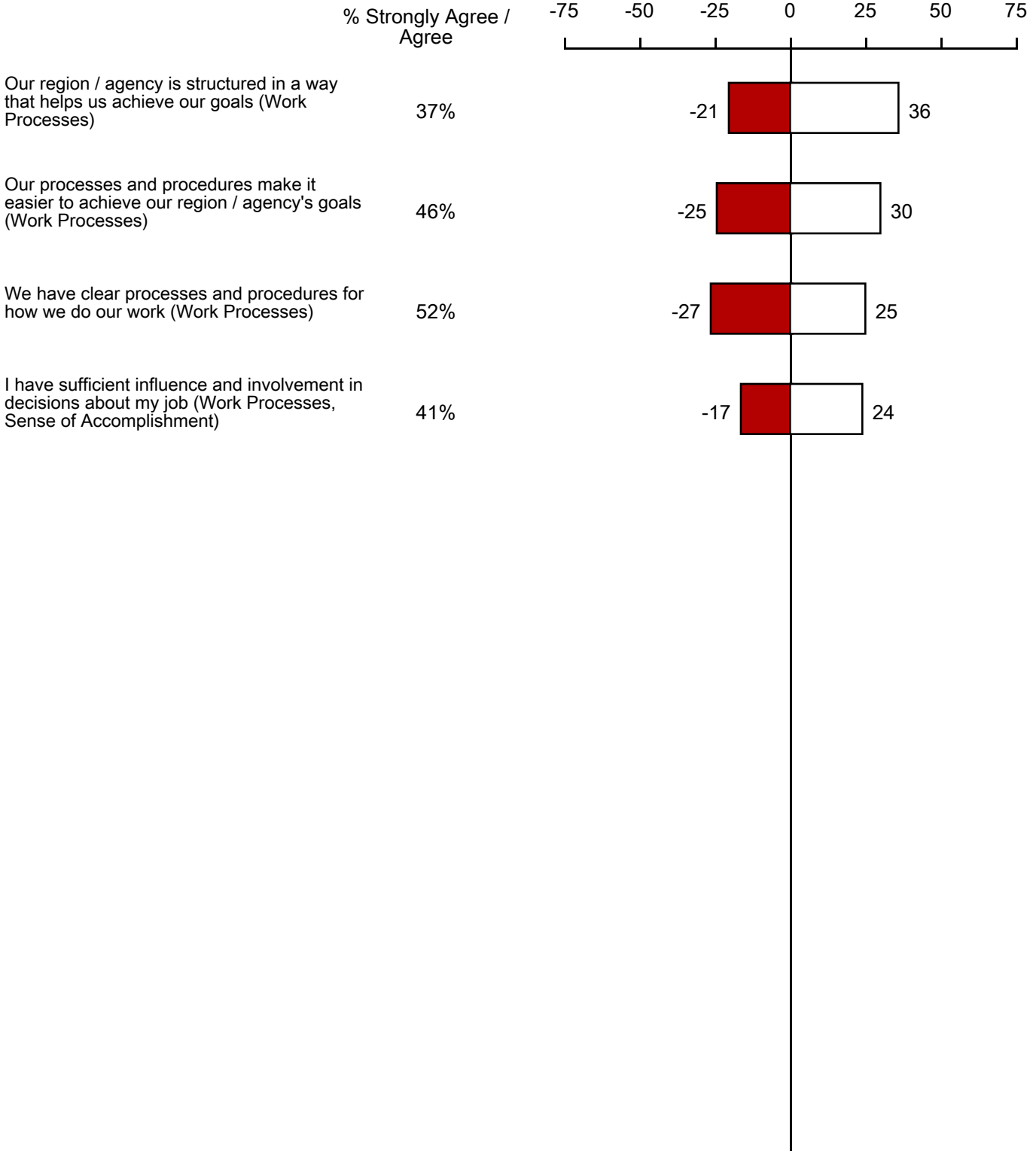
■ Potential Negative Impact □ Potential Positive Impact

Work Processes Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Work Processes - The work processes we have in place allow me to be as productive as possible: 53%



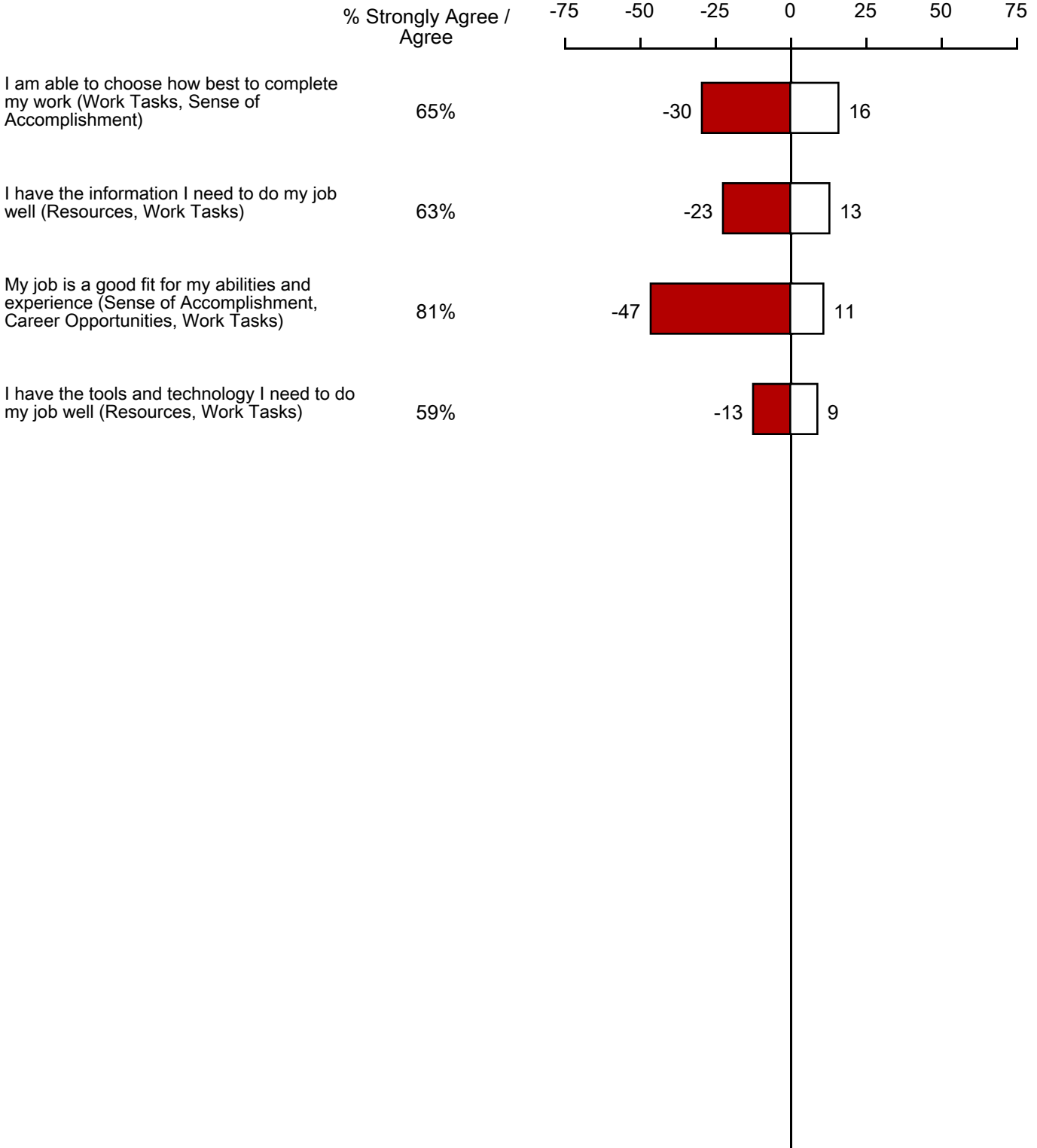
■ Potential Negative Impact □ Potential Positive Impact

Work Tasks Impacts

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Engagement Impacts

Work Tasks - I truly enjoy my day-to-day work tasks: 69%



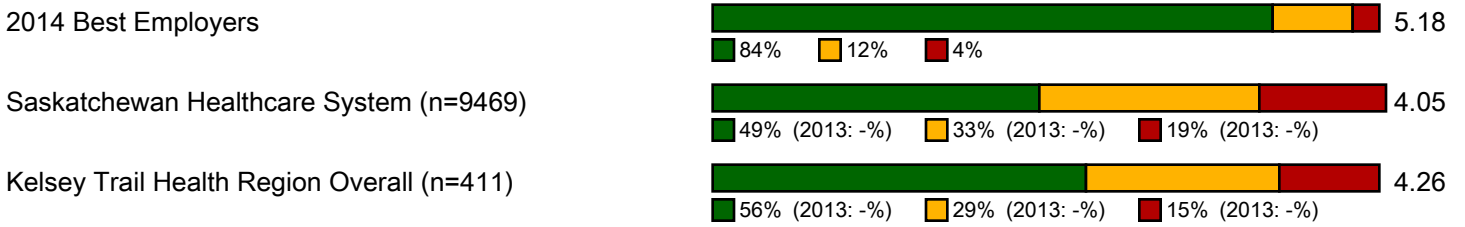
■ Potential Negative Impact □ Potential Positive Impact

Engagement Score

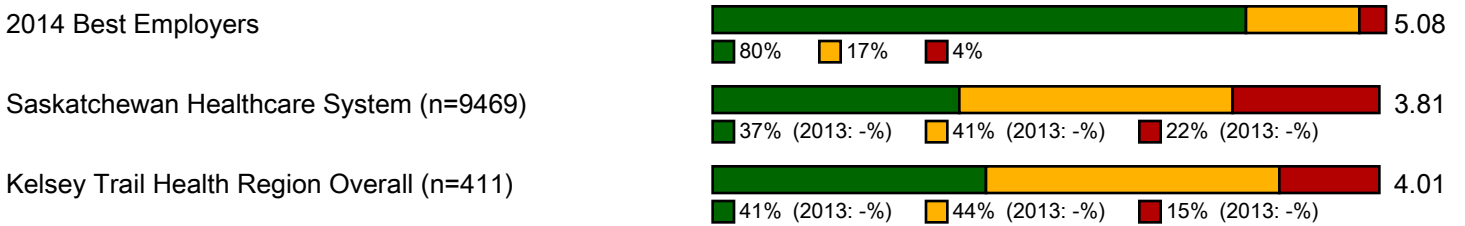
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

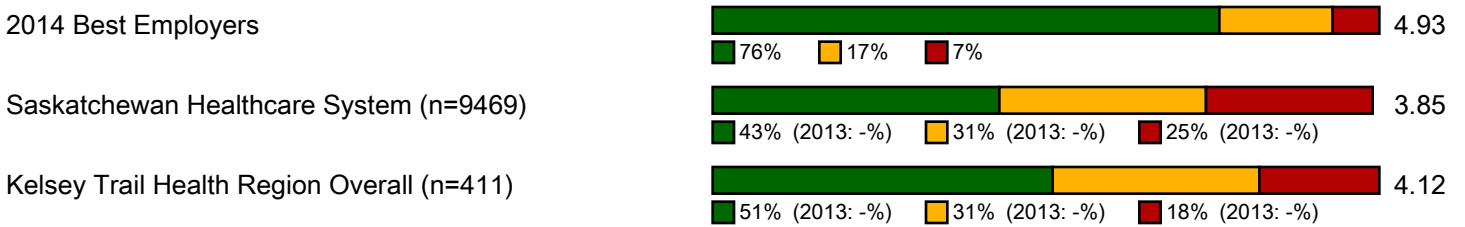
I would not hesitate to recommend this region / agency to a friend seeking employment (Engagement) Mean



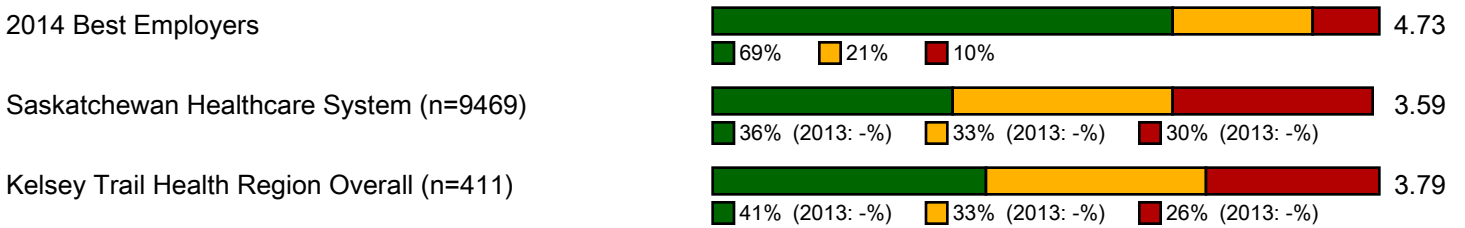
Given the opportunity, I tell others great things about working here (Engagement) Mean



It would take a lot to get me to leave this region / agency (Engagement) Mean



I rarely think about leaving this region / agency to work somewhere else (Engagement) Mean



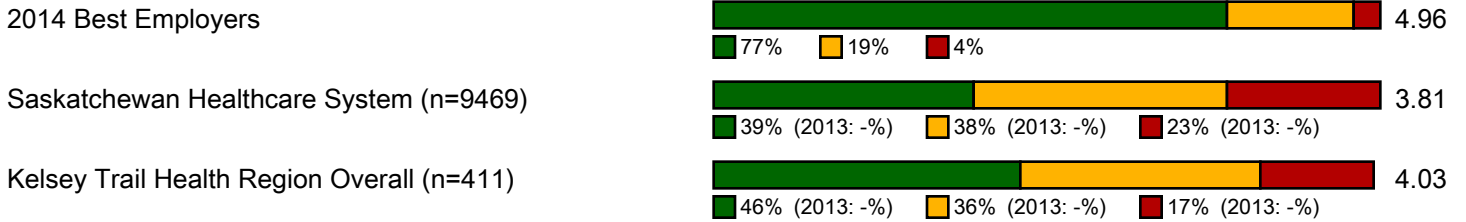
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Engagement Score

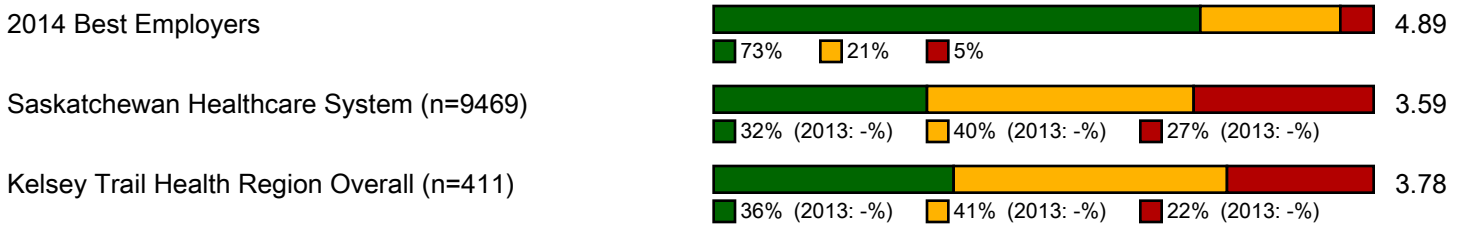
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

This region / agency inspires me to do my best work every day (Engagement) Mean



This region / agency motivates me to contribute more than is normally required to complete my work (Engagement) Mean



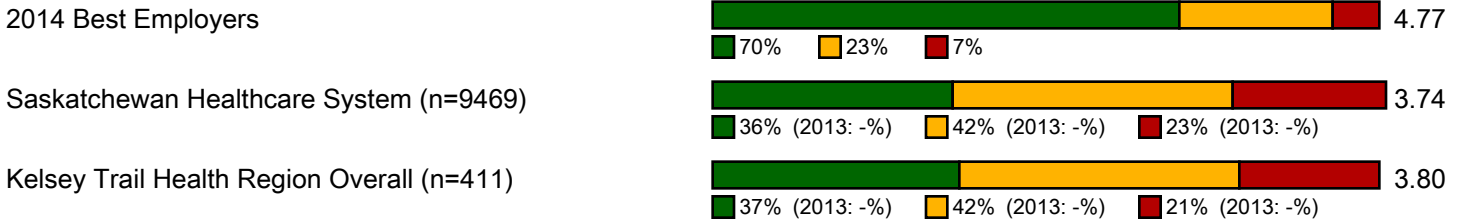
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Engagement Drivers

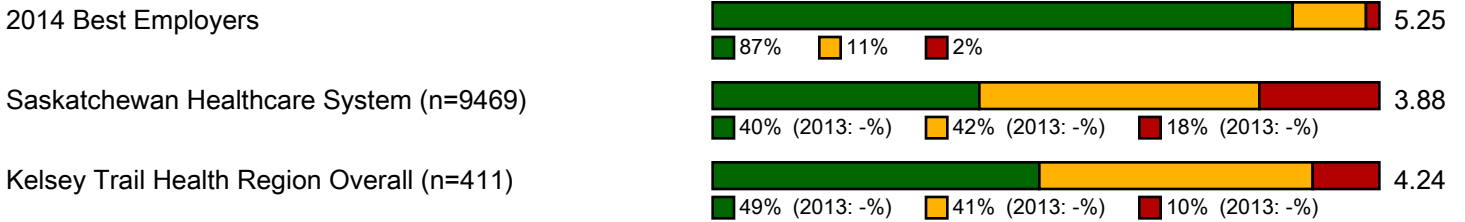
Kelsey Trail Health Region Overall
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Detailed Results

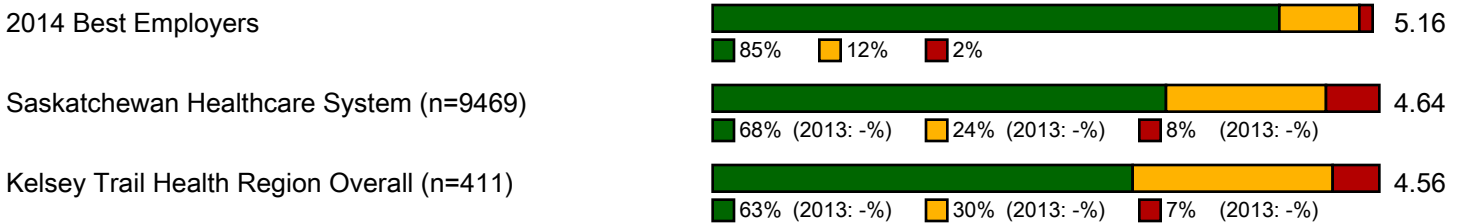
Career Opportunities - My future career opportunities here look good Mean



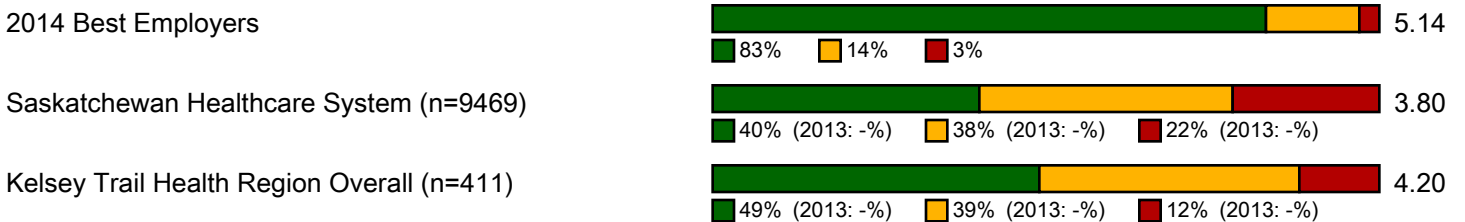
Corporate Social Responsibility - This is a socially and environmentally responsible region / agency Mean



Co-workers - My co-workers respect my thoughts and feelings Mean



Employee Health and Well-Being - Employee health and well-being is strongly supported in this region / agency Mean



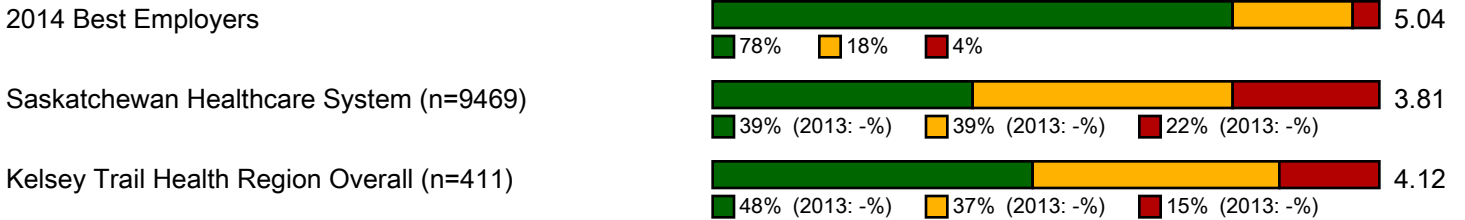
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Engagement Drivers

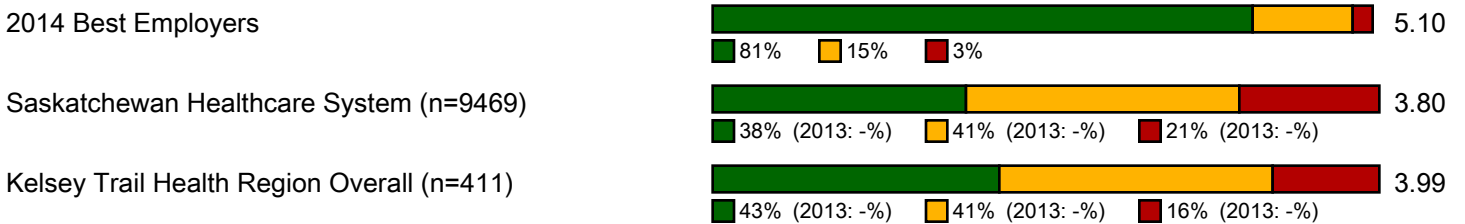
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Detailed Results

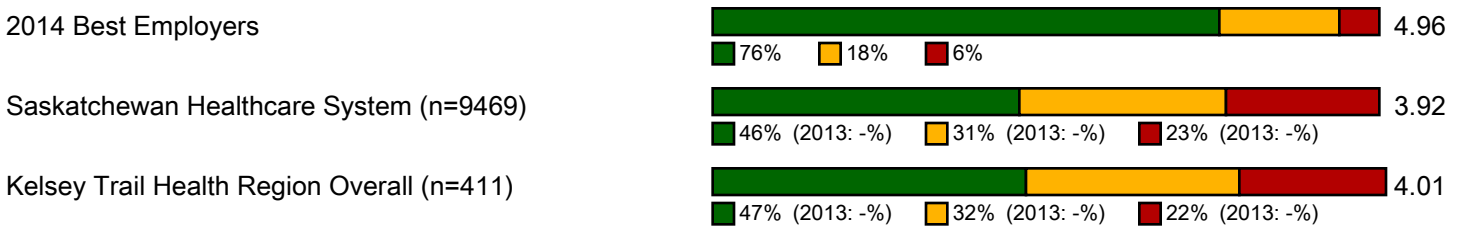
Employer Reputation - This region / agency is considered one of the best places to work for someone with my skills and experience Mean



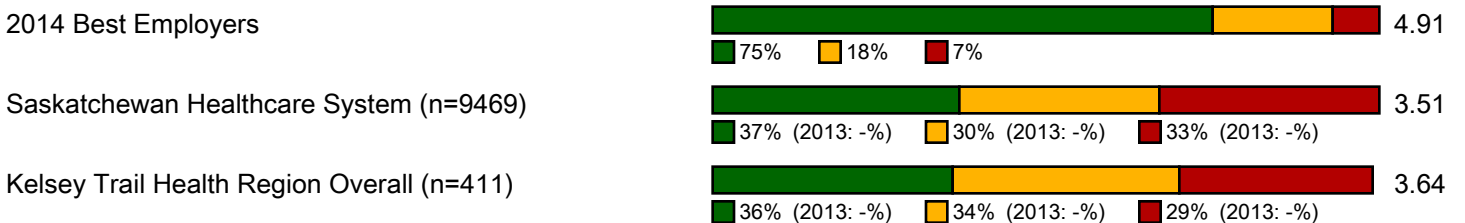
Learning and Development - Employee learning and development is strongly supported in this region / agency Mean



Manager - My manager provides the support I need to succeed Mean



Manager Once Removed - I see strong evidence of effective leadership from the person my manager reports to (my manager's manager) Mean



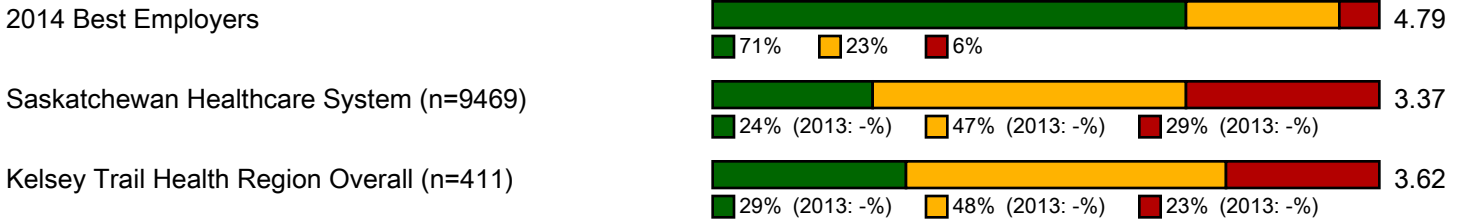
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Engagement Drivers

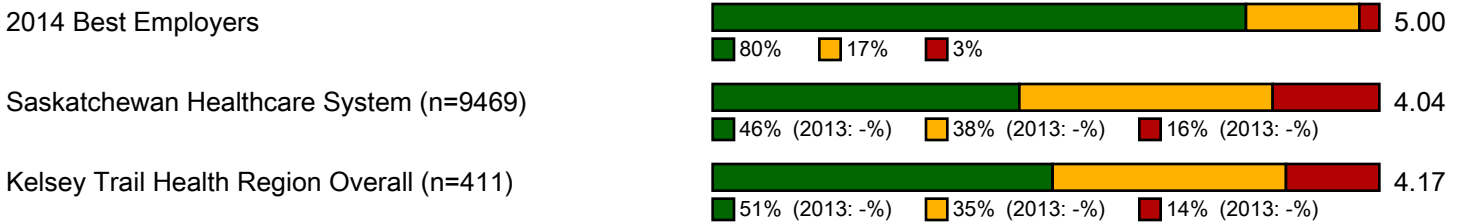
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

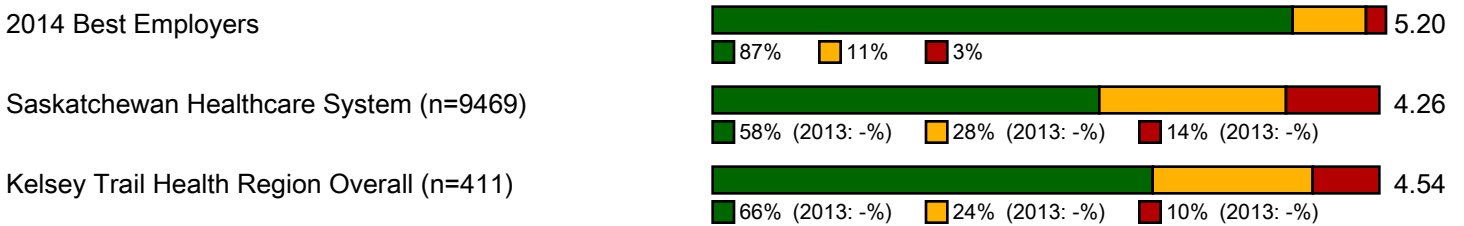
Managing Performance - The way we manage performance here enables me to contribute as much as possible to our region / agency's success Mean



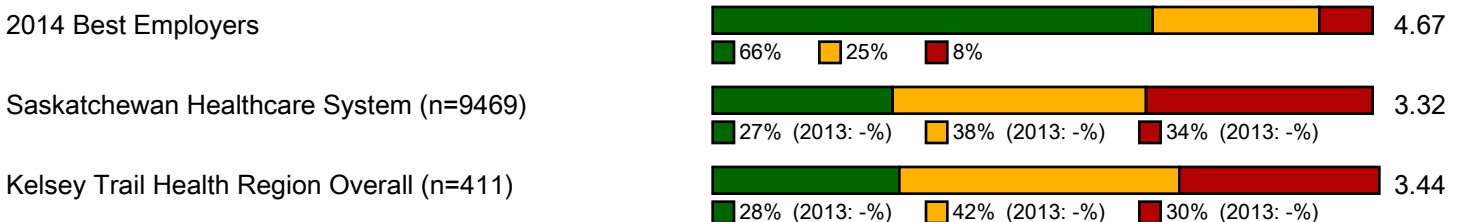
People / HR Practices - Our people practices create a positive work environment for me Mean



Physical Work Environment - The physical work environment is appropriate for the type of work I do Mean



Recognition - I receive appropriate recognition (beyond my pay and benefits) for my contributions and accomplishments Mean



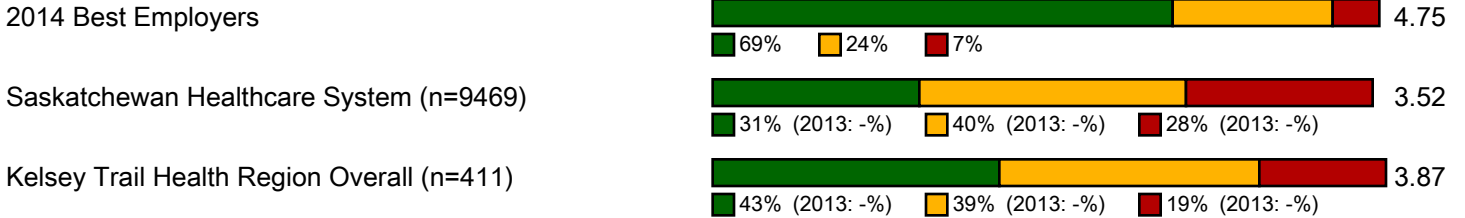
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Engagement Drivers

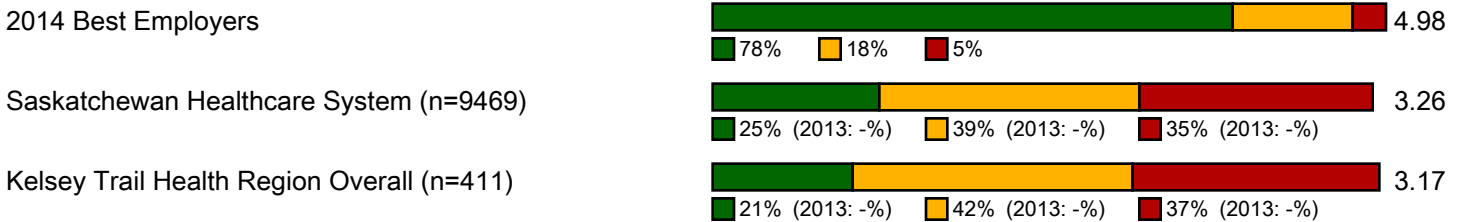
Kelsey Trail Health Region Overall
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Detailed Results

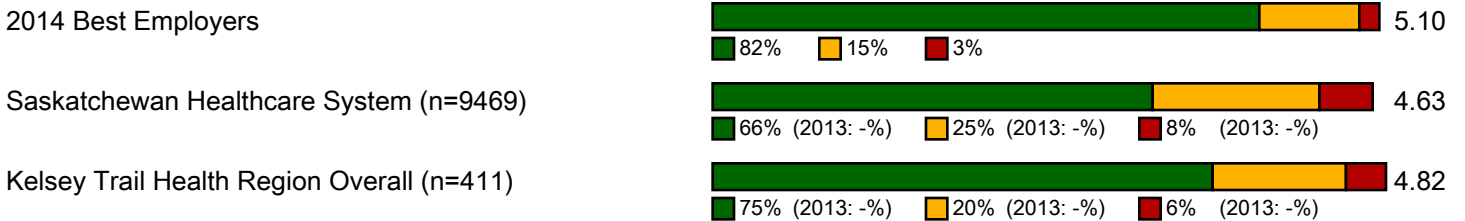
Resources - The tools and resources provided by this region / agency help me to be as productive as possible Mean



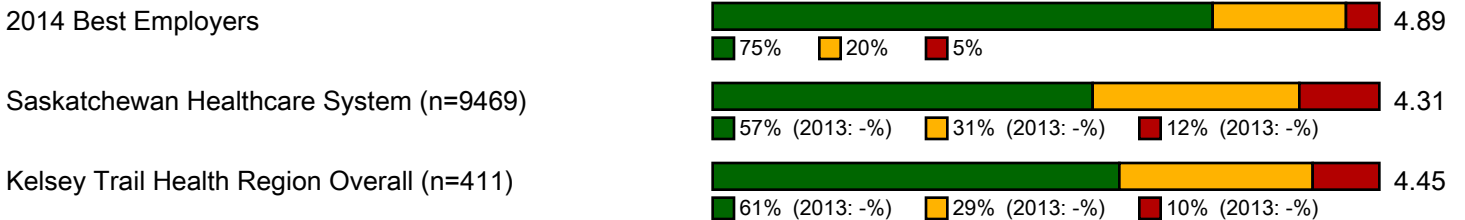
Senior Leadership - I see strong evidence of effective leadership from our region / agency's executive team (CEO and VPs) Mean



Sense of Accomplishment - I get a sense of accomplishment from my work Mean



Work / Life Balance - The balance between my work and personal commitments is right for me Mean



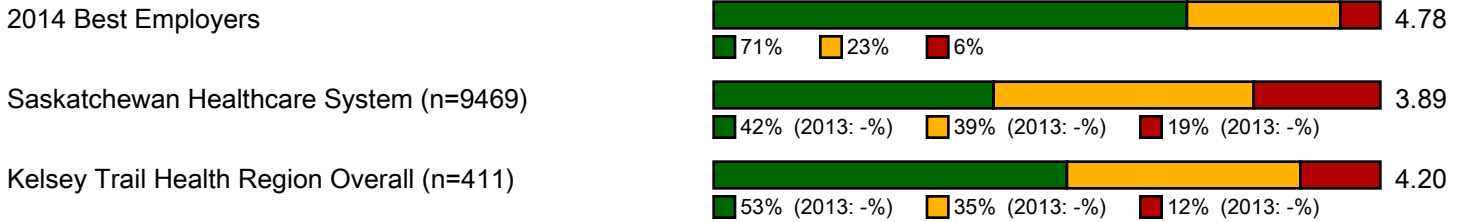
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Engagement Drivers

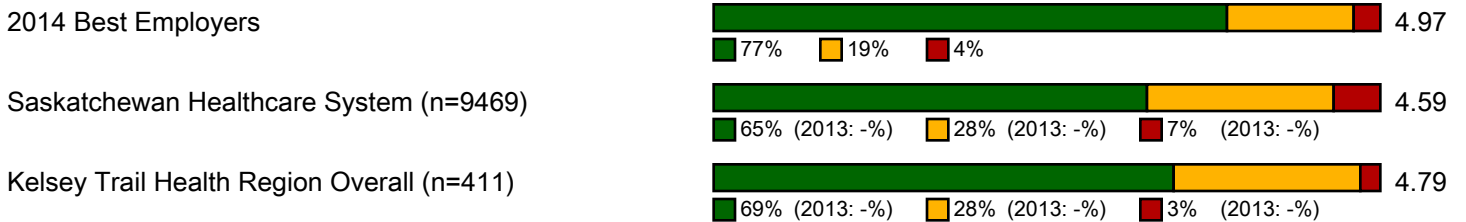
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

Work Processes - The work processes we have in place allow me to be as productive as possible Mean



Work Tasks - I truly enjoy my day-to-day work tasks Mean



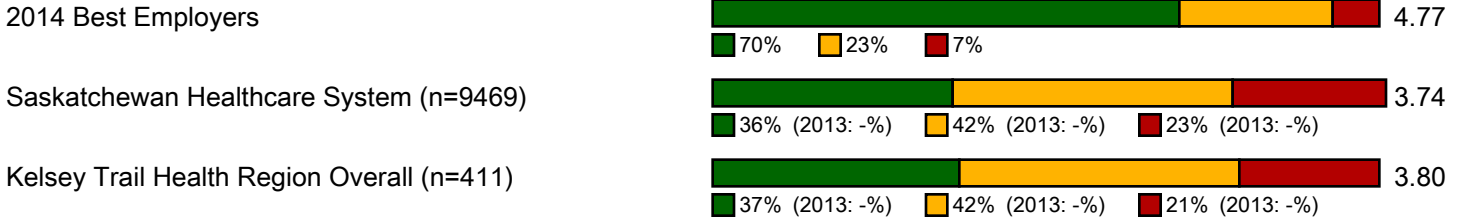
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Career Opportunities

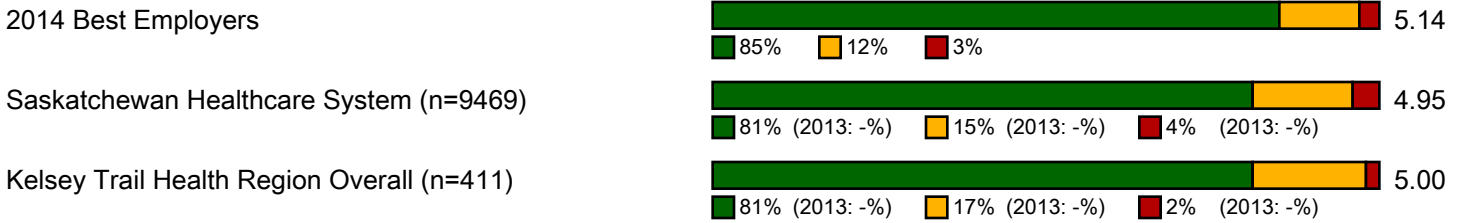
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

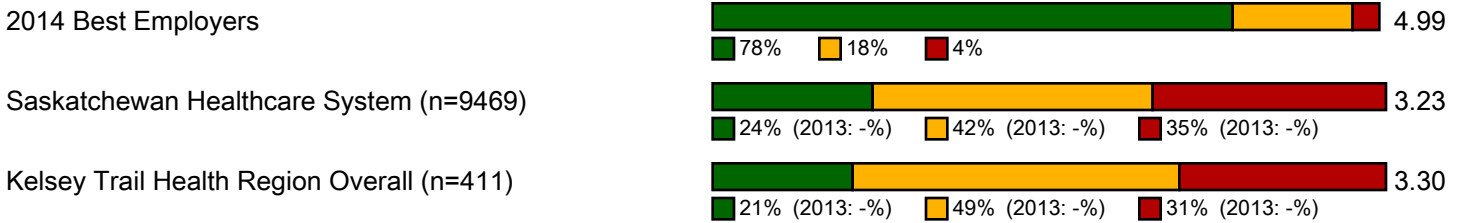
Career Opportunities - My future career opportunities here look good Mean



My job is a good fit for my abilities and experience (Sense of Accomplishment, Career Opportunities, Work Tasks) Mean



Senior leaders make me feel positive about the future of our region / agency (Senior Leadership, Career Opportunities) Mean



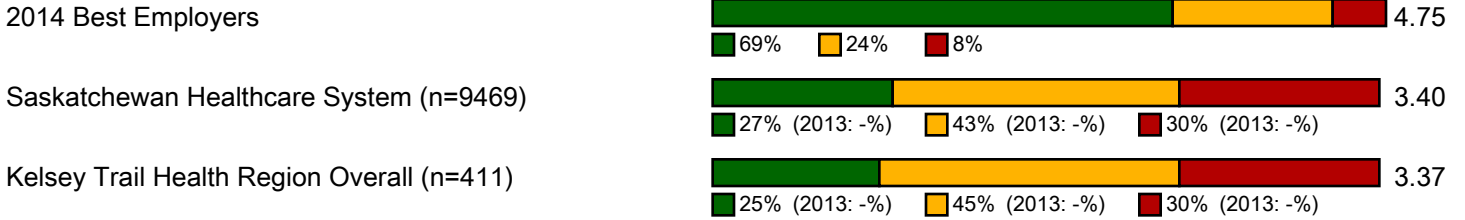
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Career Opportunities

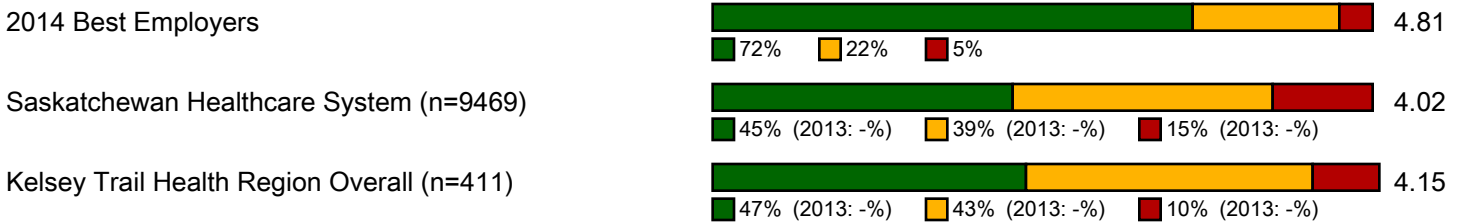
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

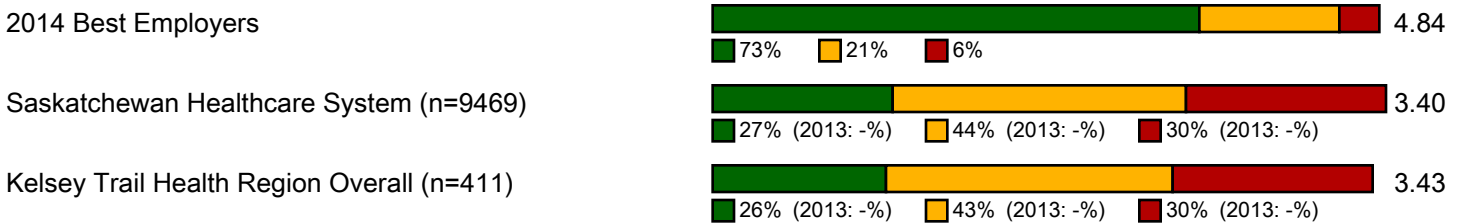
There are sufficient opportunities within this region / agency for me to advance my career (Career Opportunities) Mean



I understand what is required to advance in this region / agency (Career Opportunities) Mean



This region / agency offers excellent career opportunities to employees who are strong performers (Career Opportunities) Mean



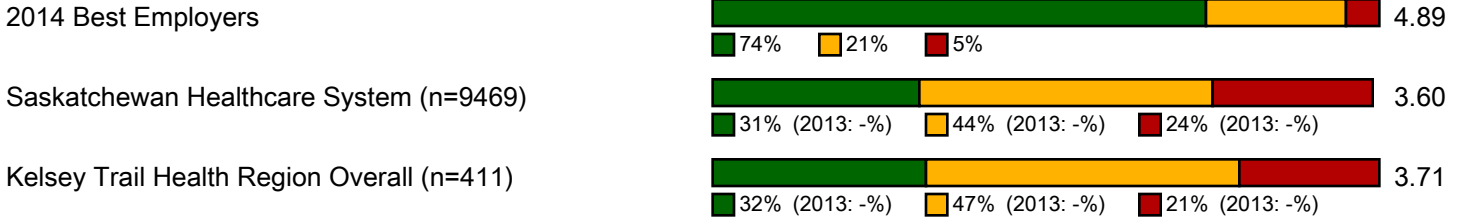
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Career Opportunities

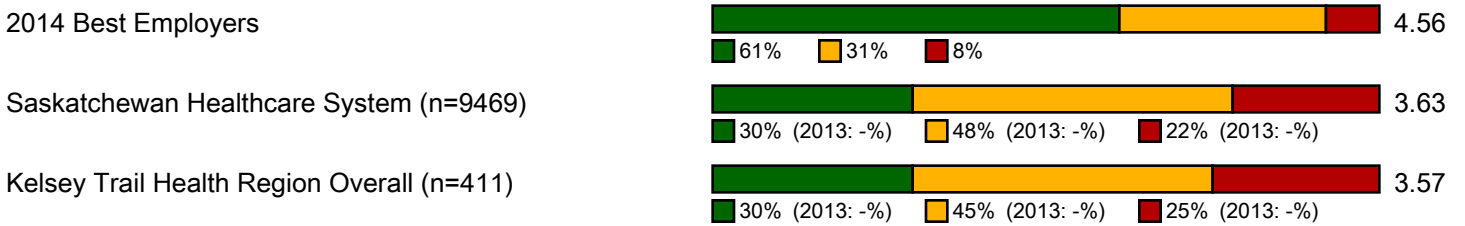
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

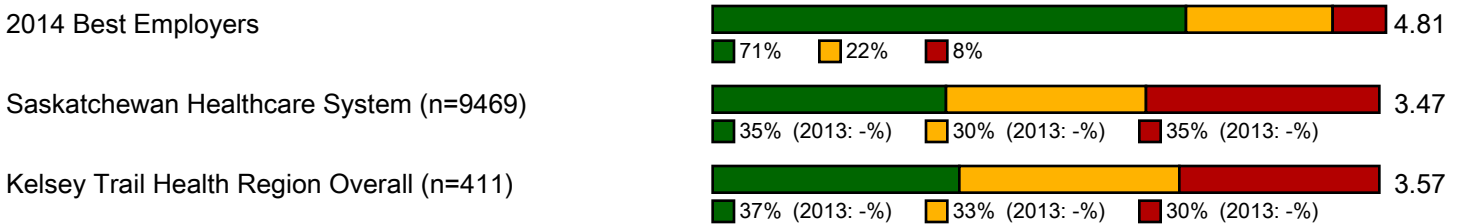
There are sufficient opportunities within this region / agency for me to gain new skills (Learning and Development, Career Opportunities) Mean



It is easy for employees to move to different roles in this region / agency (Career Opportunities, Learning and Development) Mean



My manager has had meaningful conversations with me about my development and/or career goals in the last year (Career Opportunities) Mean



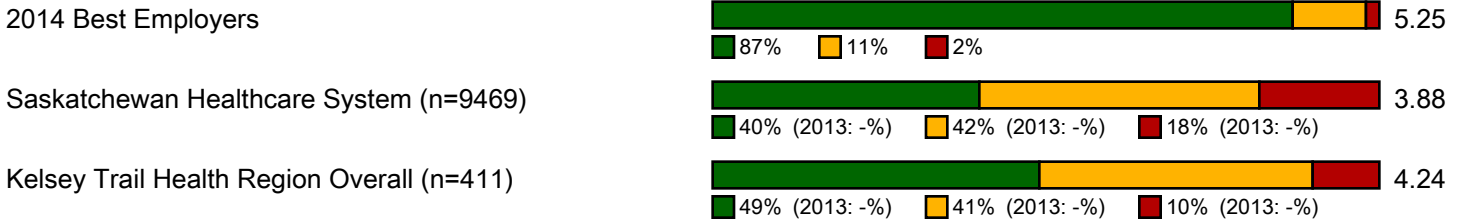
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Corporate Social Responsibility

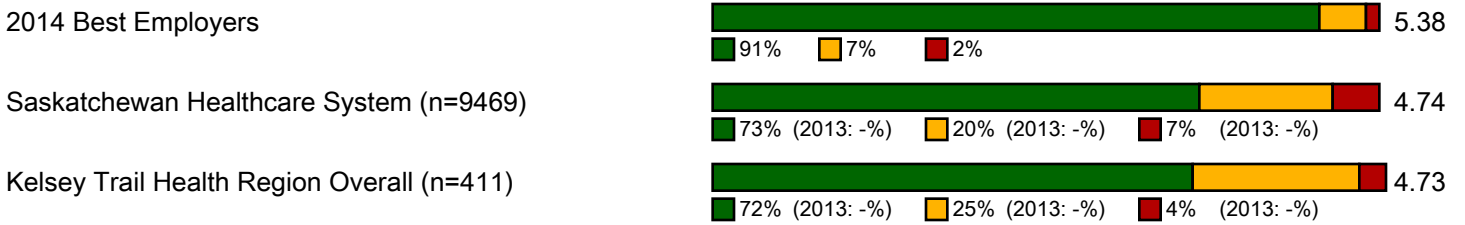
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

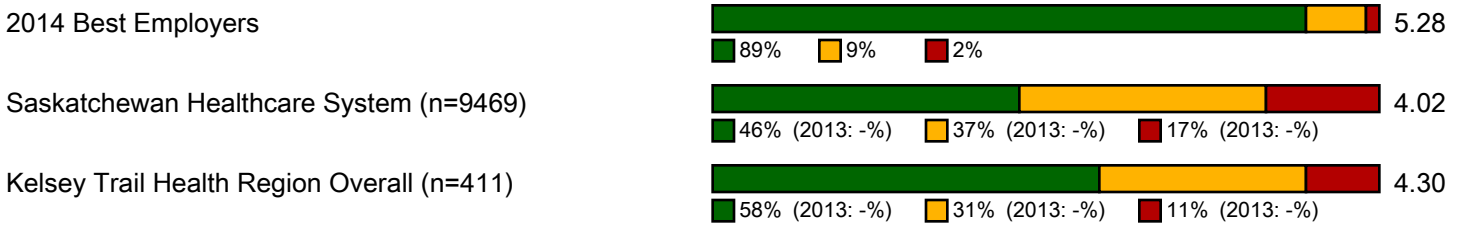
Corporate Social Responsibility - This is a socially and environmentally responsible region / agency Mean



We have a work environment that is open and accepts individual differences (e.g. gender, race, ethnicity, sexual orientation, religion, age) (Corporate Social Responsibility) Mean



This region / agency is fair, respectful and honest with patients / clients / residents (Corporate Social Responsibility) Mean



■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Corporate Social Responsibility

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

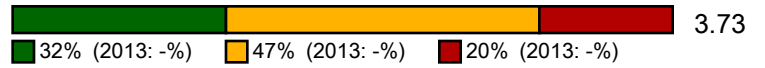
This region / agency has an excellent reputation in our local community (Employer Reputation, Corporate Social Responsibility)

Mean

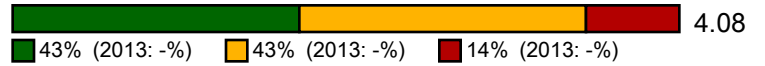
2014 Best Employers



Saskatchewan Healthcare System (n=9469)



Kelsey Trail Health Region Overall (n=411)



■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

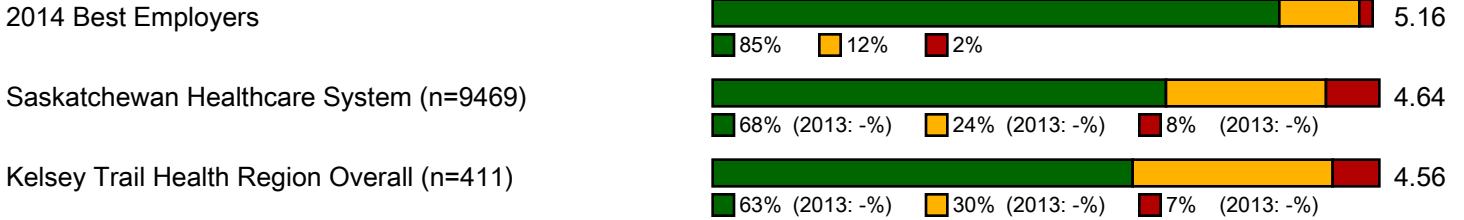
Co-workers

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

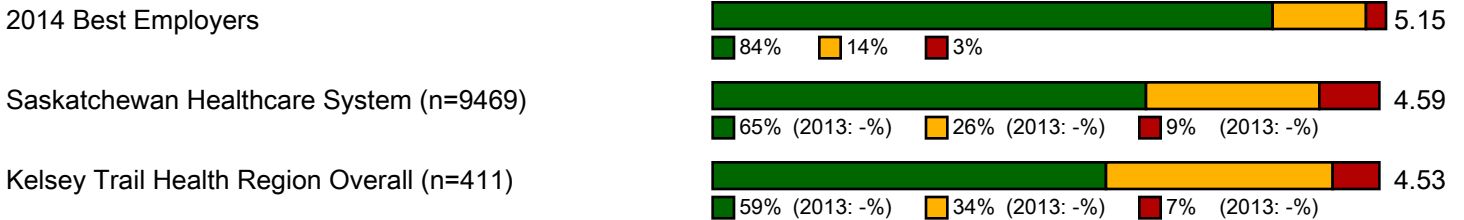
Co-workers - My co-workers respect my thoughts and feelings

Mean



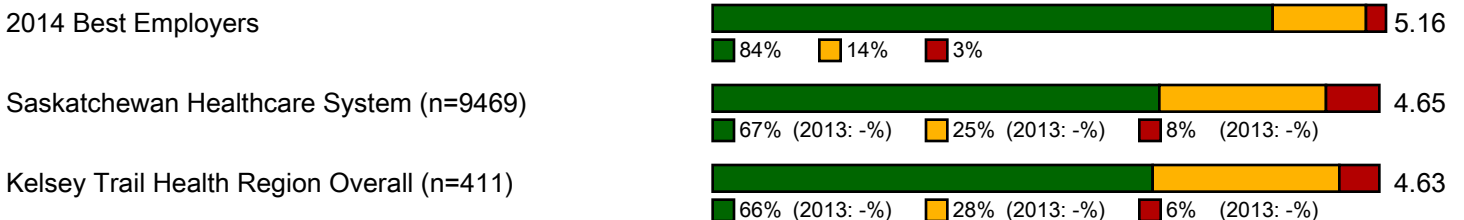
My co-workers work together to achieve our goals (Co-workers)

Mean



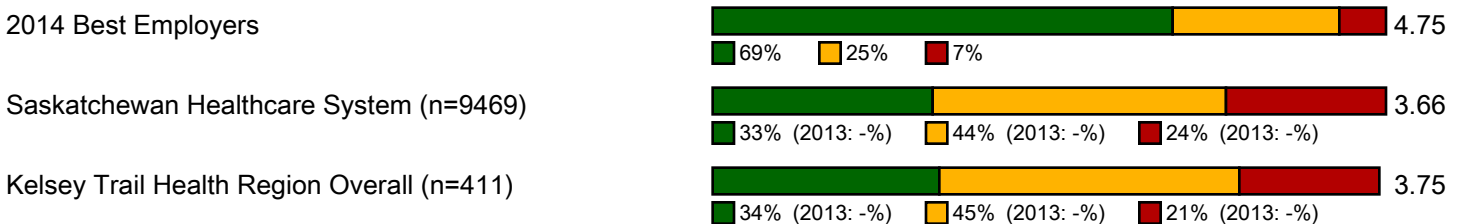
My co-workers share best practice and job knowledge with each other (Co-workers)

Mean



There is effective cooperation between different groups / departments in the region / agency (Co-workers)

Mean



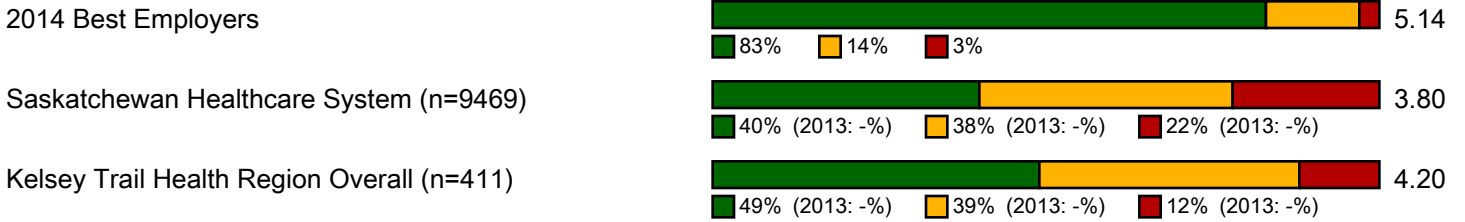
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Employee Health and Well-Being

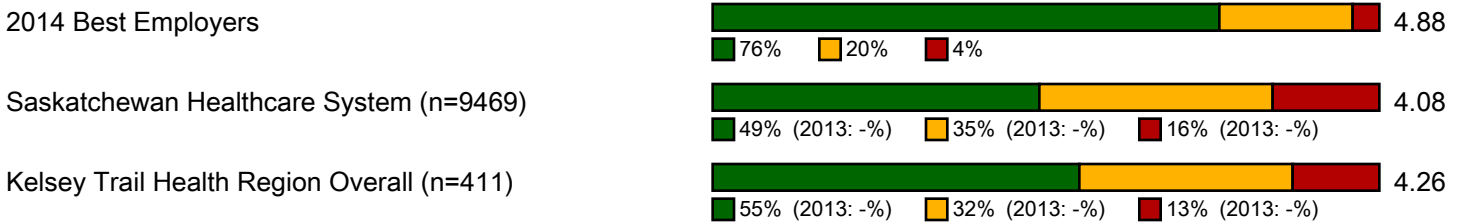
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

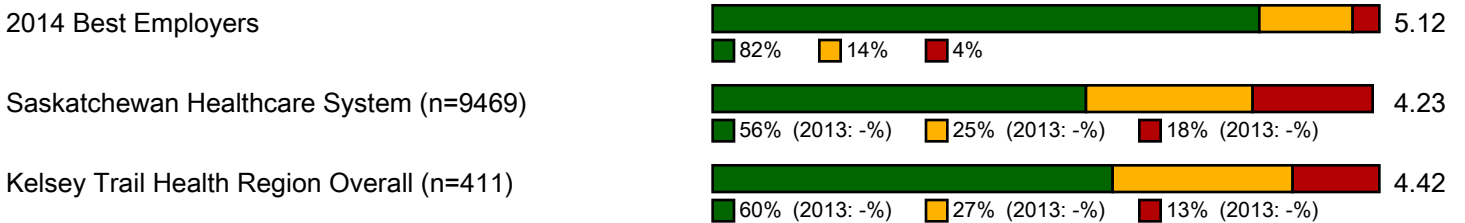
Employee Health and Well-Being - Employee health and well-being is strongly supported in this region / agency Mean



My work-related stress is manageable (Work / Life Balance, Employee Health and Well-Being) Mean



My manager supports my health and well-being where appropriate (Employee Health and Well-Being, Manager) Mean



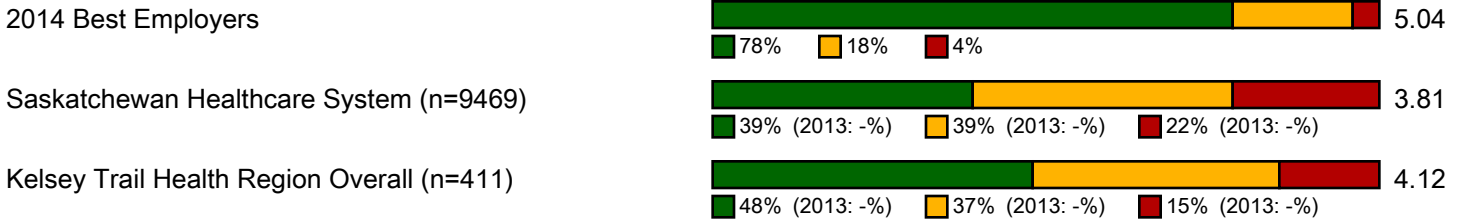
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Employer Reputation

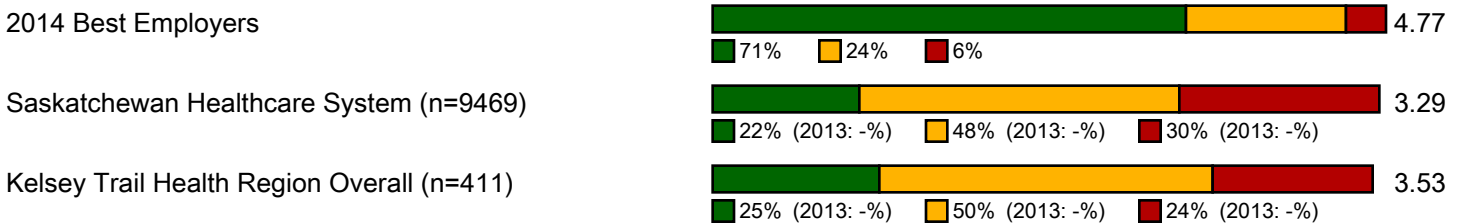
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

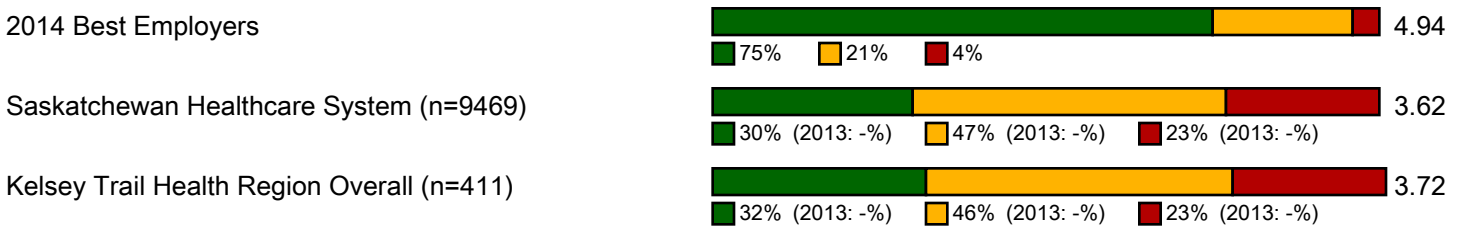
Employer Reputation - This region / agency is considered one of the best places to work for someone with my skills and experience Mean



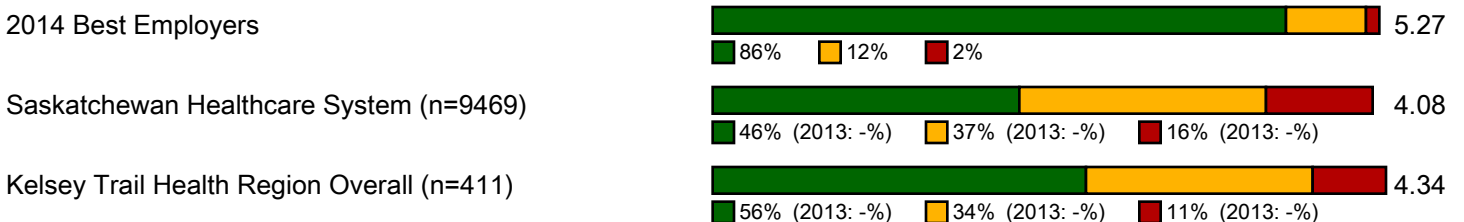
This region / agency delivers on the promises it makes to its employees (Employer Reputation, People / HR Practices) Mean



I can clearly explain what makes working here different from other region / agencies (Employer Reputation) Mean



I am proud to be part of this region / agency (Sense of Accomplishment, Employer Reputation) Mean



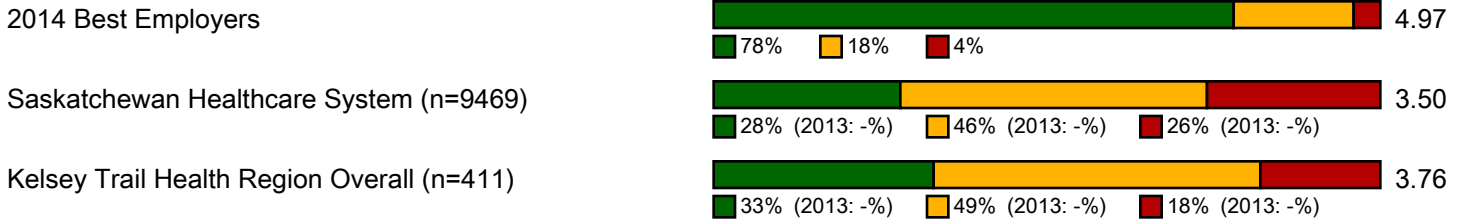
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Employer Reputation

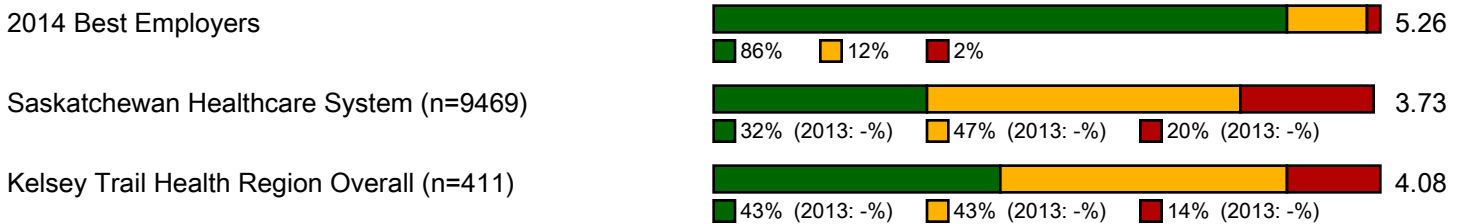
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

The public image of this region / agency matches what it is like to work here (Employer Reputation, People / HR Practices) Mean



This region / agency has an excellent reputation in our local community (Employer Reputation, Corporate Social Responsibility) Mean



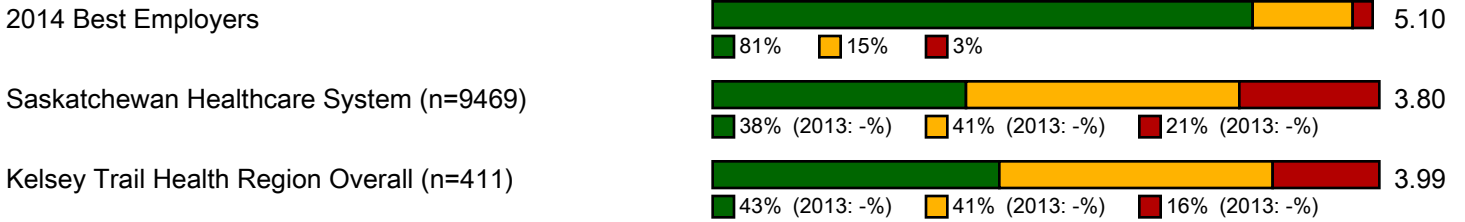
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Learning and Development

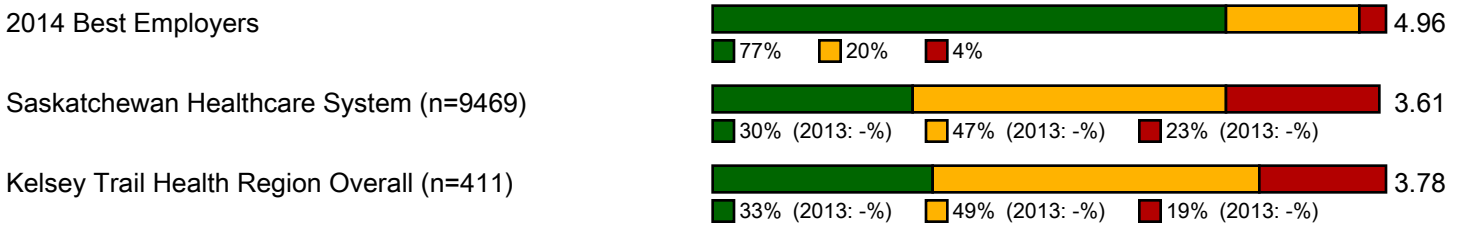
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

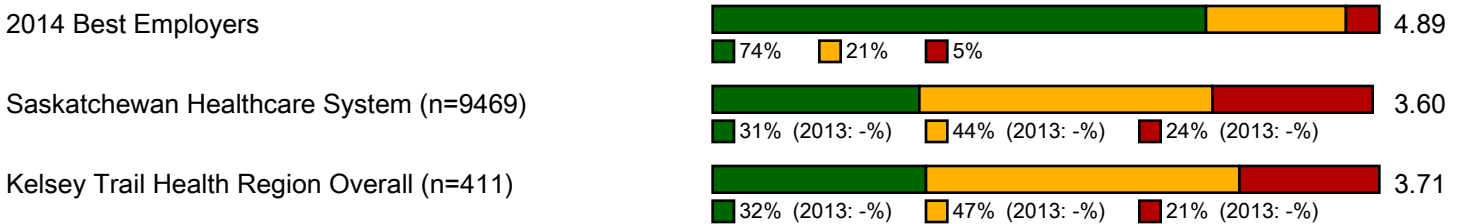
Learning and Development - Employee learning and development is strongly supported in this region / agency Mean



This region / agency supports the development of new ideas that contribute to our future success (Learning and Development) Mean



There are sufficient opportunities within this region / agency for me to gain new skills (Learning and Development, Career Opportunities) Mean



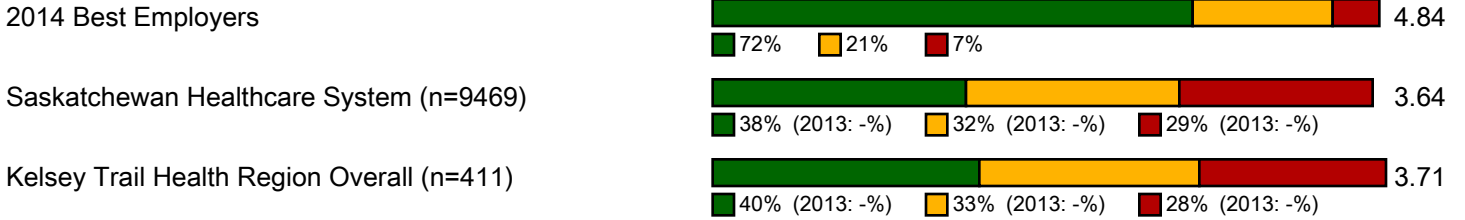
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Learning and Development

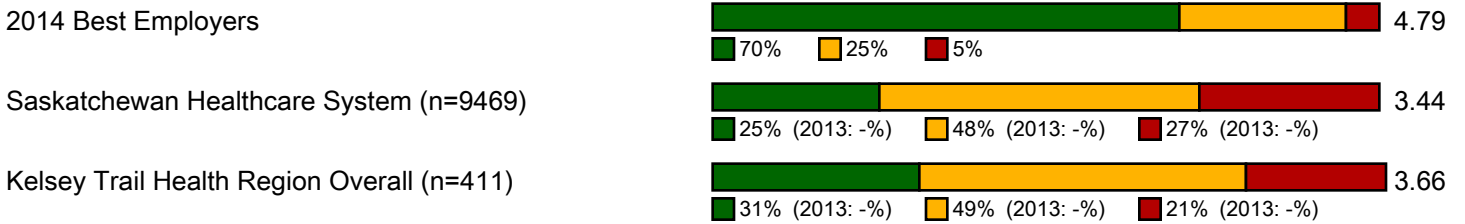
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

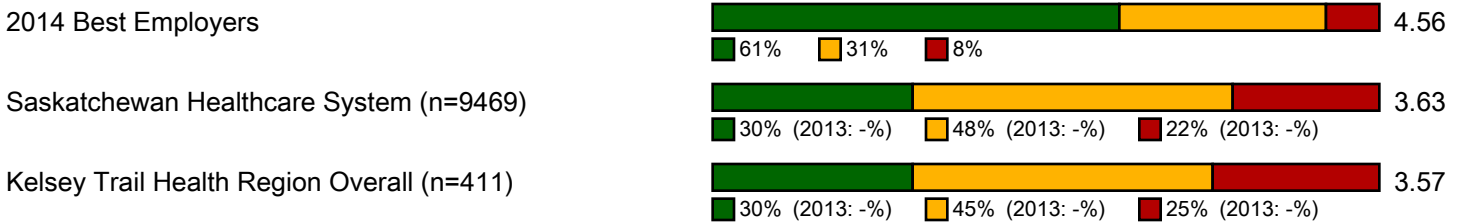
My manager works with me to find ways I can develop and grow in my job (Manager, Learning and Development) Mean



This region / agency has an effective process to help me identify my development needs (Learning and Development) Mean



It is easy for employees to move to different roles in this region / agency (Career Opportunities, Learning and Development) Mean



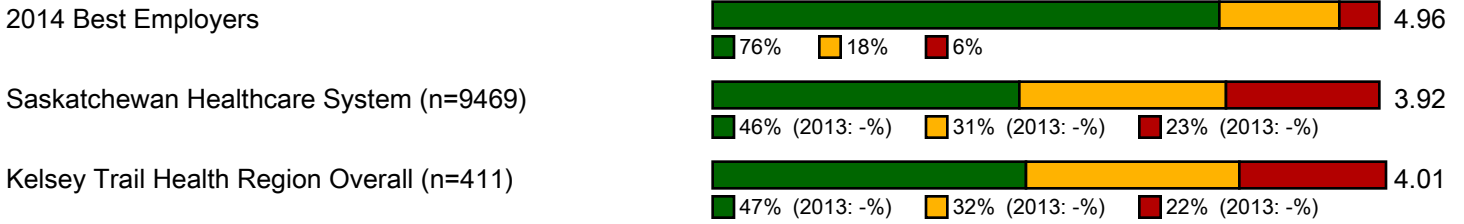
 Strongly Agree / Agree  Slightly Agree / Slightly Disagree  Disagree / Strongly Disagree

Manager

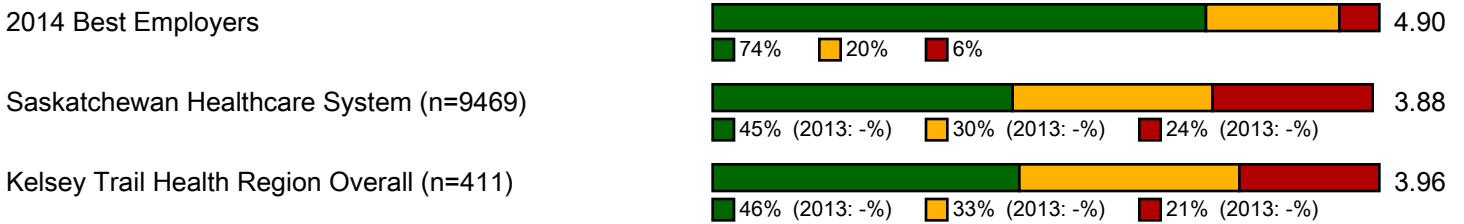
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

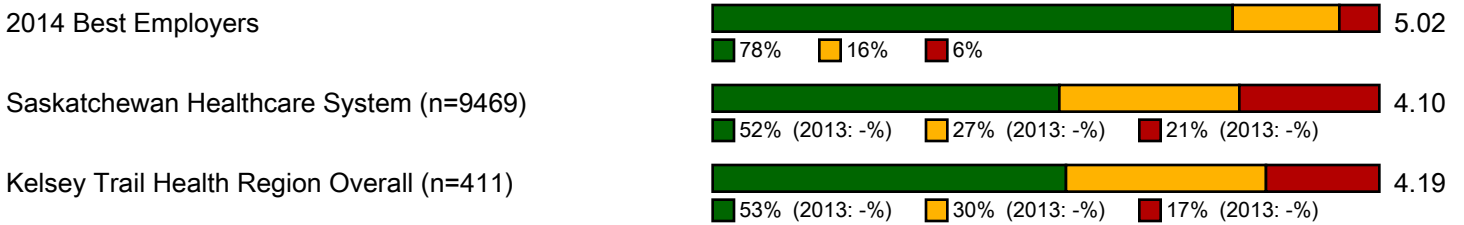
Manager - My manager provides the support I need to succeed Mean



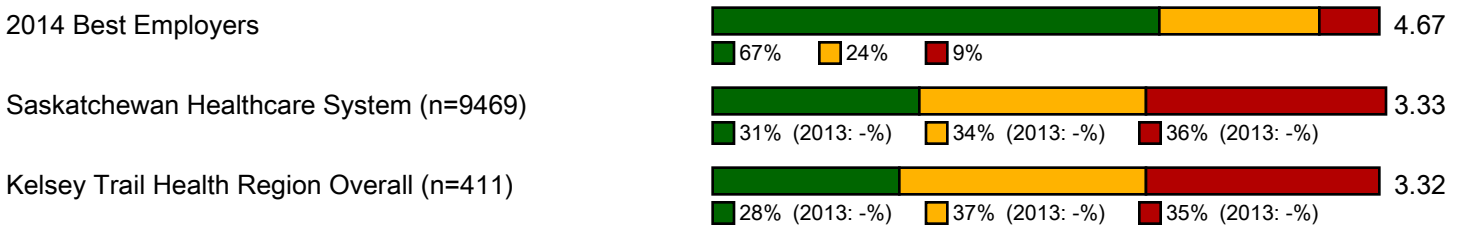
My manager inspires me to do my best work every day (Manager) Mean



My manager recognizes my efforts and results (Manager, Recognition) Mean



My manager effectively deals with poor performance in our team (Manager, Managing Performance) Mean



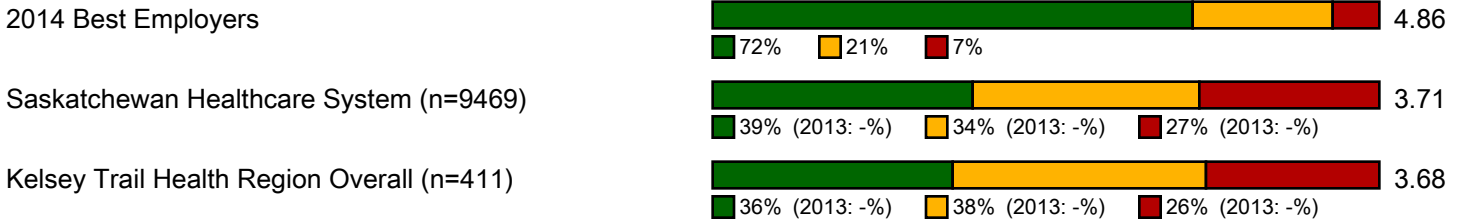
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Manager

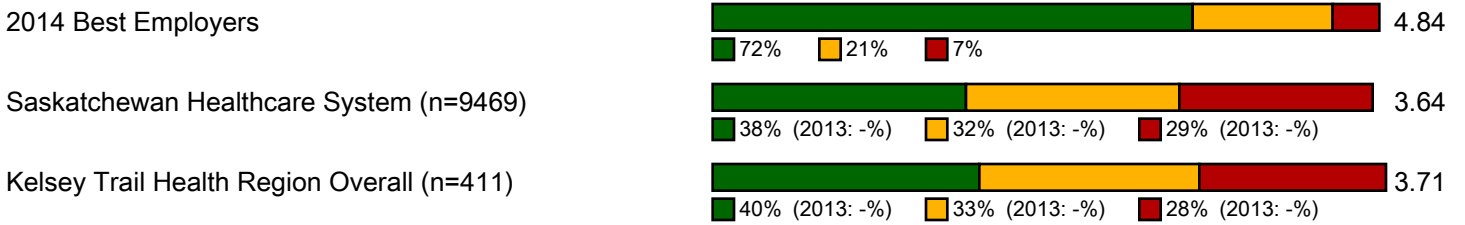
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

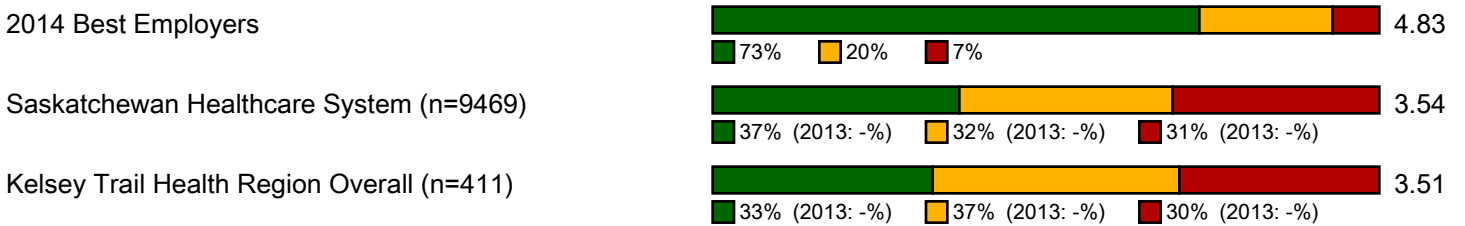
My manager makes sure that we take the time to celebrate our successes (Manager, Recognition) Mean



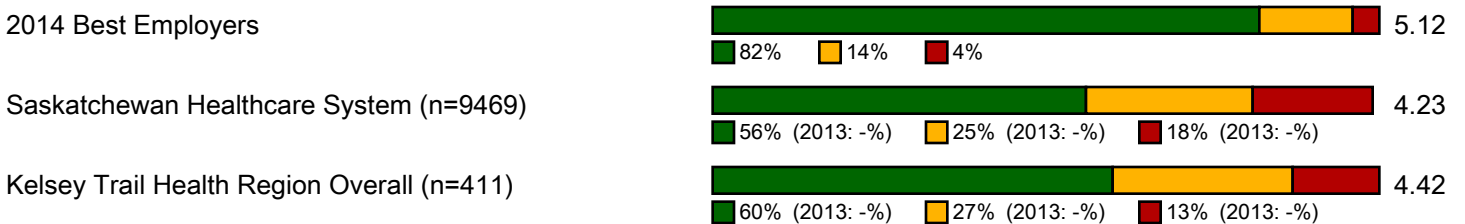
My manager works with me to find ways I can develop and grow in my job (Manager, Learning and Development) Mean



My manager holds people appropriately accountable for performance (Manager, Managing Performance) Mean



My manager supports my health and well-being where appropriate (Employee Health and Well-Being, Manager) Mean



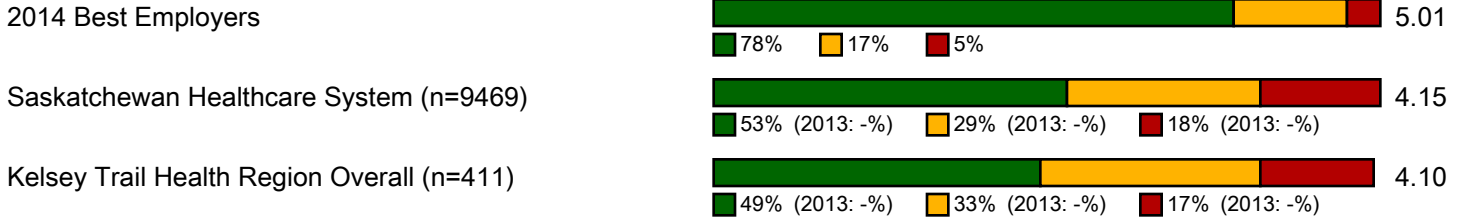
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Manager

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

My manager keeps me regularly informed about what our team must do to meet our region / agency's objectives (Manager) Mean



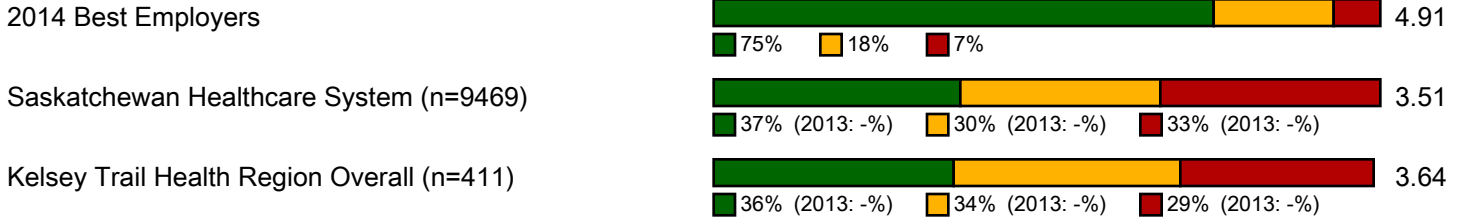
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Manager Once Removed

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

Manager Once Removed - I see strong evidence of effective leadership from the person my manager reports to (my manager's manager) Mean



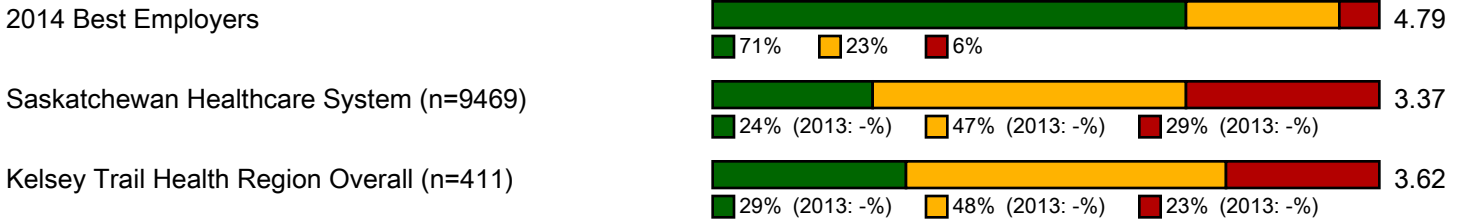
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Managing Performance

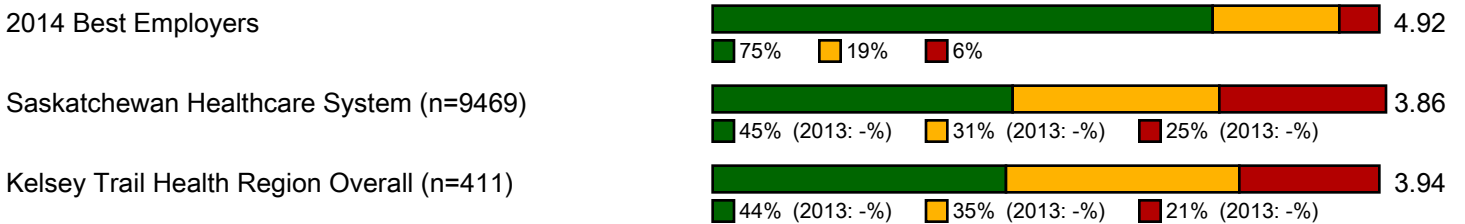
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

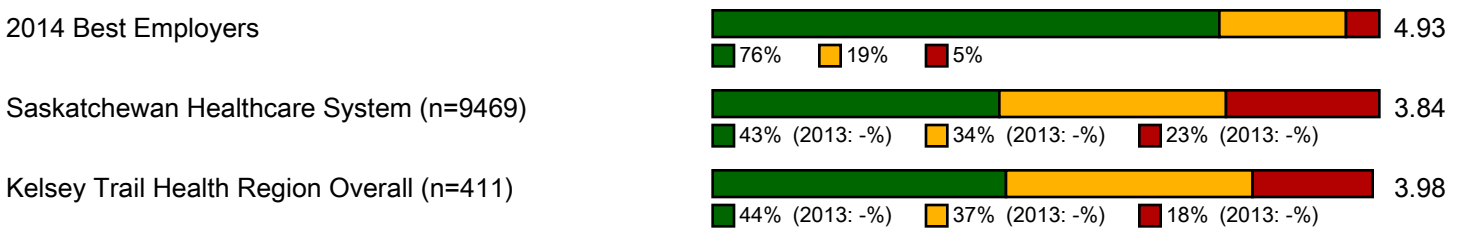
Managing Performance - The way we manage performance here enables me to contribute as much as possible to our region / agency's success Mean



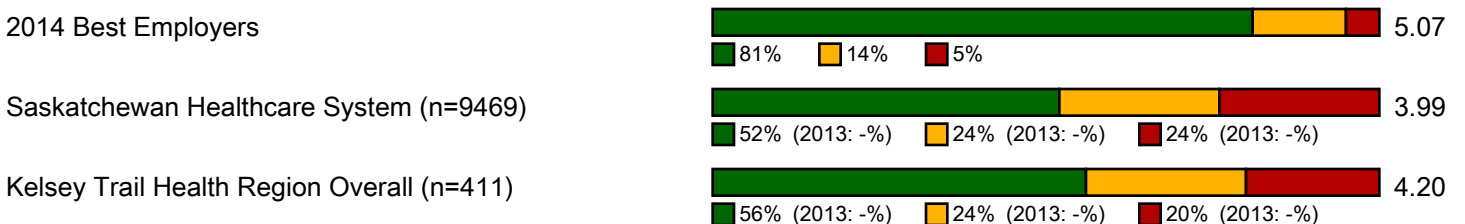
My manager provides valuable feedback throughout the year that helps me to improve my performance (Managing Performance) Mean



My manager sets clear expectations and goals with me (Managing Performance) Mean



My manager understands my job well enough to evaluate my performance (Managing Performance) Mean



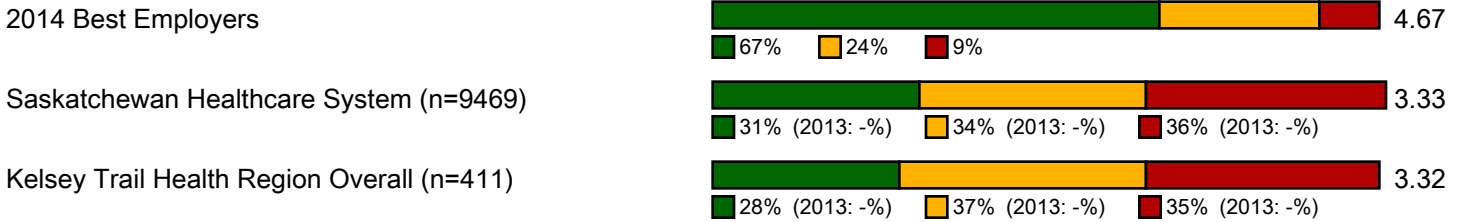
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Managing Performance

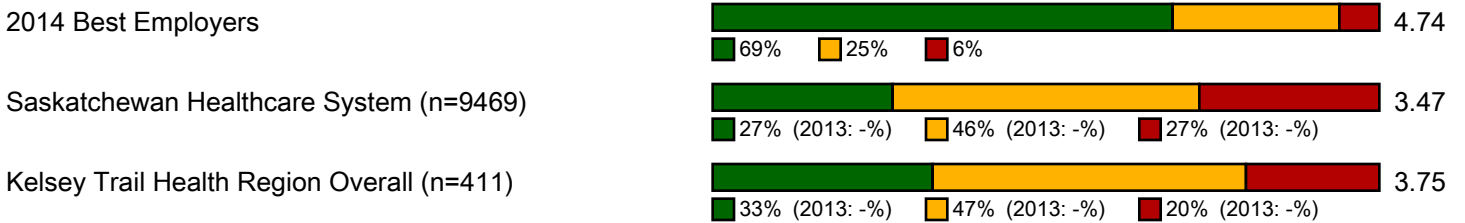
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

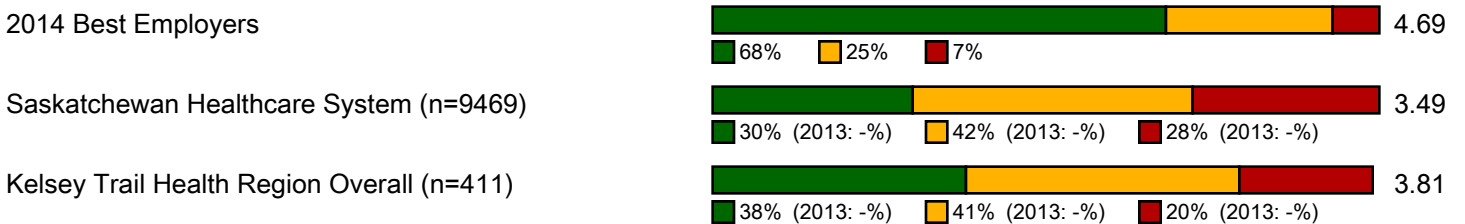
My manager effectively deals with poor performance in our team (Manager, Managing Performance) Mean



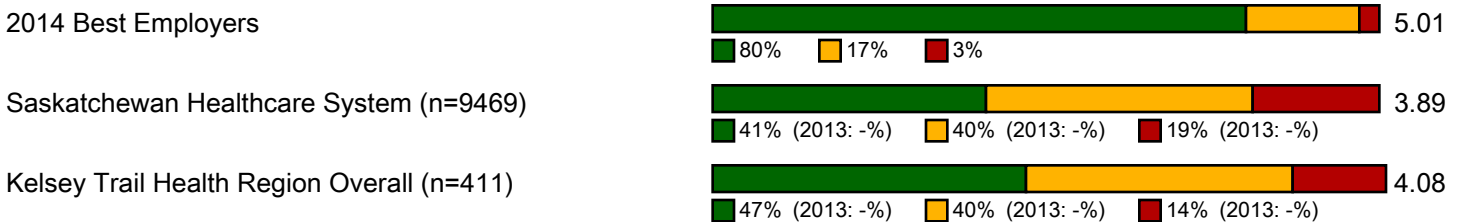
The way we manage performance here does a good job of identifying my strengths and improvement areas (Managing Performance) Mean



The way my performance is measured makes sense to me (Managing Performance) Mean



I understand how my work goals relate to this region / agency's goals (Managing Performance) Mean



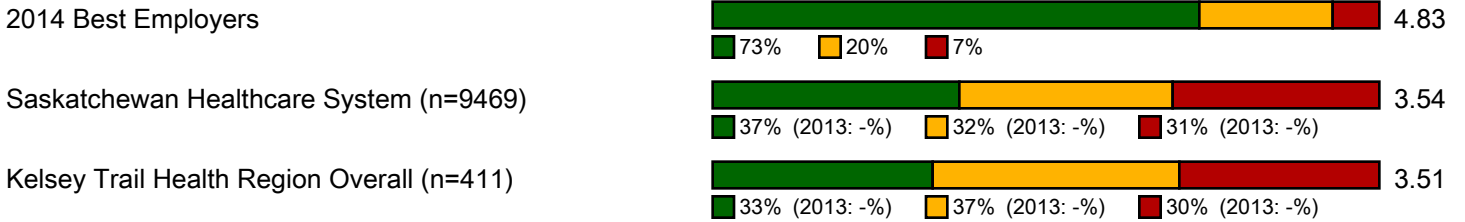
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Managing Performance

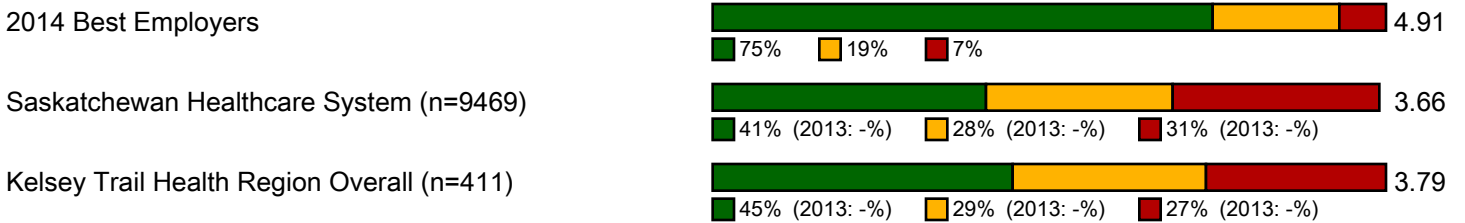
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

My manager holds people appropriately accountable for performance (Manager, Managing Performance) Mean



My manager has had meaningful conversations with me about my performance in the last year (Managing Performance) Mean



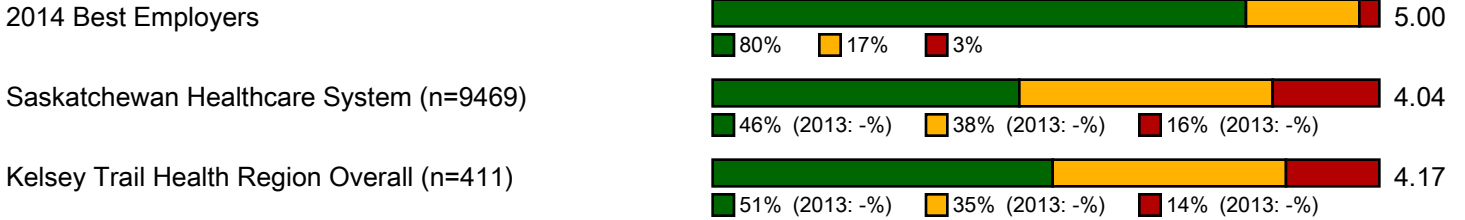
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

People / HR Practices

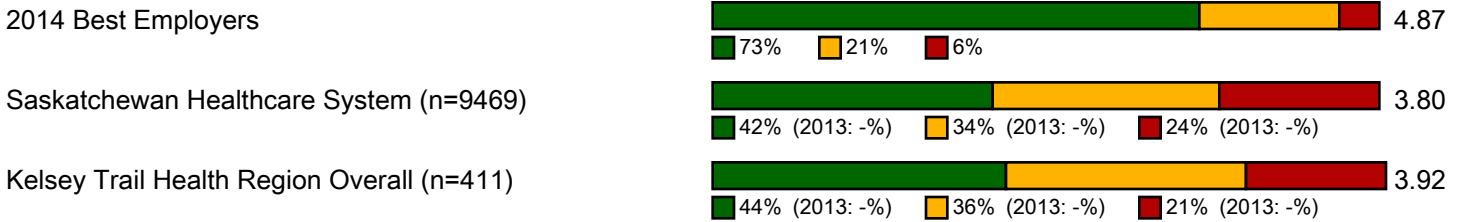
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

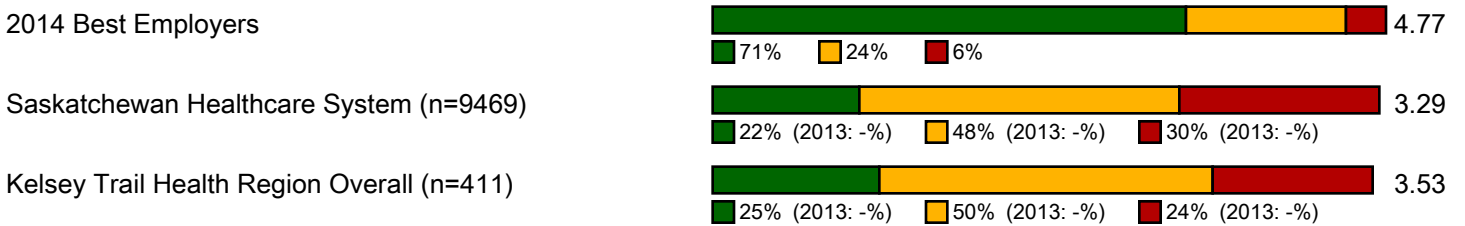
People / HR Practices - Our people practices create a positive work environment for me Mean



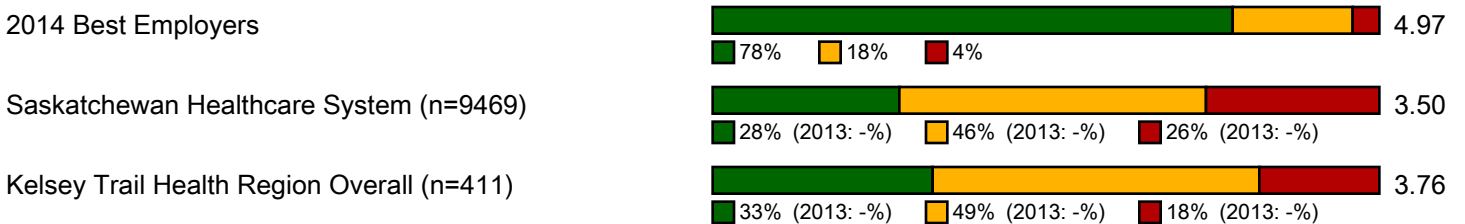
At work my opinion counts (Sense of Accomplishment, People / HR Practices) Mean



This region / agency delivers on the promises it makes to its employees (Employer Reputation, People / HR Practices) Mean



The public image of this region / agency matches what it is like to work here (Employer Reputation, People / HR Practices) Mean



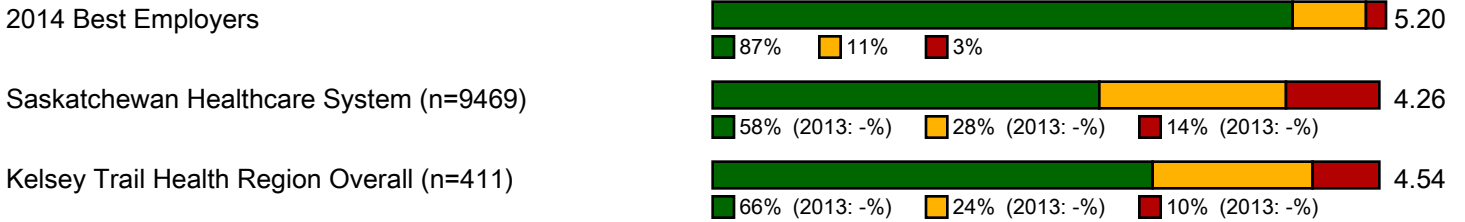
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Physical Work Environment

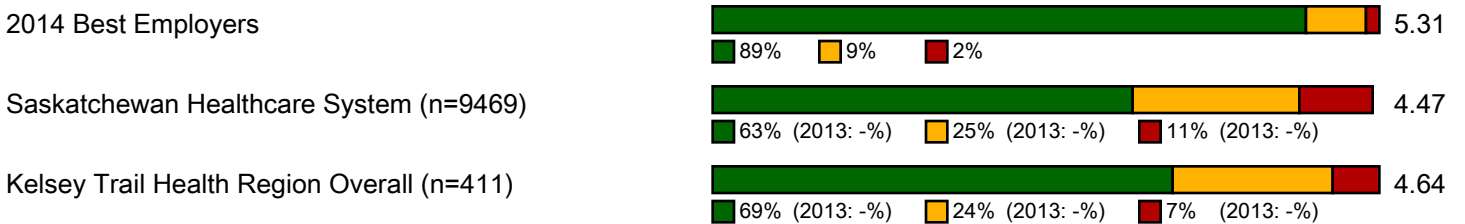
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

Physical Work Environment - The physical work environment is appropriate for the type of work I do Mean



Workplace safety and security are considered important here (Physical Work Environment) Mean



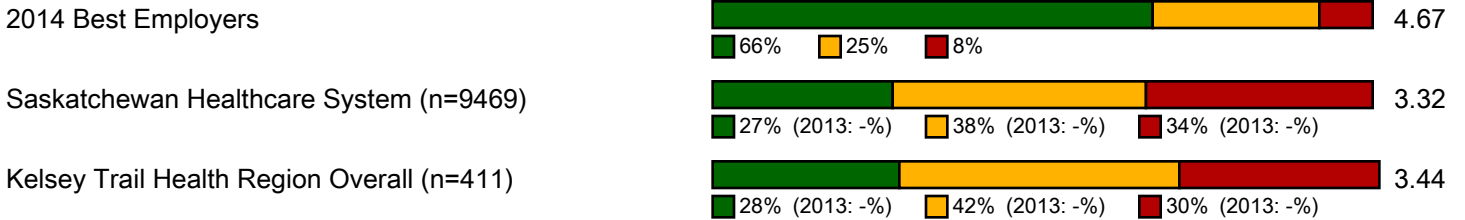
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Recognition

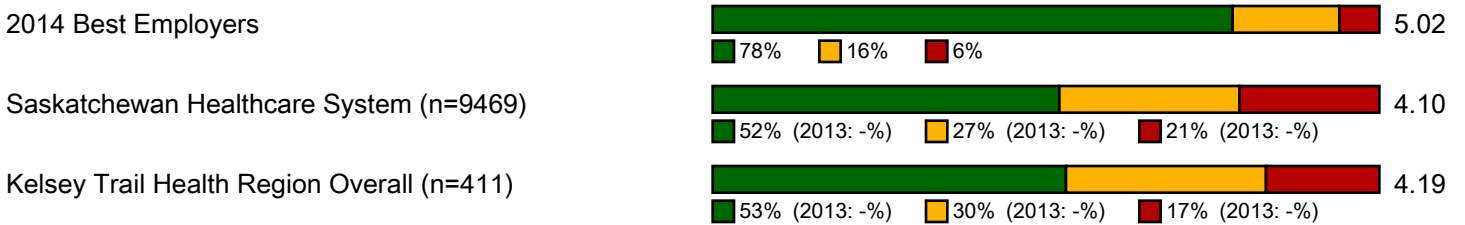
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

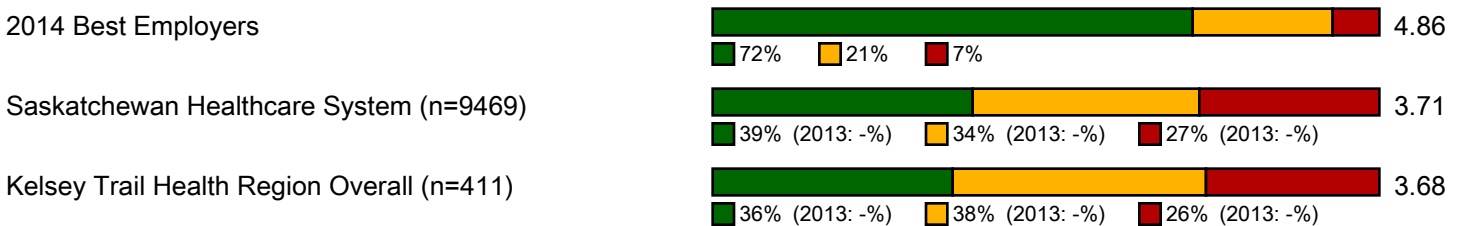
Recognition - I receive appropriate recognition (beyond my pay and benefits) for my contributions and accomplishments Mean



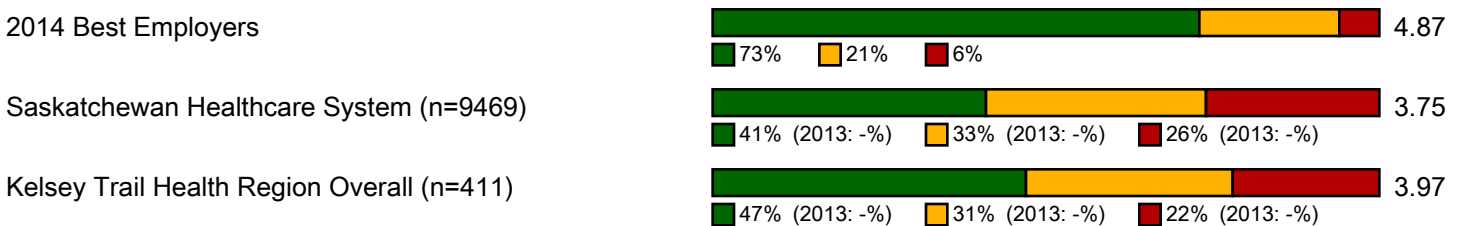
My manager recognizes my efforts and results (Manager, Recognition) Mean



My manager makes sure that we take the time to celebrate our successes (Manager, Recognition) Mean



I often get positive feedback for the work that I do (Recognition, Sense of Accomplishment) Mean



Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

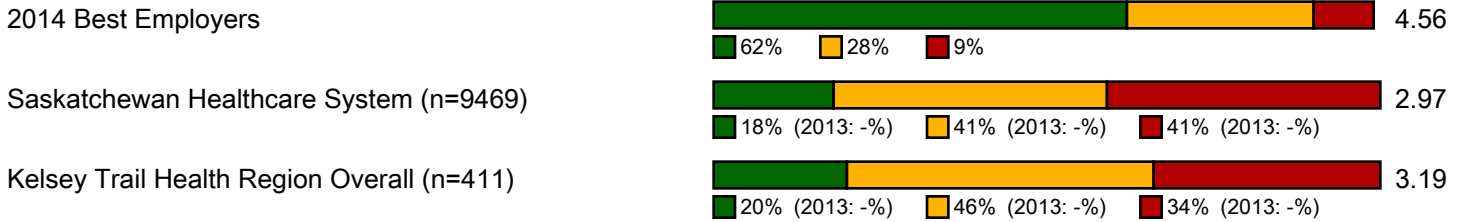
Recognition

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

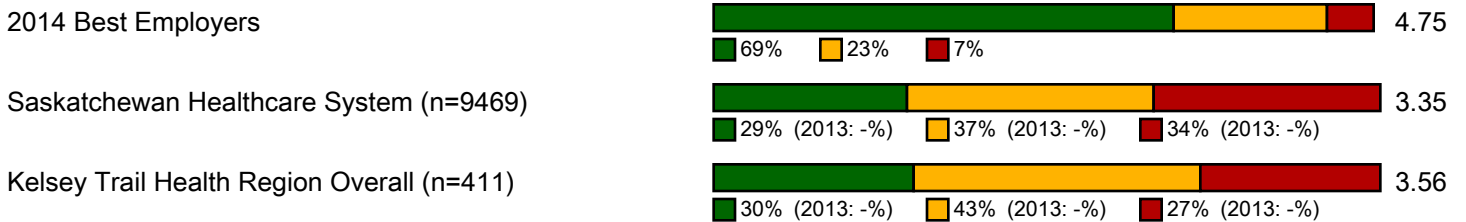
Recognition is applied consistently throughout this region / agency (Recognition)

Mean



I feel valued and appreciated for my contributions to this region / agency (Recognition)

Mean



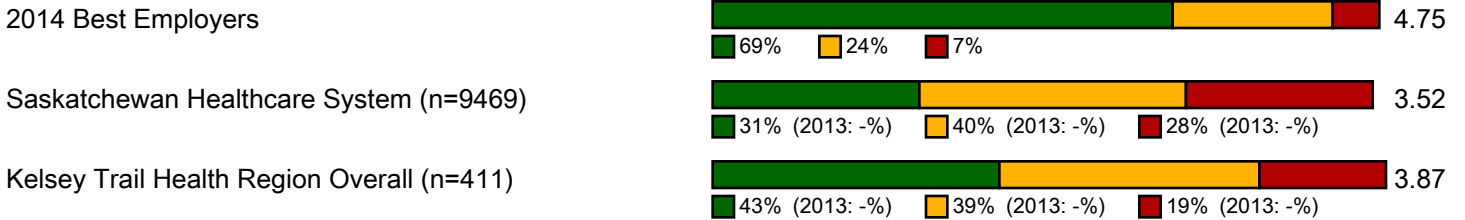
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Resources

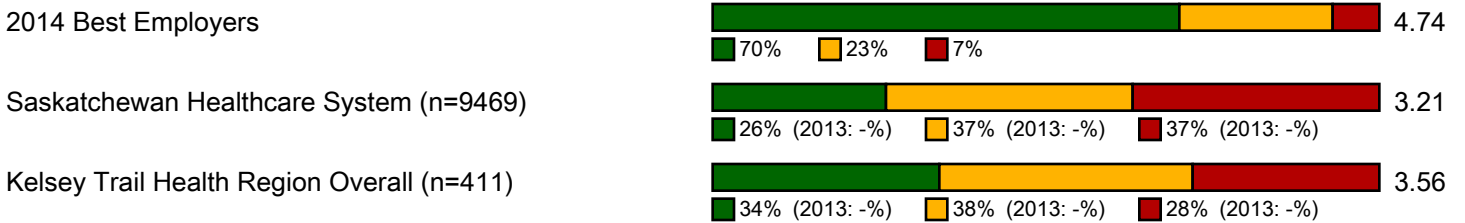
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

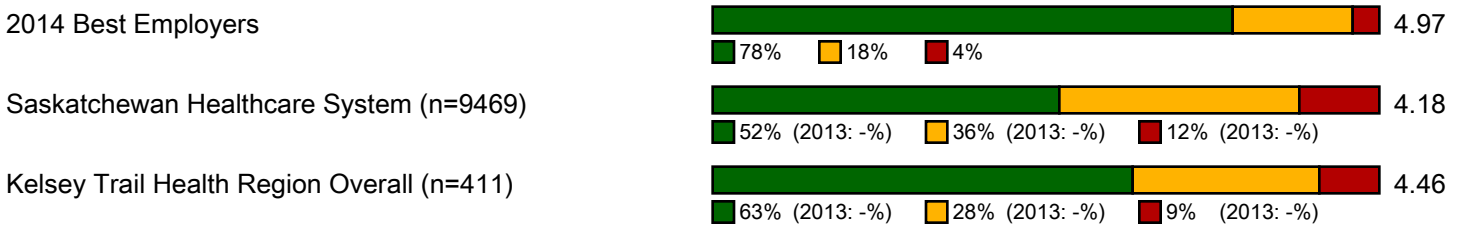
Resources - The tools and resources provided by this region / agency help me to be as productive as possible Mean



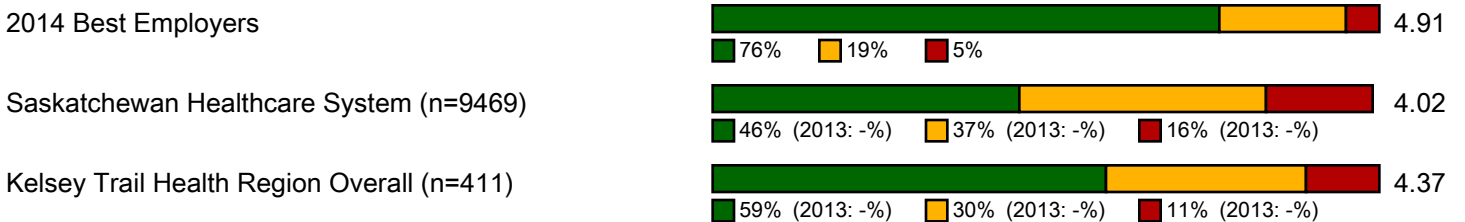
We have the people resources available to get our work done (Resources, Work / Life Balance) Mean



I have the information I need to do my job well (Resources, Work Tasks) Mean



I have the tools and technology I need to do my job well (Resources, Work Tasks) Mean



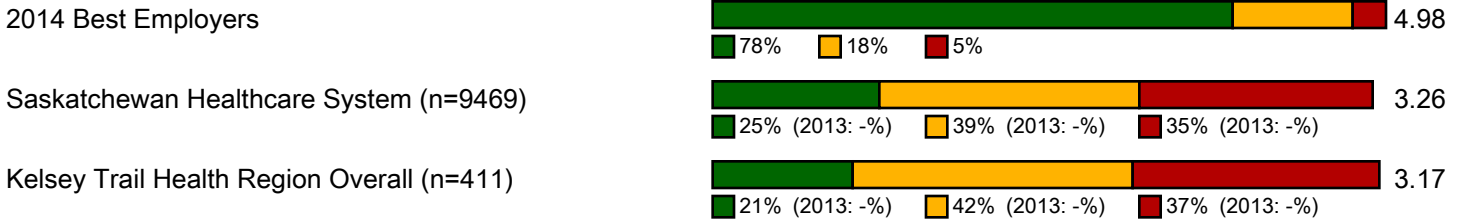
Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Senior Leadership

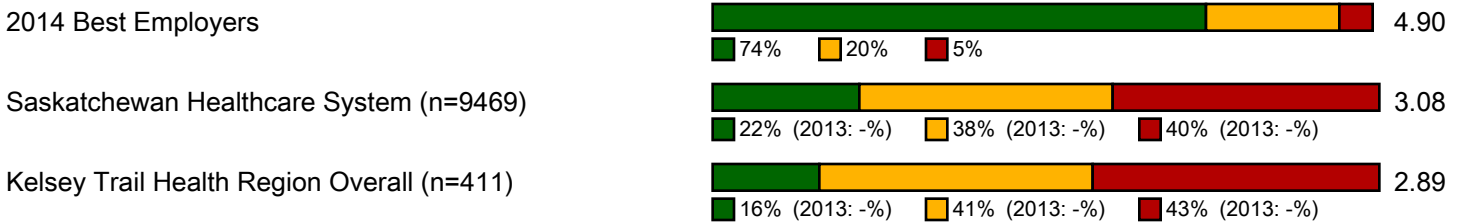
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

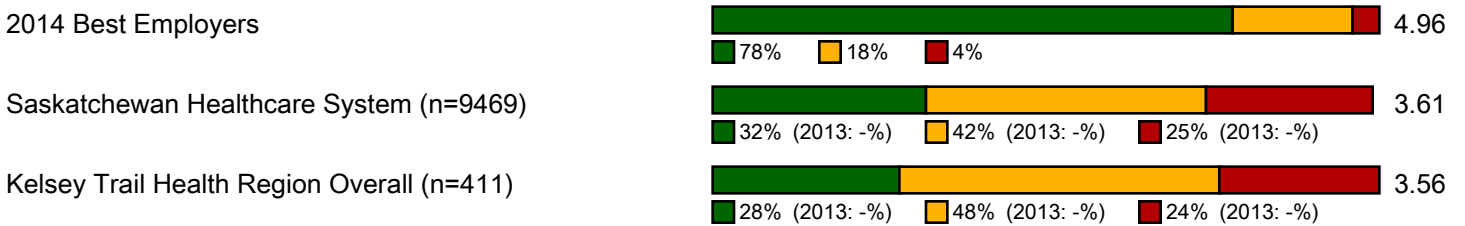
Senior Leadership - I see strong evidence of effective leadership from our region / agency's executive team (CEO and VPs) Mean



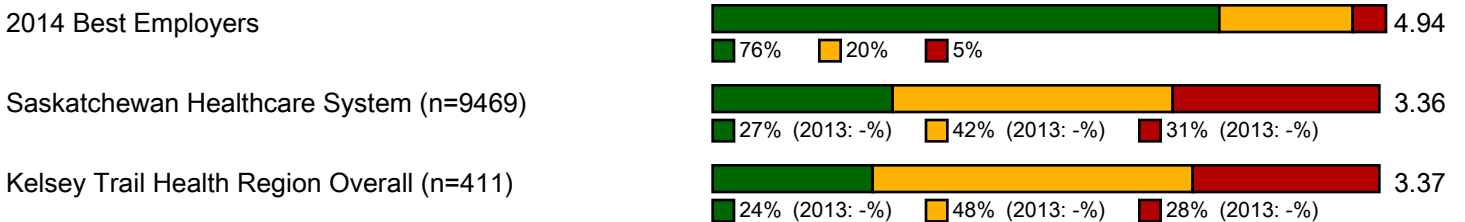
Senior leaders are appropriately visible and accessible to employees (Senior Leadership) Mean



Senior leaders provide clear direction for the future (Senior Leadership) Mean



Senior leaders are open and honest in communication (Senior Leadership) Mean



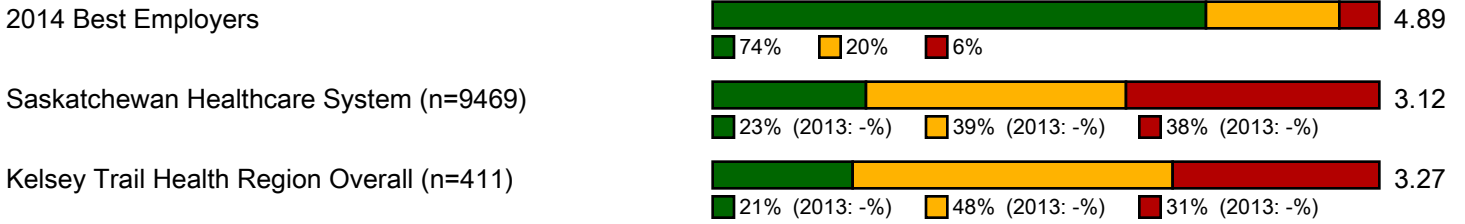
 Strongly Agree / Agree  Slightly Agree / Slightly Disagree  Disagree / Strongly Disagree

Senior Leadership

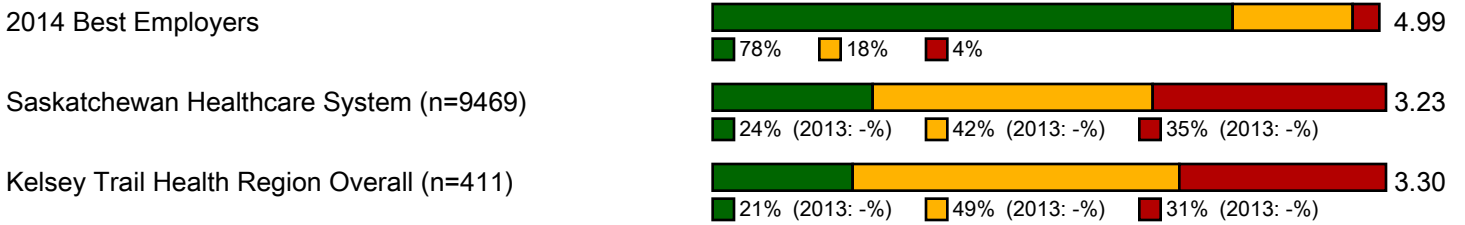
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

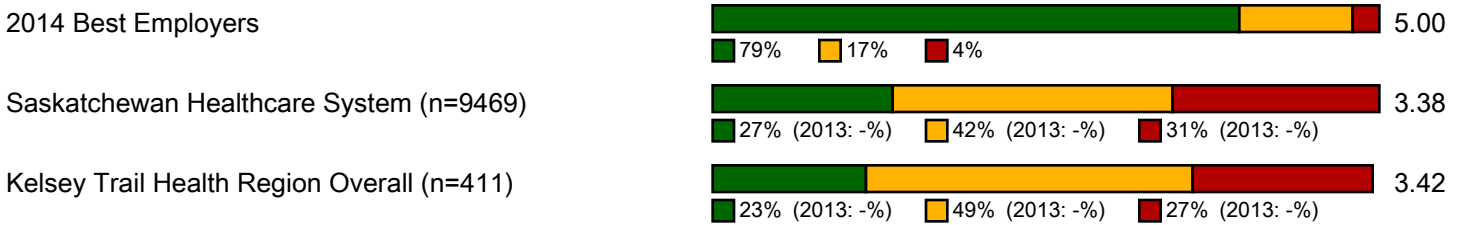
Senior leaders treat employees as this region / agency's most valued asset (Senior Leadership) Mean



Senior leaders make me feel positive about the future of our region / agency (Senior Leadership, Career Opportunities) Mean



Senior leaders consistently demonstrate our region / agency's values through their behaviour and actions (Senior Leadership) Mean



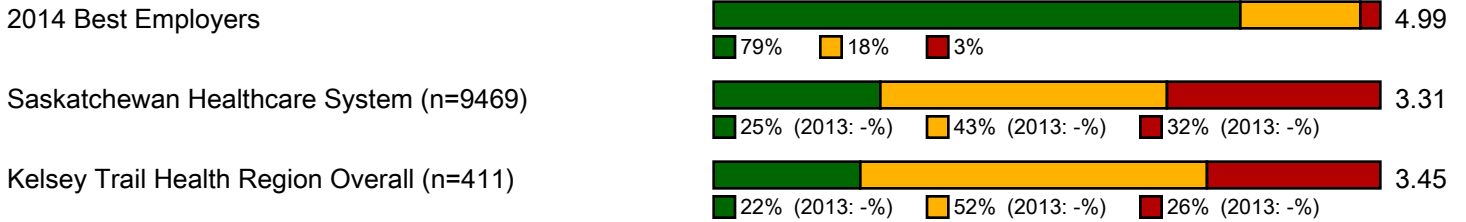
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Senior Leadership

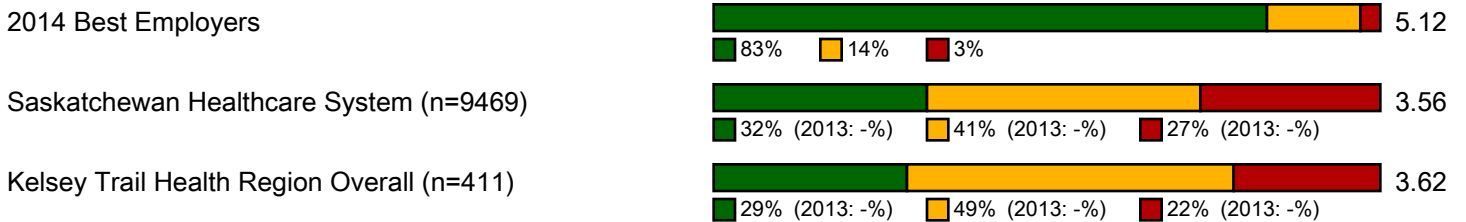
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

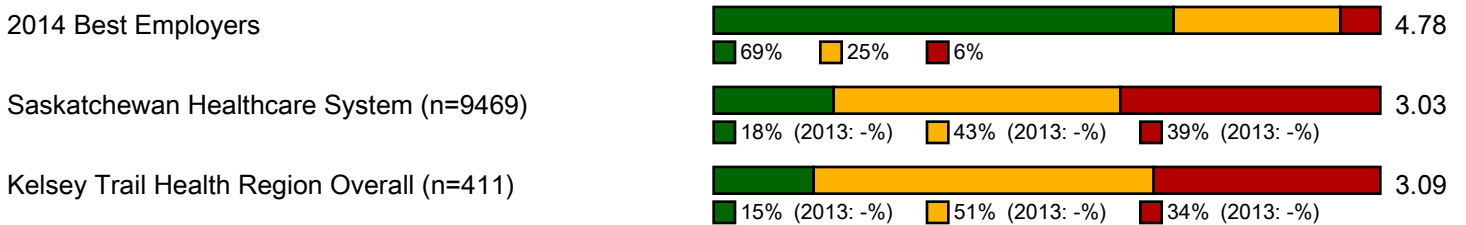
Senior leaders make good business decisions (Senior Leadership) Mean



Senior leaders are taking action to position our region / agency for long-term success (Senior Leadership) Mean



Senior leaders act on employee feedback (Senior Leadership) Mean



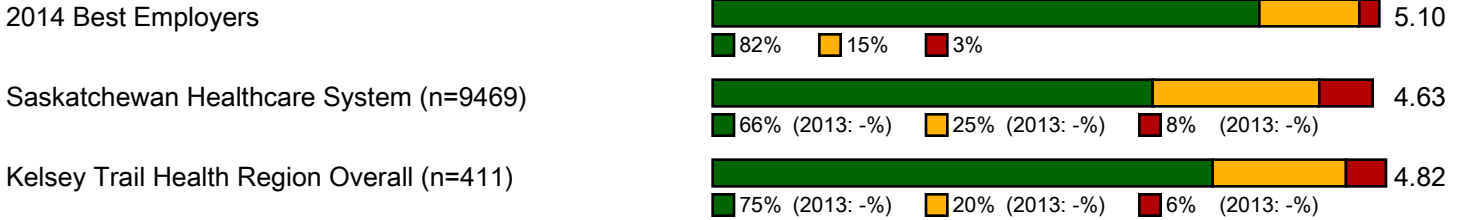
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Sense of Accomplishment

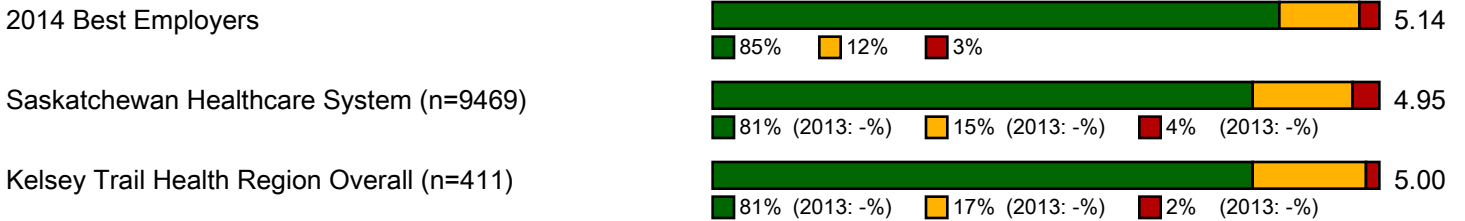
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

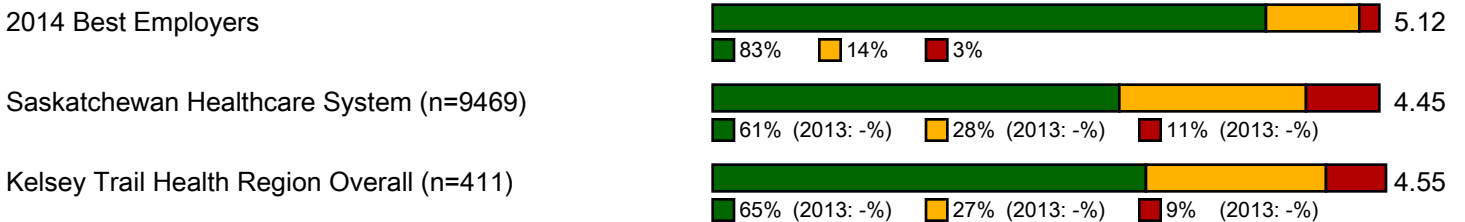
Sense of Accomplishment - I get a sense of accomplishment from my work Mean



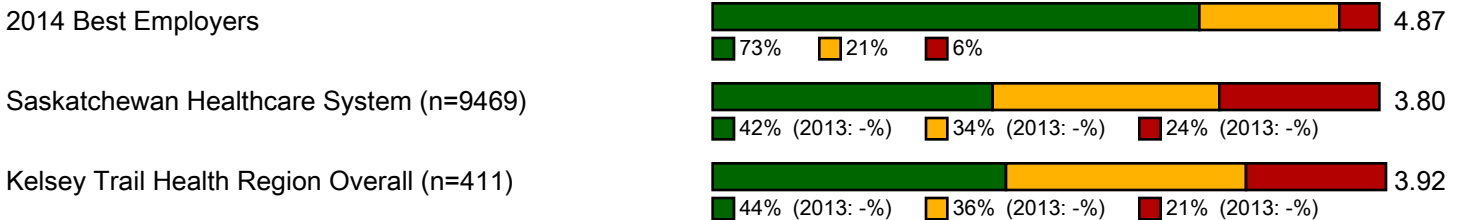
My job is a good fit for my abilities and experience (Sense of Accomplishment, Career Opportunities, Work Tasks) Mean



I am able to choose how best to complete my work (Work Tasks, Sense of Accomplishment) Mean



At work my opinion counts (Sense of Accomplishment, People / HR Practices) Mean



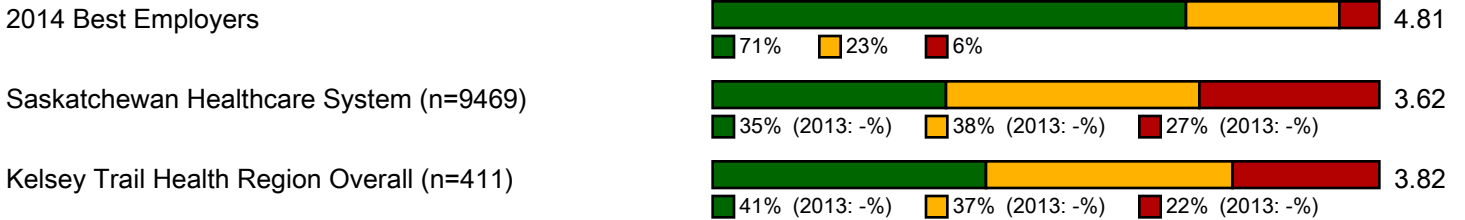
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Sense of Accomplishment

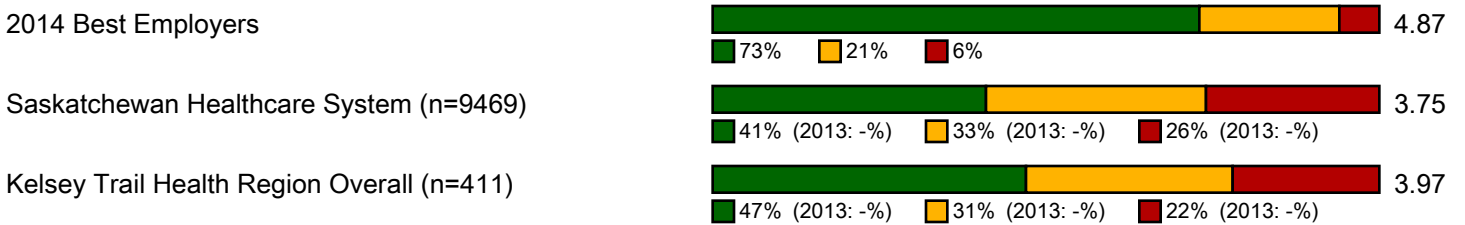
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

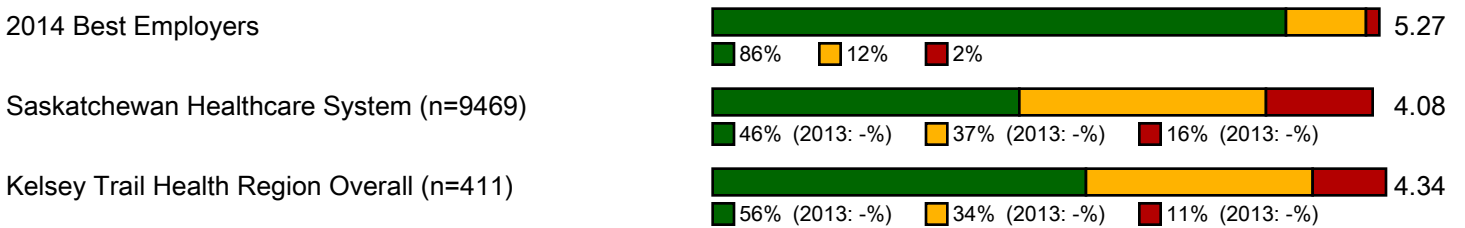
I have sufficient influence and involvement in decisions about my job (Work Processes, Sense of Accomplishment) Mean



I often get positive feedback for the work that I do (Recognition, Sense of Accomplishment) Mean



I am proud to be part of this region / agency (Sense of Accomplishment, Employer Reputation) Mean



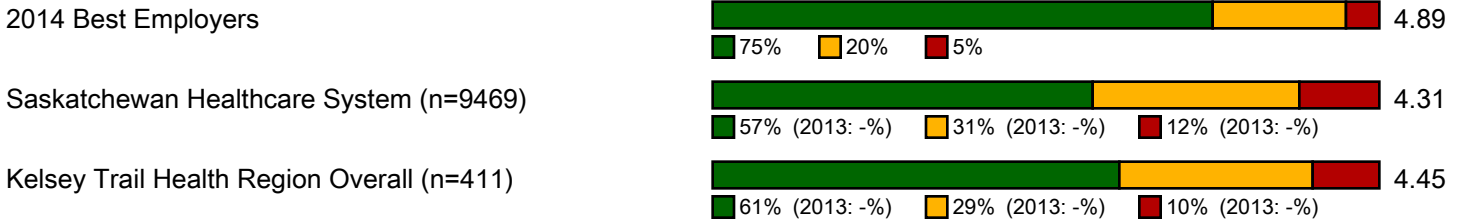
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Work / Life Balance

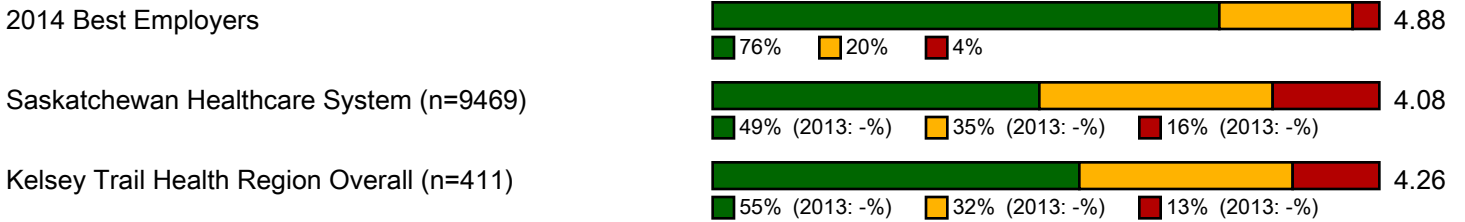
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

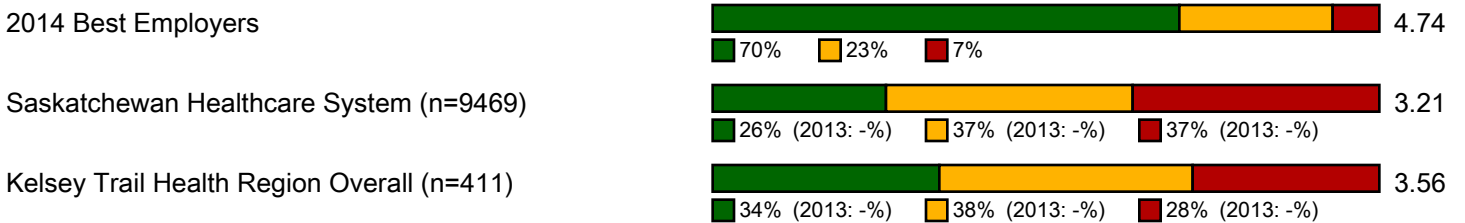
Work / Life Balance - The balance between my work and personal commitments is right for me Mean



My work-related stress is manageable (Work / Life Balance, Employee Health and Well-Being) Mean



We have the people resources available to get our work done (Resources, Work / Life Balance) Mean



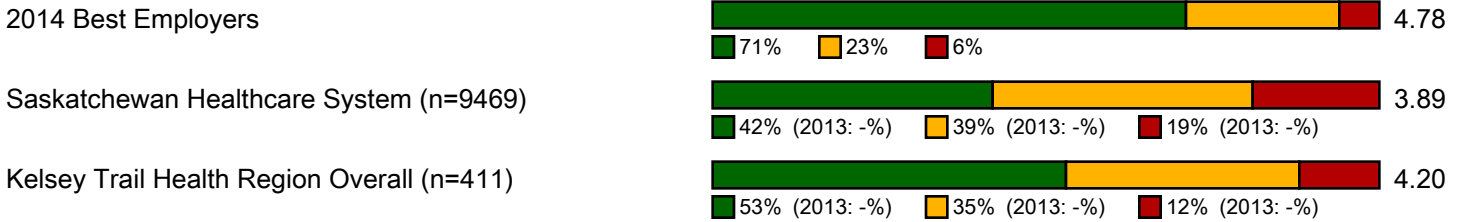
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Work Processes

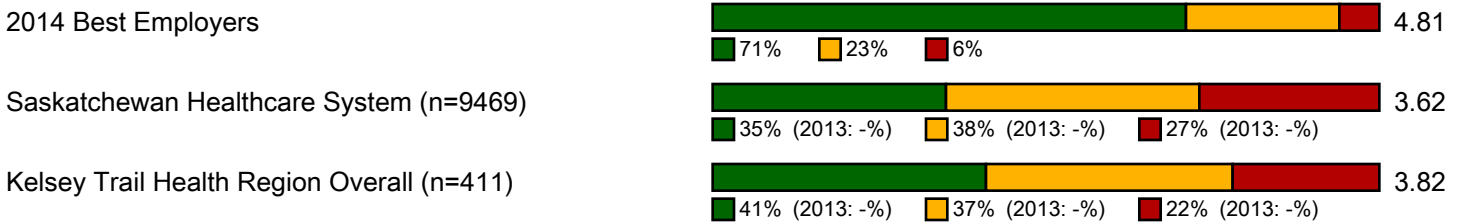
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

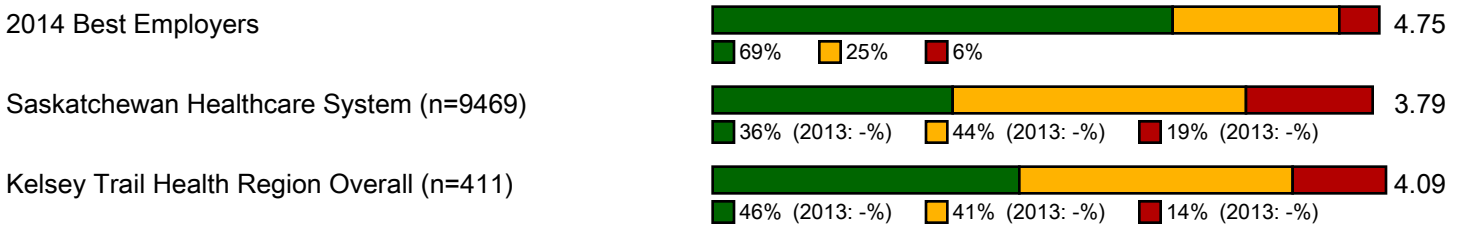
Work Processes - The work processes we have in place allow me to be as productive as possible Mean



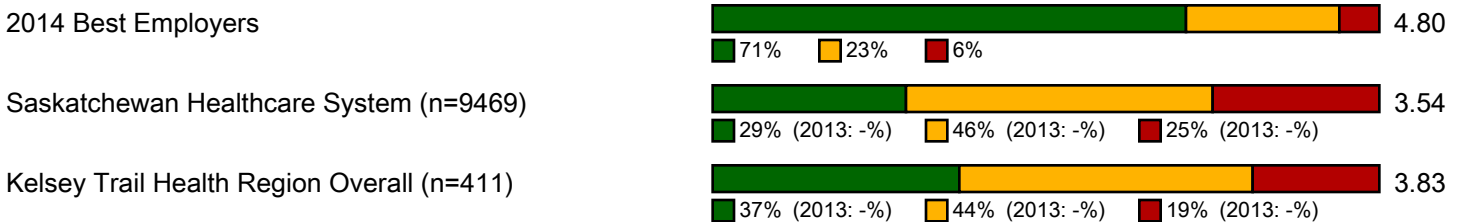
I have sufficient influence and involvement in decisions about my job (Work Processes, Sense of Accomplishment) Mean



Our processes and procedures make it easier to achieve our region / agency's goals (Work Processes) Mean



Our region / agency is structured in a way that helps us achieve our goals (Work Processes) Mean



Strongly Agree / Agree Slightly Agree / Slightly Disagree Disagree / Strongly Disagree

Work Processes

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

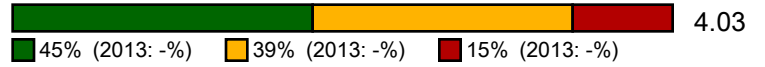
We have clear processes and procedures for how we do our work (Work Processes)

Mean

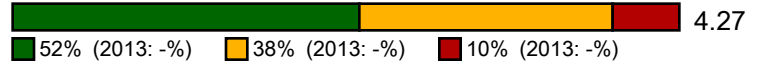
2014 Best Employers



Saskatchewan Healthcare System (n=9469)



Kelsey Trail Health Region Overall (n=411)



■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

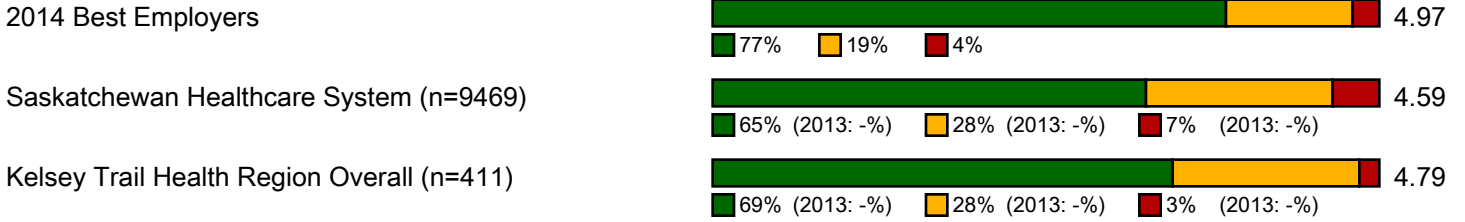
Work Tasks

Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

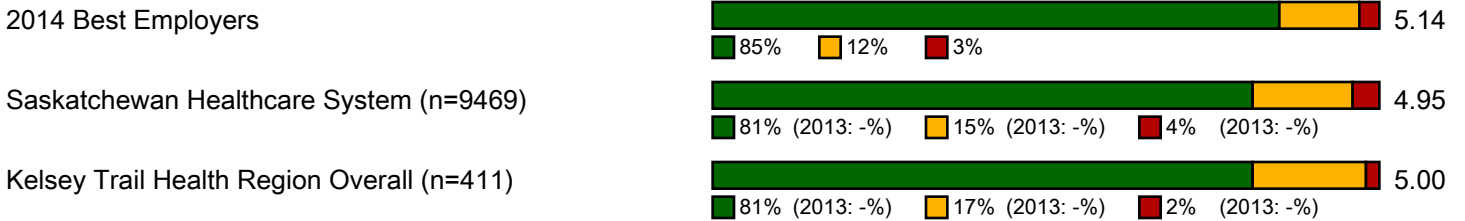
Work Tasks - I truly enjoy my day-to-day work tasks

Mean



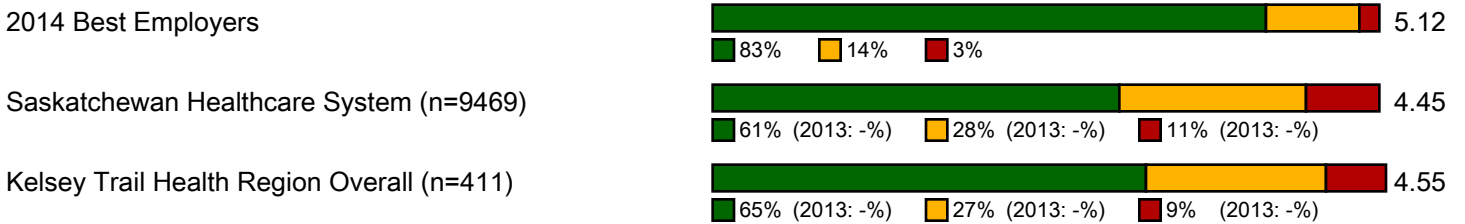
My job is a good fit for my abilities and experience (Sense of Accomplishment, Career Opportunities, Work Tasks)

Mean



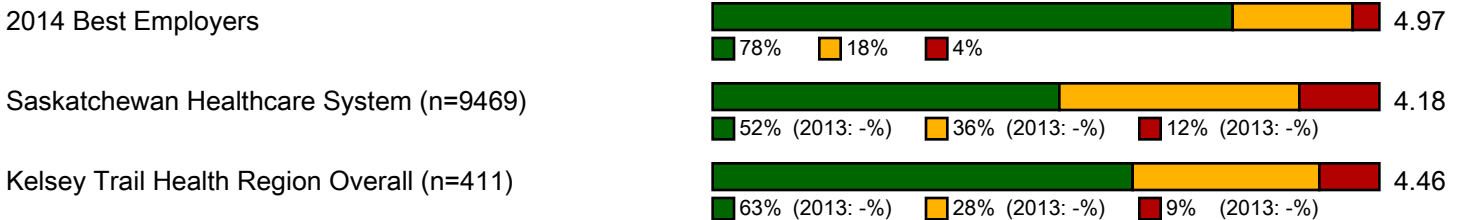
I am able to choose how best to complete my work (Work Tasks, Sense of Accomplishment)

Mean



I have the information I need to do my job well (Resources, Work Tasks)

Mean



■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Work Tasks

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

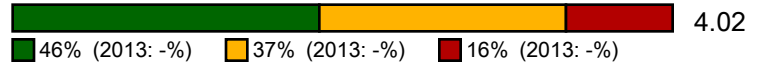
I have the tools and technology I need to do my job well (Resources, Work Tasks)

Mean

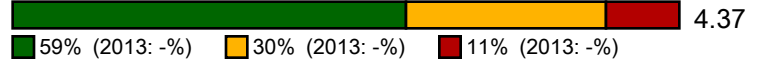
2014 Best Employers



Saskatchewan Healthcare System (n=9469)



Kelsey Trail Health Region Overall (n=411)



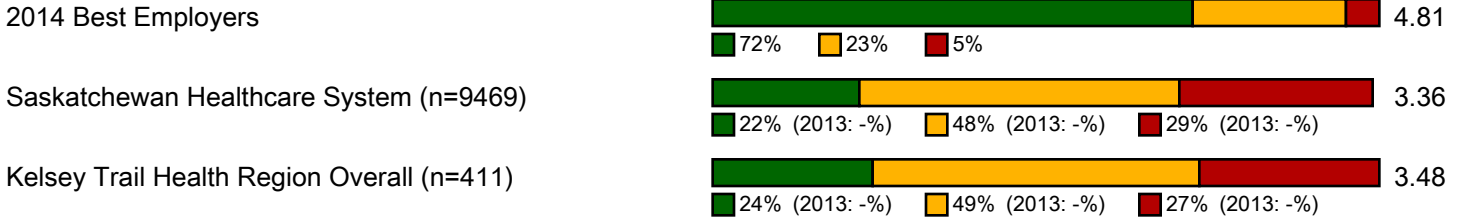
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Workforce Management

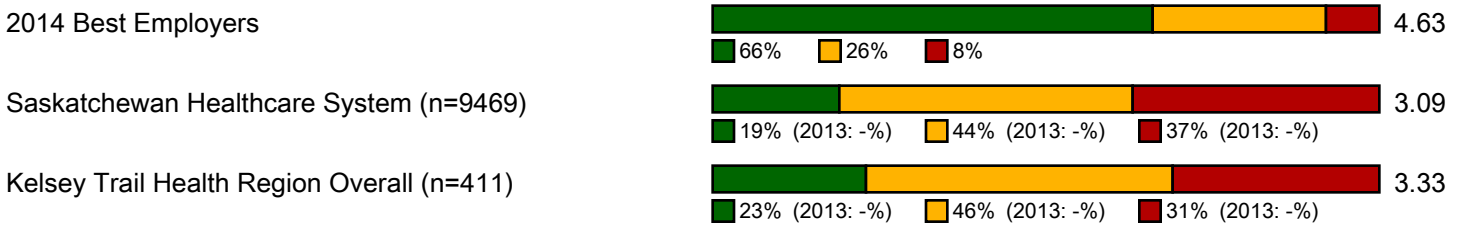
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

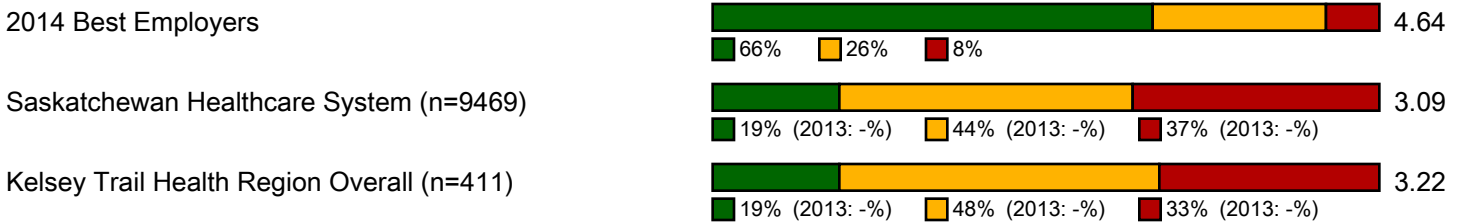
In our region / agency, we are attracting the people we need to be successful today and in the future (Workforce Management) Mean



In our region / agency, we are keeping the people we need to be successful today and in the future (Workforce Management) Mean



In our region / agency, we are promoting the people who are best equipped to help us be successful today and in the future (Workforce Management) Mean



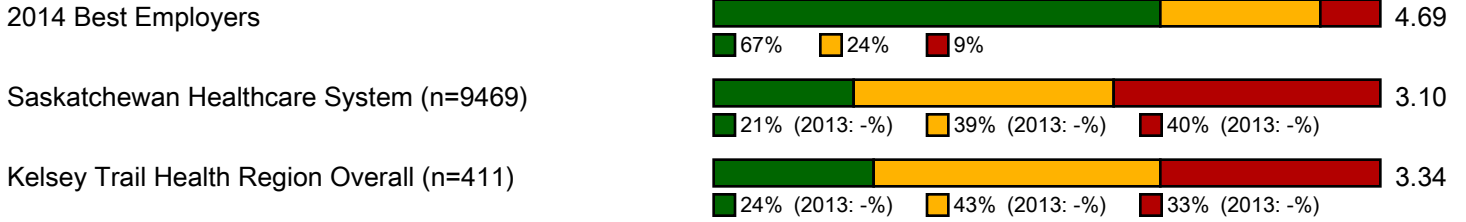
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Workforce Management

Kelsey Trail Health Region Overall
Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

I am confident that appropriate action will be taken as a result of this survey (Workforce Management) Mean



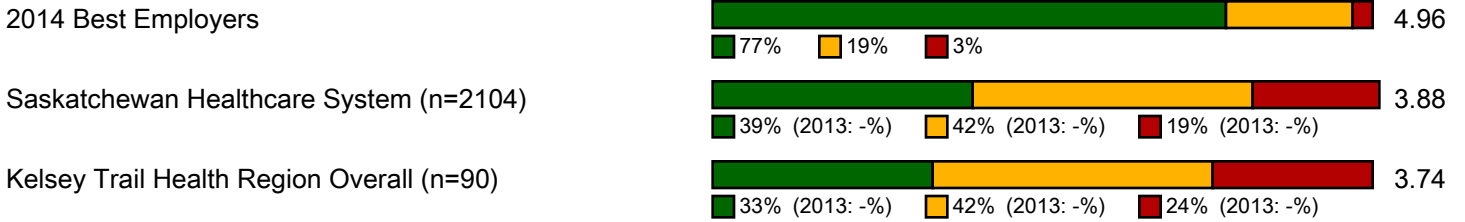
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Manager Support

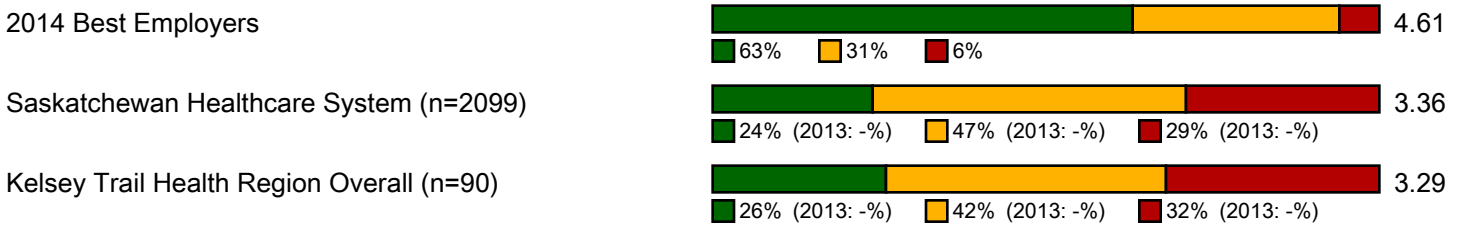
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

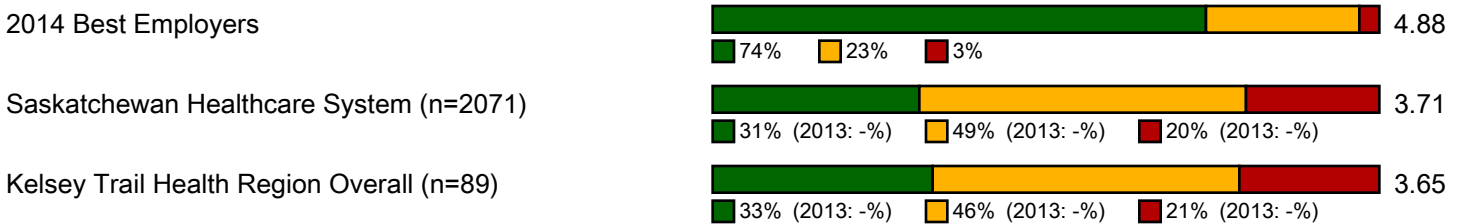
I get the support I need to successfully manage others (e.g. training, development, coaching, tools, time, resources) (Special Research) [applicable to people managers only] Mean



I have enough time each day to provide feedback and coaching to my team (Special Research) [applicable to people managers only] Mean



I have the tools and resources I need to provide valuable career advice to individuals on my team (Special Research) [applicable to people managers only] Mean



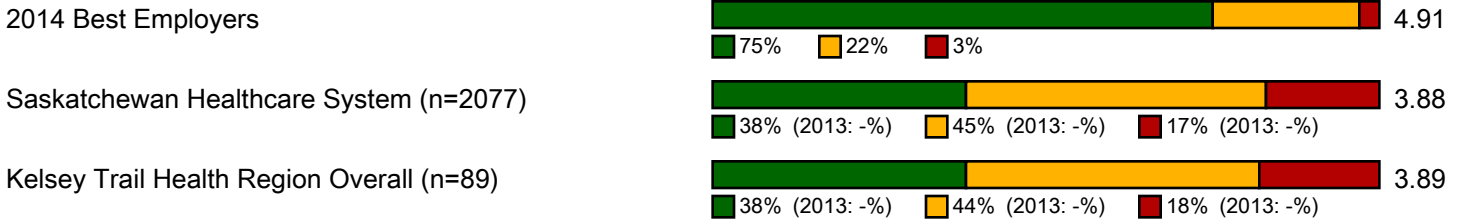
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Manager Support

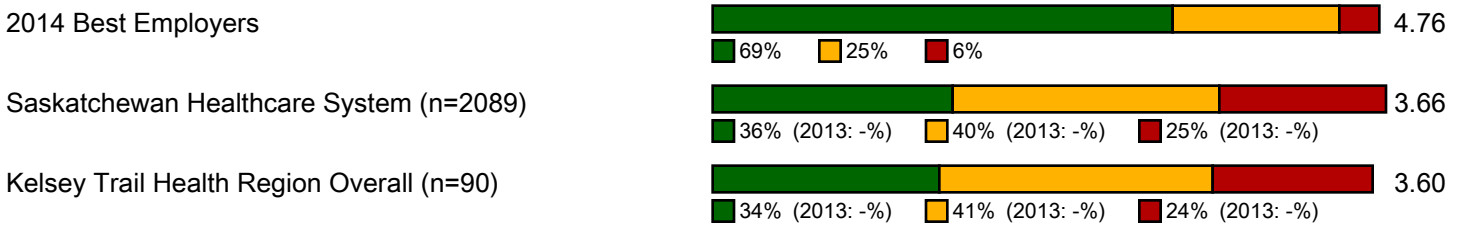
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

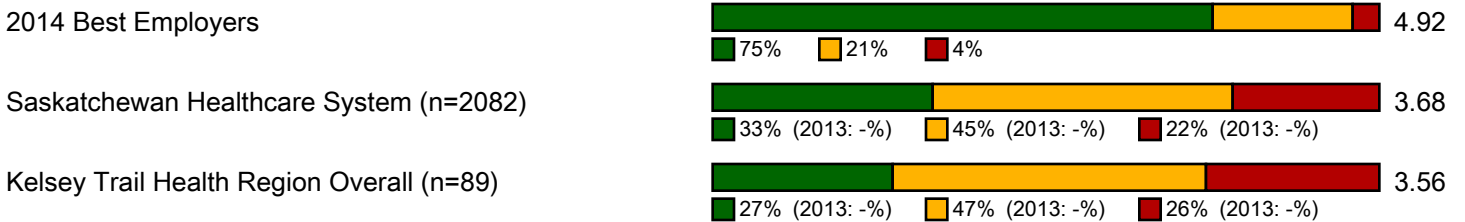
I have the training / development / coaching I need to provide valuable career advice to individuals on my team (Special Research) [applicable to people managers only] Mean



I receive effective feedback from my manager on how my leadership style influences my team (Special Research) [applicable to people managers only] Mean



I get the support I need to help people on my team improve their performance (e.g. training, development, coaching, tools, resources) (Special Research) [applicable to people managers only] Mean



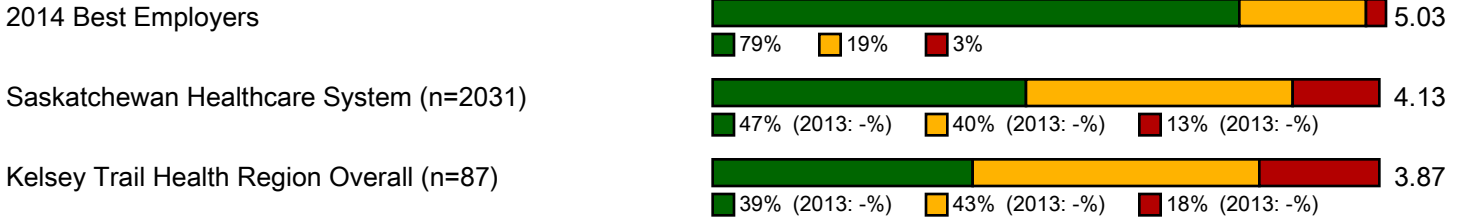
■ Strongly Agree / Agree ■ Slightly Agree / Slightly Disagree ■ Disagree / Strongly Disagree

Manager Support

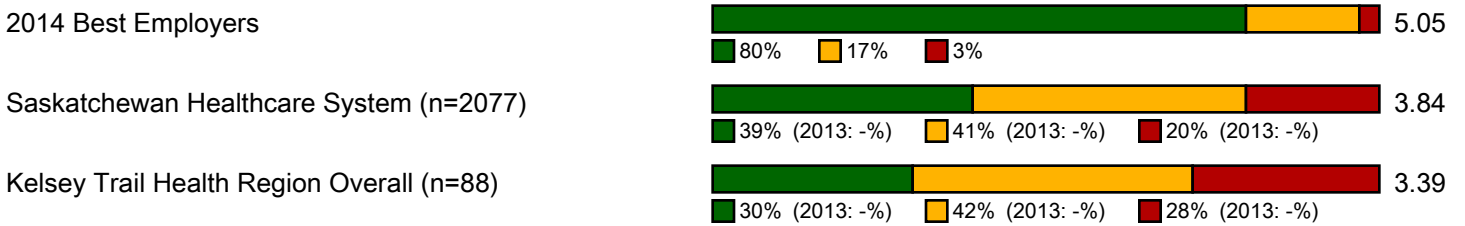
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

I encourage my direct reports to provide me with feedback on my performance as a manager (Special Research) [applicable to people managers only] Mean



I can confidently explain our region / agency's future direction to individuals on my team (Special Research) [applicable to people managers only] Mean



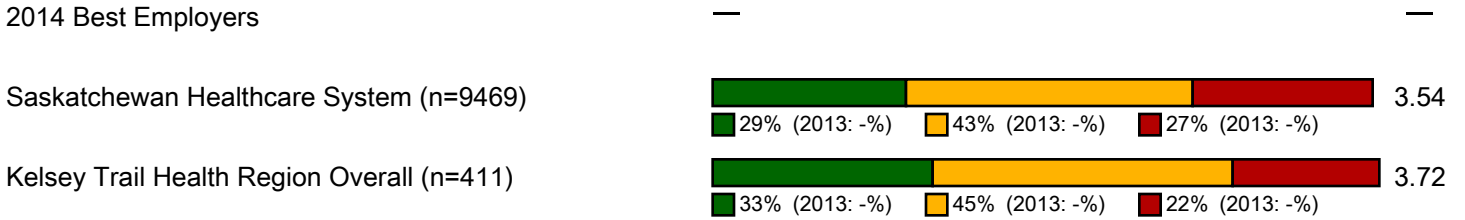
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Client Custom Survey Items

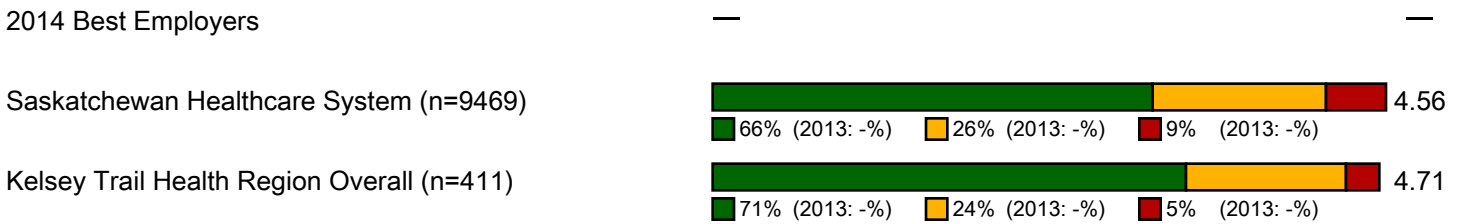
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

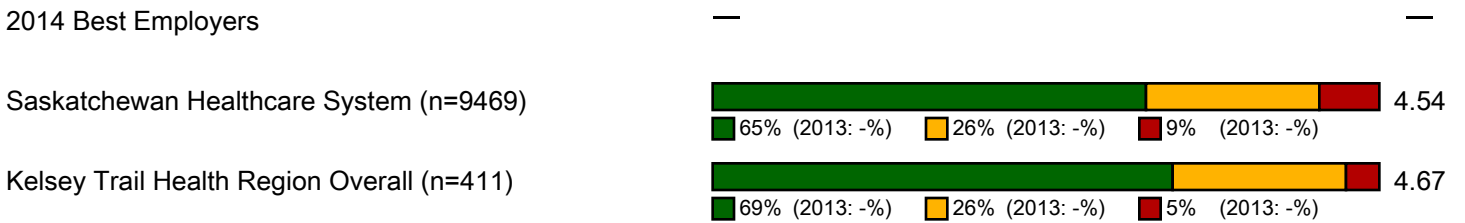
I believe we are transforming the health care system to significantly improve the quality of care in the province Mean



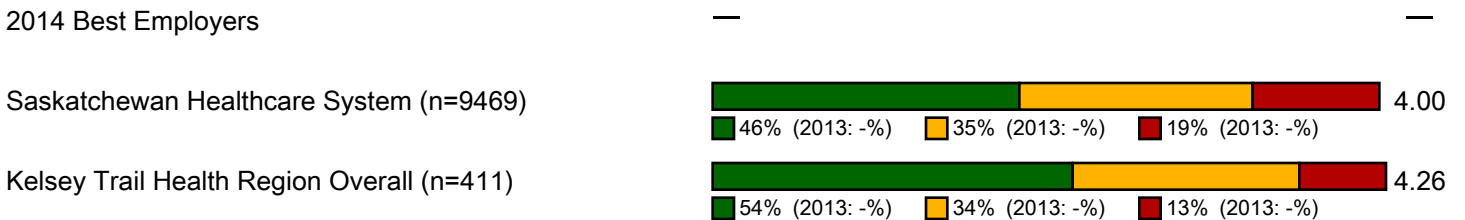
I am aware of the continuous improvement efforts (i.e. LEAN) currently underway across the health care system Mean



I am aware of the continuous improvement efforts (i.e. LEAN) currently underway in our region / agency Mean



I support the continuous improvement efforts (i.e. LEAN) in our department Mean



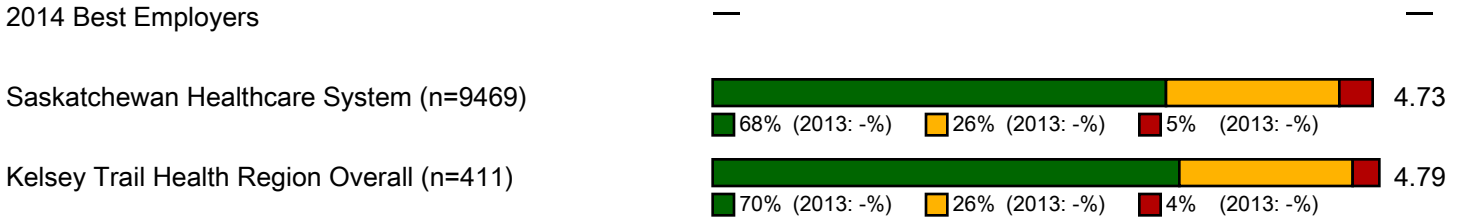
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Client Custom Survey Items

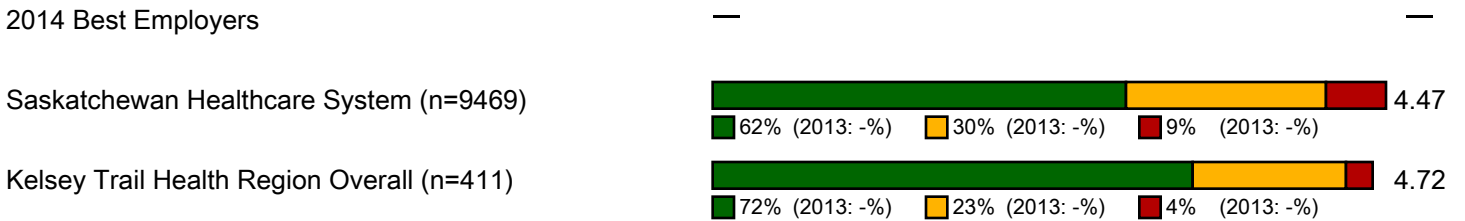
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

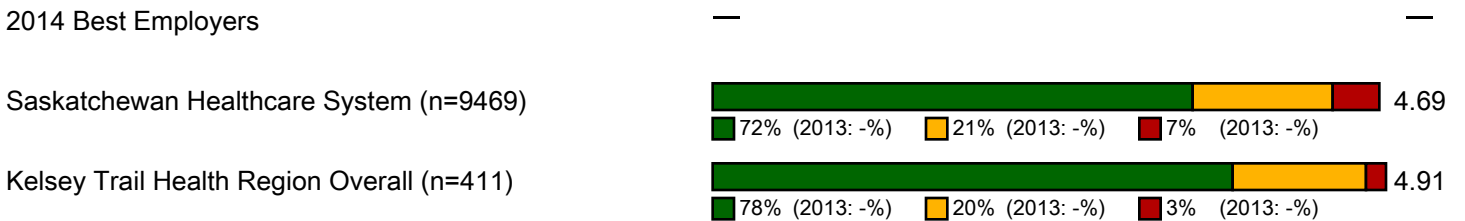
It is important for me to be directly involved in our efforts to improve the quality of care in our region / agency Mean



This region / agency provides me with appropriate information and training to do my job safely Mean



This region / agency provides me with appropriate safety and personal protective equipment to do my job safely Mean



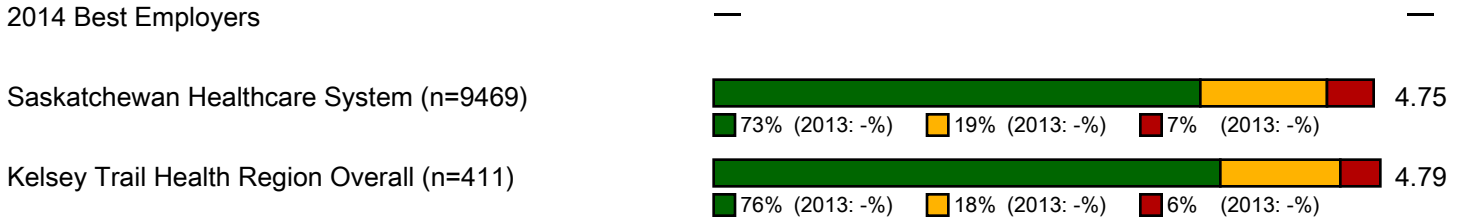
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Client Custom Survey Items

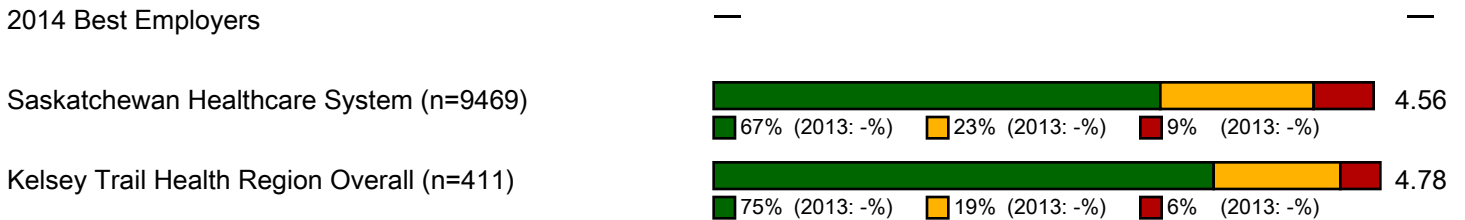
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

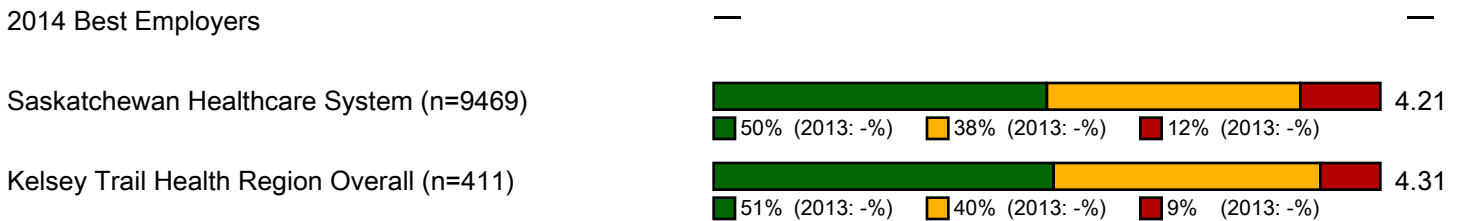
I feel encouraged to identify and report a workplace hazard Mean



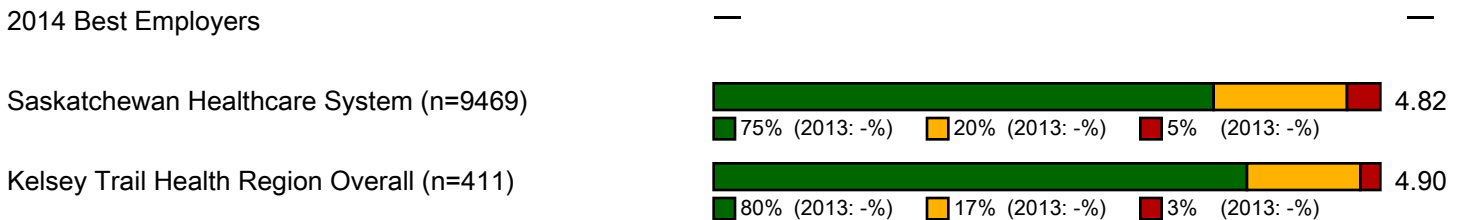
I feel secure and safe in my workplace Mean



My team systematically adopts new and improved ways to work Mean



Our approach to patient care embraces and shows respect for all forms of diversity in our community (racial, gender, aboriginal, disability, etc) Mean



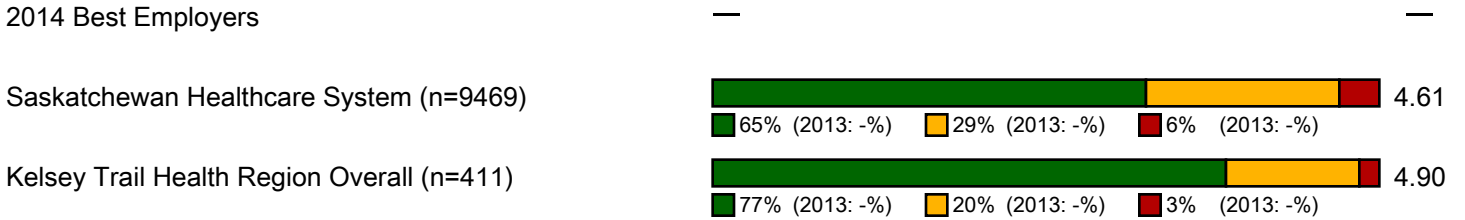
■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree

Client Custom Survey Items

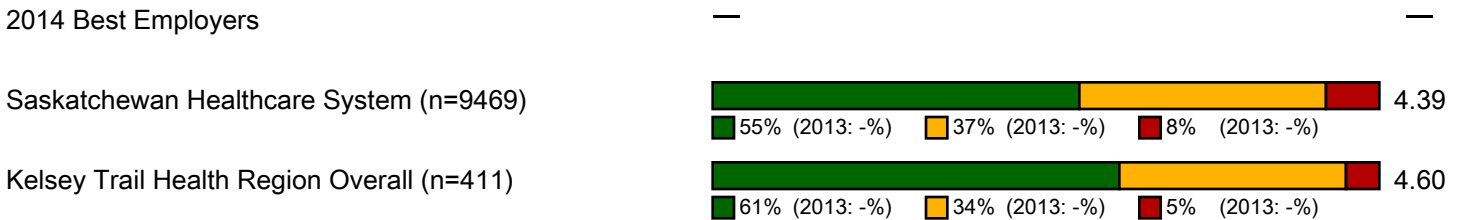
Kelsey Trail Health Region Overall
 Sub-Group Categories = All; Demographics for filtering data = All

Detailed Results

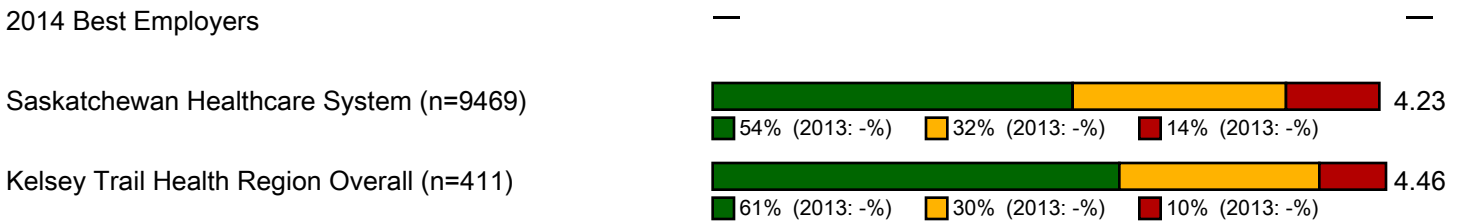
Families of the patient are present and supported throughout the care experience Mean



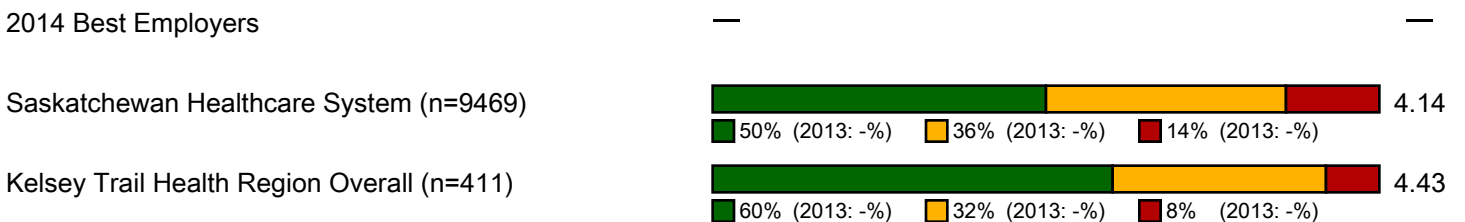
Patients participate fully in decisions related to their treatment and/or care Mean



I am satisfied with my current role at this region / agency Mean



I am encouraged to view failure as an opportunity for learning and improvement Mean



■ Strongly Agree / Agree
 ■ Slightly Agree / Slightly Disagree
 ■ Disagree / Strongly Disagree