Faculty and Staff Engagement Survey Information

Delivered by TalentMap

October 2019
TalentMap By The Numbers

~20 years in business

7,000+ engagement survey projects launched since inception

1,000,000+ employees surveyed

200+ employee engagement surveys annually

Comprehensive benchmarks by size, industry, geography and others

Products include standard and custom solutions

• Engagement, Pulse, Entry, Exit, 360 & Custom (Culture, Safety, etc.)

Services include action planning

• Focus groups, action planning workshops and leadership training

> Only 1 Focus
Sample Clients & Benchmarks – Post-Secondary Education

Post-Secondary / Educational Institutions

[Logos of various universities and colleges]
Employee engagement is a heightened emotional and intellectual connection that an employee has for his/her job, organization, manager, or co-workers that, in turn, influences him/her to apply additional **discretionary effort** to his/her work.

**Head**
- Logical
  - E.g.: Career and Development Goals Achieved

**Heart**
- Emotional
  - E.g.: Values Align with Peers, Manager and Leadership

**Hands**
- Behavioural
  - E.g.: Ambassador, Initiative, Persistence

I **care** about the wellbeing of my organization and have an emotional commitment to the organization and its people.
Satisfaction is Not the Same as Engagement

Satisfied Employees feel a sense of:

- Pleasantness
- Contentment
- Gratification
- Satisfaction
- What do I “get”
- “Me” focus

Engaged Employees feel a sense of:

- Focus
- Urgency
- Intensity
- Enthusiasm
- Persistence
- Adaptability
- What can I “give”
- “We” focus
TalentMap’s Engagement Model

**Engaging Workplace**
- Work Environment
- Performance Feedback
- Professional Growth
- Work/Life Balance
- Information & Communication
- Teamwork
- Innovation
- Customer/Student Focus
- Immediate Management
- Senior Leadership
- Organizational Vision
- Safety

**Engaged Attitudes**
- Proud
- Focused
- Optimistic
- Determined
- Resilient
- Flexible
- Committed
- Connected
- Motivated
- Inspired
- Emotionally Invested

**Engaged Behaviours**
- Goes the Extra Mile
- Persistent
- Helpful
- Collaborative
- “Can-do” Approach
- Takes Initiative
- Ambassador

**Organizational Results**
- Student/Client Experience
- Stakeholder Experience
- Employee Retention
- Higher productivity
- Lower absenteeism
- Public Confidence
7-Step Process

We are here:
Deployment Oct 7 – 20, 2019
To ensure confidentiality, TalentMap WILL NOT divulge individual survey responses to anyone at your organization; only aggregate reports will be provided. For more information please contact us at privacy@talentmap.com or view our privacy statement.

As a commitment to privacy, TalentMap is a member of Insights Association (CASRO and MRA merger), and the Marketing Research and Intelligence Association (MRIA). TalentMap subscribes to CASRO’s Code of Standards and MRIA’s Good Practice. You can be assured that your responses will be treated with the strictest confidence.
1. How do I know the survey is confidential?

The organization we are working with to deploy the survey is TalentMap, a company that specializes in employee surveys. All of the survey data is collected outside of our company via a secure internet connection (SSL). The information you provide on the survey goes directly to TalentMap’s secure servers. To ensure confidentiality, TalentMap promises that at no time during or after the survey will individual responses be divulged to anyone at our organization; only aggregate results (total responses) will be provided.

2. Will the survey ask me for employee demographic information? (i.e. age, gender, title, department etc.)

No. The University of Alberta will provide TalentMap with demographic information which we will link to your survey responses. Be assured only aggregate results will be provided to your organization. Please note we will not report any results with less than 7 responses to ensure confidentiality and privacy.

3. Do I have to complete the survey in one sitting?

No. You can break-off and come back, but as the questionnaire is only about 20 minutes, we recommend that you do complete it in one sitting.
Frequently Asked Questions

4. Can I change my responses after submitting?

No! Once you have submitted your responses, they are captured in TalentMap’s database. Even TalentMap cannot identify the owner of individual responses.

5. How long is the survey open?

The survey will be open from October 7 to 20, 2019. We hope to get as many responses as possible in the first few days the survey is open, but TalentMap will send you reminder emails and updates throughout the survey period and communicate to you when the survey will be closing.

6. Will the results be shared with us?

We expect to share the results with units starting in late Fall. The survey results will help University leaders understand what we’re doing well and where we can improve to create a work environment that fosters engagement. Units will work with the results to look for key engagement drivers and will be expected to develop action plans to respond and focus on those key drivers that arise from the results.
Web: www.ualberta.ca/faculty-and-staff/faculty-and-staff-engagement-survey
Email: engagement.survey@ualberta.ca