

# How's Work Going?

Nova Scotia Government Survey Results 2017

Energy

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How's Work Going? Report  
Nova Scotia Public Service Commission  
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# At a Glance

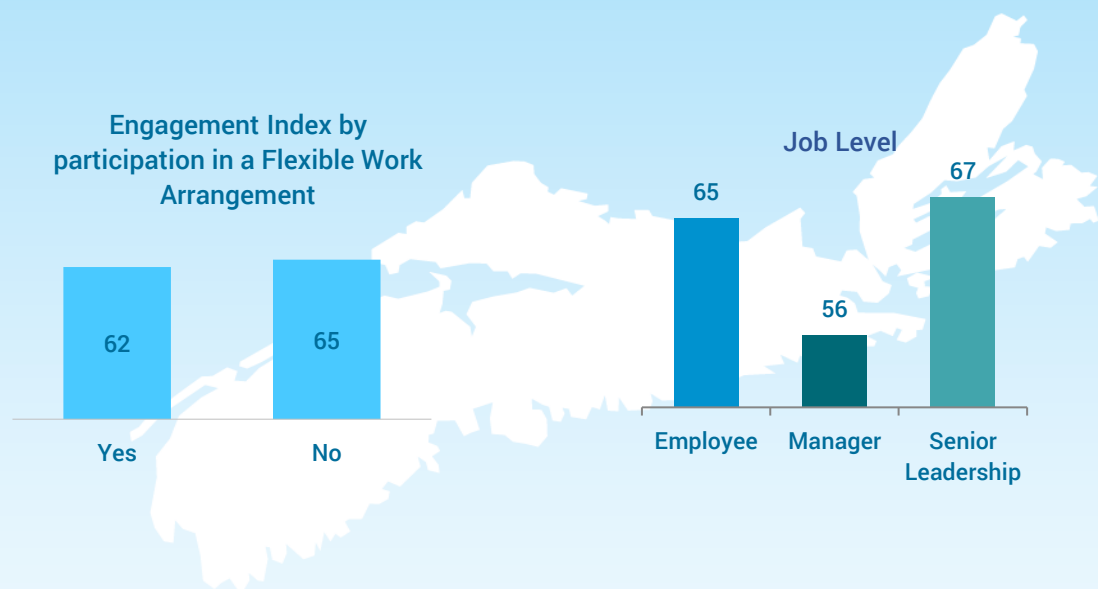
From May 11th to June 16th, 64% of Nova Scotia Government employees completed the 2017 How's Work Going survey and provided feedback about their work experience. 70% of Energy employees completed the survey.

The 2017 Engagement Index for the Department of Energy is 63%. This is a 5-point decrease from 2015. The table below provides employee responses to the seven questions used to calculate the engagement index with a comparison to 2015 and the Nova Scotia Government overall results.

	2017	2015	+/-	Nova Scotia
<b>Overall Engagement Index<sup>i</sup></b>	<b>63</b>	<b>68</b>	<b>-5</b>	<b>57</b>
1 I am inspired to give my very best	71	70	1	70
2 I am satisfied with my department	74	74	0	49
3 Overall, I am satisfied with my work as a Government of Nova Scotia employee	74	78	-4	60
4 Overall, I feel valued as a Government of Nova Scotia employee	55	59	-4	46
5 I am proud to tell people I work for the Government of Nova Scotia	68	65	3	59
6 I would recommend the Government of Nova Scotia as a great place to work	61	65	-4	55
7 I would prefer to stay with the Government of Nova Scotia, even if offered a similar job elsewhere	38	58	-20	58

An Engagement Index of 60 or above indicates an Engaged Workforce

## Highlights



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# Introduction

The Public Service Commission, on behalf of the Nova Scotia Government, conducts the bi-annual How's Work Going survey. The survey gathers feedback on the employee work experience, measures employee engagement and monitors change over time.

The How's Work Going survey program has provided leadership with important information that has enabled the organization to better understand the work environment, start conversations and test and implement programs and strategies, based on the feedback received from employees.

In 2017, Nova Scotia updated the How's Work Going survey and significantly decreased the number of questions to better reflect and measure key elements of the work environment. A draft survey was created and focus sessions were held with leaders from across the province to test the new survey.

## Nova Scotia's Employee Engagement Model

The How's Work Going survey program is developed based on the Nova Scotia Engagement Model. The model measures key elements in the work environment and drivers of engagement that have a significant impact on an employee's work experience and engagement. The Nova Scotia model is based on the Canadian Interjurisdictional Engagement Model.

The Nova Scotia Engagement Model is graphically represented on the following page by a 'Lighthouse'.

Nova Scotia is a member of a [Canadian Interjurisdictional Engagement Team](#)

## Lighthouse

The Lighthouse represents the Model's three main characteristics.

- ▽ **Lens** – The engagement index is located at the top of the Lighthouse.
- ▽ **Structure** – Key elements and drivers of employee engagement measured by the model. These elements are captured under the themes of Job, Well-Being and Opportunities.
- ▽ **Foundation** – Leadership is the foundation on which the model is built.

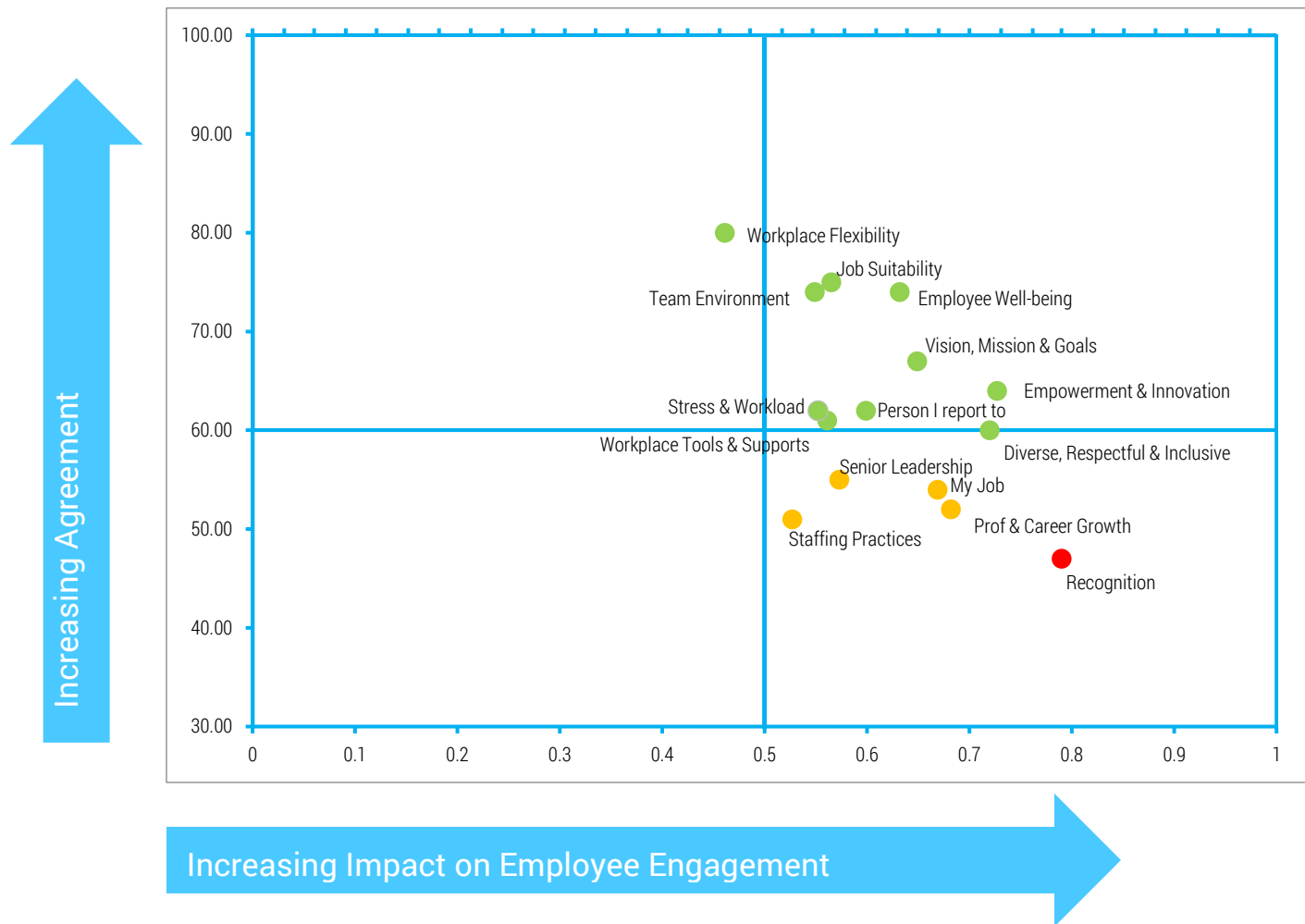
## Reading the Report

The Lighthouse graphic presents driver category scores based on the questions in the 2017 How's Work Going survey. The drivers are color coded to indicate overall satisfaction with the category. A priority matrix maps the driver categories from the lighthouse with the impact they have on an employee's engagement. The priority matrix allows users to graphically pinpoint priority areas for focus as well as areas of success. To further understand success or focus areas, please refer to the remaining report pages for specific survey questions and responses.

# Results 2017



# Priority Matrix



## Highlight

### Top 3 Success Areas

1. Empowerment & Innovation
2. Diverse, Respectful & Inclusive
3. Vision, Mission & Goals

**Employees feel positive when they think about...**

- ▽ Having access to the resources and supports they need to address disrespectful behaviour in the workplace
- ▽ Having opportunities to provide input into decisions that affect their work

### Top 3 Focus Areas

1. Recognition
2. Professional & Career Growth
3. My job

**Employees feel less positive when they think about...**

- ▽ Having opportunities for career growth within the Province of Nova Scotia
- ▽ Receiving meaningful recognition for work well done

# Detailed Results

## Job

Area	Question	2017	2015	+/-	Nova Scotia
Job Suitability	My job is a good fit for my skills and interests	87	78	9	81
	The work I do gives me a sense of accomplishment	74	73	1	68
	I am satisfied with my job	63	72	-9	59
Workplace Tools & Supports	I have the technology I need to do my job well	63			65
	I have the tools, equipment and resources I need to do my job well <sup>ii</sup>	71	58	13	57
	I have support at work to provide a high level of service	62	53	9	57
	My organization supports employees through change	49			42
Empowerment & Innovation	Innovation is valued in my work	65	60	5	47
	I feel safe and supported by my organization to try new ideas	63			46
	I have opportunities to implement new ideas in my work	66			50
	I have opportunities to provide input into decisions that affect my work	74	63	11	52
	Continuous improvement of processes/procedures is encouraged in my department	53			46
Vision, Mission & Goals	I know how my work contributes to the achievement of my department's goals	79	80	-1	65
	I have opportunities to provide input into the development of my department's strategic directions	55			33
My Job	I feel my job is secure	53			59
	I am paid fairly for the work I do <sup>ii</sup>	55	43	12	53

## Well-Being

Area	Question	2017	2015	+/-	Nova Scotia
Team Environment	I have positive working relationships with my co-workers	90	83	7	87
	Communication is encouraged between my work unit and other work units we work with	58			55
Workplace Flexibility	My immediate supervisor supports the use of flexible work arrangements, if operationally possible	81			77
	I have support to balance my work and personal life	79	76	3	70
Employee Well-being	I would describe my workplace as healthy, safe and supportive of my emotional well-being	66	63	3	53
	I would describe my workplace as healthy, safe and supportive of my physical well-being	82			65
Recognition	I receive meaningful recognition for work well done	47	40	7	47
Stress & Workload	The amount of stress I experience at work is reasonable <sup>ii</sup>	63	51	12	53
	My workload is reasonable <sup>ii</sup>	61	46	15	55
Diverse, Respectful & Inclusive	I am treated respectfully at work	79	80	-1	71
	In the past 12 months, my work experience has been affected by discrimination and/or harassment in the workplace <sup>iii</sup>	8			15
	I have access to the resources and supports I need to address disrespectful behavior in the workplace	65			63
	My department implements meaningful activities and practices that support a diverse workplace	37			52

## Opportunities

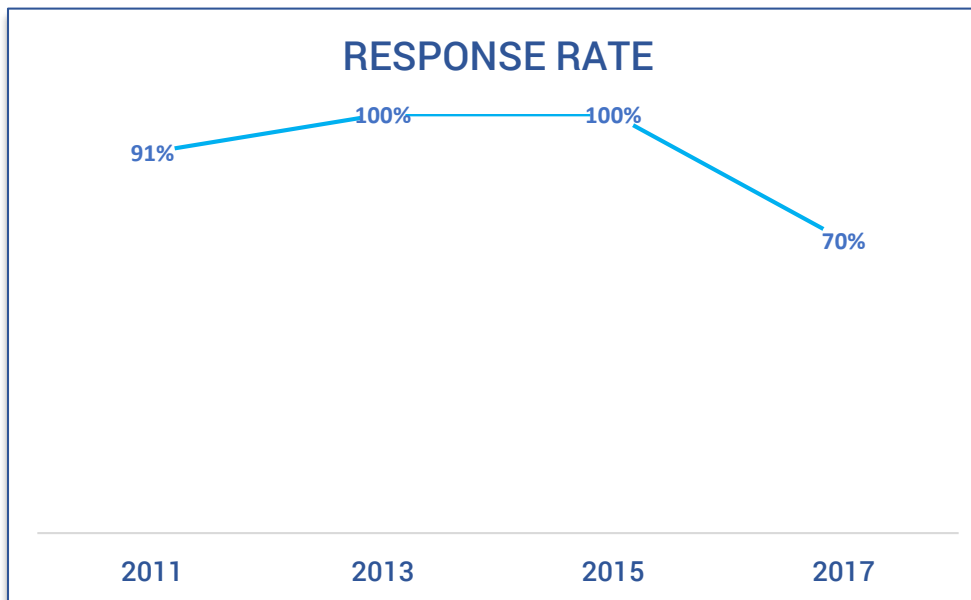
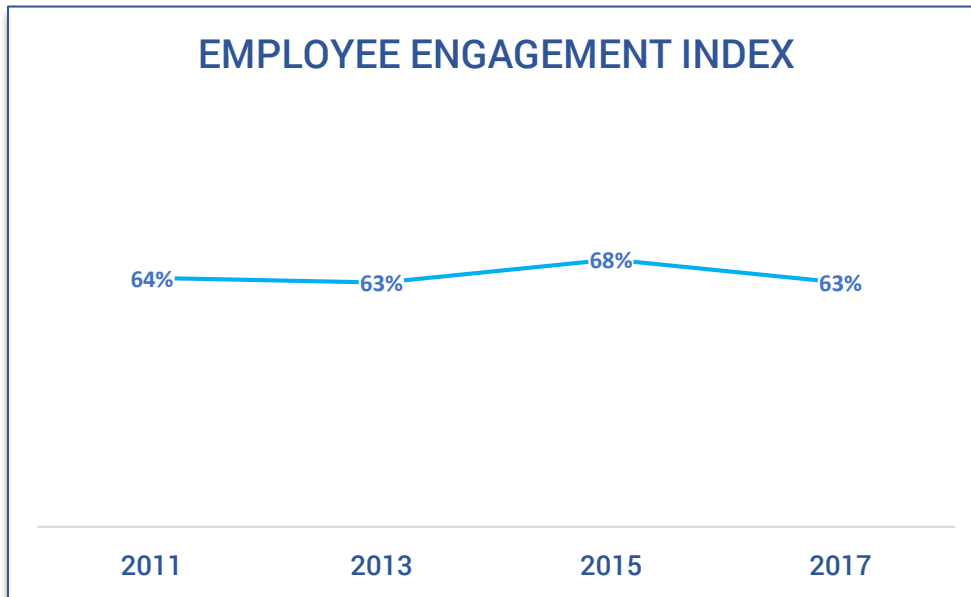
Area	Question	2017	2015	+/-	Nova Scotia
Professional & Career Growth	My organization supports my work-related learning & development	63	69	-6	59
	My department supports innovative ways of career development	55			42
	I have opportunities for career growth within the Government of Nova Scotia	37	51	-14	39
Staffing Practices	In my department, the selection of a person for a position is based on skills, knowledge and abilities	51			42

# Leadership

Area	Question	2017	2015	+/-	Nova Scotia
Person I Report To	Keeps me informed of things that I need to know to do my job well	58			65
	Consults me on decisions that affect my work	61			62
	Provides clear expectations regarding my work	53			63
	Provides useful feedback about my work performance <sup>ii</sup>	46	62	-16	60
	Treats me with respect	82			79
	I trust the person I report to	71			68
	I am satisfied with the quality of supervision I receive	61	68	-7	66
Senior Leadership	Senior Leadership in my department provides clear direction	55	55	0	42
	Senior Leadership in my department makes timely decisions	58	59	-1	36
	Essential information flows effectively from senior leadership to staff	40	43	-3	36
	I have confidence in the senior leadership of my department	66	66	0	46

# Appendix

## Energy Trends



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<sup>i</sup> In 2017, Nova Scotia updated its Engagement Model to include a 7th question. Overall, I feel valued as a Government of Nova Scotia employee had been included in the calculation of the Engagement Index. This update is consistent with the Canadian Interjurisdictional Engagement Model.

<sup>ii</sup> Question wording has changed slightly from the 2015 How's Work Going survey.

<sup>iii</sup> This question is not included in the category average presented in the lighthouse.

## About Us

For more information, support in action plan development or information regarding current engagement initiatives, please contact:

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