

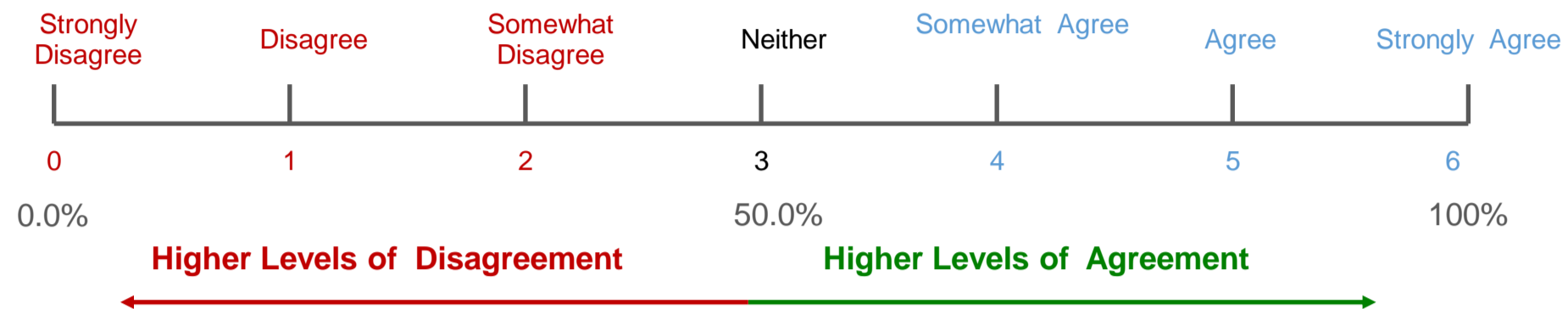
Red River College 2019 Engagement Survey Summary Results for: Red River College Overall

Response Rate Summary

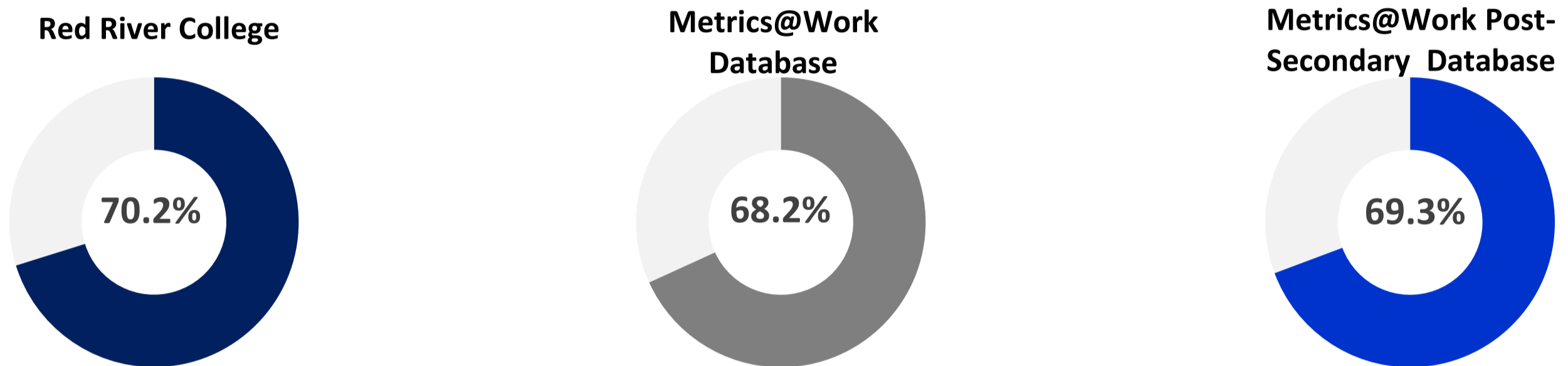
Red River College

1593 Responses

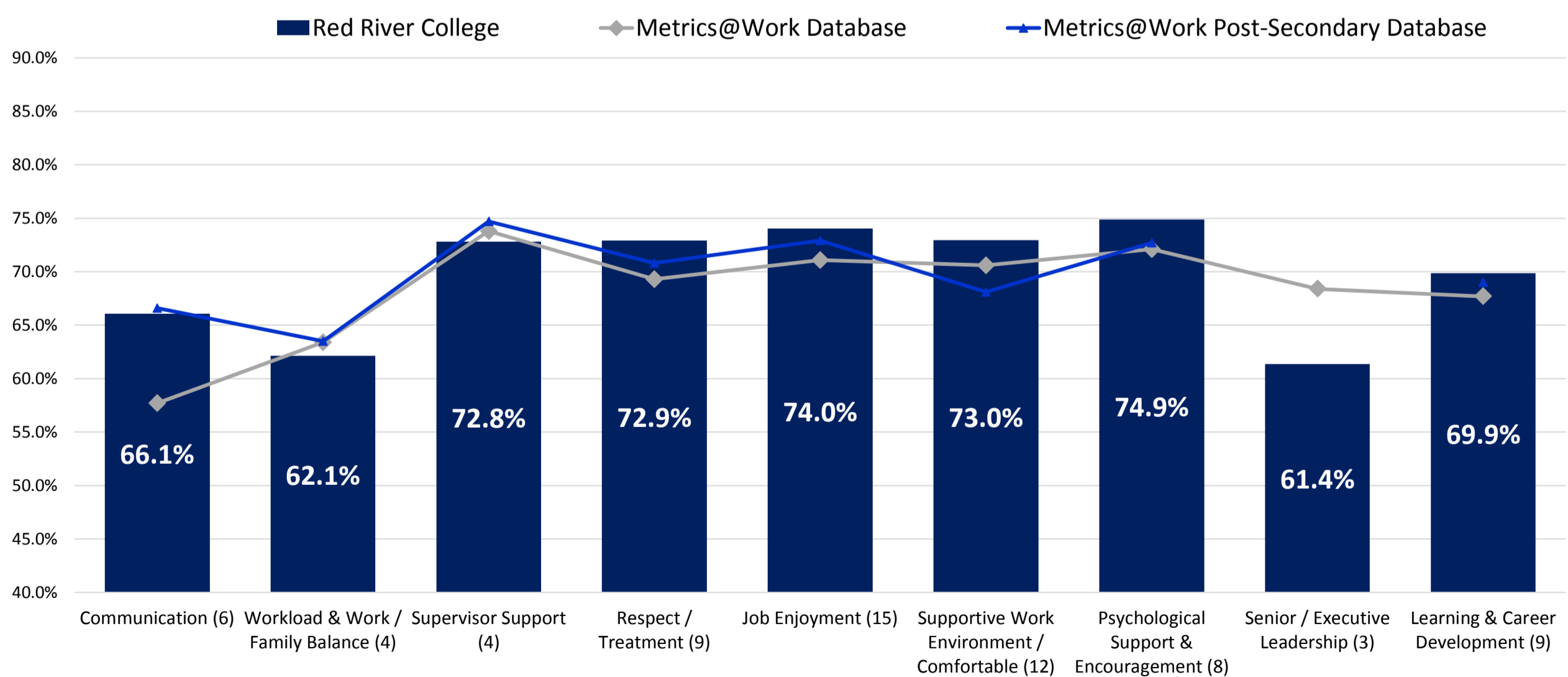
Interpreting Average Percentages



Overall Engagement Score Comparisons (based on all 46 drivers)



Engagement Index Scores

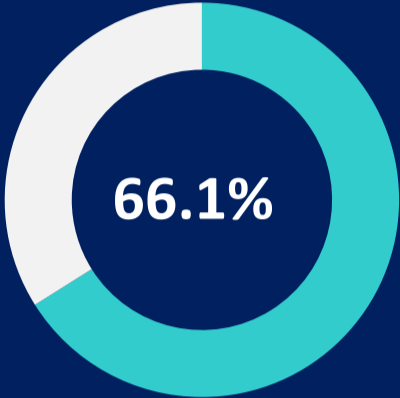
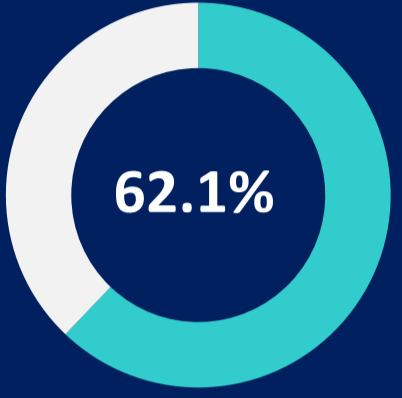
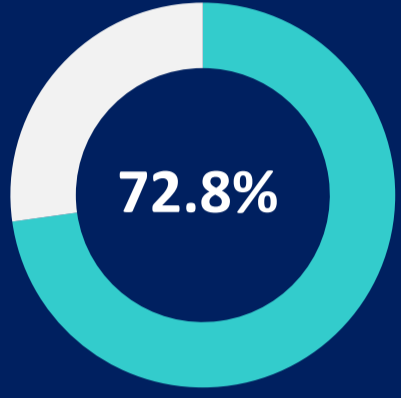


Notes:

- The number of drivers/questions in each Index Score is noted in brackets in the above chart (e.g. Respect / Treatment is comprised of nine drivers/questions).
- The Metrics@Work Database Score is based on the average of approximately 135 organizations, including only the common drivers with enough respondents in the database to produce a valid benchmark.
- The Metrics@Work Post-Secondary Database Score is based on the average of approximately 15 post-secondary institutions, including only the common drivers with enough respondents in the database to produce a valid benchmark. Senior / Executive Leadership does not have a valid Post-Secondary benchmark.

Engagement Index Score Breakdowns

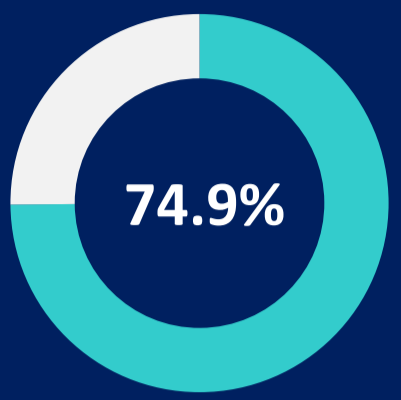
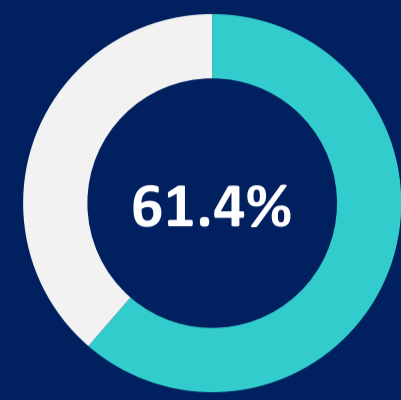
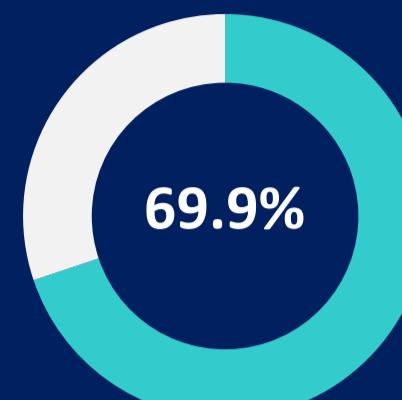
- Results for each question comprising the Index Scores are provided below. The driver name is bolded above the question.
- **Your Score** is Red River College's average for that question.
 - Scores appearing in green are above 75%
 - Scores appearing in orange are below 60%
 - Scores appearing in red are below 50%
- **M@W DB** is Red River College's difference from the Metrics@Work **Post-Secondary Database Score**
 - Scores appearing in green are more than 5% higher
 - Scores appearing in red are more than 5% lower

Communication			Workload & Work / Family Balance			Supervisor Support		
Driver / Question	Your Score	M@W DB	Driver / Question	Your Score	M@W DB	Driver / Question	Your Score	M@W DB
								
Dept: Communication from Supervisor The communication I receive from my supervisor helps me to do my work effectively	71.0%	+0.0%	Job: Work / Life Balance My job allows me to balance my work & family / personal life	70.4%	+1.8%	Dept: Comfortable Approaching Supervisor with a Problem I feel comfortable approaching my supervisor with a problem	77.5%	-0.9%
Dept: Timely & Relevant Communication I receive timely and relevant communication in my department	68.3%	+1.4%	Job: Work is Distributed Fairly Work is distributed fairly & evenly within my department	60.9%	+0.8%	Dept: Supervisor is Committed to Learning Opportunities My supervisor is committed to supporting continuous learning opportunities	75.9%	N/A
Div: Satisfied with the Way Information is Shared I am satisfied with the way information is shared within my division	65.8%	N/A	Job: Enough Time I have enough time to do my work effectively	60.4%	-1.3%	Dept: Communication from Supervisor The communication I receive from my supervisor helps me to do my work effectively	71.0%	+0.0%
Dept: Meetings are a Good Use of Time Meetings within my department are a good use of my time	65.8%	N/A	Job: Enough Time to Explore New Things During regular work hours, I have time to explore new or better ways to do things	56.8%	N/A	Dept: Get Constructive Feedback from Supervisor I get constructive feedback from my supervisor on how well I am performing in my role	66.8%	N/A
Dept: Decisions Based on Consultation In my department, decisions are usually based on some consultation with the people who have to live with them	64.1%	+2.3%						
Div: Decisions Made Carefully Important decisions in my division are generally made after careful analysis & consultation with those who will be affected	61.4%	N/A						

Engagement Index Score Breakdowns (Cont'd)

Respect / Treatment			Job Enjoyment			Supportive Work Environment / Comfortable		
72.9%			74.0%			73.0%		
Driver / Question	Your Score	M@W DB	Driver / Question	Your Score	M@W DB	Driver / Question	Your Score	M@W DB
Dept: Treated with Respect I am treated with respect by my colleagues	81.1%	N/A	Job Engagement I tend to get absorbed in my work	83.2%	+2.1%	Dept: Support for Diversity I feel people of diverse backgrounds are treated with respect in my department	83.3%	N/A
Dept: Supported When Dealing with Personal Issues I feel supported in my department when I am dealing with personal issues	78.9%	+1.2%	Departmental Engagement I am proud to work in my department	82.9%	+2.3%	Org: Supports a Culture of Diversity & Inclusion RRC, through the actions of its management, staff & programs, supports a culture of diversity & inclusion	78.4%	N/A
Dept: Satisfied with Co-Worker Interactions I am satisfied with the interactions I have with my colleagues	78.5%	+2.7%	Job Engagement My job gives me a sense of accomplishment	82.5%	+5.9%	Dept: Support for Innovation I feel safe making suggestions for new or better ways to deliver service	75.9%	N/A
Dept: Positive Relationship Between Faculty & Staff The relationship between faculty & staff is positive	75.1%	N/A	Divisional Engagement I am proud to be associated with my division	80.7%	+3.9%	Job: Encouraged to Find Better Ways I am encouraged to come up with better ways to do things	74.1%	+2.9%
Dept: Ideas are Valued I believe my ideas are valued in my department	74.4%	+4.6%	Job Engagement I feel enthusiastic about my job	79.8%	N/A	Organizational Engagement I would recommend RRC to my friends as a great place to work	73.8%	+3.2%
Dept: Satisfied with Recognition I am satisfied with the recognition I receive for my work	68.6%	+3.1%	Dept: Satisfied with Co-Worker Interactions I am satisfied with the interactions I have with my colleagues	78.5%	+2.7%	Job: Encouraged to be Innovative I am encouraged to be innovative in my job	73.7%	+3.3%
Organizational Engagement RRC cares about its employees	67.5%	+1.2%	Org: RRC Should be Globally Recognized RRC is doing work that deserves to be recognized for excellence in learning, research, & innovation	74.7%	N/A	Divisional Engagement I feel a strong sense of belonging to my division	73.2%	N/A
Div: Morale is Good Morale is good in my division	67.1%	N/A	Organizational Engagement I would recommend RRC to my friends as a great place to work	73.8%	+3.2%	Dept: Comfortable Raising Issues I feel comfortable raising work-related issues or questions	72.5%	N/A
Dept: Morale is Good Morale is generally good in my department	64.9%	N/A	Divisional Engagement I feel a strong sense of belonging to my division	73.2%	N/A	Job: Satisfied with Physical Work Environment I'm satisfied with my physical work environment at RRC	71.4%	+2.9%
			Job: Satisfied with Physical Work Environment I'm satisfied with my physical work environment at RRC	71.4%	+2.9%	Job: Satisfied with Resources & Technology I am satisfied with the resources & technology	69.4%	-1.4%
			Dept: Satisfied with Recognition I am satisfied with the recognition I receive for my work	68.6%	+3.1%	Organizational Engagement I would not leave RRC if an equivalent job opportunity became available	66.0%	+4.4%
			Div: Morale is Good Morale is good in my division	67.1%	N/A	Div: Comfortable Expressing Opinion I feel comfortable expressing my opinion to the Executive Director of my division	63.9%	N/A
			Organizational Engagement I would not leave RRC if an equivalent job opportunity became available	66.0%	+4.4%			
			Dept: Morale is Good Morale is generally good in my department	64.9%	N/A			
			Dept: Poor Work Performance is Not a Problem Poor work performance is NOT a problem in my department	63.3%	+0.4%			

Engagement Index Score Breakdowns (Cont'd)

Psychological Support & Encouragement			Senior / Executive Leadership			Learning & Career Development		
Driver / Question	Your Score	M@W DB	Driver / Question	Your Score	M@W DB	Driver / Question	Your Score	M@W DB
 <p>74.9%</p>			 <p>61.4%</p>			 <p>69.9%</p>		
Org: Encouraged to Report Unsafe Situations People at RRC are encouraged to report unsafe situations they observe	79.4%	N/A	Div: Leaders Deal with Issues The leaders within my division effectively deal with issues or problems that are brought to their attention	64.9%	N/A	Dept: Supervisor is Committed to Learning Opportunities My supervisor is committed to supporting continuous learning opportunities	75.9%	N/A
Dept: Supported When Dealing with Personal Issues I feel supported in my department when I am dealing with personal issues	78.9%	+1.2%	Div: Comfortable Expressing Opinion I feel comfortable expressing my opinion to the Executive Director of my division	63.9%	N/A	Dept: Supports Continual Learning My department supports the continual learning & development of our skills, abilities, & the ways that we do our work	75.4%	N/A
Dept: Psychologically Safe I feel that I am psychologically safe at work in my department	78.2%	N/A	Org: Senior Leadership Team is Visible & Approachable The Senior Leadership Team members are visible & approachable	55.3%	N/A	Org: RRC Should be Globally Recognized RRC is doing work that deserves to be recognized for excellence in learning, research, & innovation	74.7%	N/A
Job: Performance Standards I know what job performance standards are expected	78.1%	-0.6%				Dept: Support for Innovation We view failure & mistakes as opportunities to learn	73.7%	N/A
Dept: Other Departments are Supportive People in other departments are supportive when I ask for things	75.0%	+5.8%				Org: Training for Safety & Emergency Procedures I have received proper training for the safety & emergency procedures related to my work	73.6%	-5.7%
Dept: Support for Innovation We view failure & mistakes as opportunities to learn	73.7%	N/A				Org: Receive Professional / Technical Training I receive the professional / technical training I need to perform my job effectively	68.1%	-0.6%
Dept: Supported Through Change When change occurs in my department, I am provided with the supports I need	68.2%	N/A				Org: In-House Training Opportunities There are sufficient in-house training/development opportunities offered by RRC	66.8%	N/A
Organizational Engagement RRC cares about its employees	67.5%	+1.2%				Org: Training Opportunities Outside of College I am satisfied with the training & development opportunities offered outside of RRC	63.1%	N/A
						Org: Opportunities for Advancement I have sufficient opportunities for advancement at RRC	57.4%	-1.5%