



2019 RTD All-Employee Engagement Survey Data Review

Data collection:
October 21 – November 8



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Overview & Participation

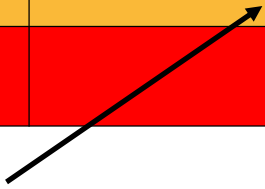
- A total of 68 survey items are included in the engagement survey
- Data collected via internet
- Participation: 41% (1216 out of 2974)
 - Full-time salaried: 71%
 - Union: 29%
 - The way the data is handled and acted upon has a significant impact on future survey participation
- Confidentiality is always maintained in reporting in order to protect the confidentiality of the respondents and the integrity of the process.



Interpreting Current Population Scores

		Percent Favorable
Strengths	Outstanding	87% - 100%
	Exceeds Expectations	80% - 86%
	Fully Functional	73% - 79%
	Needs Improvement	66% - 72%
Opportunities	Problem Areas	54% - 65%
	Critical Problems	0% - 53%

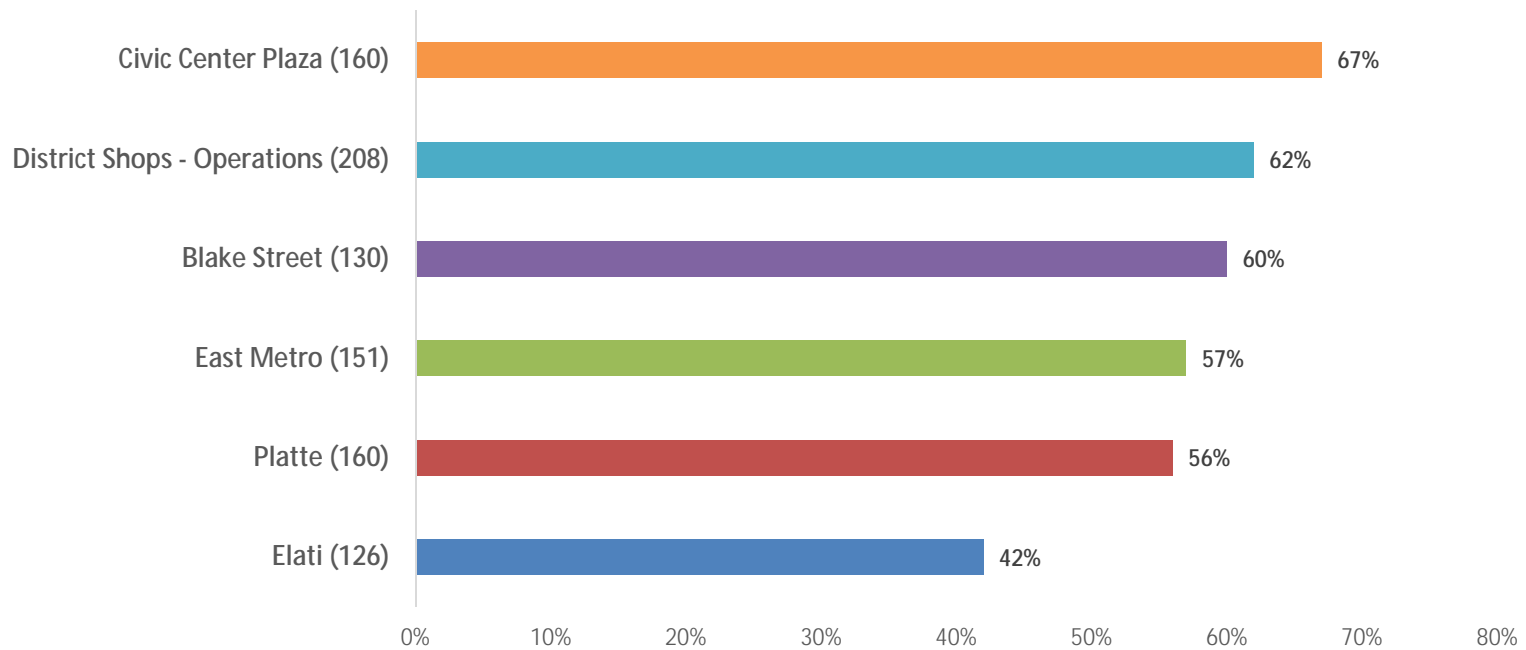
RTD overall favorability: 58%



Attachment: RTD Engagement Data Review (4073 : Employee Survey Update)

Favorability by Location: 101+ Completes

RTD overall favorability: 58%



Highest/Lowest Favorable Items



Engagement Index

Connection



My work gives me a sense of personal accomplishment



I feel proud to work for Organization

Advocacy



I would recommend Organization as a good place to work

Commitment



I plan to work at Organization for at least one year from now



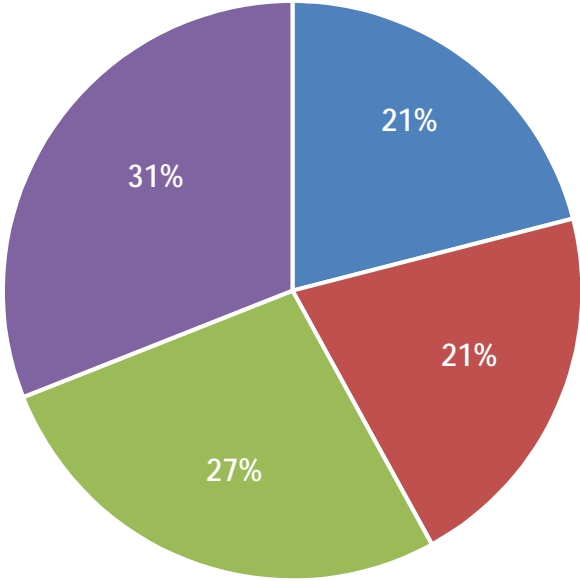
I don't consider looking for a new job elsewhere

Effort



I am motivated to go beyond what is normally expected of me to help Organization be successful

Engagement at RTD



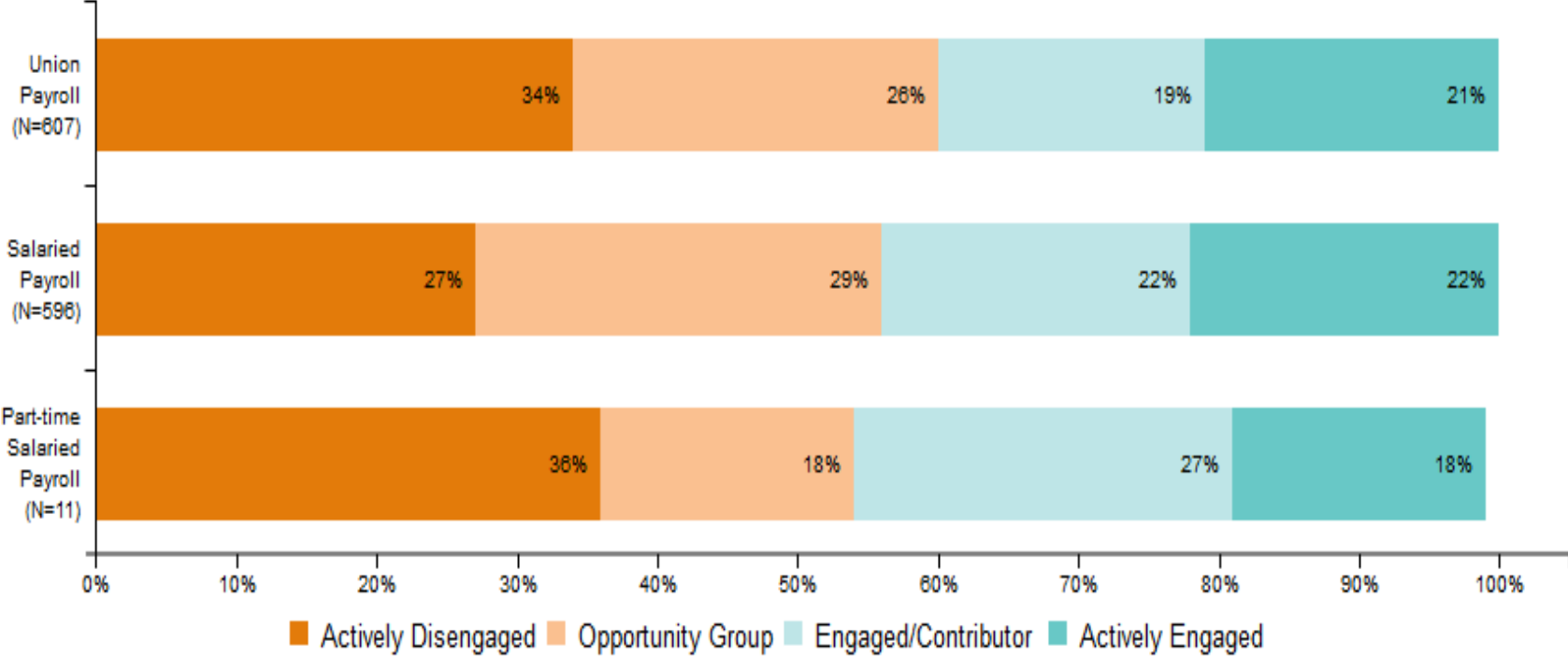
■ Actively Engaged ■ Engaged/Contributor ■ Opportunity Group ■ Actively Disengaged



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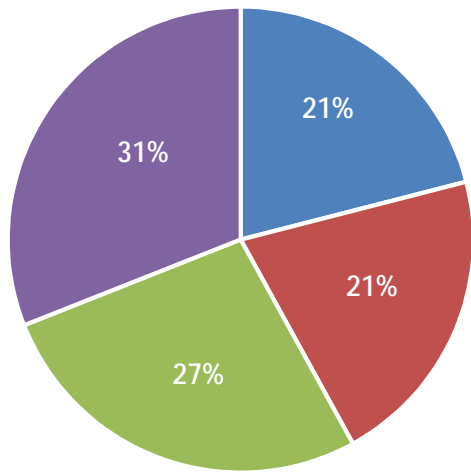
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Engagement by Salaried/Represented



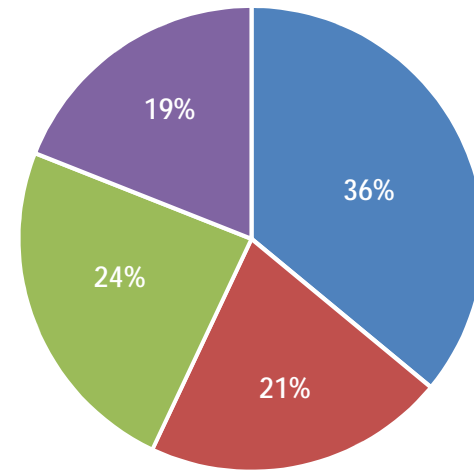
Engagement Index Comparison

RTD 2019 Engagement Index



- Actively Engaged
- Engaged/Contributor
- Opportunity Group
- Actively Disengaged

PE 2019 Engagement Index



- Actively Engaged
- Engaged/Contributor
- Opportunity Group
- Actively Disengaged



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Key Drivers of Engagement



SPEARMAN CORRELATIONS WERE RUN ON ALL SURVEY ITEMS TO DETERMINE WHICH ITEMS HAVE THE HIGHEST IMPACT ON ENGAGEMENT AT THE ORGANIZATION







ACTIONABLE SURVEY ITEMS WITH THE HIGHEST CORRELATION TO THE ENGAGEMENT INDEX AND THE LOWEST SCORES ARE OUR KEY DRIVERS OF ENGAGEMENT



ACTING ON KEY DRIVERS OF ENGAGEMENT IS OUR BEST BET FOR POSITIVELY IMPACTING EMPLOYEE ENGAGEMENT AT THE ORGANIZATION

Key Drivers of Engagement

-  I feel valued as an employee
-  Company processes allow me to do my job well
-  Leadership's actions show they value their employees
-  RTD is well-equipped to be an effective transit agency over the next 30 years

Recommended Focus Areas

Employees feeling valued and heard

Effective company processes

Employee confidence in RTD's future

Effective communication between work groups

Next Steps



Post survey communication

Thank people for their feedback
Let them know what will happen next



Determine actions based on focus areas

People Element will provide best practice recommendations for both the setup of the action planning group(s) and for action steps



Scheduled for discussion at the January 15 SLT Meeting