

EMPLOYEE SURVEYS & ACTING ON FEEDBACK



September 2021

Gathering employee feedback on an ongoing basis is critical in order to sustain an engaging and positive work environment. Collecting answers on annual surveys and conducting review meetings do not often capture all of the valuable feedback you could garner from your employees. Understanding that every employee has a preferred way of communicating their thoughts and suggestions, it is our duty as managers and HR professionals to provide ample opportunities to discuss important topics and invite feedback where its needed most.

In this issue of HR In-Brief, we provide you with management tips on how to craft successful employee surveys and other great ways to capture employee feedback to act on.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.
- Sheenagh Beadell, *Partner*, Chemistry Consulting Group

GUEST FEATURED BLOG

[How to Improve Your Benefits Plan Through Employee Feedback](#)



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Our featured guest blog this month is presented in partnership
by K. Cantwell, Benefits Advisor from [Montridge Advisory Group](#).

"When asking employees their thoughts on the current benefits plan, keep in mind that there will be an expectation by staff that you'll do something with the info. Therefore, don't ask unless you're ready to act."

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How To Take Advantage of the Current Trends in Employee Feedback



Forbes

"Too often, employers either haven't provided these feedback channels or haven't acted on the feedback they've received through them. But not listening to employees' concerns prevents companies from addressing real issues in the workplace."

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5 Key Questions on Organizational Measuring and Metrics



Canadian HR Reporter

"There's always a strategic element of why people want to survey, but then there's the human element around getting quantitative, reliable, valid information for leaders to act on, because the operational piece is already measured by other outcomes — whether it's patient outcomes, counting turnover, or satisfaction."

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3 Reasons to Gather Employee Feedback During Disruption



Gallup

"During crises -- especially financial ones -- organizations often react by clamping down on budget items that are viewed as nonessentials or "nice-to-haves." This is a prudent stopgap to curb spending, but if employee surveys are on the chopping block, it's time to reevaluate decision-making about what's essential."

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UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

"Employment rises for third consecutive month"

The Daily - Labour Force Survey

	JUNE 2021	JULY 2021	AUGUST 2021
VICTORIA	5.5%	4.5%	4.4%
VANCOUVER	7.4%	7.6%	7.5%
BRITISH COLUMBIA	6.6%	6.6%	6.2%
CALGARY	8.9%	9.6%	10.1%
ALBERTA	9.3%	8.5%	7.9%
CANADA	7.8%	7.5%	7.1%

Source: *Statistics Canada Labour Force Survey, August 2021*

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Need support with **employee surveys** or **gathering feedback** from your employees?

We are here to help.

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