

2025 Employee Engagement Survey

Manitoba Government Report on Overall Results

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Available in alternate formats upon request.

Overview

The Employee Perspectives Program (EPP), which launched in 2020, is used to gather insights from Manitoba's public servants on their experience in the workplace.

The program involves an annual survey, an ongoing employee perspectives panel, employee life cycle surveys (e.g., exit surveys), focus groups and other data-gathering exercises that aim to connect senior government decision-makers directly to the diverse perspectives of the members of Manitoba's public service (MPS).

The 2025 Employee Engagement Survey was conducted from January 27, 2025 to February 17, 2025. The survey results contained in this report will serve as a starting point to better understand employees perspectives and respond to their perspectives in meaningful ways. Information on the survey distribution and data analysis is available under Appendix A.

Questions

For questions about the Employee Engagement Survey, please contact the Public Service Commission at **AskPSC**.

Next Steps

The Manitoba government has committed to an ongoing cycle of feedback, analysis and action, centred on the EPP and its annual employee engagement survey. The following results, and their contrast to previous results, help guide decisions on future employee engagement initiatives and serve as a starting point for these important conversations.

Department and Division-level Analysis

Further to this corporate report, deputy ministers will be provided with departmental and divisional reports. Based on feedback received from department leaders, larger divisions will be provided with further branch-level reporting. This ensures more relevant data for areas where employee counts are high. Senior leadership will review how this feedback applies specifically to their departments and will take appropriate action among their leadership teams to address areas in need of attention.

Feedback from these reports is only the beginning of the conversation. Leaders are strongly encouraged to provide opportunities to explore these findings further with their teams through town halls, follow-up surveys, focus groups or interviews.

Taking Action

The results from prior employee engagement surveys have led to the creation of initiatives like the Learning Fund, the Idea Fund, CONNECT weekly newsletter, and the establishment of MPS Employee Engagement Team. Ongoing enhancements to these initiatives have been informed by routine employee feedback obtained through this important engagement tool.

Additionally, the EPP was expanded to include a corporate exit survey that continues to collect instrumental feedback to inform enhancements to initiatives that support employee retention.

What We Heard

Summary of Findings

In comparison to the 2024 Employee Engagement Survey, participation rates have decreased slightly (from 45.8% in 2024 to 40.3% in 2025).

Survey Themes

The 2025 Engagement Survey measured several themes, consistent with the 2024 survey:

- Culture
- Capacity
- Talent
- Leadership
- Engagement

The following outlines the statements that fall into each theme:

Culture statements:

- I have positive working relationships with my co-workers.
- Innovation is valued in my work.
- I have opportunities to provide input into decisions that affect my work.
- I receive meaningful recognition for work well done.
- I have support at work to balance my work and personal life.
- I am treated respectfully at work.

Capacity statements:

- My job is a good fit with my skills and interests.
- I have support at work to provide a high level of service.

Talent statements:

- My organization supports my work related learning and development.
- I have opportunities for career growth within the Manitoba government.

Leadership statements:

- I have confidence in the senior leadership of my department.
- I know how my work contributes to the achievement of my department's goals.
- Essential information flows effectively from senior leadership to staff.
- I am satisfied with the quality of supervision I receive.

Engagement statements:

- I am satisfied with my department.
- Overall, I am satisfied with my work as a Manitoba government employee.
- I am proud to tell people I work for the Manitoba government.
- I am inspired to give my best.
- I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.
- I would recommend the Manitoba government as a great place to work.
- Overall, I feel valued as a Manitoba government employee.

Other statements:

- The Manitoba government provides access to respectful workplace resources and supports.
- I have applied innovation in how I approach my work.
- I feel included in my workplace.

Key Observations

The overall agreement score average has increased 1%, from 65.8% to 66.8%. The most significant increase was seen in the **Engagement** theme at **+1.9%**. The full themes table can be found in the appendix.

The following statements received the highest agreement scores:

- I have positive working relationships with my co-workers. **(89.5%)**
- The Manitoba government provides access to respectful workplace resources and supports. **(84.2%)**
- My job is a good fit with my skills and interests. **(81.4%)**

The following statements received the lowest agreement scores:

- Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.) **(48.9%)**
- I have opportunities for career growth within the Manitoba Government. **(53.6%)**
- Innovation is valued in my work. **(55.3%)**

Comparison to the 2024 Employee Engagement Survey

The following statements received the highest increase in agreement scores when compared with the 2024 results:

- Overall, I feel valued as a Manitoba government employee. **(+3.2)**
- I have support at work to balance my work and personal life. **(+3.0%)**
- I would recommend the Manitoba government as a great place to work. **(+2.7%)**
- The Manitoba government provides access to respectful workplace resources and supports. **(+2.7%)**

The following statements received the highest decrease in agreement scores when compared with the 2024 results:

- I have applied innovation in how I approach my work. **(-2.7%)**
- My organization supports my work-related learning and development. **(-1.2%)**
- Innovation is valued in my work. **(-1.1%)**
- I have opportunities for career growth within the Manitoba Government. **(-1.1%)**

There were some statements that remained relatively stable when compared to the 2024 results:

- My job is a good fit with my skills and interests. **(+0.3%)**
- Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.) **(+0.4%)**
- I am satisfied with my department. **(+0.5%)**
- I have positive working relationships with my co-workers. **(-0.5%)**

Who We Heard From

The 2025 Employee Engagement Survey heard from 4,914 respondents out of a possible 12,206.

- This represents 40.3% of active government employees.
- 18 departments participated in the survey.
- A department breakdown is available in the appendix

The diversity characteristics of respondents are as follows:

- 53.0% declared as women.
- 23.9% declared as members of a visible minority group.
- 13.8% declared as immigrants.
- 10.2% declared as persons with disabilities.
- 9.5% declared as Indigenous People.
- 6.6% declared as English as an Additional Language (excluding Francophone).
- 4.4% declared as 2SLGBTQIA+.
- 3.8% declared as Francophone.
- 0.7% declared as veterans.

The respondents ages ranged from:

- 7.2% were under 30 years old.
- 21.0% were 30-39 years old.
- 30.3% were 40-49 years old.
- 23.3% were 50-59 years old.
- 6.6% were over 59 years old.

The amount of time respondents have been working for government ranged from:

- 26.6% worked for less than 3 years.
- 21.2% worked for 3 to less than 10 years.
- 16.3% worked for 10 to less than 15 years.
- 14.4% worked for 15 to less than 20 years.
- 15.5% worked for 20 years or more.

Of the responses received:

- 93.8% were regular employees.
- 97.1% worked full-time.
- 77.2% are based in Winnipeg.

Demographic Analysis

Regular full-time employees generally show stronger agreement with statements related to Capacity and Culture, while term employees exhibit agreement across all themes, particularly in Capacity, Culture and Leadership. Conversely, employees who chose not to answer tend to have low agreement scores, especially in Engagement, Leadership, and Talent. Newer employees tend to show high levels of agreement across all themes. However, there is a slight decreasing trend in agreement for employees having worked between one and 20 years, before agreement scores begin rising again for employees who have worked 20 years or more.

All age groups show similar agreement scores across all themes, but Engagement, Leadership, and Talent consistently score lower compared to Capacity and Culture. Women tend to have higher levels of agreement across Capacity and Culture statements while Indigenous employees and Persons with Disabilities show lower agreement with Engagement, Talent, and Leadership. Visible Minorities and Immigrants, including those with English as an additional language, generally have high agreement across all themes, though immigrant agreement is lowest with Talent-related statements.

Employees from Winnipeg, Brandon, and Portage la Prairie tend to have high agreement with statements related to Capacity and Culture. Smaller communities tend to have lower agreement levels with Engagement statements. Employees who chose not to answer for all demographic responses consistently have low agreement scores, notably in Engagement, Leadership, and Talent.

Appendix A: Survey Distribution and Analysis

Engagement Overview

Probe Research Inc. (Probe), an independent and respected third-party research firm, was contracted by the Manitoba government to conduct this iteration of the employee engagement survey. The survey was open from January 27, 2025 to February 17, 2025 and was delivered through Probe's surveying platform, Voxco.

The survey was open to all active employees including regular, term, political and designated departmental. A total of 12,206 Manitoba government employees were eligible to complete the survey. Employees were notified about the survey through a variety of communications channels including:

- CONNECT - the weekly government e-bulletin.
- Posts on the MPS LinkedIn page, employee network groups and communities of practice.
- Weekly email reminders sent by Probe.
- The Employee Self Service site where employees access pay and other employee information.
- Messages from leadership and department engagement leads.
- Promotional posters

The survey was made available to employees in two ways:

1. Those with Manitoba government email addresses received an invitation containing a secure link to the web survey via email, followed by two reminder emails for employee who had not yet completed the survey.
2. A mail-out containing a QR (Quick Response) code and a paper copy of the survey and postage paid return envelope was sent to employees who do not have access to email or the internet as part of their day-to-day duties.

A total of 4,914 employees completed the survey, of which 4,852 completed the version sent via email and 62 who completed the open link or paper version of the survey. This represents a response rate of 40.3%.

With a sample size of 4,914, the margin of error (based on a Finite Population Correction) is 1.0%, 19 times out of 20.

Data Analysis and Reporting

Corporate and department specific survey results are prepared by the Public Service Commission.

This report and subsequent reports will include the agreement score results for each statement. Agreement scores are based on responses that fall within five defined areas of agreement included in a 5-point Likert scale (strongly agree, agree, neither agree nor disagree, disagree, and strongly disagree). Strongly agree and agree responses are combined, as are strongly disagree and disagree responses.

An adjustment to the calculations will be seen throughout the report. Based on feedback from many areas, "Choose not to answer" responses are now included in the percentage calculations.

Confidentiality

Probe removed all identifying information (names and email addresses) from the data set prior to sharing it with the Public Service Commission. To ensure confidentiality of the survey results, responses of a particular group (department, division or demographic group) with fewer than 10 responses are not shared but are added to a broader group.

Supporting Tables

This section contains the survey data summarized in tabular format.

Themes Table

The following table shows a comparison of the average scores by themes.

Theme	2025	2024	Change
Culture	70.1	69	1.1
Capacity	72.7	72.2	0.5
Talent	60.1	61.2	-1.1
Leadership	65.3	64.2	1.1
Engagement	61.4	59.5	1.9
Other	75.3	74.9	0.4
Average of All Statements	66.8	65.8	1

Notes

- 2024 data adjusted to include “Choose not to answer” responses.
- The scores are calculated by taking the average of the agreement score for each statement in their respective theme.

2025 Statement Summary Table

Theme	Statement	Agree	Neutral	Disagree	CNA
Culture	I have positive working relationships with my co-workers.	89.5	7	2.9	0.6
Culture	Innovation is valued in my work.	55.3	25	18.9	0.9
Culture	I have opportunities to provide input into decisions that affect my work.	66.6	15.9	16.8	0.7
Culture	I receive meaningful recognition for work well done.	57.8	20.5	20.8	0.9
Culture	I have support at work to balance my work and personal life.	71.3	14.1	13.8	0.8
Culture	I am treated respectfully at work.	79.9	10.4	9	0.7
Capacity	My job is a good fit with my skills and interests.	81.4	11.1	6.9	0.6
Capacity	I have support at work to provide a high level of service.	64	16.8	18.3	0.9
Talent	My organization supports my work-related learning and development.	66.5	19.3	13.4	0.8
Talent	I have opportunities for career growth within the Manitoba government.	53.6	23.9	21.4	1.1
Leadership	I know how my work contributes to the achievement of my department's goals.	78.8	12.1	8.6	0.4
Leadership	Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)	48.9	20.9	29.2	1.1
Leadership	I have confidence in the senior leadership of my department.	60.2	17.4	20.6	1.9
Leadership	I am satisfied with the quality of supervision I receive.	73.3	12.5	13.2	1
Engagement	I am satisfied with my department.	59.1	20.3	18.8	1.9
Engagement	Overall, I am satisfied with my work as a Manitoba government employee.	70.7	16.1	12.3	0.9
Engagement	I am proud to tell people I work for the Manitoba government.	61.6	26.2	11.2	1.1
Engagement	I am inspired to give my very best.	65	19.5	14.8	0.8
Engagement	I would recommend the Manitoba government as a great place to work.	58.7	25.1	15	1.2
Engagement	I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.	58.6	24.9	14.3	2.3
Engagement	Overall, I feel valued as a Manitoba government employee.	56.2	20.3	22.5	0.9
Other	I have applied innovation in how I approach my work.	69.2	21.7	7.9	1.3
Other	I feel included at my workplace.	72.5	15.1	11.7	0.6
Other	The Manitoba government provides access to respectful workplace resources and supports.	84.2	9.9	5	0.9

Notes

- Agree includes Strongly Agree and Agree responses.
- Disagree includes Strongly Disagree and Disagree responses.
- Neutral represents the Neither agree nor disagree responses.
- Results were rounded to 1 decimal place which may result in a total percentage greater or less than 100%.
- CNA represents Choose not to answer responses.

2024 Statement Summary Table

Theme	Statement	Agree	Neutral	Disagree	CNA
Culture	I have positive working relationships with my co-workers.	90	6.7	3	0.3
Culture	Innovation is valued in my work.	56.4	23.3	19.5	0.8
Culture	I have opportunities to provide input into decisions that affect my work.	64.2	17	18.4	0.5
Culture	I receive meaningful recognition for work well done.	56.1	20.3	23.1	0.6
Culture	I have support at work to balance my work and personal life.	68.3	15.5	15.8	0.4
Culture	I am treated respectfully at work.	79	11	9.7	0.3
Capacity	My job is a good fit with my skills and interests.	81.1	10.6	7.8	0.5
Capacity	I have support at work to provide a high level of service.	63.3	17.9	18.3	0.5
Talent	My organization supports my work-related learning and development.	67.7	17.8	14	0.5
Talent	I have opportunities for career growth within the Manitoba government.	54.7	22.7	21.9	0.7
Leadership	I know how my work contributes to the achievement of my department's goals.	77.3	13	9.4	0.4
Leadership	Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)	48.5	21.4	29.1	0.9
Leadership	I have confidence in the senior leadership of my department.	58.9	17.7	22.4	1
Leadership	I am satisfied with the quality of supervision I receive.	72.4	12.1	14.7	0.8
Engagement	I am satisfied with my department.	58.6	19.8	21	0.6
Engagement	Overall, I am satisfied with my work as a Manitoba government employee.	68.9	17	13.5	0.6
Engagement	I am proud to tell people I work for the Manitoba government.	59.9	25.9	13.4	0.7
Engagement	I am inspired to give my very best.	63.9	20.6	15	0.5
Engagement	I would recommend the Manitoba government as a great place to work.	56	26.3	17	0.8
Engagement	I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.	56.1	26.9	15.6	1.4
Engagement	Overall, I feel valued as a Manitoba government employee.	53	22	24.6	0.5
Other	I have applied innovation in how I approach my work.	71.9	19.9	7.4	0.8
Other	I feel included at my workplace.	71.4	15.2	13	0.4
Other	The Manitoba government provides access to respectful workplace resources and supports.	81.5	12.1	5.9	0.5

Notes

- Agree includes Strongly Agree and Agree responses.
- Disagree includes Strongly Disagree and Disagree responses.
- Neutral represents the Neither agree nor disagree responses.
- Results were rounded to 1 decimal place which may result in a total percentage greater or less than 100%.
- 2024 data adjusted to include "Choose not to answer" responses and is represented by CNA.

Agreement Score Comparison

The table below compares the agreement scores for each statement in the 2024 and 2025 surveys.

Theme	Statement	2025	2024	Change
Culture	I have positive working relationships with my co-workers.	89.5	90	-0.5
Culture	Innovation is valued in my work.	55.3	56.4	-1.1
Culture	I have opportunities to provide input into decisions that affect my work.	66.6	64.2	2.4
Culture	I receive meaningful recognition for work well done.	57.8	56.1	1.7
Culture	I have support at work to balance my work and personal life.	71.3	68.3	3
Culture	I am treated respectfully at work.	79.9	79	0.9
Capacity	My job is a good fit with my skills and interests.	81.4	81.1	0.3
Capacity	I have support at work to provide a high level of service.	64	63.3	0.7
Talent	My organization supports my work-related learning and development.	66.5	67.7	-1.2
Talent	I have opportunities for career growth within the Manitoba government.	53.6	54.7	-1.1
Leadership	I know how my work contributes to the achievement of my department's goals.	78.8	77.3	1.5
Leadership	Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)	48.9	48.5	0.4
Leadership	I have confidence in the senior leadership of my department.	60.2	58.9	1.3
Leadership	I am satisfied with the quality of supervision I receive.	73.3	72.4	0.9
Engagement	I am satisfied with my department.	59.1	58.6	0.5
Engagement	Overall, I am satisfied with my work as a Manitoba government employee.	70.7	68.9	1.8
Engagement	I am proud to tell people I work for the Manitoba government.	61.6	59.9	1.7
Engagement	I am inspired to give my very best.	65	63.9	1.1
Engagement	I would recommend the Manitoba government as a great place to work.	58.7	56	2.7
Engagement	I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.	58.6	56.1	2.5
Engagement	Overall, I feel valued as a Manitoba government employee.	56.2	53	3.2
Other	I have applied innovation in how I approach my work.	69.2	71.9	-2.7
Other	I feel included at my workplace.	72.5	71.4	1.1
Other	The Manitoba government provides access to respectful workplace resources and supports.	84.2	81.5	2.7

Notes

- Agree includes Strongly Agree and Agree responses.
- 2024 data adjusted to include "Choose not to answer" responses.

Participation Rates

The table below shows the participation by department.

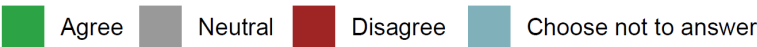
Department	Population	Completed	Participation Rate
Advanced Education and Training (BA44)	106	87	82.1%
Public Service Commission (BA17)	288	216	75%
Education and Early Childhood Learning (BA16)	431	283	65.7%
Finance (BA07)	379	238	62.8%
Sport, Culture, Heritage and Tourism (BA14)	110	64	58.2%
Health, Seniors and Long Term Care (BA21)	538	307	57.1%
Business, Mining, Trade and Job Creation (BA10)	410	230	56.1%
Municipal and Northern Relations (BA13)	338	189	55.9%
Labour and Immigration (BA11)	246	136	55.3%
Agriculture (BA03)	325	175	53.8%
Environment and Climate Change (BA12)	476	248	52.1%
Indigenous Reconciliation (BA07)	49	24	49%
Treasury Board Secretariat (BA07)	85	41	48.2%
Innovation and New Technology (BA18)	193	91	47.2%
Housing, Addictions and Homelessness (BA24)	541	233	43.1%
Families (BA09)	1279	525	41%
Public Service Delivery (BA08)	962	373	38.8%
Transportation and Infrastructure (BA15)	1389	529	38.1%
Natural Resources and Indigenous Futures (BA25)	400	145	36.2%
Executive Council (BA02)	28	10	35.7%
Justice (BA04)	3633	690	19%
I am not sure		33	
Choose not to answer		47	
Total	12206	4914	40.3%

Notes

- Includes active, regular, term, political, and designated departmental employees.
- Counts were based on completed surveys through individualized email links and open link or paper survey.
- The open link and paper surveys were provided to employees without an email address.

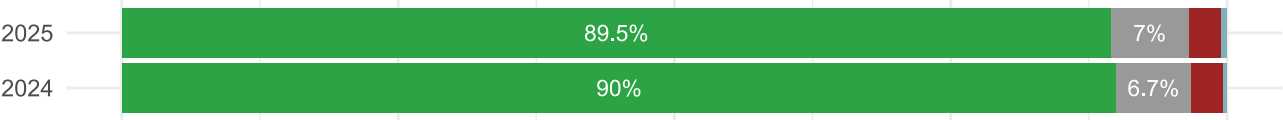
Survey Responses

This section contains the graphical comparison between the 2025 and 2024 results. Statements are grouped by their respective themes. Agree includes both Strongly agree and Agree responses. Disagree includes both Strongly disagree and Disagree responses. Neutral represents the Neither agree nor disagree responses. Values under 5% will not appear in the following figures due to space limitations. Please refer to the 2024 and 2025 statement tables above.



Culture

I have positive working relationships with my co-workers.



Innovation is valued in my work.



I have opportunities to provide input into decisions that affect my work.

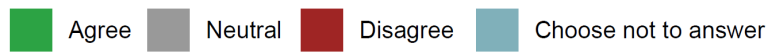


I receive meaningful recognition for work well done.

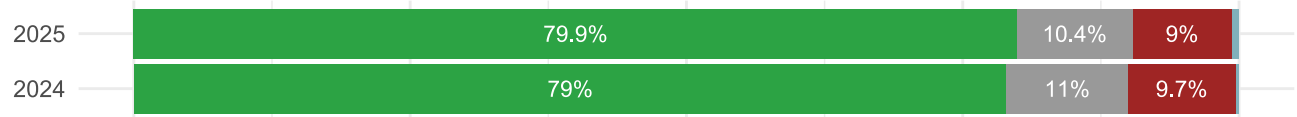


I have support at work to balance my work and personal life.



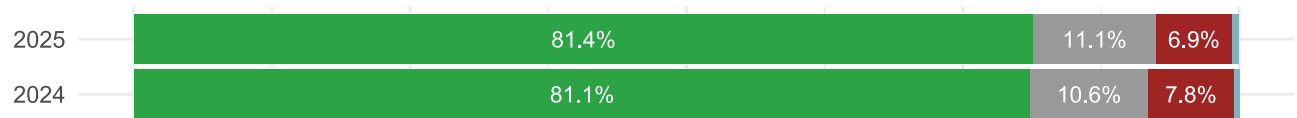


I am treated respectfully at work.



Capacity

My job is a good fit with my skills and interests.



I have support at work to provide a high level of service.



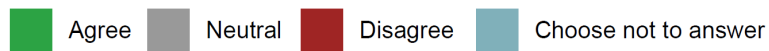
Talent

My organization supports my work-related learning and development.



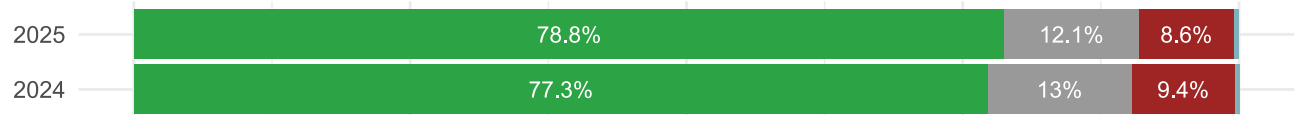
I have opportunities for career growth within the Manitoba government.





Leadership

I know how my work contributes to the achievement of my department's goals.



Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)



I have confidence in the senior leadership of my department.



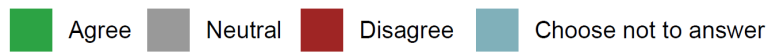
I am satisfied with the quality of supervision I receive.



Engagement

I am satisfied with my department.





Overall, I am satisfied with my work as a Manitoba government employee.



I am proud to tell people I work for the Manitoba government.



I am inspired to give my very best.



I would recommend the Manitoba government as a great place to work.

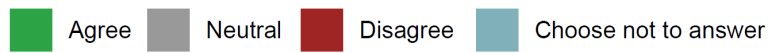


I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.



Overall, I feel valued as a Manitoba government employee.





Other

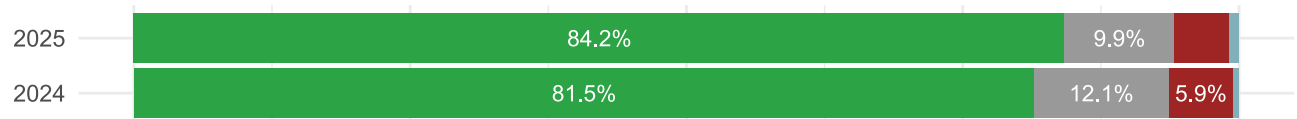
I have applied innovation in how I approach my work.



I feel included at my workplace.

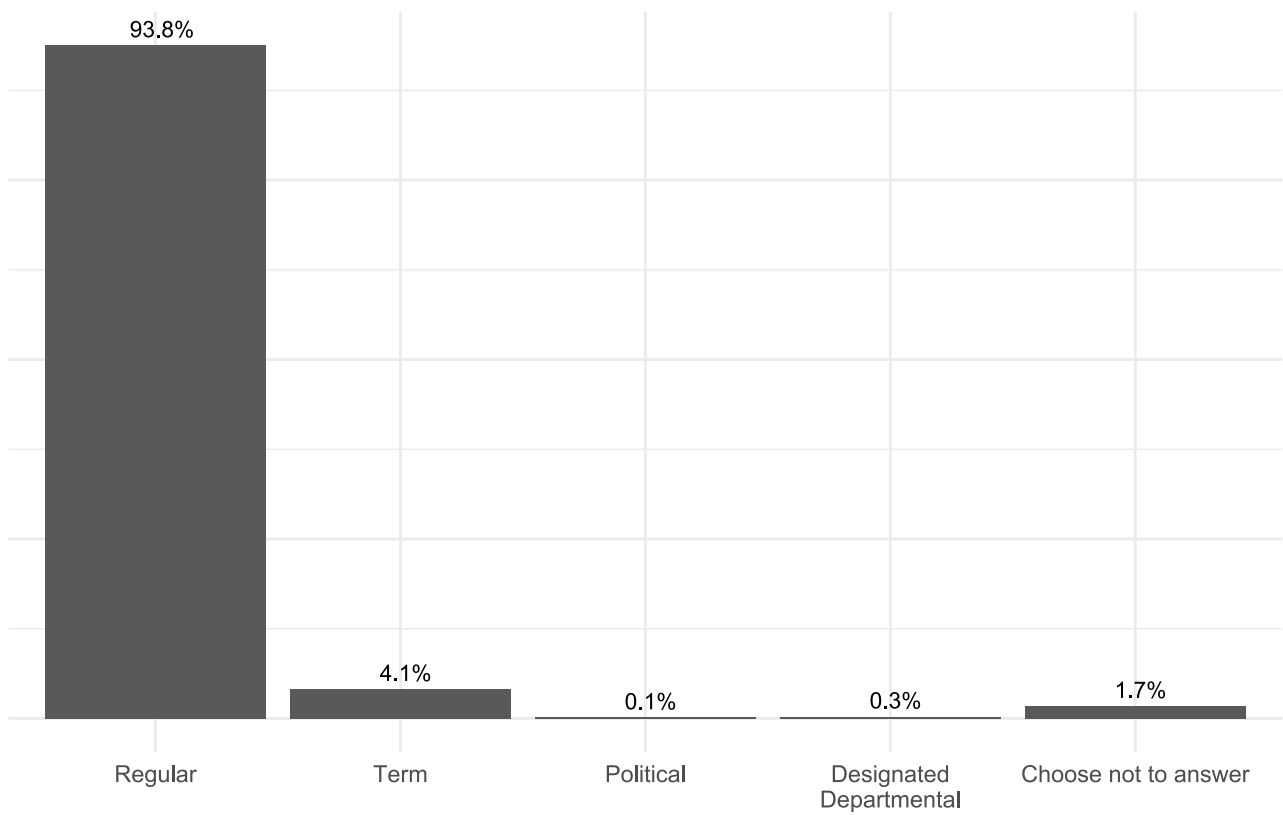


The Manitoba government provides access to respectful workplace resources and supports.

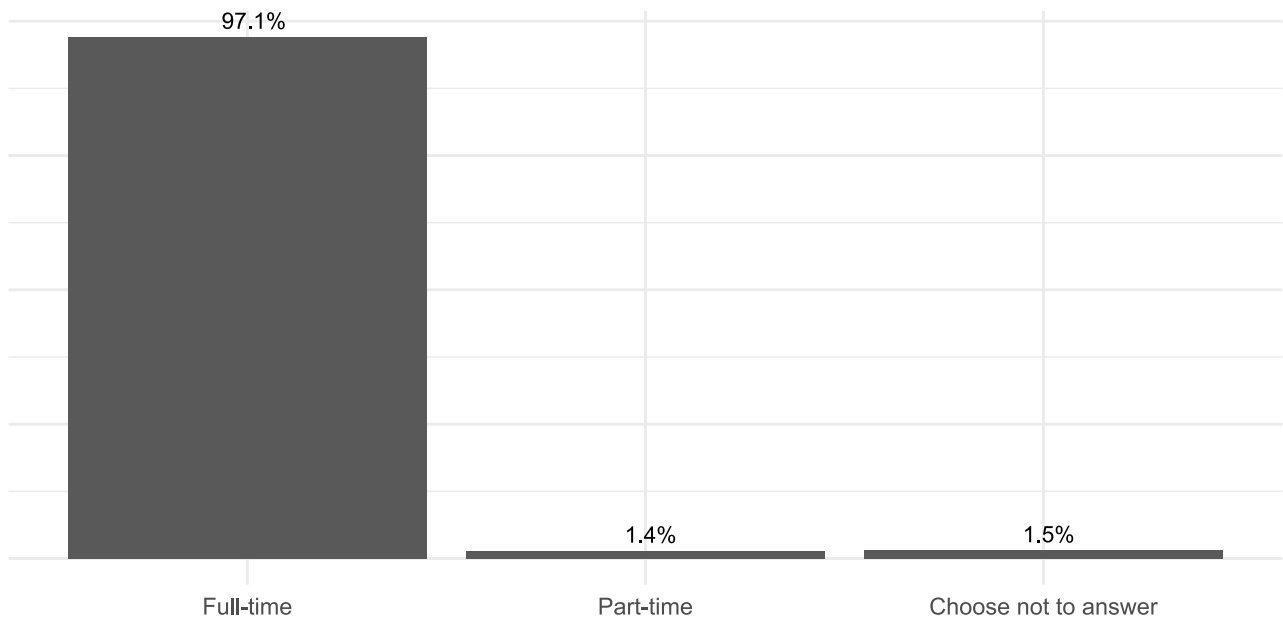


Demographics

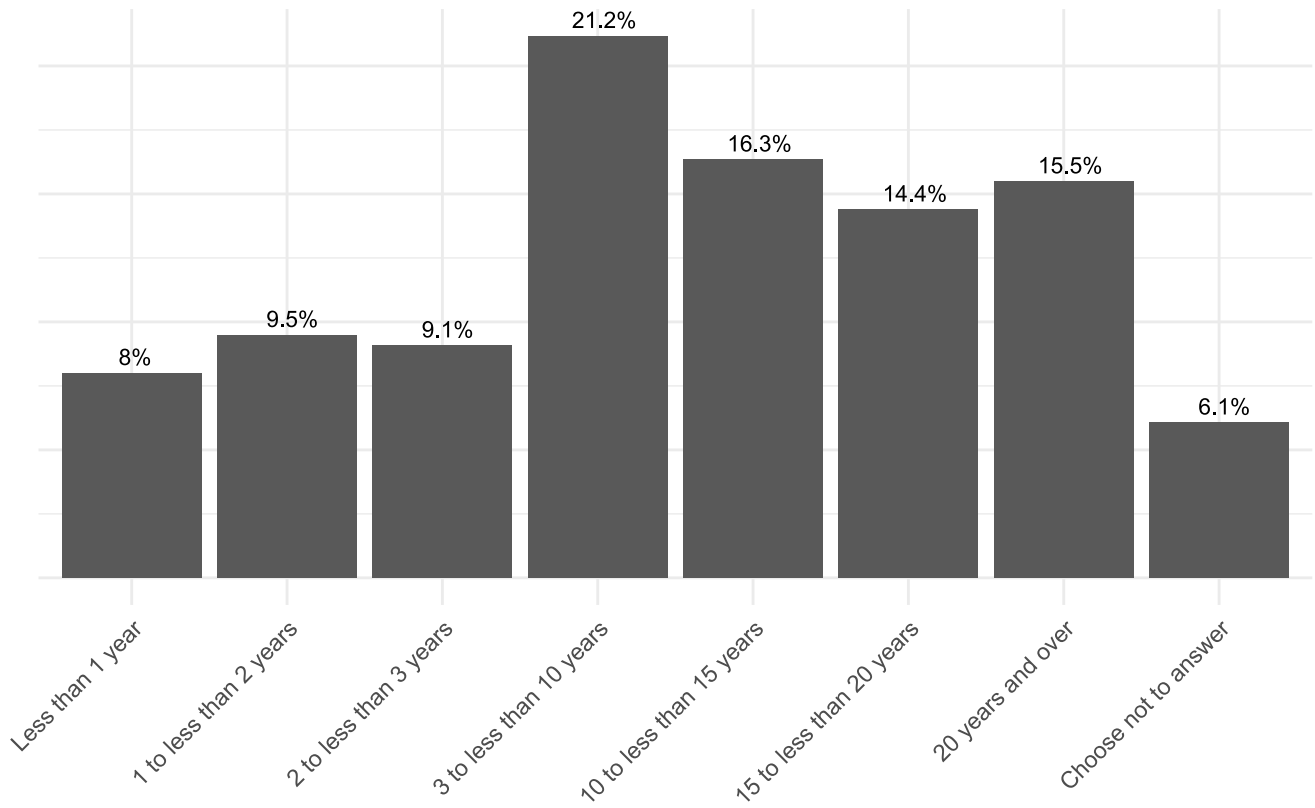
What is your current employee category with the Manitoba government?



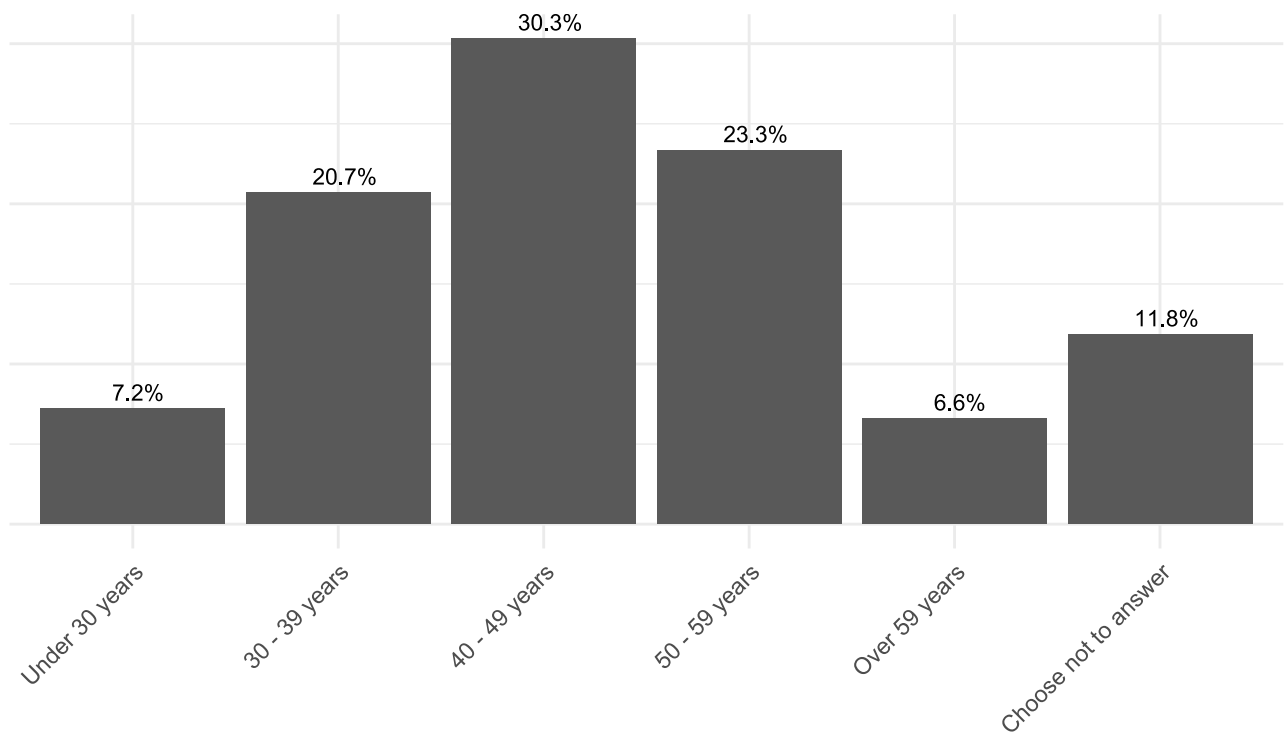
What is your current work schedule?



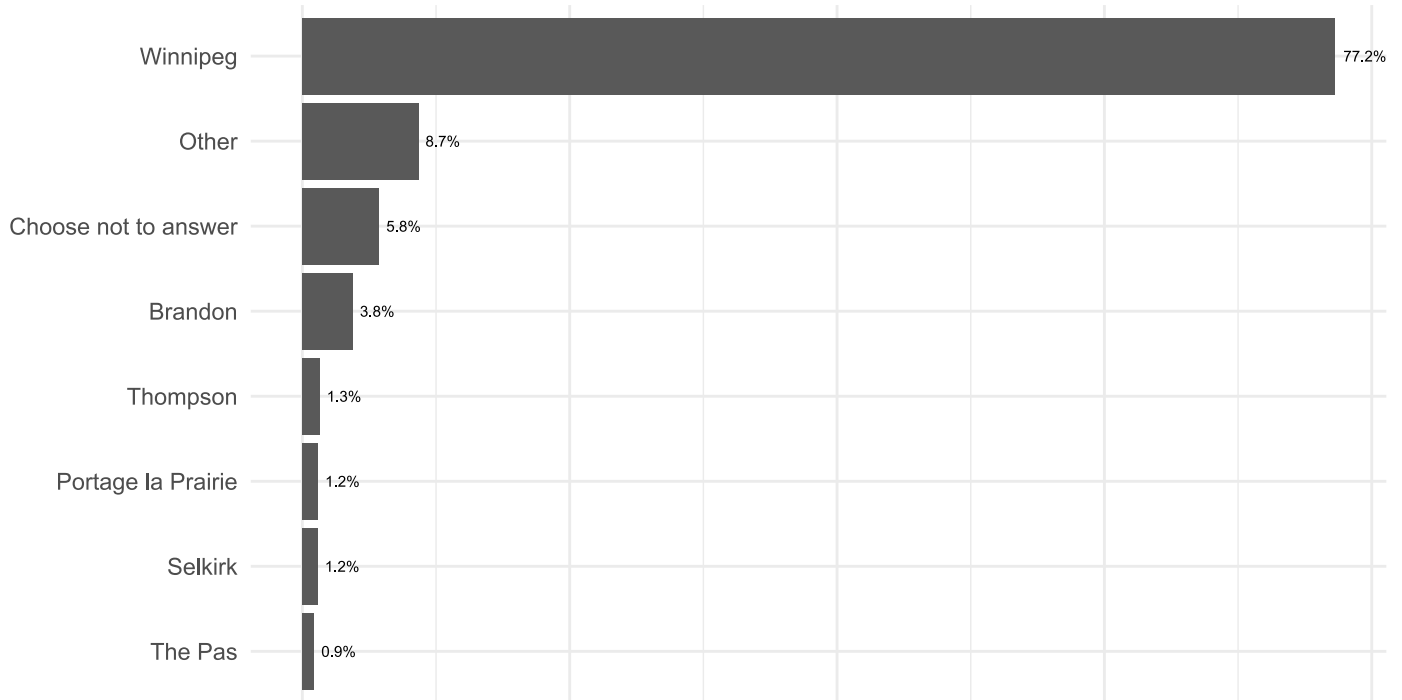
How many years have you worked with the Manitoba government?



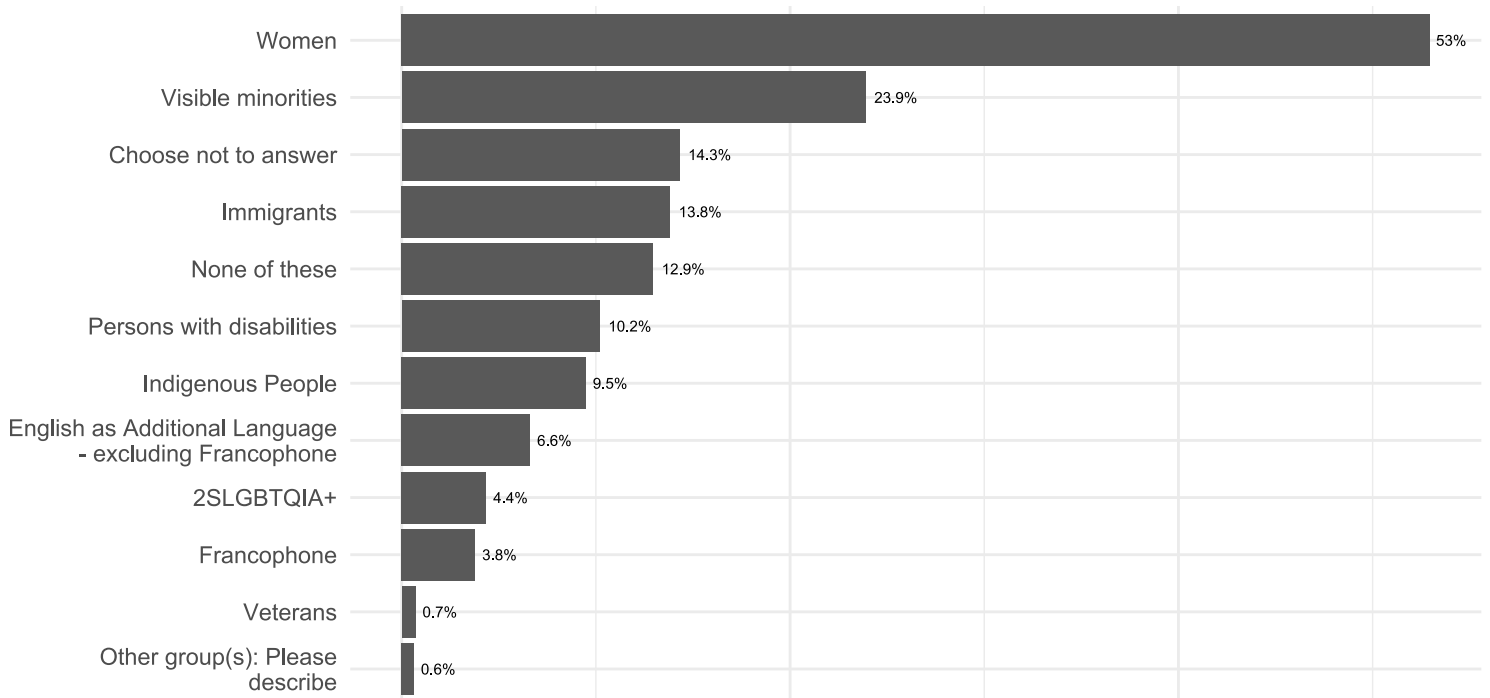
Which age group do you belong to?



Where is your regular work site (meaning facility, field, or office) located?

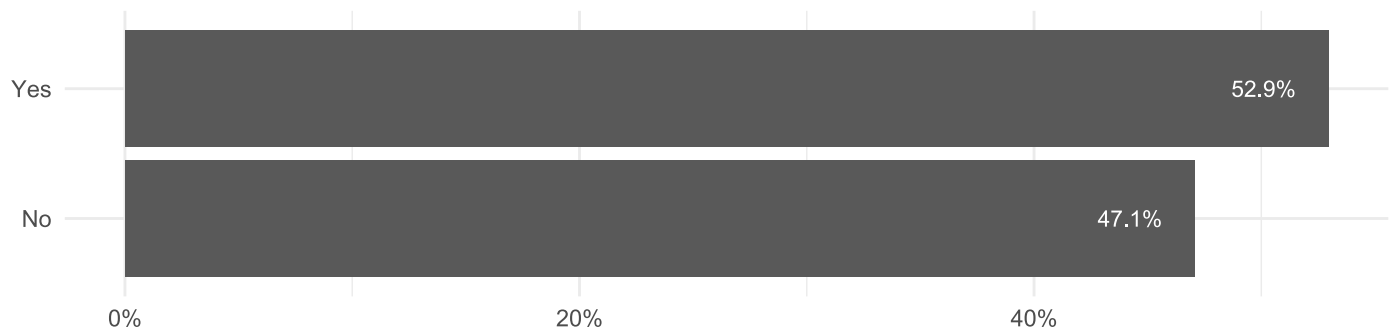


Manitoba's public service is a diverse workforce. Do you self-identify as belonging to one or more of the following groups?

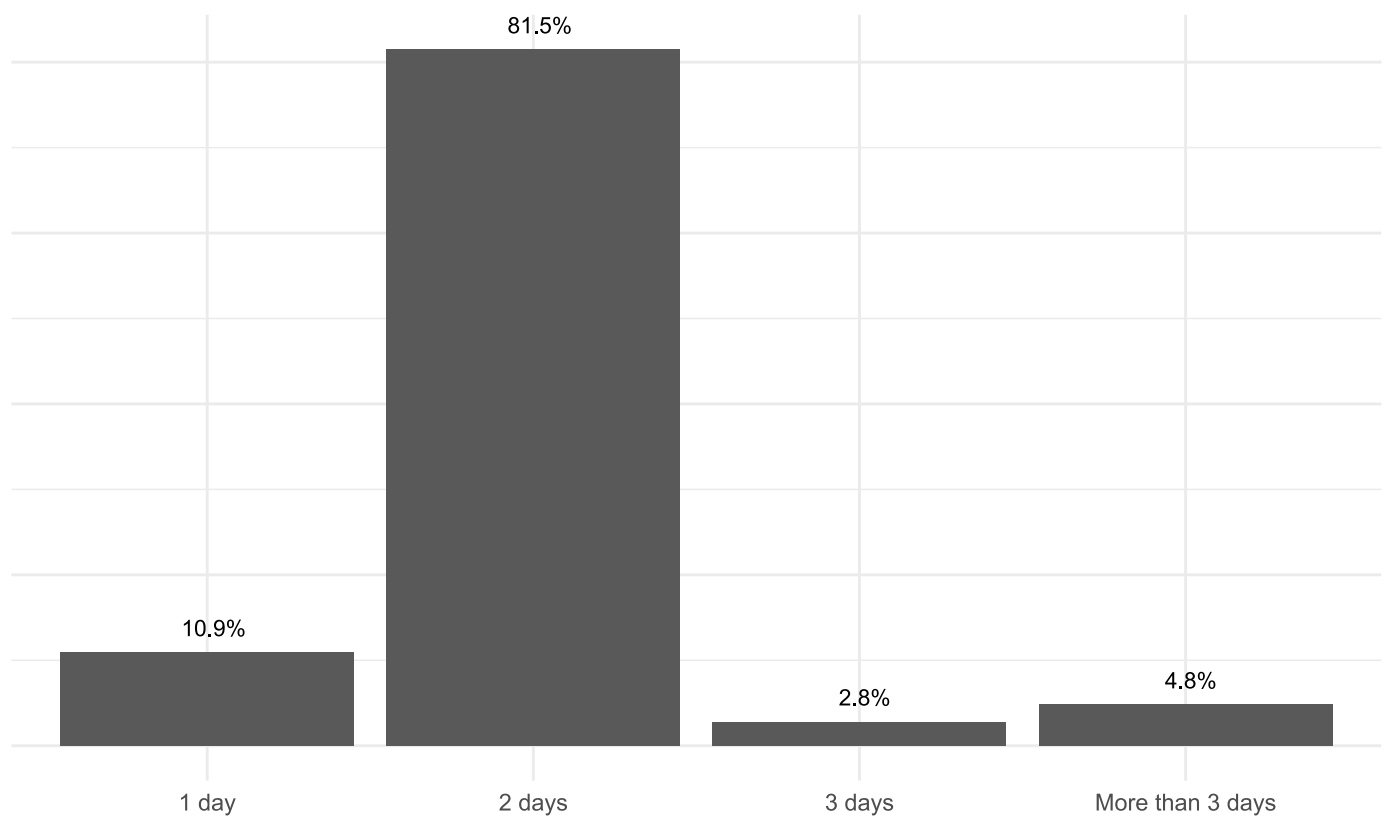


Flexible Work Arrangement

Do you currently work remotely either part-time or full-time under a flexible work arrangement (FWA)?



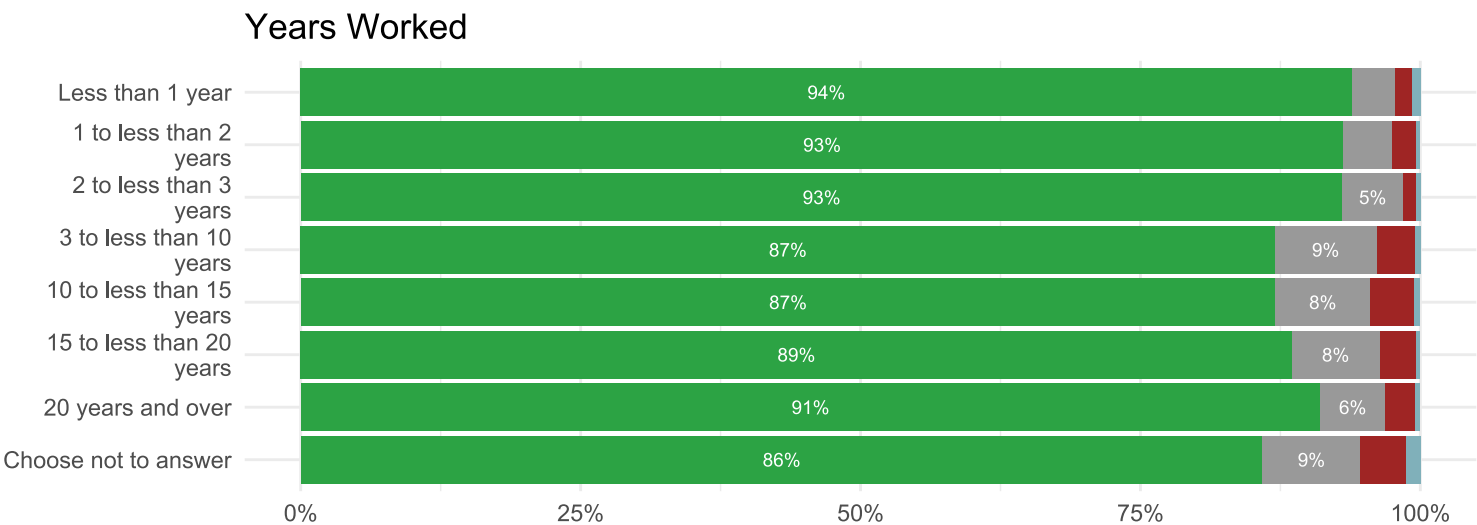
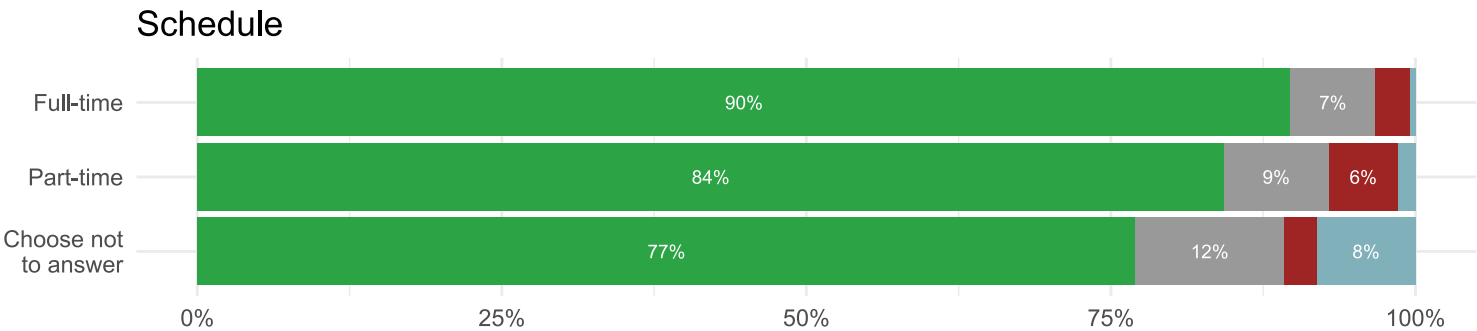
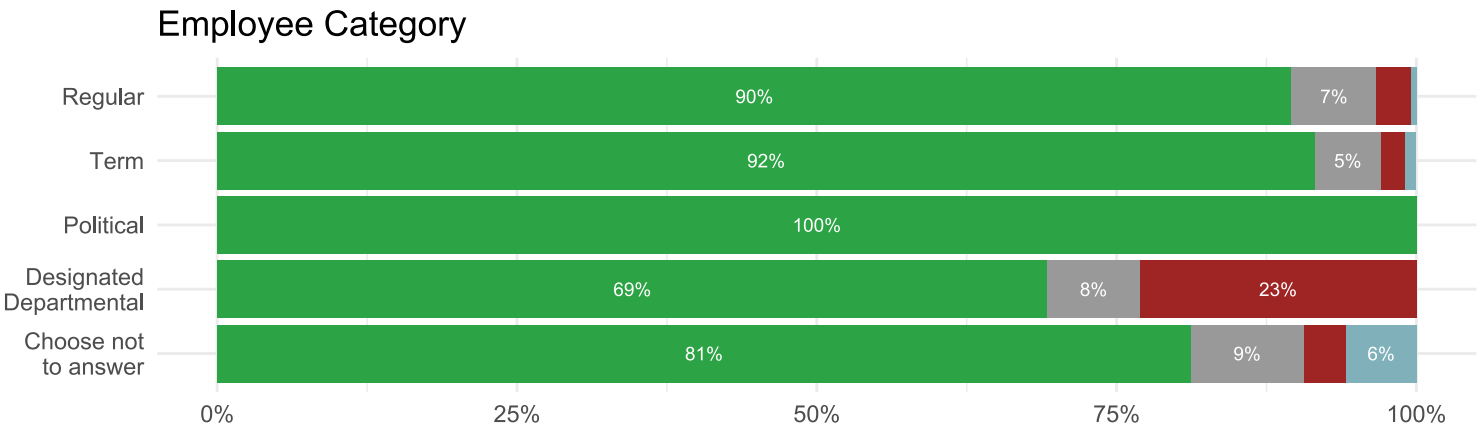
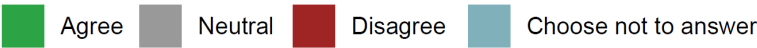
If yes, how many days a week do you work remotely?



Survey Responses by Demographics

Culture

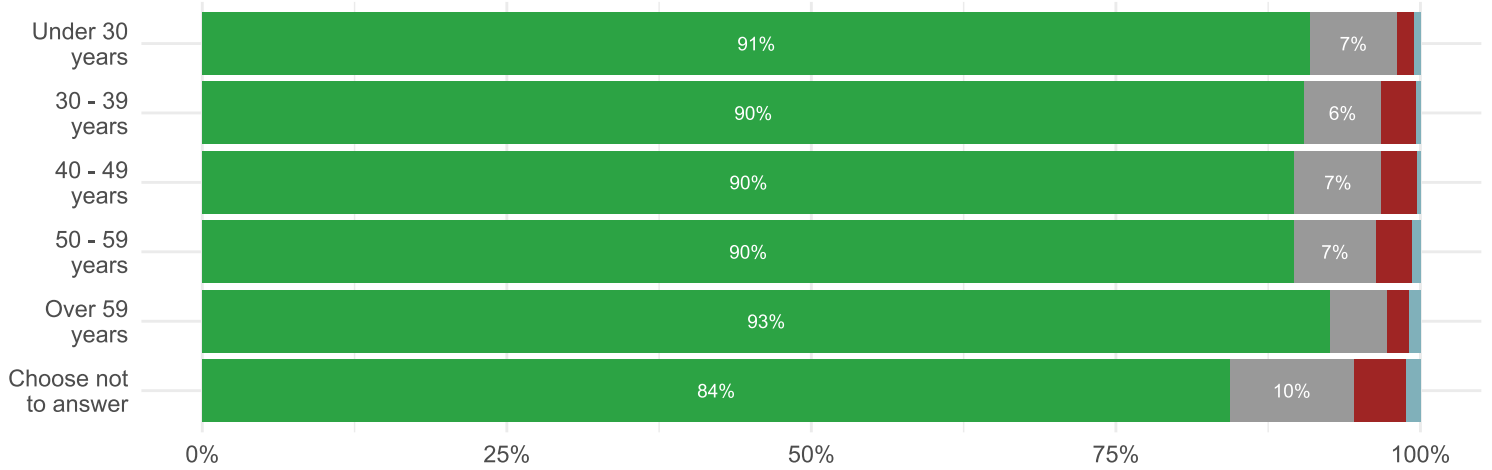
I have positive working relationships with my co-workers.



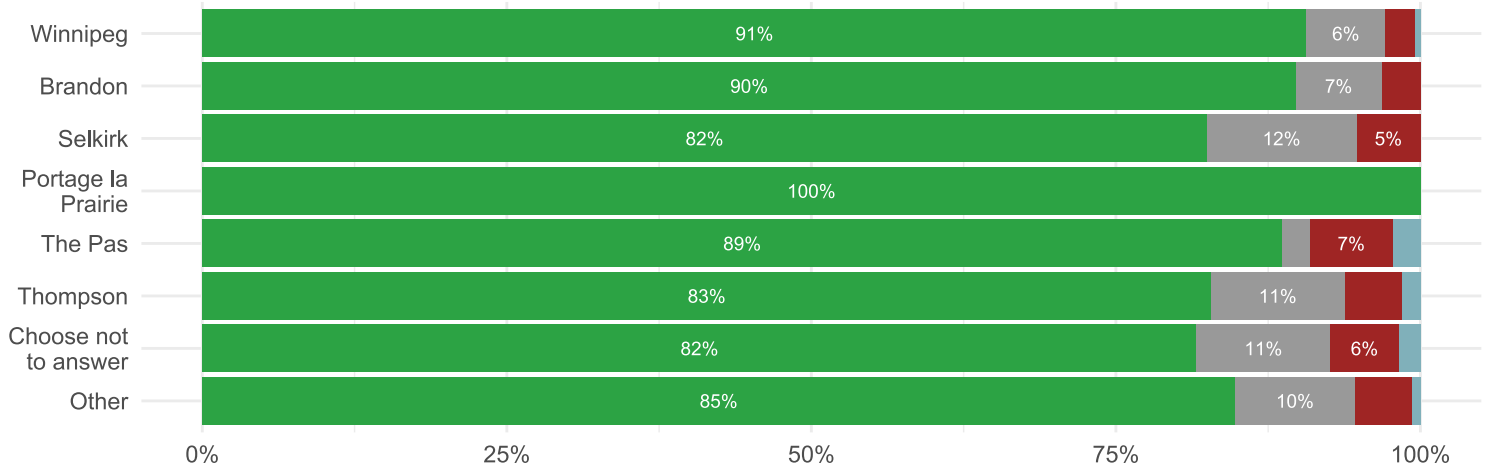
I have positive working relationships with my co-workers.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

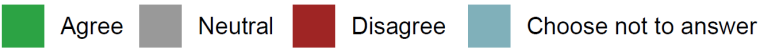
Age Group



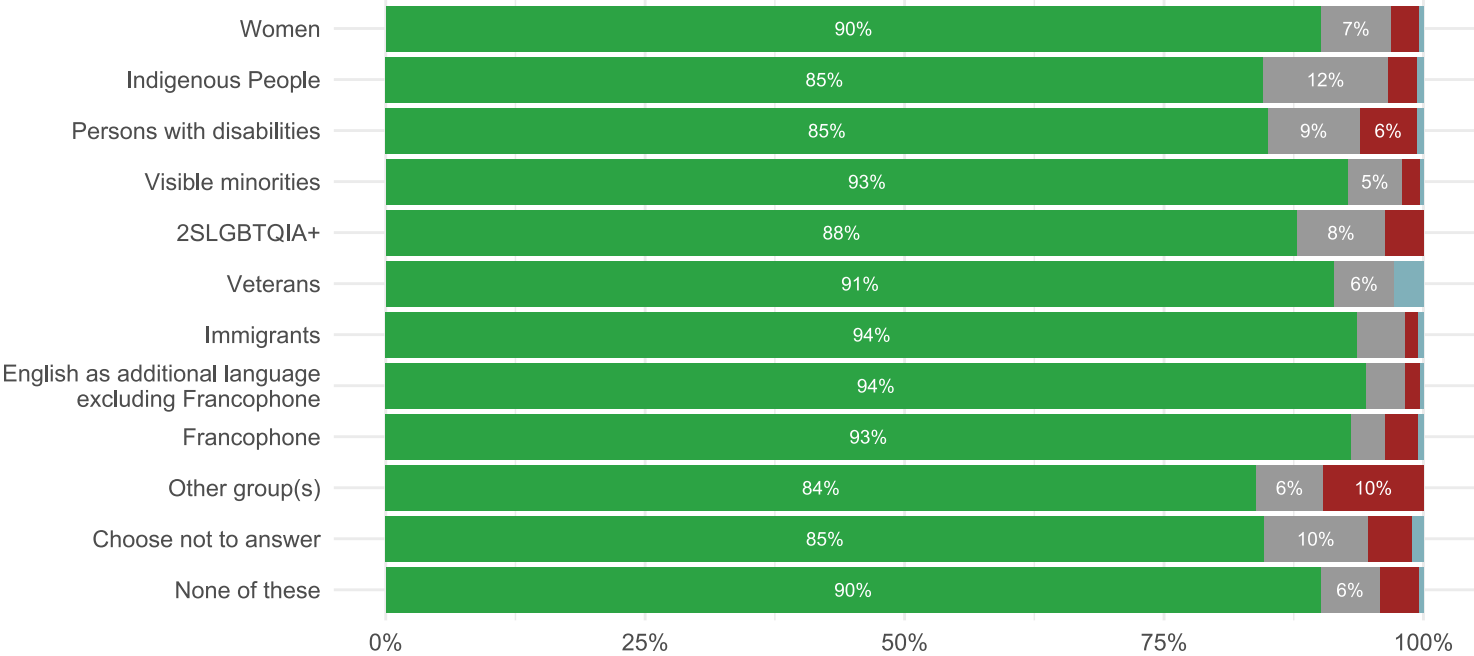
Location



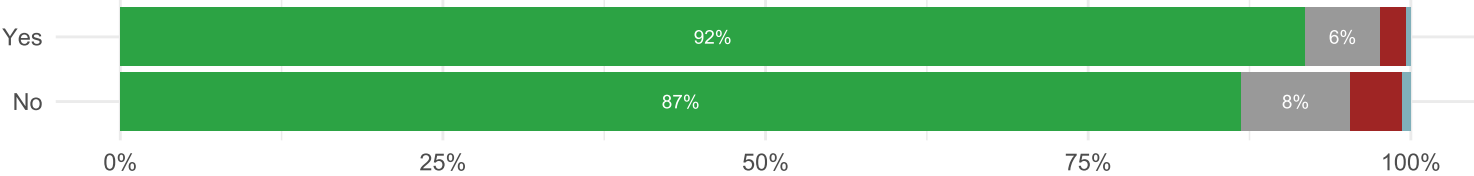
I have positive working relationships with my co-workers.



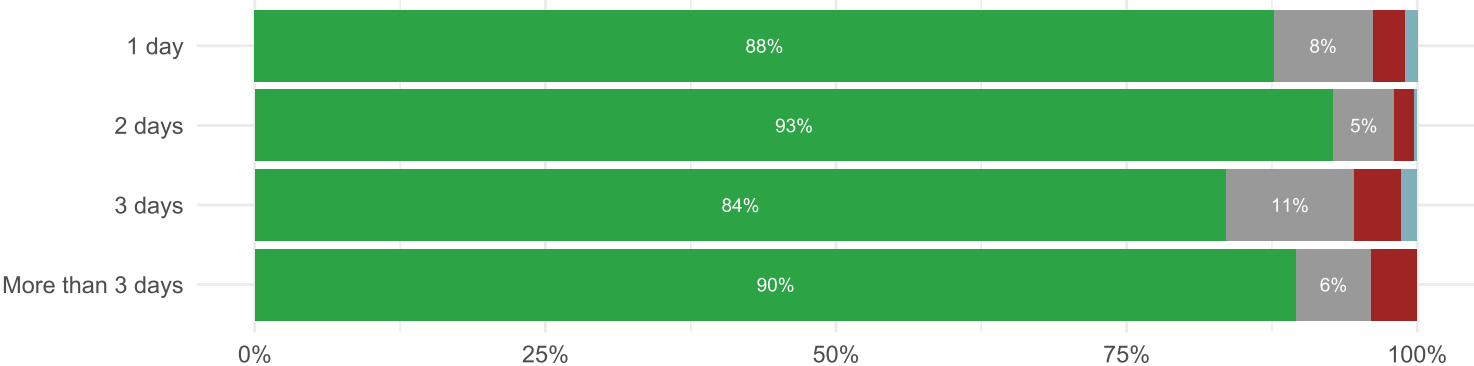
Diversity Group



Remote Work



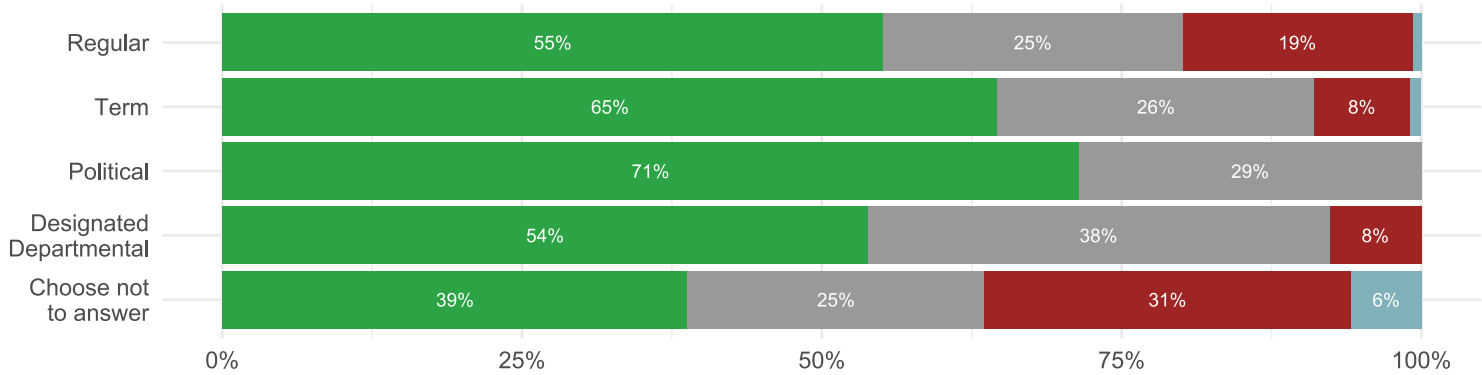
Remote Work Days



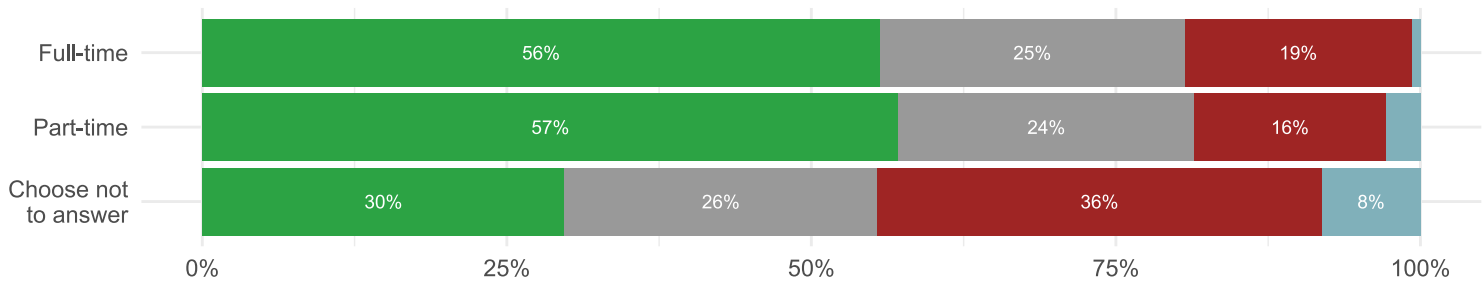
Innovation is valued in my work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

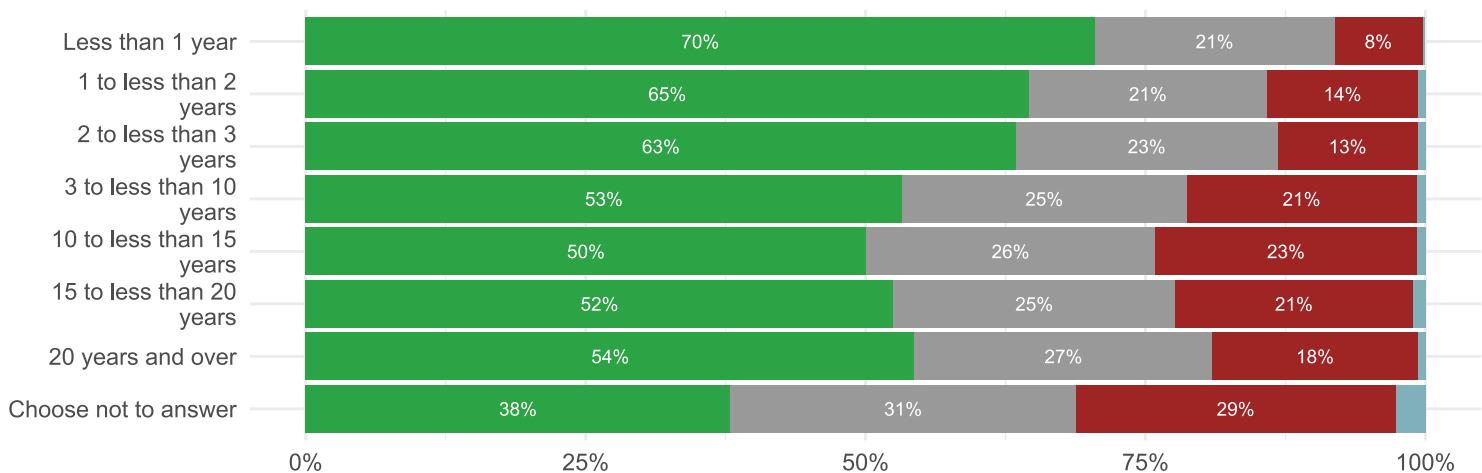
Employee Category



Schedule



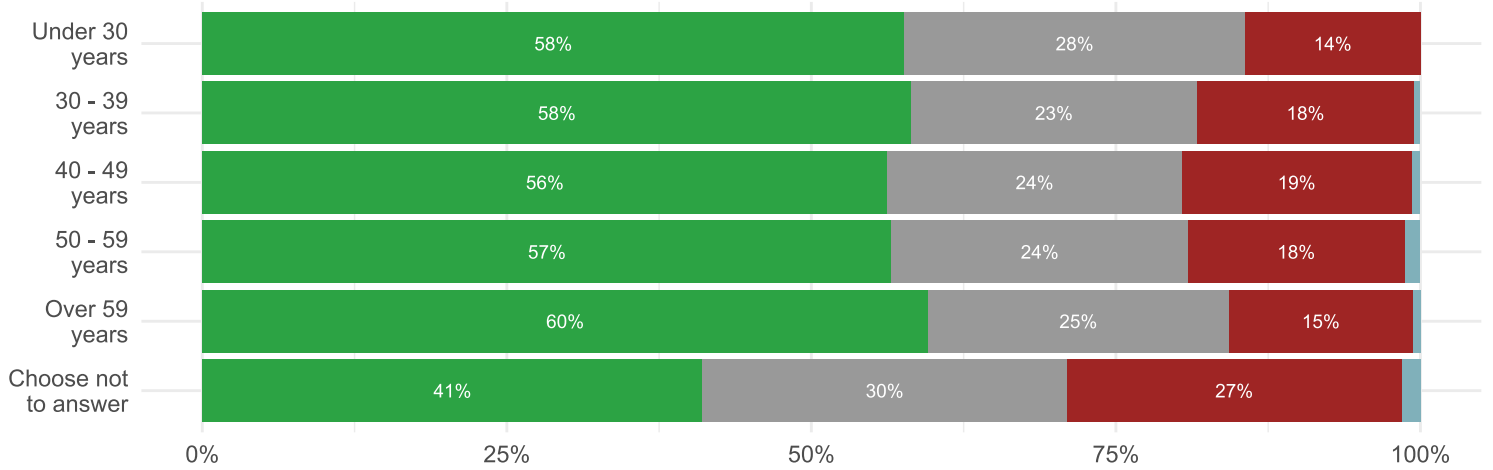
Years Worked



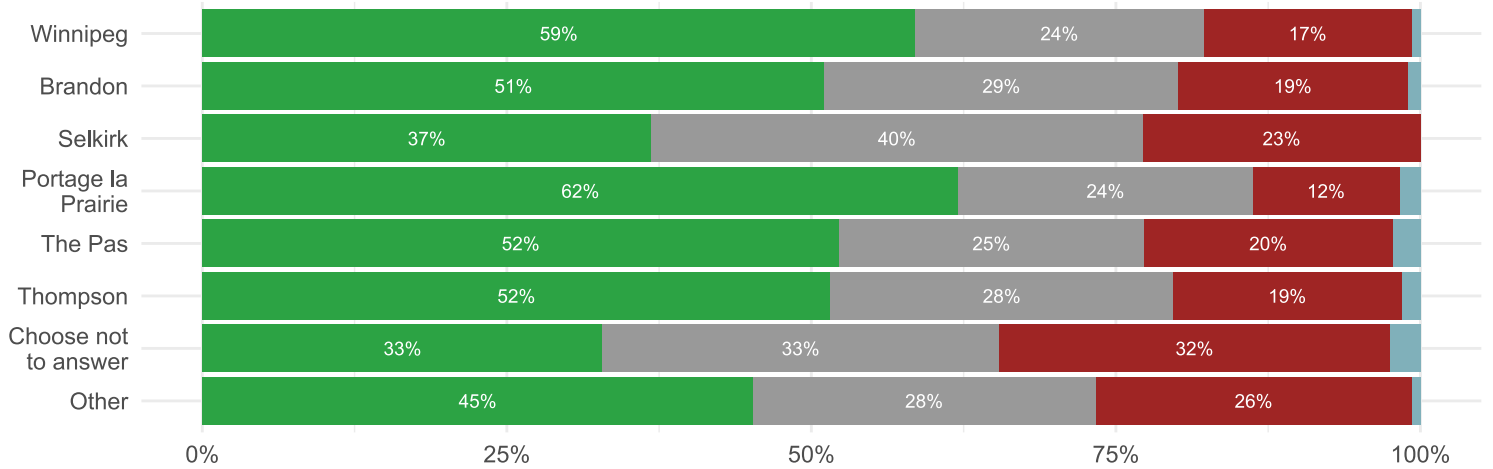
Innovation is valued in my work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

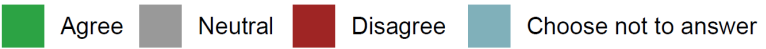
Age Group



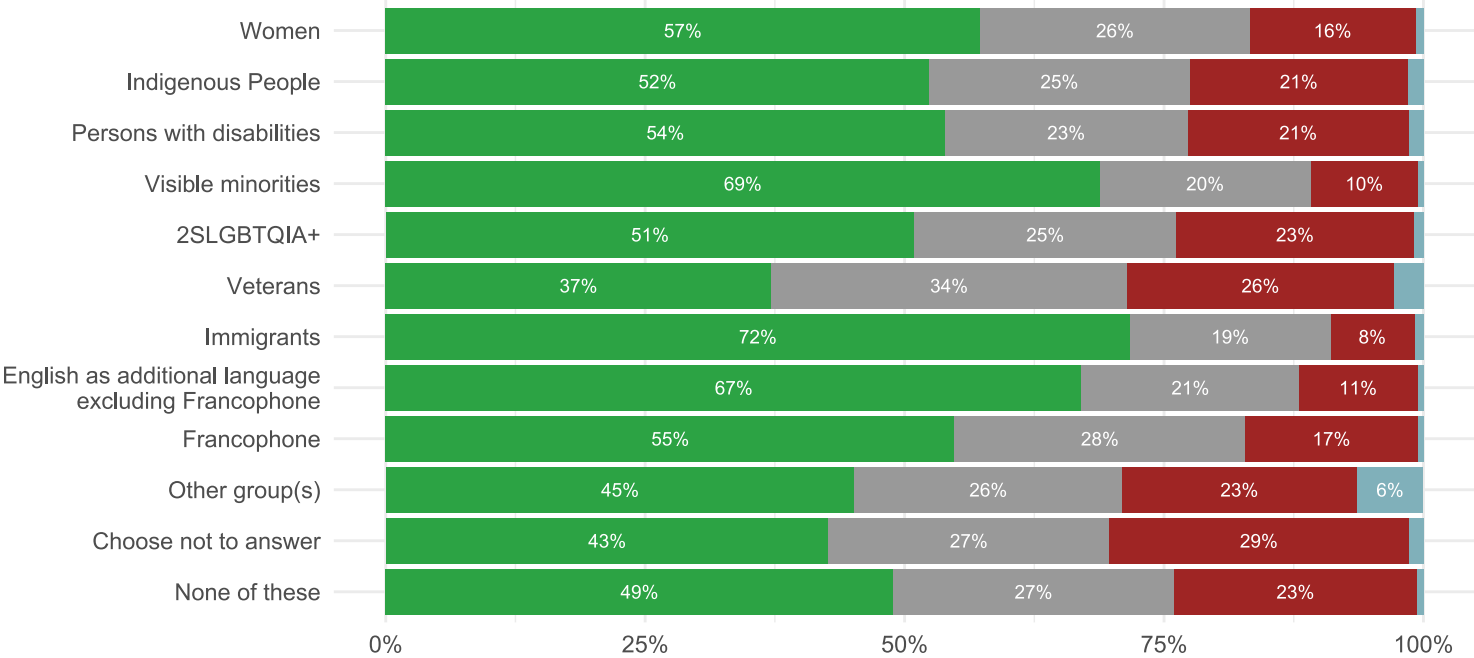
Location



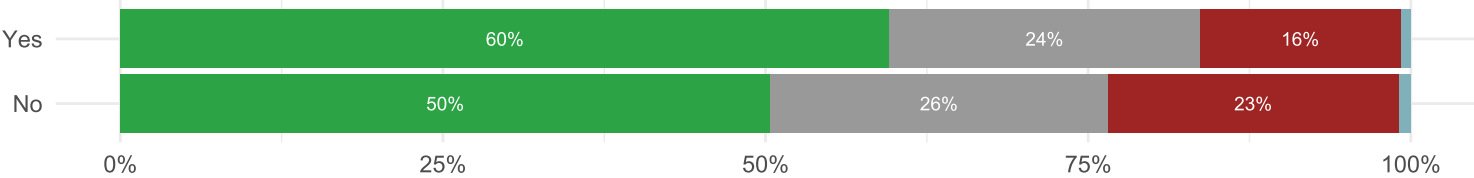
Innovation is valued in my work.



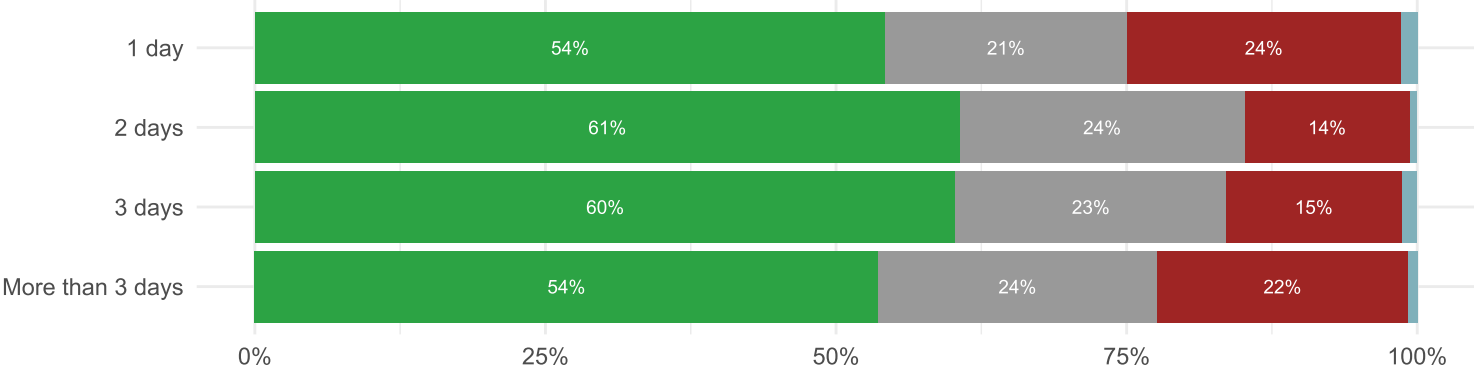
Diversity Group



Remote Work



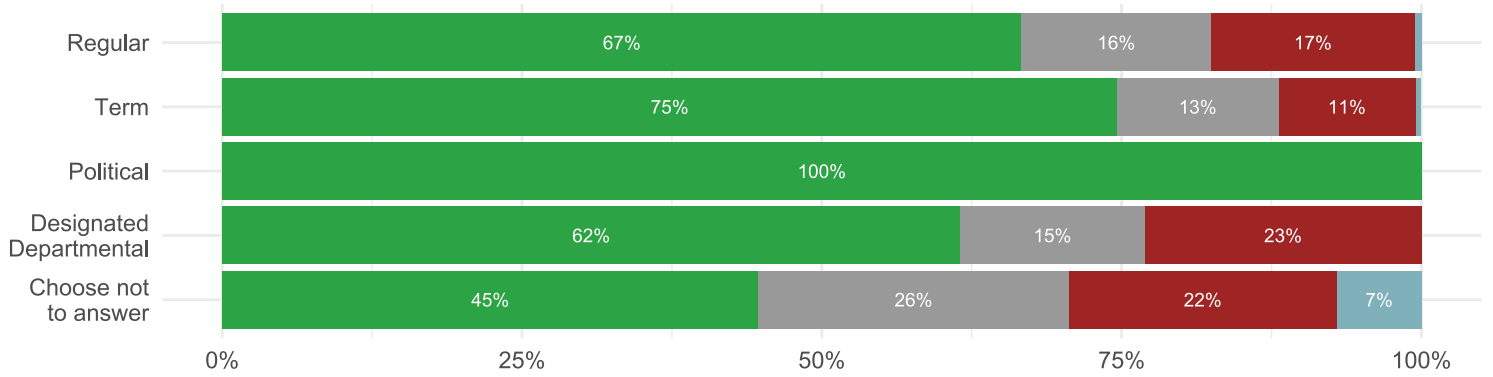
Remote Work Days



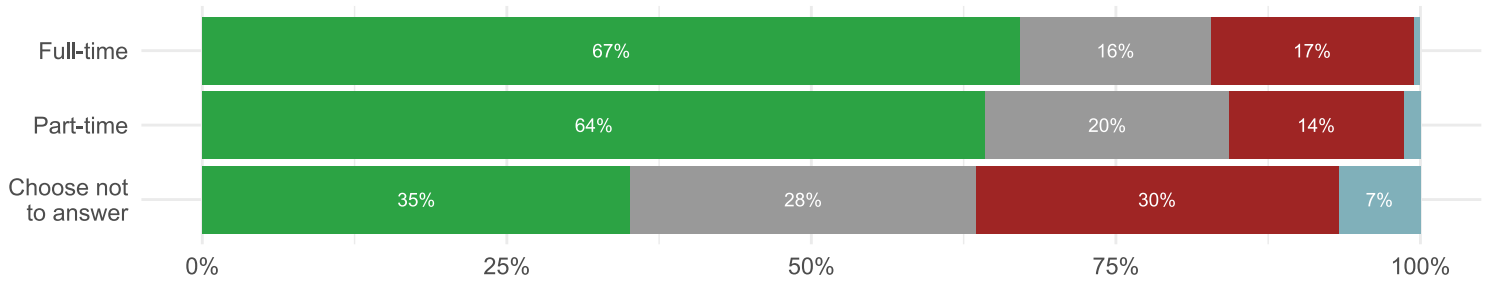
I have opportunities to provide input into decisions that affect my work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

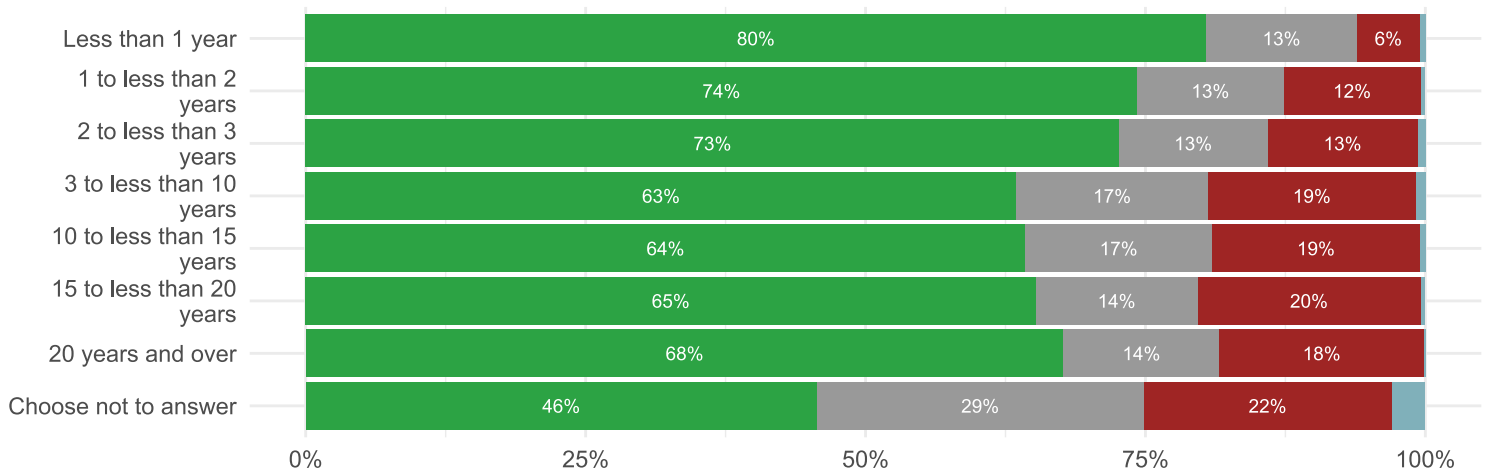
Employee Category



Schedule



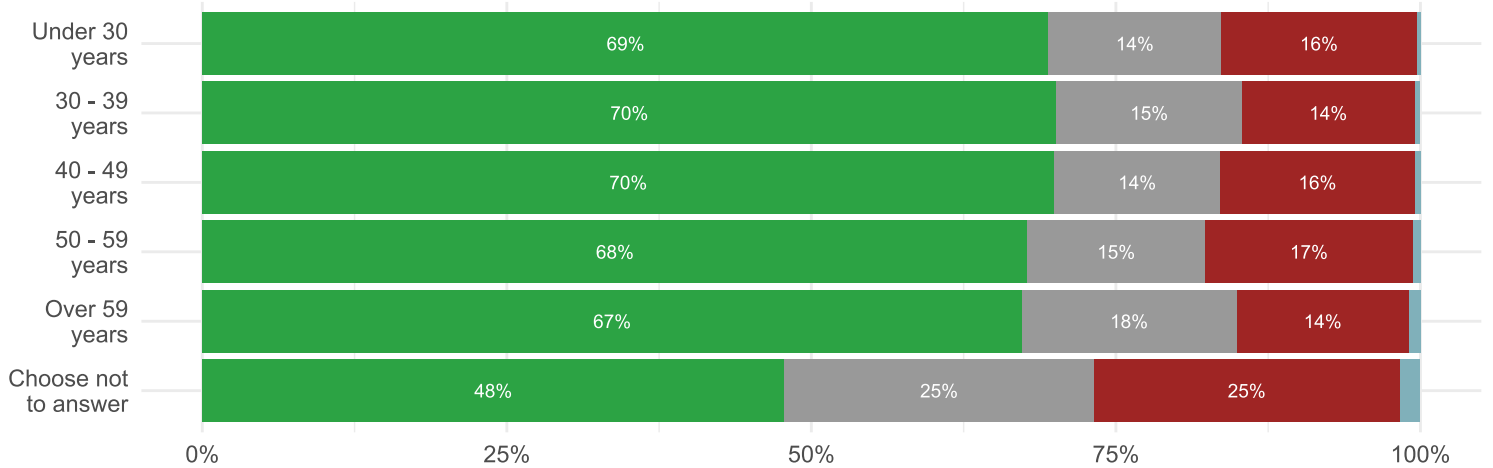
Years Worked



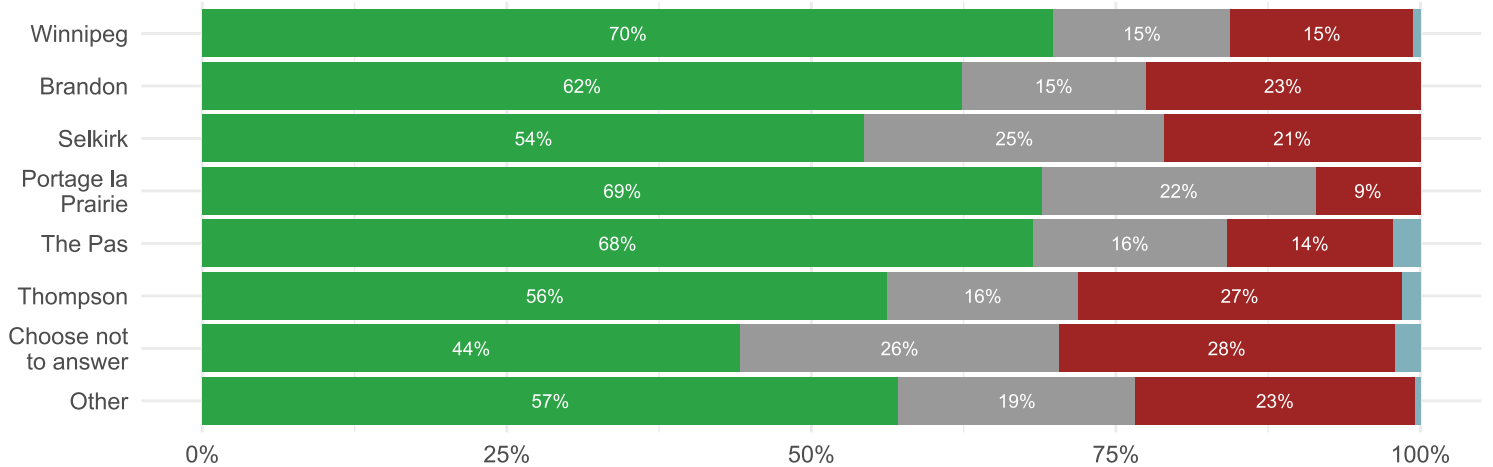
I have opportunities to provide input into decisions that affect my work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



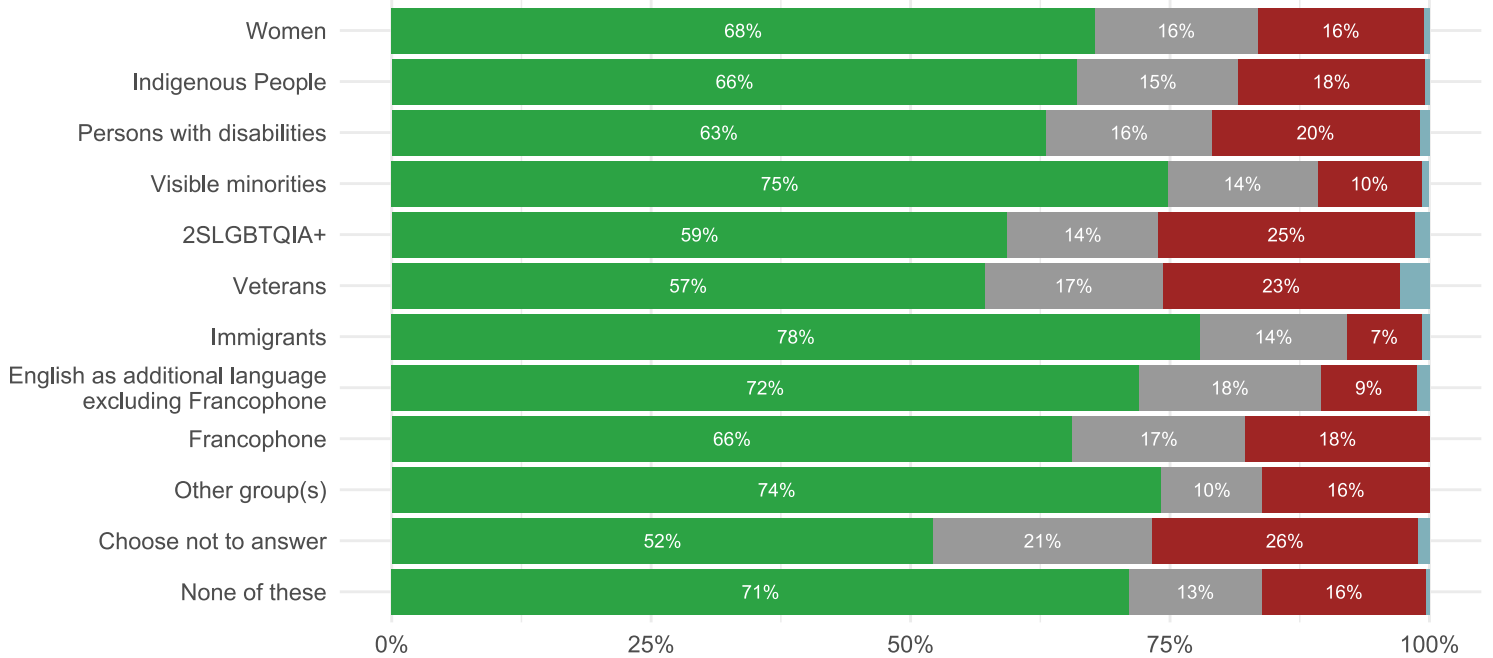
Location



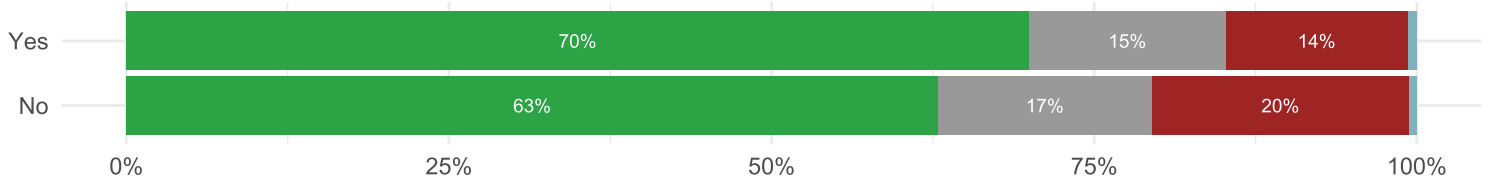
I have opportunities to provide input into decisions that affect my work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

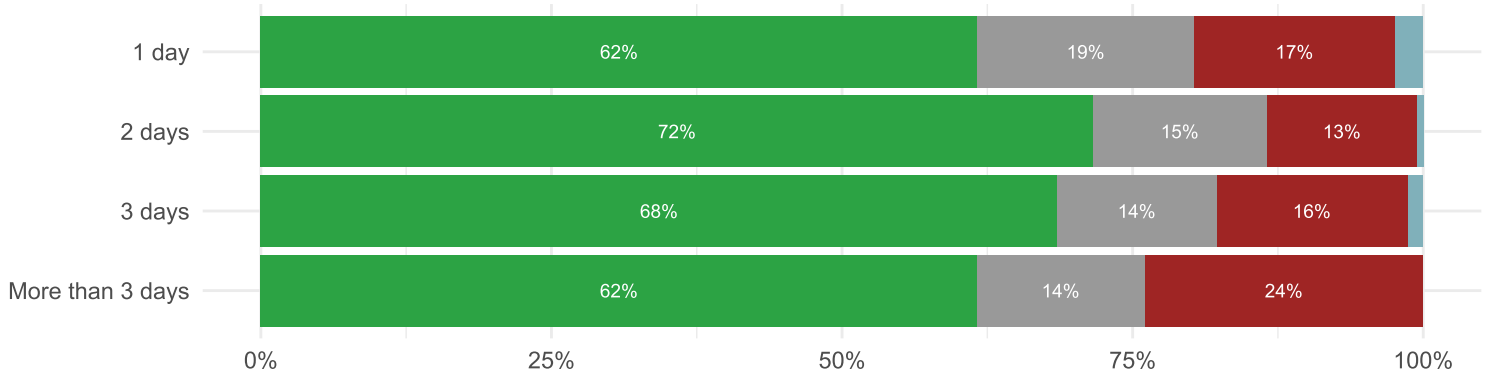
Diversity Group



Remote Work



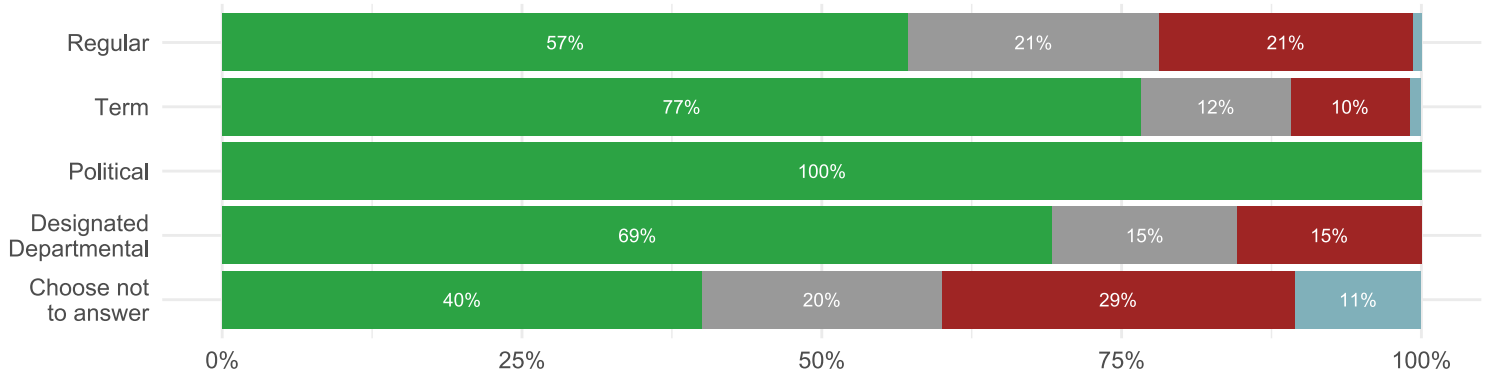
Remote Work Days



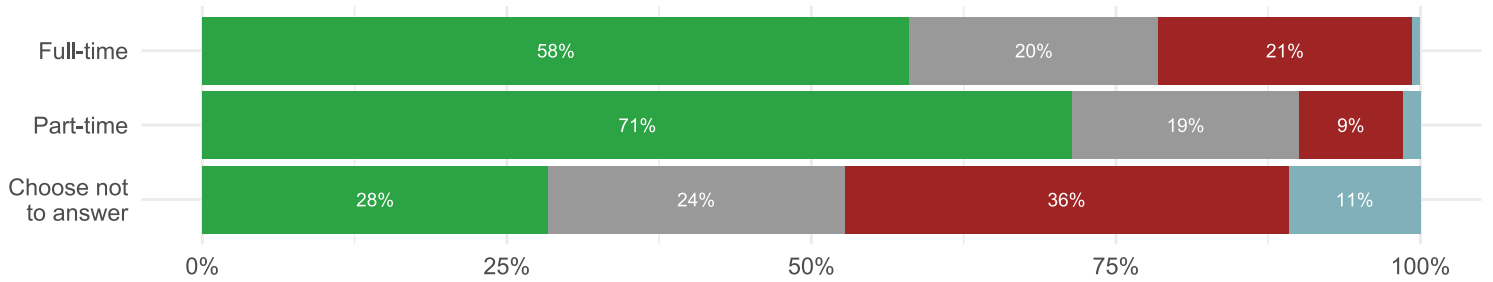
I receive meaningful recognition for work well done.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

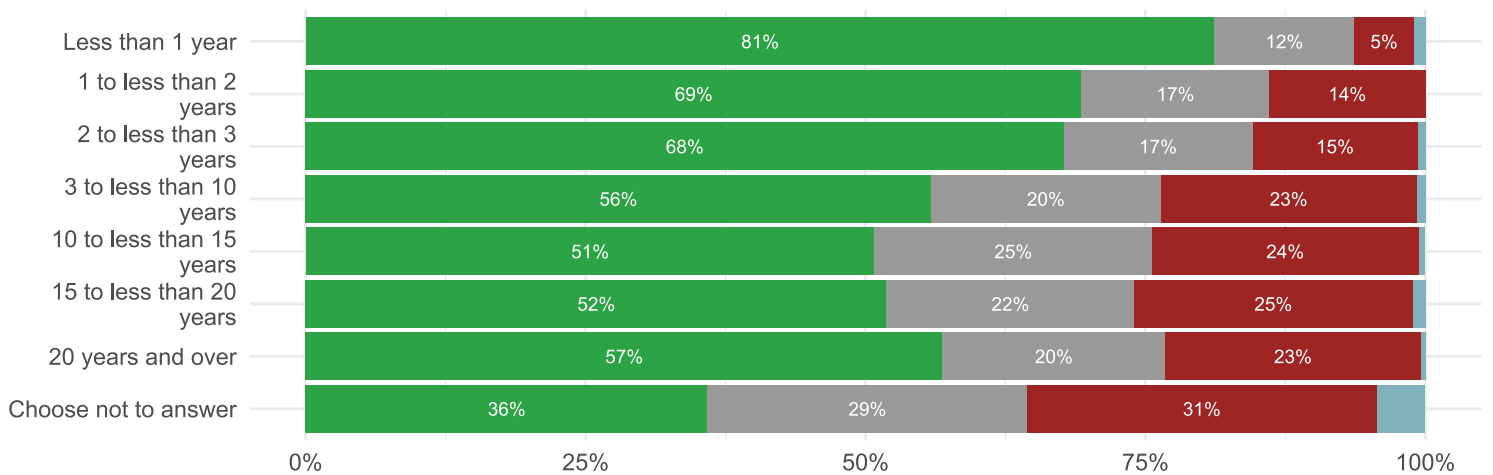
Employee Category



Schedule



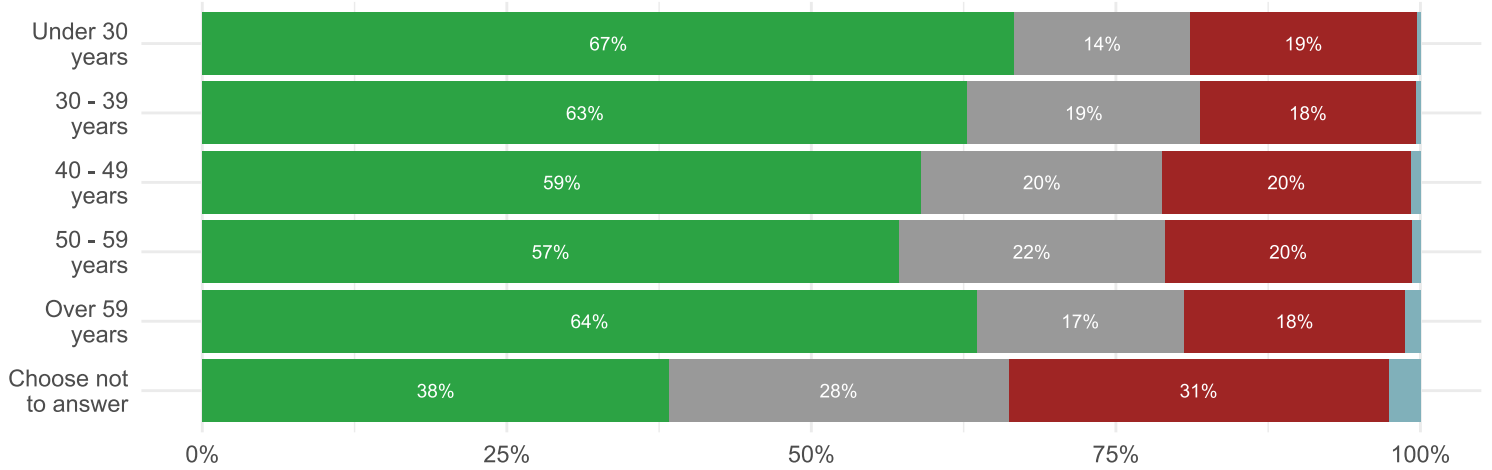
Years Worked



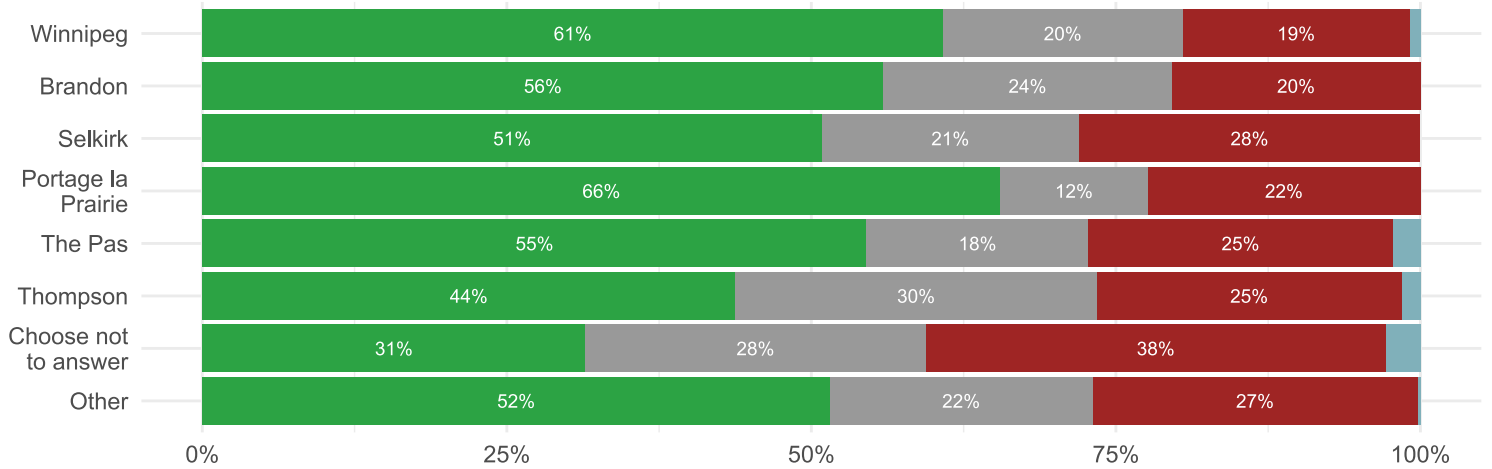
I receive meaningful recognition for work well done.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



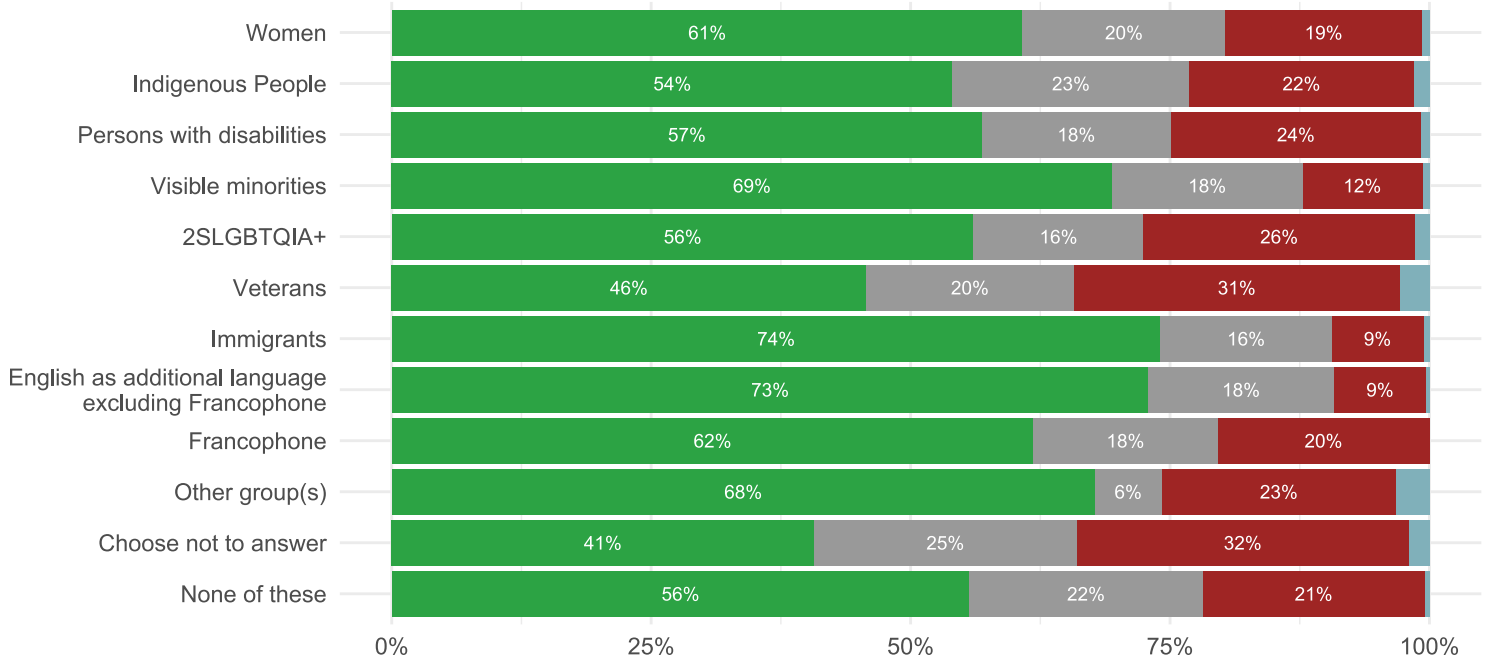
Location



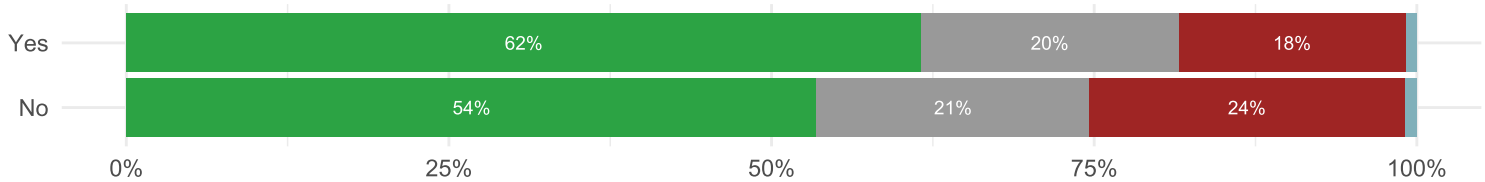
I receive meaningful recognition for work well done.

Agree Neutral Disagree Choose not to answer

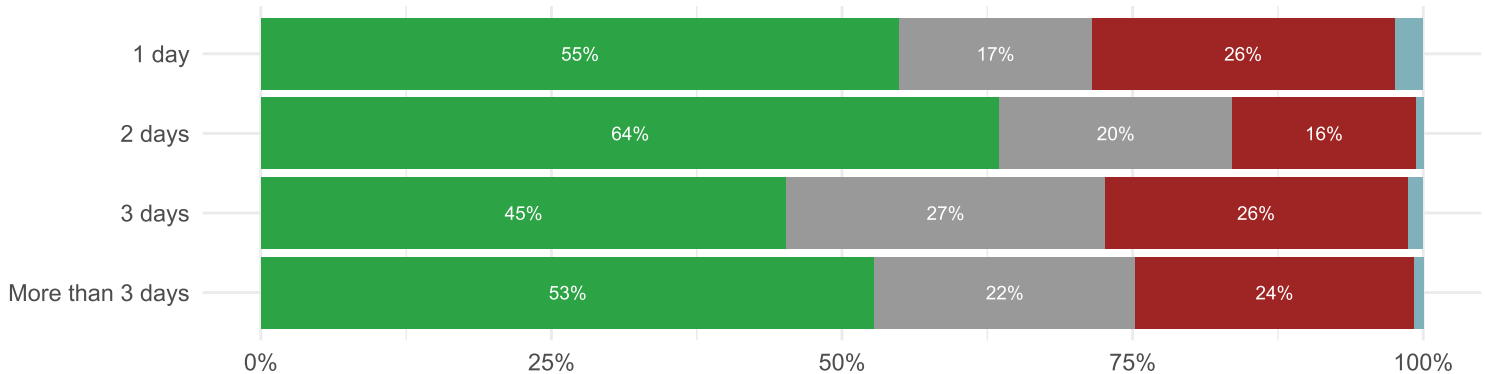
Diversity Group



Remote Work



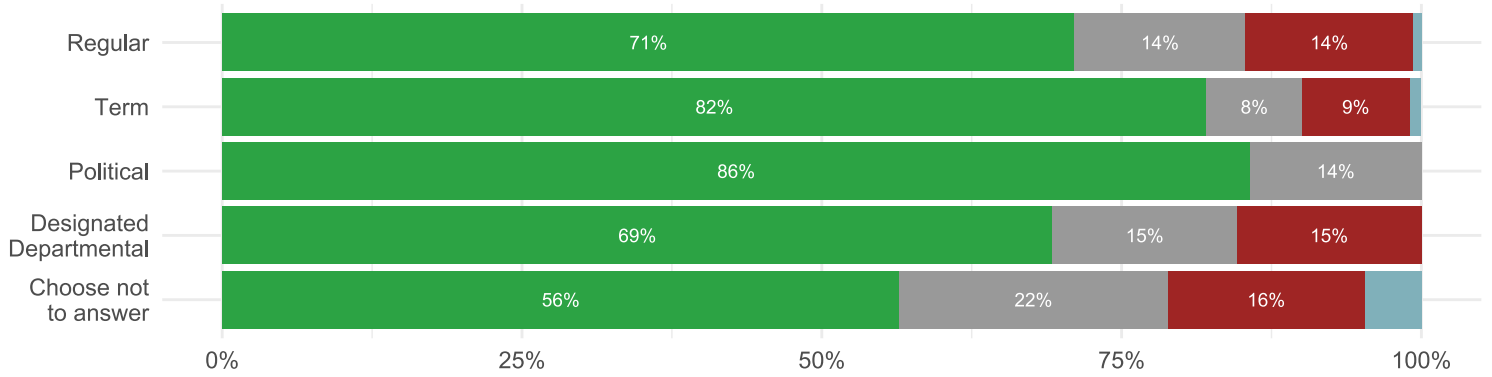
Remote Work Days



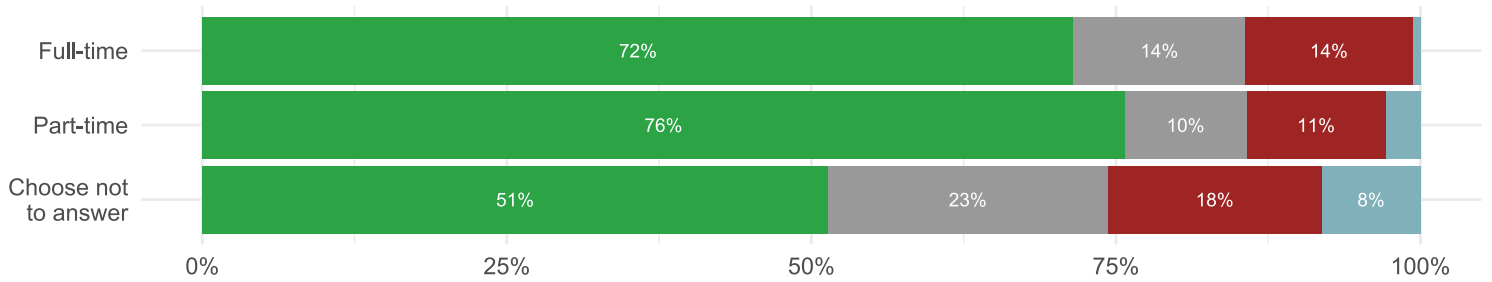
I have support at work to balance my work and personal life.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

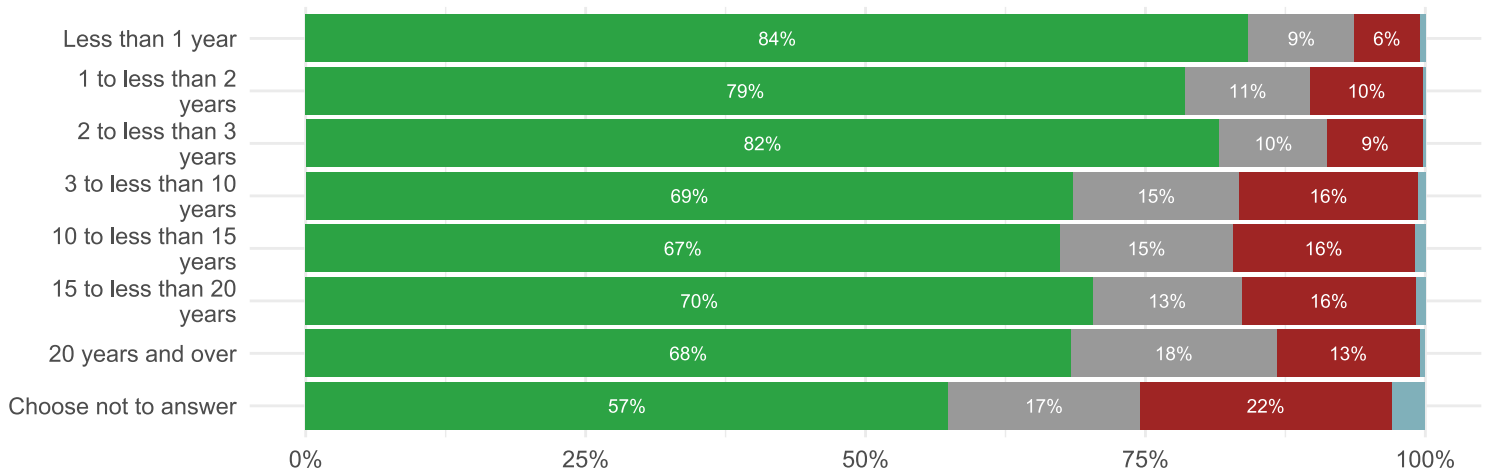
Employee Category



Schedule



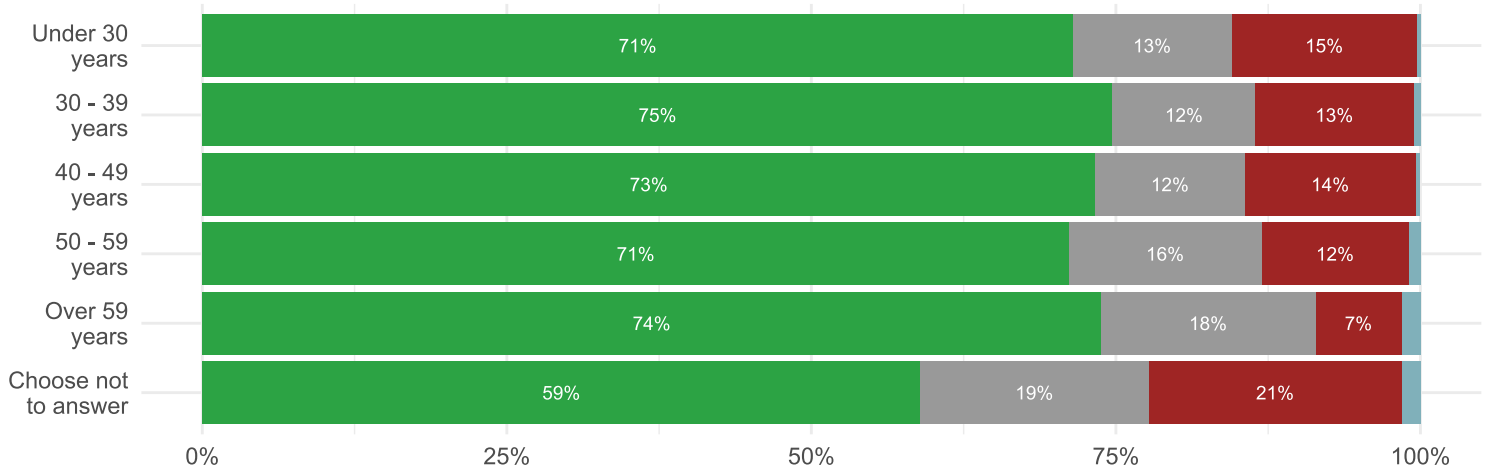
Years Worked



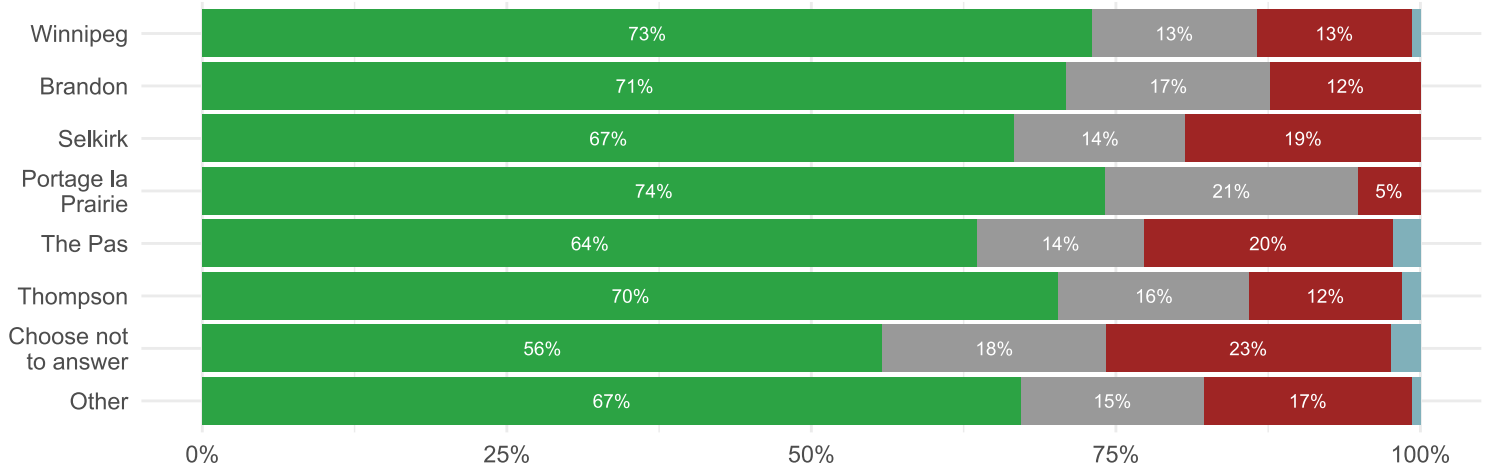
I have support at work to balance my work and personal life.

Agree Neutral Disagree Choose not to answer

Age Group



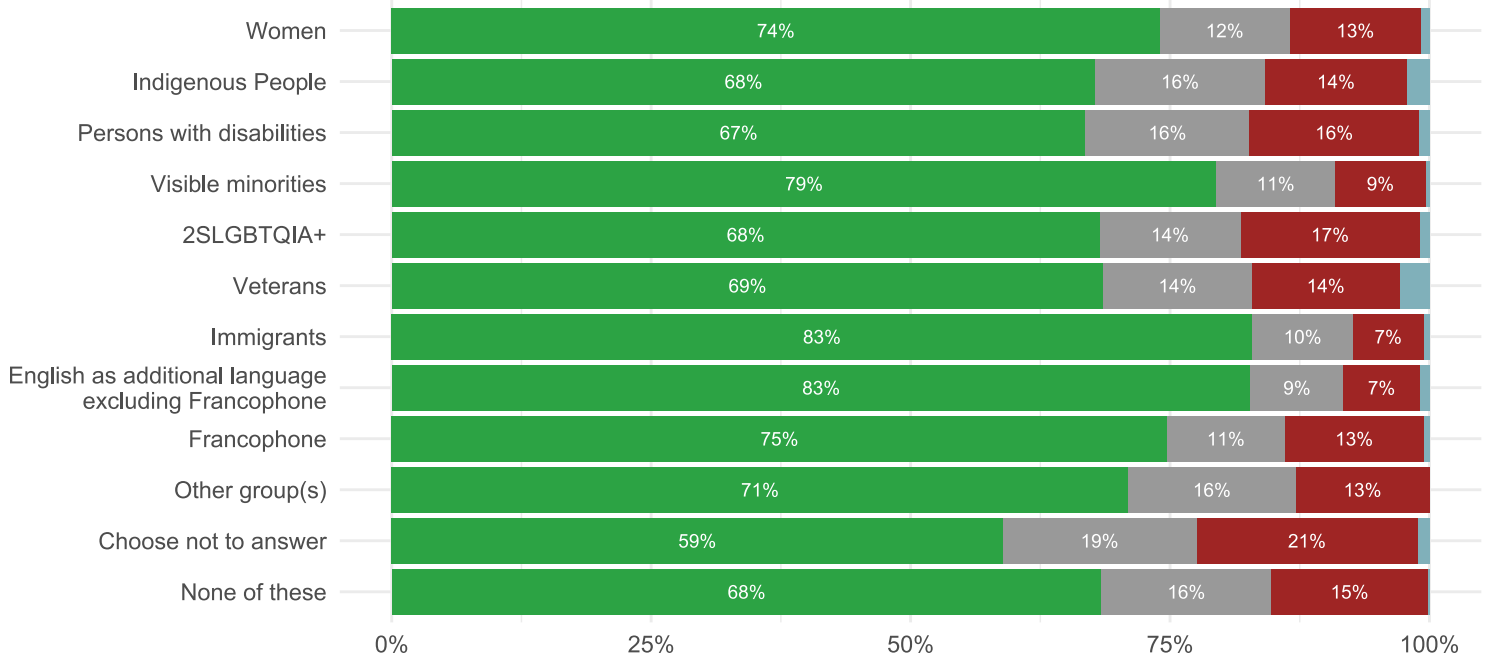
Location



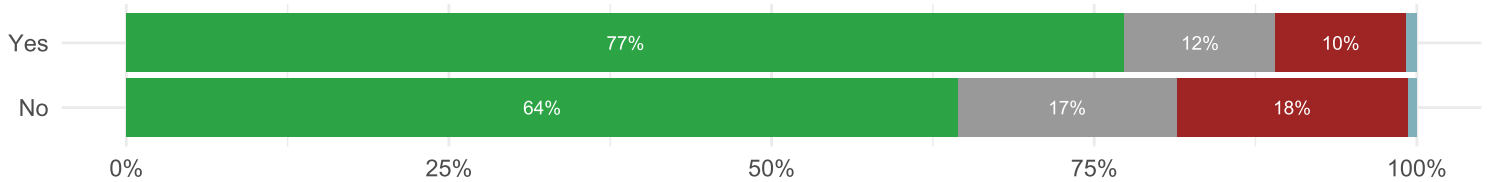
I have support at work to balance my work and personal life.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

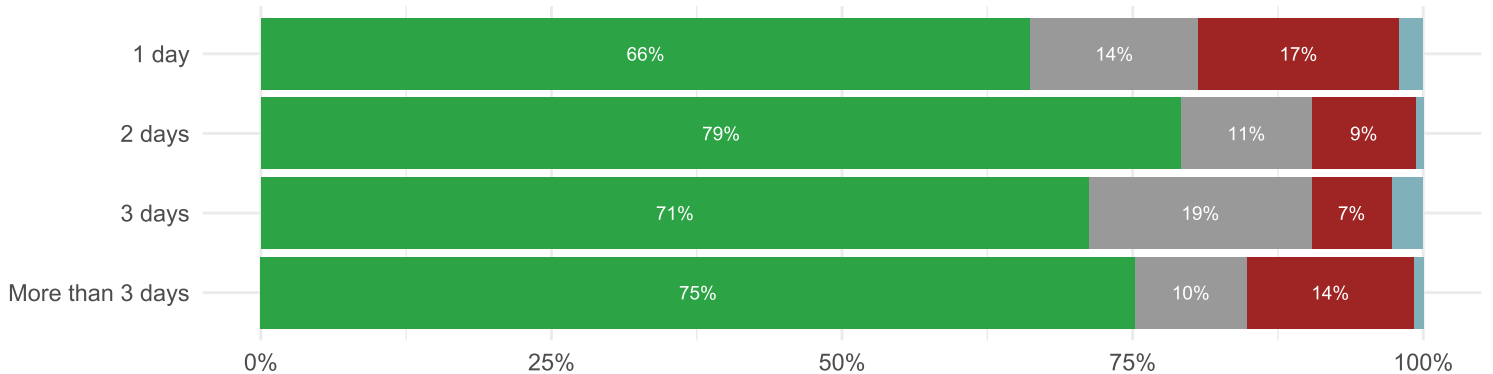
Diversity Group



Remote Work



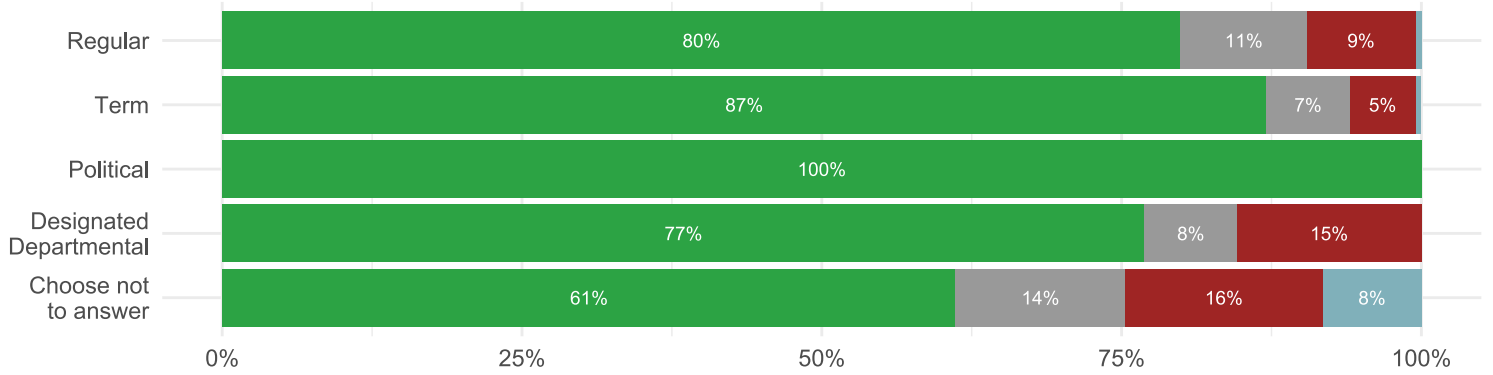
Remote Work Days



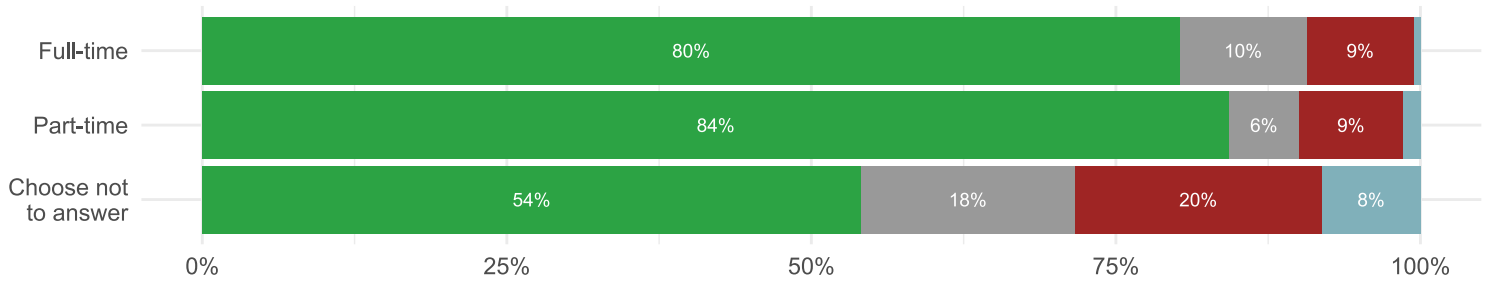
I am treated respectfully at work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

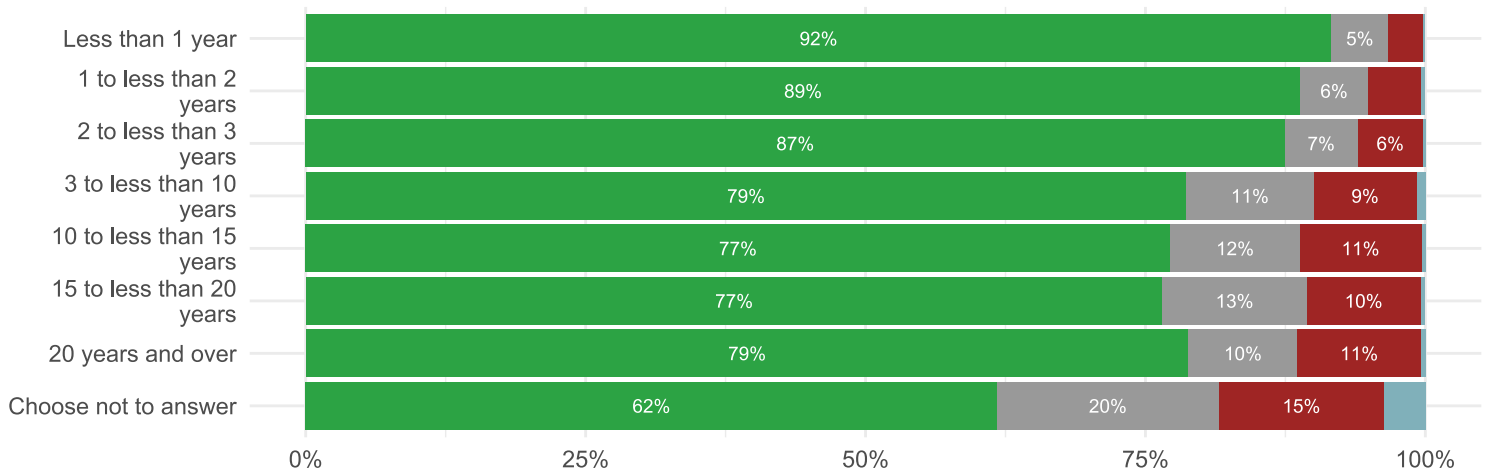
Employee Category



Schedule



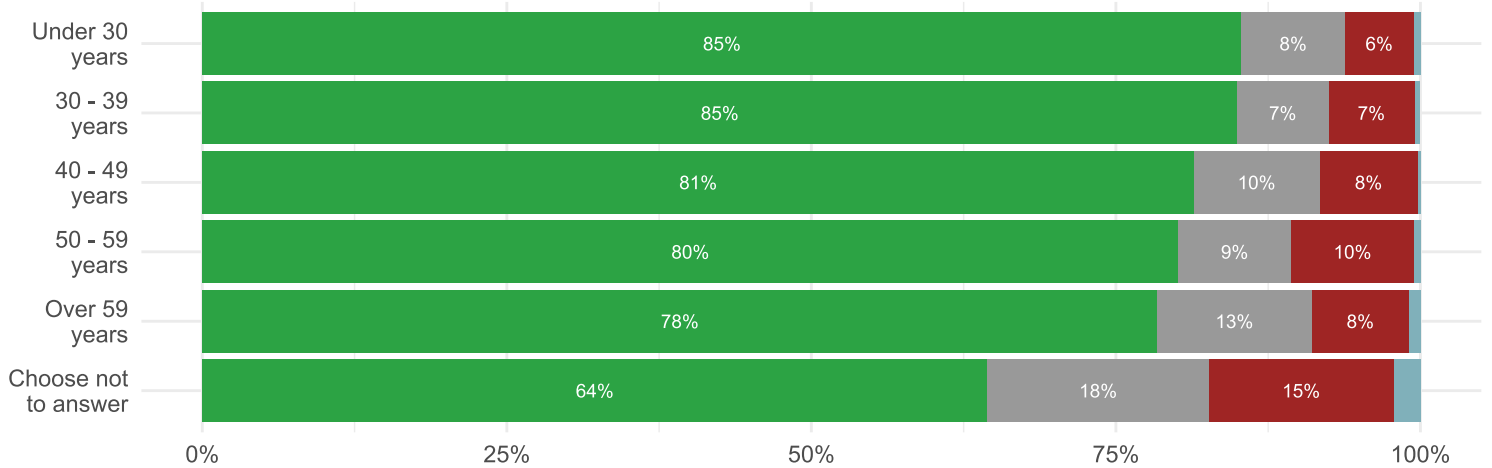
Years Worked



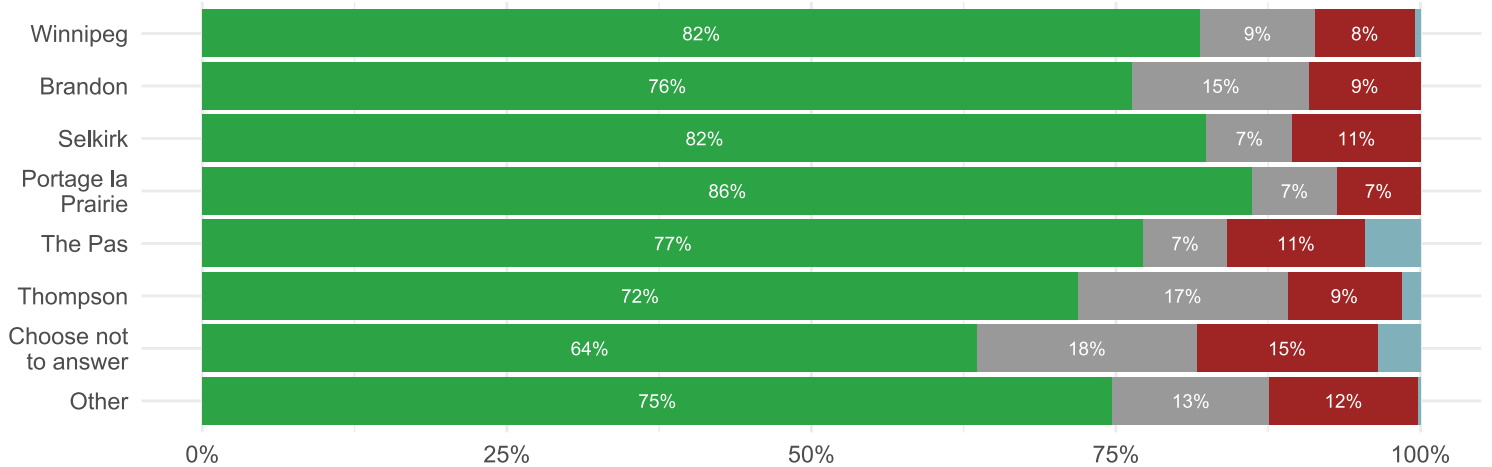
I am treated respectfully at work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

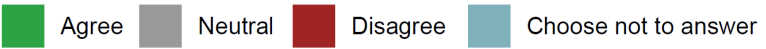
Age Group



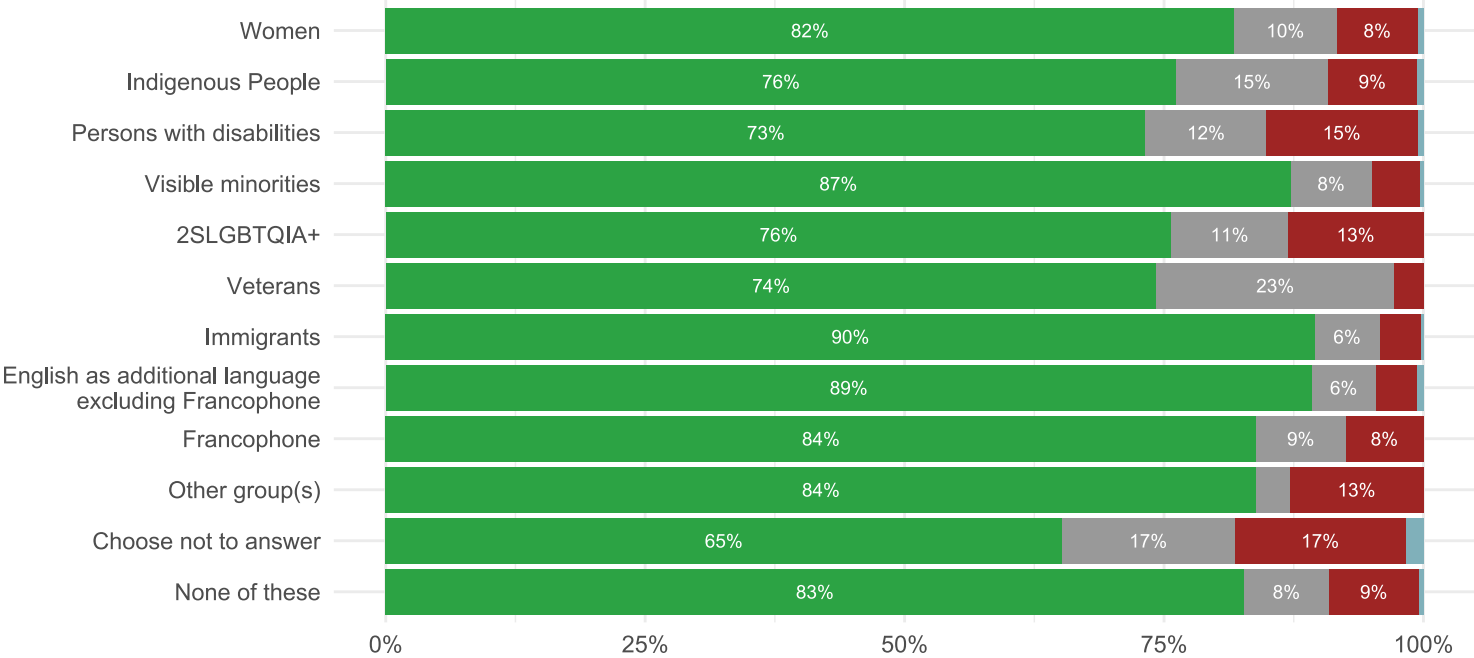
Location



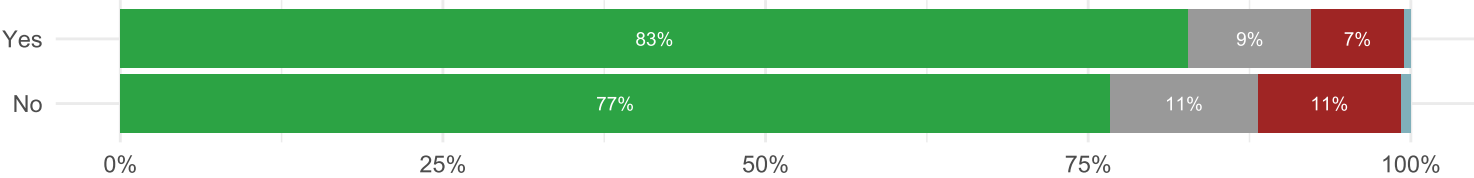
I am treated respectfully at work.



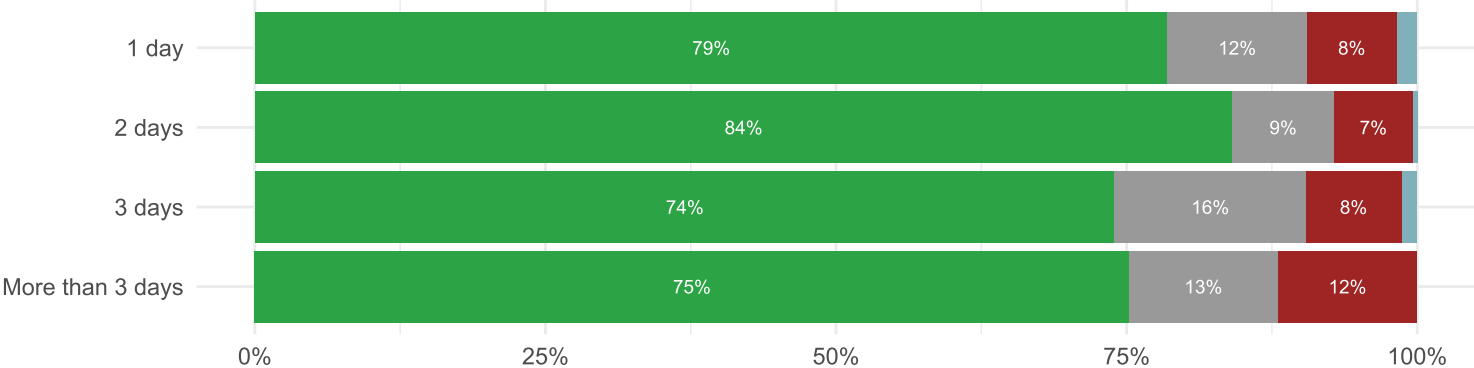
Diversity Group



Remote Work



Remote Work Days

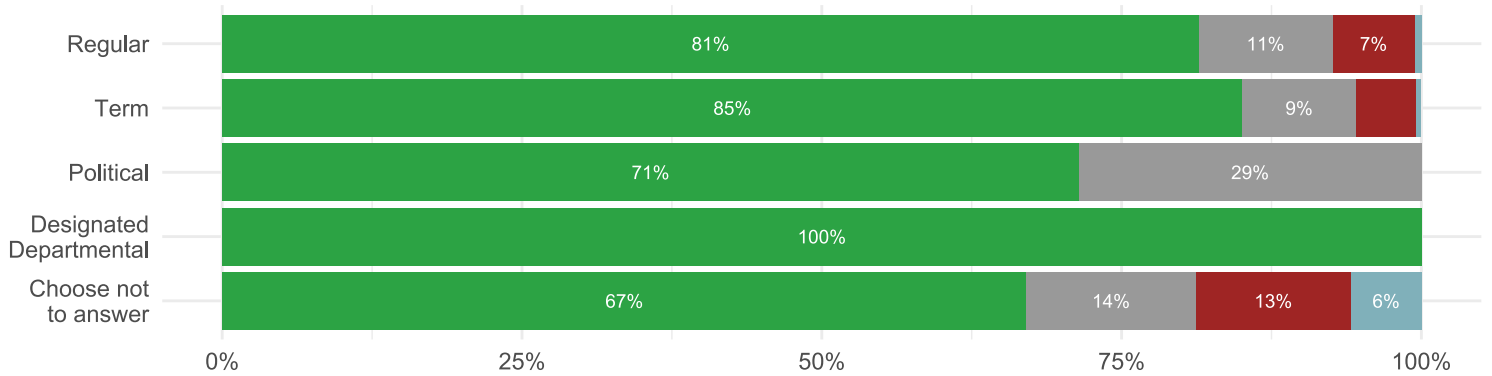


Capacity

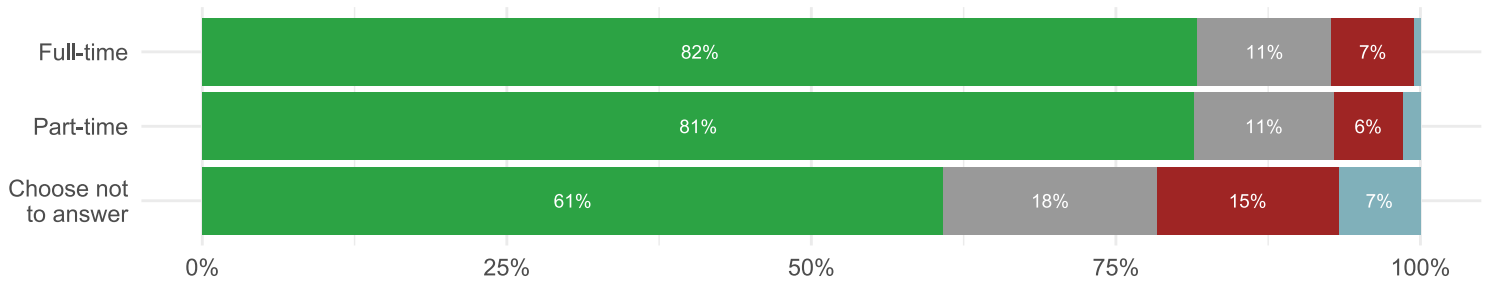
My job is a good fit with my skills and interests.

Agree Neutral Disagree Choose not to answer

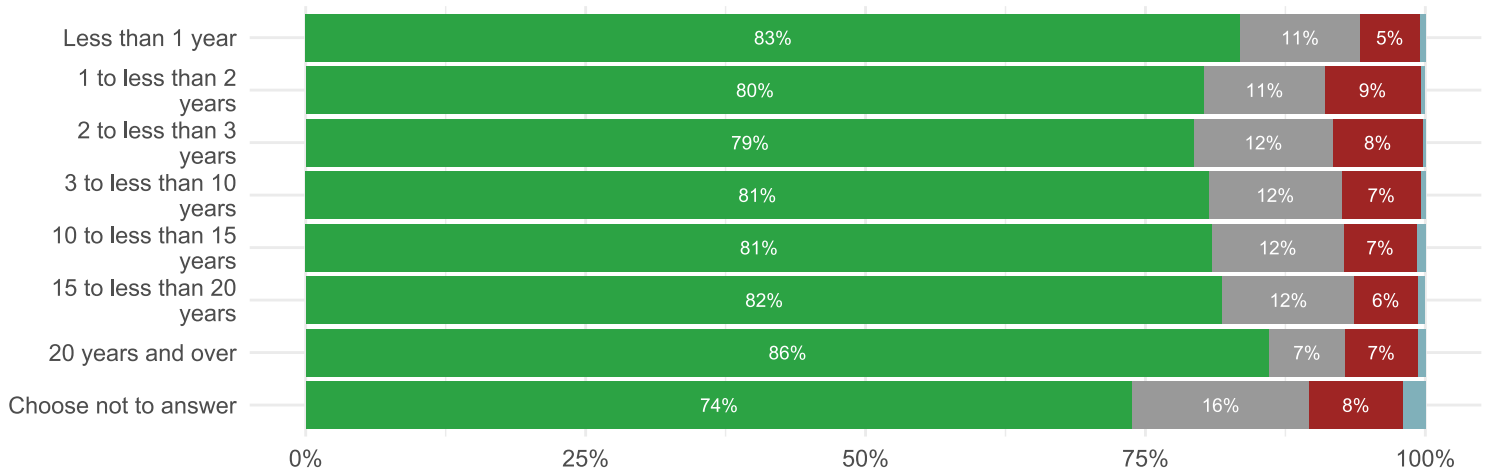
Employee Category



Schedule



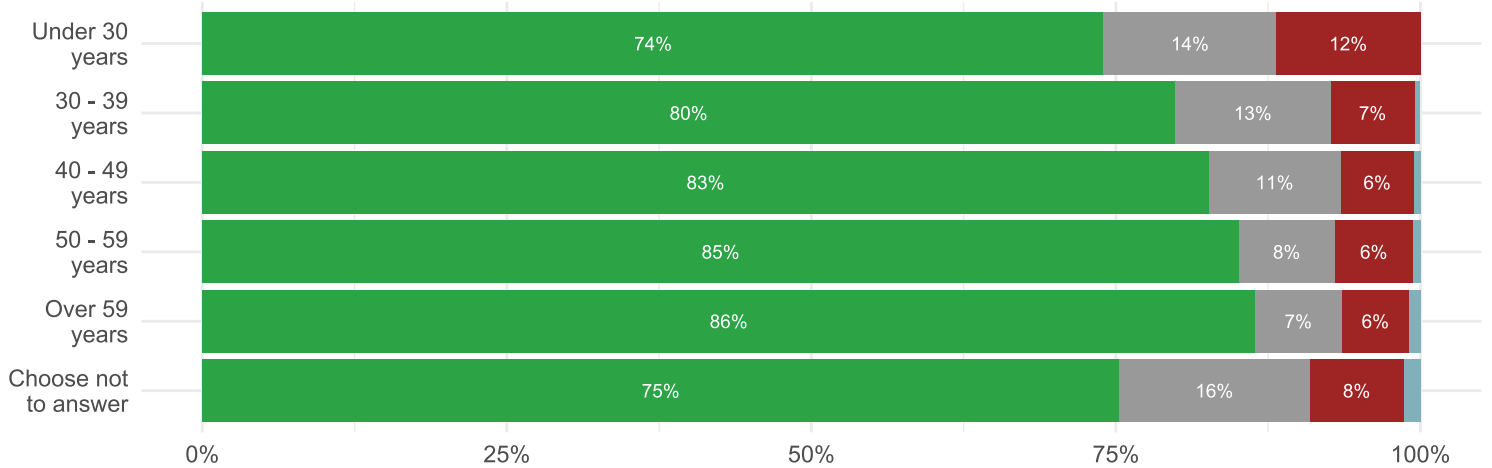
Years Worked



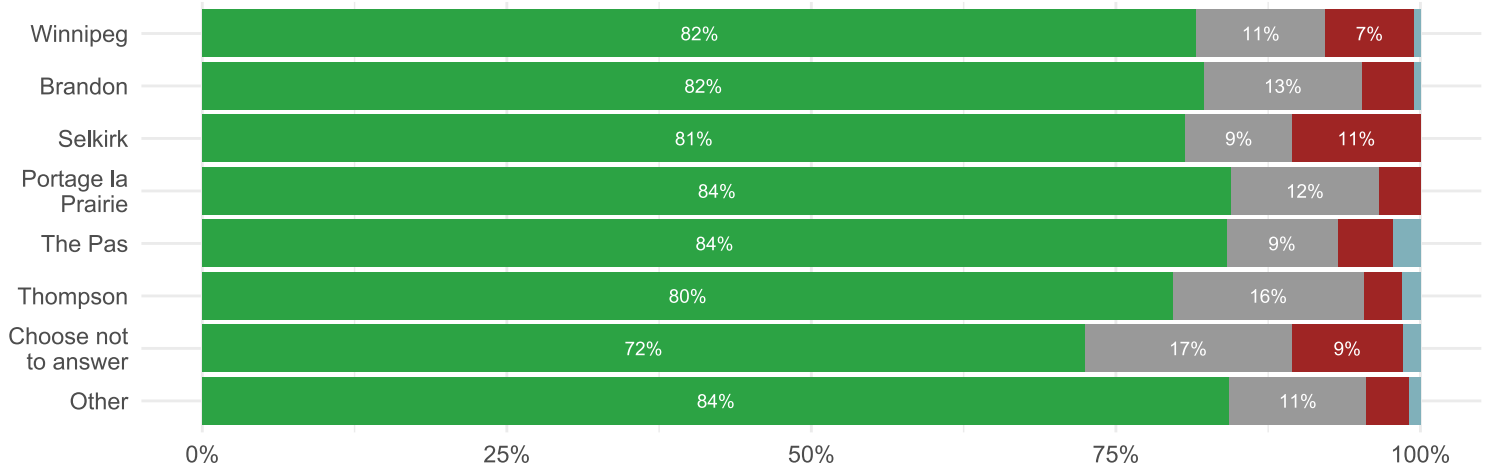
My job is a good fit with my skills and interests.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



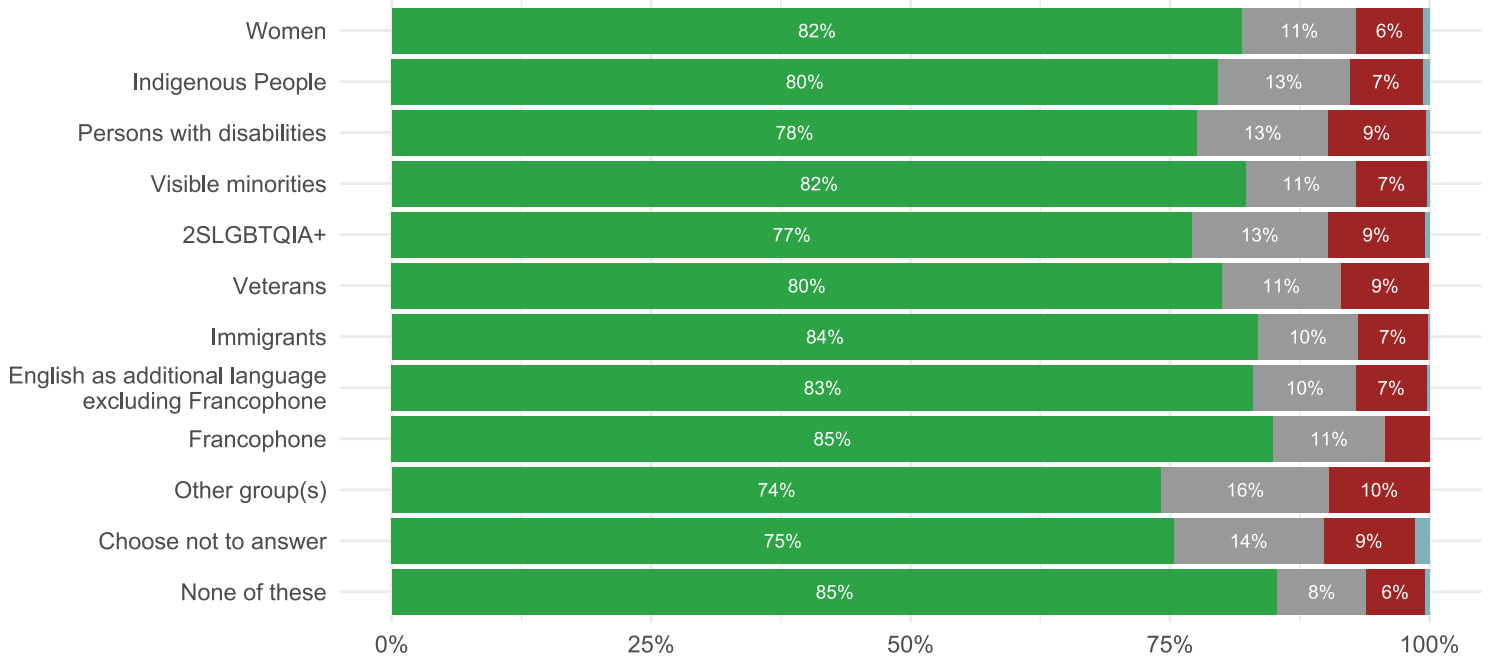
Location



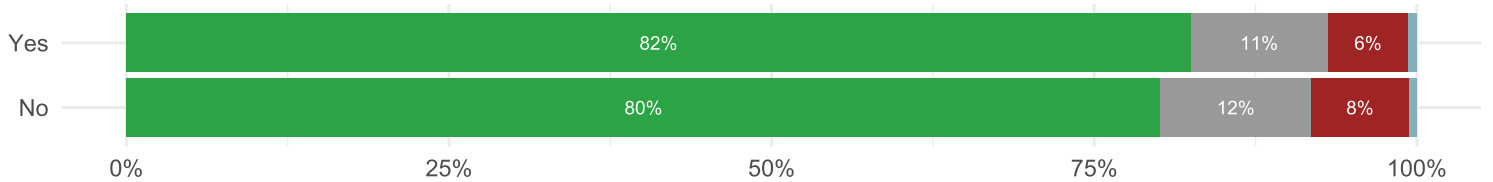
My job is a good fit with my skills and interests.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

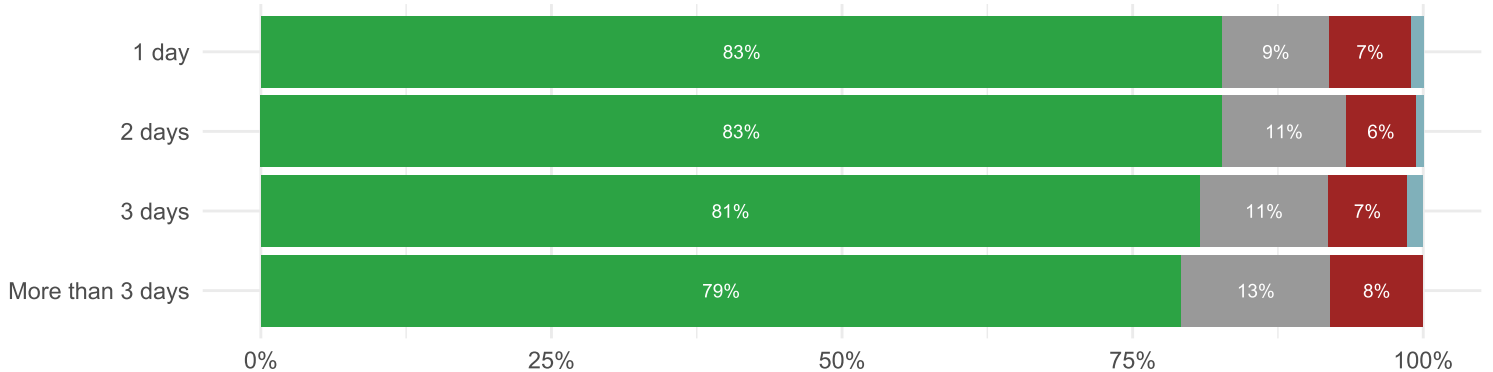
Diversity Group



Remote Work



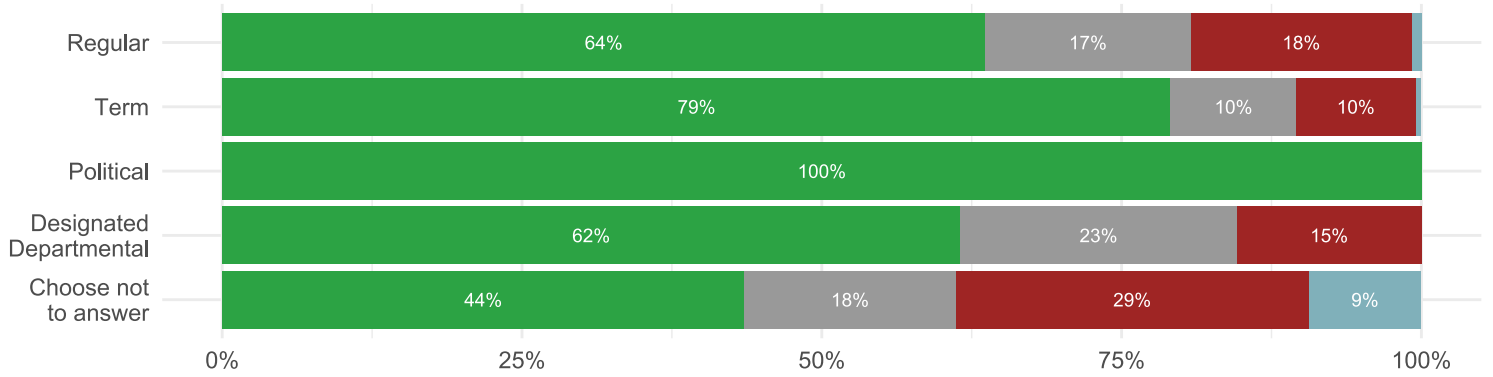
Remote Work Days



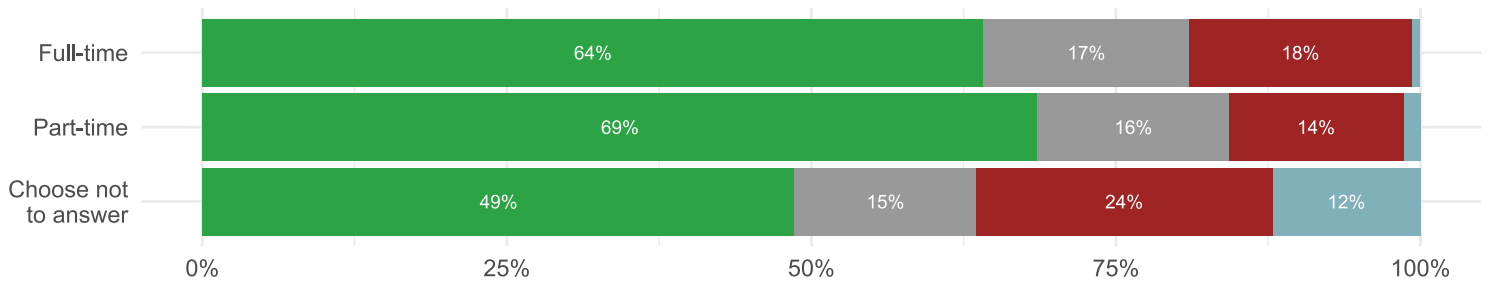
I have support at work to provide a high level of service.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

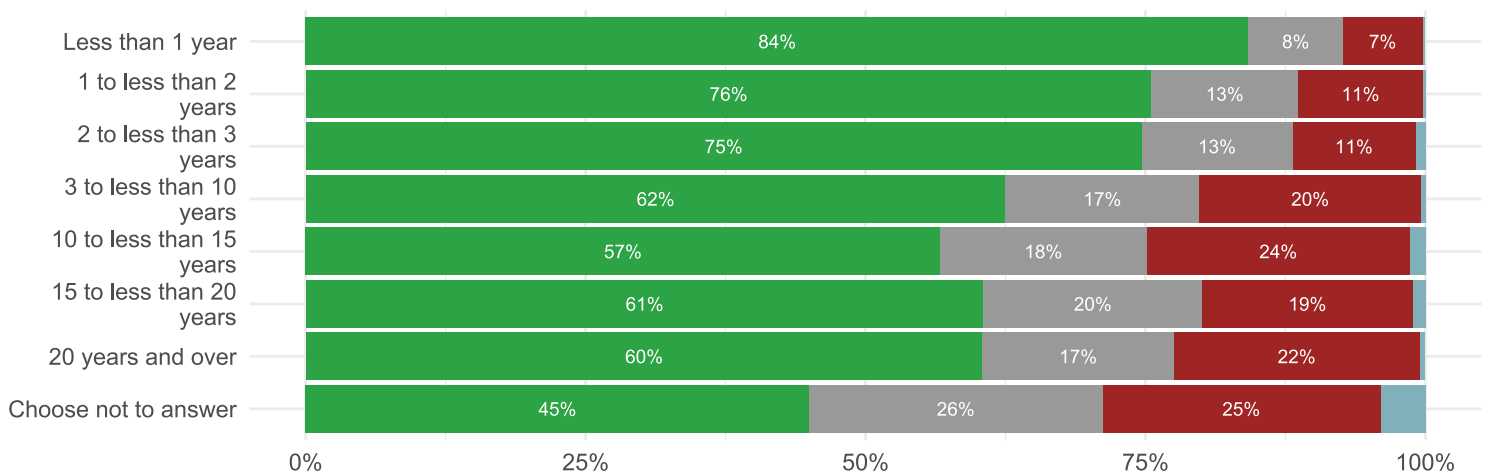
Employee Category



Schedule



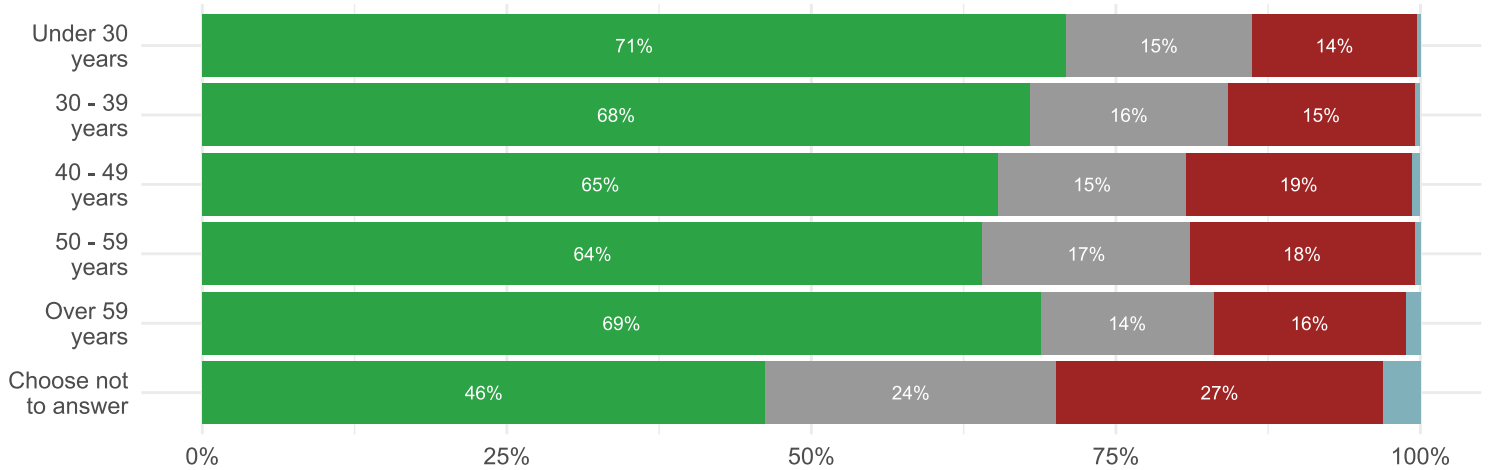
Years Worked



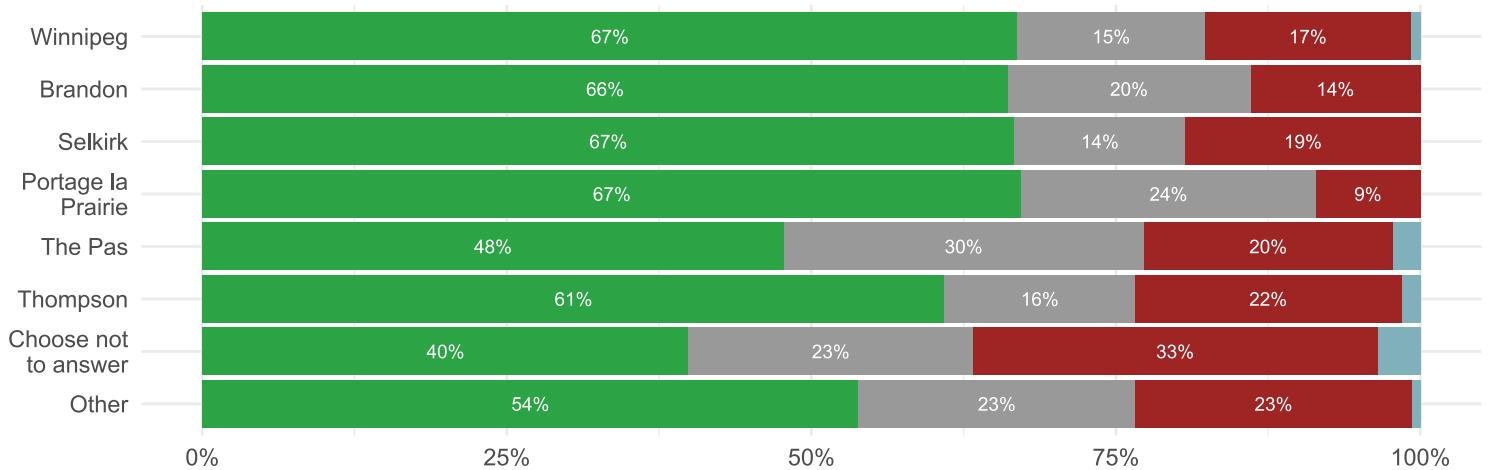
I have support at work to provide a high level of service.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



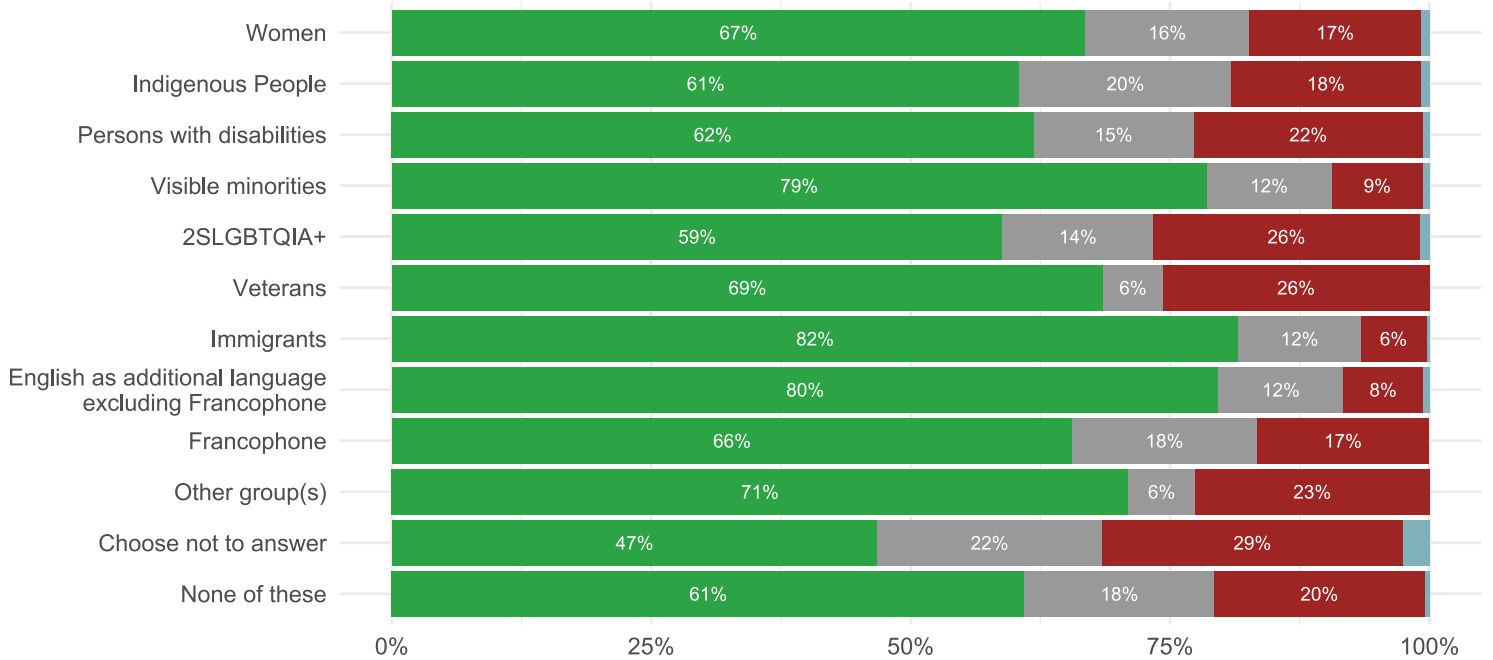
Location



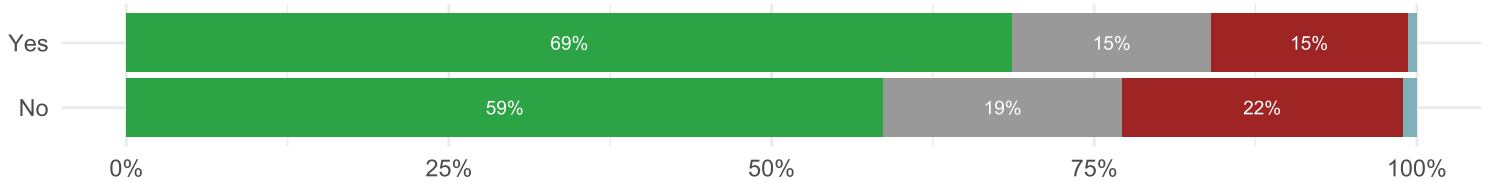
I have support at work to provide a high level of service.

Agree Neutral Disagree Choose not to answer

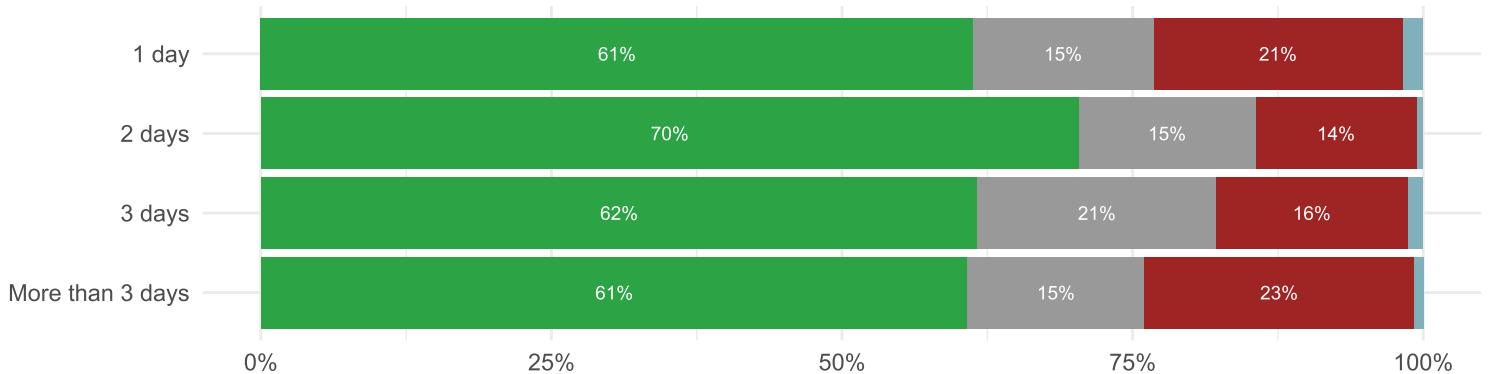
Diversity Group



Remote Work



Remote Work Days

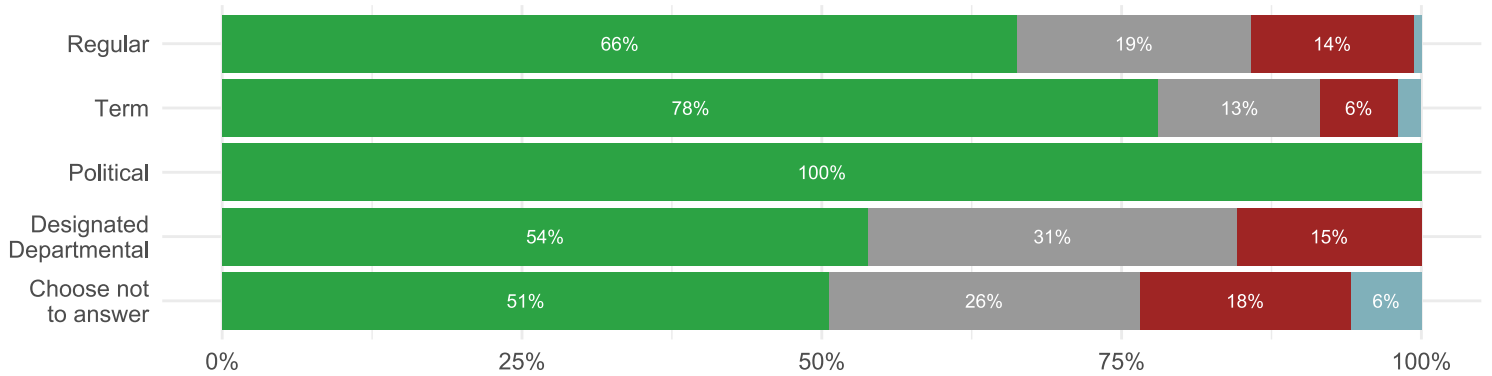


Talent

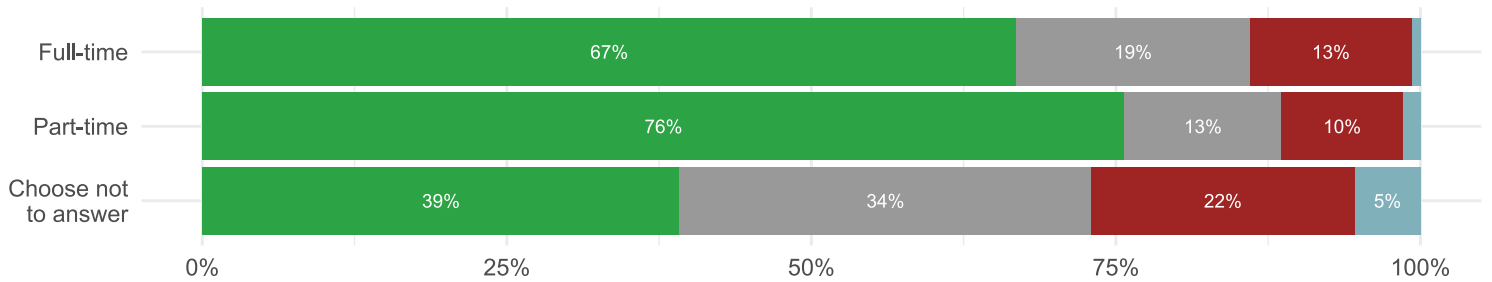
My organization supports my work related learning and development.

Agree Neutral Disagree Choose not to answer

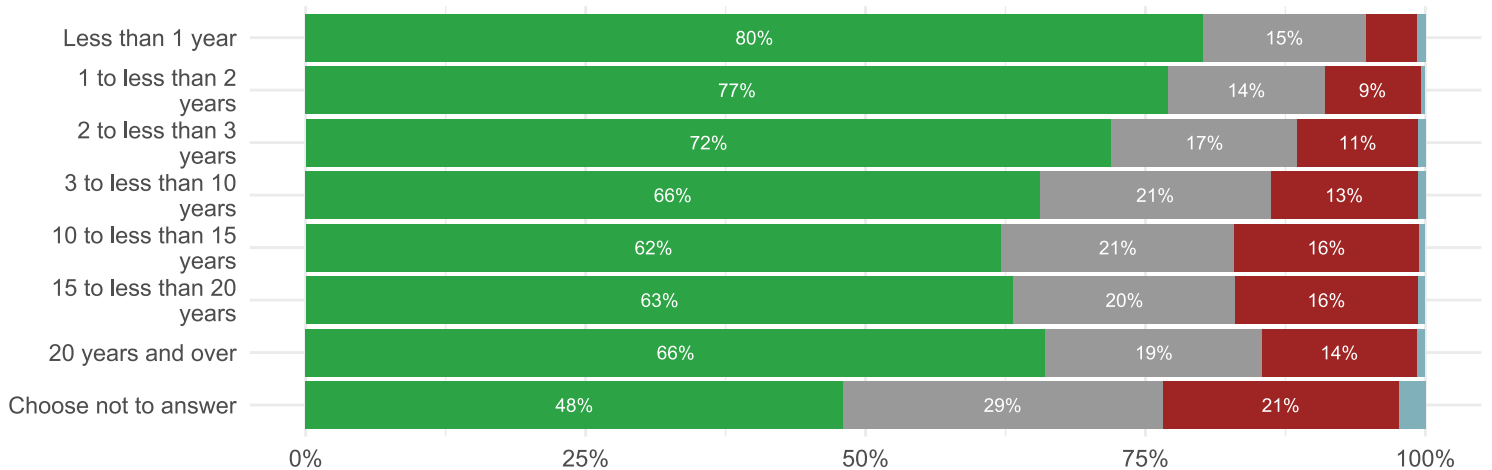
Employee Category



Schedule



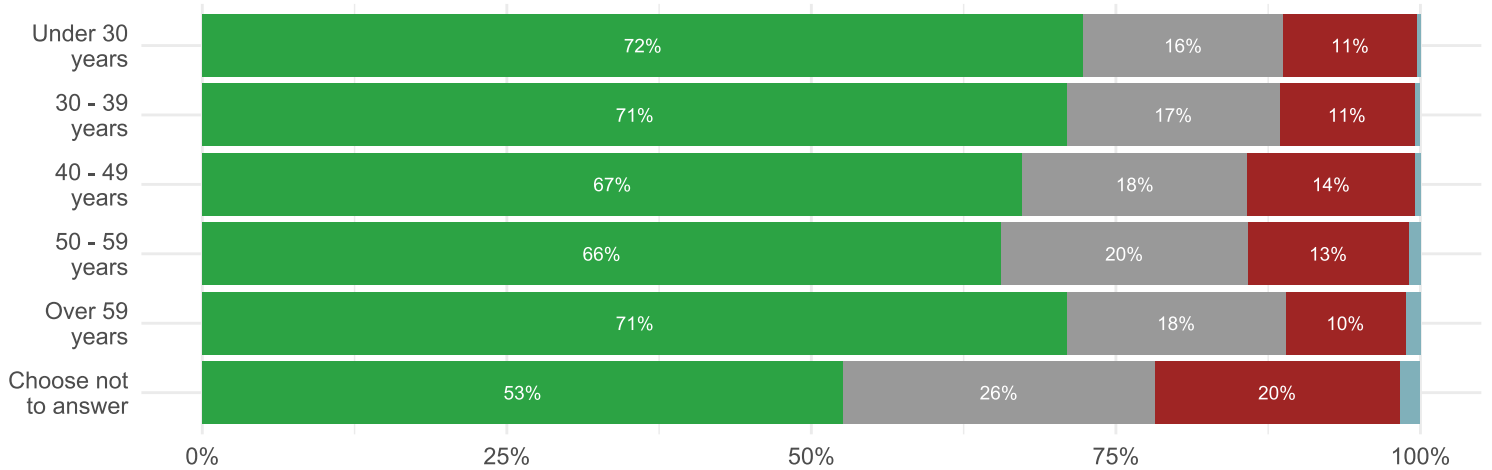
Years Worked



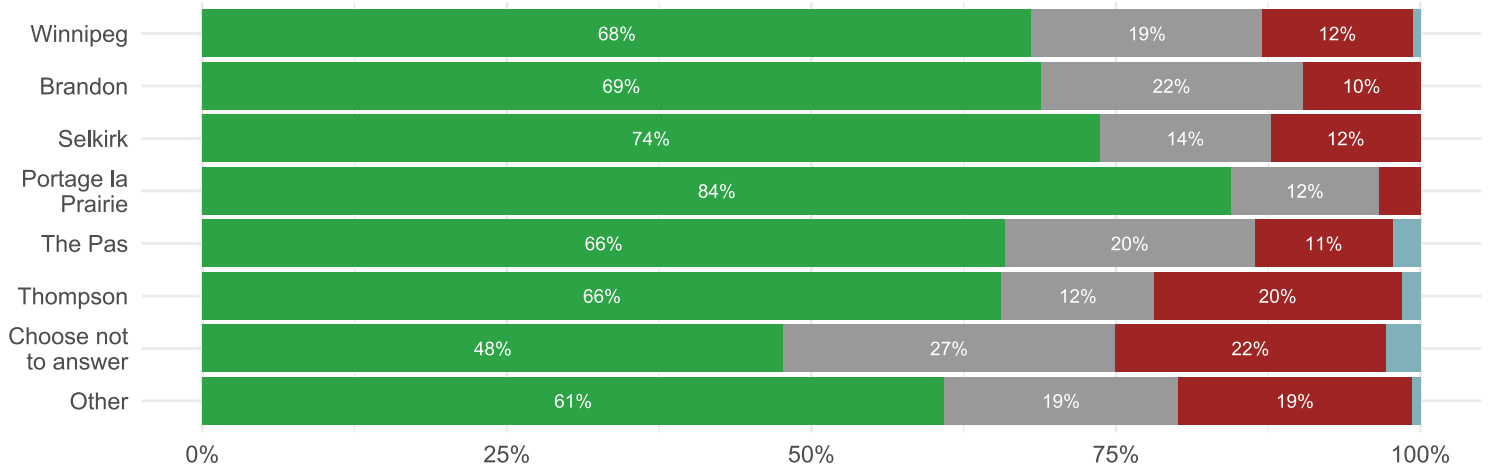
My organization supports my work related learning and development.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

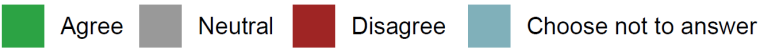
Age Group



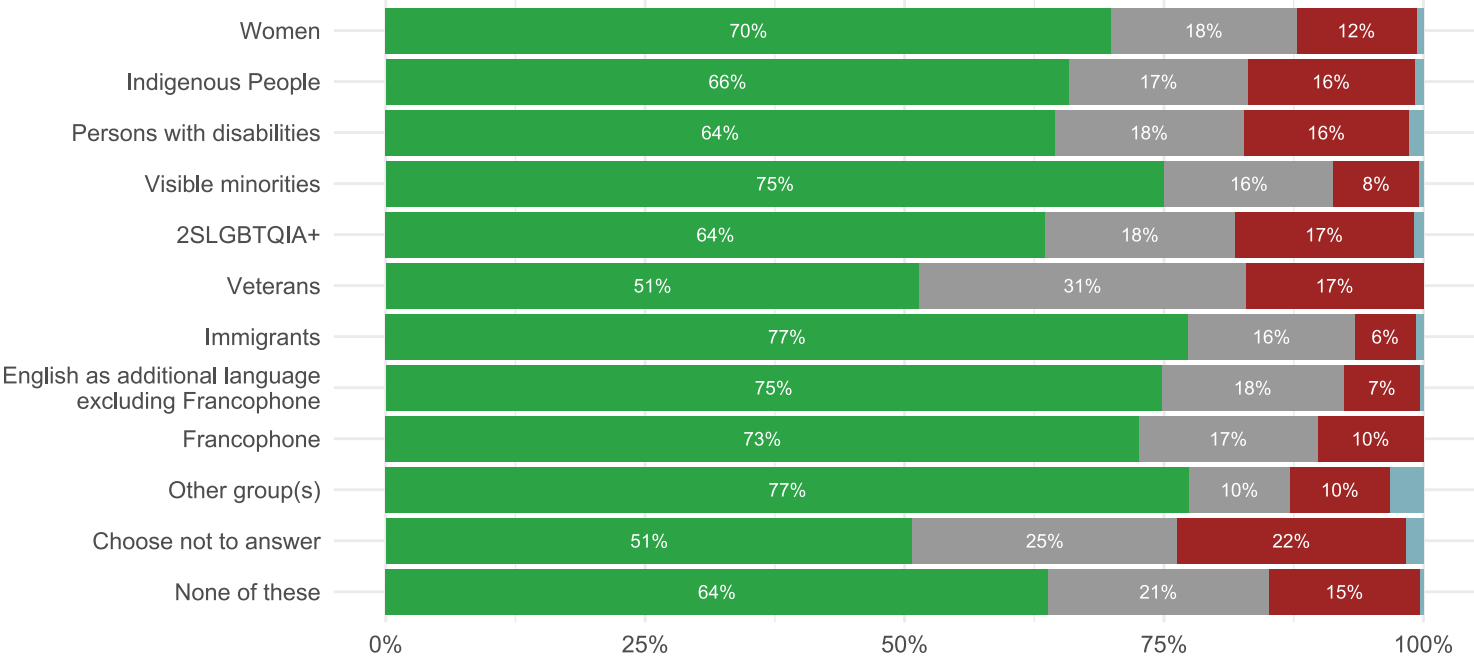
Location



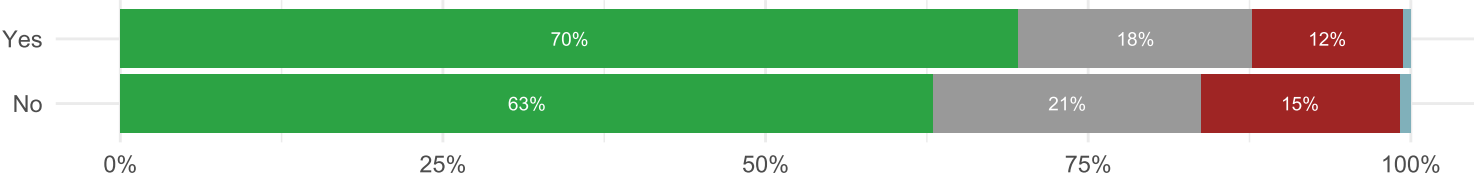
My organization supports my work related learning and development.



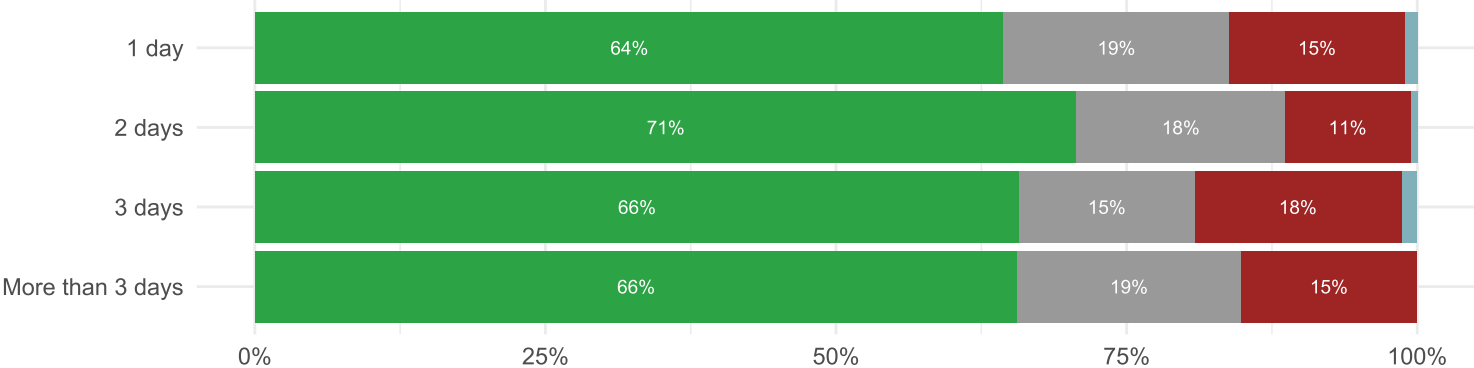
Diversity Group



Remote Work



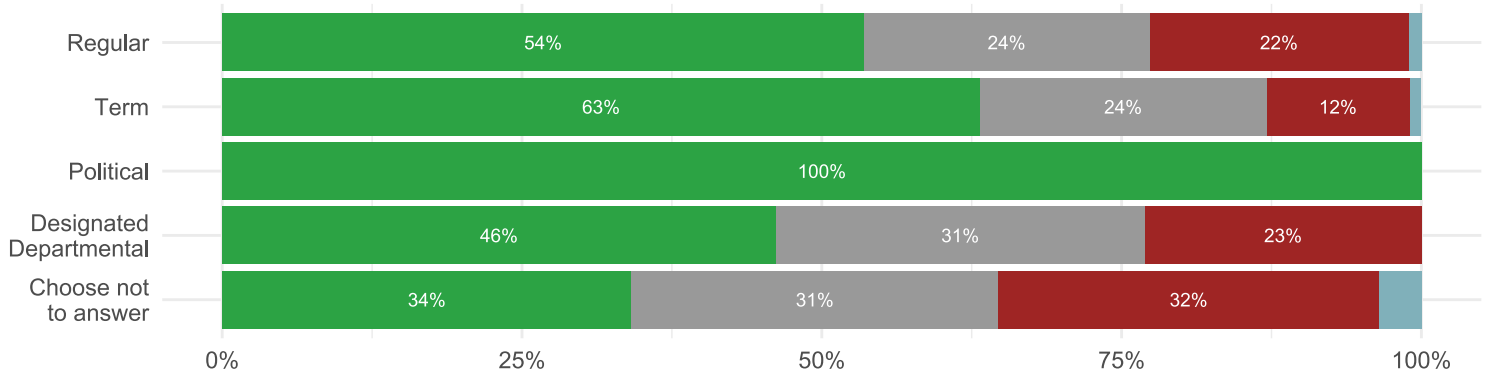
Remote Work Days



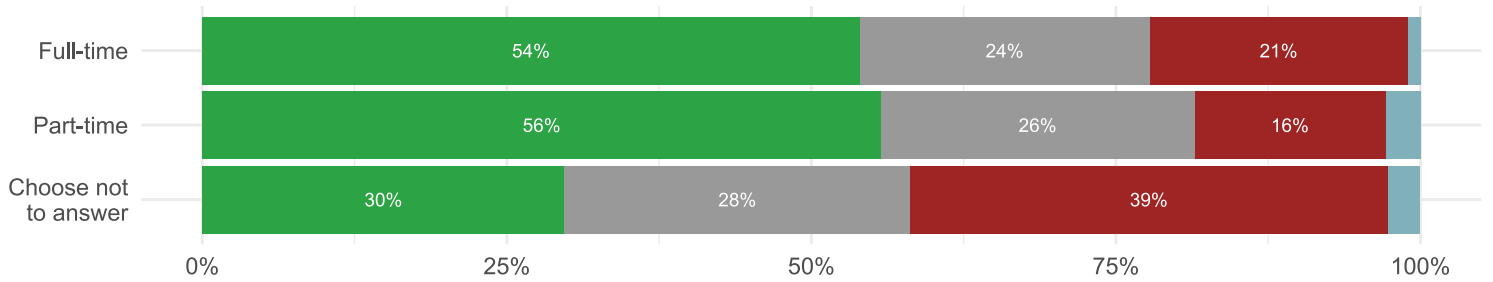
I have opportunities for career growth within the Manitoba government.

Agree Neutral Disagree Choose not to answer

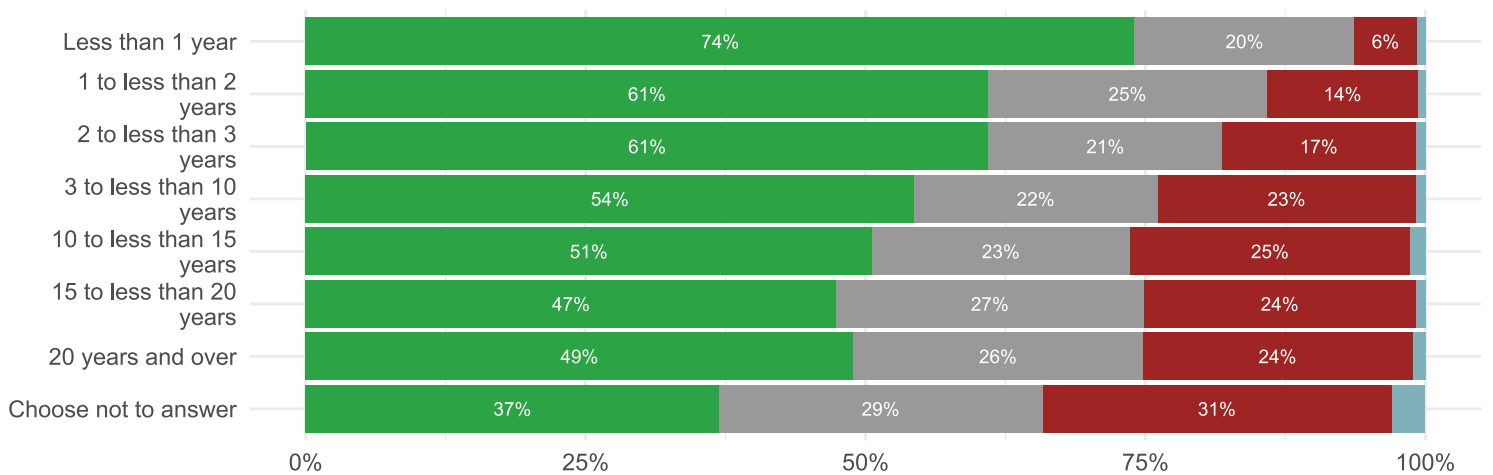
Employee Category



Schedule



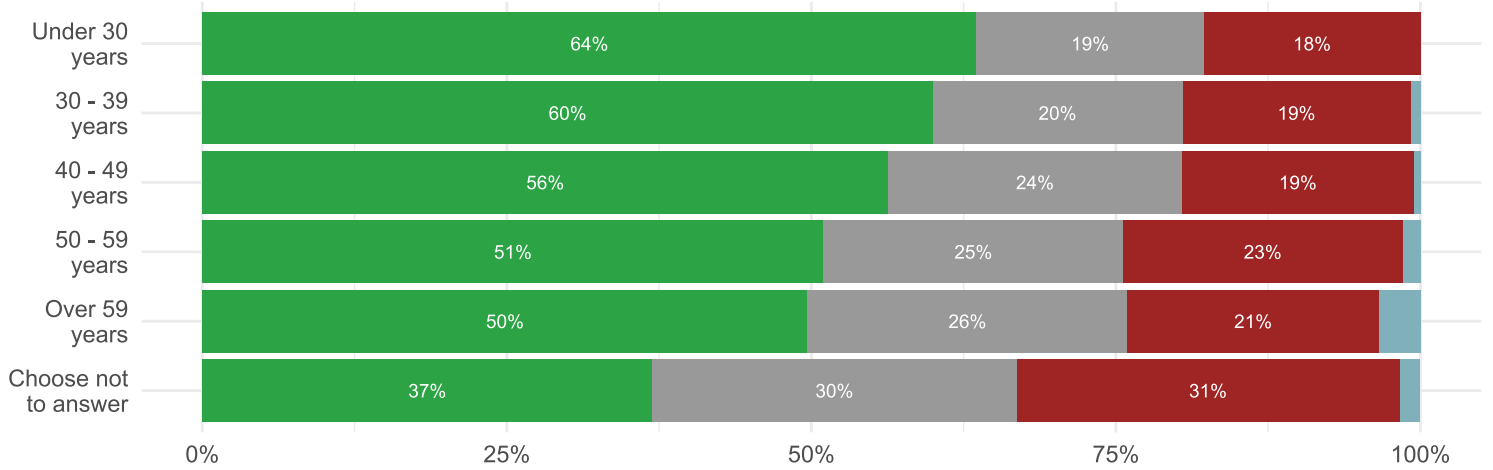
Years Worked



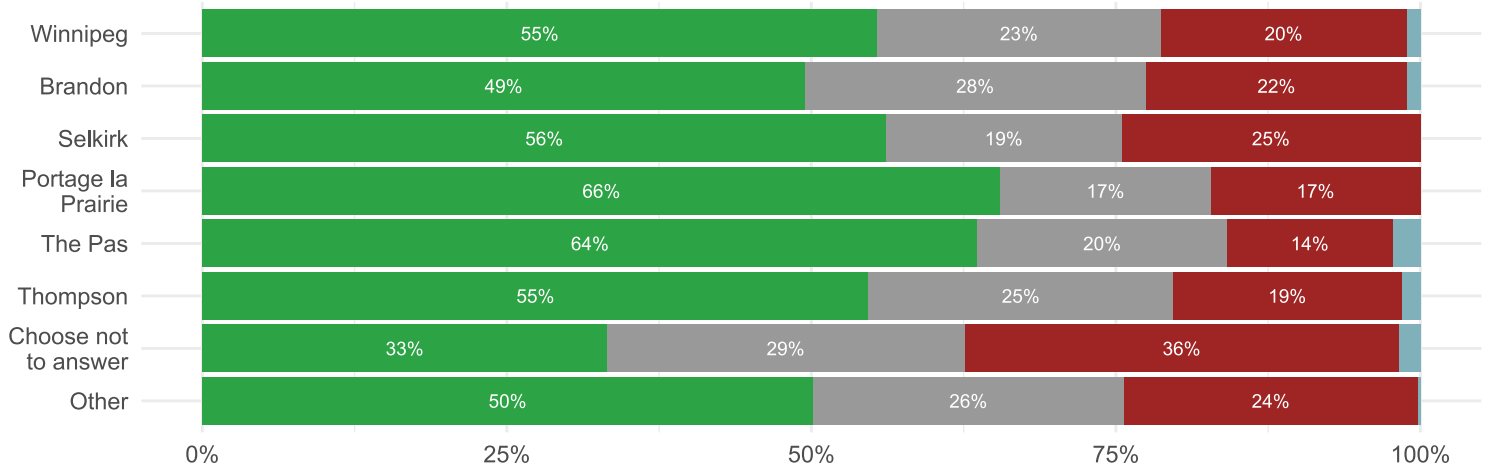
I have opportunities for career growth within the Manitoba government.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



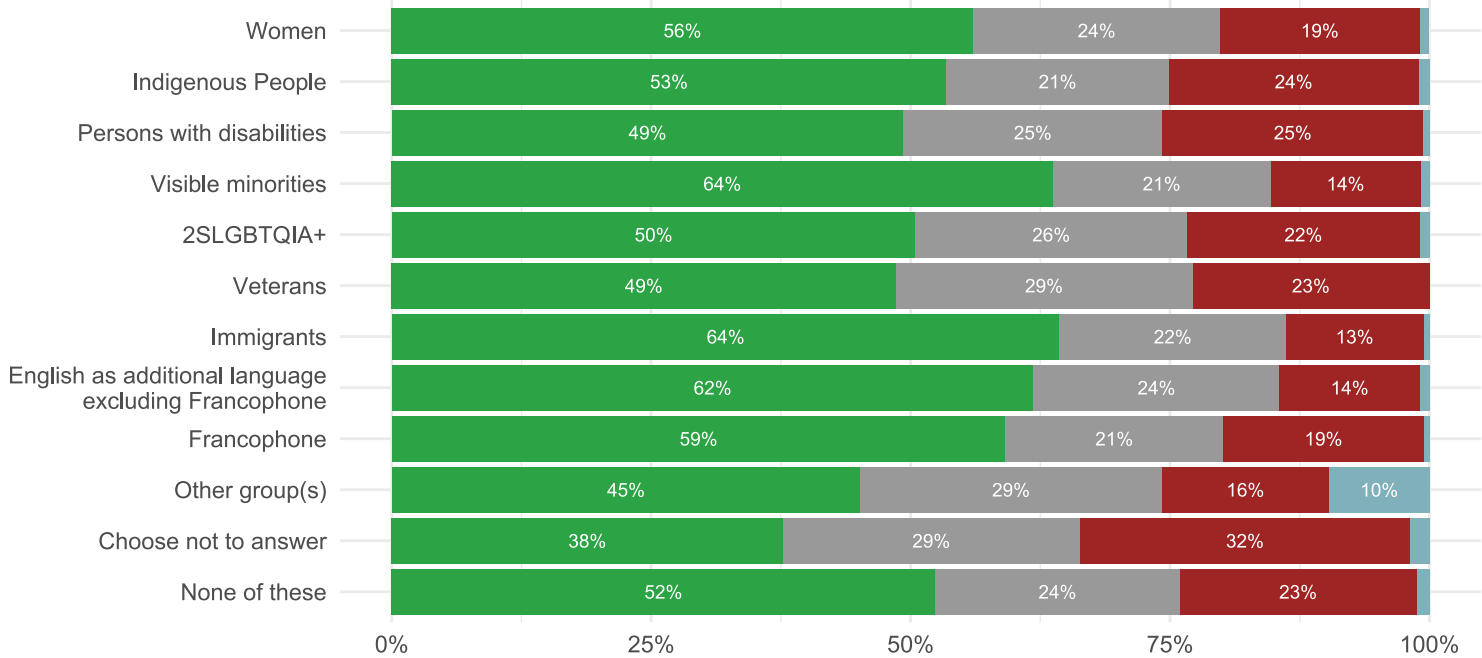
Location



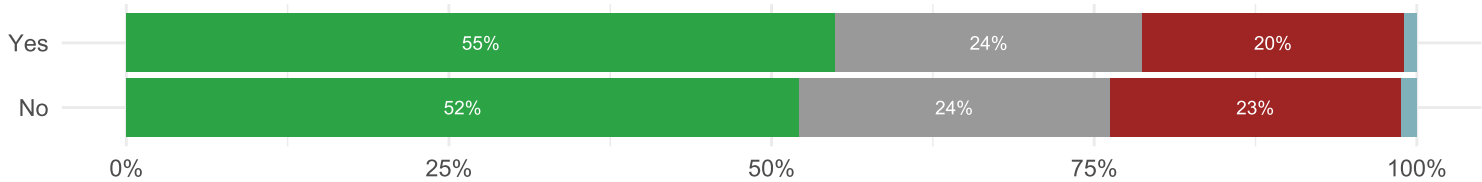
I have opportunities for career growth within the Manitoba government.

Agree Neutral Disagree Choose not to answer

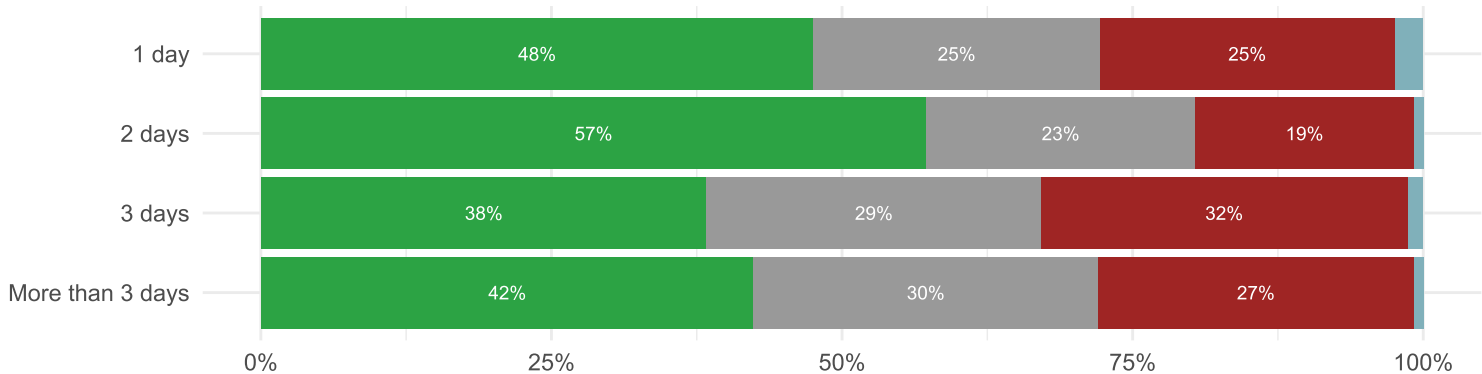
Diversity Group



Remote Work



Remote Work Days

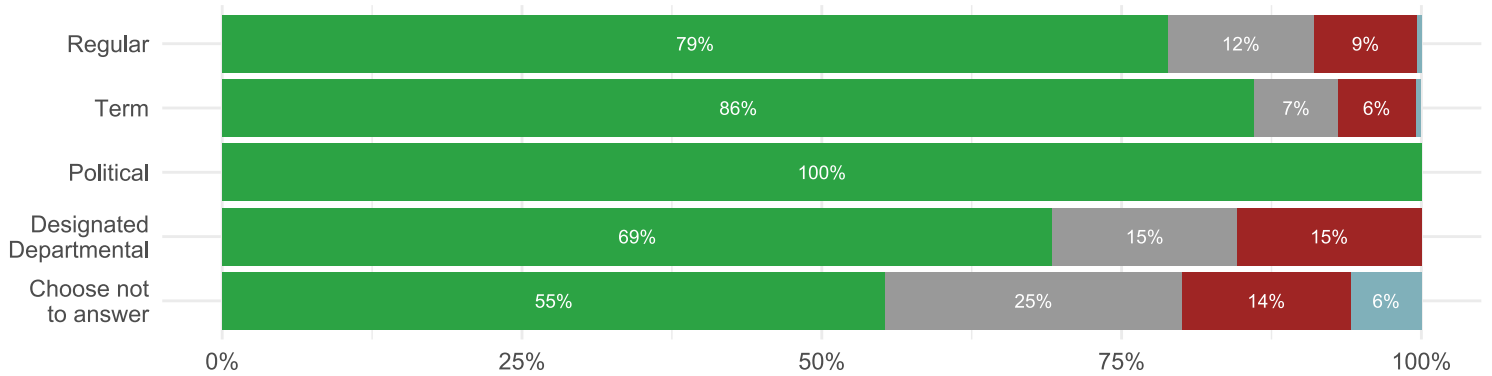


Leadership

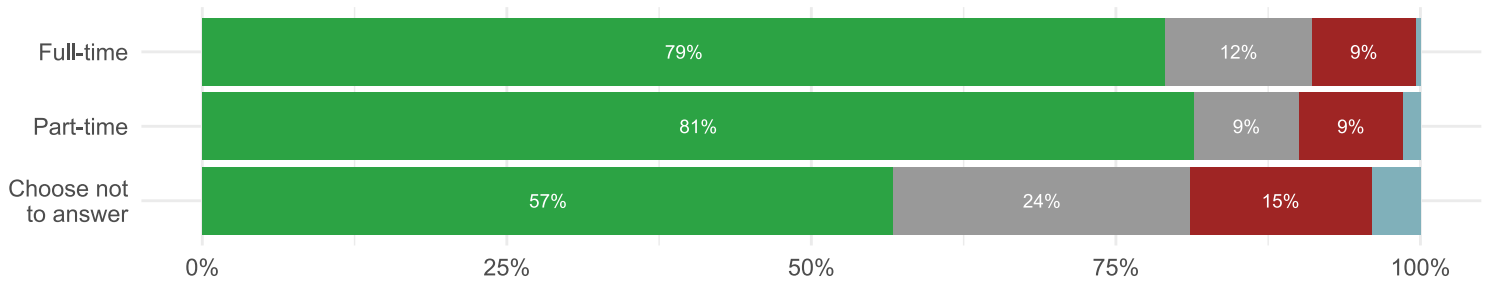
I know how my work contributes to the achievement of my department's goals.

Agree Neutral Disagree Choose not to answer

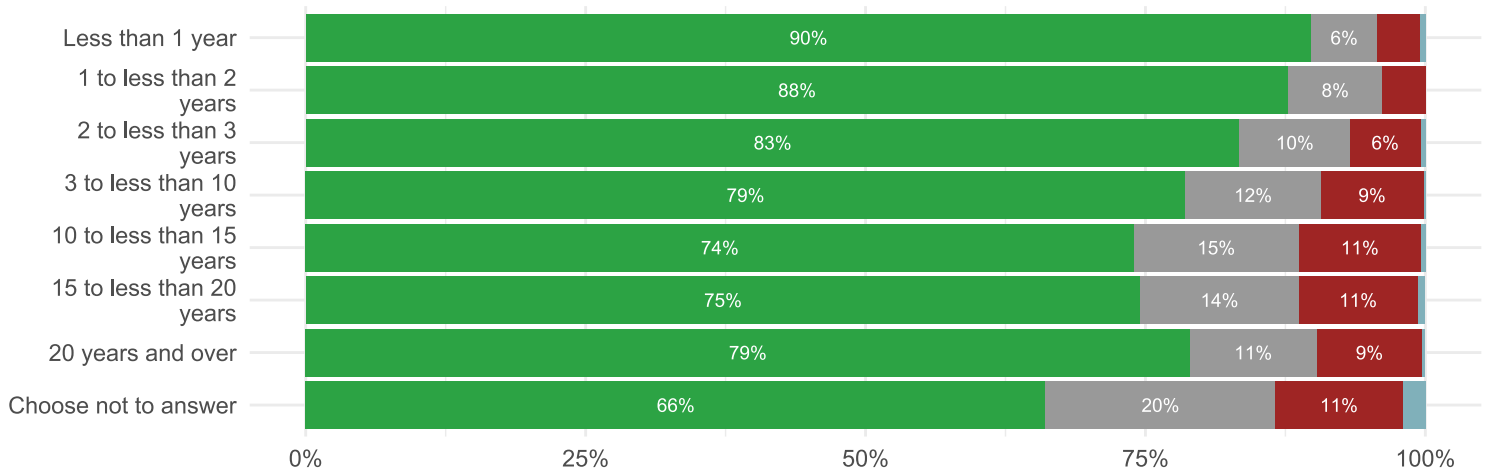
Employee Category



Schedule



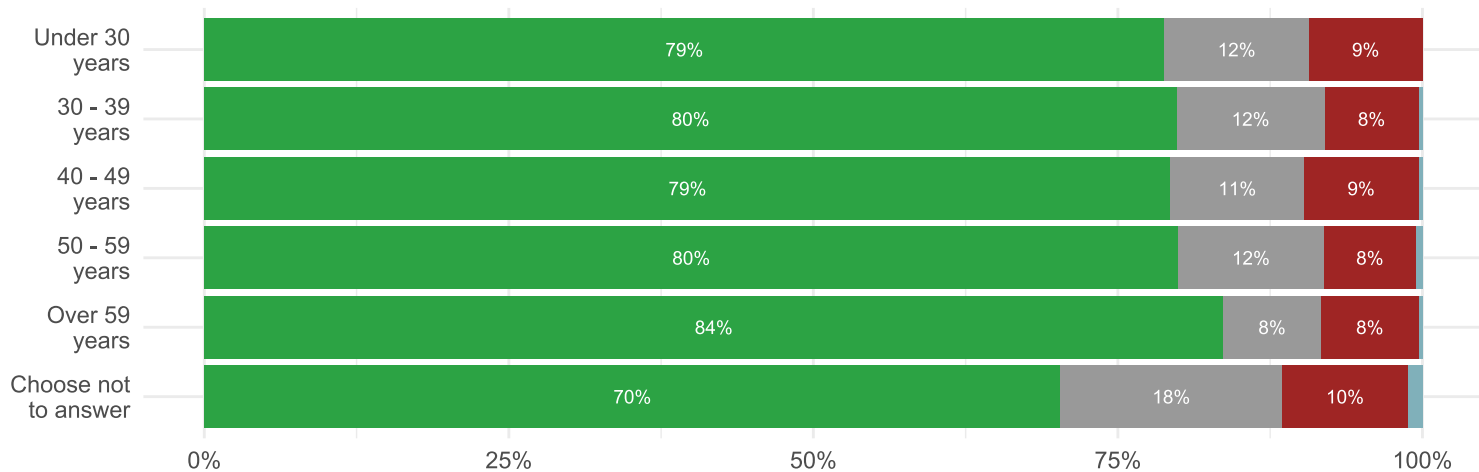
Years Worked



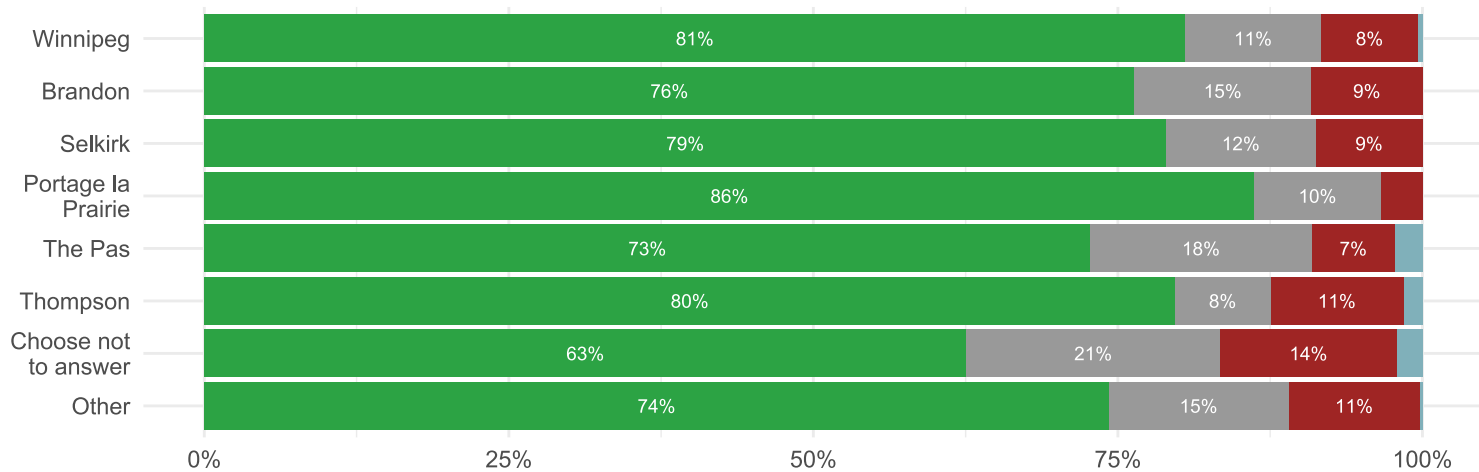
I know how my work contributes to the achievement of my department's goals.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

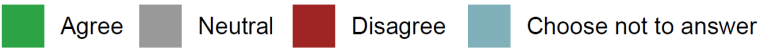
Age Group



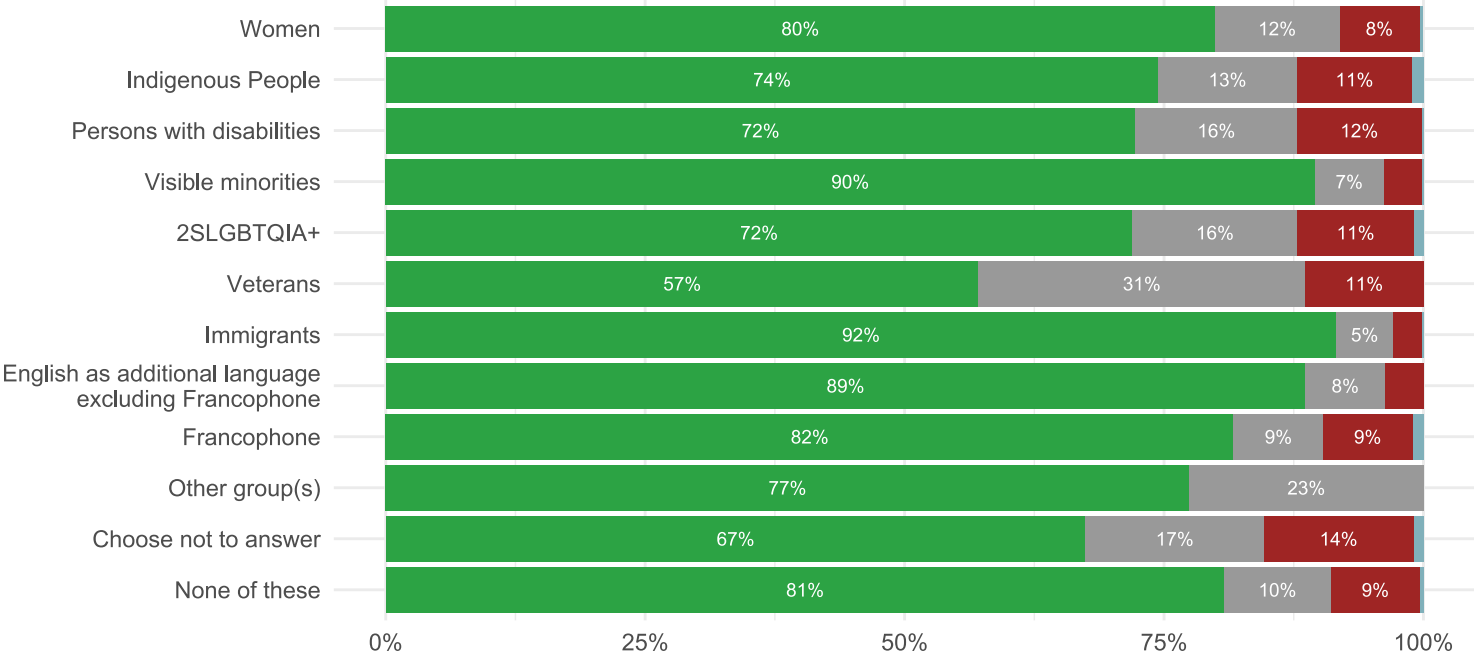
Location



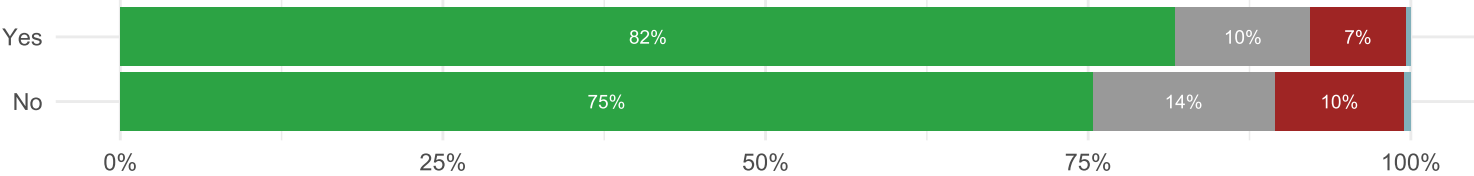
I know how my work contributes to the achievement of my department's goals.



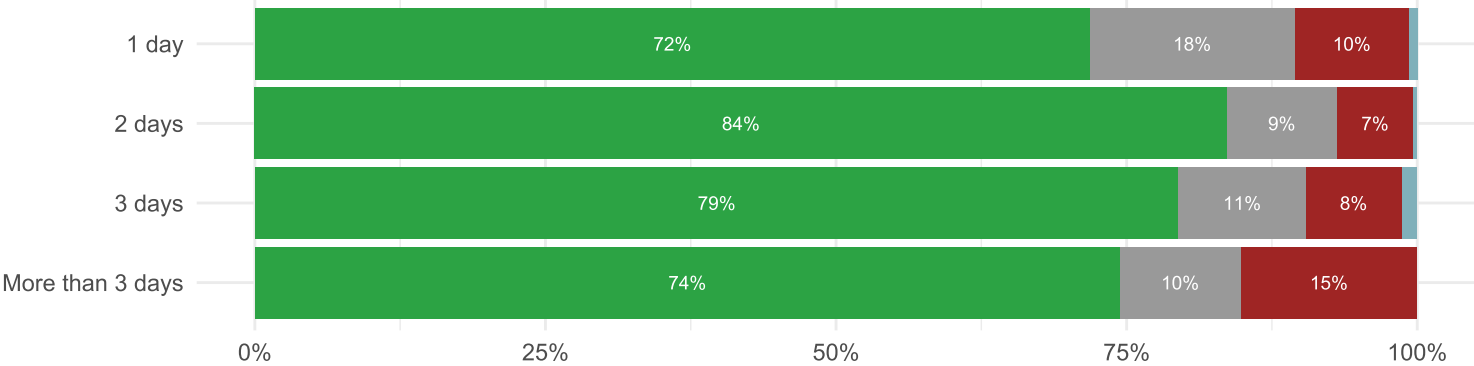
Diversity Group



Remote Work



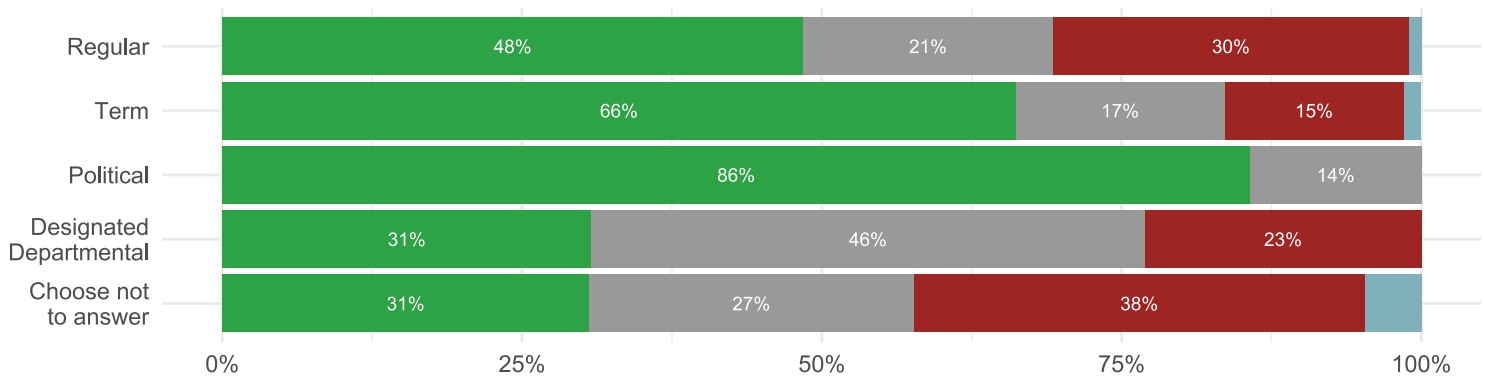
Remote Work Days



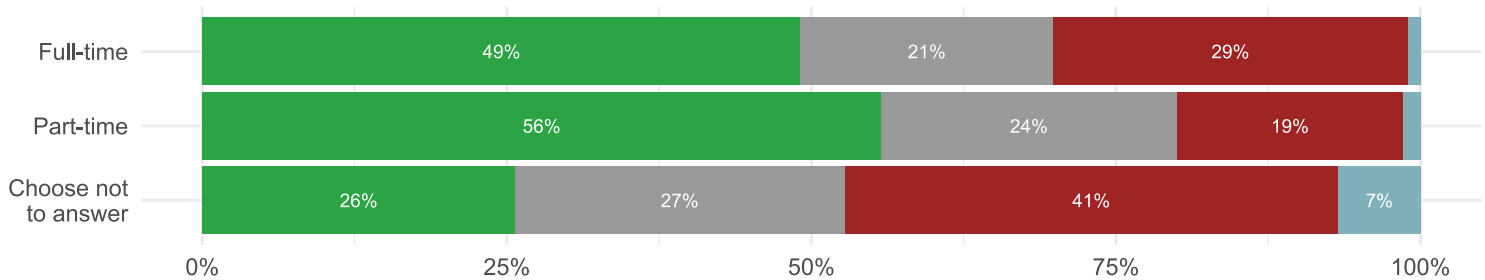
Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)

Agree Neutral Disagree Choose not to answer

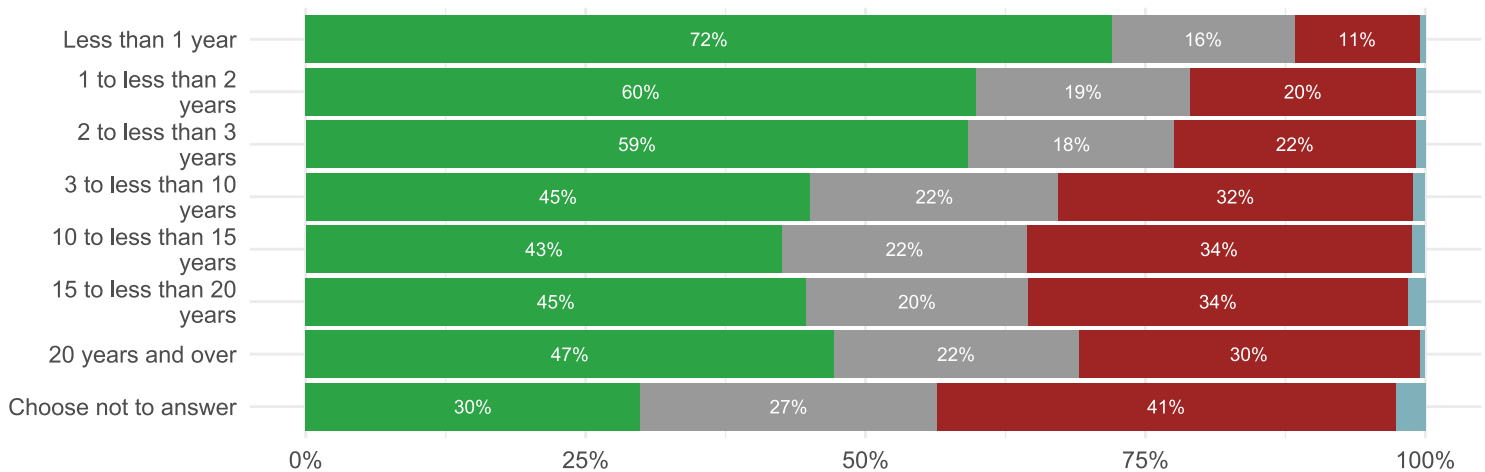
Employee Category



Schedule



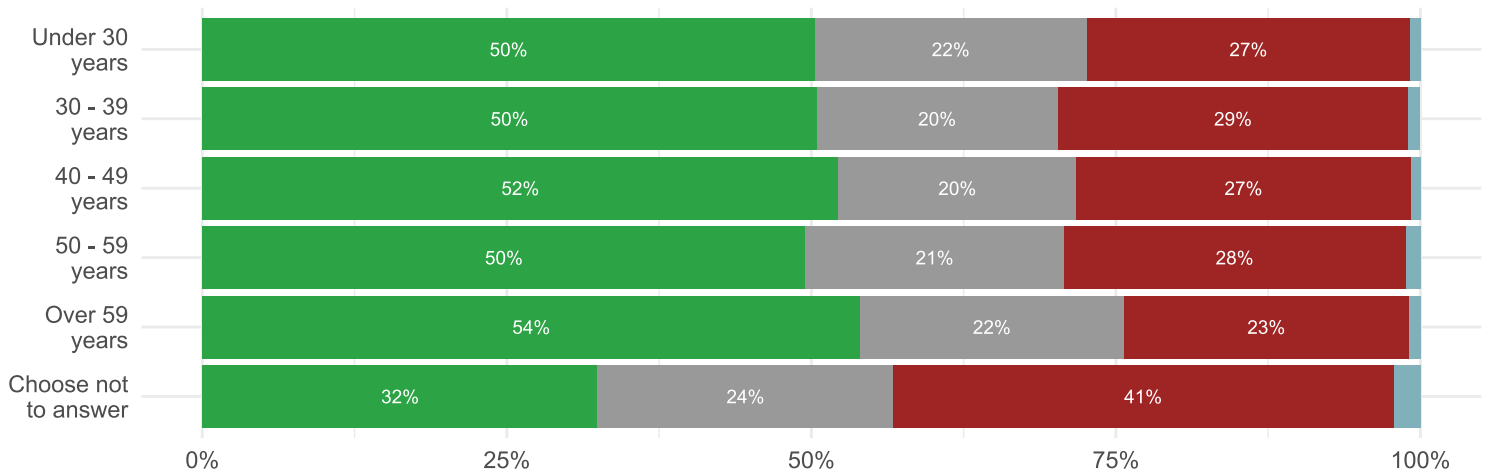
Years Worked



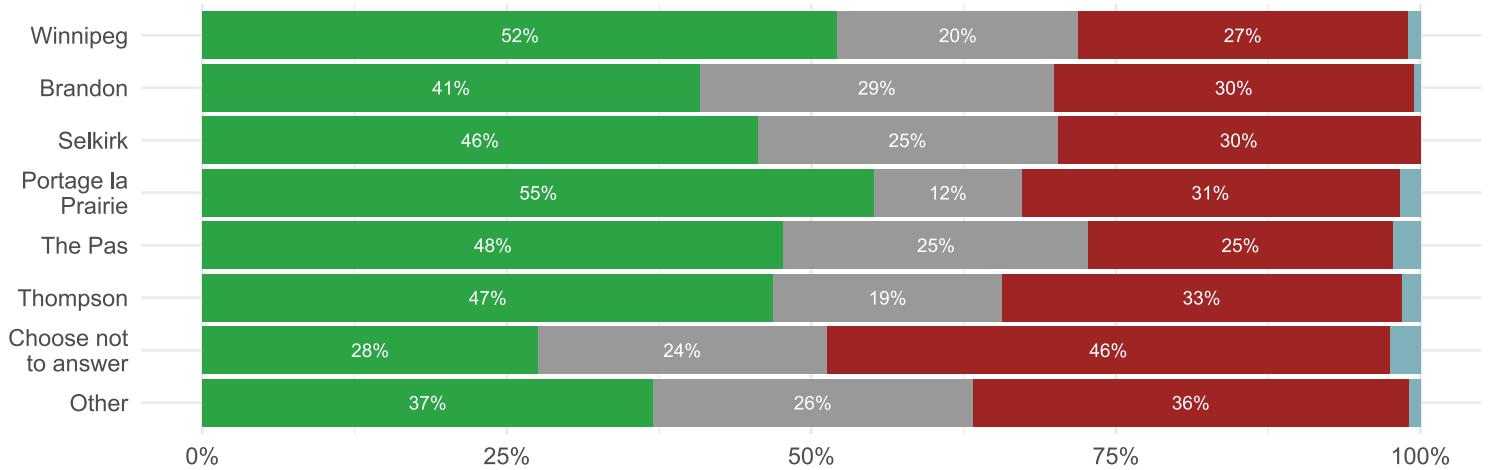
Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



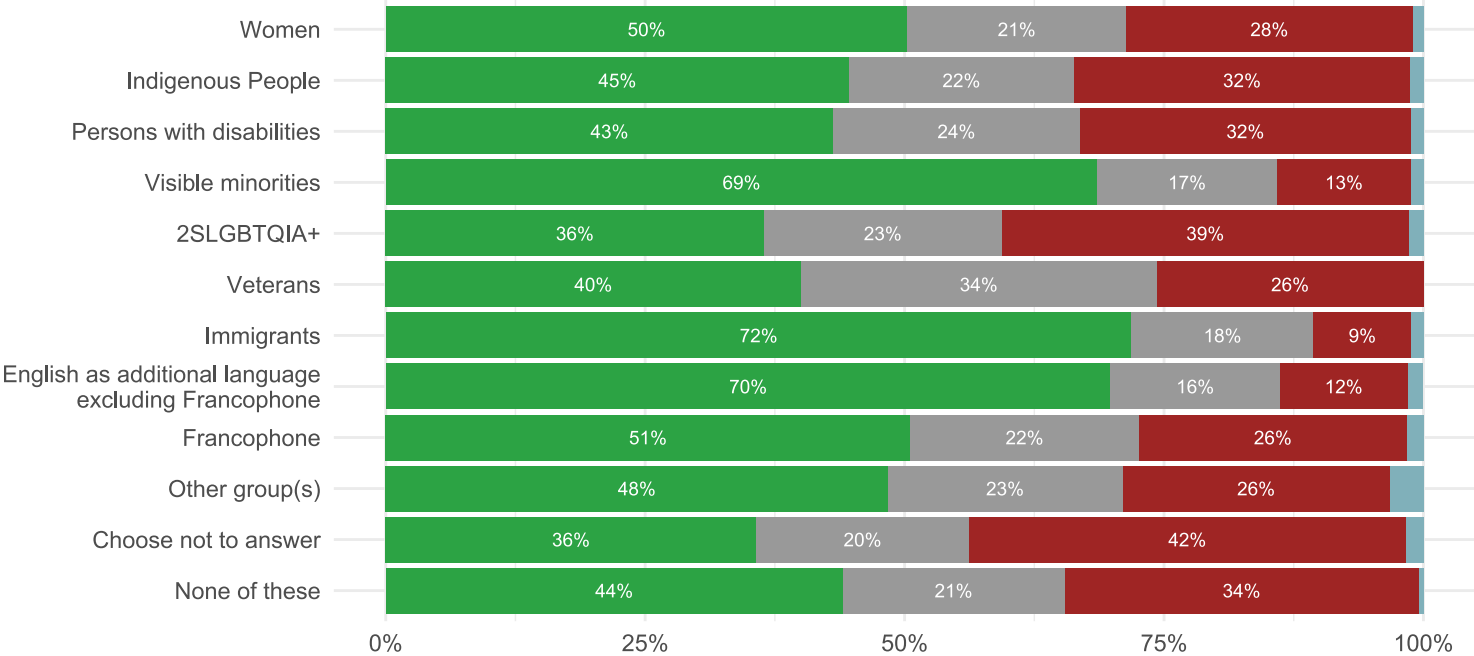
Location



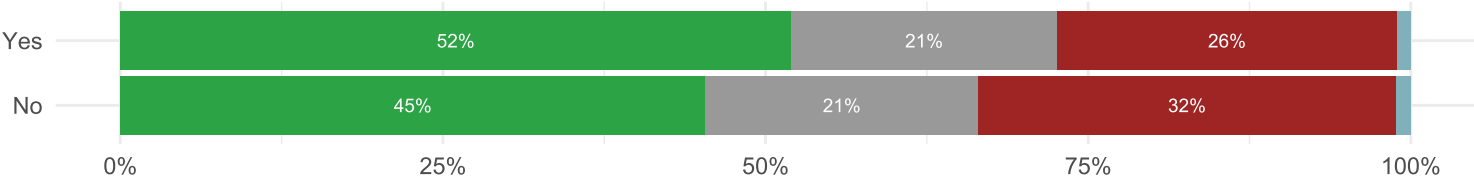
Essential information flows effectively from senior leadership to staff. (Senior leadership includes deputy ministers, assistant deputy ministers and other direct reports to a deputy minister.)

Agree Neutral Disagree Choose not to answer

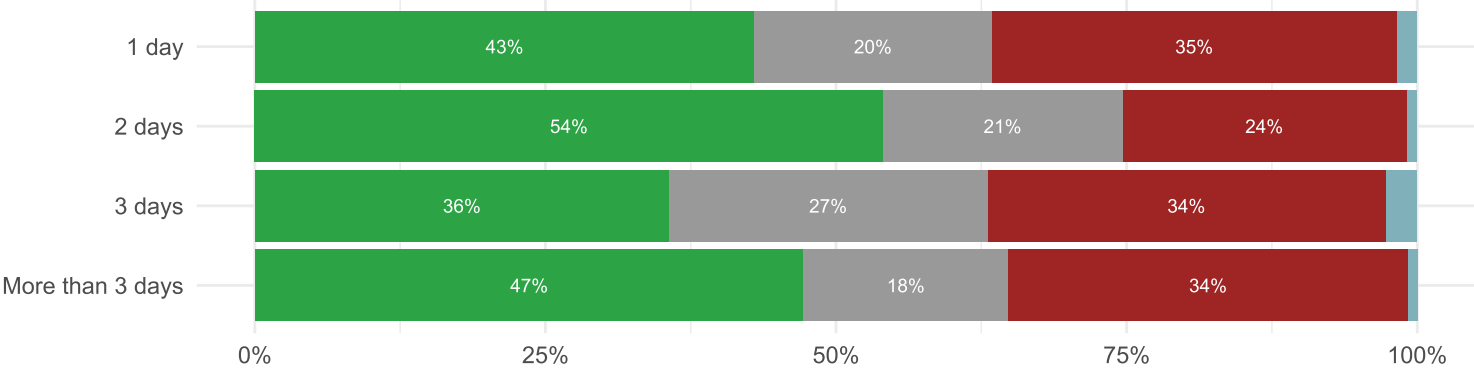
Diversity Group



Remote Work



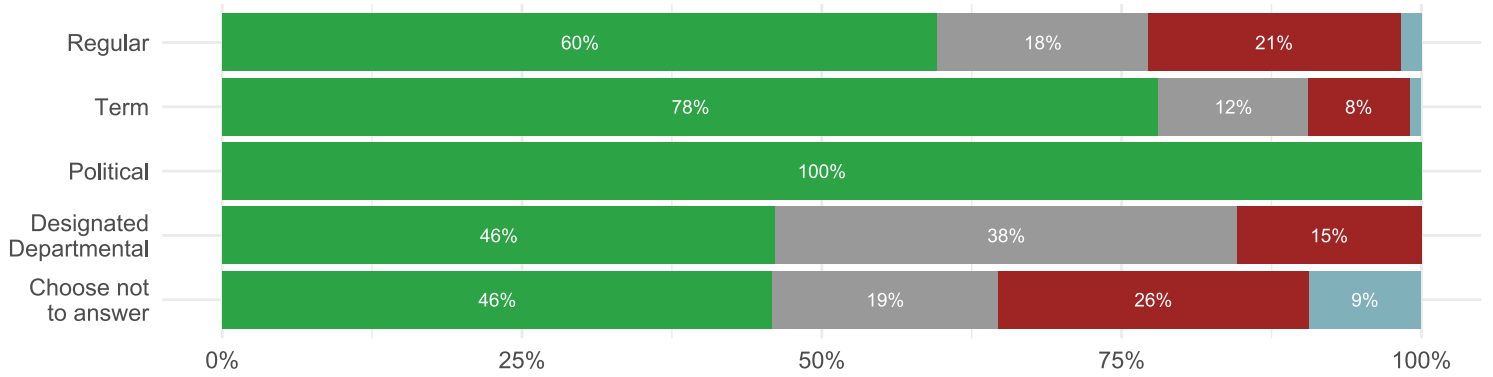
Remote Work Days



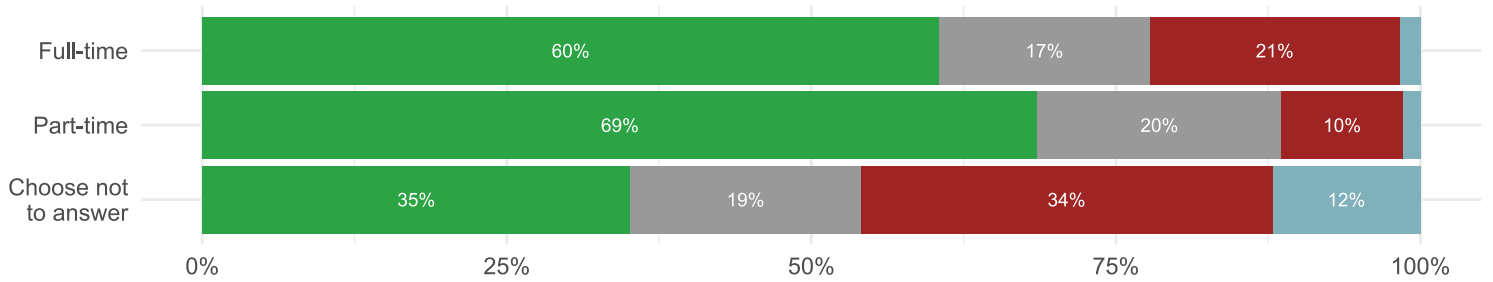
I have confidence in the senior leadership of my department.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

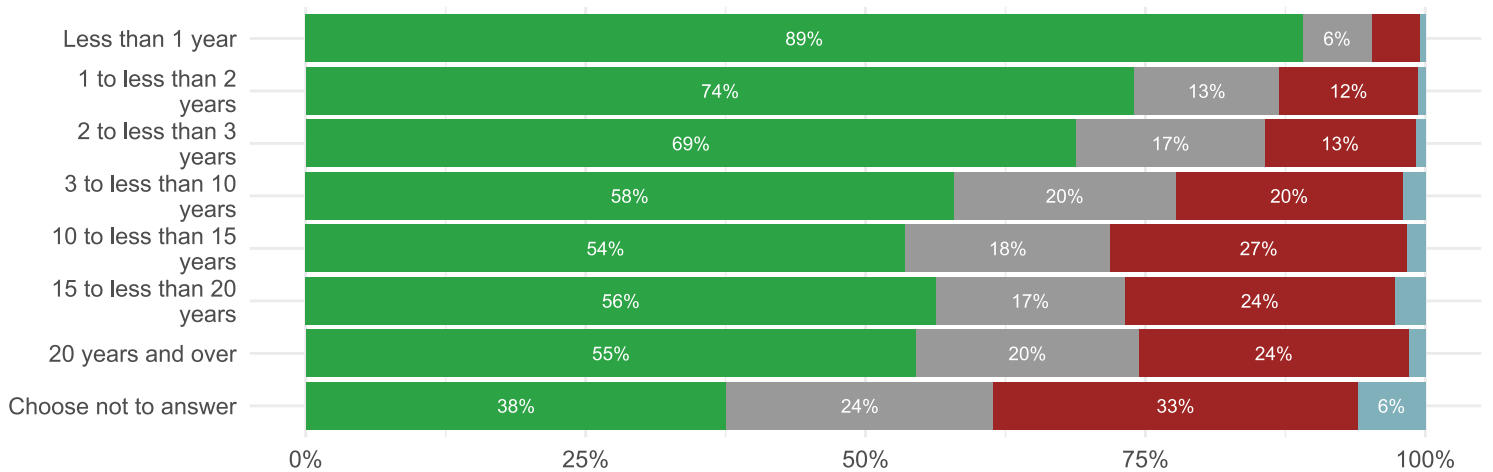
Employee Category



Schedule



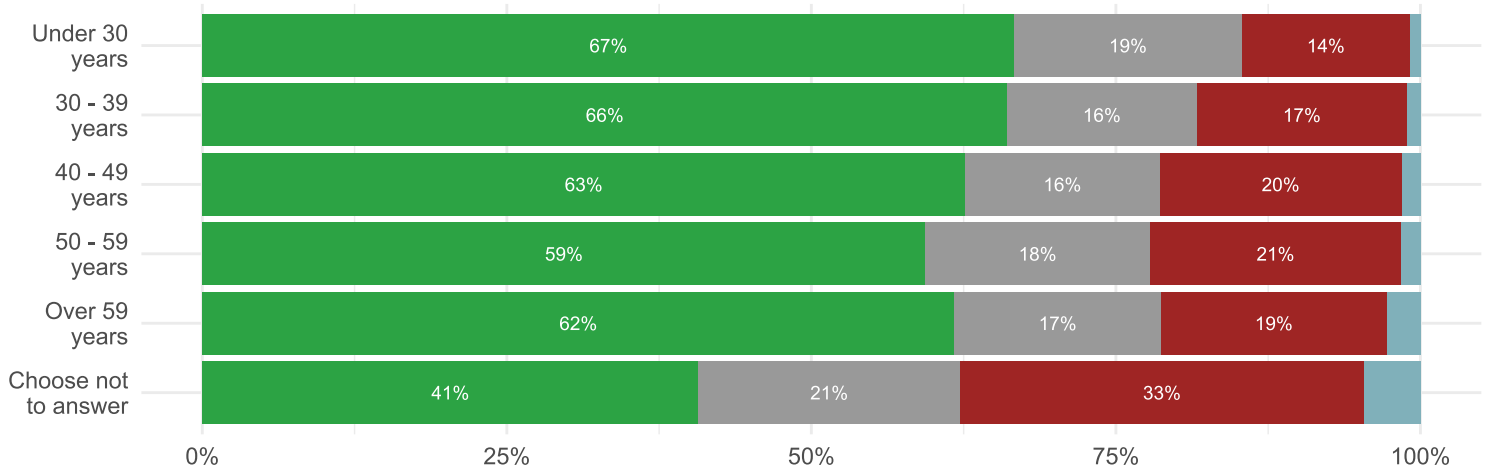
Years Worked



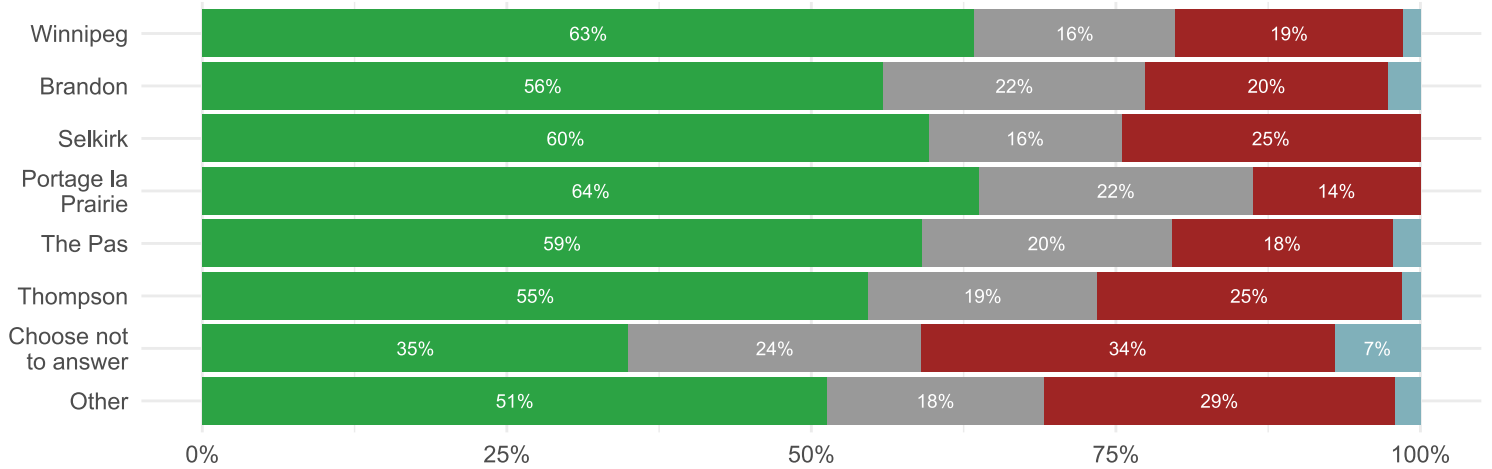
I have confidence in the senior leadership of my department.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



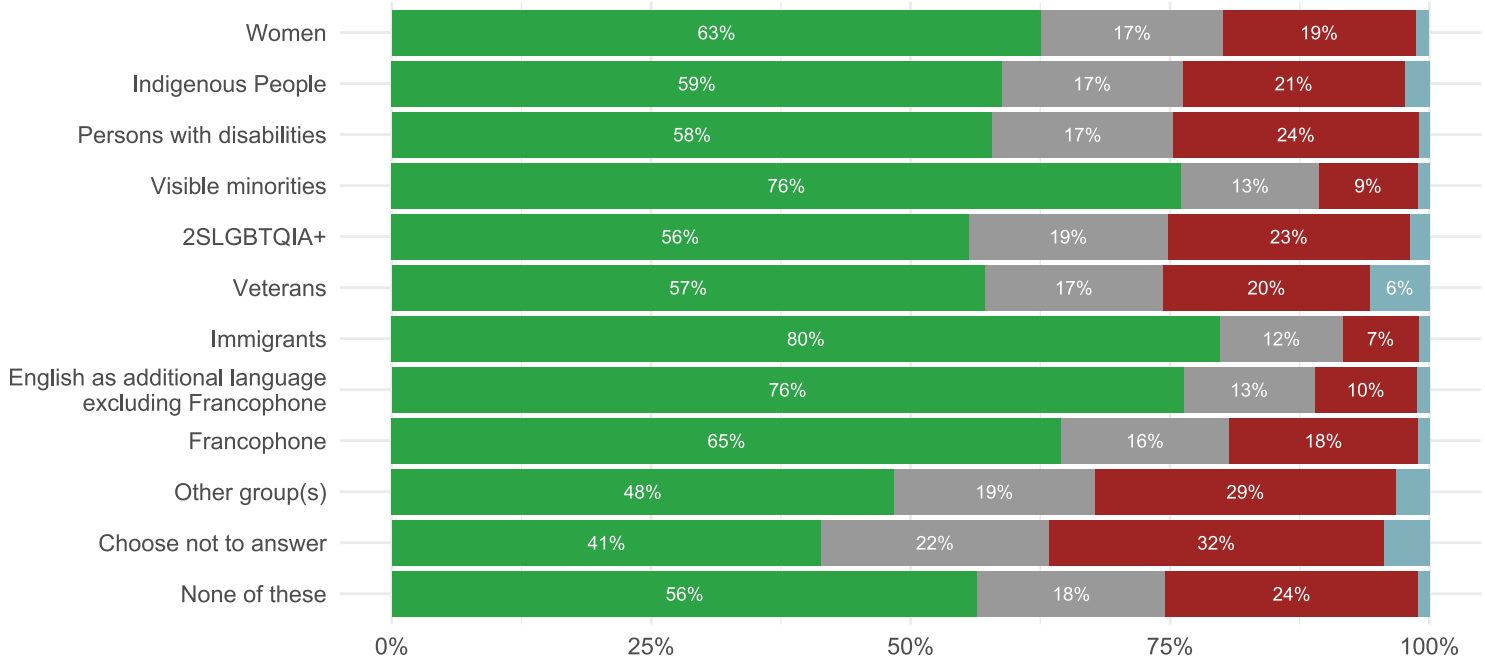
Location



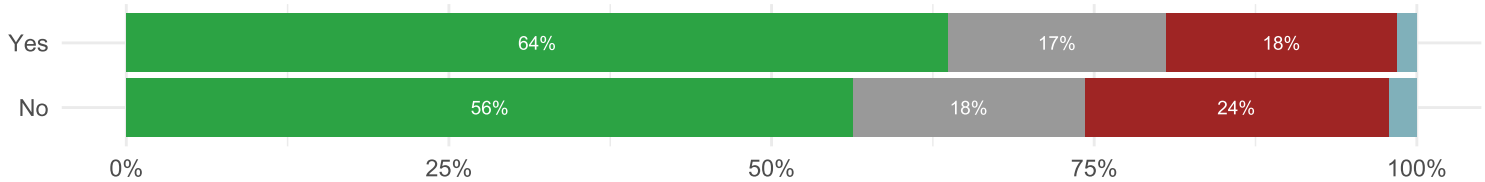
I have confidence in the senior leadership of my department.

Agree Neutral Disagree Choose not to answer

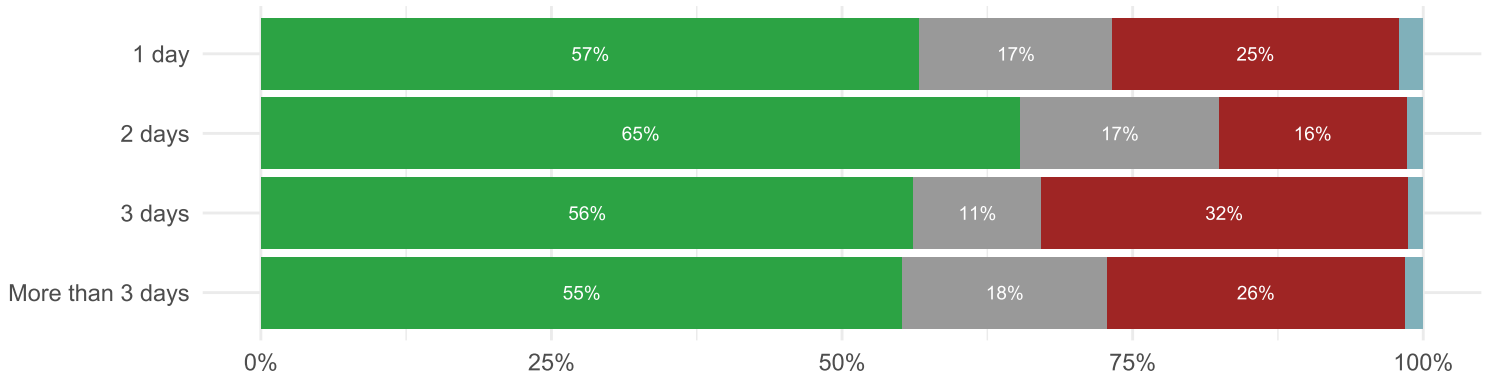
Diversity Group



Remote Work



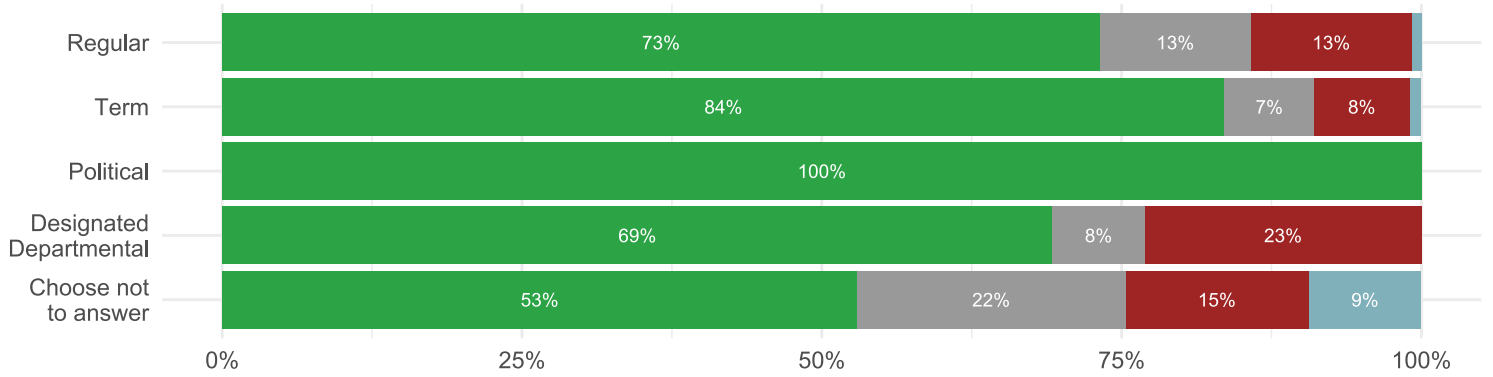
Remote Work Days



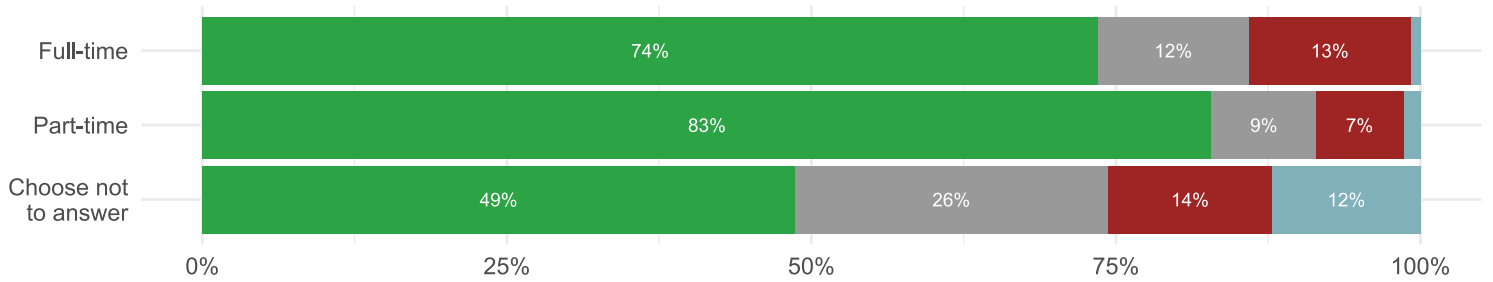
I am satisfied with the quality of supervision I receive.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

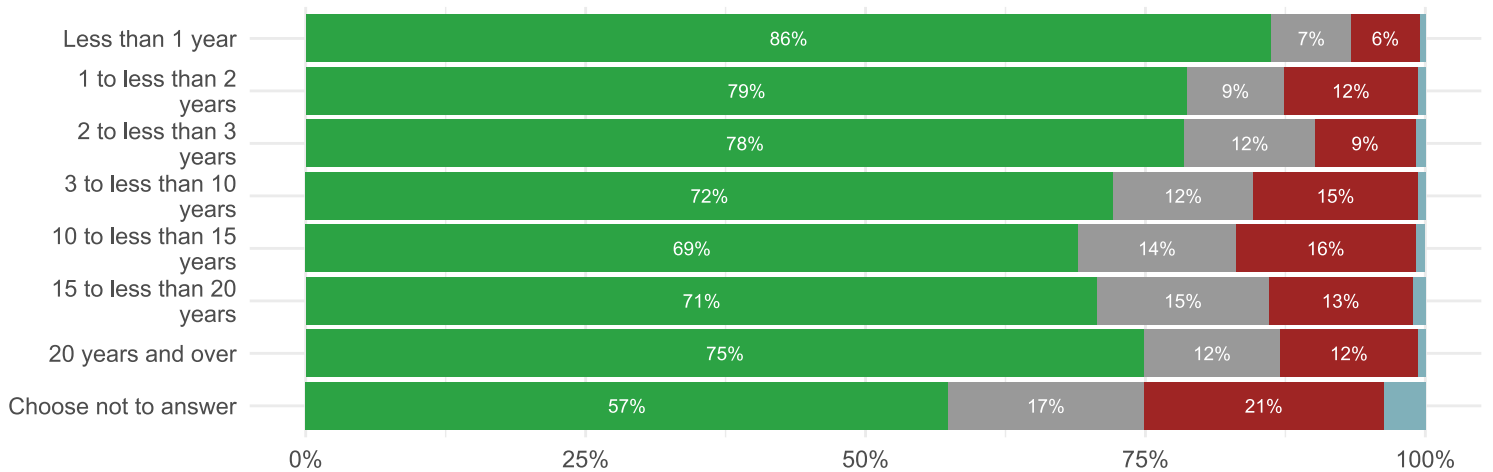
Employee Category



Schedule



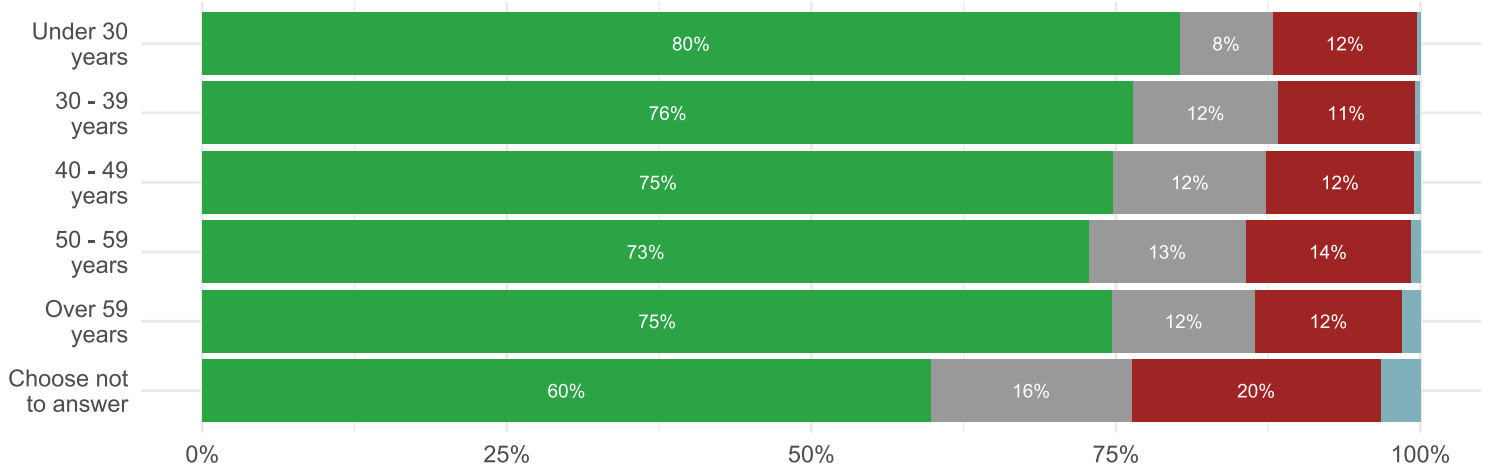
Years Worked



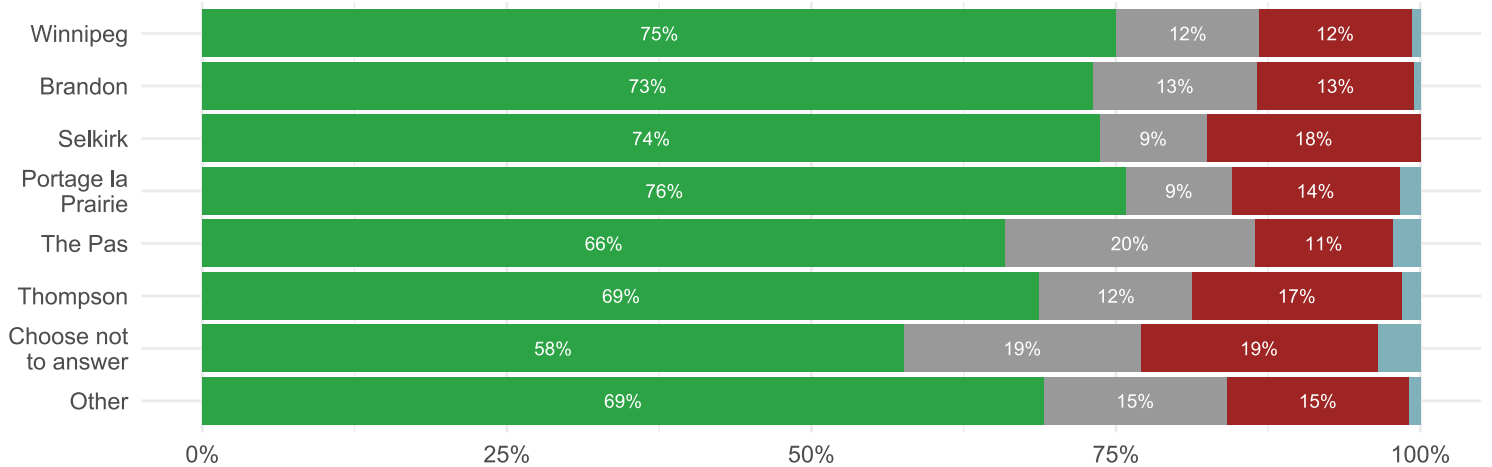
I am satisfied with the quality of supervision I receive.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



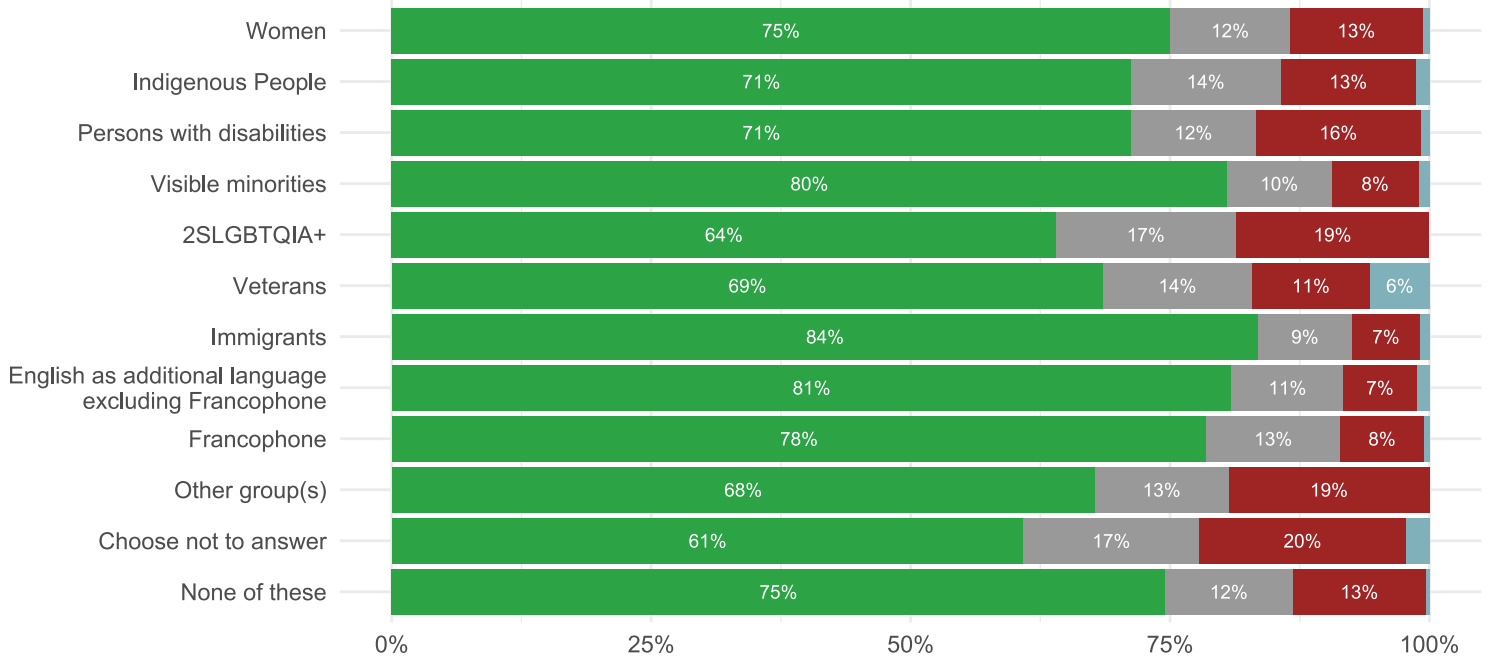
Location



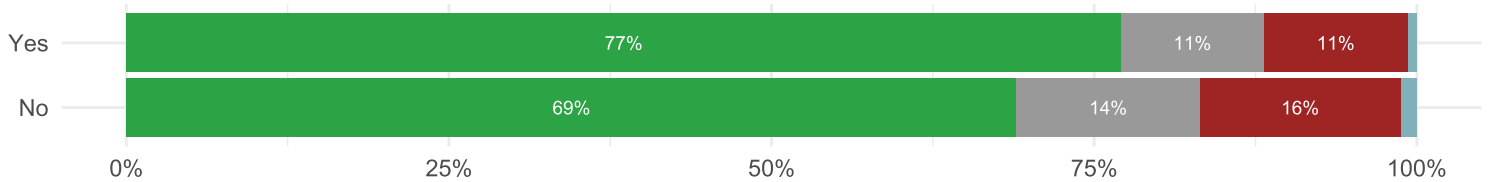
I am satisfied with the quality of supervision I receive.

Agree Neutral Disagree Choose not to answer

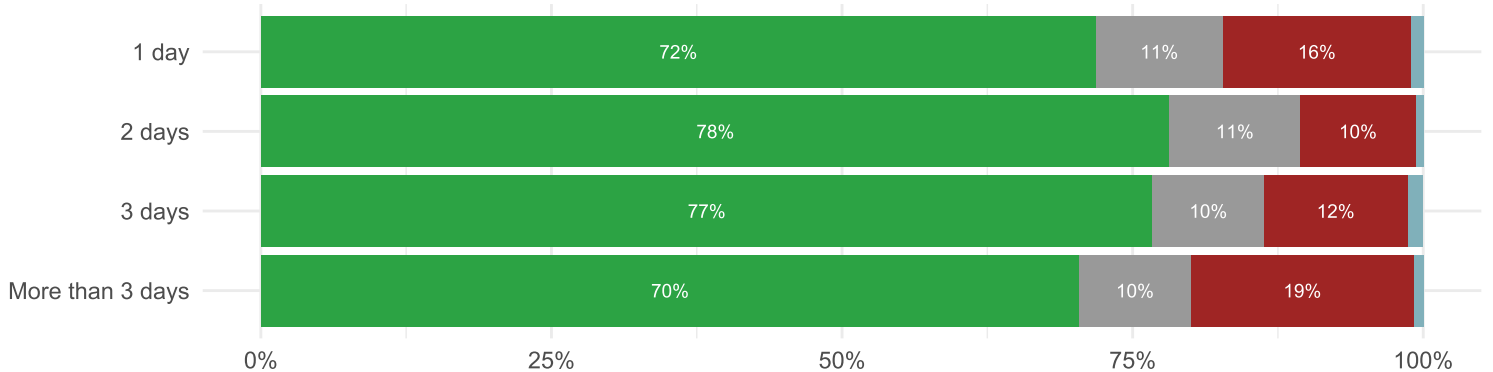
Diversity Group



Remote Work



Remote Work Days

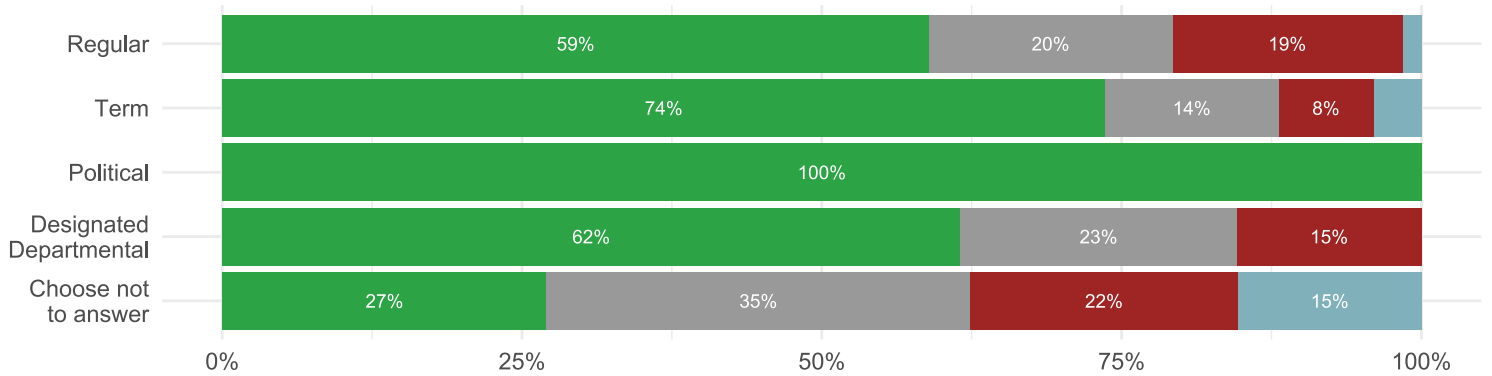


Engagement

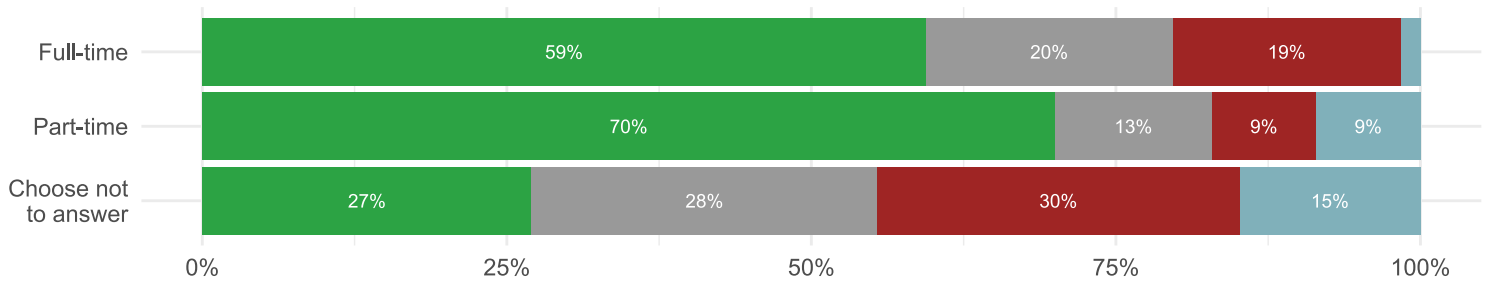
I am satisfied with my department.

Agree Neutral Disagree Choose not to answer

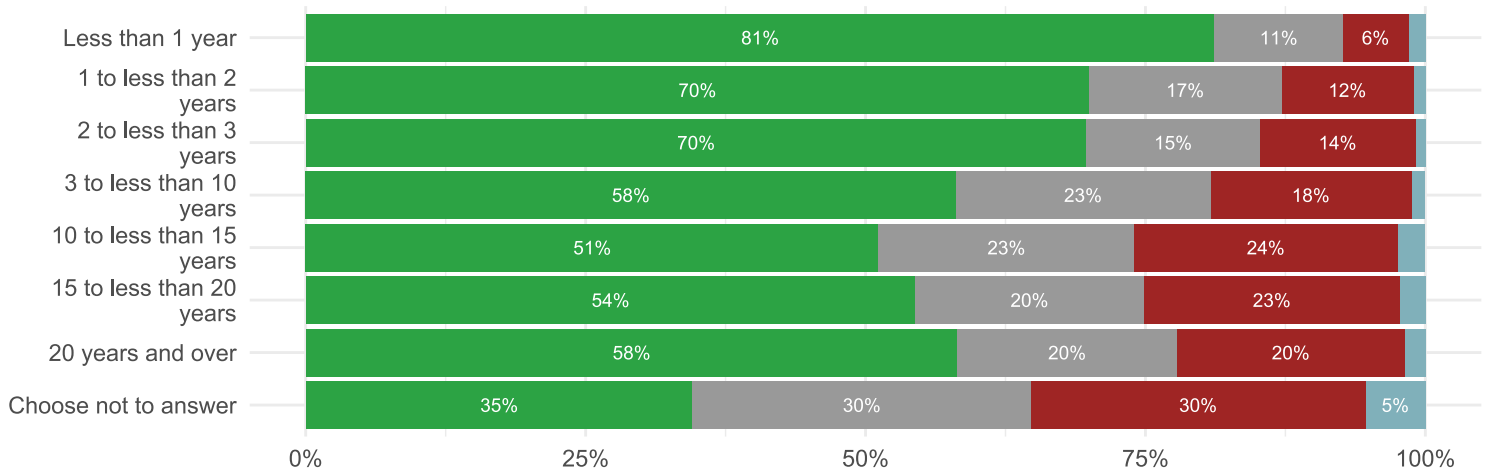
Employee Category



Schedule



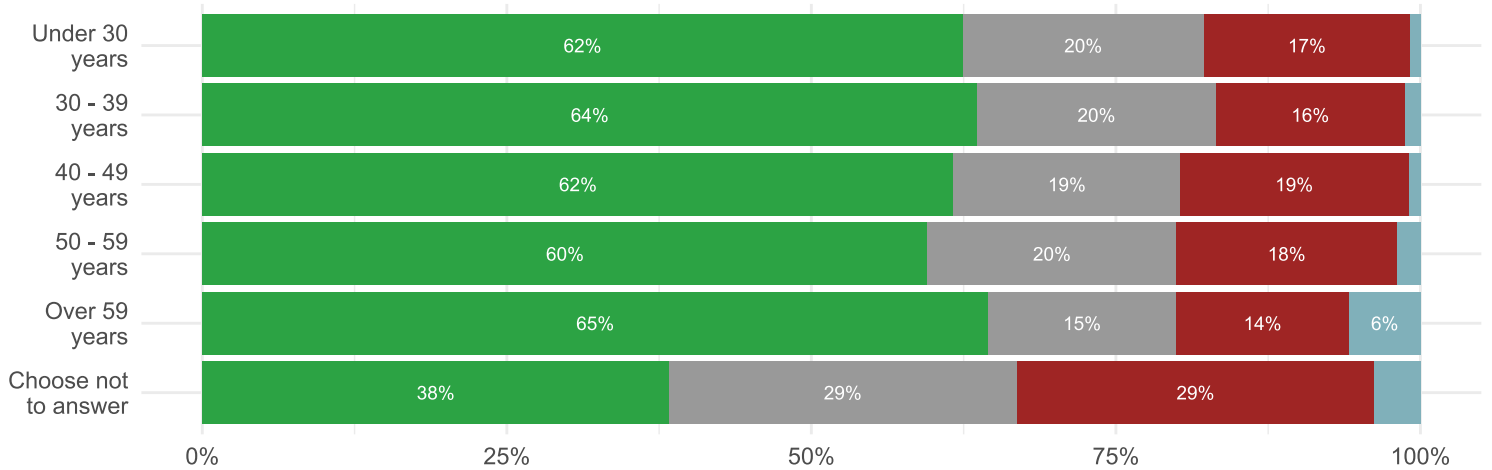
Years Worked



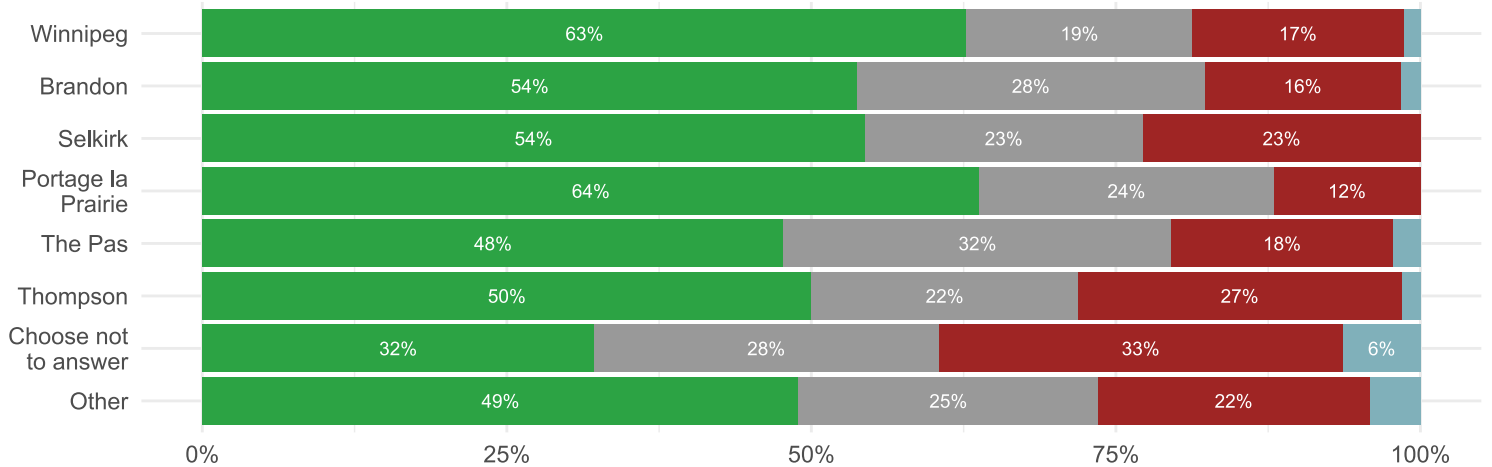
I am satisfied with my department.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



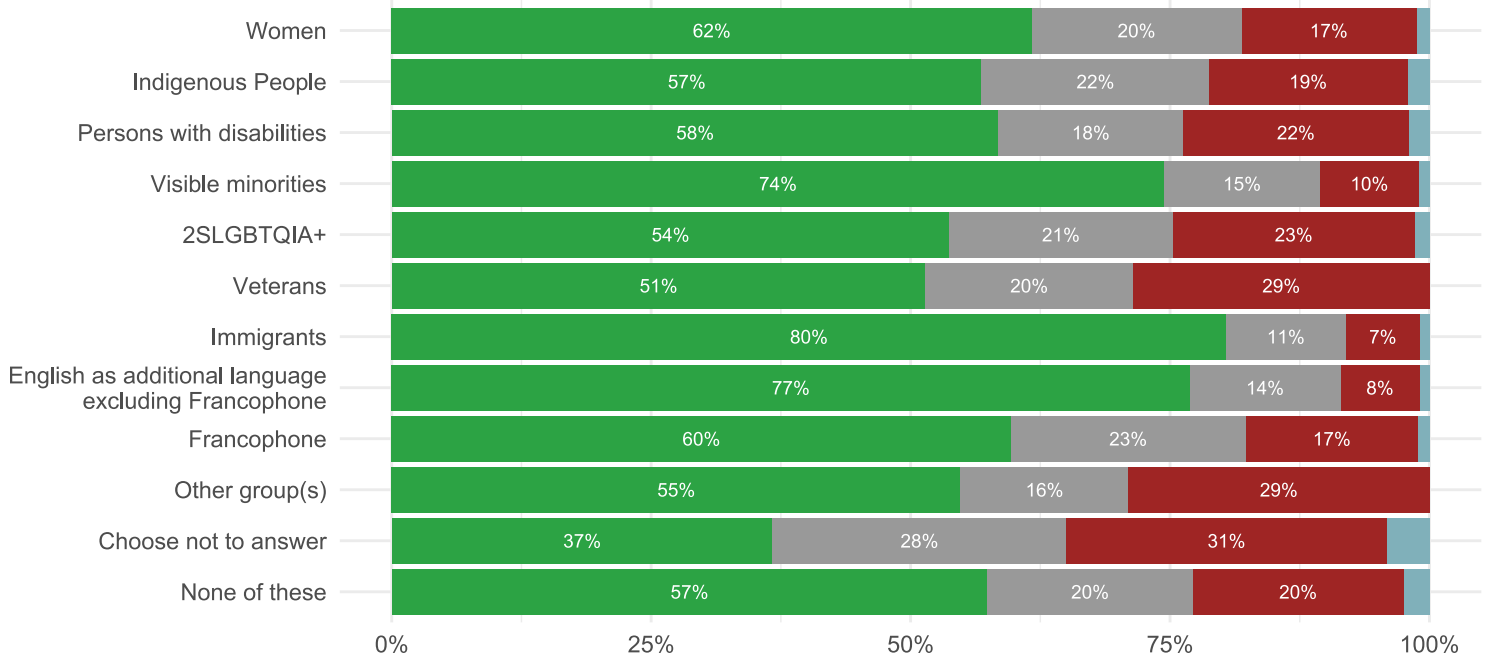
Location



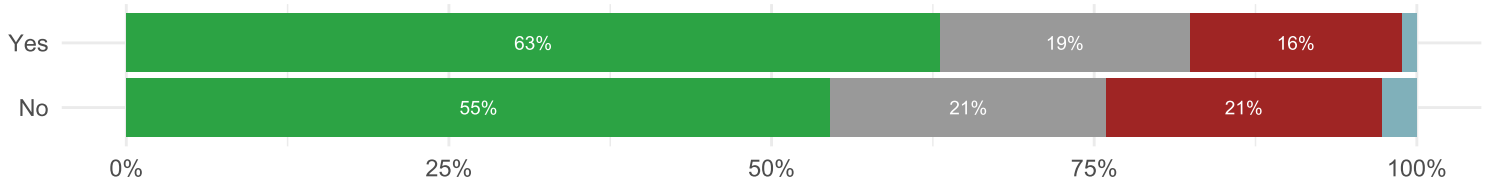
I am satisfied with my department.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

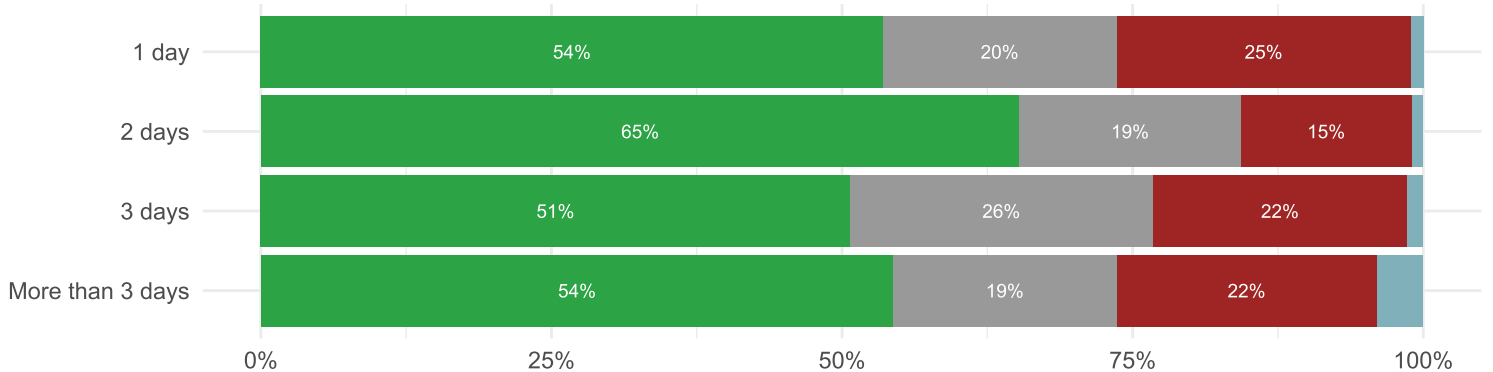
Diversity Group



Remote Work



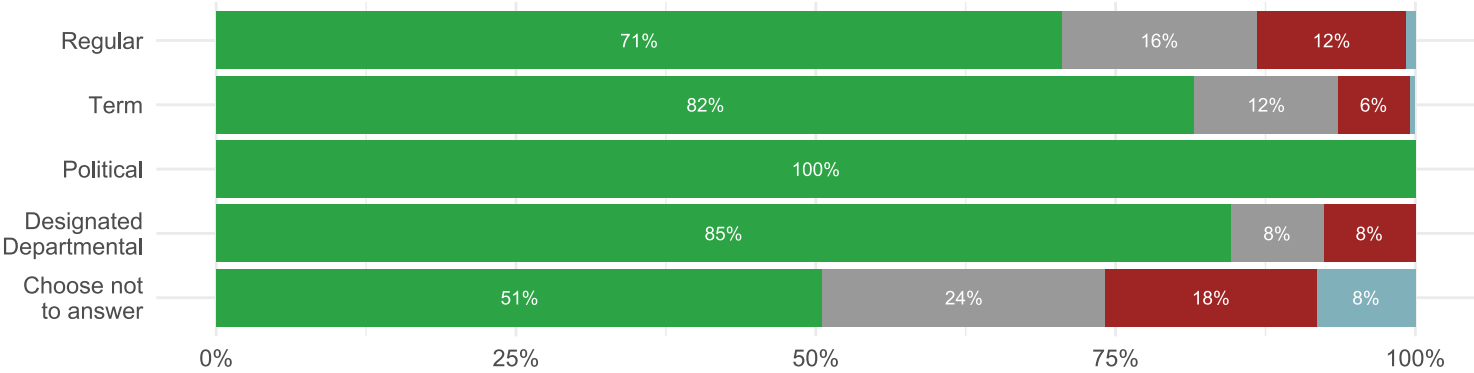
Remote Work Days



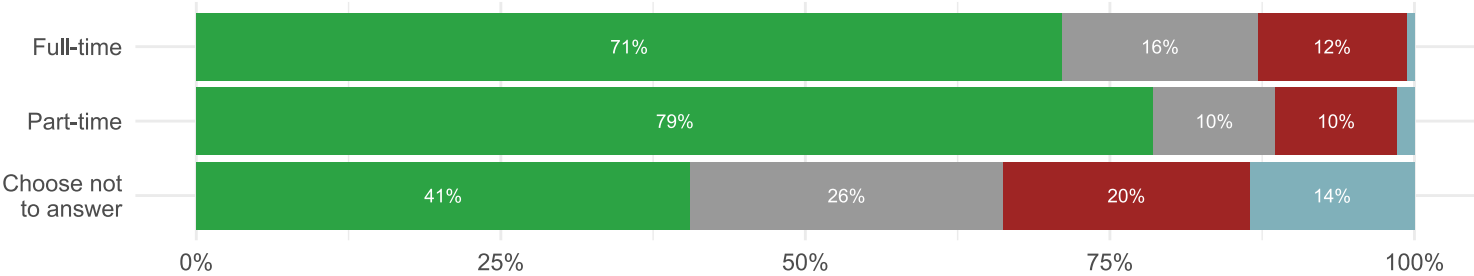
Overall, I am satisfied with my work as a Manitoba government employee.

Agree Neutral Disagree Choose not to answer

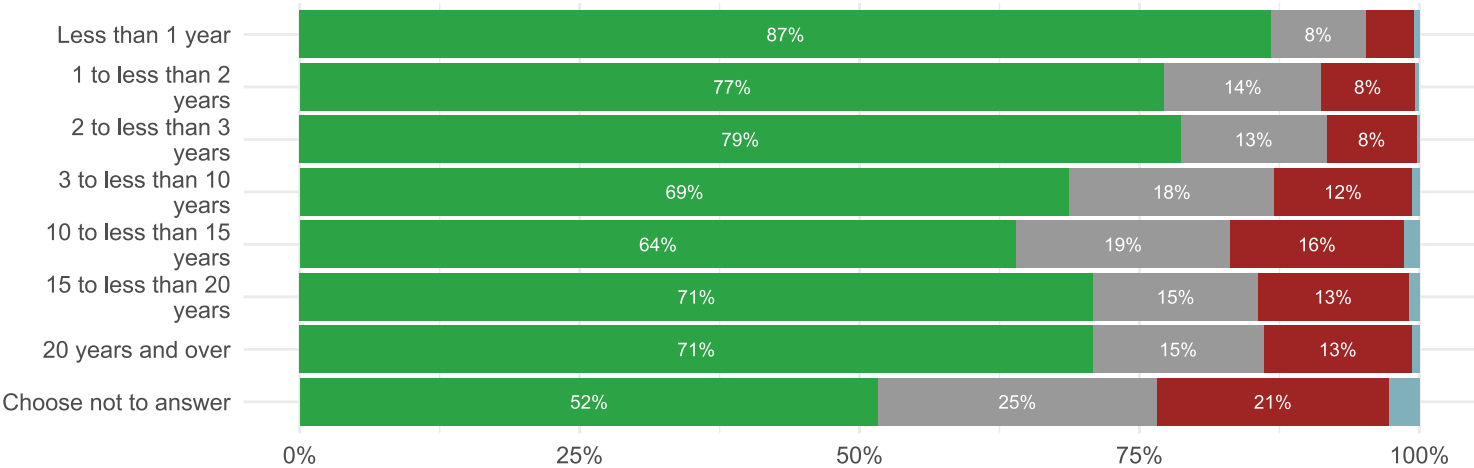
Employee Category



Schedule



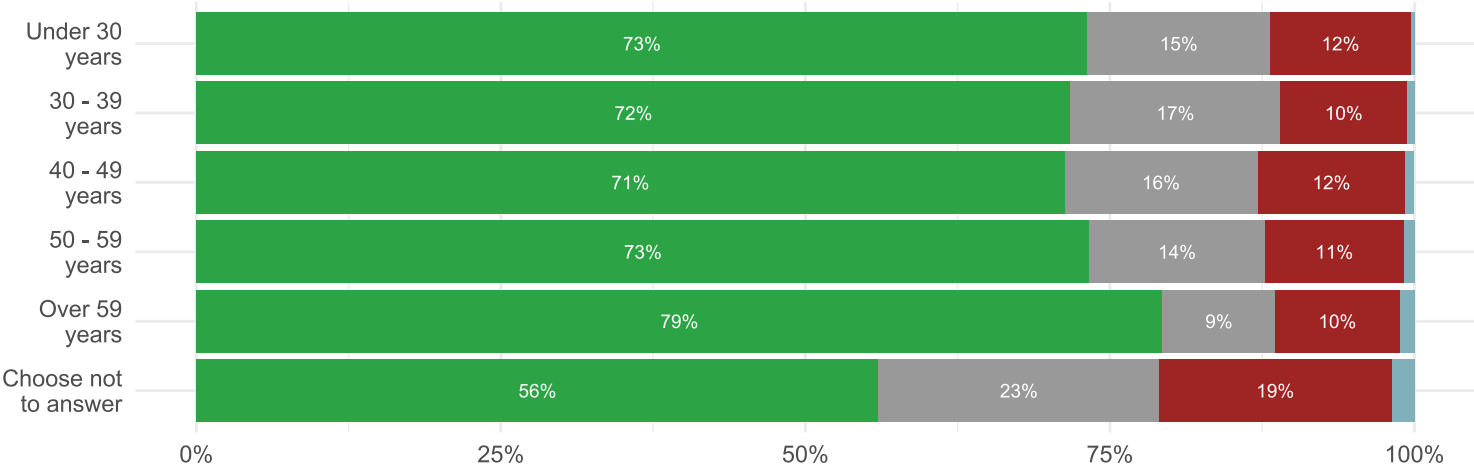
Years Worked



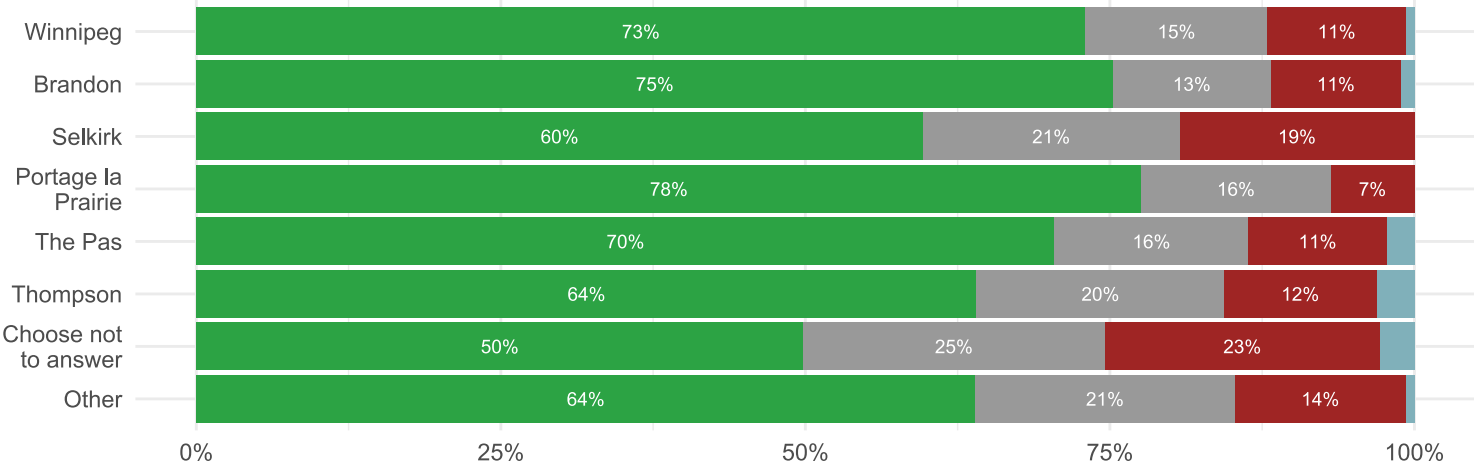
Overall, I am satisfied with my work as a Manitoba government employee.

Agree Neutral Disagree Choose not to answer

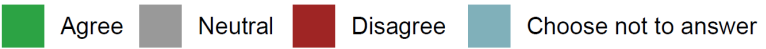
Age Group



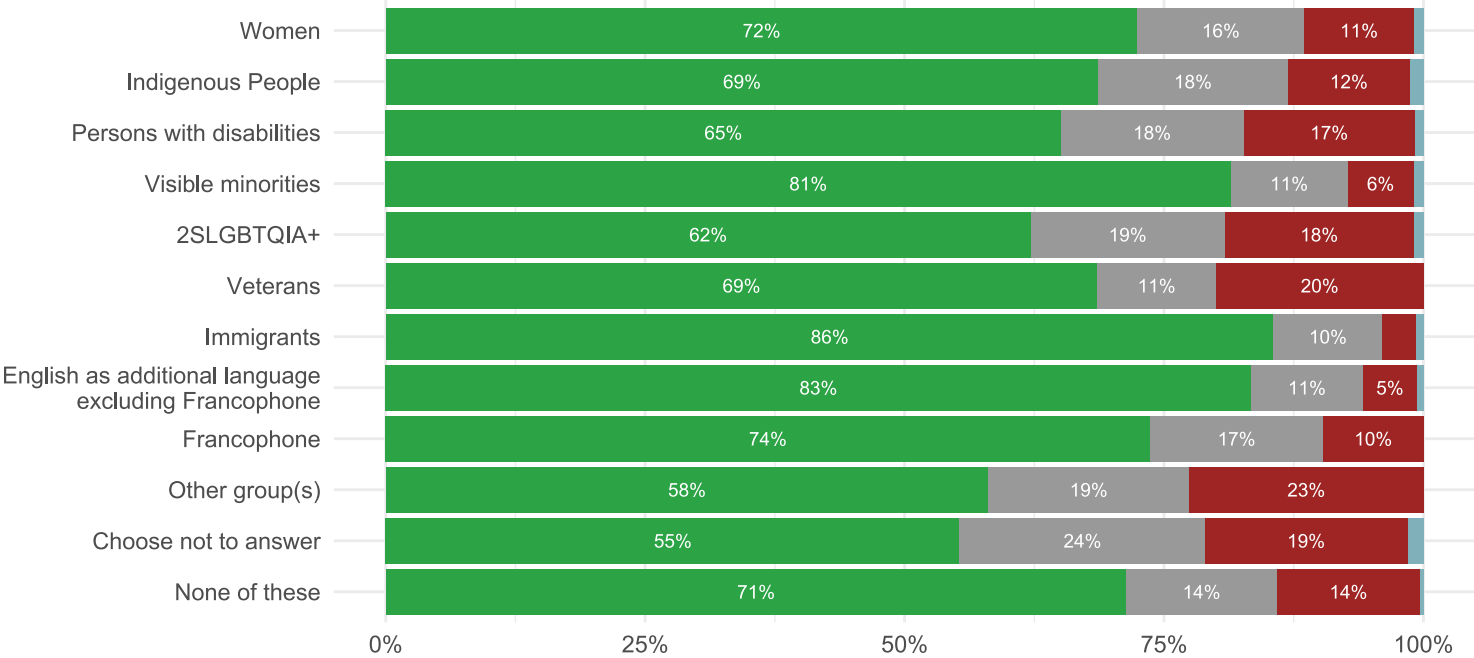
Location



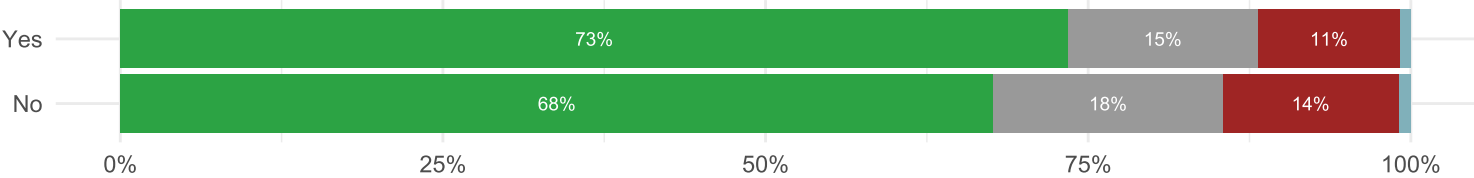
Overall, I am satisfied with my work as a Manitoba government employee.



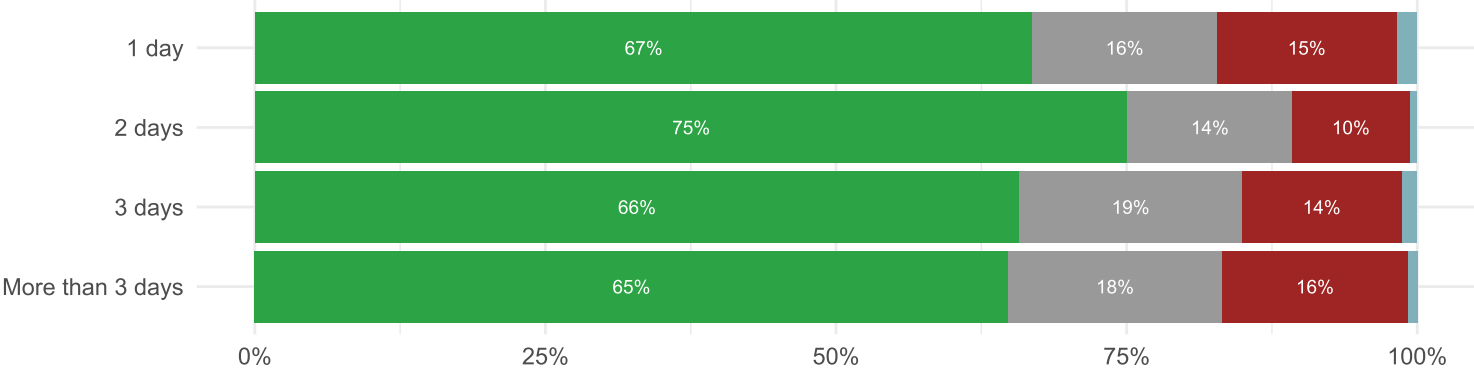
Diversity Group



Remote Work



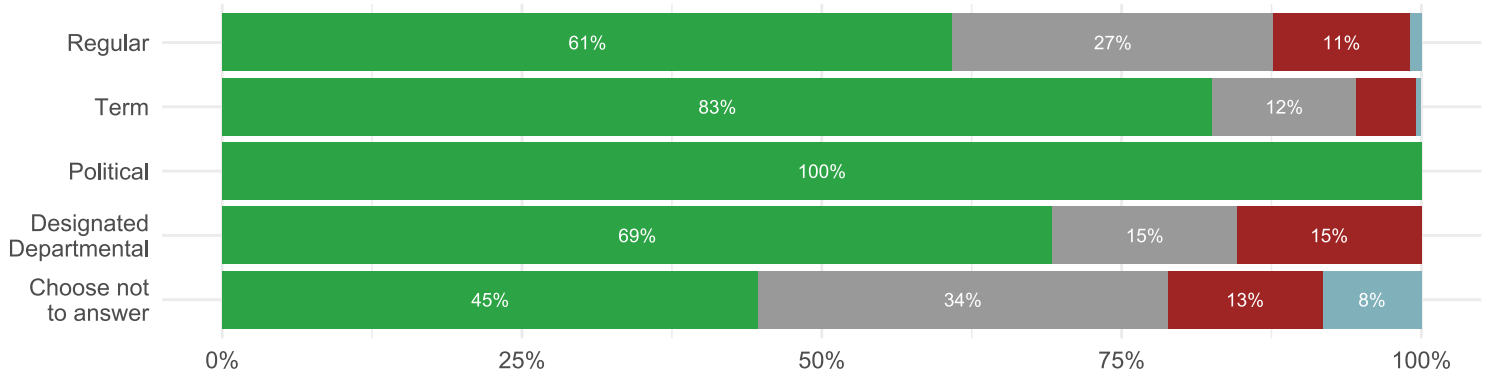
Remote Work Days



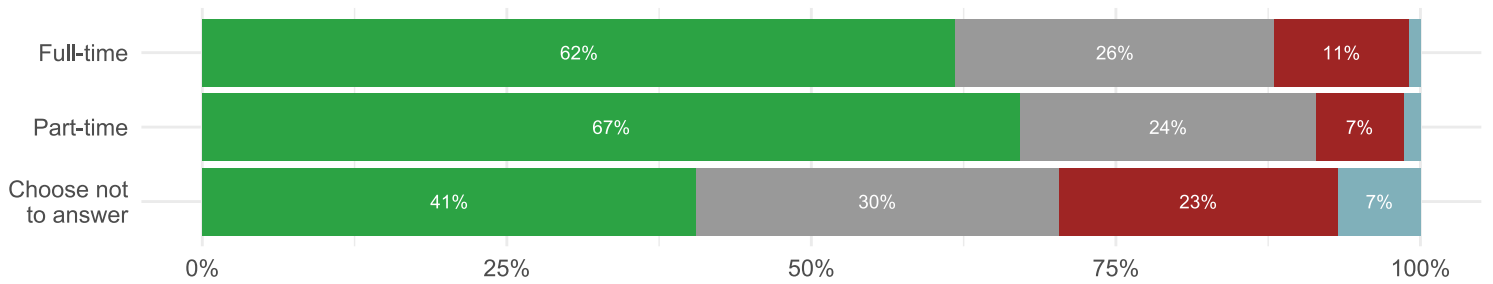
I am proud to tell people I work for the Manitoba government.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

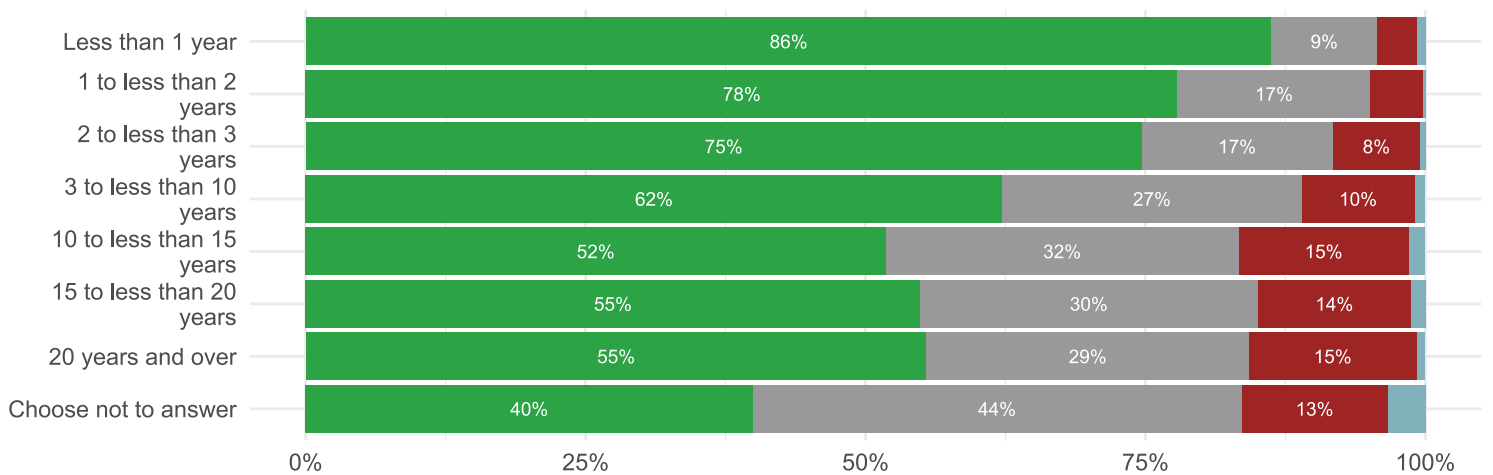
Employee Category



Schedule



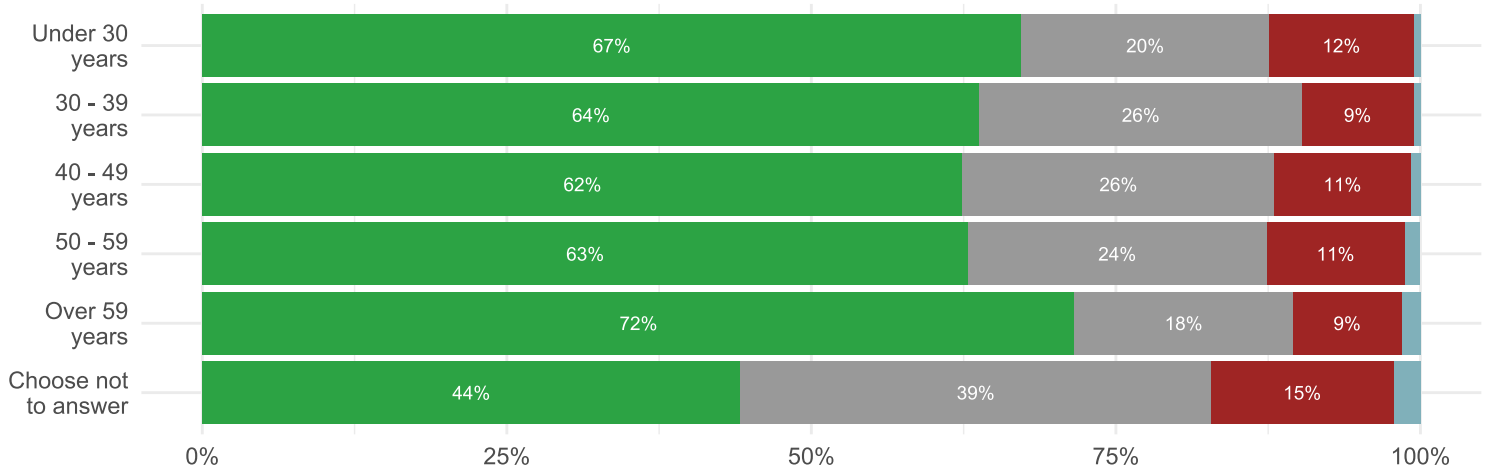
Years Worked



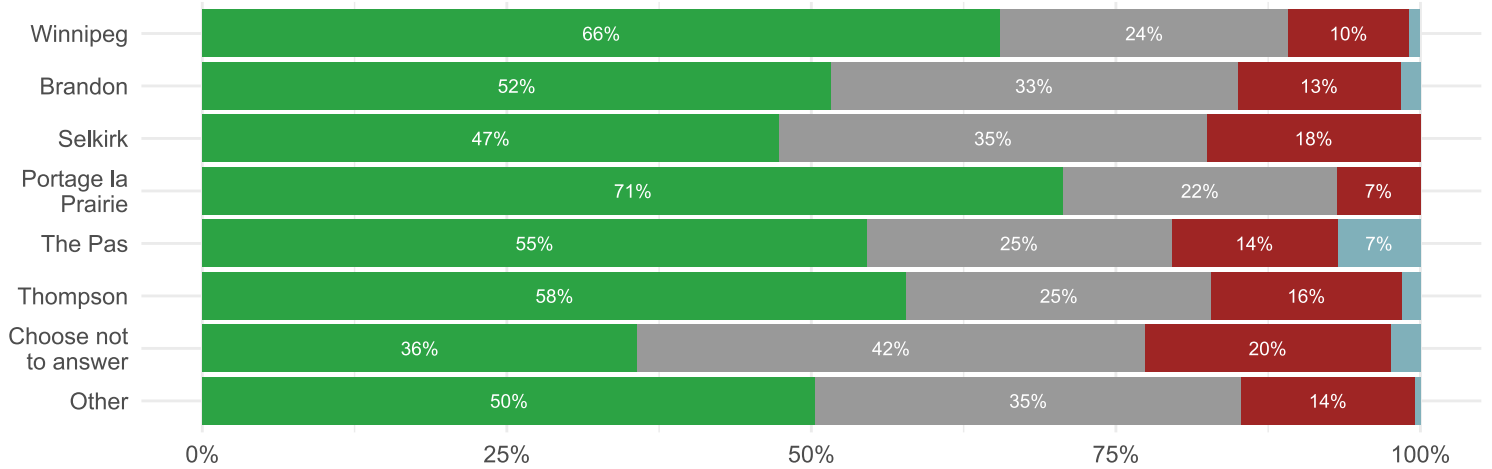
I am proud to tell people I work for the Manitoba government.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



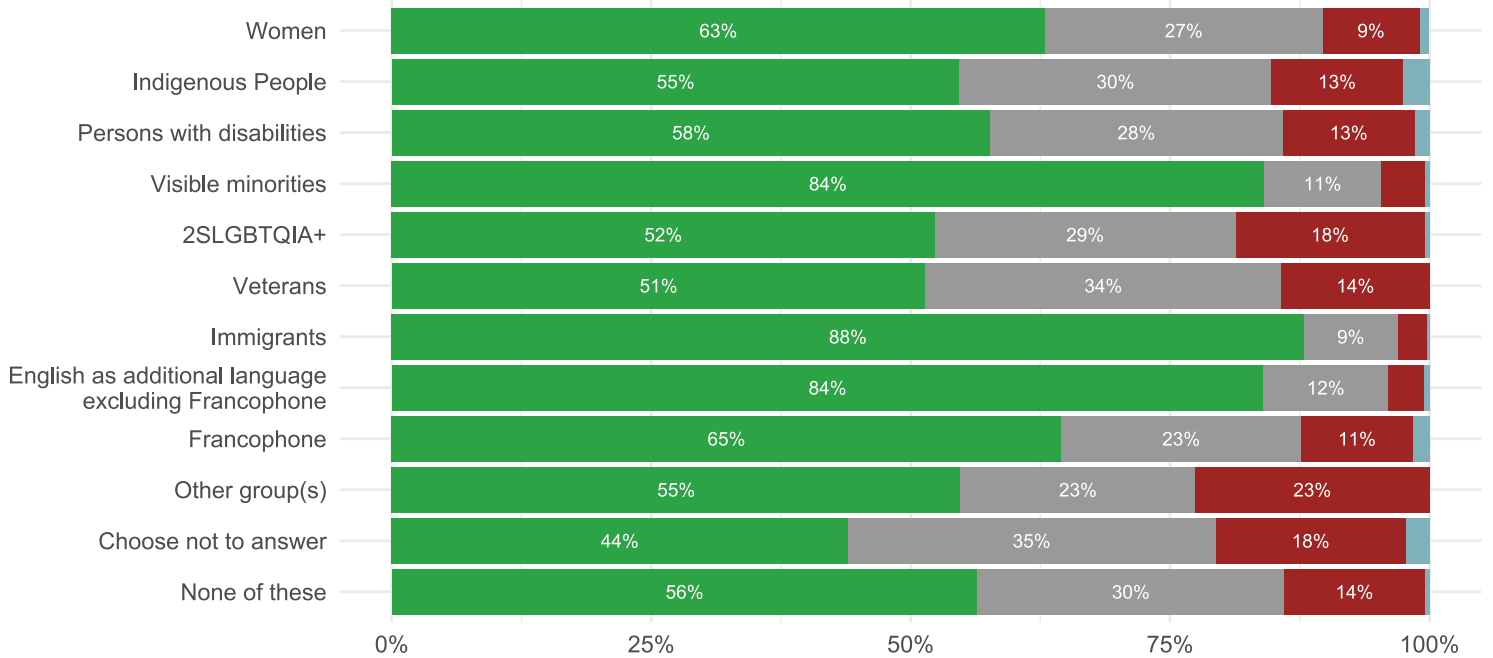
Location



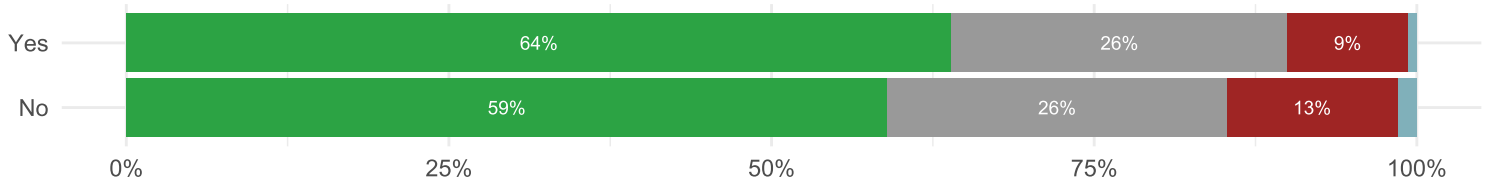
I am proud to tell people I work for the Manitoba government.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

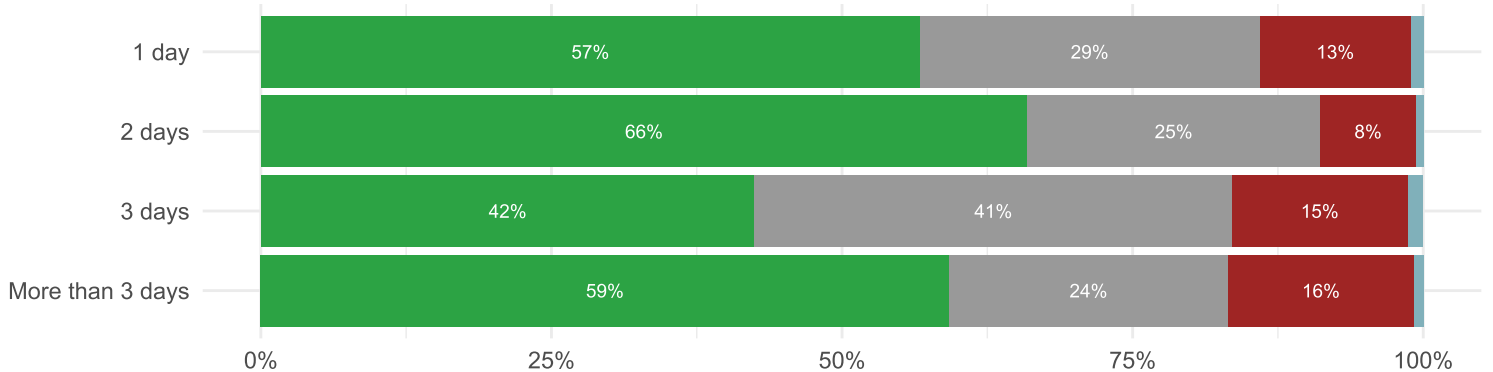
Diversity Group



Remote Work



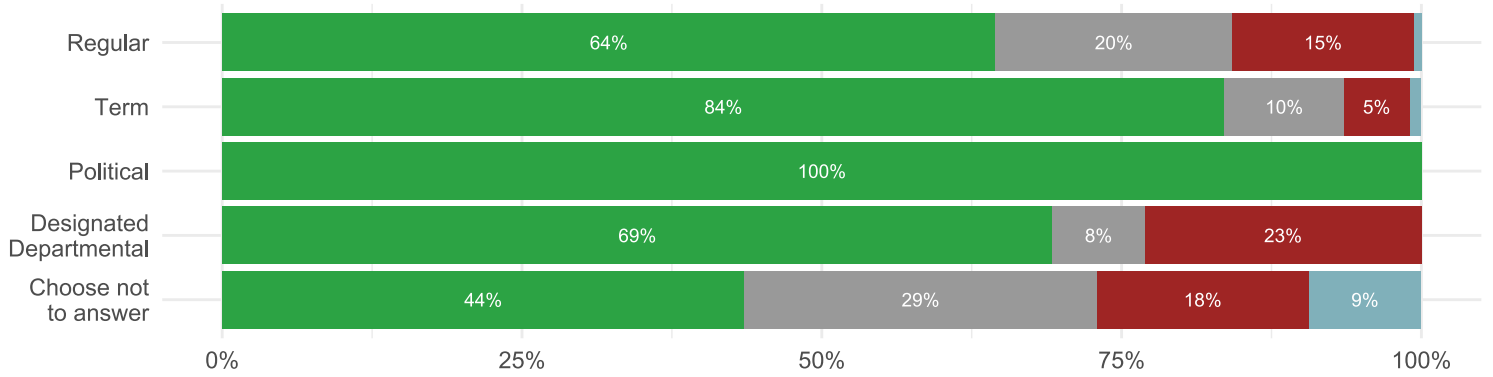
Remote Work Days



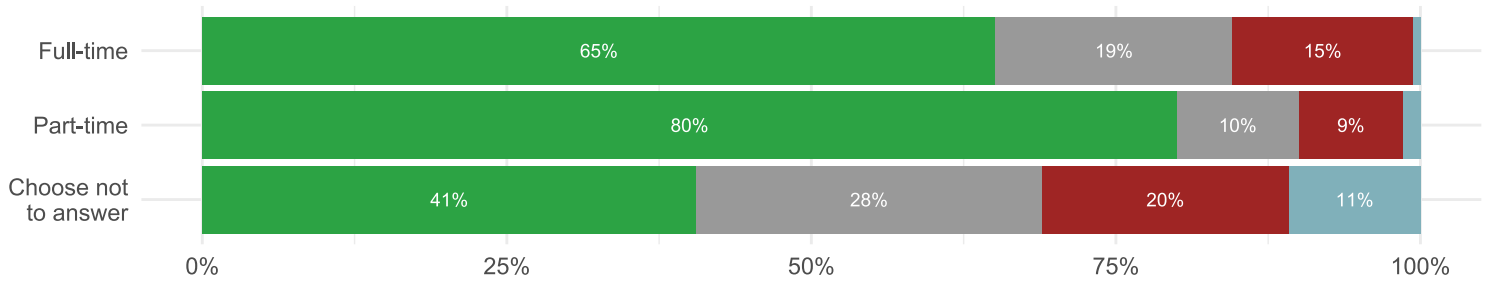
I am inspired to give my very best.

Agree Neutral Disagree Choose not to answer

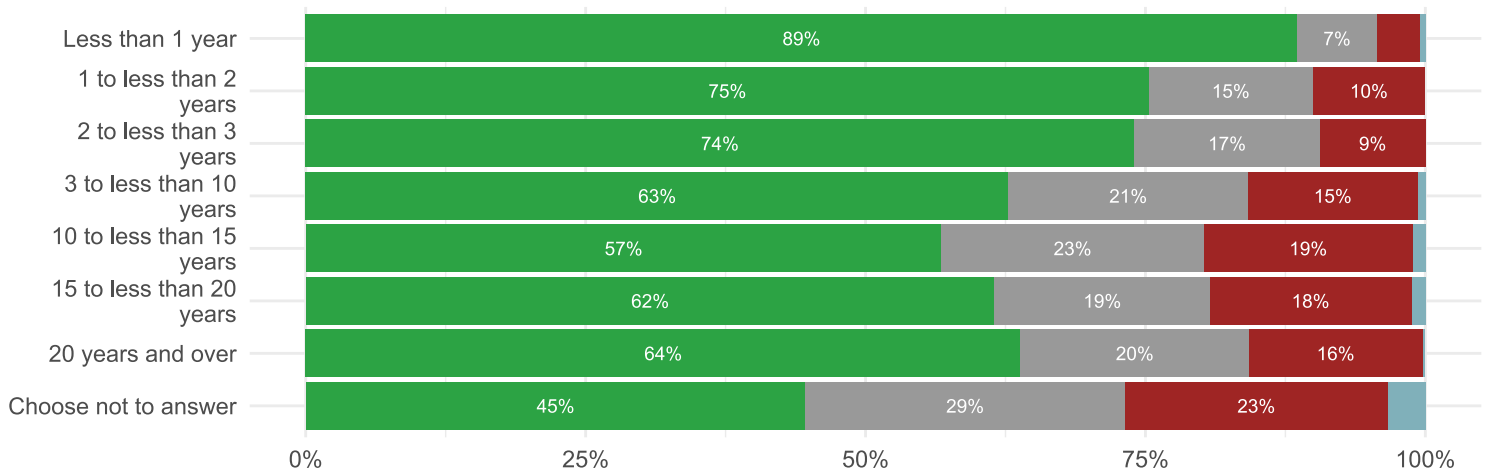
Employee Category



Schedule



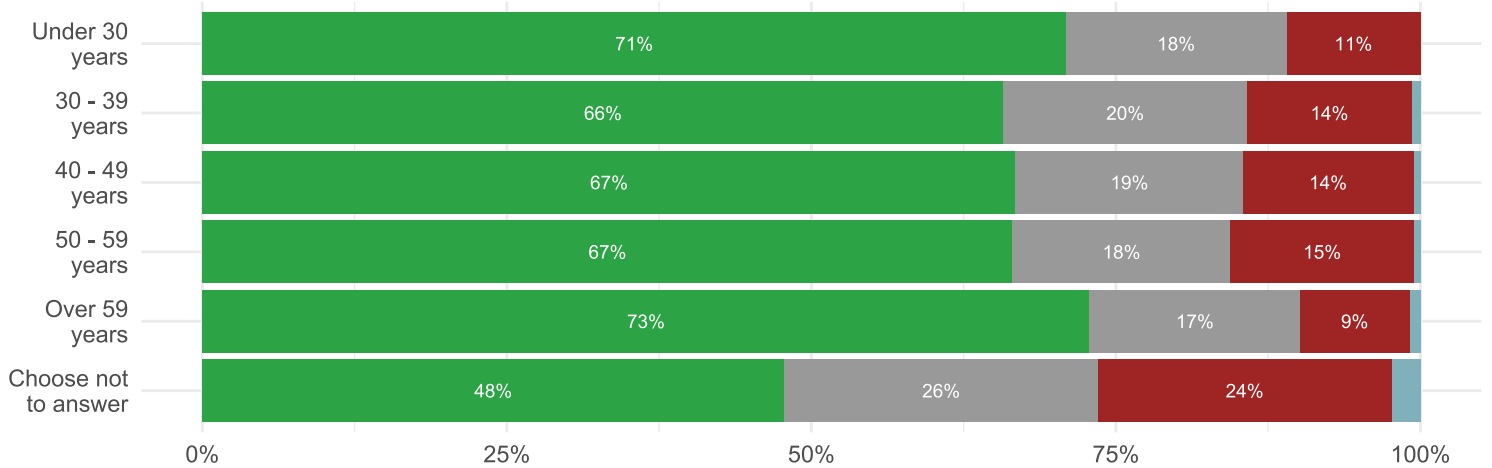
Years Worked



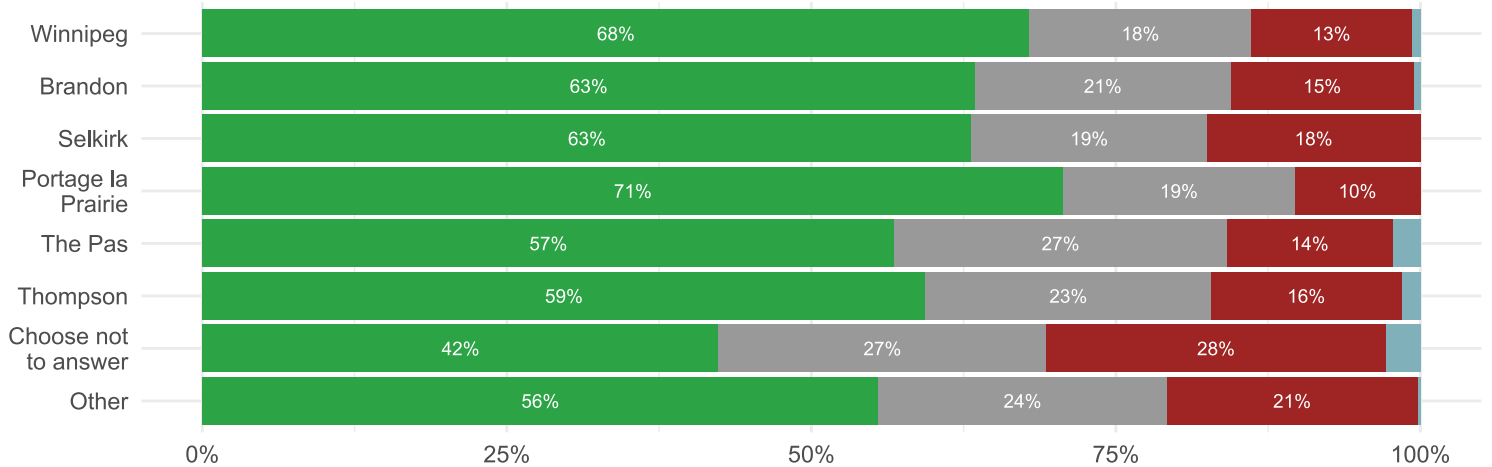
I am inspired to give my very best.

Agree Neutral Disagree Choose not to answer

Age Group



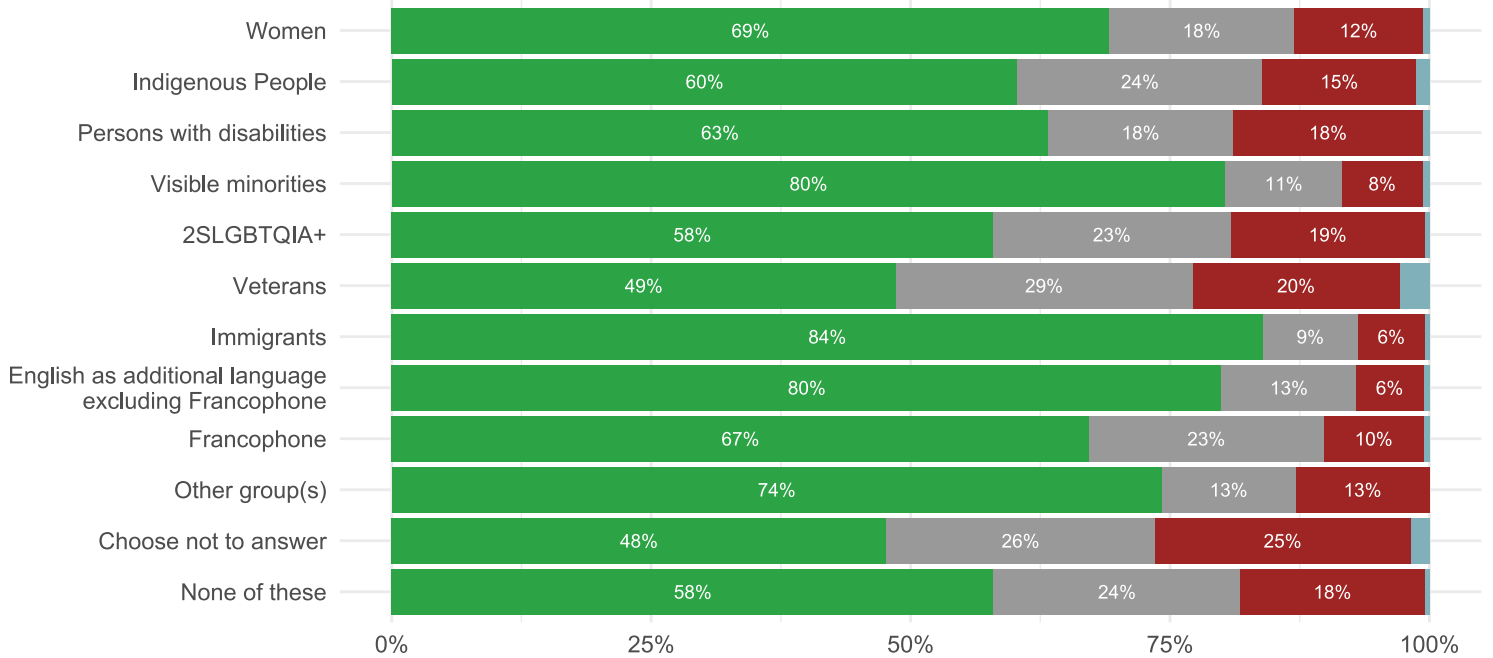
Location



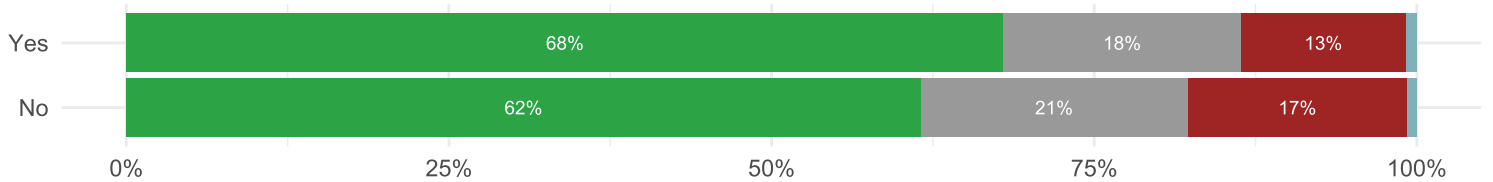
I am inspired to give my very best.

Agree Neutral Disagree Choose not to answer

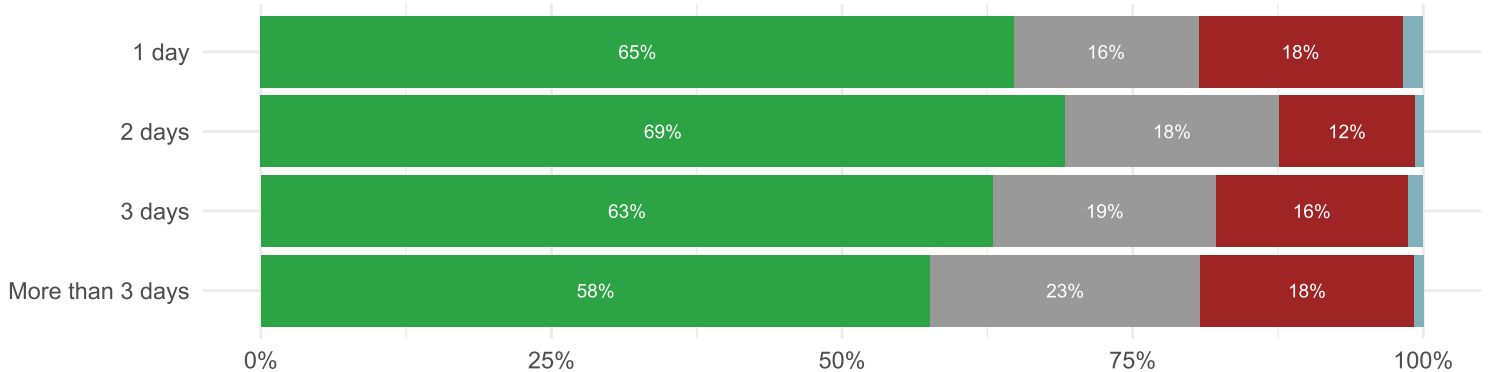
Diversity Group



Remote Work



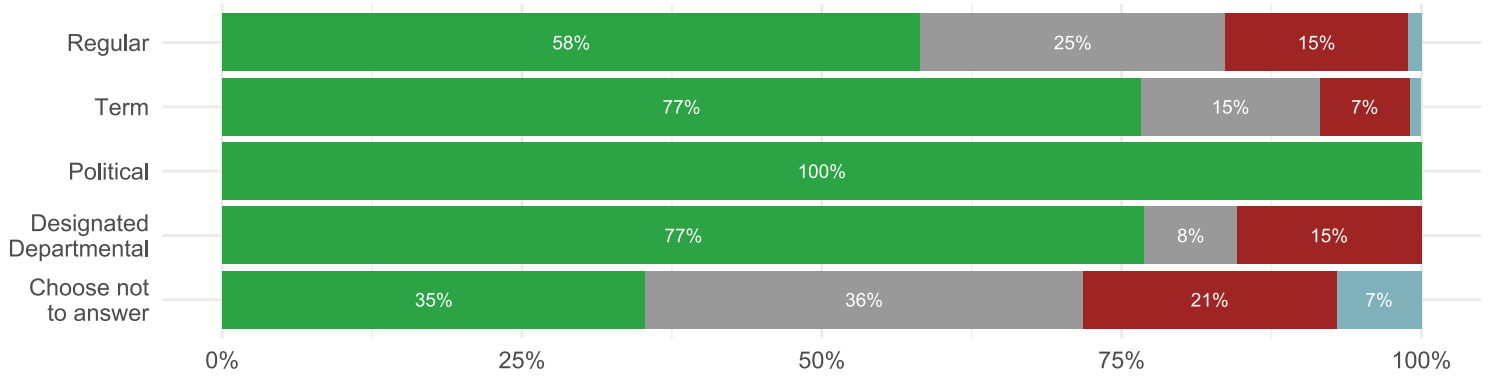
Remote Work Days



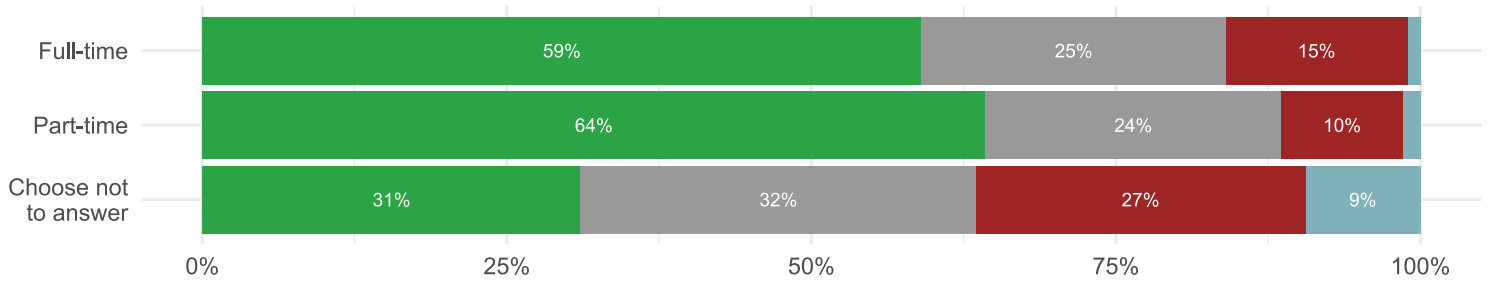
I would recommend the Manitoba government as a great place to work.

Agree Neutral Disagree Choose not to answer

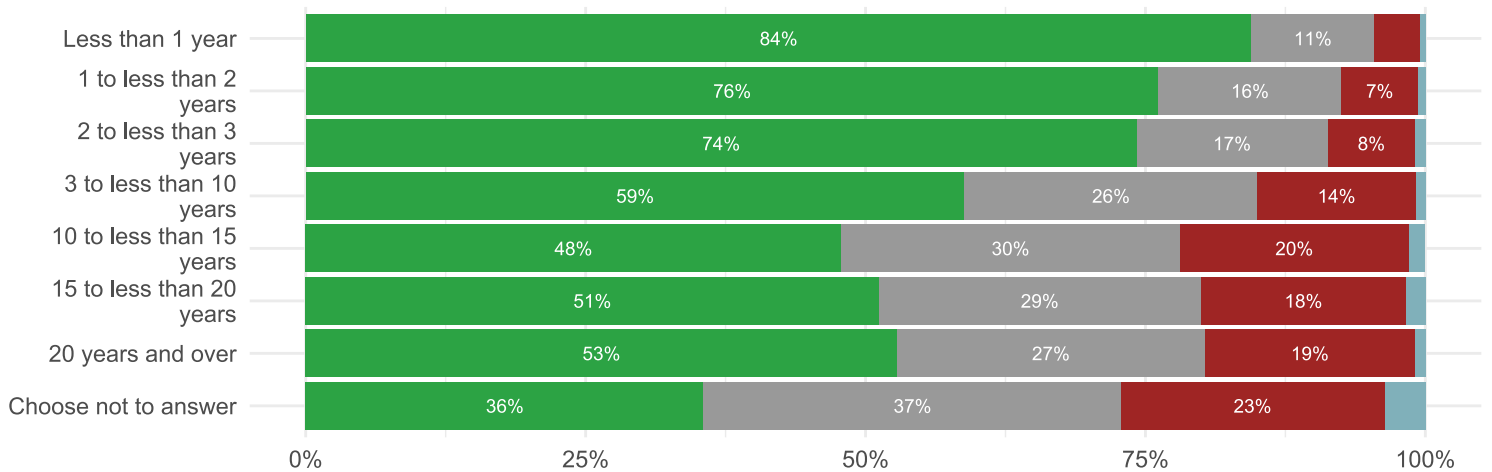
Employee Category



Schedule



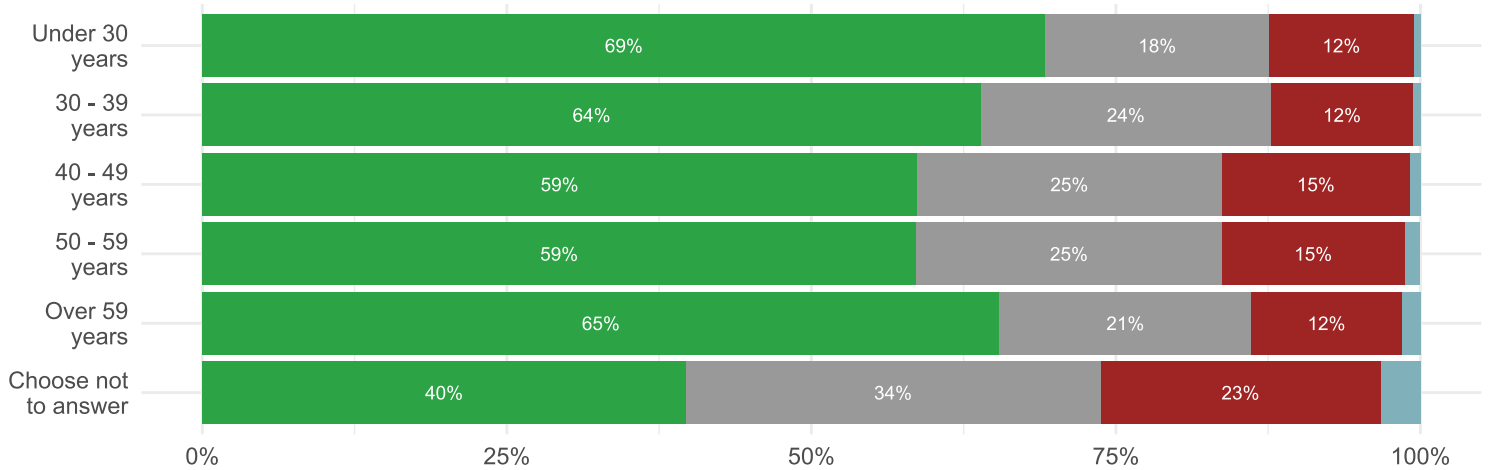
Years Worked



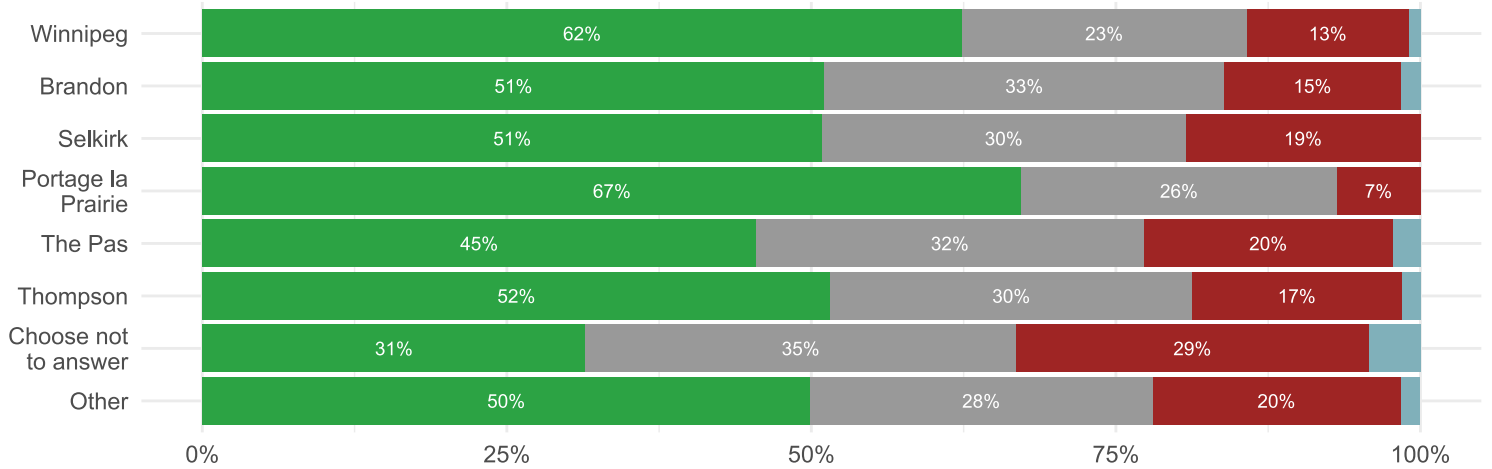
I would recommend the Manitoba government as a great place to work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



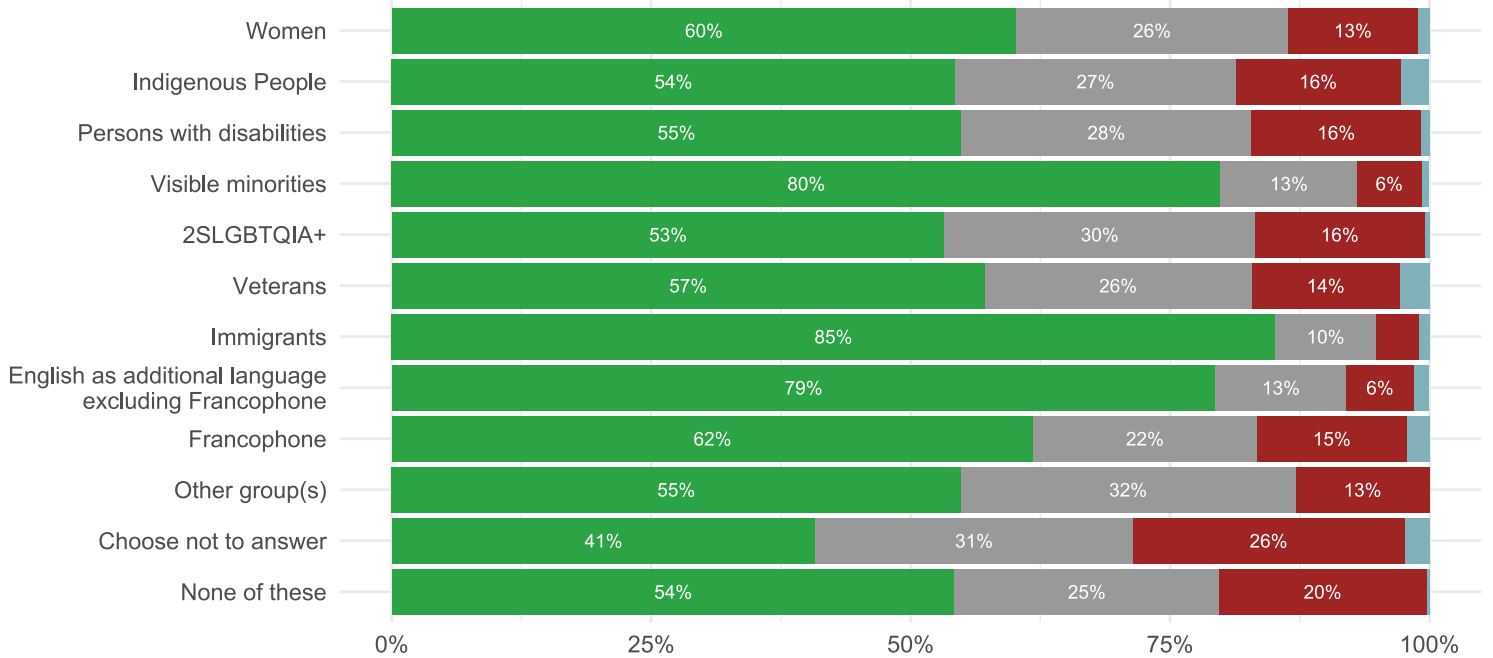
Location



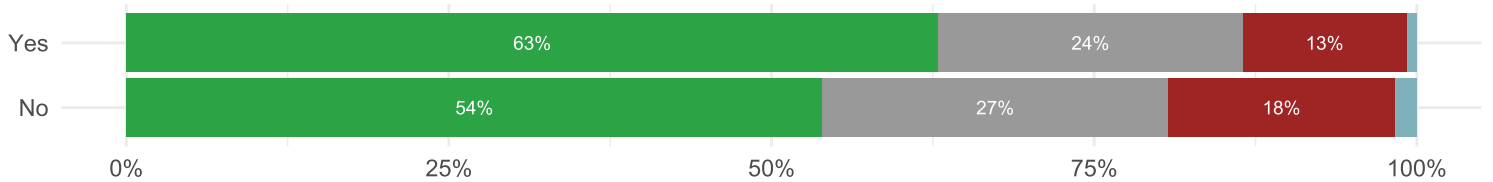
I would recommend the Manitoba government as a great place to work.

Agree Neutral Disagree Choose not to answer

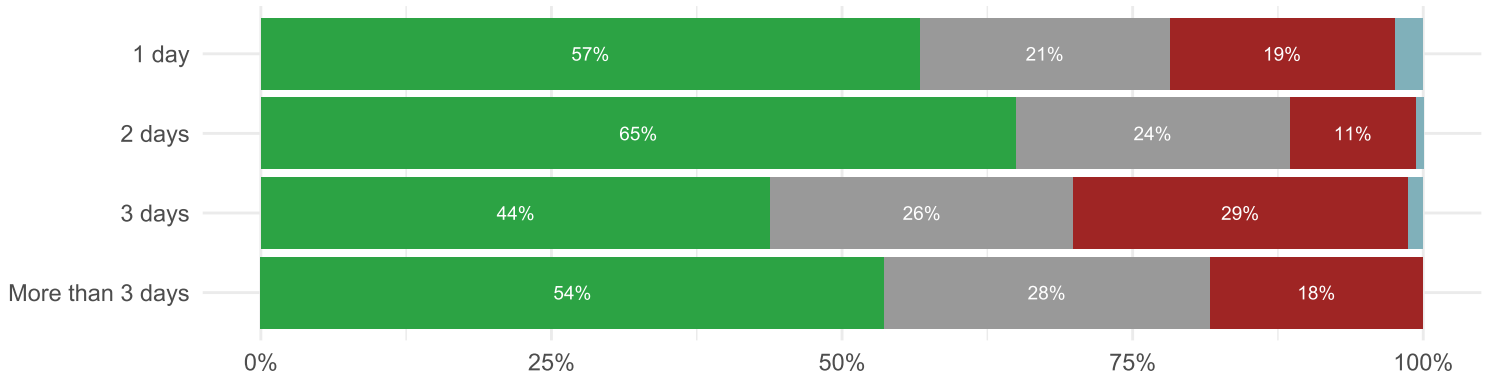
Diversity Group



Remote Work



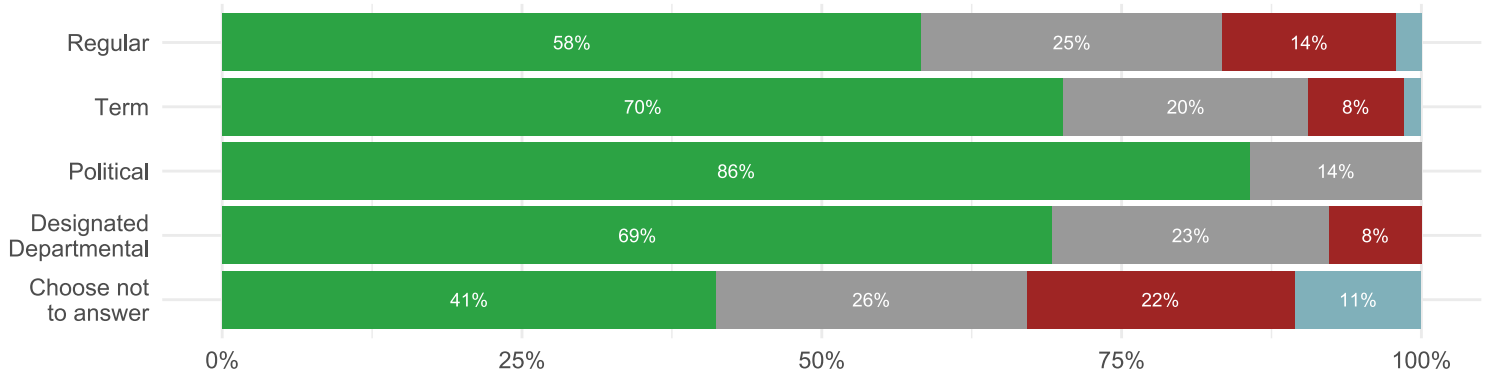
Remote Work Days



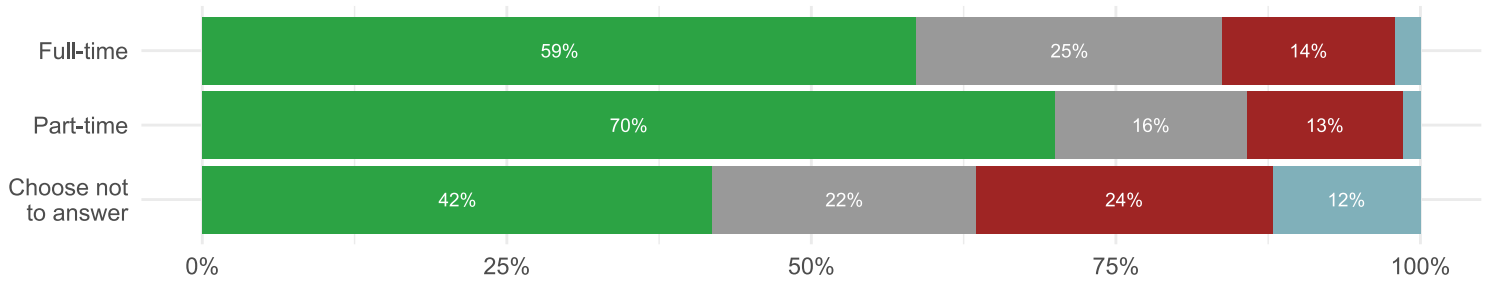
I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

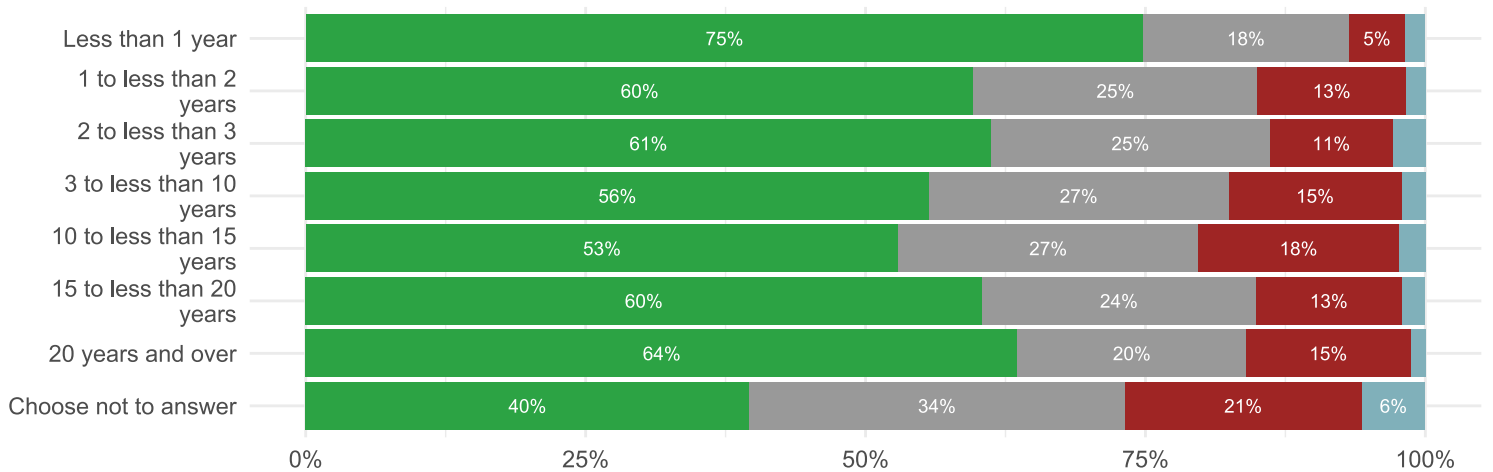
Employee Category



Schedule



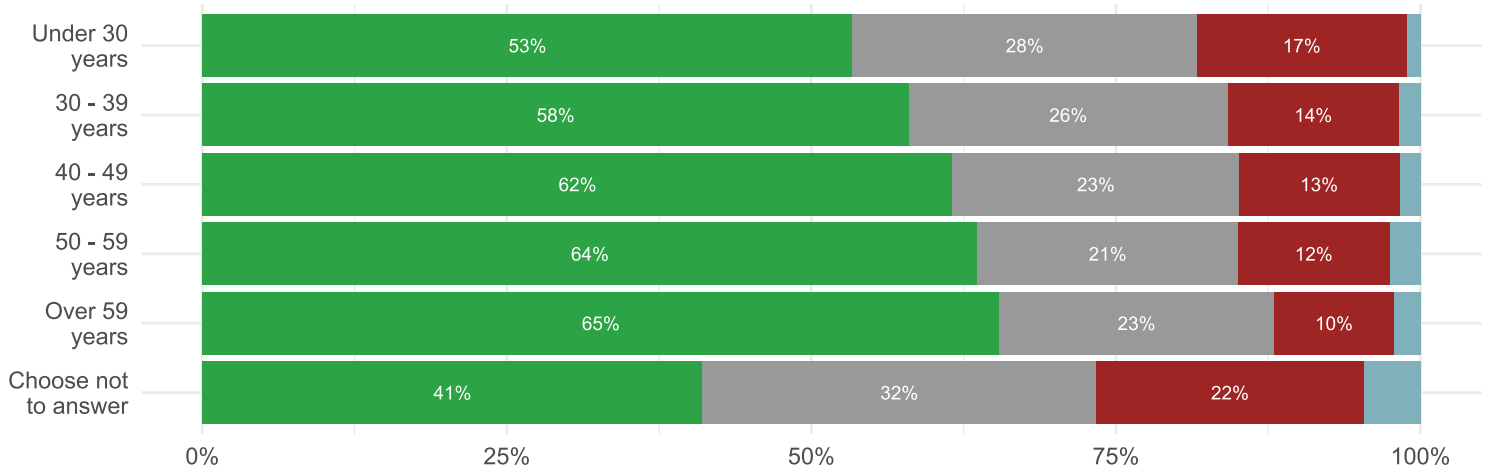
Years Worked



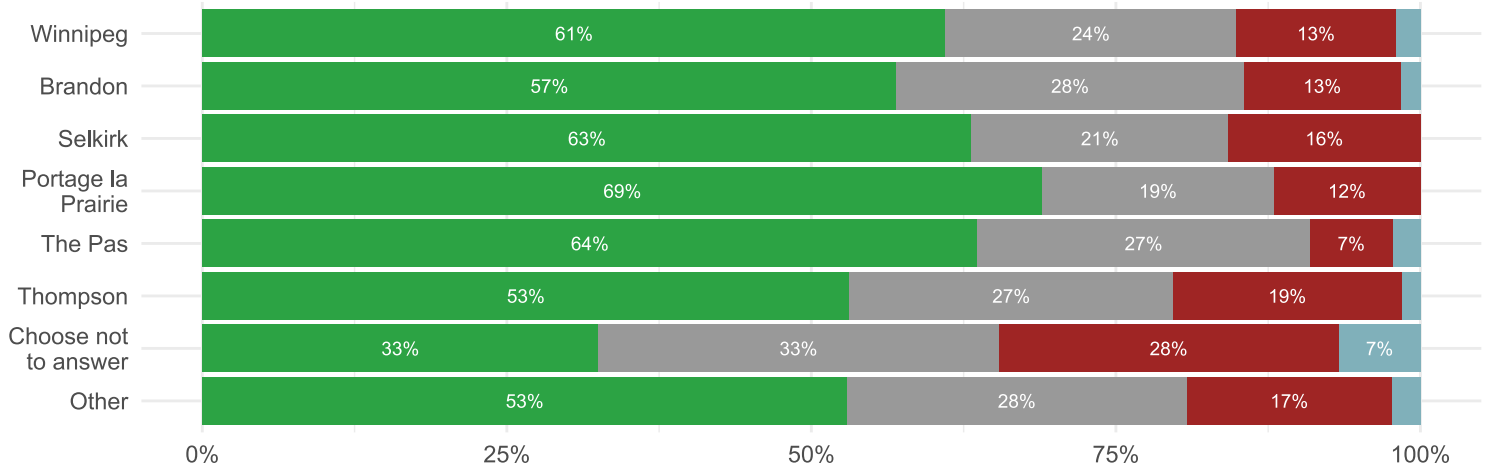
I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



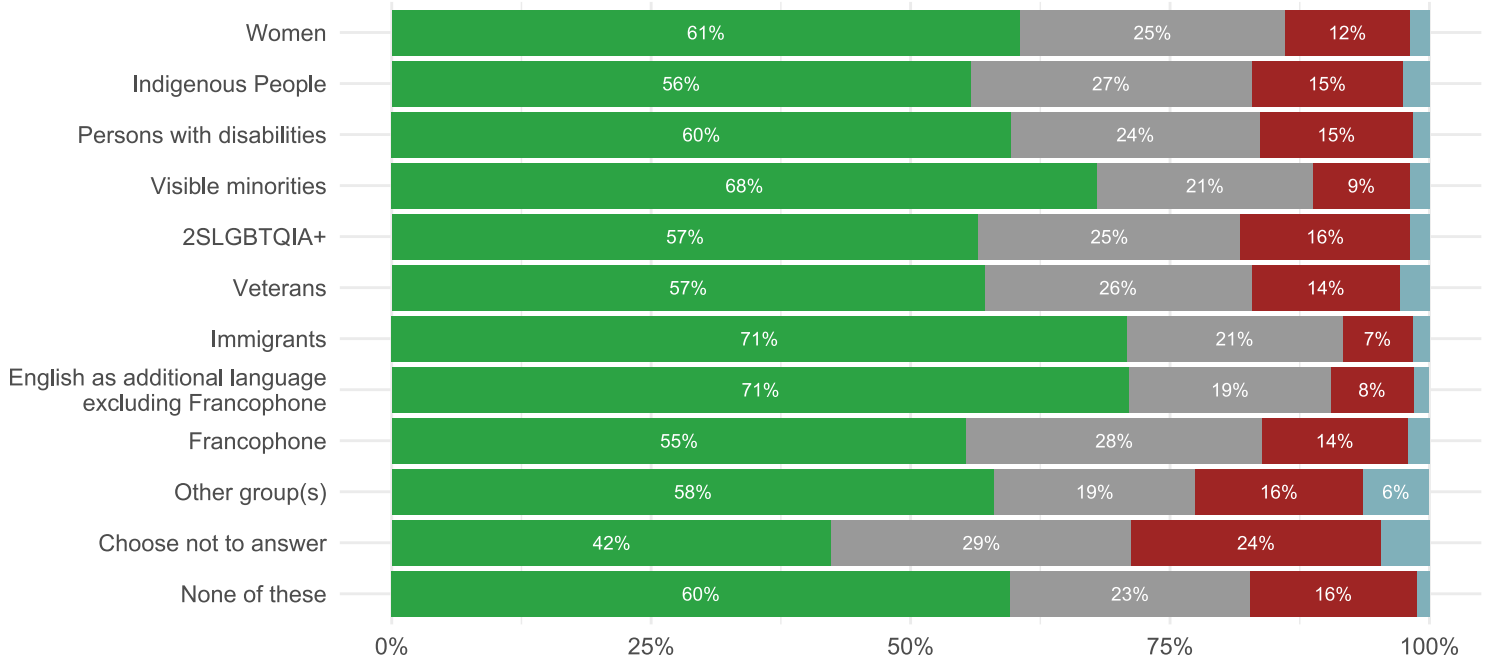
Location



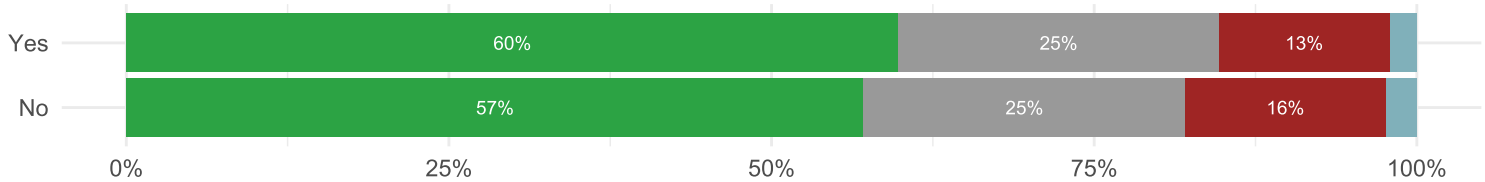
I would prefer to stay with the Manitoba government, even if offered a similar job elsewhere.

Agree Neutral Disagree Choose not to answer

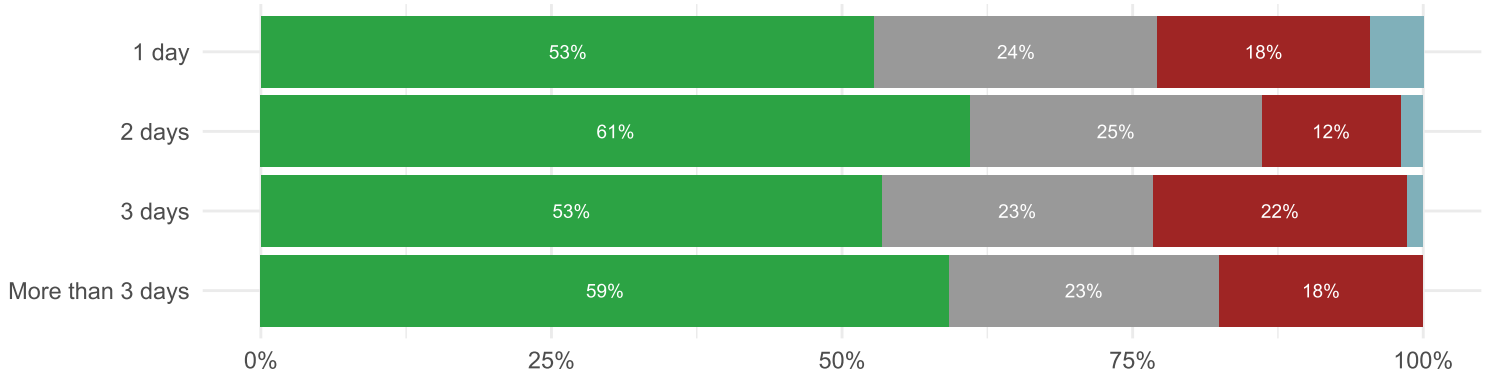
Diversity Group



Remote Work



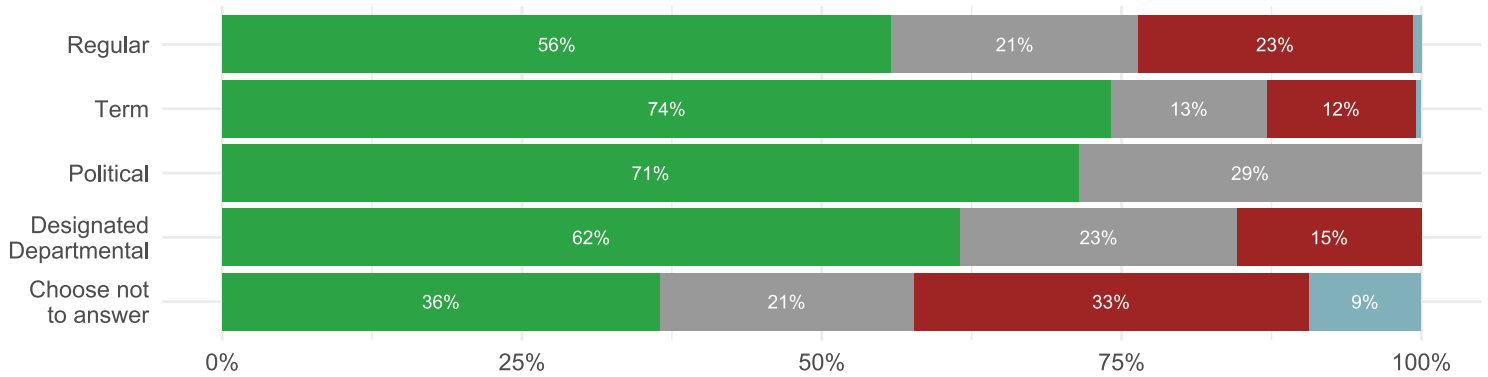
Remote Work Days



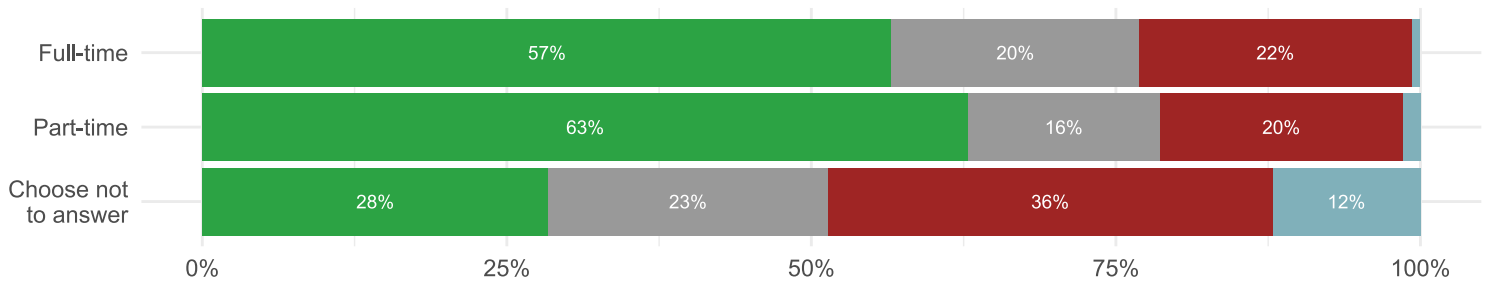
Overall, I feel valued as a Manitoba government employee.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

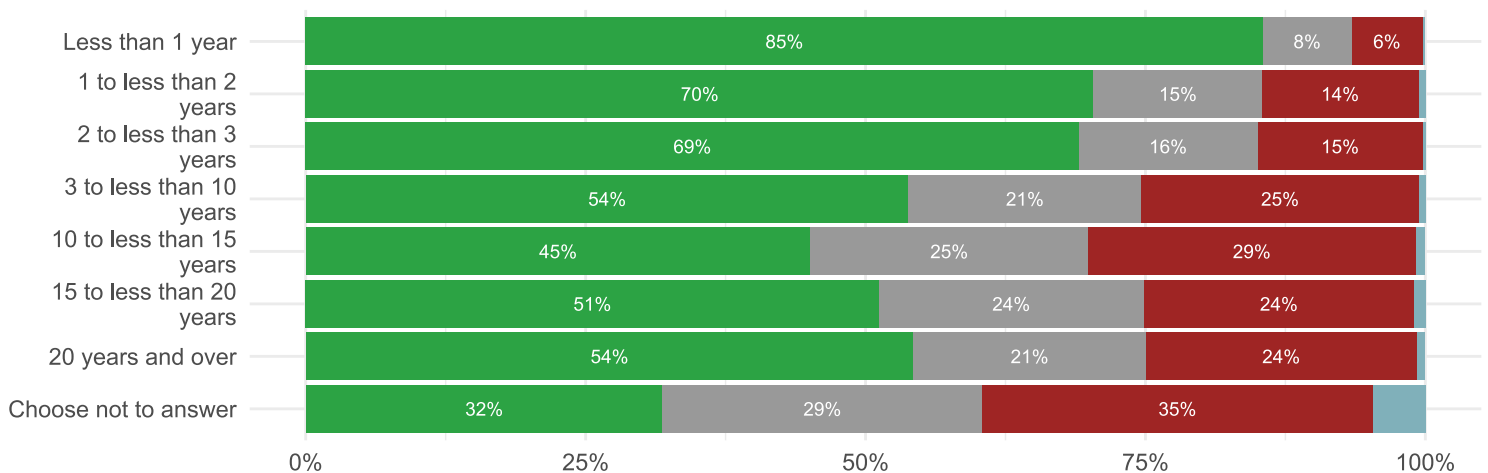
Employee Category



Schedule



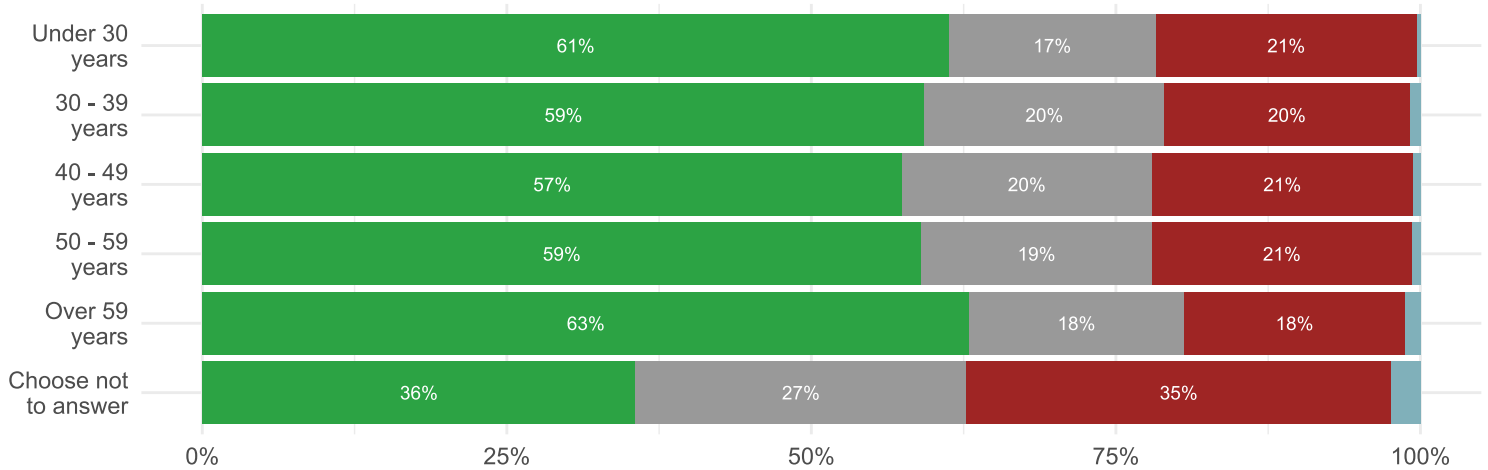
Years Worked



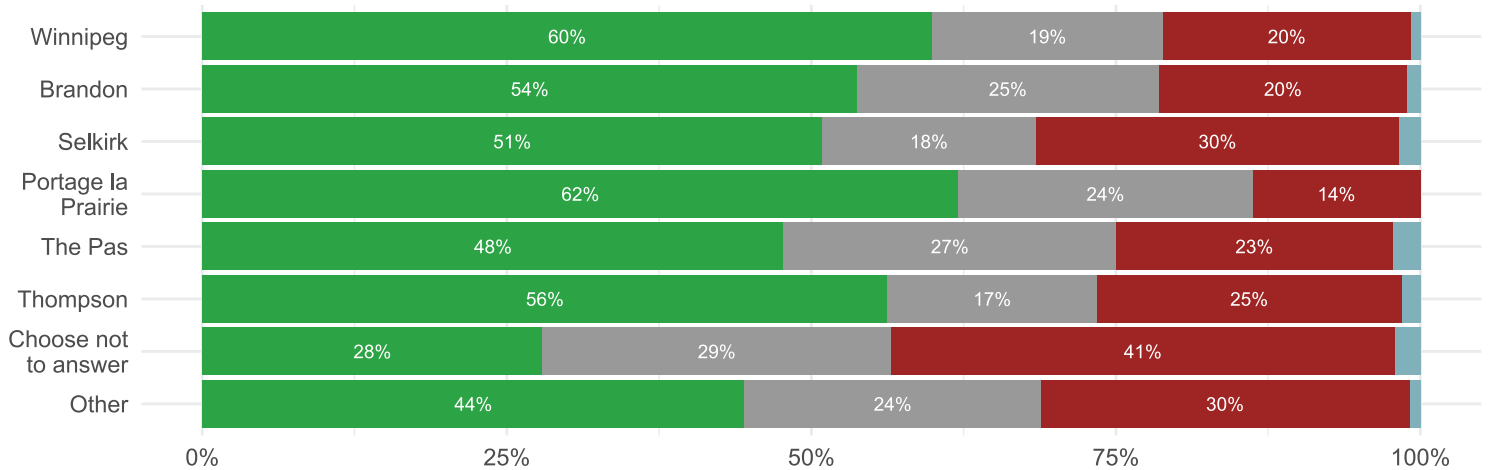
Overall, I feel valued as a Manitoba government employee.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

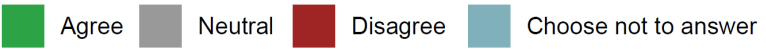
Age Group



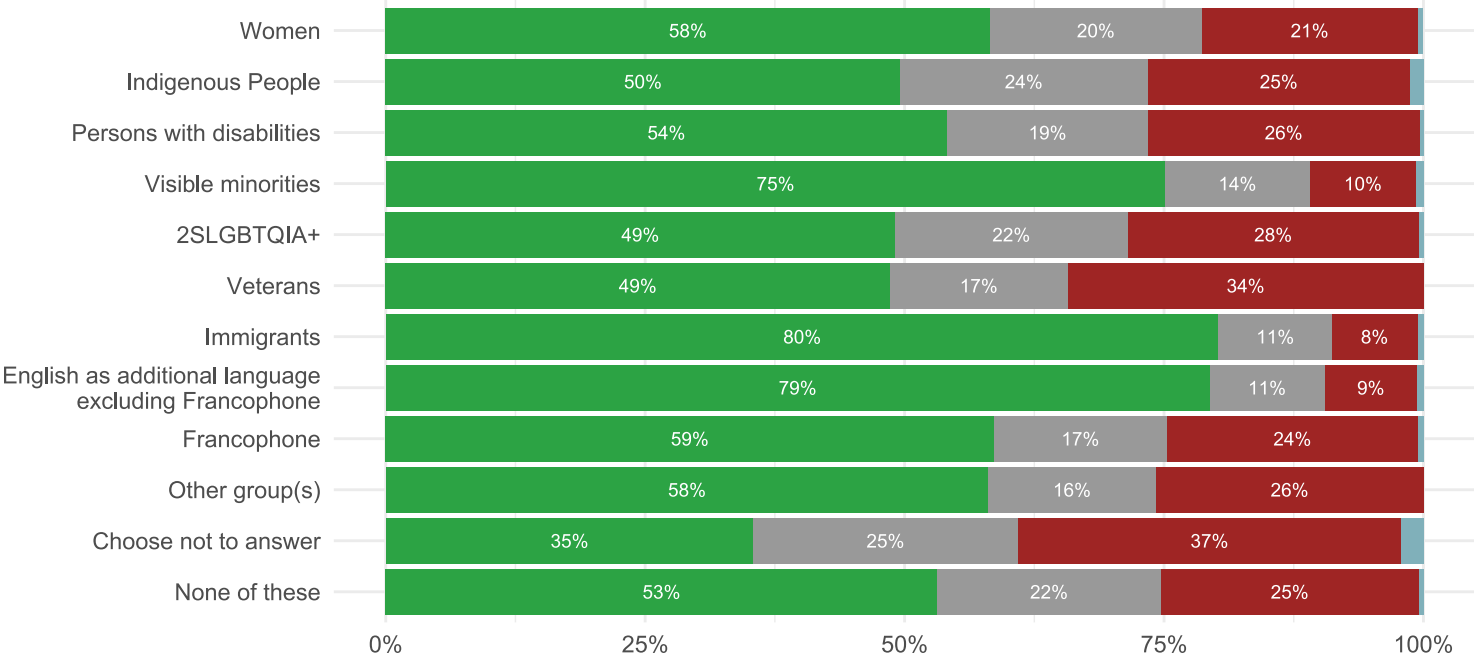
Location



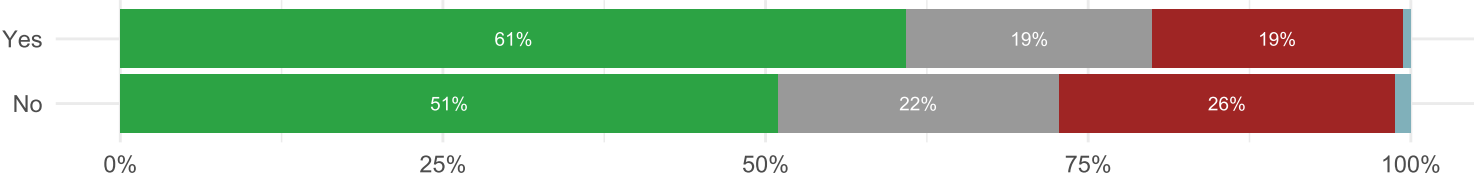
Overall, I feel valued as a Manitoba government employee.



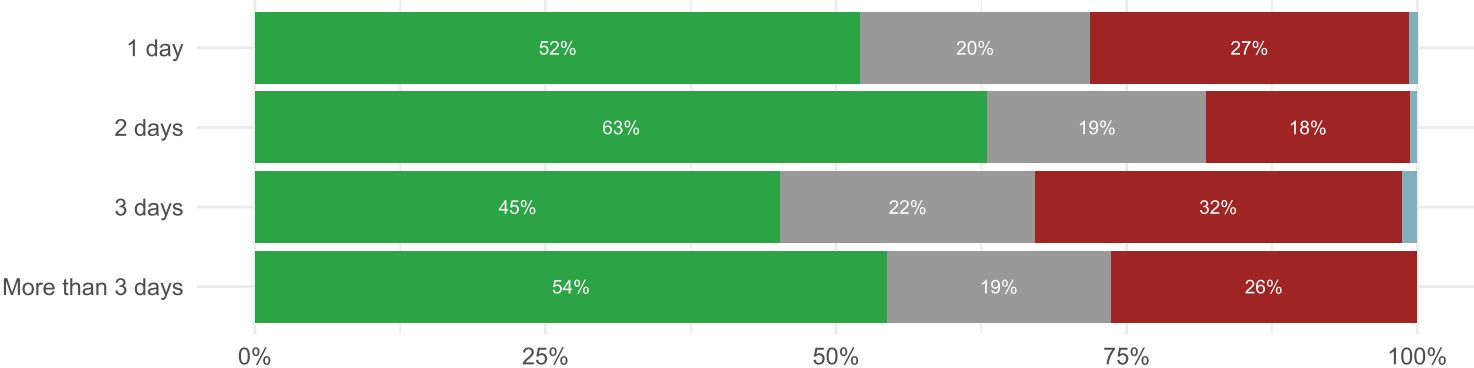
Diversity Group



Remote Work



Remote Work Days

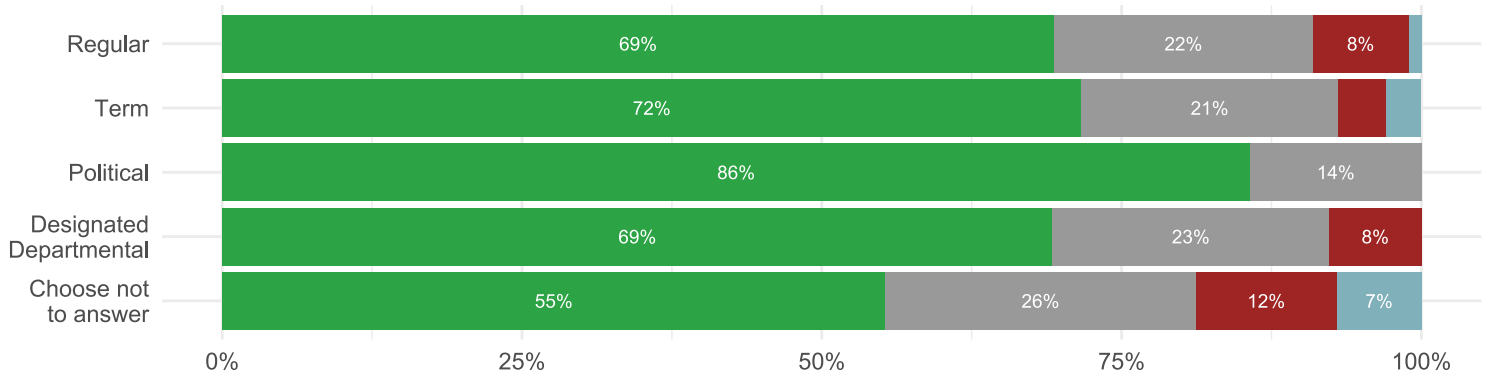


Other

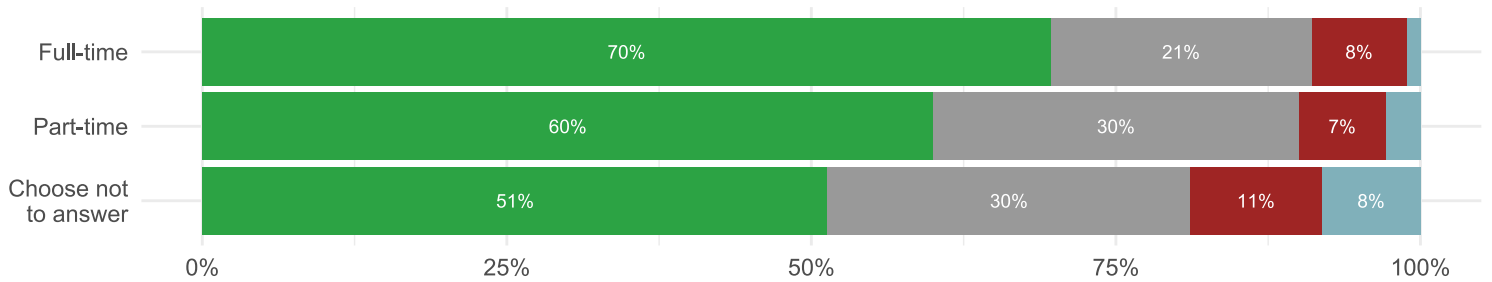
I have applied innovation in how I approach my work.

Agree Neutral Disagree Choose not to answer

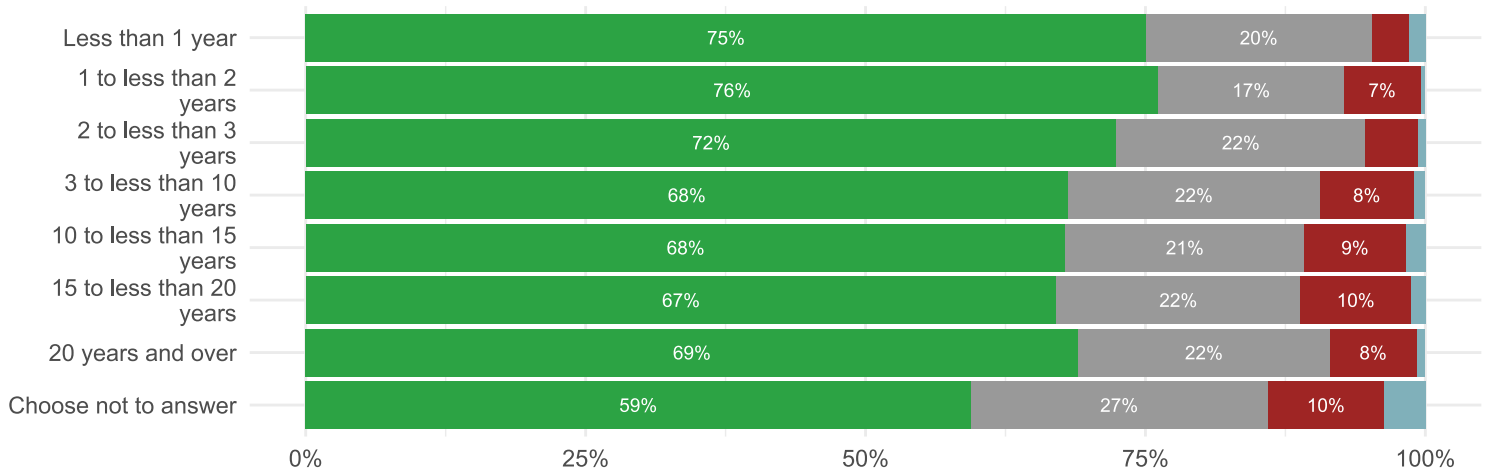
Employee Category



Schedule



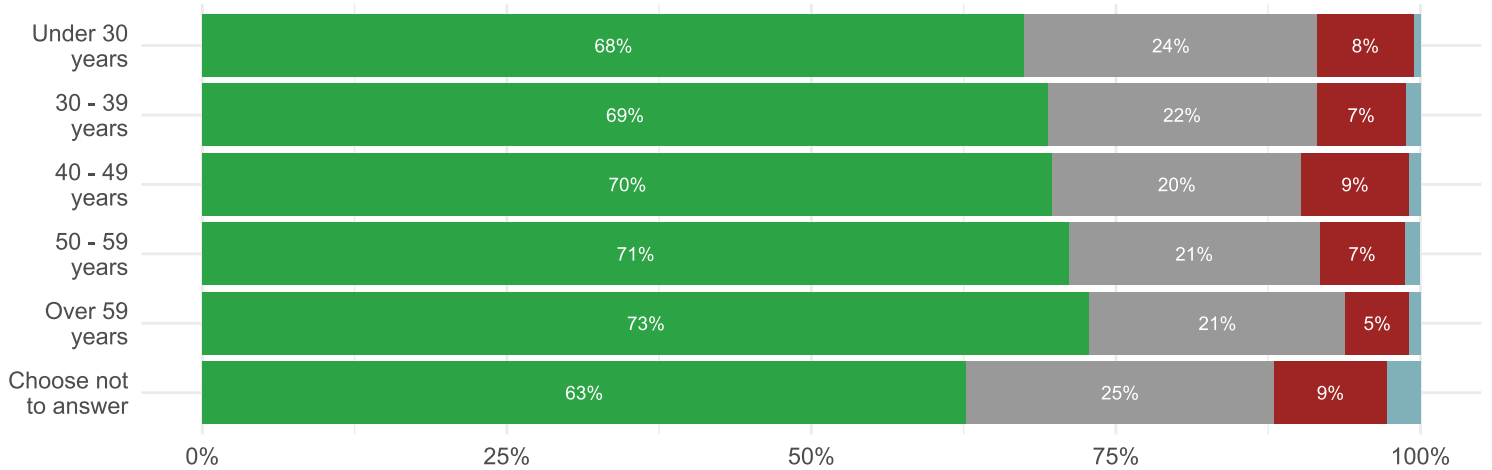
Years Worked



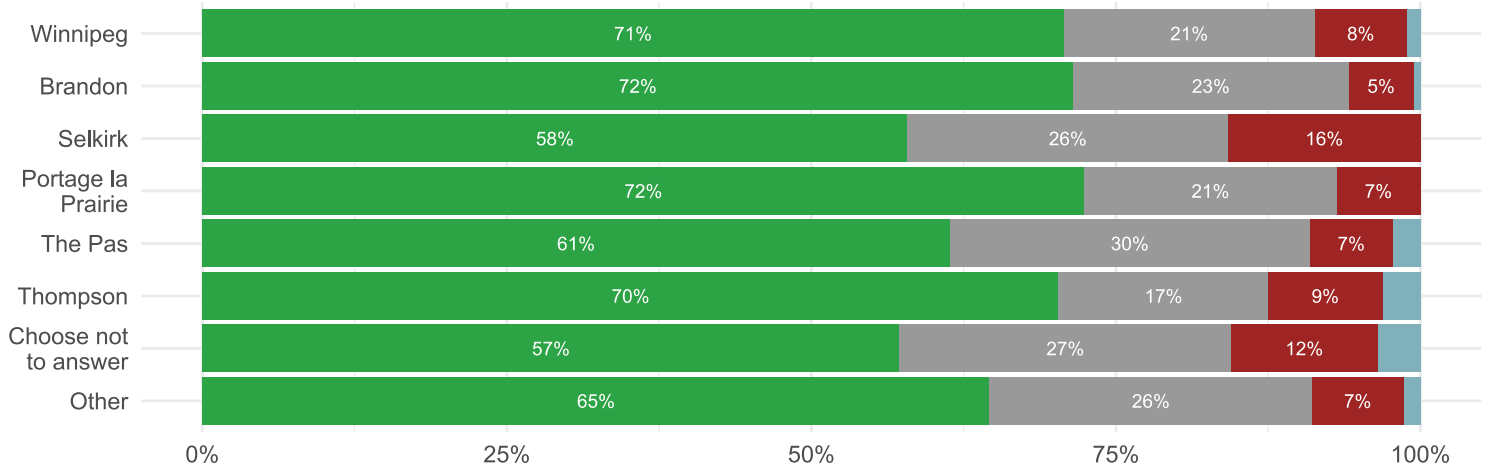
I have applied innovation in how I approach my work.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



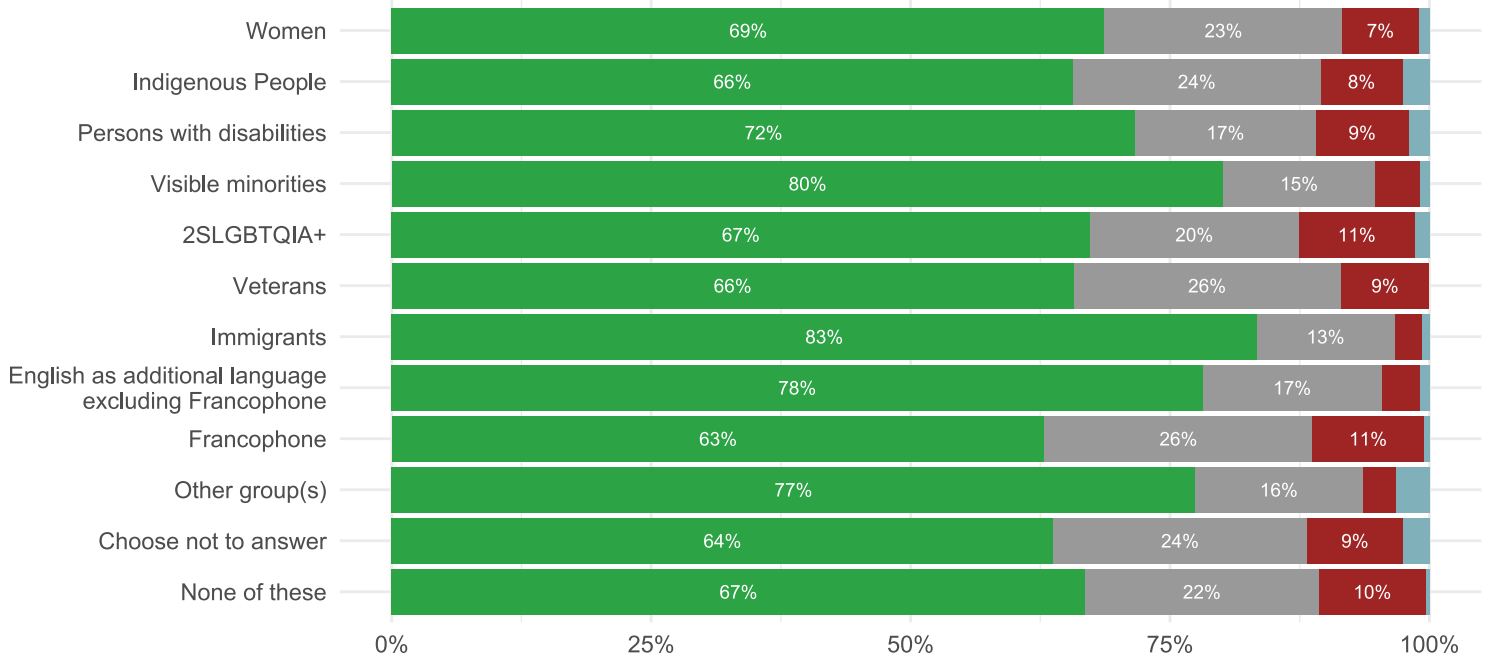
Location



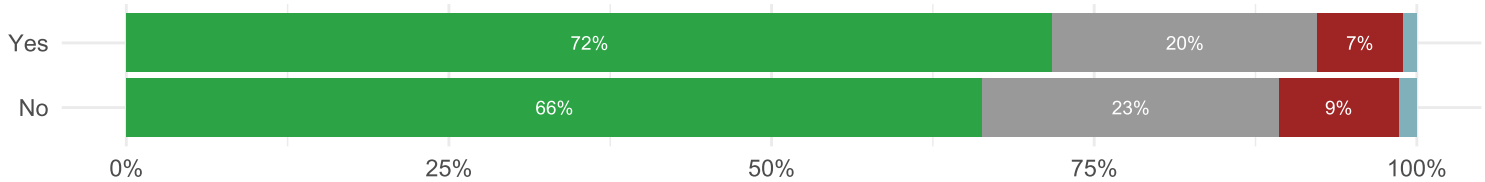
I have applied innovation in how I approach my work.

Agree Neutral Disagree Choose not to answer

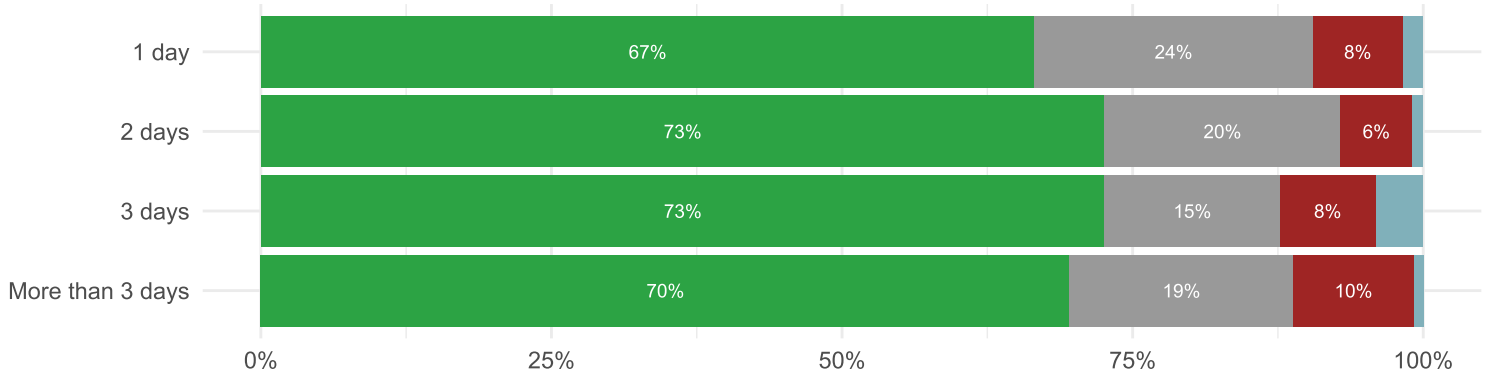
Diversity Group



Remote Work



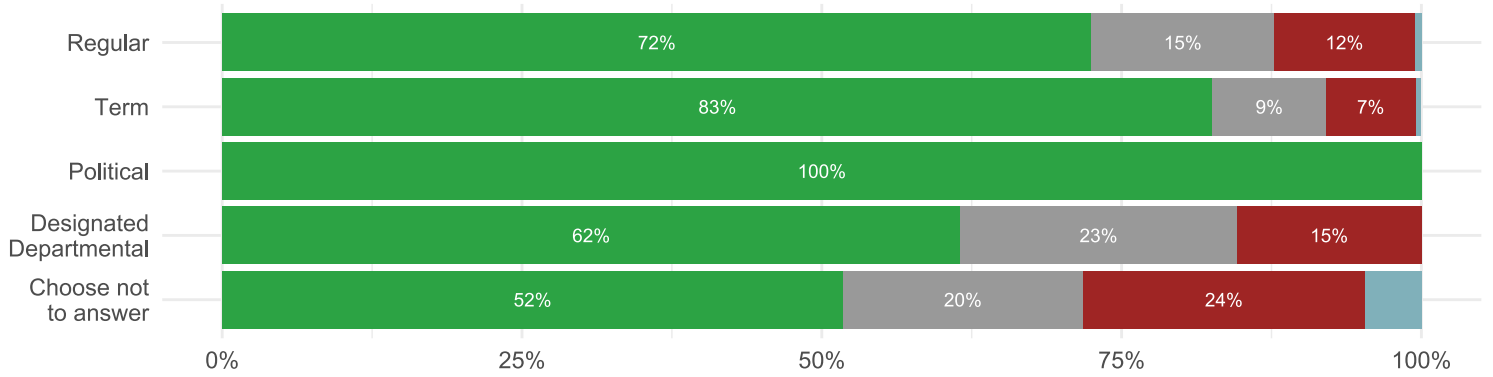
Remote Work Days



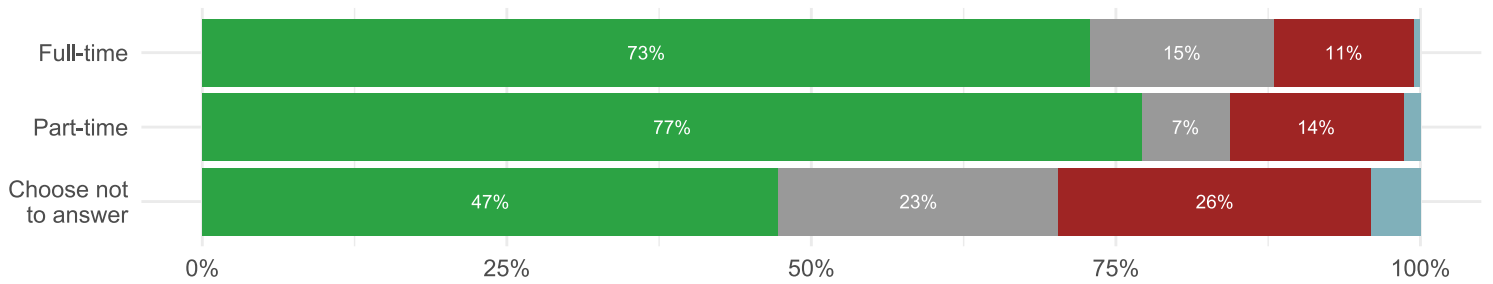
I feel included at my workplace.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

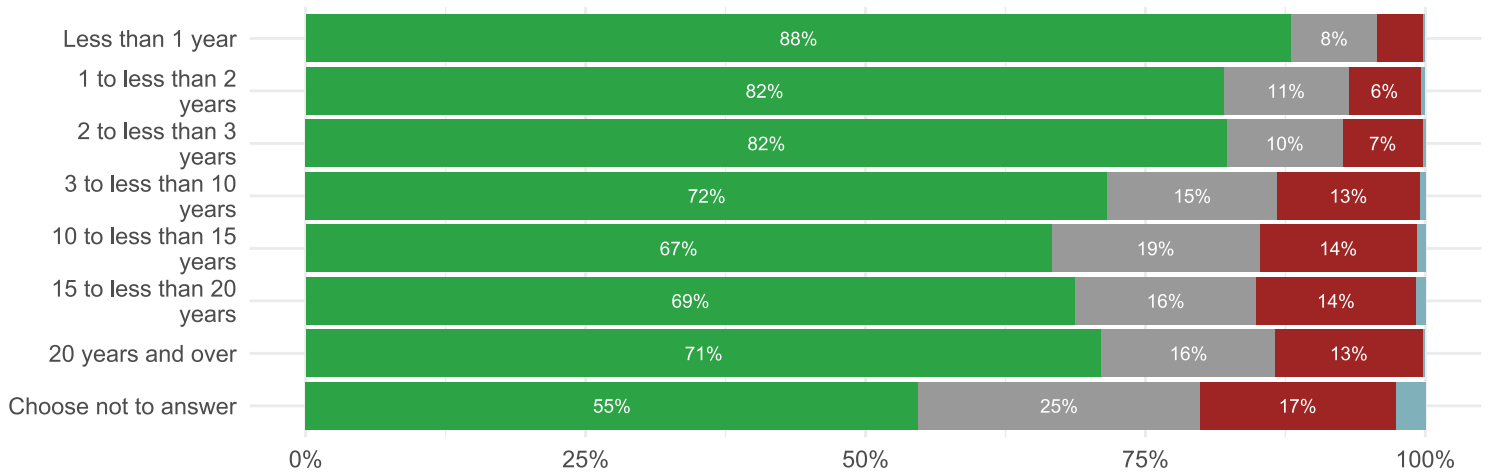
Employee Category



Schedule



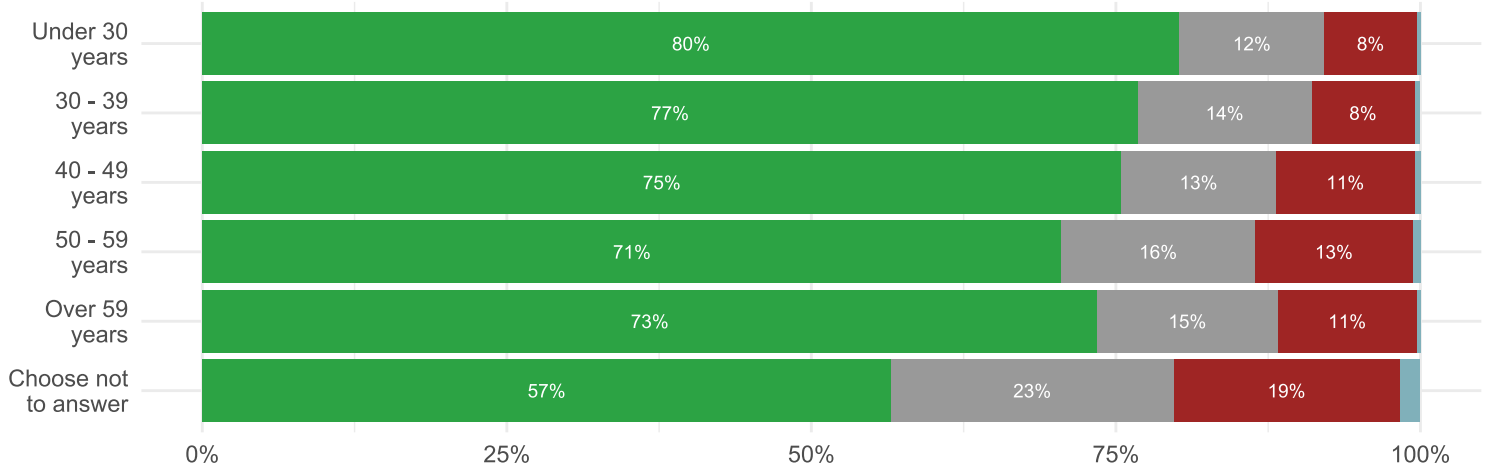
Years Worked



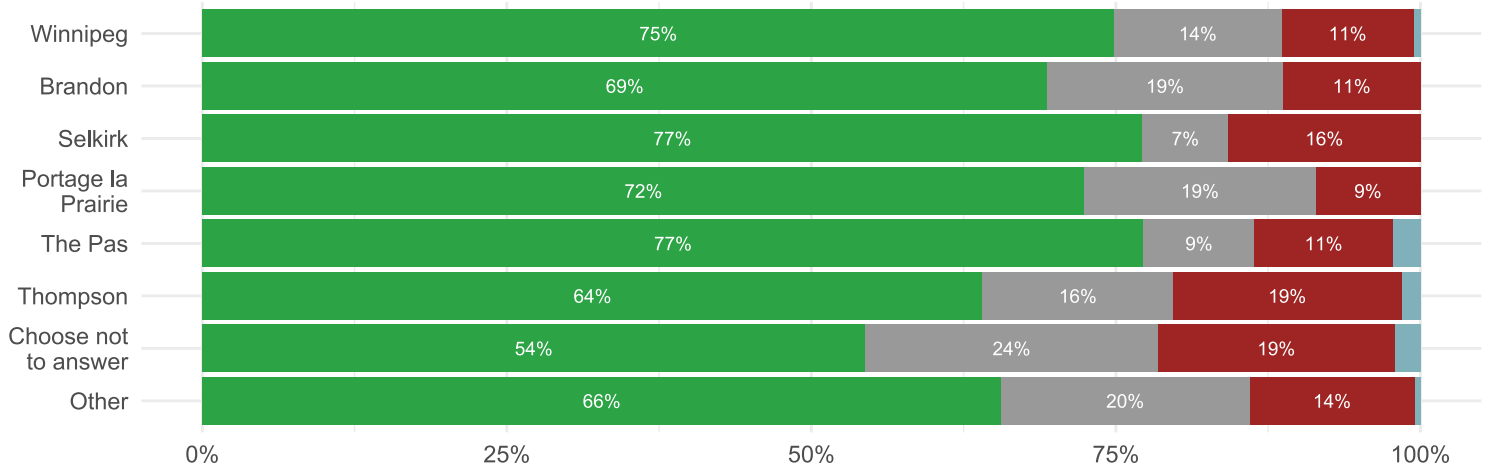
I feel included at my workplace.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

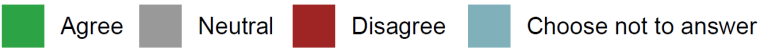
Age Group



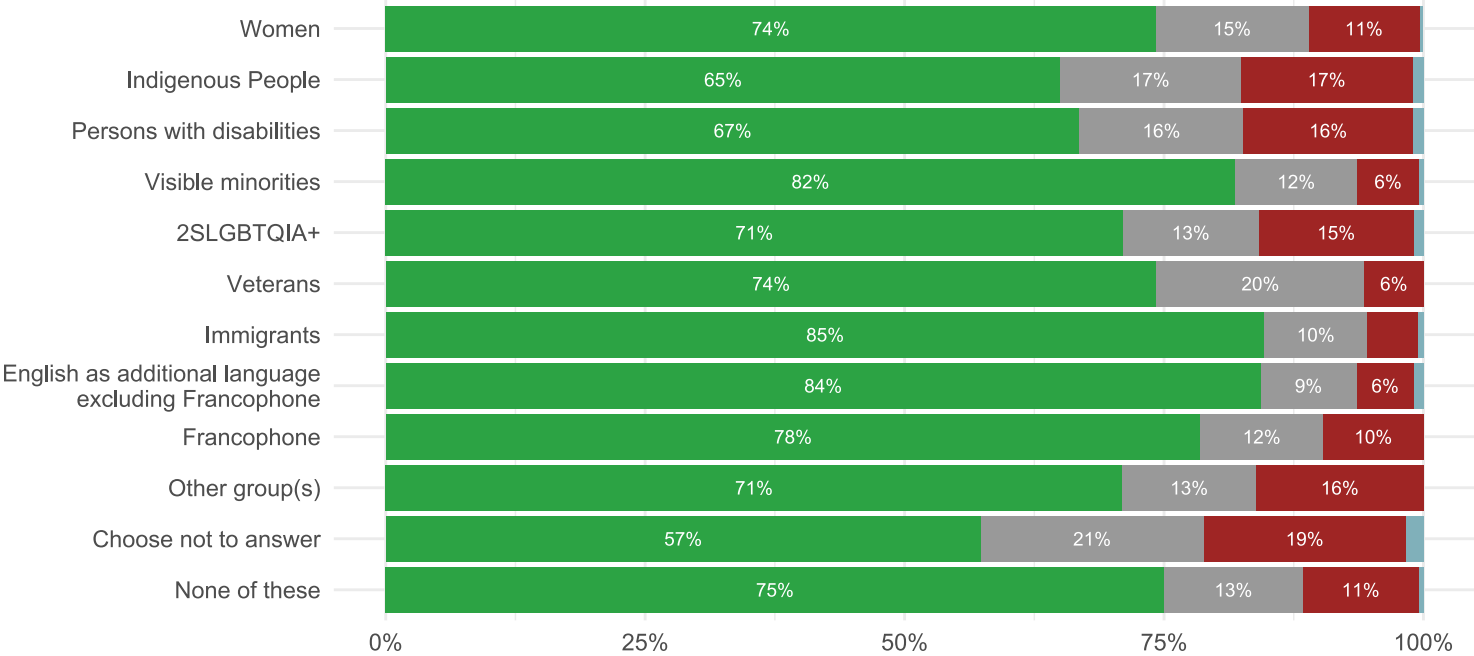
Location



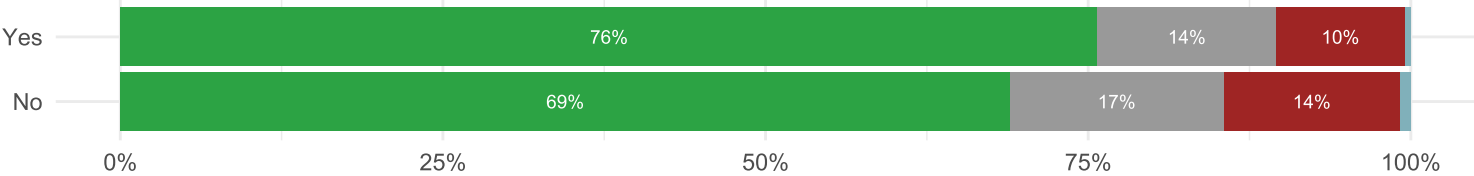
I feel included at my workplace.



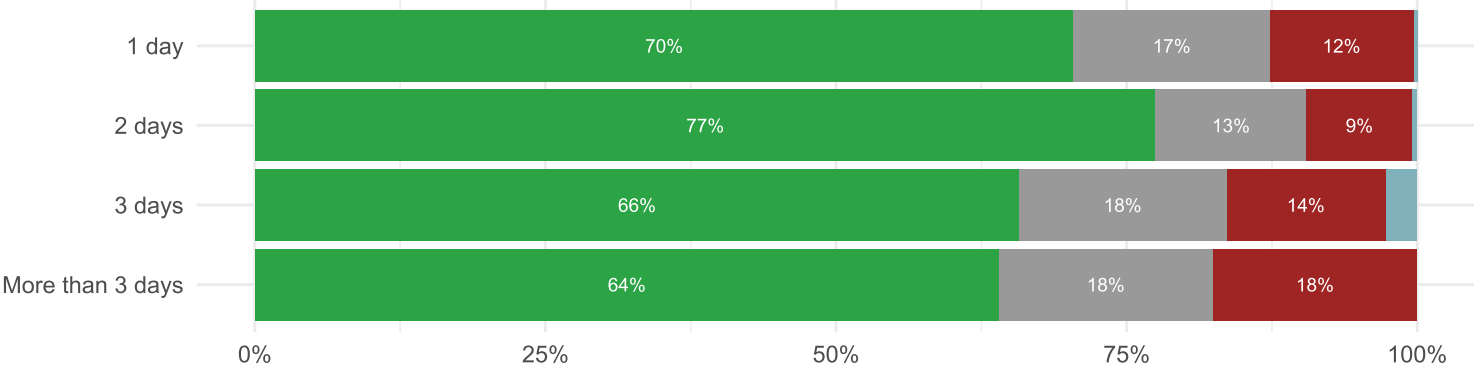
Diversity Group



Remote Work



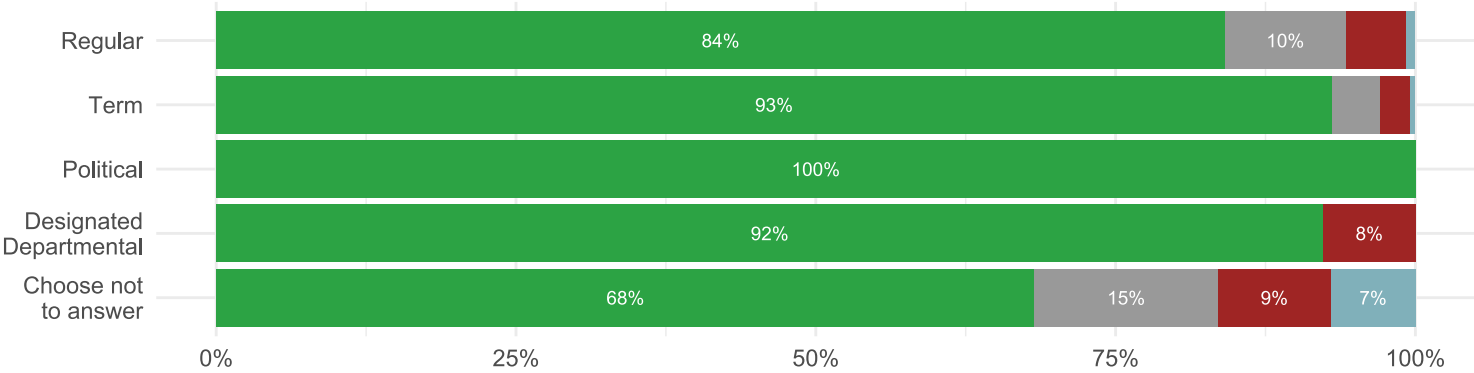
Remote Work Days



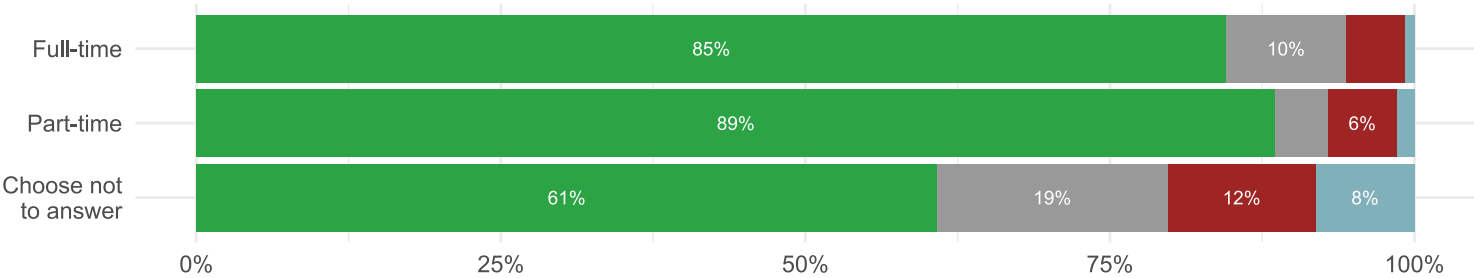
The Manitoba government provides access to respectful workplace resources and supports.

Agree Neutral Disagree Choose not to answer

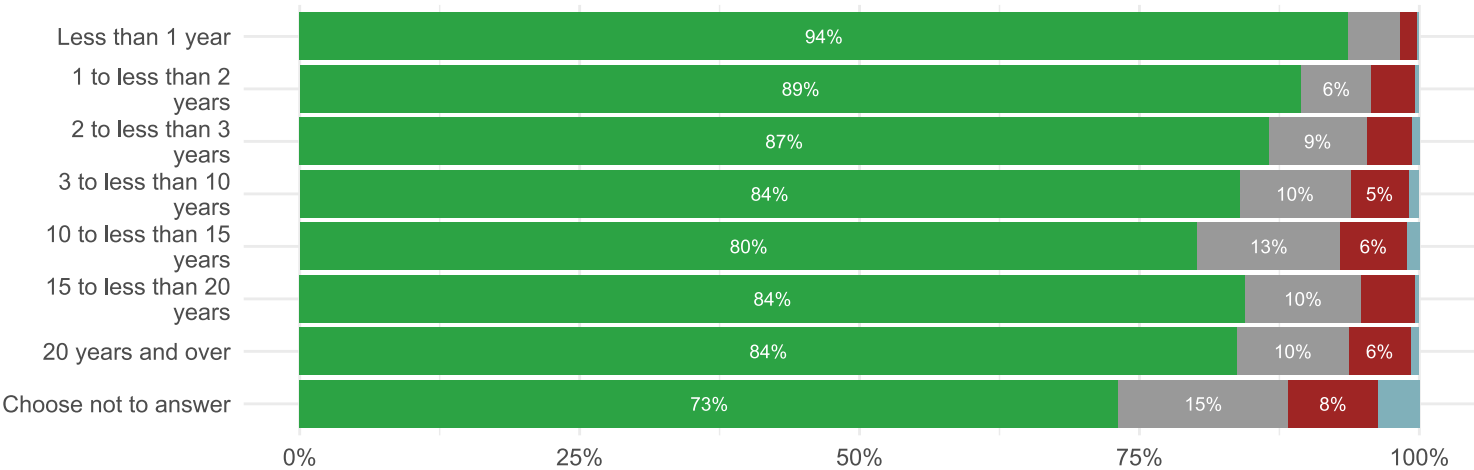
Employee Category



Schedule



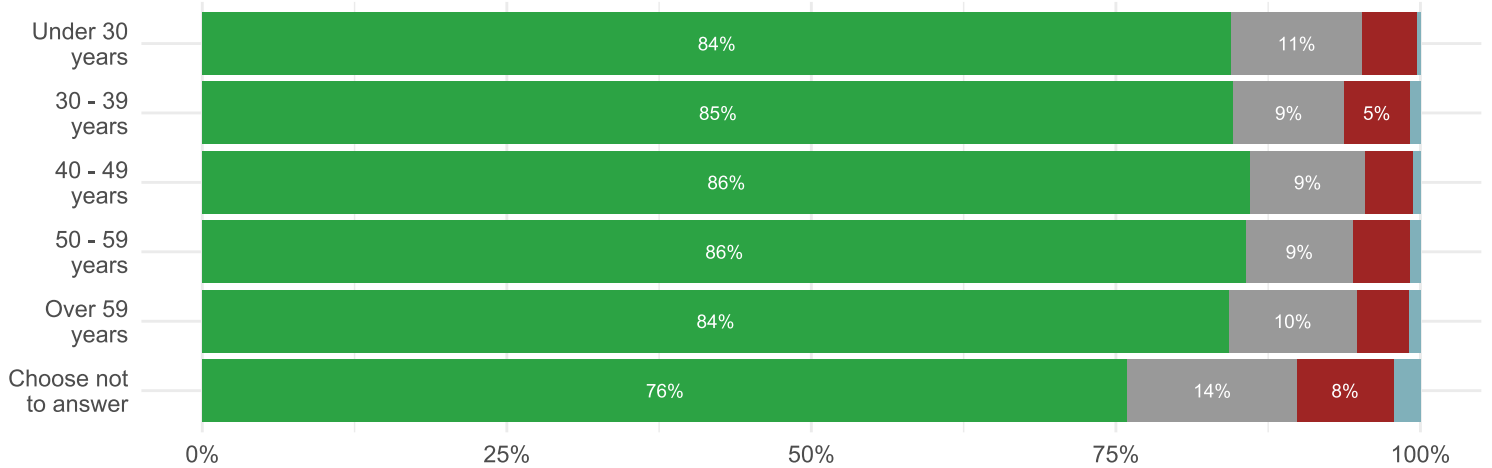
Years Worked



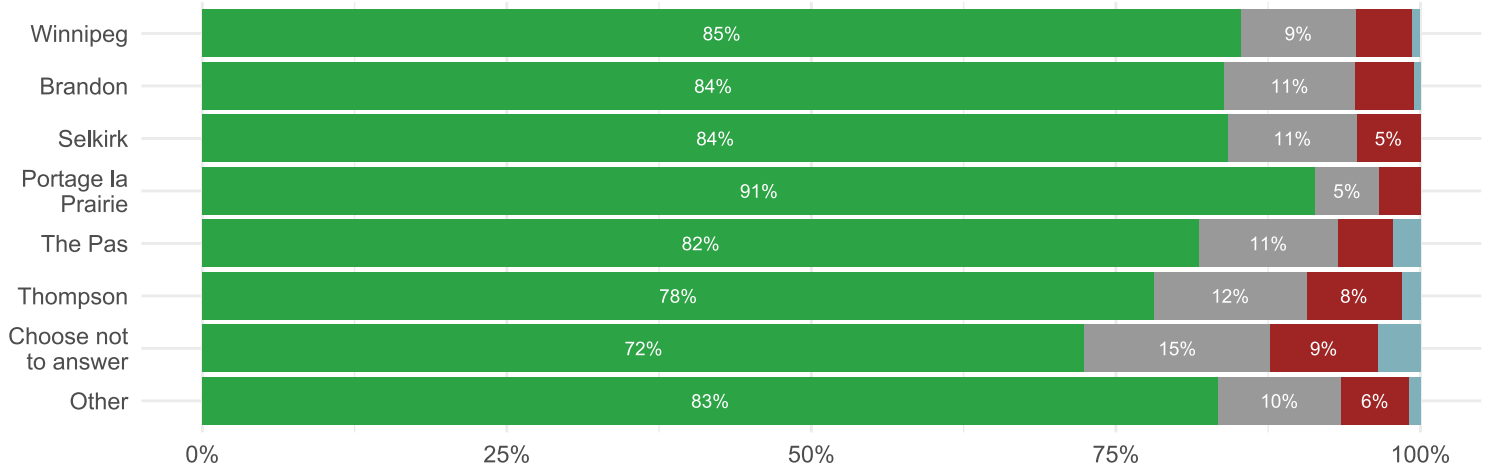
The Manitoba government provides access to respectful workplace resources and supports.

■ Agree
 ■ Neutral
 ■ Disagree
 ■ Choose not to answer

Age Group



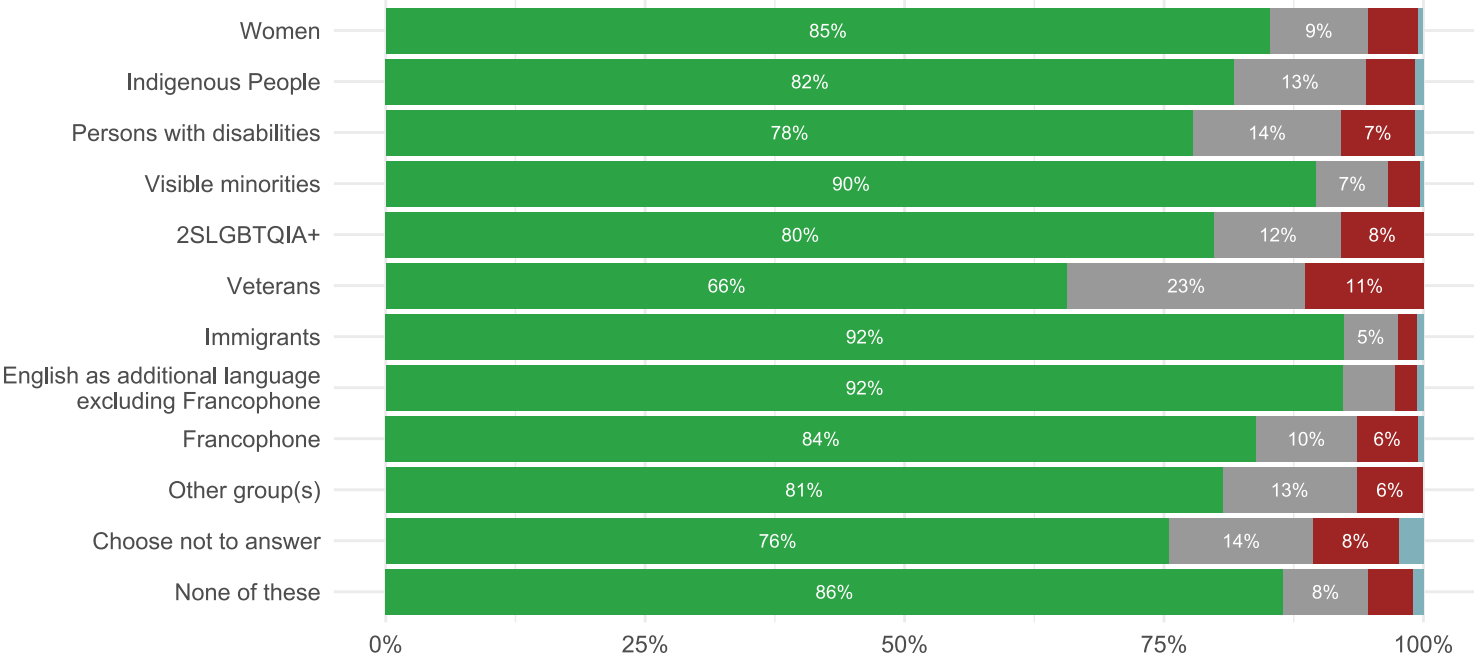
Location



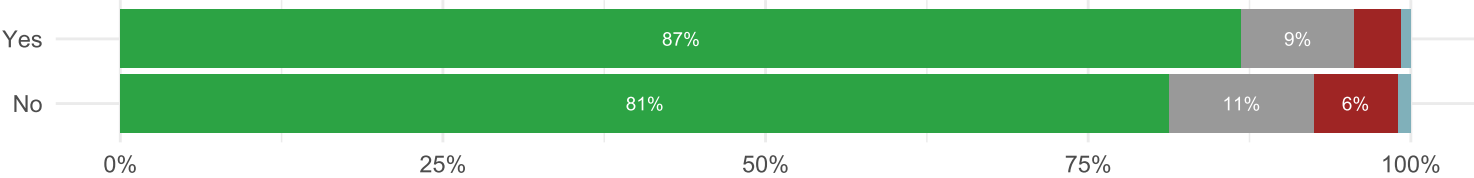
The Manitoba government provides access to respectful workplace resources and supports.

Agree Neutral Disagree Choose not to answer

Diversity Group



Remote Work



Remote Work Days

