## PULSE SURVEY ENGAGEMENT DRIVERS / PERCEPTION

Engagement Drivers / Perception		avourable Disagree + Disag	■ Neutral ■ Favourable gree Agree + Strongly Agree	+/- Dept 2016*	+/- Dept 2013*	+/- APS Overall 2017 Pulse*
I have confidence in the senior leadership of my department.**	6 10		84	+13	+27	+26
Essential information flows effectively from senior leadership to staff.	16	12	72	+21	+21	+24
I have support at work to provide a high level of service.	13	15	72	-5	+6	+10
Innovation is valued in my work.**	8	21	71	+1	+3	+18
I receive meaningful recognition for work well done.	- 19	20	60	-10	0	+7
I have opportunities for career growth within the APS (e.g. advancement, lateral movement, special projects, or different job opportunities).	17	23	60	-6	-5	+12
I feel the APS is working to build a positive workplace culture.	6 1	4	80	n/a	n/a	+20
(	)%	20%	40% 60% 80% 100%	0		



Data is rounded to the nearest whole number

\* Number indicates the difference between the 2017 % favourable score and the previous period / APS Overall % favourable score

\*\* Senior Leader is defined as employees who work at the deputy minister, assistant deputy minister, executive director or director level of your department.

\*\* Innovation in the employee engagement context measures the degree to which you feel that your ideas to improve the way things are done are fairly considered.