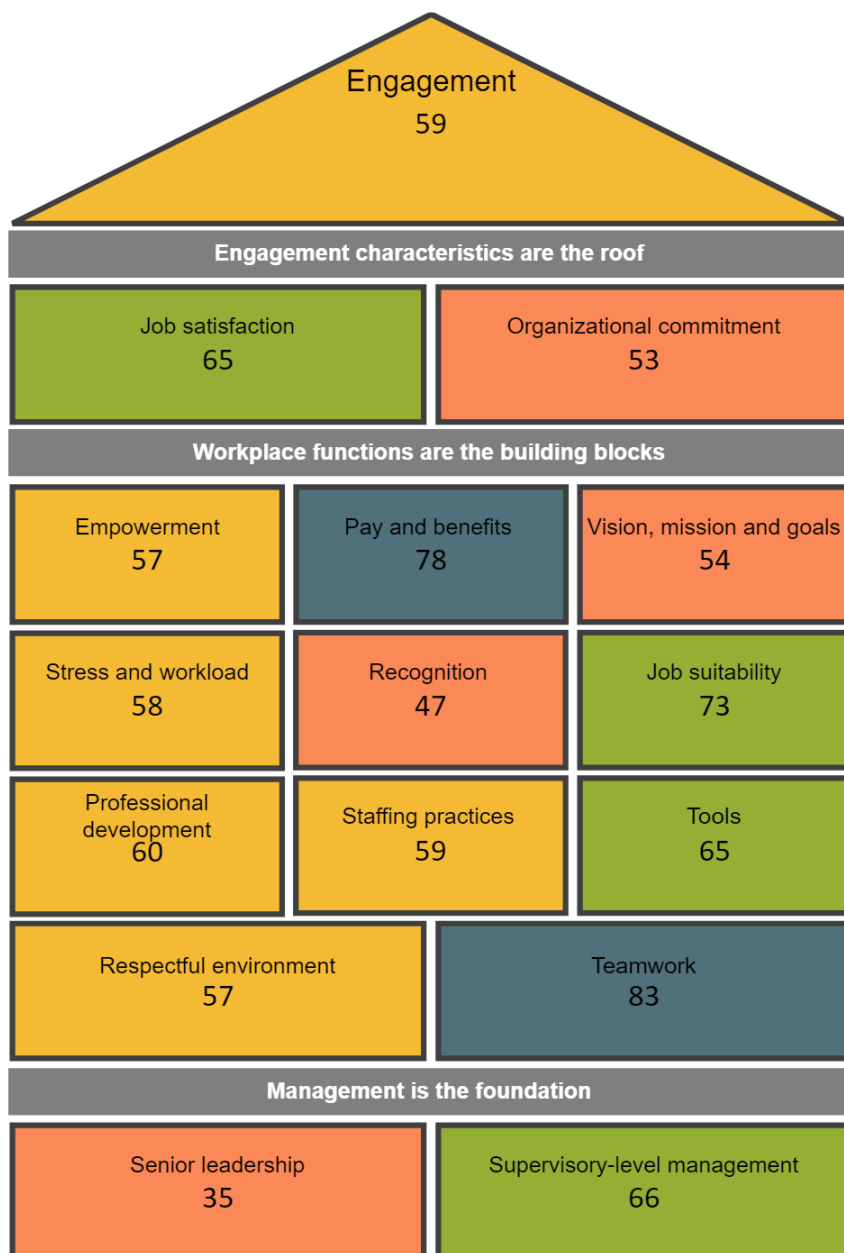


Employee Engagement Survey

2026 French Lang Serv Dir - FLSD Results



- Understand your challenges (54 points or lower)
- Focus on improvements (55 to 64 points)
- Leverage your strengths (65 to 74 points)
- Celebrate your successes (75 to 84 points)
- Model your achievements (85 points or higher)

Specifics:

Who: All permanent and term employees on strength at the beginning of the field window and auxiliary employees on strength at the beginning of the field window who worked in the last six months.

When: April 7 - June 12, 2026

Number surveyed: 23
(online, phone, paper)

Obtained sample: 21

Response rate: 91.3 %

Engagement model driver scores

Note: The 2024 results in this report *do not* include responses from school-based employees. The 2026 corporate data presented in this report *do* include responses from school-based employees.

Average score / 100 points

	WU 2026		Department 2026	Department 2024	Corporate 2026	Corporate 2024
Engagement	59	↓	59	69	71	71
Organizational commitment	53	↓	53	65	69	69
Job satisfaction	65	↓	65	72	↑	74
Vision, mission and goals	54	↓	54	77	↓	61
Pay and benefits	78	↑	78	74	↓	65
Empowerment	57	↓	57	70		70
Job suitability	73	↑	73	72	↑	83
Recognition	47	↓	47	54	↓	60
Stress and workload	58	↓	58	65		63
Tools	65	↓	65	70	↓	64
Staffing Practices	59	↓	59	64	↑	62
Professional development	60	↓	60	76	↓	67
Teamwork	83	↑	83	70	↓	78
Respectful environment	57	↓	57	60	↓	69
Supervisory-level management	66	↓	66	73	↓	76
Senior leadership	35	↓	35	65	↓	57



Question by question survey results

	Linkage to Driver	Survey Question		% Disagree	% Neutral	% Agree	Average Score	Difference	
1		Innovation is valued in my work	Dept	19%	24%	57%	60		
			WU	19%	24%	57%	60	0	
2	Empowerment	I have opportunities to provide input into decisions that affect my work	Dept	43%	0%	57%	55		
			WU	43%	0%	57%	55	0	
3	Empowerment	I have the freedom to make the decisions necessary to do my job well	Dept	29%	24%	48%	56		
			WU	29%	24%	48%	56	0	
4	Empowerment	I have the opportunities I need to implement new ideas	Dept	29%	10%	62%	60		
			WU	29%	10%	62%	60	0	
5		I have support at work to provide a high level of service	Dept	29%	10%	62%	60		
			WU	29%	10%	62%	60	0	
6		I am inspired to give my best	Dept	38%	14%	48%	55		
			WU	38%	14%	48%	55	0	
7	Job suitability	My job is a good fit with my skills and interests	Dept	14%	10%	76%	75		
			WU	14%	10%	76%	75	0	
8	Job suitability	My work is meaningful	Dept	19%	5%	76%	70		
			WU	19%	5%	76%	70	0	
9	Professional development	I have adequate opportunities to develop my skills	Dept	24%	10%	67%	61		
			WU	24%	10%	67%	61	0	
10	Professional development	My organization supports my work related learning and development	Dept	19%	19%	62%	63		
			WU	19%	19%	62%	63	0	
11	Professional development	The quality of training and development I have received is satisfactory	Dept	20%	25%	55%	56		
			WU	20%	25%	55%	56	0	
12	Recognition	I receive meaningful recognition for work well done	Dept	33%	33%	33%	50		
			WU	33%	33%	33%	50	0	
13	Recognition	In my work unit, recognition is based on performance	Dept	38%	33%	29%	44		
			WU	38%	33%	29%	44	0	
14	Tools	My physical work environment (e.g., sound level, lighting, heat, ergonomics, etc.) enables me to work well	Dept	30%	15%	55%	59		
			WU	30%	15%	55%	59	0	
15	Tools	The computer based tools (e.g., hardware, software) I have access to help me to excel in my job	Dept	10%	10%	80%	72		
			WU	10%	10%	80%	73	↑	1



Question by question survey results

	Linkage to Driver	Survey Question		% Disagree	% Neutral	% Agree	Average Score	Difference	
16	Tools	The non-computer based tools (e.g., office or outdoor equipment) I have access to help me to excel	Dept	20%	10%	70%	64		
			WU	20%	10%	70%	64	0	
17		I am provided with the accommodation(s) I require to perform my job	Dept	26%	16%	58%	55		*
			WU	26%	16%	58%	55	0	*
18		My work unit processes and procedures enable me to work as effectively as possible	Dept	40%	20%	40%	46		
			WU	40%	20%	40%	46	0	
19		My work unit encourages efforts to make the services and programs we provide inclusive to Yukoners	Dept	15%	15%	70%	69		
			WU	15%	15%	70%	69	0	
20		The necessary processes and procedures are in place to ensure my safety at work	Dept	19%	0%	81%	71		
			WU	19%	0%	81%	71	0	
21		Work is distributed fairly in my work unit	Dept	38%	19%	43%	50		
			WU	38%	19%	43%	50	0	
22	Stress and workload	My workload is manageable	Dept	24%	14%	62%	60		
			WU	24%	14%	62%	60	0	
23	Stress and workload	My work-related stress is manageable	Dept	29%	10%	62%	57		
			WU	29%	10%	62%	57	0	
24		I have support at work to balance my work and personal life	Dept	33%	10%	57%	55		
			WU	33%	10%	57%	55	0	
25		I feel supported during times of change	Dept	57%	5%	38%	42		
			WU	57%	5%	38%	42	0	
26		I feel my job is secure	Dept	19%	19%	62%	61		
			WU	19%	19%	62%	61	0	
27		I have opportunities for career growth with the Government of Yukon	Dept	40%	20%	40%	50		
			WU	40%	20%	40%	50	0	
28	Pay and benefits	I am paid fairly for the work I do	Dept	10%	10%	80%	75		
			WU	10%	10%	80%	75	0	
29	Pay and benefits	My benefits meet my (and my family's) needs well	Dept	0%	10%	90%	81		
			WU	0%	10%	90%	81	0	



Question by question survey results

	Linkage to Driver	Survey Question		% Disagree	% Neutral	% Agree	Average Score	Difference	
30		I am aware of the services available to me through the Employee and Family Assistance Program (EFAP)	Dept	19%	5%	76%	65		
			WU	19%	5%	76%	65	0	
31	Respectful environment	A healthy atmosphere (e.g., trust, mutual respect) exists in my work unit	Dept	24%	19%	57%	60		
			WU	24%	19%	57%	60	0	
32	Respectful environment	My work unit values diversity in people and backgrounds	Dept	19%	14%	67%	63		
			WU	19%	14%	67%	63	0	
33	Respectful environment	My work unit values diversity in ideas	Dept	24%	14%	62%	61		
			WU	24%	14%	62%	61	0	
34	Respectful environment	In my work unit, conflict is dealt with effectively	Dept	42%	16%	42%	47		*
			WU	42%	16%	42%	47	0	*
35	Staffing practices	In my work unit, the process of selecting a person for a position is fair	Dept	26%	16%	58%	59		*
			WU	26%	16%	58%	59	0	*
36	Staffing practices	In my work unit, the best person with the right skills is hired for the job	Dept	26%	26%	47%	55		*
			WU	26%	26%	47%	55	0	*
37		My work unit takes steps to ensure that critical knowledge is retained when employees leave	Dept	45%	10%	45%	48		
			WU	45%	10%	45%	48	0	
38	Teamwork	I have positive working relationships with my co-workers	Dept	10%	0%	90%	83		
			WU	10%	0%	90%	83	0	
39	Teamwork	Members of my team communicate effectively with each other	Dept	5%	15%	80%	78		
			WU	5%	15%	80%	78	0	
40	Teamwork	When needed, members of my team help me get the job done	Dept	10%	5%	86%	80		
			WU	10%	5%	86%	80	0	
41		I am treated respectfully at work	Dept	14%	10%	76%	73		
			WU	14%	10%	76%	73	0	
42		When it comes to discrimination, bullying and/or disrespectful conduct in the Government of Yukon, I feel equipped to support colleagues and/or employees who experience these behaviours (e.g. how to respond to behaviours, providing emotional support, directing them to resources, etc.)	Dept	19%	14%	67%	64		
			WU	19%	14%	67%	64	0	



Question by question survey results

	Linkage to Driver	Survey Question		% Disagree	% Neutral	% Agree	Average Score	Difference	
43		I have a positive working relationship with the person I report to	Dept	14%	10%	76%	75		
			WU	14%	10%	76%	75	0	
44		The person I report to keeps me informed of things I need to know	Dept	19%	14%	67%	65		
			WU	19%	14%	67%	65	0	
45	Supervisory-level management	The person I report to provides clear expectations regarding my work	Dept	24%	14%	62%	63		
			WU	24%	14%	62%	63	0	
46		The person I report to consults me on decisions that affect me	Dept	19%	24%	57%	60		
			WU	19%	24%	57%	60	0	
47		The feedback I receive from the person I report to is timely	Dept	30%	10%	60%	58		
			WU	30%	10%	60%	58	0	
48		The feedback I receive from the person I report to helps me improve my performance	Dept	14%	14%	71%	64		
			WU	14%	14%	71%	64	0	
49	Supervisory-level management	I feel I am able to have a conversation with the person I report to when I need their perspective or advice	Dept	10%	14%	76%	74		
			WU	10%	14%	76%	74	0	
50	Supervisory-level management	The person I report to considers other peoples' perspectives before making decisions	Dept	19%	24%	57%	62		
			WU	19%	24%	57%	62	0	
51		I am satisfied with the quality of supervision I receive	Dept	19%	10%	71%	67		
			WU	19%	10%	71%	67	0	
52	Senior leadership	The senior leadership in my department provides clear direction for the future	Dept	71%	5%	24%	32		
			WU	71%	5%	24%	32	0	
53		The senior leadership in my department communicates decisions in a timely manner	Dept	71%	5%	24%	31		
			WU	71%	5%	24%	31	0	
54		The senior leadership in my department clearly communicates changing priorities	Dept	60%	25%	15%	34		
			WU	60%	25%	15%	34	0	
55	Senior leadership	Essential information flows effectively from senior leadership to staff	Dept	67%	19%	14%	29		
			WU	67%	19%	14%	29	0	
56		Essential information flows effectively from staff to senior leadership	Dept	37%	21%	42%	46		*
			WU	37%	21%	42%	46	0	*
57	Senior leadership	The senior leadership in my department is genuinely interested in the well-being of employees	Dept	50%	5%	45%	43		
			WU	50%	5%	45%	43	0	



Question by question survey results

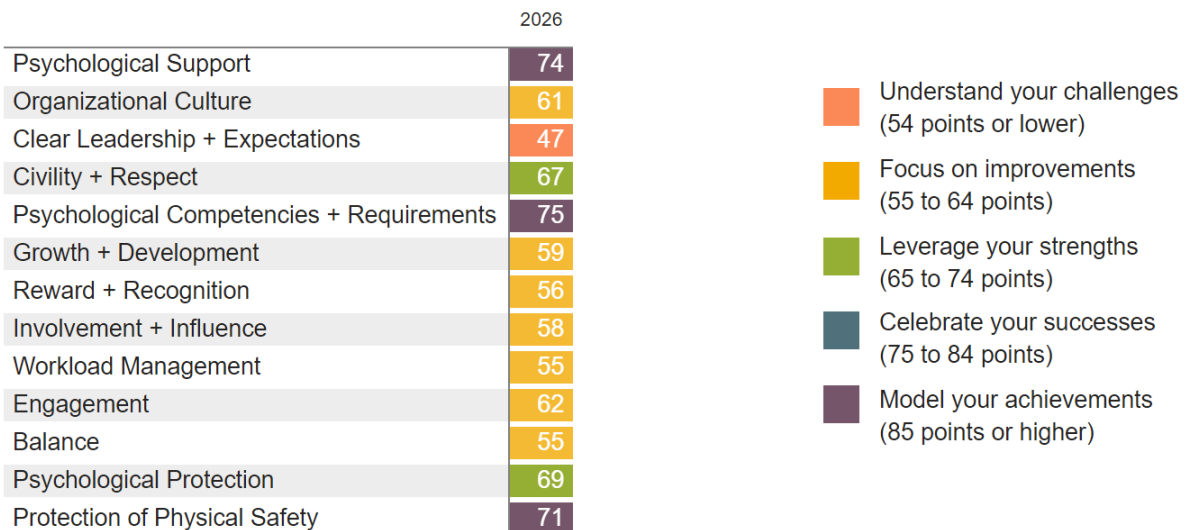
	Linkage to Driver	Survey Question		% Disagree	% Neutral	% Agree	Average Score	Difference	
58		I have confidence in the senior leadership of my department	Dept	43%	24%	33%	42		
			WU	43%	24%	33%	42	0	
59	Vision, mission and goals	The vision, mission, and goals of my department are communicated well	Dept	29%	19%	52%	54		
			WU	29%	19%	52%	54	0	
60	Vision, mission and goals	My department is taking steps to ensure the long-term success of its vision, mission, and goals	Dept	29%	19%	52%	55		
			WU	29%	19%	52%	55	0	
61		I am optimistic that my department is moving in the right strategic direction	Dept	30%	20%	50%	56		
			WU	30%	20%	50%	56	0	
62		I know how my work contributes to the achievement of my department's goals	Dept	10%	15%	75%	75		
			WU	10%	15%	75%	75	0	
63		I strive to improve my department's results	Dept	10%	15%	75%	74		
			WU	10%	15%	75%	74	0	
64		My department takes meaningful action to improve my work environment	Dept	38%	29%	33%	46		
			WU	38%	29%	33%	46	0	
65	Job satisfaction	I am satisfied with my job	Dept	14%	24%	62%	65		
			WU	14%	24%	62%	65	0	
66		I am satisfied with my department	Dept	24%	24%	52%	56		
			WU	24%	24%	52%	56	0	
67		Overall, I am satisfied in my work as a Government of Yukon employee	Dept	14%	24%	62%	65		
			WU	14%	24%	62%	65	0	
68	Organizational commitment	I am proud to tell people I work for the Government of Yukon	Dept	33%	48%	19%	46		
			WU	33%	48%	19%	46	0	
69	Organizational commitment	I would recommend the Government of Yukon as a great place to work	Dept	29%	14%	57%	58		
			WU	29%	14%	57%	58	0	
70	Organizational commitment	I would prefer to stay with the Government of Yukon, even if offered a similar job elsewhere	Dept	40%	10%	50%	53		
			WU	40%	10%	50%	53	0	
71		Overall, I feel valued as a Government of Yukon employee	Dept	24%	33%	43%	51		
			WU	24%	33%	43%	51	0	

* Asterisks indicate a high proportion of "NA" responses. In 2026, questions 17, 34, 35, 36, 56 have a relatively high (10% or more) proportion of "don't know/not applicable" responses.



13 factors - a new approach to analyze engagement survey results

There are 13 factors that can impact the mental health of employees in the workplace. Using the engagement survey results, we can identify questions which relate to those factors and calculate an average score for each of the factors. If you want to learn more about the 13 factors, you can watch videos, explaining each factor in more depth: <https://www.youtube.com/playlist?list=PL2NuAPXp8ohZmoVaECI6sRiV9lQ25Xkld>



For more information visit <https://yukongovernment.sharepoint.com/sites/employee-info/SitePages/employeeengagement.aspx>

This material is prepared by the Public Service Commission with the help of the Yukon Bureau of Statistics.

Contact: Communications, Policy and Change Initiatives, Public Service Commission, Government of Yukon at psc-comms@yukon.ca

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Confidentiality: During the survey administration, employees received personalized invitations and reminders. The survey was conducted by the Yukon Bureau of Statistics and no one in the Government of Yukon other than designated YBS employees has access to respondents' individual responses. Responses are confidential and protected by the Statistics Act (SY 2003, c.27; amended by SY 2016, c.5).

All results are derived from an anonymized dataset and reported in aggregate form to protect respondents' confidentiality. Furthermore, the Yukon Bureau of Statistics has reviewed the report to ensure that no individual employee can be directly or indirectly identified from the results.