

## GM@W Overview Report



**ORGANIZATION:** Assisted Living Southwestern Ontario  
**ORGANIZATIONAL REPRESENTATIVE:** Tracey Crow  
**GM@W ONLINE SURVEY NAME:** February2017  
**GM@W ONLINE SURVEY CLOSE DATE:** 2017-03-03 23:59:59  
**GM@W REPORT GENERATION DATE:** 2017-02-19 12:02:12

# GM@W Individual Question Overview Report

## Table of Contents

- **Organization Information**
- **Employee Demographic Information**
- **GM@W Survey Results**

*Please note that individual GM@W survey items need to be considered in the context of the Psychosocial Factor to which they belong. Each item was carefully selected to reflect specific and complementary aspects of that particular factor. Individual questions are much less valid if taken out of context, thus increasing the likelihood of misinterpretation and inappropriate action. Please note that the individual question report is not available for the Initial Scan Survey.*

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## ORGANIZATION INFORMATION

Total number of employees, company-wide	300-499
Number of employees to whom this GM@W Online Survey was delivered	300-499
Number of employees who completed this GM@W Online Survey (total number of employee respondents)	49
Type of Organization	Not-for-profit, Private Sector, Union
Industry sector	Health care and social assistance

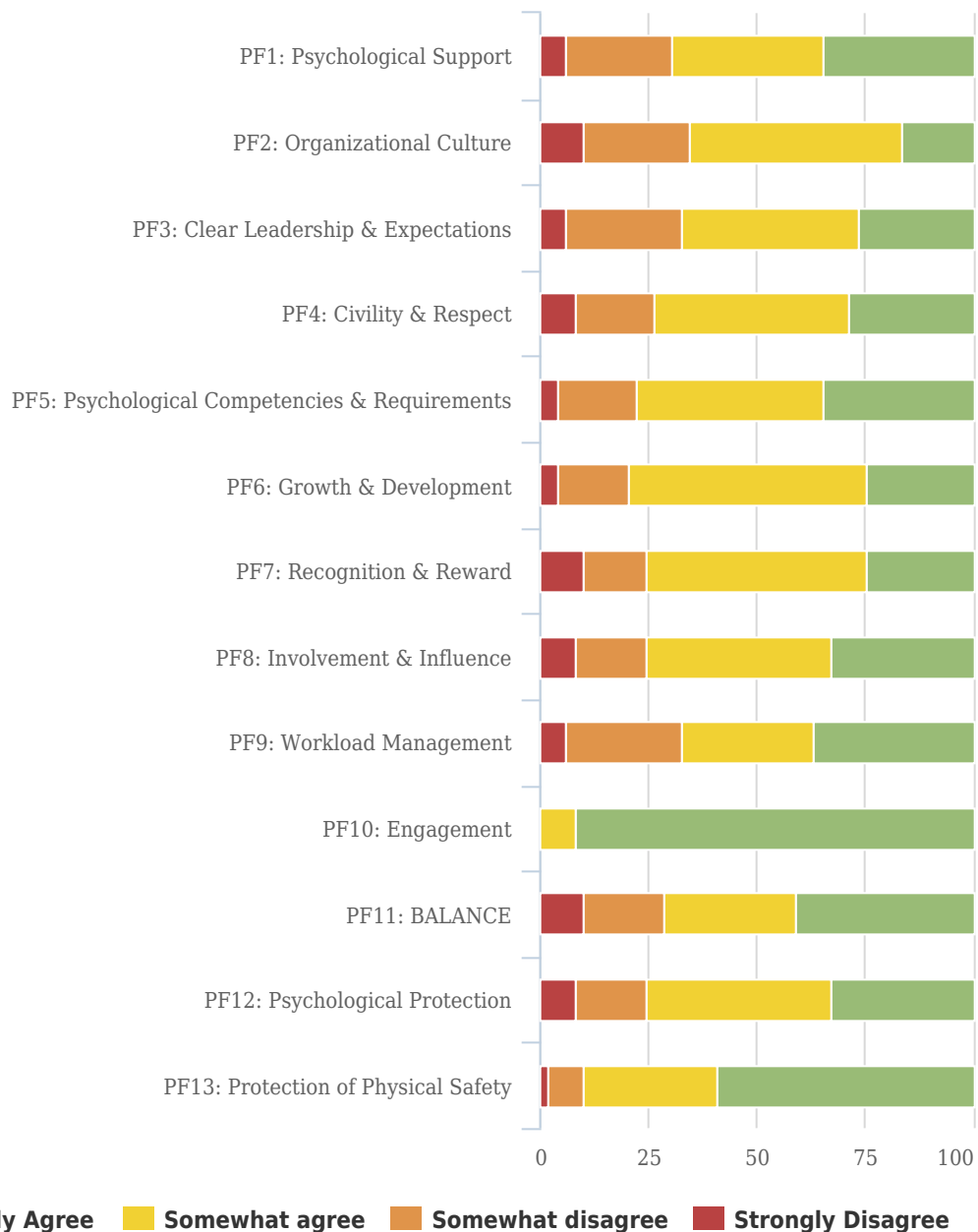
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## MEAN RESPONSE BY QUESTION

The following graph presents your organization's GM@W Survey Results at a glance. Please note any areas of concern or relative strength within your organization. Psychosocial Factors flagged as Significant Concerns should be your top priority.



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## SPECIFIC AREAS OF CONCERN

Here are the results for the specific areas of concern questions for your organization. The corresponding results of the 2012 national Ipsos Reid survey are presented below for comparison.

### RESULTS FROM YOUR ORGANIZATION (n = 49 Respondents)

- 8.2% (n = 4)** of employees reported experiencing discrimination in the workplace because of their cultural/ethnic background, disability, sexual orientation, gender or age.
- 6.1% (n = 3)** of employees reported being bullied or harassed, either verbally, physically or sexually in the workplace.
- 4.1% (n = 2)** of employees reported being treated unfairly in the workplace because they have a mental illness.

### RESULTS FROM IPSOS REID SURVEY (n = 4307 Respondents)

- 5.5% (n = 236)** of employees reported experiencing discrimination in the workplace because of their cultural/ethnic background, disability, sexual orientation, gender or age.
- 6.7% (n = 289)** of employees reported being bullied or harassed, either verbally, physically or sexually in the workplace.
- 1.3% (n = 54)** of employees reported being treated unfairly in the workplace because they have a mental illness.

In May and June 2012, Ipsos Reid was commissioned by GM@W to conduct a public opinion survey on psychosocial risks in Canadian workplaces using the GM@W Survey.

In total, 4307 working Canadians across a nationally representative sample of industries and geographical regions completed the GM@W Survey.

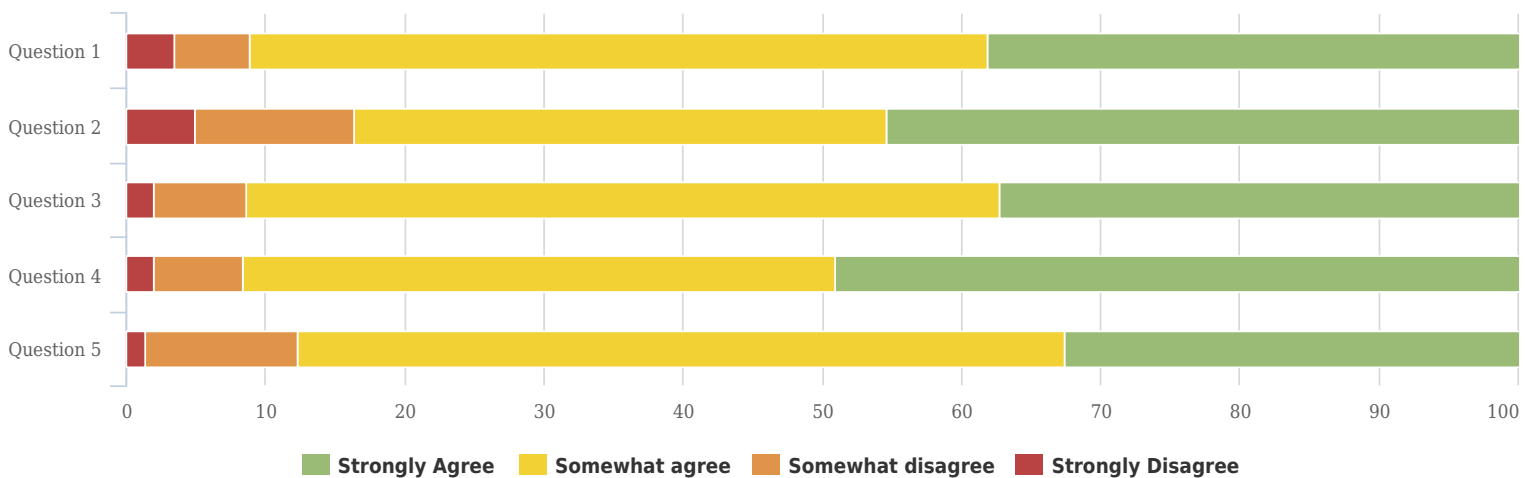
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## PF1: PSYCHOLOGICAL SUPPORT

A work environment where coworkers and supervisors are supportive of employees' psychological and mental health concerns, and respond appropriately as needed.

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer offers services or benefits that adequately address my psychological and mental health.
2. My supervisor would say or do something helpful if I looked distressed while at work.
3. I feel supported in my workplace when I am dealing with personal or family issues.
4. My workplace supports employees who are returning to work after time off due to a mental health condition.
5. People in my workplace have a good understanding of the importance of employee mental health.



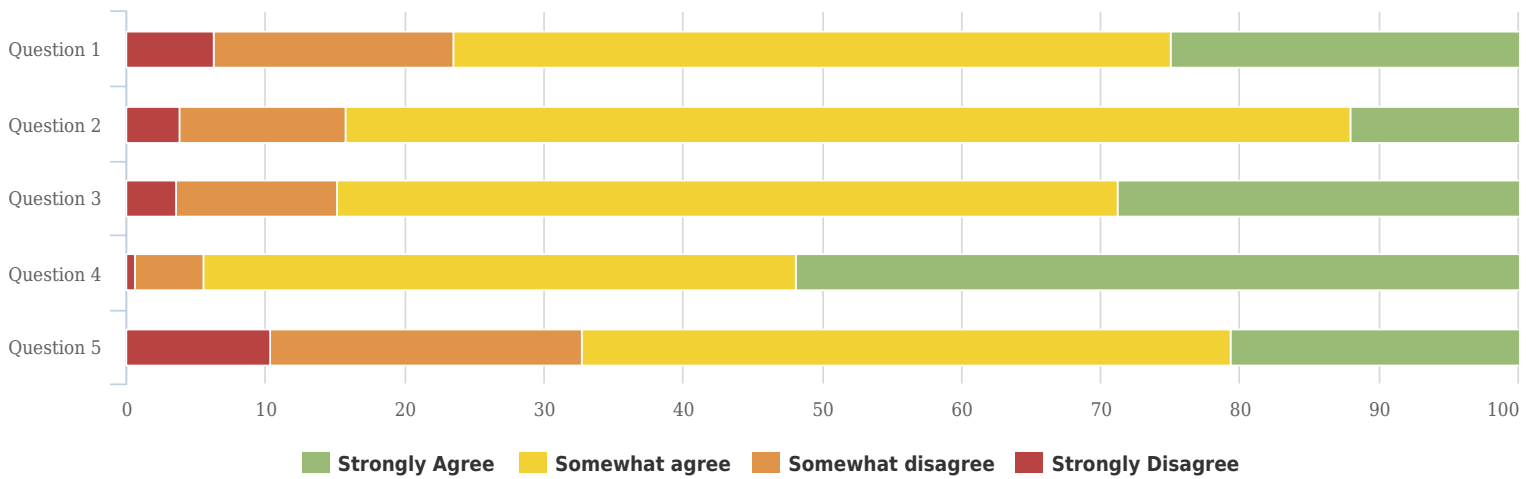
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## PF2: ORGANIZATIONAL CULTURE

A work environment characterized by trust, honesty and fairness.

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. All people in our workplace are held accountable for their actions.
2. People at work show sincere respect for others' ideas, values and beliefs.
3. Difficult situations at work are addressed effectively.
4. I feel that I am part of a community at work.
5. Employees and management trust one another.



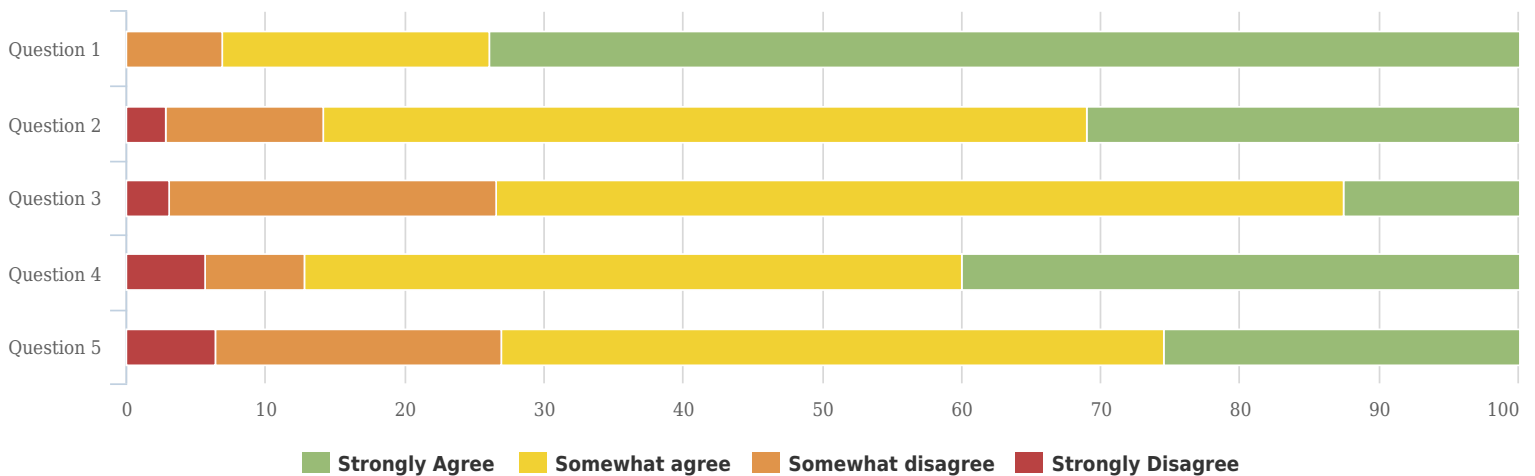
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**PF3: CLEAR LEADERSHIP & EXPECTATIONS**

A work environment where there is effective leadership and support that helps employees know what they need to do, how their work contributes to the organization, and whether there are impending changes.

**Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements**

1. In my job, I know what I am expected to do.
2. Leadership in my workplace is effective.
3. I am informed about important changes at work in a timely manner.
4. My supervisor provides helpful feedback on my performance.
5. My organization provides clear, effective communication.



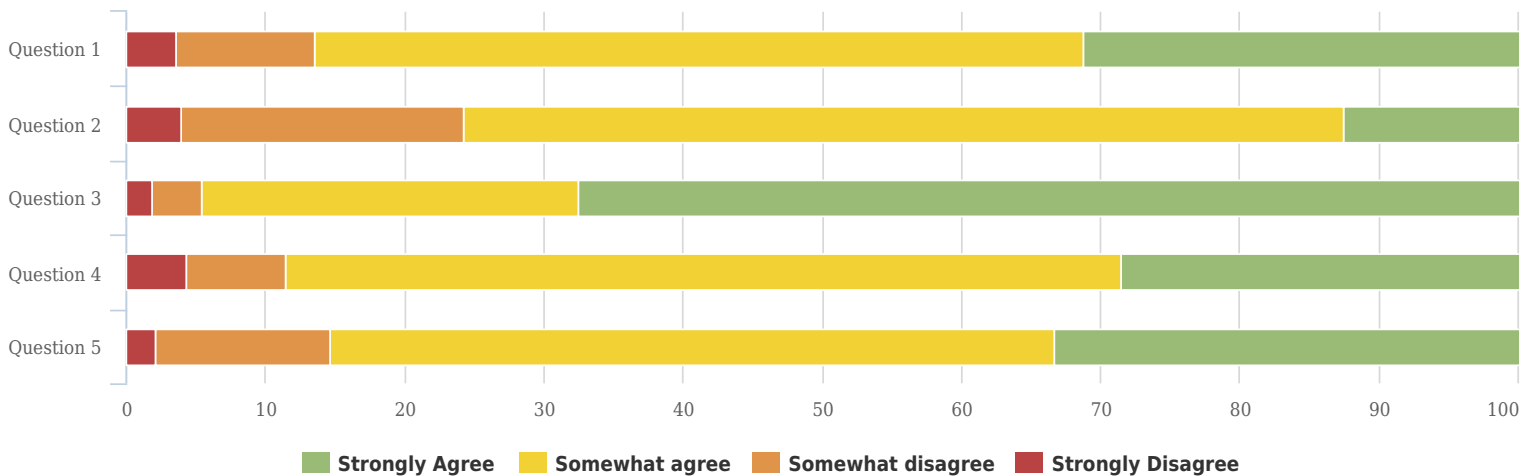
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**PF4: CIVILITY & RESPECT**

A work environment where employees are respectful and considerate in their interactions with one another, as well as with customers, clients and the public.

**Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements**

1. People treat each other with respect and consideration in our workplace.
2. Our workplace effectively handles “people problems” that exist between staff.
3. People from all backgrounds are treated fairly in our workplace.
4. Unnecessary conflict is kept to a minimum in our workplace.
5. My workplace has effective ways of addressing inappropriate behaviour by customers or clients.





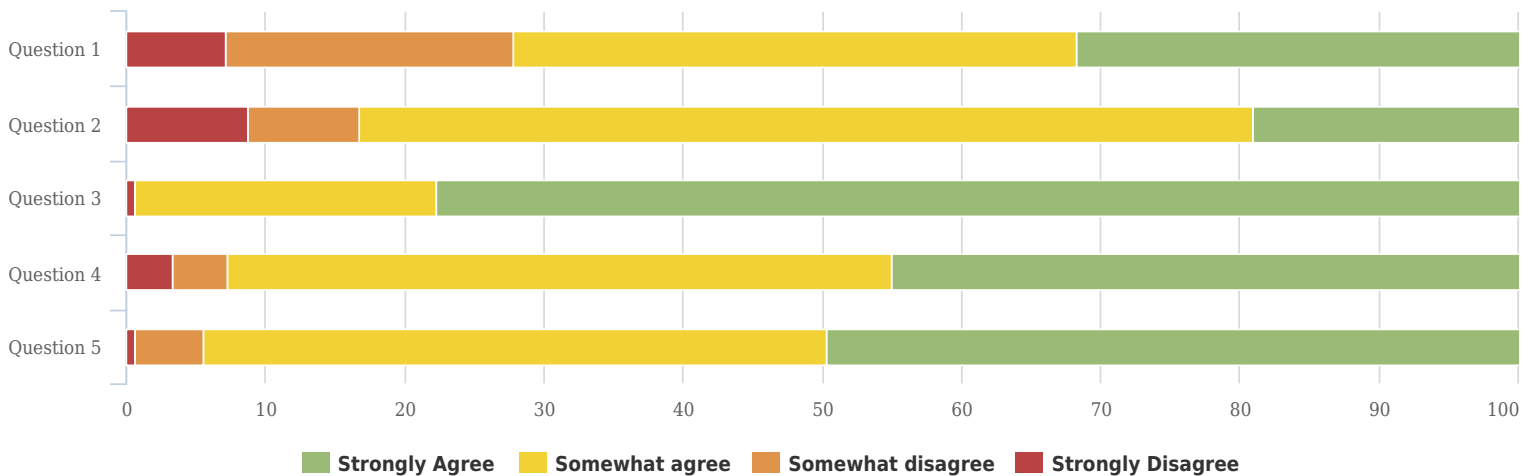
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### PF5: PSYCHOLOGICAL COMPETENCIES & REQUIREMENTS

A work environment where there is a good fit between employees' interpersonal and emotional competencies and the requirements of the position they hold.

#### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. Hiring/promotion decisions consider the “people skills” necessary for specific positions.
2. My company hires people who fit well within the organization.
3. I have the social and emotional skills needed to do my job well.
4. My supervisor believes that social skills are as valuable as other skills.
5. My position makes good use of my personal strengths.



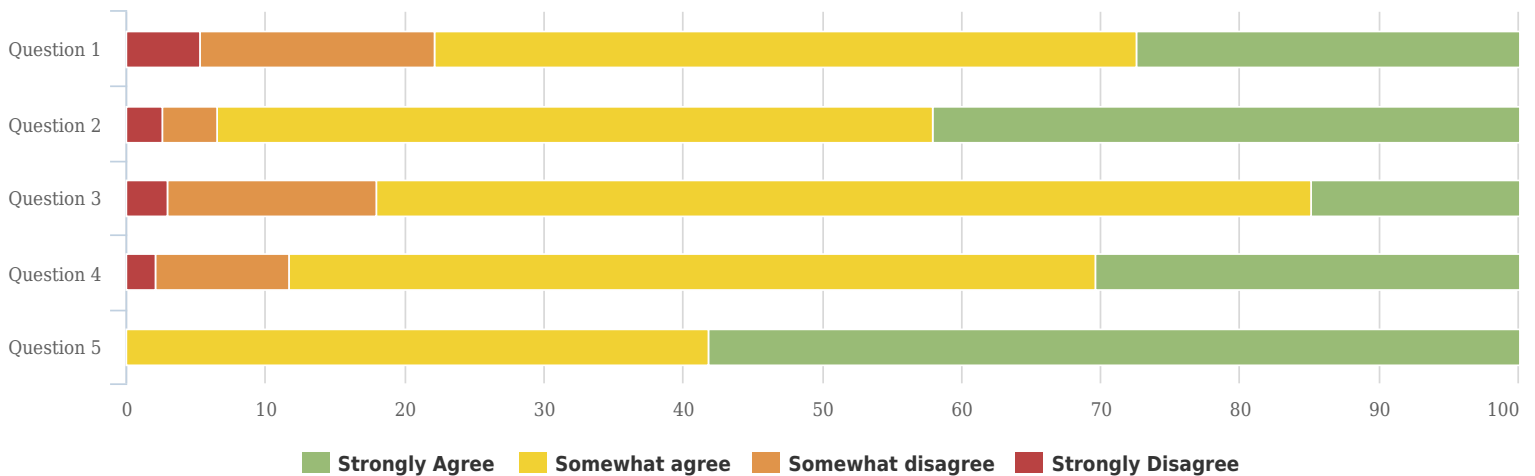
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**PF6: GROWTH & DEVELOPMENT**

A work environment where employees receive encouragement and support in the development of their interpersonal, emotional and job skills.

**Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements**

1. I receive feedback at work that helps me grow and develop.
2. My supervisor is open to my ideas for taking on new opportunities and challenges.
3. I have the opportunity to advance within my organization.
4. My company values employees’ ongoing growth and development.
5. I have the opportunity to develop my “people skills” at work.



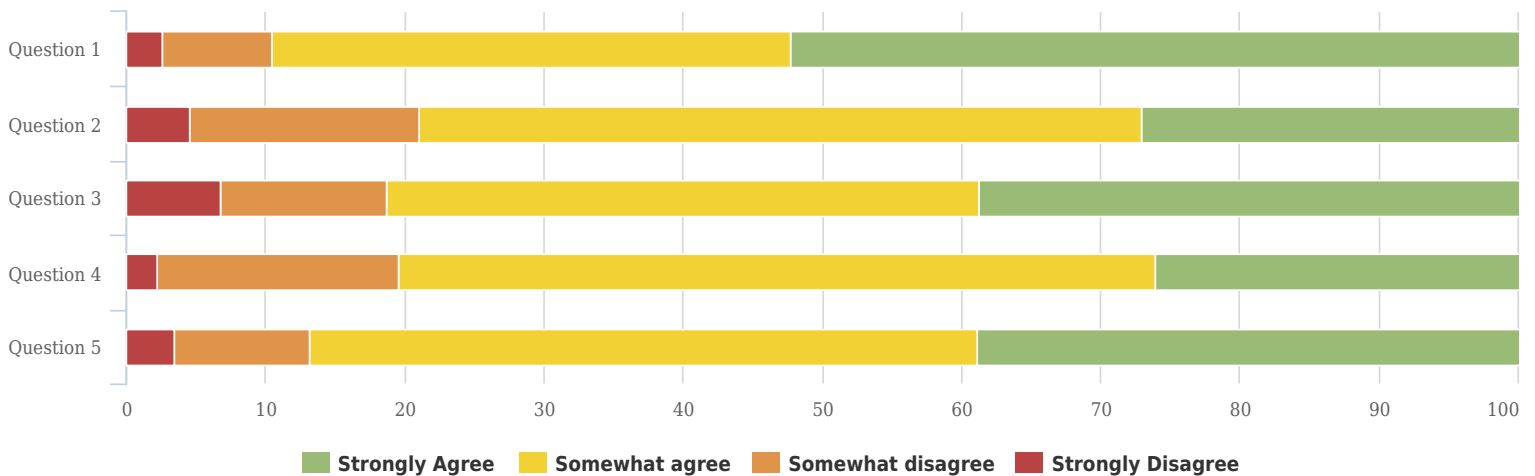
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### PF7: RECOGNITION & REWARD

A work environment where there is appropriate acknowledgement and appreciation of employees' efforts in a fair and timely manner.

#### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My immediate supervisor appreciates my work.
2. I am paid fairly for the work I do.
3. My company appreciates extra effort made by employees.
4. Our organization celebrates our shared accomplishments.
5. My employer values my commitment and passion for my work.



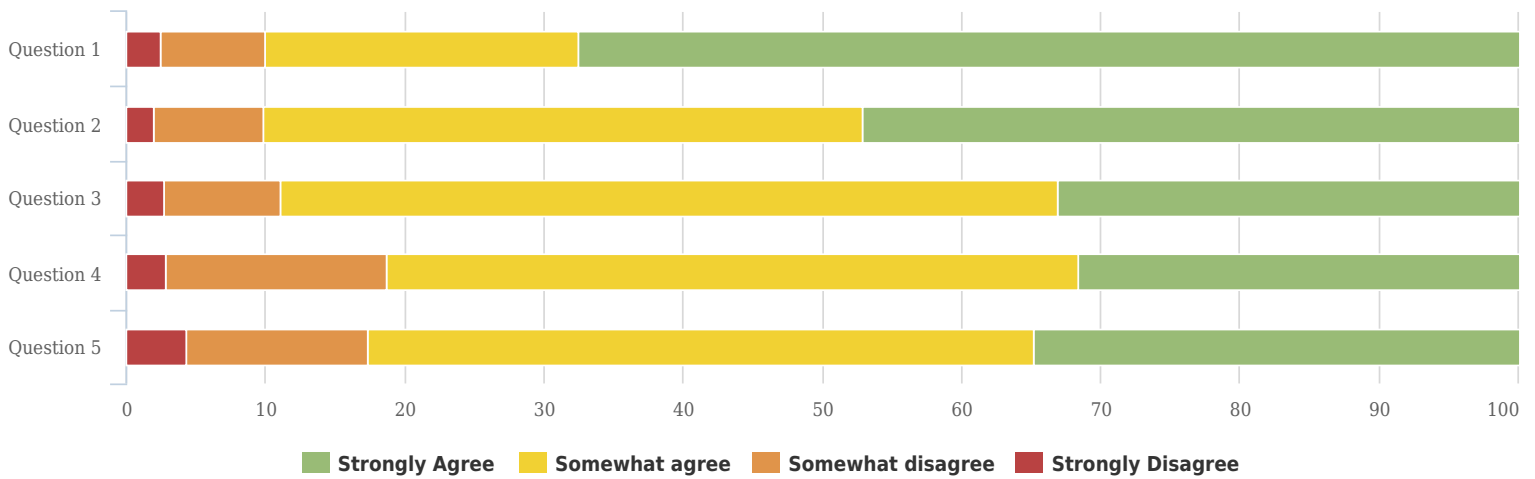
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**PF8: INVOLVEMENT & INFLUENCE**

A work environment where employees are included in discussions about how their work is done and how important decisions are made.

**Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements**

1. I am able to talk to my immediate supervisor about how I do my work.
2. I have some control over how I organize my work.
3. My opinions and suggestions are considered at work.
4. I am informed of important changes that may impact how my work is done.
5. My employer encourages input from all staff on important issues related to their work.



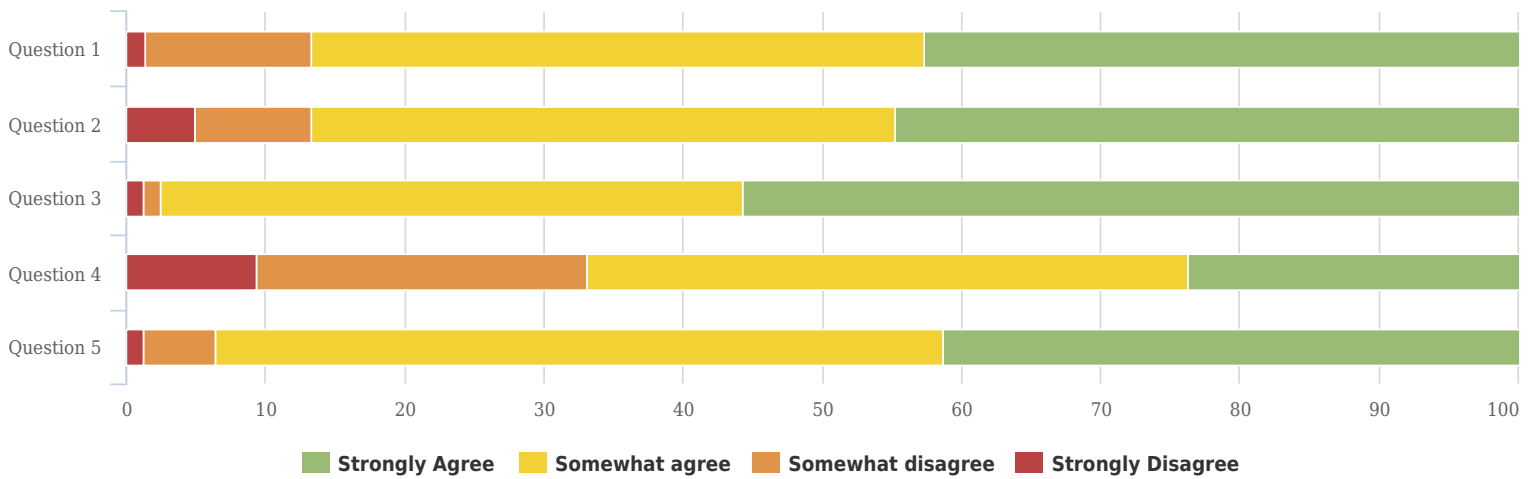
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**PF9: WORKLOAD MANAGEMENT**

A work environment where tasks and responsibilities can be accomplished successfully within the time available.

**Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements**

1. The amount of work I am expected to do is reasonable for my position.
2. I can talk to my supervisor about the amount of work I have to do.
3. I have the equipment and resources needed to do my job well.
4. My work is free from unnecessary interruptions and disruptions.
5. I have control over prioritizing tasks and responsibilities when facing multiple demands at work.



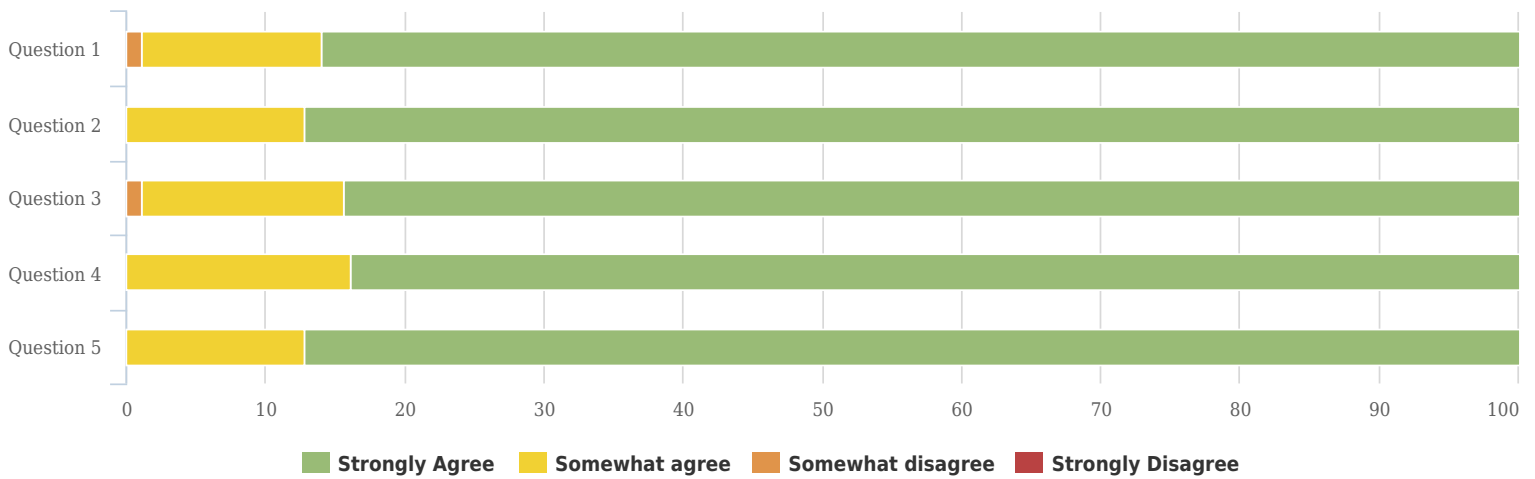
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## PF10: ENGAGEMENT

A work environment where employees feel connected to their work and are motivated to do their job well.

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. I enjoy my work.
2. I am willing to give extra effort at work if needed.
3. My work is an important part of who I am.
4. I am committed to the success of my organization.
5. I am proud of the work I do.



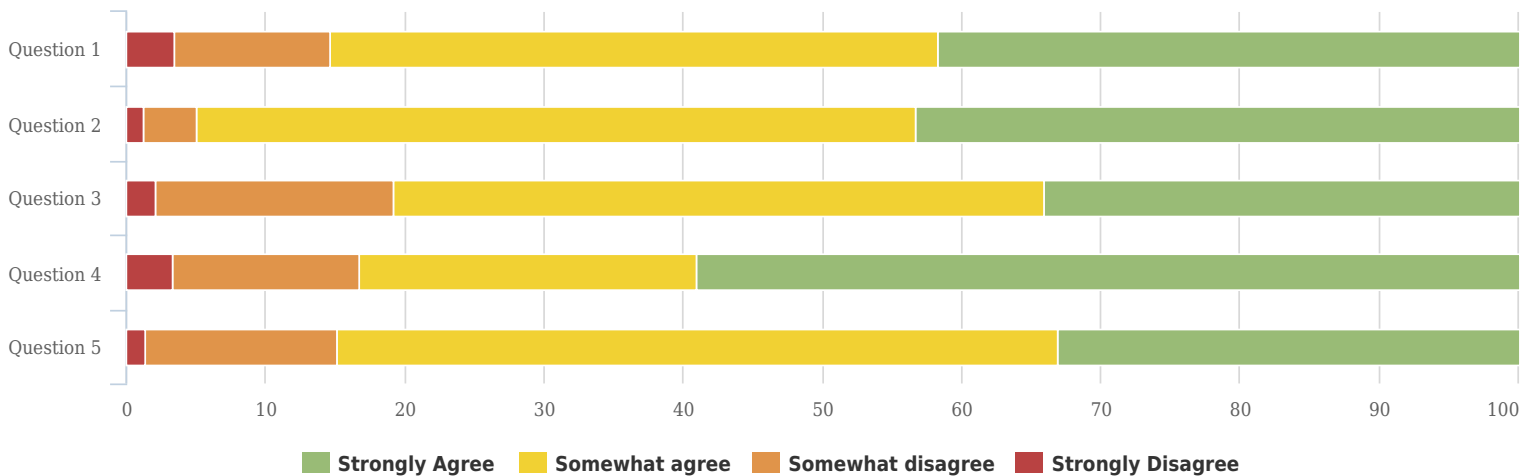
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**PF11: BALANCE**

A work environment where there is recognition of the need for balance between the demands of work, family and personal life.

**Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements**

1. My employer encourages me to take my entitled breaks (e.g., lunchtime, sick time, vacation time, earned days off, parental leave).
2. I am able to reasonably balance the demands of work and personal life.
3. My employer promotes work-life balance.
4. I can talk to my supervisor when I am having trouble maintaining work-life balance.
5. I have energy left at the end of most workdays for my personal life.



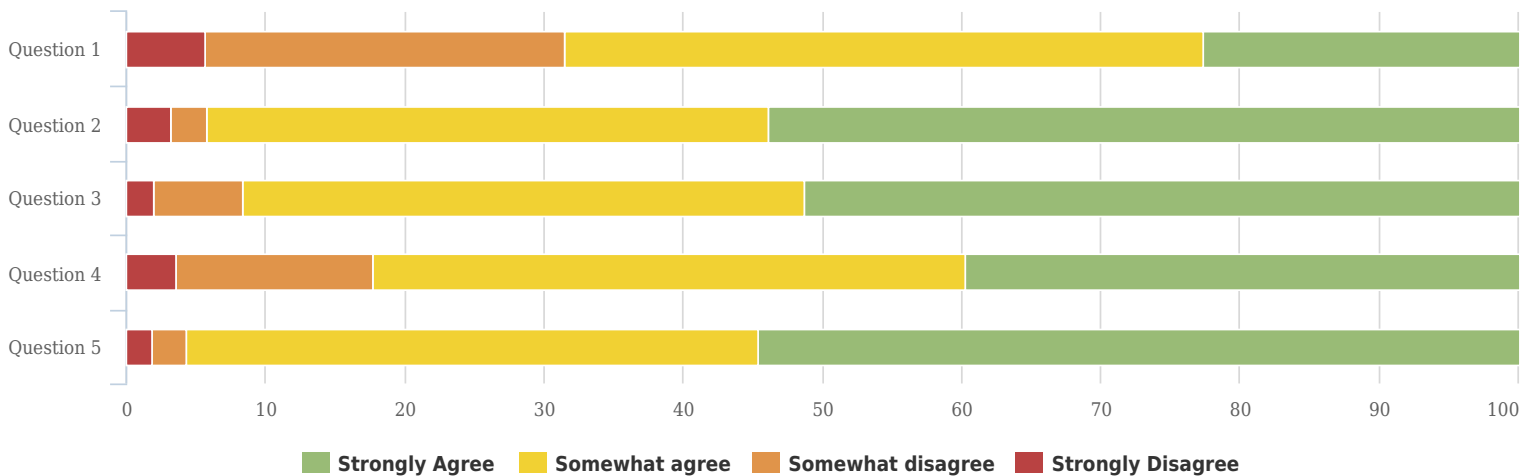
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### PF12: PSYCHOLOGICAL PROTECTION

A work environment where employees' psychological safety is ensured.

#### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer is committed to minimizing unnecessary stress at work.
2. My immediate supervisor cares about my emotional well-being.
3. My employer makes efforts to prevent harm to employees from harassment, discrimination or violence.
4. I would describe my workplace as being psychologically healthy.
5. My employer deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).





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### PF13: PROTECTION OF PHYSICAL SAFETY

A work environment where management takes appropriate action to protect the physical safety of employees.

#### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. Management takes appropriate action to protect my physical safety at work.
2. My employer offers sufficient training to help protect my physical safety at work (emergency preparedness, safe lifting, violence prevention).
3. When physical accidents occur or physical risks are identified, my employer responds effectively.
4. I have the equipment and tools I need to do my job in a physically safe way (protective clothing, adequate lighting, ergonomic seating).
5. My employer responds appropriately when workers raise concerns about physical safety

