

Summer 2023 Highlighted Organizational Findings



University of Guelph
**Wellness
@Work**
Pulse Survey

33%

RESPONSE
RATE

1332 employees
agreed to participate

Administered
May 31 to June 19,
2023

Areas of Strength

Support from Supervisors

78%

believed their supervisor cared about their personal well-being.

63%

believed their supervisor took an active interest in ensuring their workload was manageable.

Physical Safety

82%

felt physically safe working on-site/on-campus.

Opportunities for Growth

64%

were concerned with work-related stress and anxiety.

48%

agreed to some degree that their workload is excessive.

Mental Health & Work-life Balance

Faculty and staff generally indicated that they found mental health-related concerns and work-life balance a challenge to some degree.

SUMMARY OF DISAGGREGATED FINDINGS

Similar themes to organizational findings were present across employee classification and work-arrangement with some notable differences.

Employee Classification

Faculty, compared to staff, were generally more likely to report having an excessive workload, increased stress and/or anxiety, and fewer supports from immediate supervisors and the University of Guelph that support their well-being.

Work Arrangement

Some differences were present between work arrangements including:

- Fully on-site/on-campus employees showed greater agreement for feeling physically safe working on-site/on-campus; and
- Hybrid employees showing greater agreement that their supervisor cares about their personal well-being and feeling connected to their team members.

Questions?

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