

LONDON HEALTH SCIENCES CENTRE

2021 OUR PEOPLE SURVEY

Snapshot Report: Department Chief, Pathology

Department Chief: Subrata Chakrabarti

Response Rate: 41%

Survey Start Date: April 6, 2021

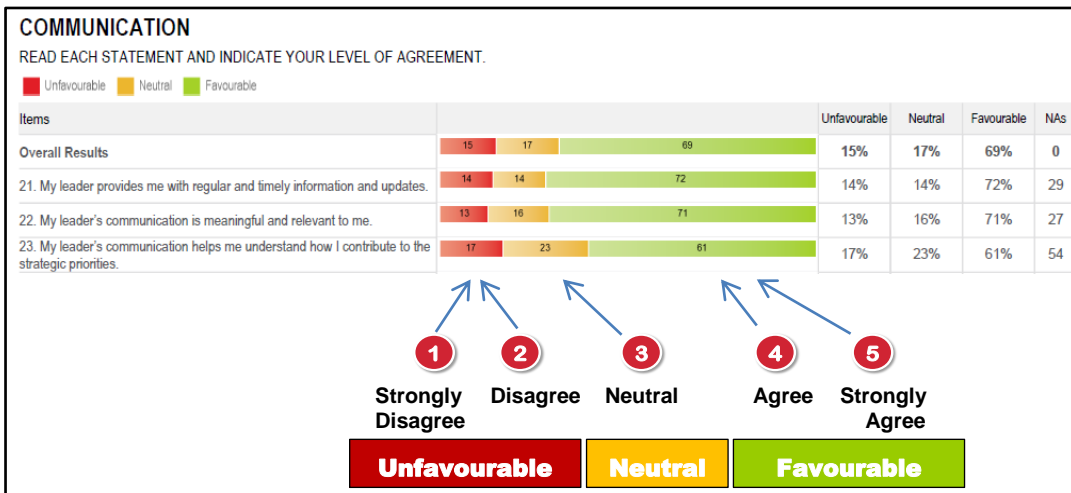
Survey Close Date: May 3, 2021

Snapshot Report

HOW TO READ YOUR REPORT

This report is designed to summarize the feedback provided by LHSC employees and professional staff regarding their immediate work environment and the organization in the broader sense. Remember that survey data provides one piece of information about your area and should be used as a guide for further discussion.

Your results are graphically depicted as coloured bar charts representing the percentage of Favourable, Neutral and Unfavourable responses for each item. For example, a Favourable score of 76% means that 76% of the people who responded to that item indicated they “Strongly Agree” or “Agree” with the item.



Interpreting Your Scores	
Strength	items with >70% favourable response
Likely Strength	items with >60% favourable response
Gather More Information	items with 40-60% favourable response
Action Likely Needed	items with >20% unfavourable response (especially if fewer than half of the responses are favourable)
Action Item	items with >30% unfavourable response

Additional Information:

- Your overall scores for each dimension are calculated based on all items that make up that dimension
- Data is rounded to the nearest whole number
- Total number of completed surveys can be found on the top right of each page of this report
- Response rate can be found on the cover page of this report


FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And
 (Manager_Position = [Department Chief, Pathology])

JOB SATISFACTION

1. CONSIDERING EVERYTHING, PLEASE RATE YOUR LEVEL OF SATISFACTION WITH YOUR CURRENT JOB/PRACTICE AT THE PRESENT TIME.


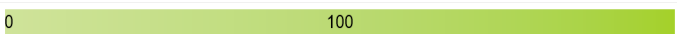

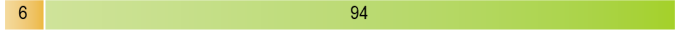



■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Considering everything, please rate your level of satisfaction with your current job/practice at the present time.		1 6%	2 12%	14 82%	0

WORK ENVIRONMENT

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		2%	7%	91%	0
2. I understand what I am expected to accomplish at work / in my practice environment.		0 0%	0 0%	17 100%	0
3. I have the necessary skills to perform my role.		0 0%	0 0%	17 100%	0
4. I receive enough training to perform my role well.		0 0%	1 6%	15 94%	1
5. I have the materials and equipment I need to perform my role well.		1 6%	2 12%	14 82%	0
6. I have access to the information I need to perform my role well.		0 0%	2 12%	15 88%	0
7. I like the space where I work and practice.		1 6%	2 12%	14 82%	0

Snapshot Report

Our People Survey 2021

Total Responses: 17



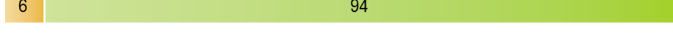


FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And
 (Manager_Position = [Department Chief, Pathology])

PERFORMANCE APPRAISAL

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		6%	17%	78%	0
8. I understand how I will be measured or evaluated at work.		0 0%	2 12%	15 88%	0
9. The performance appraisal process is fair.		0 0%	1 6%	15 94%	1
10. The performance appraisal process helps me to be more productive.		3 18%	4 24%	10 59%	0
11. The frequency of the performance appraisal process is about right.		1 6%	4 24%	12 71%	0

Snapshot Report

Our People Survey 2021

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FILTERS APPLIED

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PROFESSIONAL GROWTH

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		1 1%	13 13%	86 86%	0
12. Most of my work/practice is challenging.		6 6%	12 12%	82 82%	0
13. At work/in my practice, I have the opportunity to do what I do best every day.		0 0%	1 6%	16 94%	0
14. I have opportunities to continuously learn and grow professionally.		0 0%	3 18%	14 82%	0
15. My career aspirations can be achieved at LHSC.		0 0%	4 24%	13 76%	0
16. I can make a positive impact at work/in my practice.		0 0%	1 6%	16 94%	0

Snapshot Report

Our People Survey 2021

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FILTERS APPLIED

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WORK/LIFE BALANCE

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		27%	15%	59%	0
17. The amount of work required of me is about right.		4 24%	2 12%	11 65%	0
18. I am able to maintain a balance between work and home.		5 29%	2 12%	10 59%	0
19. I have time to carry out my work/practice without experiencing excessive worry, nerves, or stress.		6 35%	2 12%	9 53%	0
20. The amount of stress I experience at work/in my practice is acceptable to me.		3 18%	4 24%	10 59%	0

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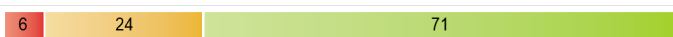

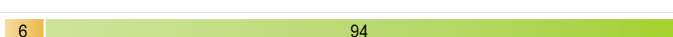

FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And
 (Manager_Position = [Department Chief, Pathology])

COMMUNICATION

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		2%	12%	86%	0
21. My leader provides me with regular and timely information and updates.		0 0%	2 12%	15 88%	0
22. My leader's communication is meaningful and relevant to me.		0 0%	2 12%	15 88%	0
23. My leader's communication helps me understand how I contribute to the strategic priorities.		1 6%	4 24%	12 71%	0
24. My leader communicates using multiple methods including face-to-face.		0 0%	2 12%	15 88%	0
25. I have the opportunity to offer input and suggestions to my leader on a regular basis.		0 0%	1 6%	16 94%	0
26. My leader follows up with me about the suggestions I provide.		1 6%	1 6%	15 88%	0

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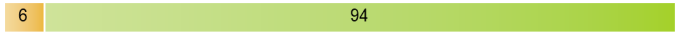
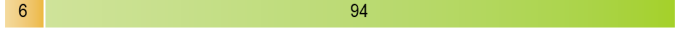
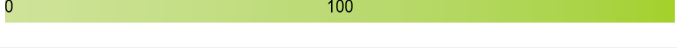
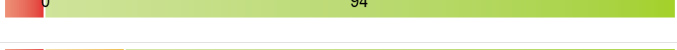

FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And
 (Manager_Position = [Department Chief, Pathology])

TEAMWORK

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		2%	5%	93%	0
27. I feel as though I belong to a team.		0 0%	1 6%	16 94%	0
28. Team members share information and knowledge willingly.		0 0%	1 6%	16 94%	0
29. Team members work together to solve problems and make improvements.		0 0%	0 0%	17 100%	0
30. Team members show respect for one another regardless of role or title.		1 6%	0 0%	16 94%	0
31. There is a feeling of openness and trust on our team.		1 6%	2 12%	14 82%	0

Snapshot Report

Our People Survey 2021

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FILTERS APPLIED



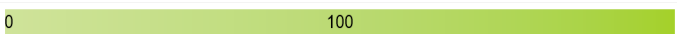
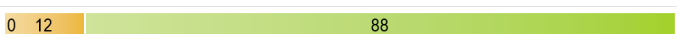


(Manager_Name = [Chakrabarti,Subrata]) And

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PROCESS & QUALITY IMPROVEMENT

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		0%	8%	92%	0
32. Mistakes are viewed as an opportunity for learning and improvement.		0 0%	1 6%	16 94%	0
33. We are committed to providing high-quality service and care.		0 0%	0 0%	17 100%	0
34. We systematically adopt new and improved ways to work.		0 0%	2 12%	15 88%	0
35. Learning is an important objective in our day-to-day work.		0 0%	0 0%	17 100%	0
36. There is a culture of innovation in my department.		0 0%	4 24%	13 76%	0

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FILTERS APPLIED




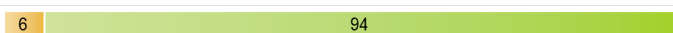

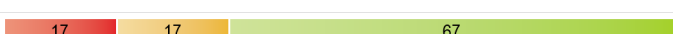

(Manager_Name = [Chakrabarti,Subrata]) And

(Manager_Position = [Department Chief, Pathology])

PERCEPTION OF CARE

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		11%	10%	79%	0
37. Our approach to patient care embraces and shows respect equally to all members of our community.		1 6%	0 0%	15 94%	1
38. Patient comments and recommendations often lead to improvements.		1 14%	1 14%	5 71%	10
39. I am proud of the quality of care that we provide to our patients.		0 0%	1 6%	15 94%	1
40. We respond well to the evolving needs of our community and those of our patients.		2 13%	1 7%	12 80%	2
41. Patients are invited to participate fully in decisions related to their treatment and/or care.		1 17%	1 17%	4 67%	11
42. Families of the patient are present and supported as partners in care when requested by the patient.		1 17%	1 17%	4 67%	11

Snapshot Report

Our People Survey 2021

FILTERS APPLIED




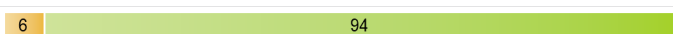


(Manager_Name = [Chakrabarti,Subrata]) And

(Manager_Position = [Department Chief, Pathology])

WORKPLACE HEALTH & SAFETY

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		0%	7%	93%	0
43. LHSC provides me with appropriate materials and equipment to perform my role safely.		0 0%	0 0%	17 100%	0
44. LHSC provides me with appropriate information and training to perform my role safely.		0 0%	1 6%	16 94%	0
45. I feel encouraged to identify and report workplace hazards.		0 0%	1 6%	16 94%	0
46. I feel encouraged to identify and report adverse incidents.		0 0%	2 12%	15 88%	0
47. LHSC takes appropriate steps to respond to safety incidents when they occur.		0 0%	2 12%	15 88%	0

Snapshot Report

Our People Survey 2021

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FILTERS APPLIED


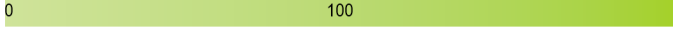




(Manager_Name = [Chakrabarti,Subrata]) And

(Manager_Position = [Department Chief, Pathology])

EQUITY, DIVERSITY AND INCLUSION

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable ■ Neutral ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		0%	12%	88%	0
48. I feel accepted and comfortable within my organization.		0 0%	0 0%	17 100%	0
49. Diverse identities, ideas and ways of thinking and working are valued at my organization.		0 0%	2 12%	15 88%	0
50. My organization does a good job of supporting diversity in the workplace.		0 0%	3 18%	14 82%	0
51. All people, regardless of race, nationality, gender, age, sexual orientation, religion, or other individual characteristics, are given a fair opportunity to succeed at my organization.		0 0%	3 19%	13 81%	1
52. Overall, my workplace feels respectful.		0 0%	2 12%	15 88%	0

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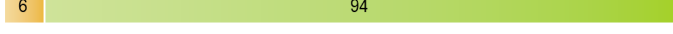







FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And
 (Manager_Position = [Department Chief, Pathology])

MY LEADER

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		1%	9%	89%	0
53. My leader sets clear and measurable goals and objectives.		0 0%	3 18%	14 82%	0
54. My leader acts consistently; does what he/she says.		0 0%	1 6%	16 94%	0
55. My leader gives me constructive feedback on the work I do.		0 0%	2 12%	15 88%	0
56. My leader seems to care about me as a person.		0 0%	1 6%	16 94%	0
57. My leader involves me in decisions that affect my work/practice.		1 6%	2 12%	14 82%	0
58. My leader encourages me to offer my opinions and ideas.		0 0%	1 6%	16 94%	0
59. My leader recognizes me and shows appreciation for my contributions.		1 6%	2 12%	14 82%	0
60. My leader treats me with fairness and respect.		0 0%	1 6%	16 94%	0
61. I feel supported by my leader.		0 0%	1 6%	16 94%	0






FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And
 (Manager_Position = [Department Chief, Pathology])

SENIOR LEADERSHIP

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.






■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		10%	55%	35%	0
62. My VP sets ambitious, but realistic goals.		1 7%	8 57%	5 36%	3
63. My VP clearly communicates LHSC's goals.		2 14%	7 50%	5 36%	3
64. My VP acts consistently; they do as they say.		2 13%	8 53%	5 33%	2
65. I have trust and confidence in Senior Leadership's ability to achieve LHSC's goals.		1 7%	9 60%	5 33%	2

ORGANIZATIONAL VISION

READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		8%	40%	53%	0
66. We have a shared vision of what LHSC will be like in the future.		2 12%	6 35%	9 53%	0
67. We understand what needs to be done for us to succeed now and in the future.		1 6%	8 47%	8 47%	0
68. LHSC has a long-term purpose and direction.		0 0%	7 41%	10 59%	0
69. We have a compelling vision for LHSC.		2 12%	6 35%	9 53%	0

Snapshot Report

Our People Survey 2021








FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And
 (Manager_Position = [Department Chief, Pathology])

OVERALL


READ EACH STATEMENT AND INDICATE YOUR LEVEL OF AGREEMENT.

■ Unfavourable
 ■ Neutral
 ■ Favourable

Items		Unfavourable	Neutral	Favourable	NAs
Overall Results		8%	11%	81%	0
70. I am proud to tell others I work for/practice at LHSC.		0 0%	3 18%	14 82%	0
71. I am optimistic about the future of LHSC.		2 12%	1 6%	14 82%	0
72. LHSC inspires me to do my best work/provide the best care I can.		2 12%	1 6%	14 82%	0
73. I would recommend LHSC to a friend as a great place to work/practice.		1 6%	1 6%	15 88%	0
74. My role provides me with a sense of personal accomplishment.		1 6%	1 6%	15 88%	0
75. I can see a clear link between my work/practice and LHSC's long term objectives.		2 12%	4 24%	11 65%	0

76. HOW LIKELY ARE YOU TO LOOK FOR A POSITION WITH ANOTHER EMPLOYER WITHIN THE NEXT 12 MONTHS?

■ Unfavourable
 ■ Neutral
 ■ Favourable
 A Favourable score represents those who responded "Unlikely" or "Very Unlikely" to look for a position with another employer within the next 12 months

Items		Unfavourable	Neutral	Favourable	NAs
76. How likely are you to look for a position with another employer within the next 12 months?		2 12%	2 12%	13 76%	0

Snapshot Report

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FILTERS APPLIED

(Manager_Name = [Chakrabarti,Subrata]) And

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77. HOW LIKELY ARE YOU TO ACCEPT A POSITION WITH ANOTHER EMPLOYER IN THE NEXT 12 MONTHS?

■ Unfavourable ■ Neutral ■ Favourable A Favourable score represents those who responded "Unlikely" or "Very Unlikely" to accept a position with another employer within the next 12 months

Items		Unfavourable	Neutral	Favourable	NAs
77. How likely are you to accept a position with another employer in the next 12 months?		0 0%	2 12%	15 88%	0

RESOURCES

Visit the LHSC **Our People Survey** website for more information and resources including:

- Downloadable tools for Results Sharing and Action Planning
- Localized survey snapshot reports (August 2021)
- Final response rates
- Engagement hubspot