

ALBERTA PUBLIC SERVICE

Vision and Values Renewal: High-Level Survey Response Analysis



A survey was distributed on April 10th, 2006 to all Alberta Public Service (APS) employees. The purpose of the survey was to provide APS employees with the opportunity to provide feedback on draft themes for a vision and value statements. The survey closed on April 20th, 2006 with 3,750 responses. The following is a high-level summary of the findings of the survey.

A VISION FOR THE ALBERTA PUBLIC SERVICE



A Vision for the Alberta Public Service

Survey respondents were asked two questions related to the suggested themes for a vision for the APS. The suggested themes that were presented are:

- *Working together*
- *Making a difference*
- *Building a stronger Alberta*

When asked to indicate agreement that a vision based on the suggested themes would describe a desired future state for the Alberta Public Service the majority of respondents (84%) selected “agree” or “strongly agree”.

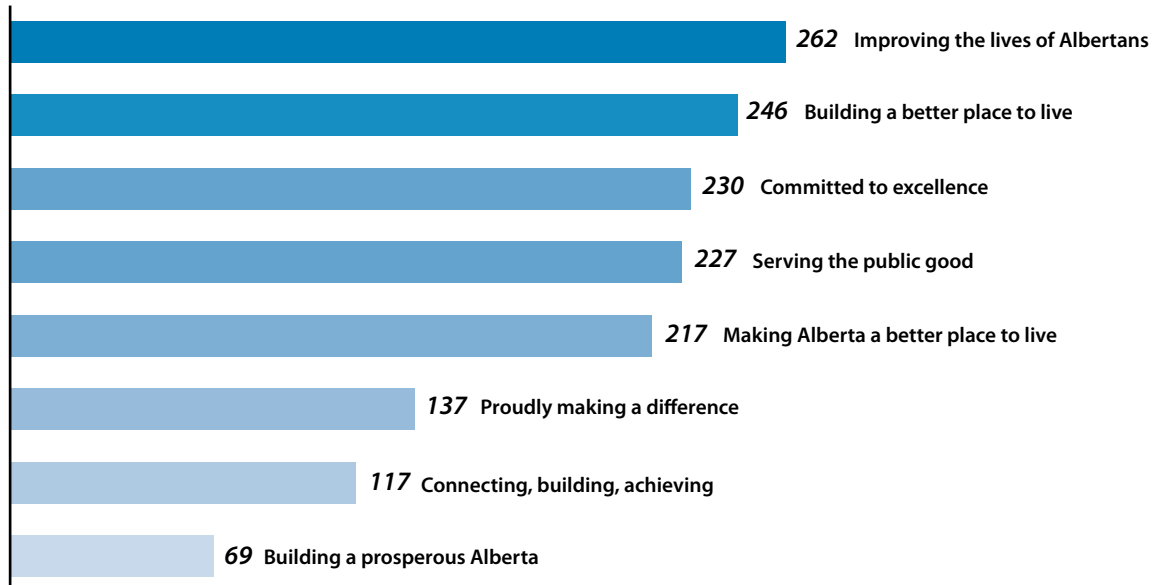
Degree of Agreement	Percentage Based on Overall Responses	Percentage of Agreement and Disagreement
Strongly Agree	28%	84%
Agree	56%	
Disagree	13%	16%
Strongly Disagree	3%	

When asked to indicate agreement that a vision based on the suggested themes would describe a culture that they would be proud to work within, again, the majority of respondents (88%) selected “agree” or “strongly agree”.

Degree of Agreement	Percentage Based on Overall Responses	Percentage of Agreement and Disagreement
Strongly Agree	31%	88%
Agree	57%	
Disagree	10%	12%
Strongly Disagree	2%	

A VISION FOR THE ALBERTA PUBLIC SERVICE

Those who selected disagree or strongly disagree to either of the above questions were given the opportunity to select alternative themes that they felt were better suited for the vision. The following, in order of preference, represent these preferred alternatives:



VALUES FOR THE ALBERTA PUBLIC SERVICE



Values for the Alberta Public Service

Survey respondents were asked to indicate their level of agreement that the following themes could inform core values for the APS. The suggested themes for values are as follows:

- *Respect*
- *Integrity*
- *Accountability*
- *Excellence*

Respect: We are professional in our relationships with each other and the public whom we serve.

Degree of Agreement	Percentage Based on Overall Responses	Percentage of Agreement and Disagreement
Strongly Agree	54%	94%
Agree	40%	
Disagree	3%	6%
Strongly Disagree	3%	

Integrity: We behave ethically and are open and honest towards each other and with all Albertans.

Degree of Agreement	Percentage Based on Overall Responses	Percentage of Agreement and Disagreement
Strongly Agree	60%	94%
Agree	34%	
Disagree	4%	6%
Strongly Disagree	3%	

VALUES FOR THE ALBERTA PUBLIC SERVICE

Accountability: We are accountable for our individual actions and for contributing to organizational goals.

Degree of Agreement	Percentage Based on Overall Responses	Percentage of Agreement and Disagreement
Strongly Agree	52%	92%
Agree	40%	
Disagree	5%	8%
Strongly Disagree	3%	

Excellence: We strive to achieve excellence in all that we do through innovation and continuous improvement.

Degree of Agreement	Percentage Based on Overall Responses	Percentage of Agreement and Disagreement
Strongly Agree	50%	93%
Agree	42%	
Disagree	5%	7%
Strongly Disagree	2%	

Those who selected disagree or strongly disagree to any of the above questions were given the opportunity to select alternative themes that they felt were better suited for the values. The following, in order of preference, represent these preferred alternatives:

