

#TEAMCITY EMPLOYEE SURVEY MANAGER TALKING POINTS



Help your employees shape the future of our workplace - encourage folks to take the #TeamCity Employee Survey!

Survey Open: 11/3/25 - 12/1/25

Understand Employee Experience:

We want to understand *what matters most* to you so we can improve the employee experience and create a workplace that people are excited to be a part of long-term.

Capture a Picture of Our Culture:

Every team and individual has a unique experience. By capturing those diverse viewpoints, we get a clearer picture of our overall organizational culture and how it shapes your day-to-day work life.

Reinforce Trust-Building:

Your responses are confidential, and anonymous. We are committed to making sure the feedback you provide is used to drive real, meaningful change. This is about building trust and showing that your voice **truly matters**.

Vendor Involvement:

To maintain objectivity and protect your privacy, we've partnered with Polco - an external vendor - to collect open-ended responses. This ensures your feedback is kept anonymous and secure.

Increase Participation:

The more voices we have, the better the picture we'll get of the overall employee experience. Your participation makes a difference - together, we can make real, impactful changes.

Create Collective Ownership:

By understanding the survey data together, we can collaborate on finding solutions that matter to everyone, not just a few. This is about collective ownership of the future of our workplace.

Promote Transparency:

Transparency isn't just about sharing results—it's about creating a culture where everyone is empowered to lead, take responsibility, and drive the change we want to see.

Live Our Vision & Mission:

This survey is an important step in making sure we live out our vision and mission. By listening to all, we shape the inclusive, innovative, and thriving organization we envision together.

Identify Priority Areas for Change:

This is about identifying real opportunities for change. We want to know where we can make a tangible difference and improve your experience at work.

Visit www.cityofmadison.com/TeamCitySurvey to learn more and take the survey.

