

Overview of Survey Results

2019 Employee Survey - 2019 Employee Survey - Manager Report

| | |
|--|---|
| <div>Survey description</div> <div>The annual Employee Survey allows you to share how you feel Larimer County is doing as an employer. However, before you get started, we have a couple things to note about this year's survey: 1. Survey responses are confidential. Managers, supervisors, department and division heads will not have access to individual responses. Before releasing text question summaries to departments, HR Generalists will do their best to eliminate any identifying information. 2. For this survey we were required to select pre-written questions, so their terms are not specific to County government. If you need clarification on any of the survey questions prior to responding, please contact Jennifer Glover or Marcy Hamilton. We greatly appreciate your participation and honest feedback!</div> | <div>Participation rate</div> <div>67.5% 27 of 40 participants have completed the survey</div> |
| <div>Response group</div> <div>Bob Overbeck's Team</div> | <div>As of</div> <div>Dec 13, 2019, 09:38 PM MST Results are grouped based on information in the Employee Directory as of this date</div> |











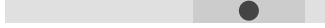
Summary of Metric results

% favorable

| | |
|---|---------------|
| GP: Being a Fulfilling and Enjoyable Place to Work | 71% favorable |
| GP: Being Good Stewards of Public Resources | 65% favorable |
| GP: Cultivating Partnerships | 70% favorable |
| GP: Empowering People to Take Responsibility | 70% favorable |
| GP: Promoting Innovation and Continuous Improvement | 67% favorable |
| GP: Providing Quality Customer Service | 85% favorable |
| Management | 57% favorable |
| Survey Questions | 69% favorable |



Individual Metric Results: 1 of 8 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work^{71% favorable}

| Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11) | Responses |
|---|--|
| <p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  81% |
| <p>I have received the training I need to do a quality job.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  85% |
| <p>I have the information I need to do my job effectively.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  78% |
| <p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  81% |
| <p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  74% |
| <p>I can maintain a reasonable balance between my personal life and work life.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  85% |
| <p>I believe I am compensated fairly for what I do.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  41% |
| <p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  48% |
| <p>I am treated with respect and dignity.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  67% |
| <p>I look forward to coming to work at this company.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  56% |
| <p>Larimer County is a safe place to work.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  85% |

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.





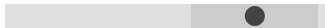
| Questions that most drive GP: Being a Fulfilling and Enjoyable Place to Work (4) | Responses |
|--|-----------|
|--|-----------|

| | | |
|--|--|------------|
| Where I work, people are willing to confront and solve problems. <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  | 63% |
| The amount of work expected of me is reasonable. <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  | 56% |
| I have a clear idea of what is expected of me in my job. <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  | 70% |
| Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone). <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  | 44% |

Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

65% favorable

| Questions that define GP: Being Good Stewards of Public Resources (5) | Responses |
|--|--|
| <p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  70% |
| <p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  85% |
| <p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  44% |
| <p>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  44% |
| <p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  81% |



*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

| Questions that most drive GP: Being Good Stewards of Public Resources (4) | Responses |
|--|--|
| <p>The amount of work expected of me is reasonable.</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  56% |
| <p>Larimer County is a safe place to work.</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  85% |
| <p>I have the information I need to do my job effectively.</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  78% |
| <p>I believe I am compensated fairly for what I do.</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  41% |





Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

70% favorable

| Questions that define GP: Cultivating Partnerships (2) | Responses |
|--|---|
| <p>The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>59%</p> |
| <p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>81%</p> |





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| Questions that most drive GP: Cultivating Partnerships (4) | Responses |
|---|---|
| <p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>85%</p> |
| <p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>56%</p> |
| <p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>59%</p> |
| <p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 26 Skipped: 1 Scale: 1-5</p> |  <p>62%</p> |



Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

70% favorable

| Questions that define GP: Empowering People to Take Responsibility (6) | Responses |
|--|--|
| Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 26 Skipped: 1 Scale: 1-5</small> |  62% |
| I am appropriately involved in decisions that affect my work.* <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  59% |
| I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  93% |
| Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  56% |
| Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  85% |
| Where I work, people are willing to confront and solve problems.* <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  63% |




*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

| Questions that most drive GP: Empowering People to Take Responsibility (2) | Responses |
|---|--|
| Employees in my department do well at maintaining productive partnerships. <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  81% |
| I receive recognition from management when I do a good job. <small>Answered: 27 Skipped: 0 Scale: 1-5</small> |  59% |


Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

67% favorable

| Questions that define GP: Promoting Innovation and Continuous Improvement (3) | Responses |
|--|--|
| I am encouraged to be innovative in my job (trying new ways of doing things).* Answered: 27 Skipped: 0 Scale: 1-5 |  70% |
| Larimer County fosters a culture of innovation and encourages creativity.* Answered: 27 Skipped: 0 Scale: 1-5 |  59% |
| The work environment on my team supports the development of new and innovative ideas.* Answered: 27 Skipped: 0 Scale: 1-5 |  70% |



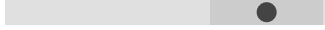
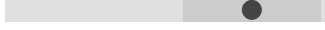
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

| Questions that most drive GP: Promoting Innovation and Continuous Improvement (1) | Responses |
|--|--|
| Where I work, people are willing to confront and solve problems. Answered: 27 Skipped: 0 Scale: 1-5 |  63% |





Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

85% favorable

| Questions that define GP: Providing Quality Customer Service (4) | Responses |
|--|--|
| Larimer County delivers high quality products and services to its external customers.* Answered: 27 Skipped: 0 Scale: 1-5 |  89% |
| Where I work, we are able to respond quickly to the needs of our customers.* Answered: 27 Skipped: 0 Scale: 1-5 |  85% |
| Where I work, we are knowledgeable about our customers' needs.* Answered: 27 Skipped: 0 Scale: 1-5 |  93% |
| I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 27 Skipped: 0 Scale: 1-5 |  74% |








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| Questions that most drive GP: Providing Quality Customer Service (4) | Responses |
|---|--|
| Where I work, people are willing to confront and solve problems. Answered: 27 Skipped: 0 Scale: 1-5 |  63% |
| Larimer County is ethical in its business dealings. Answered: 27 Skipped: 0 Scale: 1-5 |  70% |
| Larimer County fosters a culture of innovation and encourages creativity. Answered: 27 Skipped: 0 Scale: 1-5 |  59% |
| I have a clear idea of what is expected of me in my job. Answered: 27 Skipped: 0 Scale: 1-5 |  70% |




Individual Metric Results: 7 of 8 Metrics

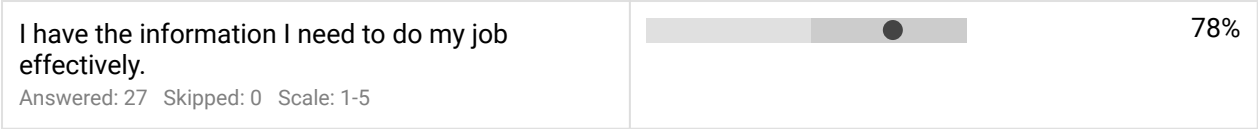
Management

57% favorable

| Questions that define Management (7) | Responses |
|--|--|
| I receive recognition from management when I do a good job.* Answered: 27 Skipped: 0 Scale: 1-5 |  59% |
| I have a clear idea of what is expected of me in my job.* Answered: 27 Skipped: 0 Scale: 1-5 |  70% |
| My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 27 Skipped: 0 Scale: 1-5 |  59% |
| The amount of work expected of me is reasonable.* Answered: 27 Skipped: 0 Scale: 1-5 |  56% |
| My immediate manager/supervisor deals effectively with poor performers.* Answered: 26 Skipped: 1 Scale: 1-5 |  31% |
| My immediate manager/supervisor encourages two-way communication.* Answered: 27 Skipped: 0 Scale: 1-5 |  63% |
| My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 27 Skipped: 0 Scale: 1-5 |  59% |

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| Questions that most drive Management (4) | Responses |
|---|--|
| I am treated with respect and dignity. Answered: 27 Skipped: 0 Scale: 1-5 |  67% |
| Where I work, people are willing to confront and solve problems. Answered: 27 Skipped: 0 Scale: 1-5 |  63% |
| The work environment on my team supports the development of new and innovative ideas. Answered: 27 Skipped: 0 Scale: 1-5 |  70% |








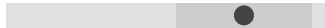
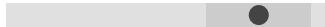

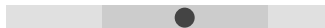


















Individual Metric Results: 8 of 8 Metrics

Survey Questions

69% favorable

| Questions that define Survey Questions (38) | Responses |
|--|---|
| <p>The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>59%</p> |
| <p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>81%</p> |
| <p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 26 Skipped: 1 Scale: 1-5</p> |  <p>62%</p> |
| <p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>59%</p> |
| <p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>93%</p> |
| <p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>56%</p> |
| <p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>85%</p> |
| <p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>81%</p> |
| <p>I have received the training I need to do a quality job.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>85%</p> |
| <p>I have the information I need to do my job effectively.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>78%</p> |
| <p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>81%</p> |

| | |
|--|---|
| <p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>74%</p> |
| <p>I can maintain a reasonable balance between my personal life and work life.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>85%</p> |
| <p>I believe I am compensated fairly for what I do.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>41%</p> |
| <p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>48%</p> |
| <p>I am treated with respect and dignity.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>67%</p> |
| <p>I look forward to coming to work at this company.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>56%</p> |
| <p>Larimer County is a safe place to work.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>85%</p> |
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| <p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>44%</p> |
| <p>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>44%</p> |
| <p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>81%</p> |
| <p>I am encouraged to be innovative in my job (trying new ways of doing things).*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>70%</p> |
| <p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>59%</p> |
| <p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 27 Skipped: 0 Scale: 1-5</p> |  <p>70%</p> |

| | | |
|---|--|-----|
| I receive recognition from management when I do a good job.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 59% |
| I have a clear idea of what is expected of me in my job.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 70% |
| My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 59% |
| The amount of work expected of me is reasonable.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 56% |
| My immediate manager/supervisor deals effectively with poor performers.* Answered: 26 Skipped: 1 Scale: 1-5 |  | 31% |
| My immediate manager/supervisor encourages two-way communication.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 63% |
| My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 59% |
| Where I work, people are willing to confront and solve problems.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 63% |
| Larimer County delivers high quality products and services to its external customers.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 89% |
| Where I work, we are able to respond quickly to the needs of our customers.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 85% |
| Where I work, we are knowledgeable about our customers' needs.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 93% |
| I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 27 Skipped: 0 Scale: 1-5 |  | 74% |

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Questions that most drive Survey Questions
(1)

Responses

| | |
|--|-----------------|
| My supervisor communicates adequately with me. | not enough data |
|--|-----------------|