

# Overview of Survey Results

2019 Employee Survey - 2019 Employee Survey - Manager Report

## Survey description

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!

## Participation rate

39.8%

105 of 264 participants have completed the survey

## As of

Dec 13, 2019, 09:38 PM MST

Results are grouped based on information in the Employee Directory as of this date

## Response group

Angela Myers' Team

## Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	85% favorable
GP: Being Good Stewards of Public Resources	84% favorable
GP: Cultivating Partnerships	87% favorable
GP: Empowering People to Take Responsibility	80% favorable
GP: Promoting Innovation and Continuous Improvement	58% favorable
GP: Providing Quality Customer Service	91% favorable
Management	78% favorable
Survey Questions	81% favorable


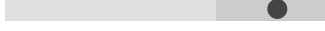


Individual Metric Results: 1 of 8 Metrics

**GP: Being a Fulfilling and Enjoyable Place to Work** <sup>85%</sup> favorable

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*                     Answered: 101 Skipped: 4 Scale: 1-5	89%
I have received the training I need to do a quality job.* Answered: 103 Skipped: 2 Scale: 1-5	96%
I have the information I need to do my job effectively.* Answered: 103 Skipped: 2 Scale: 1-5	91%
I would recommend Larimer County as a good place to work.* Answered: 102 Skipped: 3 Scale: 1-5	93%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 100 Skipped: 5 Scale: 1-5	83%
I can maintain a reasonable balance between my personal life and work life.* Answered: 99 Skipped: 6 Scale: 1-5	85%
I believe I am compensated fairly for what I do.* Answered: 99 Skipped: 6 Scale: 1-5	64%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 95 Skipped: 10 Scale: 1-5	65%
I am treated with respect and dignity.* Answered: 102 Skipped: 3 Scale: 1-5	85%
I look forward to coming to work at this company.* Answered: 100 Skipped: 5 Scale: 1-5	86%
Larimer County is a safe place to work.* Answered: 100 Skipped: 5 Scale: 1-5	91%

\*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
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<p><b>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</b> Answered: 102 Skipped: 3 Scale: 1-5</p>	 <p>97%</p>
<p><b>I have a clear idea of what is expected of me in my job.</b> Answered: 102 Skipped: 3 Scale: 1-5</p>	 <p>90%</p>
<p><b>Where I work, people are held accountable for delivering what they have promised.</b> Answered: 100 Skipped: 5 Scale: 1-5</p>	 <p>81%</p>
<p><b>Employees in my department do well at maintaining productive partnerships.</b> Answered: 102 Skipped: 3 Scale: 1-5</p>	 <p>88%</p>





Individual Metric Results: 2 of 8 Metrics

## GP: Being Good Stewards of Public Resources

84% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses	
Larimer County is ethical in its business dealings.* <small>Answered: 98 Skipped: 7 Scale: 1-5</small>		89%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* <small>Answered: 102 Skipped: 3 Scale: 1-5</small>		97%
We have enough employees where I work to do a quality job.* <small>Answered: 103 Skipped: 2 Scale: 1-5</small>		79%
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: 101 Skipped: 4 Scale: 1-5</small>		78%
My department encourages recycling and sustainable practices.* <small>Answered: 99 Skipped: 6 Scale: 1-5</small>		76%



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Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses	
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole. <small>Answered: 98 Skipped: 7 Scale: 1-5</small>		85%
The amount of work expected of me is reasonable. <small>Answered: 100 Skipped: 5 Scale: 1-5</small>		82%
Larimer County has created an environment where people of diverse backgrounds can succeed. <small>Answered: 100 Skipped: 5 Scale: 1-5</small>		83%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time? <small>Answered: 101 Skipped: 4 Scale: 1-5</small>		89%





## Individual Metric Results: 3 of 8 Metrics

# GP: Cultivating Partnerships

87% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* <small>Answered: 98 Skipped: 7 Scale: 1-5</small>	 85%
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 102 Skipped: 3 Scale: 1-5</small>	 88%







\*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: Cultivating Partnerships (4)	Responses
I am treated with respect and dignity. <small>Answered: 102 Skipped: 3 Scale: 1-5</small>	 85%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. <small>Answered: 103 Skipped: 2 Scale: 1-5</small>	 86%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 100 Skipped: 5 Scale: 1-5</small>	 81%
I have the information I need to do my job effectively. <small>Answered: 103 Skipped: 2 Scale: 1-5</small>	 91%



Individual Metric Results: 4 of 8 Metrics

## GP: Empowering People to Take Responsibility

80% 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: 100 Skipped: 5 Scale: 1-5</small>		81%
I am appropriately involved in decisions that affect my work.* <small>Answered: 97 Skipped: 8 Scale: 1-5</small>		61%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 101 Skipped: 4 Scale: 1-5</small>		95%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 103 Skipped: 2 Scale: 1-5</small>		80%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 103 Skipped: 2 Scale: 1-5</small>		86%
Where I work, people are willing to confront and solve problems.* <small>Answered: 100 Skipped: 5 Scale: 1-5</small>		74%




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Questions that most drive GP: Empowering People to Take Responsibility (2)	Responses	
Employees in my department do well at maintaining productive partnerships. <small>Answered: 102 Skipped: 3 Scale: 1-5</small>		88%
I receive recognition from management when I do a good job. <small>Answered: 96 Skipped: 9 Scale: 1-5</small>		74%


Individual Metric Results: 5 of 8 Metrics

# GP: Promoting Innovation and Continuous Improvement

58% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
<p>I am encouraged to be innovative in my job (trying new ways of doing things).*</p> <p>Answered: 96 Skipped: 9 Scale: 1-5</p>	 51%
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 92 Skipped: 13 Scale: 1-5</p>	 62%
<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 94 Skipped: 11 Scale: 1-5</p>	 62%

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Questions that most drive GP: Promoting Innovation and Continuous Improvement (1)	Responses
<p>Where I work, people are willing to confront and solve problems.</p> <p>Answered: 100 Skipped: 5 Scale: 1-5</p>	 74%





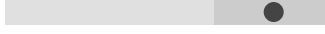

Individual Metric Results: 6 of 8 Metrics

## GP: Providing Quality Customer Service

91% favorable

Questions that define GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 96 Skipped: 9 Scale: 1-5</small>		93%
Where I work, we are able to respond quickly to the needs of our customers.* <small>Answered: 92 Skipped: 13 Scale: 1-5</small>		91%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 93 Skipped: 12 Scale: 1-5</small>		89%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 95 Skipped: 10 Scale: 1-5</small>		91%








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Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 101 Skipped: 4 Scale: 1-5</small>		95%
My department encourages recycling and sustainable practices. <small>Answered: 99 Skipped: 6 Scale: 1-5</small>		76%
Larimer County is ethical in its business dealings. <small>Answered: 98 Skipped: 7 Scale: 1-5</small>		89%
Where I work, people are willing to confront and solve problems. <small>Answered: 100 Skipped: 5 Scale: 1-5</small>		74%




Individual Metric Results: 7 of 8 Metrics

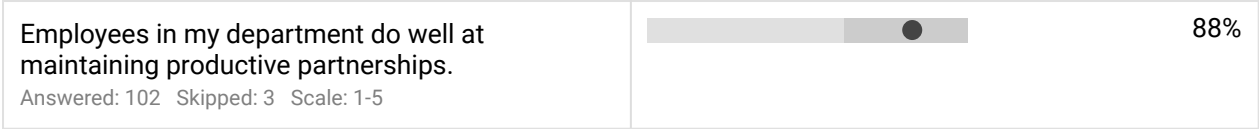
# Management

78% favorable

Questions that define Management (7)	Responses
<p>I receive recognition from management when I do a good job.*                      Answered: 96 Skipped: 9 Scale: 1-5</p>	 <p>74%</p>
<p>I have a clear idea of what is expected of me in my job.*                      Answered: 102 Skipped: 3 Scale: 1-5</p>	 <p>90%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*                      Answered: 97 Skipped: 8 Scale: 1-5</p>	 <p>82%</p>
<p>The amount of work expected of me is reasonable.*                      Answered: 100 Skipped: 5 Scale: 1-5</p>	 <p>82%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*                      Answered: 94 Skipped: 11 Scale: 1-5</p>	 <p>53%</p>
<p>My immediate manager/supervisor encourages two-way communication.*                      Answered: 101 Skipped: 4 Scale: 1-5</p>	 <p>83%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*                      Answered: 99 Skipped: 6 Scale: 1-5</p>	 <p>81%</p>












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Questions that most drive Management (4)	Responses
<p>Where I work, people are willing to confront and solve problems.                      Answered: 100 Skipped: 5 Scale: 1-5</p>	 <p>74%</p>
<p>I have the information I need to do my job effectively.                      Answered: 103 Skipped: 2 Scale: 1-5</p>	 <p>91%</p>
<p>Where I work, people are held accountable for delivering what they have promised.                      Answered: 100 Skipped: 5 Scale: 1-5</p>	 <p>81%</p>



Individual Metric Results: 8 of 8 Metrics  
**Survey Questions**

81% favorable

Questions that define Survey Questions (38)	Responses
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* <small>Answered: 98 Skipped: 7 Scale: 1-5</small>	 85%
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 102 Skipped: 3 Scale: 1-5</small>	 88%
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 100 Skipped: 5 Scale: 1-5</small>	 81%
I am appropriately involved in decisions that affect my work.* <small>Answered: 97 Skipped: 8 Scale: 1-5</small>	 61%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 101 Skipped: 4 Scale: 1-5</small>	 95%
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Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 103 Skipped: 2 Scale: 1-5</small>	 86%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?* <small>Answered: 101 Skipped: 4 Scale: 1-5</small>	 89%
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I have the information I need to do my job effectively.* <small>Answered: 103 Skipped: 2 Scale: 1-5</small>	 91%
I would recommend Larimer County as a good place to work.* <small>Answered: 102 Skipped: 3 Scale: 1-5</small>	 93%

<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*                      Answered: 100 Skipped: 5 Scale: 1-5</p>		83%
<p>I can maintain a reasonable balance between my personal life and work life.*                      Answered: 99 Skipped: 6 Scale: 1-5</p>		85%
<p>I believe I am compensated fairly for what I do.*                      Answered: 99 Skipped: 6 Scale: 1-5</p>		64%
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*                      Answered: 95 Skipped: 10 Scale: 1-5</p>		65%
<p>I am treated with respect and dignity.*                      Answered: 102 Skipped: 3 Scale: 1-5</p>		85%
<p>I look forward to coming to work at this company.*                      Answered: 100 Skipped: 5 Scale: 1-5</p>		86%
<p>Larimer County is a safe place to work.*                      Answered: 100 Skipped: 5 Scale: 1-5</p>		91%
<p>Larimer County is ethical in its business dealings.*                      Answered: 98 Skipped: 7 Scale: 1-5</p>		89%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*                      Answered: 102 Skipped: 3 Scale: 1-5</p>		97%
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**Questions that most drive Survey Questions (1) Responses**

My supervisor communicates adequately with me.	not enough data
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