

# 2019 EMPLOYEE SURVEY RESULTS

Being a good steward of public resources.	Promoting innovation and continuous improvement.	Management	Empowering people to take responsibility.	Being a fulfilling and enjoyable place to work.	Cultivating partnerships.	Providing quality customer service.
70% Favorability*	71% Favorability*	74% Favorability*	77% Favorability*	78% Favorability*	79% Favorability*	87% Favorability*
I feel I have the right tools and resources to do my job properly.	The work environment on my team supports the development of new and innovative ideas.	I have a clear idea of what is expected of me in my job.	I clearly understand how my own job contributes to achieving the goals of Larimer County.	Larimer County is a safe place to work.	Employees in my department do well at maintaining productive partnerships.	Where I work, we are knowledgeable about our customers' needs.
We have enough employees where I work to do a quality job.	Larimer County fosters a culture of innovation and encourages creativity.	My immediate manager/supervisor deals effectively with poor performers.	I am appropriately involved in decisions that affect my work.	I believe I am compensated fairly for what I do.	The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.	Where I work, we are able to respond quickly to the needs of our customers.

\* Favorability The amount of employees who look favorably on the survey statements. Agree & Strongly Agree are considered Favorable scores. Strongly Disagree, Disagree, and Neither/Nor (Neutral) bring the Favorability score down.



86% Believe Larimer County is a fulfilling and enjoyable place to work.

60.5% Employee Participation  
1,339 Employees Participated

## XANDER\*\* SAYS

TOP 5 THEMES	#1 Communication
	#2 Compensation & Benefits
	#3 Cross-Team Collaboration
	#4 Transparency
	#5 Teamwork

### Communication

44.2% Neutral	11.9% Satisfied	11% Happy	5.1% Optimistic	8.9% Annoyed
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### Compensation & Benefits

18% Neutral	18.4% Appreciative	14.3% Satisfied	12.9% Happy	13.6% Annoyed	6.3% Stressed
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### Cross-Team Collaboration

28.8% Neutral	8% Satisfied	5.2% Optimistic	20.4% Annoyed	9.6% Stressed	6% Upset
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### Transparency

44.8% Neutral	8.4% Satisfied	6.7% Happy	10% Annoyed	8.8% Upset
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### Teamwork

32% Neutral	20% Satisfied	12% Happy	11.4% Appreciative	8% Annoyed
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\*\*Xander is Perception's Artificial Intelligence and translates employee comments into emotions. Perception is our survey tool, available through Ultimate Software.