

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>59.6% 235 of 394 participants have completed the survey</div>
<div>Response group</div> <div>Laura Walker'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	62% favorable
GP: Cultivating Partnerships	72% favorable
GP: Empowering People to Take Responsibility	73% favorable
GP: Promoting Innovation and Continuous Improvement	70% favorable
GP: Providing Quality Customer Service	80% favorable
Management	67% favorable





Individual Metric Results: 1 of 7 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: 234 Skipped: 1 Scale: 1-5</p>	 <p>76%</p>
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 235 Skipped: 0 Scale: 1-5</p>	 <p>76%</p>
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 235 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 235 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 235 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: 235 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>I believe I am compensated fairly for what I do.*</p> <p>Answered: 235 Skipped: 0 Scale: 1-5</p>	 <p>42%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 235 Skipped: 0 Scale: 1-5</p>	 <p>59%</p>
<p>I am treated with respect and dignity.*</p> <p>Answered: 235 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>I look forward to coming to work at this company.*</p> <p>Answered: 234 Skipped: 1 Scale: 1-5</p>	 <p>66%</p>
<p>Larimer County is a safe place to work.*</p> <p>Answered: 235 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>

*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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I am appropriately involved in decisions that affect my work. Answered: 235 Skipped: 0 Scale: 1-5	 60%
Where I work, people are willing to confront and solve problems. Answered: 235 Skipped: 0 Scale: 1-5	 69%
The amount of work expected of me is reasonable. Answered: 235 Skipped: 0 Scale: 1-5	 57%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 235 Skipped: 0 Scale: 1-5	 72%





Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

62% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
Larimer County is ethical in its business dealings.* <small>Answered: 231 Skipped: 4 Scale: 1-5</small>	 81%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 81%
We have enough employees where I work to do a quality job.* <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 37%
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: 233 Skipped: 2 Scale: 1-5</small>	 39%
My department encourages recycling and sustainable practices.* <small>Answered: 233 Skipped: 2 Scale: 1-5</small>	 74%



*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
The amount of work expected of me is reasonable. <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 57%
Larimer County is a safe place to work. <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 84%
Where I work, we are able to respond quickly to the needs of our customers. <small>Answered: 232 Skipped: 3 Scale: 1-5</small>	 63%
Larimer County has created an environment where people of diverse backgrounds can succeed. <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 74%





Individual Metric Results: 3 of 7 Metrics

GP: Cultivating Partnerships

72% 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: 232 Skipped: 3 Scale: 1-5</small>	 65%
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 234 Skipped: 1 Scale: 1-5</small>	 79%







*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
Where I work, everyone takes personal responsibility for doing a quality job. <small>Answered: 234 Skipped: 1 Scale: 1-5</small>	 69%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 234 Skipped: 1 Scale: 1-5</small>	 73%
The work environment on my team supports the development of new and innovative ideas. <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 65%
Larimer County is ethical in its business dealings. <small>Answered: 231 Skipped: 4 Scale: 1-5</small>	 81%



Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

73% 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: 234 Skipped: 1 Scale: 1-5</small>	 73%
I am appropriately involved in decisions that affect my work.* <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 60%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 234 Skipped: 1 Scale: 1-5</small>	 91%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 234 Skipped: 1 Scale: 1-5</small>	 69%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 234 Skipped: 1 Scale: 1-5</small>	 77%
Where I work, people are willing to confront and solve problems.* <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 69%




*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: 234 Skipped: 1 Scale: 1-5</small>	 79%
I receive recognition from management when I do a good job. <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 58%


Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

70% 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: 235 Skipped: 0 Scale: 1-5	 74%
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 235 Skipped: 0 Scale: 1-5	 72%
The work environment on my team supports the development of new and innovative ideas.* Answered: 235 Skipped: 0 Scale: 1-5	 65%




*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: 235 Skipped: 0 Scale: 1-5	 69%





Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

80% 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: 232 Skipped: 3 Scale: 1-5</small>	 82%
Where I work, we are able to respond quickly to the needs of our customers.* <small>Answered: 232 Skipped: 3 Scale: 1-5</small>	 63%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 232 Skipped: 3 Scale: 1-5</small>	 91%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 84%








*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: Providing Quality Customer Service (4)	Responses
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 235 Skipped: 0 Scale: 1-5</small>	 72%
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: 233 Skipped: 2 Scale: 1-5</small>	 39%
Larimer County is ethical in its business dealings. <small>Answered: 231 Skipped: 4 Scale: 1-5</small>	 81%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 234 Skipped: 1 Scale: 1-5</small>	 91%




Individual Metric Results: 7 of 7 Metrics


Management

67% favorable

Questions that define Management (7)	Responses
I receive recognition from management when I do a good job.* Answered: 235 Skipped: 0 Scale: 1-5	 58%
I have a clear idea of what is expected of me in my job.* Answered: 235 Skipped: 0 Scale: 1-5	 83%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 234 Skipped: 1 Scale: 1-5	 72%
The amount of work expected of me is reasonable.* Answered: 235 Skipped: 0 Scale: 1-5	 57%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 229 Skipped: 6 Scale: 1-5	 47%
My immediate manager/supervisor encourages two-way communication.* Answered: 235 Skipped: 0 Scale: 1-5	 83%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 235 Skipped: 0 Scale: 1-5	 70%

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Questions that most drive Management (4)	Responses
I am treated with respect and dignity. Answered: 235 Skipped: 0 Scale: 1-5	 75%
The work environment on my team supports the development of new and innovative ideas. Answered: 235 Skipped: 0 Scale: 1-5	 65%
Where I work, people are willing to confront and solve problems. Answered: 235 Skipped: 0 Scale: 1-5	 69%

<p>I look forward to coming to work at this company.</p> <p>Answered: 234 Skipped: 1 Scale: 1-5</p>	 <p>66%</p>
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