

# 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>50%</div> <div>241 of 482 participants have completed the survey</div>
	<div>As of</div> <div>Dec 13, 2019, 09:38 PM MST</div> <div>Results are grouped based on information in the Employee Directory as of this date</div>
<div>Response group</div> <div>Justin Smith's Team</div>	












## Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	79% favorable
GP: Being Good Stewards of Public Resources	65% favorable
GP: Cultivating Partnerships	80% favorable
GP: Empowering People to Take Responsibility	80% favorable
GP: Promoting Innovation and Continuous Improvement	67% favorable
GP: Providing Quality Customer Service	86% favorable
Management	77% favorable
Sheriff	70% favorable
Survey Questions	77% favorable





## Individual Metric Results: 1 of 9 Metrics

# GP: Being a Fulfilling and Enjoyable Place to Work<sup>79% favorable</sup>

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: 240 Skipped: 1 Scale: 1-5</p>	 <p>83%</p>
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 240 Skipped: 1 Scale: 1-5</p>	 <p>89%</p>
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 237 Skipped: 4 Scale: 1-5</p>	 <p>82%</p>
<p>I can maintain a reasonable balance between my personal life and work life.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 <p>72%</p>
<p>I believe I am compensated fairly for what I do.*</p> <p>Answered: 240 Skipped: 1 Scale: 1-5</p>	 <p>46%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I am treated with respect and dignity.*</p> <p>Answered: 239 Skipped: 2 Scale: 1-5</p>	 <p>85%</p>
<p>I look forward to coming to work at this company.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Larimer County is a safe place to work.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 <p>88%</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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<b>Larimer County is ethical in its business dealings.</b> Answered: 239   Skipped: 2   Scale: 1-5		<b>79%</b>
<b>Where I work, people are willing to confront and solve problems.</b> Answered: 240   Skipped: 1   Scale: 1-5		<b>78%</b>
<b>The amount of work expected of me is reasonable.</b> Answered: 241   Skipped: 0   Scale: 1-5		<b>74%</b>
<b>Employees in my department do well at maintaining productive partnerships.</b> Answered: 241   Skipped: 0   Scale: 1-5		<b>87%</b>

Individual Metric Results: 2 of 9 Metrics

## GP: Being Good Stewards of Public Resources

65% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
Larimer County is ethical in its business dealings.* Answered: 239 Skipped: 2 Scale: 1-5	 79%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 241 Skipped: 0 Scale: 1-5	 81%
We have enough employees where I work to do a quality job.* Answered: 241 Skipped: 0 Scale: 1-5	 35%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 241 Skipped: 0 Scale: 1-5	 61%
My department encourages recycling and sustainable practices.* Answered: 237 Skipped: 4 Scale: 1-5	 67%



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Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses
Larimer County delivers high quality products and services to its external customers. Answered: 233 Skipped: 8 Scale: 1-5	 82%
I can maintain a reasonable balance between my personal life and work life. Answered: 241 Skipped: 0 Scale: 1-5	 72%
Larimer County is a safe place to work. Answered: 241 Skipped: 0 Scale: 1-5	 88%
The work environment on my team supports the development of new and innovative ideas. Answered: 240 Skipped: 1 Scale: 1-5	 70%





Individual Metric Results: 3 of 9 Metrics

## GP: Cultivating Partnerships

80% 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: 236 Skipped: 5 Scale: 1-5</small>	 73%
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 87%







\*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, people are held accountable for delivering what they have promised. <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 79%
Where I work, people are willing to confront and solve problems. <small>Answered: 240 Skipped: 1 Scale: 1-5</small>	 78%
Where I work, everyone takes personal responsibility for doing a quality job. <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 74%
I am appropriately involved in decisions that affect my work. <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 71%



Individual Metric Results: 4 of 9 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: 241 Skipped: 0 Scale: 1-5</small>	 79%
I am appropriately involved in decisions that affect my work.* <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 71%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 240 Skipped: 1 Scale: 1-5</small>	 92%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 74%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 86%
Where I work, people are willing to confront and solve problems.* <small>Answered: 240 Skipped: 1 Scale: 1-5</small>	 78%




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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: 241 Skipped: 0 Scale: 1-5</small>	 87%
I receive recognition from management when I do a good job. <small>Answered: 241 Skipped: 0 Scale: 1-5</small>	 70%


Individual Metric Results: 5 of 9 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: 240 Skipped: 1 Scale: 1-5	 68%
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 239 Skipped: 2 Scale: 1-5	 62%
The work environment on my team supports the development of new and innovative ideas.* Answered: 240 Skipped: 1 Scale: 1-5	 70%

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Questions that most drive GP: Promoting Innovation and Continuous Improvement (1)	Responses
My department encourages recycling and sustainable practices. Answered: 237 Skipped: 4 Scale: 1-5	 67%



Individual Metric Results: 6 of 9 Metrics

## GP: Providing Quality Customer Service

86% favorable

Questions that define GP: Providing Quality Customer Service (4)	Responses
Larimer County delivers high quality products and services to its external customers.* Answered: 233 Skipped: 8 Scale: 1-5	● 82%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 234 Skipped: 7 Scale: 1-5	● 84%
Where I work, we are knowledgeable about our customers' needs.* Answered: 233 Skipped: 8 Scale: 1-5	● 89%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 240 Skipped: 1 Scale: 1-5	● 90%








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Questions that most drive GP: Providing Quality Customer Service (4)	Responses
I have the information I need to do my job effectively. Answered: 241 Skipped: 0 Scale: 1-5	● 85%
Larimer County is ethical in its business dealings. Answered: 239 Skipped: 2 Scale: 1-5	● 79%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 241 Skipped: 0 Scale: 1-5	● 86%
I have received the training I need to do a quality job. Answered: 240 Skipped: 1 Scale: 1-5	● 89%




## Individual Metric Results: 7 of 9 Metrics

# Management

77% favorable

Questions that define Management (7)	Responses
I receive recognition from management when I do a good job.* Answered: 241 Skipped: 0 Scale: 1-5	 70%
I have a clear idea of what is expected of me in my job.* Answered: 241 Skipped: 0 Scale: 1-5	 88%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 241 Skipped: 0 Scale: 1-5	 83%
The amount of work expected of me is reasonable.* Answered: 241 Skipped: 0 Scale: 1-5	 74%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 236 Skipped: 5 Scale: 1-5	 61%
My immediate manager/supervisor encourages two-way communication.* Answered: 240 Skipped: 1 Scale: 1-5	 85%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 240 Skipped: 1 Scale: 1-5	 80%

\*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 Management (4)	Responses
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 241 Skipped: 0 Scale: 1-5	 74%
I am appropriately involved in decisions that affect my work. Answered: 241 Skipped: 0 Scale: 1-5	 71%
I have the information I need to do my job effectively. Answered: 241 Skipped: 0 Scale: 1-5	 85%

<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 240   Skipped: 1   Scale: 1-5</p>	 <p>70%</p>
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## Individual Metric Results: 8 of 9 Metrics

# Sheriff

70% favorable

Questions that define Sheriff (12)	Responses
I received the necessary training when I was hired or last promoted to allow me to be successful in my job.* Answered: 234 Skipped: 3 Scale: 1-5	85%
I receive adequate in service physical training to keep me proficient at my job.* Answered: 217 Skipped: 20 Scale: 1-5	70%
I receive adequate in service classroom training to keep up on the requirements of my job.* Answered: 229 Skipped: 8 Scale: 1-5	81%
My supervisor communicates adequately with me.* Answered: 235 Skipped: 2 Scale: 1-5	84%
As a whole, the Sheriff's Office communicates well with me.* Answered: 235 Skipped: 2 Scale: 1-5	77%
Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.* Answered: 233 Skipped: 4 Scale: 1-5	73%
I worry about physical safety on the job.* Answered: 236 Skipped: 1 Scale: 1-5	31%
The LCSO cares about me, my safety, and my success.* Answered: 236 Skipped: 1 Scale: 1-5	78%
Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.* Answered: 223 Skipped: 14 Scale: 1-5	59%
Larimer County IT (located at 200 West Oak) provides good customer service.* Answered: 202 Skipped: 35 Scale: 1-5	56%
Larimer County Fleet Department provides good customer service.* Answered: 192 Skipped: 45 Scale: 1-5	72%
I feel the County Commissioners support the Sheriff's Office.* Answered: 231 Skipped: 6 Scale: 1-5	73%

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Questions that most drive Sheriff (1)	Responses
<div>I have the information I need to do my job effectively.</div> <div>Answered: 241   Skipped: 0   Scale: 1-5</div>	<div><div></div></div> <div>85%</div>

## Individual Metric Results: 9 of 9 Metrics

# Survey Questions

77% 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: 236 Skipped: 5 Scale: 1-5</p>	 73%
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 87%
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 79%
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 71%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 240 Skipped: 1 Scale: 1-5</p>	 92%
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 74%
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 86%
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 240 Skipped: 1 Scale: 1-5</p>	 83%
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 240 Skipped: 1 Scale: 1-5</p>	 89%
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 85%
<p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 241 Skipped: 0 Scale: 1-5</p>	 88%

Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 237 Skipped: 4 Scale: 1-5		82%
I can maintain a reasonable balance between my personal life and work life.* Answered: 241 Skipped: 0 Scale: 1-5		72%
I believe I am compensated fairly for what I do.* Answered: 240 Skipped: 1 Scale: 1-5		46%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 241 Skipped: 0 Scale: 1-5		71%
I am treated with respect and dignity.* Answered: 239 Skipped: 2 Scale: 1-5		85%
I look forward to coming to work at this company.* Answered: 241 Skipped: 0 Scale: 1-5		83%
Larimer County is a safe place to work.* Answered: 241 Skipped: 0 Scale: 1-5		88%
Larimer County is ethical in its business dealings.* Answered: 239 Skipped: 2 Scale: 1-5		79%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 241 Skipped: 0 Scale: 1-5		81%
We have enough employees where I work to do a quality job.* Answered: 241 Skipped: 0 Scale: 1-5		35%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 241 Skipped: 0 Scale: 1-5		61%
My department encourages recycling and sustainable practices.* Answered: 237 Skipped: 4 Scale: 1-5		67%
I am encouraged to be innovative in my job (trying new ways of doing things).* Answered: 240 Skipped: 1 Scale: 1-5		68%
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 239 Skipped: 2 Scale: 1-5		62%
The work environment on my team supports the development of new and innovative ideas.* Answered: 240 Skipped: 1 Scale: 1-5		70%

I receive recognition from management when I do a good job.* Answered: 241 Skipped: 0 Scale: 1-5		70%
I have a clear idea of what is expected of me in my job.* Answered: 241 Skipped: 0 Scale: 1-5		88%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 241 Skipped: 0 Scale: 1-5		83%
The amount of work expected of me is reasonable.* Answered: 241 Skipped: 0 Scale: 1-5		74%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 236 Skipped: 5 Scale: 1-5		61%
My immediate manager/supervisor encourages two-way communication.* Answered: 240 Skipped: 1 Scale: 1-5		85%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 240 Skipped: 1 Scale: 1-5		80%
Where I work, people are willing to confront and solve problems.* Answered: 240 Skipped: 1 Scale: 1-5		78%
Larimer County delivers high quality products and services to its external customers.* Answered: 233 Skipped: 8 Scale: 1-5		82%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 234 Skipped: 7 Scale: 1-5		84%
Where I work, we are knowledgeable about our customers' needs.* Answered: 233 Skipped: 8 Scale: 1-5		89%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 240 Skipped: 1 Scale: 1-5		90%

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Questions that most drive Survey Questions  
(1)

Responses



<p><b>The LCSO cares about me, my safety, and my success.</b></p> <p>Answered: 236   Skipped: 1   Scale: 1-5</p>	 <p>78%</p>
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