

# Overview of Survey Results

2020 Employee Survey - Commissioners custom 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!

## Response group

All Results (filtered)

OrgLevel2Desc: BCC County Manager Depart, CM Budget Office, CM Office Emergency Mgmt, CM Public Communications

## Participation rate

73.3%

11 of 15 participants have completed the survey

## As of

Oct 05, 2020, 09:35 PM MDT

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












## Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	92% favorable
GP: Being Good Stewards of Public Resources	95% favorable
GP: Cultivating Partnerships	95% favorable
GP: Empowering People to Take Responsibility	98% favorable
GP: Promoting Innovation and Continuous Improvement	94% favorable
GP: Providing Quality Customer Service	95% favorable
Management	92% favorable
Survey Questions	94% favorable

Individual Metric Results: 1 of 8 Metrics

**GP: Being a Fulfilling and Enjoyable Place to Work** <sup>92%</sup> favorable






Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
I am treated with respect and dignity.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">91%</span>
Larimer County has created an environment where people of diverse backgrounds can succeed.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">73%</span>
I believe I am compensated fairly for what I do.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">100%</span>
I can maintain a reasonable balance between my personal life and work life.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">73%</span>
I would recommend Larimer County as a good place to work.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">100%</span>
I have the information I need to do my job effectively.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">100%</span>
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">82%</span>
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	 <span style="float: right;">100%</span>
I look forward to coming to work at this company.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">91%</span>
Larimer County is a safe place to work.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">100%</span>
I have received the training I need to do a quality job.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 <span style="float: right;">100%</span>

\*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.

Individual Metric Results: 2 of 8 Metrics

# GP: Being Good Stewards of Public Resources



95% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
<p>We have enough employees where I work to do a quality job.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>Larimer County is ethical in its business dealings.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>100%</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).*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>My department encourages recycling and sustainable practices.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>

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## Individual Metric Results: 3 of 8 Metrics GP: Cultivating Partnerships

95% 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: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>

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Individual Metric Results: 4 of 8 Metrics

## GP: Empowering People to Take Responsibility

98% favorable




Questions that define GP: Empowering People to Take Responsibility (6)	Responses
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 100%
I am appropriately involved in decisions that affect my work.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 91%
Where I work, people are willing to confront and solve problems.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 100%
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 100%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 100%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 100%

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Individual Metric Results: 5 of 8 Metrics

# GP: Promoting Innovation and Continuous Improvement

94% 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: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>

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Individual Metric Results: 6 of 8 Metrics

## GP: Providing Quality Customer Service

95% favorable

Questions that define GP: Providing Quality Customer Service (4)	Responses
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 91%
Where I work, we are able to respond quickly to the needs of our customers.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 91%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 100%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 11 Skipped: 0 Scale: 1-5</small>	 100%








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Individual Metric Results: 7 of 8 Metrics

# Management



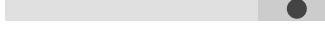


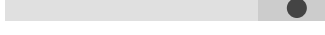
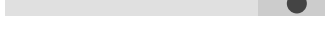
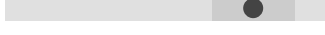




92% favorable

Questions that define Management (7)	Responses
<p>I have a clear idea of what is expected of me in my job.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>The amount of work expected of me is reasonable.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>I receive recognition from management when I do a good job.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*                      Answered: 10 Skipped: 1 Scale: 1-5</p>	 <p>80%</p>
<p>My immediate manager/supervisor encourages two-way communication.*                      Answered: 11 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>

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

94% favorable

Questions that define Survey Questions (39)	Responses
<b>I am treated with respect and dignity.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 91%
<b>Overall, Larimer County is a great place to work.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 100%
<b>I have a clear idea of what is expected of me in my job.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 100%
<b>Larimer County has created an environment where people of diverse backgrounds can succeed.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 73%
<b>We have enough employees where I work to do a quality job.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 82%
<b>I believe I am compensated fairly for what I do.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 100%
<b>Larimer County is ethical in its business dealings.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 100%
<b>The amount of work expected of me is reasonable.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 91%
<b>I receive recognition from management when I do a good job.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 91%
<b>I can maintain a reasonable balance between my personal life and work life.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 73%
<b>I would recommend Larimer County as a good place to work.*</b> Answered: 11 Skipped: 0 Scale: 1-5	 100%
<b>I am encouraged to be innovative in my job (trying new ways of doing things).*</b> Answered: 11 Skipped: 0 Scale: 1-5	 91%

<p>The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>Employees in my department do well at maintaining productive partnerships.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>100%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>100%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>I have the information I need to do my job effectively.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>100%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>82%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>I am appropriately involved in decisions that affect my work.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*                  Answered: 10 Skipped: 1 Scale: 1-5</p>	<p>80%</p>
<p>Where I work, people are willing to confront and solve problems.*                  Answered: 11 Skipped: 0 Scale: 1-5</p>	<p>100%</p>

<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>I look forward to coming to work at this company.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		91%
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
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<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>Larimer County is a safe place to work.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 11 Skipped: 0 Scale: 1-5</p>		100%

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