

Overview of Survey Results

2020 Employee Survey - 2020 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>79.3% 23 of 29 participants have completed the survey</div>
<div>Response group</div> <div>Chris Ashby's Team</div>	<div>As of</div> <div>Oct 05, 2020, 09:35 PM MDT Results are grouped based on information in the Employee Directory as of this date</div>
	<div>Benchmarks (1)</div> <div>Historical Trend: 2019 Employee Survey</div>












Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	80% favorable
GP: Being Good Stewards of Public Resources	68% favorable
GP: Cultivating Partnerships	78% favorable
GP: Empowering People to Take Responsibility	73% favorable
GP: Promoting Innovation and Continuous Improvement	78% favorable
GP: Providing Quality Customer Service	87% favorable
Survey Questions	75% favorable

Individual Metric Results: 1 of 7 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work ^{80% favorable}

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
I am treated with respect and dignity.* Answered: 23 Skipped: 0 Scale: 1-5	 74%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 23 Skipped: 0 Scale: 1-5	 91%
I believe I am compensated fairly for what I do.* Answered: 23 Skipped: 0 Scale: 1-5	 83%
I can maintain a reasonable balance between my personal life and work life.* Answered: 23 Skipped: 0 Scale: 1-5	 61%
I would recommend Larimer County as a good place to work.* Answered: 23 Skipped: 0 Scale: 1-5	 96%
I have the information I need to do my job effectively.* Answered: 21 Skipped: 2 Scale: 1-5	 81%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 23 Skipped: 0 Scale: 1-5	 57%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?* Answered: 23 Skipped: 0 Scale: 1-5	 78%
I look forward to coming to work at this company.* Answered: 23 Skipped: 0 Scale: 1-5	 83%
Larimer County is a safe place to work.* Answered: 22 Skipped: 1 Scale: 1-5	 95%
I have received the training I need to do a quality job.* Answered: 23 Skipped: 0 Scale: 1-5	 83%

*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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<div>Overall, Larimer County is a great place to work.</div> <div>Answered: 22 Skipped: 1 Scale: 1-5</div>	<div><div></div></div> <div>82%</div>
<div>Larimer County is ethical in its business dealings.</div> <div>Answered: 23 Skipped: 0 Scale: 1-5</div>	<div><div></div></div> <div>91%</div>
<div>Larimer County fosters a culture of innovation and encourages creativity.</div> <div>Answered: 23 Skipped: 0 Scale: 1-5</div>	<div><div></div></div> <div>78%</div>
<div>I am appropriately involved in decisions that affect my work.</div> <div>Answered: 23 Skipped: 0 Scale: 1-5</div>	<div><div></div></div> <div>78%</div>




Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

68% 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.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>52%</p>
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>91%</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).*</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 21 Skipped: 2 Scale: 1-5</p>	 <p>38%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</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 Good Stewards of Public Resources (4)	Responses
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>The LCSO cares about me, my safety, and my success.</p>	not enough data

Individual Metric Results: 3 of 7 Metrics

GP: Cultivating Partnerships

78% 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: 23 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 91%
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 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: Cultivating Partnerships (4)	Responses
<p>I feel informed about County decisions, changes, and services available to me as an employee.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	<div><div></div></div> 86%
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 78%
<p>Larimer County delivers high quality products and services to its external customers.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	<div><div></div></div> 91%
<p>Where I work, people are willing to confront and solve problems.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	<div><div></div></div> 50%





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, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 23 Skipped: 0 Scale: 1-5	 78%
I am appropriately involved in decisions that affect my work.* Answered: 23 Skipped: 0 Scale: 1-5	 78%
Where I work, people are willing to confront and solve problems.* Answered: 22 Skipped: 1 Scale: 1-5	 50%
Where I work, people are held accountable for delivering what they have promised.* Answered: 23 Skipped: 0 Scale: 1-5	 65%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 23 Skipped: 0 Scale: 1-5	 96%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 23 Skipped: 0 Scale: 1-5	 70%




*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 (4)	Responses
I am treated with respect and dignity. Answered: 23 Skipped: 0 Scale: 1-5	 74%
My immediate manager/supervisor deals effectively with poor performers. Answered: 23 Skipped: 0 Scale: 1-5	 39%
Employees in my department do well at maintaining productive partnerships. Answered: 23 Skipped: 0 Scale: 1-5	 65%
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: 22 Skipped: 1 Scale: 1-5	 73%



Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

78% 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: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>


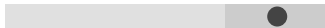
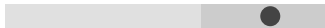
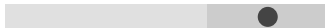
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Promoting Innovation and Continuous Improvement (2)	Responses
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>57%</p>


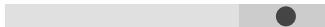
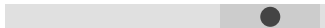

Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

87% favorable

Questions that define GP: Providing Quality Customer Service (4)	Responses
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 83%
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 91%
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 83%
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 91%



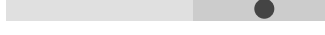









*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Providing Quality Customer Service (4)	Responses
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 96%
<p>Larimer County is a safe place to work.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 95%
<p>Larimer County is ethical in its business dealings.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 91%
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 87%






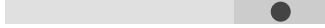








Individual Metric Results: 7 of 7 Metrics

Survey Questions

75% favorable

Questions that define Survey Questions (39)	Responses
I am treated with respect and dignity.* Answered: 23 Skipped: 0 Scale: 1-5	 74%
Overall, Larimer County is a great place to work.* Answered: 22 Skipped: 1 Scale: 1-5	 82%
I have a clear idea of what is expected of me in my job.* Answered: 23 Skipped: 0 Scale: 1-5	 87%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 23 Skipped: 0 Scale: 1-5	 91%
We have enough employees where I work to do a quality job.* Answered: 23 Skipped: 0 Scale: 1-5	 52%
I believe I am compensated fairly for what I do.* Answered: 23 Skipped: 0 Scale: 1-5	 83%
Larimer County is ethical in its business dealings.* Answered: 23 Skipped: 0 Scale: 1-5	 91%
The amount of work expected of me is reasonable.* Answered: 22 Skipped: 1 Scale: 1-5	 73%
I receive recognition from management when I do a good job.* Answered: 23 Skipped: 0 Scale: 1-5	 57%
I can maintain a reasonable balance between my personal life and work life.* Answered: 23 Skipped: 0 Scale: 1-5	 61%
I would recommend Larimer County as a good place to work.* Answered: 23 Skipped: 0 Scale: 1-5	 96%
I am encouraged to be innovative in my job (trying new ways of doing things).* Answered: 23 Skipped: 0 Scale: 1-5	 83%

<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: 23 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>65%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>83%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>78%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>57%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>70%</p>
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 21 Skipped: 2 Scale: 1-5</p>	<p>81%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>57%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>91%</p>
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>78%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>78%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	<p>39%</p>
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	<p>50%</p>













<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p>I look forward to coming to work at this company.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>61%</p>
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>65%</p>
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>96%</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).*</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 21 Skipped: 2 Scale: 1-5</p>	 <p>38%</p>
<p>Larimer County is a safe place to work.*</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>95%</p>
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</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 Survey Questions (4)	Responses
Do your leaders hold themselves and others accountable for creating an inclusive culture by using their power and position to challenge inequities? Answered: 20 Skipped: 3 Scale: 1-4	<div><div style="width: 80%;"></div></div> 80%
The LCSO cares about me, my safety, and my success.	not enough data
As a whole, the Sheriff's Office communicates well with me.	not enough data
My supervisor communicates adequately with me.	not enough data






Individual Question Results

grouped by question type

Rating questions (57)	% favorability (high to low)
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>96%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>96%</p>
<p>Larimer County is a safe place to work.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>95%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>Larimer County is ethical in its business dealings.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<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: 23 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>Larimer County delivers high quality products and services to its external customers.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>How inclusive do you think Larimer County is of people with various cultural and ethnic backgrounds? (This includes promoting, hiring, listening to, raising awareness of inequities, company sponsored Employee Resource Groups for people of various ethnic backgrounds, etc.)</p> <p>Answered: 21 Skipped: 2 Scale: 1-4</p>	 <p>90%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>87%</p>
<p>I have the materials and equipment I need to perform effectively remotely.</p> <p>Answered: 22 Skipped: 1 Scale: 1-4</p>	 <p>86%</p>
<p>I feel informed about County decisions, changes, and services available to me as an employee.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>86%</p>

<p>I believe I am compensated fairly for what I do.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I am encouraged to be innovative in my job (trying new ways of doing things).</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>82%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 21 Skipped: 2 Scale: 1-5</p>	 <p>81%</p>
<p>Do your leaders hold themselves and others accountable for creating an inclusive culture by using their power and position to challenge inequities?</p> <p>Answered: 20 Skipped: 3 Scale: 1-4</p>	 <p>80%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>

<p>I feel safe returning to a physical workspace shared with others ("RTO") at this time.</p> <p>Answered: 22 Skipped: 1 Scale: 1-4</p>	 <p>77%</p>
<p>Does Larimer County support transparent decision making, such that employees understand how and why important decisions are made?</p> <p>Answered: 22 Skipped: 1 Scale: 1-4</p>	 <p>77%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>73%</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).</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>65%</p>
<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>65%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>61%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>61%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>57%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>57%</p>

<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>57%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>52%</p>
<p>Where I work, people are willing to confront and solve problems.</p> <p>Answered: 22 Skipped: 1 Scale: 1-5</p>	 <p>50%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.</p> <p>Answered: 23 Skipped: 0 Scale: 1-5</p>	 <p>39%</p>
<p>My department encourages recycling and sustainable practices.</p> <p>Answered: 21 Skipped: 2 Scale: 1-5</p>	 <p>38%</p>
Larimer County IT (located at 200 West Oak) provides good customer service.	not enough data
I receive adequate in service physical training to keep me proficient at my job.	not enough data
The LCSO cares about me, my safety, and my success.	not enough data
I feel the County Commissioners support the Sheriff's Office.	not enough data
As a whole, the Sheriff's Office communicates well with me.	not enough data
Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.	not enough data
My supervisor communicates adequately with me.	not enough data
I received the necessary training when I was hired or last promoted to allow me to be successful in my job.	not enough data
I receive adequate in service classroom training to keep up on the requirements of my job.	not enough data
Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.	not enough data
Larimer County Fleet Department provides good customer service.	not enough data
I do not worry about physical safety on the job.	not enough data

Net Promoter Score (NPS) rating questions (3)	Average score (high to low)
On a scale of 1-10, how important is it to work in an organization that places value on sustainability and environmental responsibility? Answered: 23 Skipped: 0 Range: -100 to 100	+26 26% Detractors / 22% Passives / 52% Promoters
On a scale of 1-10, rate your awareness and understanding of the term "environmental responsibility." Answered: 23 Skipped: 0 Range: -100 to 100	0 26% Detractors / 48% Passives / 26% Promoters
On a scale of 1-10, rate your awareness and understanding of the term "sustainability" as it pertains to environmental concerns. Answered: 23 Skipped: 0 Range: -100 to 100	-4 35% Detractors / 35% Passives / 30% Promoters

Open-ended questions (6)	Responses
What do you think your department is doing well? Answered: 19 Skipped: 4	88 EPS Promoters (79%) are talking about Communication (3) Transparency (3) Detractors (5%)
Would you like someone to contact you regarding available mental health resources and benefits?	not enough data
Overall, do you have any general comments about your department? Answered: 10 Skipped: 13	33 EPS Promoters (40%) Detractors (20%)
What do you think your department could improve on? Answered: 18 Skipped: 5	-29 EPS Promoters (28%) Detractors (50%) are talking about Communication (3) Cross-Team Collaboration (3) Management (3)
Do you have any suggestions to improve internal communication? Answered: 10 Skipped: 13	-60 EPS Promoters (10%) Detractors (40%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 13 Skipped: 10	75 EPS Promoters (54%) Detractors (8%)

Multiple choice checkbox questions (2)	Responses
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<p>I am currently facing mental health concerns and challenges for myself or a family member.</p> <p>Answered: 23 Skipped: 0</p>	<p>No, this does not currently apply to me or any family members. 65% (15)</p> <p>Yes, and my family member or myself are currently utilizing resources. 22% (5)</p> <p>Yes, and I know what resources are available but we have not utilized them yet. 13% (3)</p>
<p>How do you prefer to receive County news, announcements and information?</p> <p>Answered: 23 Skipped: 0</p>	<p>County Wide Emails 91% (21)</p> <p>Bulletin Board 26% (6)</p> <p>Texting 22% (5)</p> <p>Inside Information 17% (4)</p> <p>Community Broadcast (UltiPro mobile app) 9% (2)</p> <p>Paper Mail/Postcards 9% (2)</p>