

# Overview of Survey Results

2020 Employee Survey - 2020 Employee Survey - Manager 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

Heather OHayre's Team

## Participation rate

66.8%

249 of 373 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

## Benchmarks (1)

**Historical Trend:** 2019 Employee Survey

## Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work ↑ Current score is higher than 2019 Employee Survey score	75% favorable
GP: Being Good Stewards of Public Resources ↑ Current score is higher than 2019 Employee Survey score	65% favorable
GP: Cultivating Partnerships	72% favorable
GP: Empowering People to Take Responsibility	74% favorable
GP: Promoting Innovation and Continuous Improvement	71% favorable
GP: Providing Quality Customer Service ↑ Current score is higher than 2019 Employee Survey score	85% favorable
Management ↑ Current score is higher than 2019 Employee Survey score	75% favorable

### Legend

↑ Indicates a score statistically higher than available benchmark or filter












↓ Indicates a score statistically lower than available benchmark or filter

We only show you differences between a benchmark or filter group when it is meaningful (statistically significant) when compared against the Response group.

Individual Metric Results: 1 of 7 Metrics





# GP: Being a Fulfilling and Enjoyable Place to Work <sup>75%</sup> favorable

↑ Current score is higher than 2019 Employee Survey score

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
<p>I am treated with respect and dignity.*                      Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>77%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*                      Answered: 249 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I believe I am compensated fairly for what I do.*                      Answered: 249 Skipped: 0 Scale: 1-5</p>	 <p>51%</p>
<p>I can maintain a reasonable balance between my personal life and work life.*                      Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>77%</p>
<p>I would recommend Larimer County as a good place to work.*                      Answered: 249 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>I have the information I need to do my job effectively.*                      Answered: 247 Skipped: 2 Scale: 1-5</p>	 <p>79%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*                      Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>64%</p>
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>81%</p>
<p>I look forward to coming to work at this company.*                      Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>79%</p>
<p>Larimer County is a safe place to work.*                      Answered: 246 Skipped: 3 Scale: 1-5</p>	 <p>86%</p>
<p>I have received the training I need to do a quality job.*                      Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>77%</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>Overall, Larimer County is a great place to work.</b> Answered: 247 Skipped: 2 Scale: 1-5		81%
<b>Larimer County fosters a culture of innovation and encourages creativity.</b> Answered: 248 Skipped: 1 Scale: 1-5		68%
<b>I have a clear idea of what is expected of me in my job.</b> Answered: 248 Skipped: 1 Scale: 1-5		89%
<b>The amount of work expected of me is reasonable.</b> Answered: 247 Skipped: 2 Scale: 1-5		61%

Individual Metric Results: 2 of 7 Metrics




# GP: Being Good Stewards of Public Resources

65% favorable

↑ Current score is higher than 2019 Employee Survey score



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: 247 Skipped: 2 Scale: 1-5</p>	 38%
<p>Larimer County is ethical in its business dealings.*                      Answered: 246 Skipped: 3 Scale: 1-5</p>	 83%
<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: 248 Skipped: 1 Scale: 1-5</p>	 54%
<p>My department encourages recycling and sustainable practices.*                      Answered: 244 Skipped: 5 Scale: 1-5</p>	 73%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*                      Answered: 248 Skipped: 1 Scale: 1-5</p>	 76%

\*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.                      Answered: 247 Skipped: 2 Scale: 1-5</p>	 61%
<p>Overall, Larimer County is a great place to work.                      Answered: 247 Skipped: 2 Scale: 1-5</p>	 81%
<p>Larimer County is a safe place to work.                      Answered: 246 Skipped: 3 Scale: 1-5</p>	 86%
<p>Where I work, people are held accountable for delivering what they have promised.                      Answered: 245 Skipped: 4 Scale: 1-5</p>	 69%

## 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: 247 Skipped: 2 Scale: 1-5</small>	 60%
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 247 Skipped: 2 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: Cultivating Partnerships (4)	Responses
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 248 Skipped: 1 Scale: 1-5</small>	 68%
Larimer County delivers high quality products and services to its external customers. <small>Answered: 246 Skipped: 3 Scale: 1-5</small>	 83%
Overall, Larimer County is a great place to work. <small>Answered: 247 Skipped: 2 Scale: 1-5</small>	 81%
I feel informed about County decisions, changes, and services available to me as an employee. <small>Answered: 249 Skipped: 0 Scale: 1-5</small>	 63%

Individual Metric Results: 4 of 7 Metrics

## GP: Empowering People to Take Responsibility

74% 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: 242 Skipped: 7 Scale: 1-5</small>		81%
I am appropriately involved in decisions that affect my work.* <small>Answered: 247 Skipped: 2 Scale: 1-5</small>		60%
Where I work, people are willing to confront and solve problems.* <small>Answered: 246 Skipped: 3 Scale: 1-5</small>		72%
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 245 Skipped: 4 Scale: 1-5</small>		69%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 249 Skipped: 0 Scale: 1-5</small>		92%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 247 Skipped: 2 Scale: 1-5</small>		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	
Employees in my department do well at maintaining productive partnerships. <small>Answered: 247 Skipped: 2 Scale: 1-5</small>		84%
My immediate manager/supervisor deals effectively with poor performers. <small>Answered: 238 Skipped: 11 Scale: 1-5</small>		59%
The work environment on my team supports the development of new and innovative ideas. <small>Answered: 247 Skipped: 2 Scale: 1-5</small>		74%
I receive recognition from management when I do a good job. <small>Answered: 248 Skipped: 1 Scale: 1-5</small>		63%



Individual Metric Results: 5 of 7 Metrics

# GP: Promoting Innovation and Continuous Improvement

71% 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).* <small>Answered: 246 Skipped: 3 Scale: 1-5</small>	 70%
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 248 Skipped: 1 Scale: 1-5</small>	 68%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 247 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: Promoting Innovation and Continuous Improvement (2)	Responses
I am appropriately involved in decisions that affect my work. <small>Answered: 247 Skipped: 2 Scale: 1-5</small>	 60%
I am motivated to go beyond what is normally expected to help Larimer County be successful. <small>Answered: 246 Skipped: 3 Scale: 1-5</small>	 80%







Individual Metric Results: 6 of 7 Metrics





## GP: Providing Quality Customer Service

85% favorable

↑ Current score is higher than 2019 Employee Survey score

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: 246 Skipped: 3 Scale: 1-5</p>	 80%
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 248 Skipped: 1 Scale: 1-5</p>	 84%
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 248 Skipped: 1 Scale: 1-5</p>	 91%
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 246 Skipped: 3 Scale: 1-5</p>	 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: 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: 249 Skipped: 0 Scale: 1-5</p>	 92%
<p>Larimer County is a safe place to work.</p> <p>Answered: 246 Skipped: 3 Scale: 1-5</p>	 86%
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 247 Skipped: 2 Scale: 1-5</p>	 81%
<p>I have the information I need to do my job effectively.</p> <p>Answered: 247 Skipped: 2 Scale: 1-5</p>	 79%

## Individual Metric Results: 7 of 7 Metrics




# Management

75% favorable

↑ Current score is higher than 2019 Employee Survey score

Questions that define Management (7)	Responses
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>89%</p>
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 247 Skipped: 2 Scale: 1-5</p>	 <p>61%</p>
<p>I receive recognition from management when I do a good job.*</p> <p>Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>63%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>81%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 246 Skipped: 3 Scale: 1-5</p>	 <p>80%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 238 Skipped: 11 Scale: 1-5</p>	 <p>59%</p>
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 247 Skipped: 2 Scale: 1-5</p>	 <p>91%</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 Management (4)	Responses
<p>I am treated with respect and dignity.</p> <p>Answered: 248 Skipped: 1 Scale: 1-5</p>	 <p>77%</p>
<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 245 Skipped: 4 Scale: 1-5</p>	 <p>69%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 247 Skipped: 2 Scale: 1-5</p>	 <p>74%</p>

