

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>90.8% 178 of 196 participants have completed the survey</div>
<div>Response group</div> <div>Emily Humphrey'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 ↓ Current score is lower than 2019 Employee Survey score	71% favorable
GP: Being Good Stewards of Public Resources ↓ Current score is lower than 2019 Employee Survey score	61% favorable
GP: Cultivating Partnerships ↓ Current score is lower than 2019 Employee Survey score	70% favorable
GP: Empowering People to Take Responsibility ↓ Current score is lower than 2019 Employee Survey score	62% favorable
GP: Promoting Innovation and Continuous Improvement	62% favorable
GP: Providing Quality Customer Service	77% favorable
Management	68% favorable
Survey Questions	68% 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 8 Metrics





GP: Being a Fulfilling and Enjoyable Place to Work^{71% favorable}

↓ Current score is lower than **2019 Employee Survey** score

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
I am treated with respect and dignity.* Answered: 177 Skipped: 1 Scale: 1-5	75%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 178 Skipped: 0 Scale: 1-5	71%
I believe I am compensated fairly for what I do.* Answered: 178 Skipped: 0 Scale: 1-5	48%
I can maintain a reasonable balance between my personal life and work life.* Answered: 178 Skipped: 0 Scale: 1-5	65%
I would recommend Larimer County as a good place to work.* Answered: 178 Skipped: 0 Scale: 1-5	78%
I have the information I need to do my job effectively.* Answered: 176 Skipped: 2 Scale: 1-5	84%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 178 Skipped: 0 Scale: 1-5	57%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	69%
I look forward to coming to work at this company.* Answered: 178 Skipped: 0 Scale: 1-5	69%
Larimer County is a safe place to work.* Answered: 176 Skipped: 2 Scale: 1-5	80%
I have received the training I need to do a quality job.* Answered: 178 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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Overall, Larimer County is a great place to work. Answered: 177 Skipped: 1 Scale: 1-5		76%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 177 Skipped: 1 Scale: 1-5		62%
I have a clear idea of what is expected of me in my job. Answered: 177 Skipped: 1 Scale: 1-5		86%
The amount of work expected of me is reasonable. Answered: 176 Skipped: 2 Scale: 1-5		69%

Individual Metric Results: 2 of 8 Metrics



GP: Being Good Stewards of Public Resources

61% favorable

↓ Current score is lower than **2019 Employee Survey** score

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
We have enough employees where I work to do a quality job.* <small>Answered: 175 Skipped: 3 Scale: 1-5</small>	 43%
Larimer County is ethical in its business dealings.* <small>Answered: 177 Skipped: 1 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: 178 Skipped: 0 Scale: 1-5</small>	 52%
My department encourages recycling and sustainable practices.* <small>Answered: 174 Skipped: 4 Scale: 1-5</small>	 60%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* <small>Answered: 177 Skipped: 1 Scale: 1-5</small>	 79%

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Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses
The amount of work expected of me is reasonable. <small>Answered: 176 Skipped: 2 Scale: 1-5</small>	 69%
Overall, Larimer County is a great place to work. <small>Answered: 177 Skipped: 1 Scale: 1-5</small>	 76%
Larimer County is a safe place to work. <small>Answered: 176 Skipped: 2 Scale: 1-5</small>	 80%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 178 Skipped: 0 Scale: 1-5</small>	 49%

Individual Metric Results: 3 of 8 Metrics





GP: Cultivating Partnerships

70% favorable

↓ Current score is lower than **2019 Employee Survey** score

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.* Answered: 174 Skipped: 4 Scale: 1-5	 63%
Employees in my department do well at maintaining productive partnerships.* Answered: 176 Skipped: 2 Scale: 1-5	 78%

*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. Answered: 177 Skipped: 1 Scale: 1-5	 62%
Larimer County delivers high quality products and services to its external customers. Answered: 174 Skipped: 4 Scale: 1-5	 77%
Overall, Larimer County is a great place to work. Answered: 177 Skipped: 1 Scale: 1-5	 76%
I feel informed about County decisions, changes, and services available to me as an employee. Answered: 178 Skipped: 0 Scale: 1-5	 60%

Individual Metric Results: 4 of 8 Metrics





GP: Empowering People to Take Responsibility

62% favorable

↓ Current score is lower than 2019 Employee Survey score

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: 178 Skipped: 0 Scale: 1-5	 75%
I am appropriately involved in decisions that affect my work.* Answered: 177 Skipped: 1 Scale: 1-5	 52%
Where I work, people are willing to confront and solve problems.* Answered: 175 Skipped: 3 Scale: 1-5	 52%
Where I work, people are held accountable for delivering what they have promised.* Answered: 178 Skipped: 0 Scale: 1-5	 49%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 178 Skipped: 0 Scale: 1-5	 87%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 178 Skipped: 0 Scale: 1-5	 54%




*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. Answered: 176 Skipped: 2 Scale: 1-5	 78%
My immediate manager/supervisor deals effectively with poor performers. Answered: 176 Skipped: 2 Scale: 1-5	 49%
The work environment on my team supports the development of new and innovative ideas. Answered: 176 Skipped: 2 Scale: 1-5	 62%
I receive recognition from management when I do a good job. Answered: 177 Skipped: 1 Scale: 1-5	 51%



Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

62% 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: 175 Skipped: 3 Scale: 1-5	 62%
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 177 Skipped: 1 Scale: 1-5	 62%
The work environment on my team supports the development of new and innovative ideas.* Answered: 176 Skipped: 2 Scale: 1-5	 62%





*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. Answered: 177 Skipped: 1 Scale: 1-5	 52%
I am motivated to go beyond what is normally expected to help Larimer County be successful. Answered: 176 Skipped: 2 Scale: 1-5	 65%





Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

77% 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.* Answered: 176 Skipped: 2 Scale: 1-5	 65%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 178 Skipped: 0 Scale: 1-5	 76%
Where I work, we are knowledgeable about our customers' needs.* Answered: 178 Skipped: 0 Scale: 1-5	 90%
Larimer County delivers high quality products and services to its external customers.* Answered: 174 Skipped: 4 Scale: 1-5	 77%








*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
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 178 Skipped: 0 Scale: 1-5	 87%
Larimer County is a safe place to work. Answered: 176 Skipped: 2 Scale: 1-5	 80%
Overall, Larimer County is a great place to work. Answered: 177 Skipped: 1 Scale: 1-5	 76%
I have the information I need to do my job effectively. Answered: 176 Skipped: 2 Scale: 1-5	 84%




Individual Metric Results: 7 of 8 Metrics


Management

68% favorable

Questions that define Management (7)	Responses
I have a clear idea of what is expected of me in my job.* <small>Answered: 177 Skipped: 1 Scale: 1-5</small>	 86%
The amount of work expected of me is reasonable.* <small>Answered: 176 Skipped: 2 Scale: 1-5</small>	 69%
I receive recognition from management when I do a good job.* <small>Answered: 177 Skipped: 1 Scale: 1-5</small>	 51%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* <small>Answered: 178 Skipped: 0 Scale: 1-5</small>	 72%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* <small>Answered: 176 Skipped: 2 Scale: 1-5</small>	 73%
My immediate manager/supervisor deals effectively with poor performers.* <small>Answered: 176 Skipped: 2 Scale: 1-5</small>	 49%
My immediate manager/supervisor encourages two-way communication.* <small>Answered: 176 Skipped: 2 Scale: 1-5</small>	 78%

*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
I am treated with respect and dignity. <small>Answered: 177 Skipped: 1 Scale: 1-5</small>	 75%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 178 Skipped: 0 Scale: 1-5</small>	 49%
The work environment on my team supports the development of new and innovative ideas. <small>Answered: 176 Skipped: 2 Scale: 1-5</small>	 62%










<p>I am encouraged to be innovative in my job (trying new ways of doing things).</p> <p>Answered: 175 Skipped: 3 Scale: 1-5</p>	 <p>62%</p>
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Individual Metric Results: 8 of 8 Metrics

Survey Questions

68% favorable

Questions that define Survey Questions (39)	Responses
I am treated with respect and dignity.* Answered: 177 Skipped: 1 Scale: 1-5	 75%
Overall, Larimer County is a great place to work.* Answered: 177 Skipped: 1 Scale: 1-5	 76%
I have a clear idea of what is expected of me in my job.* Answered: 177 Skipped: 1 Scale: 1-5	 86%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 178 Skipped: 0 Scale: 1-5	 71%
We have enough employees where I work to do a quality job.* Answered: 175 Skipped: 3 Scale: 1-5	 43%
I believe I am compensated fairly for what I do.* Answered: 178 Skipped: 0 Scale: 1-5	 48%
Larimer County is ethical in its business dealings.* Answered: 177 Skipped: 1 Scale: 1-5	 72%
The amount of work expected of me is reasonable.* Answered: 176 Skipped: 2 Scale: 1-5	 69%
I receive recognition from management when I do a good job.* Answered: 177 Skipped: 1 Scale: 1-5	 51%
I can maintain a reasonable balance between my personal life and work life.* Answered: 178 Skipped: 0 Scale: 1-5	 65%
I would recommend Larimer County as a good place to work.* Answered: 178 Skipped: 0 Scale: 1-5	 78%
I am encouraged to be innovative in my job (trying new ways of doing things).* Answered: 175 Skipped: 3 Scale: 1-5	 62%

<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: 174 Skipped: 4 Scale: 1-5</p>	 <p>63%</p>
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>	 <p>78%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>	 <p>65%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>	 <p>72%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>	 <p>73%</p>
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>	 <p>84%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 178 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: 178 Skipped: 0 Scale: 1-5</p>	 <p>76%</p>
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 177 Skipped: 1 Scale: 1-5</p>	 <p>52%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 177 Skipped: 1 Scale: 1-5</p>	 <p>62%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>	 <p>49%</p>
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 175 Skipped: 3 Scale: 1-5</p>	 <p>52%</p>

<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>		69%
<p>I look forward to coming to work at this company.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>		69%
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>		78%
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>		49%
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>		90%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>		87%
<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: 178 Skipped: 0 Scale: 1-5</p>		52%
<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>		62%
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 174 Skipped: 4 Scale: 1-5</p>		77%
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 174 Skipped: 4 Scale: 1-5</p>		60%
<p>Larimer County is a safe place to work.*</p> <p>Answered: 176 Skipped: 2 Scale: 1-5</p>		80%
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>		83%
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>		54%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 177 Skipped: 1 Scale: 1-5</p>		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 Survey Questions (4)	Responses
<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: 173 Skipped: 5 Scale: 1-4</p>	<p>● 75%</p>
<p>Does Larimer County support transparent decision making, such that employees understand how and why important decisions are made?</p> <p>Answered: 177 Skipped: 1 Scale: 1-4</p>	<p>● 62%</p>
<p>I feel informed about County decisions, changes, and services available to me as an employee.</p> <p>Answered: 178 Skipped: 0 Scale: 1-5</p>	<p>● 60%</p>
<p>I have the materials and equipment I need to perform effectively remotely.</p> <p>Answered: 176 Skipped: 2 Scale: 1-4</p>	<p>● 62%</p>