

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>28.7% 134 of 467 participants have completed the survey</div>
<div>Response group</div> <div>Angela Myers' 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	82% favorable
GP: Being Good Stewards of Public Resources	79% favorable
GP: Cultivating Partnerships	78% favorable
↓ Current score is lower than 2019 Employee Survey score	
GP: Empowering People to Take Responsibility	80% favorable
GP: Promoting Innovation and Continuous Improvement	53% favorable
GP: Providing Quality Customer Service	90% favorable
Management	78% 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 ^{82% favorable}

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
I am treated with respect and dignity.* Answered: 132 Skipped: 2 Scale: 1-5	83%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 126 Skipped: 8 Scale: 1-5	84%
I believe I am compensated fairly for what I do.* Answered: 131 Skipped: 3 Scale: 1-5	66%
I can maintain a reasonable balance between my personal life and work life.* Answered: 122 Skipped: 12 Scale: 1-5	81%
I would recommend Larimer County as a good place to work.* Answered: 130 Skipped: 4 Scale: 1-5	88%
I have the information I need to do my job effectively.* Answered: 132 Skipped: 2 Scale: 1-5	88%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 118 Skipped: 16 Scale: 1-5	62%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	82%
I look forward to coming to work at this company.* Answered: 131 Skipped: 3 Scale: 1-5	82%
Larimer County is a safe place to work.* Answered: 130 Skipped: 4 Scale: 1-5	90%
I have received the training I need to do a quality job.* Answered: 132 Skipped: 2 Scale: 1-5	89%

*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
--	-----------

Overall, Larimer County is a great place to work. Answered: 131 Skipped: 3 Scale: 1-5		89%
The amount of work expected of me is reasonable. Answered: 131 Skipped: 3 Scale: 1-5		84%
I have a clear idea of what is expected of me in my job. Answered: 131 Skipped: 3 Scale: 1-5		91%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 128 Skipped: 6 Scale: 1-5		84%

Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

79% 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: 128 Skipped: 6 Scale: 1-5</p>	 71%
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 124 Skipped: 10 Scale: 1-5</p>	 92%
<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: 129 Skipped: 5 Scale: 1-5</p>	 74%
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 123 Skipped: 11 Scale: 1-5</p>	 68%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 130 Skipped: 4 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: Being Good Stewards of Public Resources (4)	Responses
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 131 Skipped: 3 Scale: 1-5</p>	 84%
<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 125 Skipped: 9 Scale: 1-5</p>	 77%
<p>My immediate manager/supervisor deals effectively with poor performers.</p> <p>Answered: 121 Skipped: 13 Scale: 1-5</p>	 60%
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 131 Skipped: 3 Scale: 1-5</p>	 89%

Individual Metric Results: 3 of 7 Metrics





GP: Cultivating Partnerships

78% 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: 110 Skipped: 24 Scale: 1-5	 70%
Employees in my department do well at maintaining productive partnerships.* Answered: 122 Skipped: 12 Scale: 1-5	 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
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 129 Skipped: 5 Scale: 1-5	 84%
I have the information I need to do my job effectively. Answered: 132 Skipped: 2 Scale: 1-5	 88%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 130 Skipped: 4 Scale: 1-5	 91%
I feel informed about County decisions, changes, and services available to me as an employee. Answered: 110 Skipped: 24 Scale: 1-5	 70%

Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

80% 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: 129 Skipped: 5 Scale: 1-5	84%
I am appropriately involved in decisions that affect my work.* Answered: 122 Skipped: 12 Scale: 1-5	57%
Where I work, people are willing to confront and solve problems.* Answered: 123 Skipped: 11 Scale: 1-5	80%
Where I work, people are held accountable for delivering what they have promised.* Answered: 125 Skipped: 9 Scale: 1-5	77%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 130 Skipped: 4 Scale: 1-5	95%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 131 Skipped: 3 Scale: 1-5	85%




*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
My immediate manager/supervisor deals effectively with poor performers. Answered: 121 Skipped: 13 Scale: 1-5	60%
I have the information I need to do my job effectively. Answered: 132 Skipped: 2 Scale: 1-5	88%
Employees in my department do well at maintaining productive partnerships. Answered: 122 Skipped: 12 Scale: 1-5	84%
I receive recognition from management when I do a good job. Answered: 125 Skipped: 9 Scale: 1-5	67%



Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

53% 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: 115 Skipped: 19 Scale: 1-5	 41%
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 120 Skipped: 14 Scale: 1-5	 63%
The work environment on my team supports the development of new and innovative ideas.* Answered: 113 Skipped: 21 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: Promoting Innovation and Continuous Improvement (2)	Responses
I am motivated to go beyond what is normally expected to help Larimer County be successful. Answered: 122 Skipped: 12 Scale: 1-5	 76%
I am appropriately involved in decisions that affect my work. Answered: 122 Skipped: 12 Scale: 1-5	 57%





Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

90% 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: 122 Skipped: 12 Scale: 1-5</small>	 76%
Where I work, we are able to respond quickly to the needs of our customers.* <small>Answered: 117 Skipped: 17 Scale: 1-5</small>	 90%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 124 Skipped: 10 Scale: 1-5</small>	 95%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 123 Skipped: 11 Scale: 1-5</small>	 97%

*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
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 120 Skipped: 14 Scale: 1-5</small>	 63%
Larimer County is a safe place to work. <small>Answered: 130 Skipped: 4 Scale: 1-5</small>	 90%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 130 Skipped: 4 Scale: 1-5</small>	 95%
I have the information I need to do my job effectively. <small>Answered: 132 Skipped: 2 Scale: 1-5</small>	 88%

Individual Metric Results: 7 of 7 Metrics

Management

78% favorable

Questions that define Management (7)	Responses
I have a clear idea of what is expected of me in my job.* Answered: 131 Skipped: 3 Scale: 1-5	● 91%
The amount of work expected of me is reasonable.* Answered: 131 Skipped: 3 Scale: 1-5	● 84%
I receive recognition from management when I do a good job.* Answered: 125 Skipped: 9 Scale: 1-5	● 67%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 128 Skipped: 6 Scale: 1-5	● 84%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 127 Skipped: 7 Scale: 1-5	● 74%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 121 Skipped: 13 Scale: 1-5	● 60%
My immediate manager/supervisor encourages two-way communication.* Answered: 128 Skipped: 6 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 Management (4)	Responses
I am motivated to go beyond what is normally expected to help Larimer County be successful. Answered: 122 Skipped: 12 Scale: 1-5	● 76%
I am treated with respect and dignity. Answered: 132 Skipped: 2 Scale: 1-5	● 83%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 131 Skipped: 3 Scale: 1-5	● 85%

I have the information I need to do my job effectively. Answered: 132 Skipped: 2 Scale: 1-5		88%
---	---	------------