2020 EMPLOYEE SURVEY RESULTS

LARIMER COUNTY

Being a good steward of public resources.	Promoting innovation and continuous improvement.	Cultivating Partnerships	Empowering people to take responsibility.	Management	Being a fulfilling and enjoyable place to work.	Providing quality customer service.
70% Favorability*	**71%** Favorability*	**76%** Favorability*	**76%** Favorability*	**76%** Favorability*	**78%** Favorability*	**86%** Favorability*
70% in 2019	71% in 2019	79% in 2019	77% in 2019	74% in 2019	78% in 2019	87% in 2019
Larimer County is ethical in its business dealings.	The work environment on my team supports the development of new and innovative ideas.	Employees in my department do well at maintaining productive partnerships.	I clearly understand how my own job contributes to achieving the goals of Larimer County.	I have a clear idea of what is expected of me in my job.	Larimer County is a safe place to work.	Where I work, we are knowledgeable about our customers' needs.
We have enough employees where I work to do a quality job.	Larimer County fosters a culture of innovation and encourages creativity.	The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.	I am appropriately involved in decisions that affect my work.	My immediate manager/supervisor deals effectively with poor performers.	I believe I am compensated fairly for what I do.	I am motivated to go beyond what is normally expected to help Larimer County be successful.

* Favorability = The amount of employees who look favorably on the survey statements. Agree & Strongly Agree are considered Favorable scores. Strongly Disagree, Disagree, and Neither/Nor (Neutral) bring the Favorability score down.

84%
Believe Larimer County is a fulfilling and enjoyable place to work.
⬇ 86% in 2019

55.6%
Employee Participation
1,376 Employees Participated
⬇ 60.5% in 2019

THEMES AND EMOTIONS

In this section, we're exploring Perception's analysis of employee comments. This analysis groups the comments into themes and translates comments into emotions.

We are looking at the **top five themes** and with the exception of Neutral, the **top five emotions** associated with each topic. Please refer to the key to read the charts.

EMOTIONS

Neutral | Upset | Stressed | Annoyed | Satisfied | Appreciative | Happy | Other Emotions
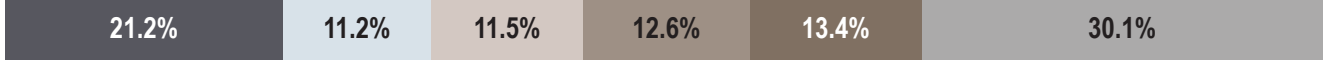
#1 Theme: Communication

33%	9.4%	14.1%	8.7%	13.1%	21.7%

#2 Theme: Transparency

41.3%	9.1%	6.6%	12.2%	7.2%	23.6%

#3 Theme: Cross-Team Collaboration

28.7%	8.5%	10.4%	14.1%	11%	27.3%

#4 Theme: Compensation & Benefits

21.2%	11.2%	11.5%	12.6%	13.4%	30.1%

#5 Theme: Teamwork

35.8%	6.1%	15.9%	11.4%	12.6%	18.2%