

# Overview of Survey Results

2021 Employee Survey - Commissioners Office custom report 2021

## 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

All Results (filtered)

OrgLevel1Desc: Commiss. & County Mgr

## Participation rate

81.8%

18 of 22 participants have completed the survey

## As of

Dec 09, 2021, 09:44 PM MST

Results are grouped based on information in the Employee Directory as of this date

## Benchmarks (2)

**Historical Trend:** 2019 Employee Survey, 2020 Employee Survey







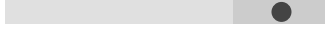

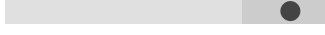
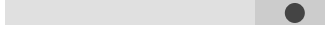
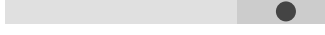
## Summary of Metric results

% favorable

|                                                     |                   |
|-----------------------------------------------------|-------------------|
| GP: Being a Fulfilling and Enjoyable Place to Work  | 93% favorable     |
| GP: Being Good Stewards of Public Resources         | 84% favorable     |
| GP: Cultivating Partnerships                        | 91% favorable     |
| GP: Empowering People to Take Responsibility        | 95% favorable     |
| GP: Promoting Innovation and Continuous Improvement | 96% favorable     |
| GP: Providing Quality Customer Service              | 100% favorable    |
| Hot Topics                                          | no data available |
| Management                                          | 85% favorable     |
| Survey Questions                                    | 92% favorable     |

Individual Metric Results: 1 of 9 Metrics

**GP: Being a Fulfilling and Enjoyable Place to Work** <sup>93%</sup> favorable





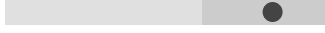
| Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)                                                                                  | Responses                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| I look forward to coming to work at this company.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                                        |  94%    |
| I have received the training I need to do a quality job.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                                 |  100%   |
| I would recommend Larimer County as a good place to work.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                                |  100%   |
| Larimer County has created an environment where people of diverse backgrounds can succeed.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>               |  94%    |
| I believe I am compensated fairly for what I do.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                                         |  100% |
| I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*<br><small>Answered: 17 Skipped: 1 Scale: 1-5</small>          |  76%  |
| I am treated with respect and dignity.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                                                   |  94%  |
| I can maintain a reasonable balance between my personal life and work life.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                              |  78%  |
| Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?* <small>Answered: 18 Skipped: 0 Scale: 1-5</small> |  94%  |
| Larimer County is a safe place to work.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                                                  |  100% |
| I have the information I need to do my job effectively.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                                  |  94%  |

\*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.

Individual Metric Results: 2 of 9 Metrics

# GP: Being Good Stewards of Public Resources

84% favorable



| Questions that define GP: Being Good Stewards of Public Resources (5)                                                                                                                                            | Responses                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| <p>Larimer County is ethical in its business dealings.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                                          |  100%  |
| <p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                    |  100%  |
| <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).*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p> |  67%   |
| <p>We have enough employees where I work to do a quality job.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                                   |  72%   |
| <p>My department encourages recycling and sustainable practices.*<br/>                     Answered: 18 Skipped: 0 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.

Individual Metric Results: 3 of 9 Metrics

## GP: Cultivating Partnerships

91% favorable







| Questions that define GP: Cultivating Partnerships (2)                                                                                                                                   | Responses                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| <p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                                                             |  <p>89%</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: 17 Skipped: 1 Scale: 1-5</p> |  <p>94%</p> |

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Individual Metric Results: 4 of 9 Metrics

# GP: Empowering People to Take Responsibility

95% favorable




| Questions that define GP: Empowering People to Take Responsibility (6)                                                                                                   | Responses                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| <p>I am appropriately involved in decisions that affect my work.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                        |  89%   |
| <p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*<br/>                     Answered: 17 Skipped: 1 Scale: 1-5</p> |  94%   |
| <p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>            |  100%  |
| <p>Where I work, everyone takes personal responsibility for doing a quality job.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                        |  100%  |
| <p>Where I work, people are held accountable for delivering what they have promised.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                    |  94% |
| <p>Where I work, people are willing to confront and solve problems.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                     |  94% |

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Individual Metric Results: 5 of 9 Metrics

# GP: Promoting Innovation and Continuous Improvement

96% favorable



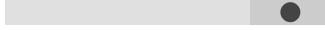
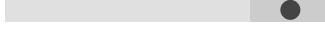
| Questions that define GP: Promoting Innovation and Continuous Improvement (3)                                                           | Responses                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>             |  <p>94%</p>  |
| <p>I am encouraged to be innovative in my job (trying new ways of doing things).*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>         |  <p>100%</p> |
| <p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p> |  <p>94%</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.

Individual Metric Results: 6 of 9 Metrics

## GP: Providing Quality Customer Service

100% favorable

| Questions that define GP: Providing Quality Customer Service (4)                                                                           | Responses                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| <p>Where I work, we are able to respond quickly to the needs of our customers.*<br/>Answered: 18 Skipped: 0 Scale: 1-5</p>                 |  100% |
| <p>Where I work, we are knowledgeable about our customers' needs.*<br/>Answered: 18 Skipped: 0 Scale: 1-5</p>                              |  100% |
| <p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*<br/>Answered: 18 Skipped: 0 Scale: 1-5</p> |  100% |
| <p>Larimer County delivers high quality products and services to its external customers.*<br/>Answered: 18 Skipped: 0 Scale: 1-5</p>       |  100% |

\*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.



Individual Metric Results: 7 of 9 Metrics








## Hot Topics

**no data available**

| Questions that define Hot Topics (0) | Responses |
|--------------------------------------|-----------|
| 0 questions                          |           |

Individual Metric Results: 8 of 9 Metrics  
**Management**

85% favorable













| Questions that define Management (7)                                                                                                            | Responses                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| I receive recognition from management when I do a good job.*<br><small>Answered: 17 Skipped: 1 Scale: 1-5</small>                               |  82%   |
| I have a clear idea of what is expected of me in my job.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                  |  100%  |
| My immediate manager/supervisor works to remove obstacles that impede our work processes.*<br><small>Answered: 17 Skipped: 1 Scale: 1-5</small> |  88%   |
| My immediate manager/supervisor deals effectively with poor performers.*<br><small>Answered: 15 Skipped: 3 Scale: 1-5</small>                   |  73%   |
| My immediate manager/supervisor gives me feedback that helps me improve my performance.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>   |  89% |
| The amount of work expected of me is reasonable.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                                          |  67% |
| My immediate manager/supervisor encourages two-way communication.*<br><small>Answered: 18 Skipped: 0 Scale: 1-5</small>                         |  94% |





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## Individual Metric Results: 9 of 9 Metrics

# Survey Questions

92% favorable

| Questions that define Survey Questions (39)                                                                                                            | Responses                                                                                        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                           |  <p>89%</p>    |
| <p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                                        |  <p>89%</p>    |
| <p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 17 Skipped: 1 Scale: 1-5</p> |  <p>94%</p>    |
| <p>I look forward to coming to work at this company.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                                                    |  <p>94%</p>    |
| <p>I have received the training I need to do a quality job.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                                             |  <p>100%</p> |
| <p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>            |  <p>100%</p> |
| <p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                                            |  <p>100%</p> |
| <p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>           |  <p>94%</p>  |
| <p>I believe I am compensated fairly for what I do.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                                                     |  <p>100%</p> |
| <p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 17 Skipped: 1 Scale: 1-5</p>      |  <p>76%</p>  |
| <p>I am treated with respect and dignity.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                                                               |  <p>94%</p>  |
| <p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 18 Skipped: 0 Scale: 1-5</p>                            |  <p>94%</p>  |

|                                                                                                                                                                                                             |                                                                                      |             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------|
| <p>I can maintain a reasonable balance between my personal life and work life.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                                  |    | <p>78%</p>  |
| <p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p><small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                |    | <p>94%</p>  |
| <p>Larimer County is ethical in its business dealings.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                                                          |    | <p>100%</p> |
| <p>Where I work, we are able to respond quickly to the needs of our customers.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                                  |    | <p>100%</p> |
| <p>I receive recognition from management when I do a good job.*<br/> <small>Answered: 17 Skipped: 1 Scale: 1-5</small></p>                                                                                  |    | <p>82%</p>  |
| <p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                    |    | <p>100%</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).*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p> |  | <p>67%</p>  |
| <p>I have a clear idea of what is expected of me in my job.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                                                     |  | <p>100%</p> |
| <p>Where I work, everyone takes personal responsibility for doing a quality job.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                                |  | <p>100%</p> |
| <p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*<br/> <small>Answered: 17 Skipped: 1 Scale: 1-5</small></p>                                                    |  | <p>88%</p>  |
| <p>My immediate manager/supervisor deals effectively with poor performers.*<br/> <small>Answered: 15 Skipped: 3 Scale: 1-5</small></p>                                                                      |  | <p>73%</p>  |
| <p>Where I work, people are held accountable for delivering what they have promised.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                            |  | <p>94%</p>  |
| <p>Where I work, we are knowledgeable about our customers' needs.*<br/> <small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                                               |  | <p>100%</p> |
| <p>I am encouraged to be innovative in my job (trying new ways of doing things).*</p> <p><small>Answered: 18 Skipped: 0 Scale: 1-5</small></p>                                                              |  | <p>100%</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.*<br/>                     Answered: 17 Skipped: 1 Scale: 1-5</p> |  | 94%  |
| <p>The work environment on my team supports the development of new and innovative ideas.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                  |  | 94%  |
| <p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                |  | 89%  |
| <p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                            |  | 100% |
| <p>We have enough employees where I work to do a quality job.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                             |  | 72%  |
| <p>The amount of work expected of me is reasonable.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                                       |  | 67%  |
| <p>Larimer County is a safe place to work.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                                                |  | 100% |
| <p>My immediate manager/supervisor encourages two-way communication.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                      |  | 94%  |
| <p>Where I work, people are willing to confront and solve problems.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                       |  | 94%  |
| <p>Larimer County delivers high quality products and services to its external customers.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                  |  | 100% |
| <p>I have the information I need to do my job effectively.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                                |  | 94%  |
| <p>My department encourages recycling and sustainable practices.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                          |  | 83%  |
| <p>Overall, Larimer County is a great place to work.*<br/>                     Answered: 18 Skipped: 0 Scale: 1-5</p>                                                                                      |  | 100% |

\*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.