

Overview of Survey Results

2021 Employee Survey - 2021 Manager Report - No Comments

Survey description	Participation rate
<p>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!</p>	<p>79.5%</p> <p>116 of 146 participants have completed the survey</p>
Response group	As of
<p>Tom Gonzales' Team</p>	<p>Dec 09, 2021, 09:44 PM MST</p> <p>Results are grouped based on information in the Employee Directory as of this date</p>
	Benchmarks (2)
	<p>Historical Trend: 2019 Employee Survey, 2020 Employee Survey</p>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	70% favorable
GP: Being Good Stewards of Public Resources	66% favorable
GP: Cultivating Partnerships	71% favorable
GP: Empowering People to Take Responsibility	74% favorable
GP: Promoting Innovation and Continuous Improvement	68% favorable
GP: Providing Quality Customer Service	85% favorable
Management	76% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	

Legend










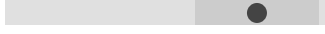
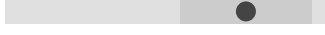
↑ Indicates a score statistically higher than available benchmark or filter

↓ 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 ^{70%} 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.* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 71%
I have received the training I need to do a quality job.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 73%
I would recommend Larimer County as a good place to work.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 77%
Larimer County has created an environment where people of diverse backgrounds can succeed.* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 66%
I believe I am compensated fairly for what I do.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 51%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 54%
I am treated with respect and dignity.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 78%
I can maintain a reasonable balance between my personal life and work life.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 64%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	 70%
Larimer County is a safe place to work.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 84%
I have the information I need to do my job effectively.* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 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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<p>Overall, Larimer County is a great place to work. Answered: 114 Skipped: 2 Scale: 1-5</p>		79%
<p>Larimer County fosters a culture of innovation and encourages creativity. Answered: 115 Skipped: 1 Scale: 1-5</p>		67%
<p>Larimer County is ethical in its business dealings. Answered: 110 Skipped: 6 Scale: 1-5</p>		74%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 116 Skipped: 0 Scale: 1-5</p>		88%


Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

66% favorable



Questions that define GP: Being Good Stewards of Public Resources (5)	Responses	
Larimer County is ethical in its business dealings.* <small>Answered: 110 Skipped: 6 Scale: 1-5</small>		74%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>		79%
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: 116 Skipped: 0 Scale: 1-5</small>		62%
We have enough employees where I work to do a quality job.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>		53%
My department encourages recycling and sustainable practices.* <small>Answered: 106 Skipped: 10 Scale: 1-5</small>		64%

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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: 116 Skipped: 0 Scale: 1-5</small>		68%
I have the information I need to do my job effectively. <small>Answered: 115 Skipped: 1 Scale: 1-5</small>		83%
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 113 Skipped: 3 Scale: 1-5</small>		48%
Overall, Larimer County is a great place to work. <small>Answered: 114 Skipped: 2 Scale: 1-5</small>		79%

Individual Metric Results: 3 of 7 Metrics GP: Cultivating Partnerships

71% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 83%
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: 113 Skipped: 3 Scale: 1-5</small>	 59%






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Questions that most drive GP: Cultivating Partnerships (4)	Responses
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 78%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 67%
Larimer County delivers high quality products and services to its external customers. <small>Answered: 113 Skipped: 3 Scale: 1-5</small>	 84%
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 67%



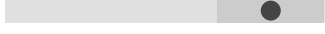

Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

74% favorable

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
<p>I am appropriately involved in decisions that affect my work.* Answered: 116 Skipped: 0 Scale: 1-5</p>	 62%
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 116 Skipped: 0 Scale: 1-5</p>	 78%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 116 Skipped: 0 Scale: 1-5</p>	 88%
<p>Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 116 Skipped: 0 Scale: 1-5</p>	 75%
<p>Where I work, people are held accountable for delivering what they have promised.* Answered: 115 Skipped: 1 Scale: 1-5</p>	 67%
<p>Where I work, people are willing to confront and solve problems.* Answered: 115 Skipped: 1 Scale: 1-5</p>	 75%




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Questions that most drive GP: Empowering People to Take Responsibility (4)	Responses
<p>Employees in my department do well at maintaining productive partnerships. Answered: 115 Skipped: 1 Scale: 1-5</p>	 83%
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 115 Skipped: 1 Scale: 1-5</p>	 61%
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 116 Skipped: 0 Scale: 1-5</p>	 91%
<p>My department appropriately communicates decisions or policy changes that affect my work. Answered: 116 Skipped: 0 Scale: 1-5</p>	 55%





Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

68% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 67%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>	 65%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 73%

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Questions that most drive GP: Promoting Innovation and Continuous Improvement (4)	Responses
I am treated with respect and dignity. <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 78%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 72%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 116 Skipped: 0 Scale: 1-5</small>	 91%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. <small>Answered: 114 Skipped: 2 Scale: 1-5</small>	 79%

Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

85% favorable

Questions that define GP: Providing Quality Customer Service (4)	Responses	
Where I work, we are able to respond quickly to the needs of our customers.* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>		83%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 115 Skipped: 1 Scale: 1-5</small>		90%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 116 Skipped: 0 Scale: 1-5</small>		81%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 113 Skipped: 3 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: Providing Quality Customer Service (4)	Responses	
I am motivated to go beyond what is normally expected to help my department be successful. <small>Answered: 116 Skipped: 0 Scale: 1-5</small>		87%
I have the information I need to do my job effectively. <small>Answered: 115 Skipped: 1 Scale: 1-5</small>		83%
Overall, Larimer County is a great place to work. <small>Answered: 114 Skipped: 2 Scale: 1-5</small>		79%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 115 Skipped: 1 Scale: 1-5</small>		67%








Individual Metric Results: 7 of 7 Metrics

Management



76% favorable


↑ Current score is higher than 2019 Employee Survey score

↑ Current score is higher than 2020 Employee Survey score

Questions that define Management (7)	Responses
I receive recognition from management when I do a good job.* Answered: 116 Skipped: 0 Scale: 1-5	 68%
I have a clear idea of what is expected of me in my job.* Answered: 116 Skipped: 0 Scale: 1-5	 84%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 116 Skipped: 0 Scale: 1-5	 88%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 109 Skipped: 7 Scale: 1-5	 55%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 115 Skipped: 1 Scale: 1-5	 77%
The amount of work expected of me is reasonable.* Answered: 116 Skipped: 0 Scale: 1-5	 68%
My immediate manager/supervisor encourages two-way communication.* Answered: 116 Skipped: 0 Scale: 1-5	 90%

*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
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 114 Skipped: 2 Scale: 1-5	 79%
I am treated with respect and dignity. Answered: 116 Skipped: 0 Scale: 1-5	 78%

<p>I have the information I need to do my job effectively. Answered: 115 Skipped: 1 Scale: 1-5</p>	 <p>83%</p>
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 115 Skipped: 1 Scale: 1-5</p>	 <p>61%</p>