

# Overview of Survey Results

2021 Employee Survey - 2021 Manager Report - No Comments

<b>Survey description</b>	<b>Participation rate</b>
<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 <a href="#">Jennifer Glover</a> or <a href="#">Marcy Hamilton</a>. We greatly appreciate your participation and honest feedback!</p>	<p>78.8%</p> <p>334 of 424 participants have completed the survey</p>
<b>Response group</b>	<b>As of</b>
<p>Heather OHayre's 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>
	<b>Benchmarks (2)</b>
	<p><b>Historical Trend:</b> 2019 Employee Survey, 2020 Employee Survey</p>

## Summary of Metric results

% favorable

<b>GP: Being a Fulfilling and Enjoyable Place to Work</b> ↑ Current score is higher than <b>2019 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score	<b>78% favorable</b>
<b>GP: Being Good Stewards of Public Resources</b> ↑ Current score is higher than <b>2019 Employee Survey</b> score	<b>66% favorable</b>
<b>GP: Cultivating Partnerships</b>	<b>75% favorable</b>
<b>GP: Empowering People to Take Responsibility</b> ↑ Current score is higher than <b>2019 Employee Survey</b> score	<b>75% favorable</b>
<b>GP: Promoting Innovation and Continuous Improvement</b>	<b>75% favorable</b>
<b>GP: Providing Quality Customer Service</b> ↓ Current score is lower than <b>2020 Employee Survey</b> score	<b>81% favorable</b>
<b>Management</b> ↑ Current score is higher than <b>2019 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score	<b>78% favorable</b>

### 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 <sup>78%</sup> favorable

↑ Current score is higher than **2019 Employee Survey** score

↑ Current score is higher than **2020 Employee Survey** score

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: 333 Skipped: 1 Scale: 1-5</small>	 82%
I have received the training I need to do a quality job.* <small>Answered: 333 Skipped: 1 Scale: 1-5</small>	 74%
I would recommend Larimer County as a good place to work.* <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 87%
Larimer County has created an environment where people of diverse backgrounds can succeed.* <small>Answered: 332 Skipped: 2 Scale: 1-5</small>	 76%
I believe I am compensated fairly for what I do.* <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 58%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 69%
I am treated with respect and dignity.* <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 87%
I can maintain a reasonable balance between my personal life and work life.* <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 75%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?* <small>Answered: 333 Skipped: 1 Scale: 1-5</small>	 82%
Larimer County is a safe place to work.* <small>Answered: 331 Skipped: 3 Scale: 1-5</small>	 90%
I have the information I need to do my job effectively.* <small>Answered: 332 Skipped: 2 Scale: 1-5</small>	 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: Being a Fulfilling and Enjoyable Place to Work (4)	Responses
<p><b>Overall, Larimer County is a great place to work.</b>                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>89%</p>
<p><b>Larimer County fosters a culture of innovation and encourages creativity.</b>                      Answered: 334 Skipped: 0 Scale: 1-5</p>	 <p>76%</p>
<p><b>Larimer County is ethical in its business dealings.</b>                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>86%</p>
<p><b>I clearly understand how my own job contributes to achieving the goals of Larimer County.</b>                      Answered: 334 Skipped: 0 Scale: 1-5</p>	 <p>92%</p>

Individual Metric Results: 2 of 7 Metrics


# GP: Being Good Stewards of Public Resources

66% favorable

↑ Current score is higher than 2019 Employee Survey score



Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
<p>Larimer County is ethical in its business dealings.*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>86%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*                      Answered: 334 Skipped: 0 Scale: 1-5</p>	 <p>84%</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).*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>50%</p>
<p>We have enough employees where I work to do a quality job.*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>44%</p>
<p>My department encourages recycling and sustainable practices.*                      Answered: 314 Skipped: 20 Scale: 1-5</p>	 <p>66%</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.





Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses
<p>The amount of work expected of me is reasonable.                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>68%</p>
<p>I have the information I need to do my job effectively.                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>77%</p>
<p>As an employer, Larimer County makes change based on the needs of its employees.                      Answered: 331 Skipped: 3 Scale: 1-5</p>	 <p>57%</p>
<p>Overall, Larimer County is a great place to work.                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>89%</p>

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

75% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 329 Skipped: 5 Scale: 1-5</small>	 84%
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: 331 Skipped: 3 Scale: 1-5</small>	 65%

\*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. <small>Answered: 326 Skipped: 8 Scale: 1-5</small>	 79%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 330 Skipped: 4 Scale: 1-5</small>	 65%
Larimer County delivers high quality products and services to its external customers. <small>Answered: 330 Skipped: 4 Scale: 1-5</small>	 79%
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 76%

Individual Metric Results: 4 of 7 Metrics

# GP: Empowering People to Take Responsibility

75% favorable

↑ Current score is higher than 2019 Employee Survey score

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 334 Skipped: 0 Scale: 1-5</p>	<p>63%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 326 Skipped: 8 Scale: 1-5</p>	<p>79%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 334 Skipped: 0 Scale: 1-5</p>	<p>92%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 333 Skipped: 1 Scale: 1-5</p>	<p>74%</p>
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 330 Skipped: 4 Scale: 1-5</p>	<p>65%</p>
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 331 Skipped: 3 Scale: 1-5</p>	<p>77%</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.

Questions that most drive GP: Empowering People to Take Responsibility (4)	Responses
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 329 Skipped: 5 Scale: 1-5</p>	<p>84%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 332 Skipped: 2 Scale: 1-5</p>	<p>67%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 334 Skipped: 0 Scale: 1-5</p>	<p>93%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 334 Skipped: 0 Scale: 1-5</p>	<p>70%</p>





Individual Metric Results: 5 of 7 Metrics

# GP: Promoting Innovation and Continuous Improvement

75% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 76%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 332 Skipped: 2 Scale: 1-5</small>	 74%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 332 Skipped: 2 Scale: 1-5</small>	 74%

\*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 (4)	Responses
I am treated with respect and dignity. <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 87%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) <small>Answered: 331 Skipped: 3 Scale: 1-5</small>	 79%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 334 Skipped: 0 Scale: 1-5</small>	 93%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. <small>Answered: 332 Skipped: 2 Scale: 1-5</small>	 76%



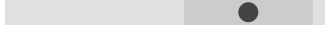



Individual Metric Results: 6 of 7 Metrics





## GP: Providing Quality Customer Service

81% favorable

↓ Current score is lower than 2020 Employee Survey score

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.*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 70%
<p>Where I work, we are knowledgeable about our customers' needs.*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 93%
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 81%
<p>Larimer County delivers high quality products and services to its external customers.*                      Answered: 330 Skipped: 4 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 GP: Providing Quality Customer Service (4)	Responses
<p>I am motivated to go beyond what is normally expected to help my department be successful.                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 84%
<p>I have the information I need to do my job effectively.                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 77%
<p>Overall, Larimer County is a great place to work.                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 89%
<p>Where I work, people are held accountable for delivering what they have promised.                      Answered: 330 Skipped: 4 Scale: 1-5</p>	 65%








Individual Metric Results: 7 of 7 Metrics

# Management



78% 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
<p>I receive recognition from management when I do a good job.*                      Answered: 333 Skipped: 1 Scale: 1-5</p>	 <p>66%</p>
<p>I have a clear idea of what is expected of me in my job.*                      Answered: 334 Skipped: 0 Scale: 1-5</p>	 <p>90%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>88%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*                      Answered: 319 Skipped: 15 Scale: 1-5</p>	 <p>57%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*                      Answered: 331 Skipped: 3 Scale: 1-5</p>	 <p>86%</p>
<p>The amount of work expected of me is reasonable.*                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>68%</p>
<p>My immediate manager/supervisor encourages two-way communication.*                      Answered: 331 Skipped: 3 Scale: 1-5</p>	 <p>92%</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.

Questions that most drive Management (4)	Responses
<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.                      Answered: 332 Skipped: 2 Scale: 1-5</p>	 <p>76%</p>
<p>I am treated with respect and dignity.                      Answered: 334 Skipped: 0 Scale: 1-5</p>	 <p>87%</p>

<p><b>I have the information I need to do my job effectively.</b> Answered: 332   Skipped: 2   Scale: 1-5</p>	 <p>77%</p>
<p><b>I feel my department listens to my concerns and tries to act on solutions.</b> Answered: 332   Skipped: 2   Scale: 1-5</p>	 <p>67%</p>