

Overview of Survey Results

2021 Employee Survey - 2021 Manager Report - No Comments

<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>41.1% 218 of 531 participants have completed the survey</div>
<div>Response group</div> <div>Justin Smith's Team</div>	<div>As of</div> <div>Dec 09, 2021, 09:44 PM MST Results are grouped based on information in the Employee Directory as of this date</div>
	<div>Benchmarks (2)</div> <div>Historical Trend: 2019 Employee Survey, 2020 Employee Survey</div>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	79% favorable
GP: Being Good Stewards of Public Resources	67% favorable
GP: Cultivating Partnerships	79% favorable
GP: Empowering People to Take Responsibility	79% favorable
GP: Promoting Innovation and Continuous Improvement <small>↑ Current score is higher than 2019 Employee Survey score</small>	73% favorable
GP: Providing Quality Customer Service	87% favorable
Management <small>↓ Current score is lower than 2020 Employee Survey score</small>	76% favorable
Sheriff <small>↑ Current score is higher than 2019 Employee Survey score</small>	74% 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 8 Metrics

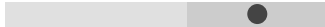

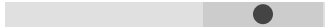

GP: Being a Fulfilling and Enjoyable Place to Work^{79% favorable}

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
I look forward to coming to work at this company.* Answered: 217 Skipped: 1 Scale: 1-5	 82%
I have received the training I need to do a quality job.* Answered: 218 Skipped: 0 Scale: 1-5	 88%
I would recommend Larimer County as a good place to work.* Answered: 218 Skipped: 0 Scale: 1-5	 86%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 217 Skipped: 1 Scale: 1-5	 82%
I believe I am compensated fairly for what I do.* Answered: 218 Skipped: 0 Scale: 1-5	 64%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 218 Skipped: 0 Scale: 1-5	 72%
I am treated with respect and dignity.* Answered: 218 Skipped: 0 Scale: 1-5	 83%
I can maintain a reasonable balance between my personal life and work life.* Answered: 218 Skipped: 0 Scale: 1-5	 65%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	 80%
Larimer County is a safe place to work.* Answered: 216 Skipped: 2 Scale: 1-5	 83%
I have the information I need to do my job effectively.* Answered: 218 Skipped: 0 Scale: 1-5	 87%

*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: 218 Skipped: 0 Scale: 1-5		83%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 218 Skipped: 0 Scale: 1-5		66%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 211 Skipped: 7 Scale: 1-5		87%
I feel my department listens to my concerns and tries to act on solutions. Answered: 214 Skipped: 4 Scale: 1-5		66%




Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

67% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
Larimer County is ethical in its business dealings.* Answered: 215 Skipped: 3 Scale: 1-5	 84%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 218 Skipped: 0 Scale: 1-5	 81%
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: 218 Skipped: 0 Scale: 1-5	 66%
We have enough employees where I work to do a quality job.* Answered: 217 Skipped: 1 Scale: 1-5	 35%
My department encourages recycling and sustainable practices.* Answered: 212 Skipped: 6 Scale: 1-5	 67%



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Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses
Larimer County fosters a culture of innovation and encourages creativity. Answered: 218 Skipped: 0 Scale: 1-5	 66%
The amount of work expected of me is reasonable. Answered: 217 Skipped: 1 Scale: 1-5	 60%
As an employer, Larimer County makes change based on the needs of its employees. Answered: 214 Skipped: 4 Scale: 1-5	 58%
Larimer County is a safe place to work. Answered: 216 Skipped: 2 Scale: 1-5	 83%



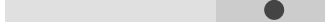

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

79% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 215 Skipped: 3 Scale: 1-5</small>	 86%
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: 213 Skipped: 5 Scale: 1-5</small>	 72%







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Questions that most drive GP: Cultivating Partnerships (4)	Responses
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 214 Skipped: 4 Scale: 1-5</small>	 58%
Where I work, everyone takes personal responsibility for doing a quality job. <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	 77%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	 93%
Overall, Larimer County is a great place to work. <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	 83%


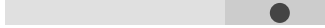


Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

79% favorable

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
I am appropriately involved in decisions that affect my work.* <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 70%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 83%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	 93%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	 77%
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 73%
Where I work, people are willing to confront and solve problems.* <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 80%

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Questions that most drive GP: Empowering People to Take Responsibility (4)	Responses
Employees in my department do well at maintaining productive partnerships. <small>Answered: 215 Skipped: 3 Scale: 1-5</small>	 86%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 94%
My immediate manager/supervisor deals effectively with poor performers. <small>Answered: 210 Skipped: 8 Scale: 1-5</small>	 68%
I am comfortable sharing a different opinion or concern and do so without fear. <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 74%

Individual Metric Results: 5 of 8 Metrics


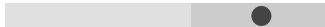


GP: Promoting Innovation and Continuous Improvement

73% favorable

↑ Current score is higher than 2019 Employee Survey score

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	 66%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 76%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 76%



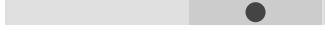
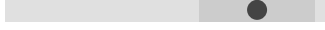
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Promoting Innovation and Continuous Improvement (4)	Responses
I am comfortable sharing a different opinion or concern and do so without fear. <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 74%
Larimer County has created an environment where people of diverse backgrounds can succeed. <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 82%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 214 Skipped: 4 Scale: 1-5</small>	 66%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 76%





Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

87% 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.*</p> <p>Answered: 211 Skipped: 7 Scale: 1-5</p>	 87%
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 211 Skipped: 7 Scale: 1-5</p>	 91%
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 85%
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 208 Skipped: 10 Scale: 1-5</p>	 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: Providing Quality Customer Service (4)	Responses
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 88%
<p>Larimer County is a safe place to work.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 83%
<p>I have the information I need to do my job effectively.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 87%
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 214 Skipped: 4 Scale: 1-5</p>	 66%

Individual Metric Results: 7 of 8 Metrics



Management


76% favorable

↓ Current score is lower than **2020 Employee Survey** score

Questions that define Management (7)	Responses
I receive recognition from management when I do a good job.* Answered: 218 Skipped: 0 Scale: 1-5	 68%
I have a clear idea of what is expected of me in my job.* Answered: 218 Skipped: 0 Scale: 1-5	 92%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 218 Skipped: 0 Scale: 1-5	 78%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 210 Skipped: 8 Scale: 1-5	 68%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 217 Skipped: 1 Scale: 1-5	 79%
The amount of work expected of me is reasonable.* Answered: 217 Skipped: 1 Scale: 1-5	 60%
My immediate manager/supervisor encourages two-way communication.* Answered: 217 Skipped: 1 Scale: 1-5	 87%

*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: 217 Skipped: 1 Scale: 1-5	 76%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) Answered: 217 Skipped: 1 Scale: 1-5	 78%













<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>

Individual Metric Results: 8 of 8 Metrics

Sheriff

74% favorable

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

Questions that define Sheriff (12)	Responses
<p>I received the necessary training when I was hired or last promoted to allow me to be successful in my job.*</p> <p>Answered: 209 Skipped: 9 Scale: 1-5</p>	 <p>82%</p>
<p>I receive adequate in service physical training to keep me proficient at my job.*</p> <p>Answered: 191 Skipped: 27 Scale: 1-5</p>	 <p>80%</p>
<p>I receive adequate in service classroom training to keep up on the requirements of my job.*</p> <p>Answered: 204 Skipped: 14 Scale: 1-5</p>	 <p>81%</p>
<p>My supervisor communicates adequately with me.*</p> <p>Answered: 214 Skipped: 4 Scale: 1-5</p>	 <p>83%</p>
<p>As a whole, the Sheriff's Office communicates well with me.*</p> <p>Answered: 213 Skipped: 5 Scale: 1-5</p>	 <p>83%</p>
<p>Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.*</p> <p>Answered: 211 Skipped: 7 Scale: 1-5</p>	 <p>69%</p>
<p>I do not worry about physical safety on the job.*</p> <p>Answered: 215 Skipped: 3 Scale: 1-5</p>	 <p>62%</p>
<p>The LCSO cares about me, my safety, and my success.*</p> <p>Answered: 215 Skipped: 3 Scale: 1-5</p>	 <p>78%</p>
<p>Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.*</p> <p>Answered: 202 Skipped: 16 Scale: 1-5</p>	 <p>64%</p>
<p>Larimer County IT (located at 200 West Oak) provides good customer service.*</p> <p>Answered: 186 Skipped: 32 Scale: 1-5</p>	 <p>59%</p>
<p>Larimer County Fleet Department provides good customer service.*</p> <p>Answered: 168 Skipped: 50 Scale: 1-5</p>	 <p>75%</p>
<p>I feel the County Commissioners support the Sheriff's Office.*</p> <p>Answered: 212 Skipped: 6 Scale: 1-5</p>	 <p>67%</p>

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