

# Overview of Survey Results

2021 Employee Survey - 2021 Manager Report - No Comments

## 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!

## Participation rate

91.2%

104 of 114 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

## Response group

Timothy Hand's Team

## Benchmarks (2)

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

# Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	77% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	
GP: Being Good Stewards of Public Resources	70% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	
GP: Cultivating Partnerships	80% favorable
GP: Empowering People to Take Responsibility	68% favorable
↑ Current score is higher than 2020 Employee Survey score	
GP: Promoting Innovation and Continuous Improvement	71% favorable
GP: Providing Quality Customer Service	85% favorable
Management	76% favorable
↑ Current score is higher than 2019 Employee Survey score	
Survey Questions	76% favorable
↑ Current score is higher than 2019 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 8 Metrics





# GP: Being a Fulfilling and Enjoyable Place to Work<sup>77% favorable</sup>

↑ 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.* Answered: 104 Skipped: 0 Scale: 1-5	78%
I have received the training I need to do a quality job.* Answered: 104 Skipped: 0 Scale: 1-5	84%
I would recommend Larimer County as a good place to work.* Answered: 104 Skipped: 0 Scale: 1-5	84%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 104 Skipped: 0 Scale: 1-5	71%
I believe I am compensated fairly for what I do.* Answered: 104 Skipped: 0 Scale: 1-5	62%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 104 Skipped: 0 Scale: 1-5	62%
I am treated with respect and dignity.* Answered: 104 Skipped: 0 Scale: 1-5	83%
I can maintain a reasonable balance between my personal life and work life.* Answered: 104 Skipped: 0 Scale: 1-5	71%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	82%
Larimer County is a safe place to work.* Answered: 103 Skipped: 1 Scale: 1-5	90%
I have the information I need to do my job effectively.* Answered: 103 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 GP: Being a Fulfilling and Enjoyable Place to Work (4)	Responses
<b>Overall, Larimer County is a great place to work.</b> Answered: 103   Skipped: 1   Scale: 1-5	 87%
<b>Larimer County fosters a culture of innovation and encourages creativity.</b> Answered: 104   Skipped: 0   Scale: 1-5	 72%
<b>Larimer County is ethical in its business dealings.</b> Answered: 104   Skipped: 0   Scale: 1-5	 79%
<b>I clearly understand how my own job contributes to achieving the goals of Larimer County.</b> Answered: 104   Skipped: 0   Scale: 1-5	 90%






## Individual Metric Results: 2 of 8 Metrics

# GP: Being Good Stewards of Public Resources





70% favorable

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

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

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
Larimer County is ethical in its business dealings.* Answered: 104 Skipped: 0 Scale: 1-5	 79%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 104 Skipped: 0 Scale: 1-5	 83%
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: 103 Skipped: 1 Scale: 1-5	 61%
We have enough employees where I work to do a quality job.* Answered: 103 Skipped: 1 Scale: 1-5	 59%
My department encourages recycling and sustainable practices.* Answered: 103 Skipped: 1 Scale: 1-5	 66%



\*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
The amount of work expected of me is reasonable. Answered: 103 Skipped: 1 Scale: 1-5	 74%
I have the information I need to do my job effectively. Answered: 103 Skipped: 1 Scale: 1-5	 87%
As an employer, Larimer County makes change based on the needs of its employees. Answered: 102 Skipped: 2 Scale: 1-5	 57%
Overall, Larimer County is a great place to work. Answered: 103 Skipped: 1 Scale: 1-5	 87%





Individual Metric Results: 3 of 8 Metrics

## GP: Cultivating Partnerships

80% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 103 Skipped: 1 Scale: 1-5</small>	 89%
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: 103 Skipped: 1 Scale: 1-5</small>	 71%

\*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: 104 Skipped: 0 Scale: 1-5</small>	 73%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 103 Skipped: 1 Scale: 1-5</small>	 54%
Larimer County delivers high quality products and services to its external customers. <small>Answered: 98 Skipped: 6 Scale: 1-5</small>	 85%
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 104 Skipped: 0 Scale: 1-5</small>	 72%

## Individual Metric Results: 4 of 8 Metrics

# GP: Empowering People to Take Responsibility

68% favorable

↑ Current score is higher than 2020 Employee Survey score

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
I am appropriately involved in decisions that affect my work.* Answered: 104 Skipped: 0 Scale: 1-5	64%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 104 Skipped: 0 Scale: 1-5	73%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 104 Skipped: 0 Scale: 1-5	90%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 103 Skipped: 1 Scale: 1-5	60%
Where I work, people are held accountable for delivering what they have promised.* Answered: 103 Skipped: 1 Scale: 1-5	54%
Where I work, people are willing to confront and solve problems.* Answered: 103 Skipped: 1 Scale: 1-5	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: Empowering People to Take Responsibility (4)	Responses
Employees in my department do well at maintaining productive partnerships. Answered: 103 Skipped: 1 Scale: 1-5	89%
I feel my department listens to my concerns and tries to act on solutions. Answered: 101 Skipped: 3 Scale: 1-5	63%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 104 Skipped: 0 Scale: 1-5	88%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 104 Skipped: 0 Scale: 1-5	65%





Individual Metric Results: 5 of 8 Metrics

## GP: Promoting Innovation and Continuous Improvement

71% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 104 Skipped: 0 Scale: 1-5	 72%
I am encouraged to be innovative in my job (trying new ways of doing things).* Answered: 102 Skipped: 2 Scale: 1-5	 71%
The work environment on my team supports the development of new and innovative ideas.* Answered: 102 Skipped: 2 Scale: 1-5	 72%

\*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. Answered: 104 Skipped: 0 Scale: 1-5	 83%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) Answered: 103 Skipped: 1 Scale: 1-5	 62%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 104 Skipped: 0 Scale: 1-5	 88%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 103 Skipped: 1 Scale: 1-5	 72%







Individual Metric Results: 6 of 8 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.* Answered: 103 Skipped: 1 Scale: 1-5	 87%
Where I work, we are knowledgeable about our customers' needs.* Answered: 104 Skipped: 0 Scale: 1-5	 92%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 103 Skipped: 1 Scale: 1-5	 77%
Larimer County delivers high quality products and services to its external customers.* Answered: 98 Skipped: 6 Scale: 1-5	 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
I am motivated to go beyond what is normally expected to help my department be successful. Answered: 103 Skipped: 1 Scale: 1-5	 80%
I have the information I need to do my job effectively. Answered: 103 Skipped: 1 Scale: 1-5	 87%
Overall, Larimer County is a great place to work. Answered: 103 Skipped: 1 Scale: 1-5	 87%
Where I work, people are held accountable for delivering what they have promised. Answered: 103 Skipped: 1 Scale: 1-5	 54%

## Individual Metric Results: 7 of 8 Metrics

# Management

76% favorable

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

Questions that define Management (7)	Responses
I receive recognition from management when I do a good job.* Answered: 103 Skipped: 1 Scale: 1-5	● 57%
I have a clear idea of what is expected of me in my job.* Answered: 104 Skipped: 0 Scale: 1-5	● 92%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 104 Skipped: 0 Scale: 1-5	● 85%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 103 Skipped: 1 Scale: 1-5	● 60%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 102 Skipped: 2 Scale: 1-5	● 80%
The amount of work expected of me is reasonable.* Answered: 103 Skipped: 1 Scale: 1-5	● 74%
My immediate manager/supervisor encourages two-way communication.* Answered: 103 Skipped: 1 Scale: 1-5	● 86%

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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: 103 Skipped: 1 Scale: 1-5	● 72%
I am treated with respect and dignity. Answered: 104 Skipped: 0 Scale: 1-5	● 83%
I have the information I need to do my job effectively. Answered: 103 Skipped: 1 Scale: 1-5	● 87%



## Individual Metric Results: 8 of 8 Metrics

# Survey Questions

76% favorable

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

Questions that define Survey Questions (39)	Responses
Employees in my department do well at maintaining productive partnerships.* Answered: 103 Skipped: 1 Scale: 1-5	● 89%
I am appropriately involved in decisions that affect my work.* Answered: 104 Skipped: 0 Scale: 1-5	● 64%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 104 Skipped: 0 Scale: 1-5	● 73%
I look forward to coming to work at this company.* Answered: 104 Skipped: 0 Scale: 1-5	● 78%
I have received the training I need to do a quality job.* Answered: 104 Skipped: 0 Scale: 1-5	● 84%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 104 Skipped: 0 Scale: 1-5	● 90%
I would recommend Larimer County as a good place to work.* Answered: 104 Skipped: 0 Scale: 1-5	● 84%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 104 Skipped: 0 Scale: 1-5	● 71%
I believe I am compensated fairly for what I do.* Answered: 104 Skipped: 0 Scale: 1-5	● 62%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 104 Skipped: 0 Scale: 1-5	● 62%
I am treated with respect and dignity.* Answered: 104 Skipped: 0 Scale: 1-5	● 83%
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 104 Skipped: 0 Scale: 1-5	● 72%





<p>I can maintain a reasonable balance between my personal life and work life.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		71%
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		82%
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		79%
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 103 Skipped: 1 Scale: 1-5</p>		87%
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<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 104 Skipped: 0 Scale: 1-5</p>		92%
<p>I am encouraged to be innovative in my job (trying new ways of doing things).*</p> <p>Answered: 102 Skipped: 2 Scale: 1-5</p>		71%

The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* Answered: 103 Skipped: 1 Scale: 1-5		71%
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Larimer County delivers high quality products and services to its external customers.* Answered: 98 Skipped: 6 Scale: 1-5		85%
I have the information I need to do my job effectively.* Answered: 103 Skipped: 1 Scale: 1-5		87%
My department encourages recycling and sustainable practices.* Answered: 103 Skipped: 1 Scale: 1-5		66%
Overall, Larimer County is a great place to work.* Answered: 103 Skipped: 1 Scale: 1-5		87%

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Questions that most drive Survey Questions  
(4)

Responses

<p><b>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</b></p> <p>Answered: 103   Skipped: 1   Scale: 1-5</p>		<b>72%</b>
<p><b>I clearly understand how my own job contributes to achieving the mission and vision of my department.</b></p> <p>Answered: 104   Skipped: 0   Scale: 1-5</p>		<b>88%</b>
<p><b>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</b></p> <p>Answered: 103   Skipped: 1   Scale: 1-5</p>		<b>62%</b>
<p><b>I am motivated to go beyond what is normally expected to help my department be successful.</b></p> <p>Answered: 103   Skipped: 1   Scale: 1-5</p>		<b>80%</b>