

# 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!

## Response group

Mark Pfaffinger's Team

## Participation rate

87.2%

68 of 78 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	87% favorable
GP: Being Good Stewards of Public Resources	78% favorable
GP: Cultivating Partnerships	78% favorable
GP: Empowering People to Take Responsibility	85% favorable
GP: Promoting Innovation and Continuous Improvement	86% favorable
GP: Providing Quality Customer Service	90% favorable
Management	85% favorable



## Individual Metric Results: 1 of 7 Metrics

# GP: Being a Fulfilling and Enjoyable Place to Work<sup>87% favorable</sup>

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: 68 Skipped: 0 Scale: 1-5	● 91%
I have received the training I need to do a quality job.* Answered: 68 Skipped: 0 Scale: 1-5	● 85%
I would recommend Larimer County as a good place to work.* Answered: 68 Skipped: 0 Scale: 1-5	● 94%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 67 Skipped: 1 Scale: 1-5	● 90%
I believe I am compensated fairly for what I do.* Answered: 67 Skipped: 1 Scale: 1-5	● 76%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 68 Skipped: 0 Scale: 1-5	● 79%
I am treated with respect and dignity.* Answered: 68 Skipped: 0 Scale: 1-5	● 88%
I can maintain a reasonable balance between my personal life and work life.* Answered: 68 Skipped: 0 Scale: 1-5	● 84%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	● 90%
Larimer County is a safe place to work.* Answered: 68 Skipped: 0 Scale: 1-5	● 94%
I have the information I need to do my job effectively.* Answered: 68 Skipped: 0 Scale: 1-5	● 88%

\*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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<b>Overall, Larimer County is a great place to work.</b> Answered: 68   Skipped: 0   Scale: 1-5		<b>96%</b>
<b>Larimer County fosters a culture of innovation and encourages creativity.</b> Answered: 68   Skipped: 0   Scale: 1-5		<b>85%</b>
<b>Larimer County is ethical in its business dealings.</b> Answered: 67   Skipped: 1   Scale: 1-5		<b>93%</b>
<b>I clearly understand how my own job contributes to achieving the goals of Larimer County.</b> Answered: 68   Skipped: 0   Scale: 1-5		<b>93%</b>

Individual Metric Results: 2 of 7 Metrics

## GP: Being Good Stewards of Public Resources

78% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
Larimer County is ethical in its business dealings.* Answered: 67 Skipped: 1 Scale: 1-5	 93%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 68 Skipped: 0 Scale: 1-5	 91%
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: 68 Skipped: 0 Scale: 1-5	 71%
We have enough employees where I work to do a quality job.* Answered: 68 Skipped: 0 Scale: 1-5	 62%
My department encourages recycling and sustainable practices.* Answered: 68 Skipped: 0 Scale: 1-5	 72%



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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. Answered: 68 Skipped: 0 Scale: 1-5	 81%
I have the information I need to do my job effectively. Answered: 68 Skipped: 0 Scale: 1-5	 88%
As an employer, Larimer County makes change based on the needs of its employees. Answered: 67 Skipped: 1 Scale: 1-5	 73%
Overall, Larimer County is a great place to work. Answered: 68 Skipped: 0 Scale: 1-5	 96%





Individual Metric Results: 3 of 7 Metrics

## GP: Cultivating Partnerships

78% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 67 Skipped: 1 Scale: 1-5</small>	 88%
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: 68 Skipped: 0 Scale: 1-5</small>	 68%







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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: 68 Skipped: 0 Scale: 1-5</small>	 87%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 75%
Larimer County delivers high quality products and services to its external customers. <small>Answered: 66 Skipped: 2 Scale: 1-5</small>	 94%
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 85%





Individual Metric Results: 4 of 7 Metrics

## GP: Empowering People to Take Responsibility

85% favorable

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
I am appropriately involved in decisions that affect my work.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 81%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 87%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 93%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 88%
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 75%
Where I work, people are willing to confront and solve problems.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 84%




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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: 67 Skipped: 1 Scale: 1-5</small>	 88%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 76%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 91%
My department appropriately communicates decisions or policy changes that affect my work. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 84%





Individual Metric Results: 5 of 7 Metrics

## GP: Promoting Innovation and Continuous Improvement

86% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 85%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 85%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 87%





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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: 68 Skipped: 0 Scale: 1-5</small>	 88%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 81%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 68 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: 68 Skipped: 0 Scale: 1-5</small>	 85%





Individual Metric Results: 6 of 7 Metrics

## GP: Providing Quality Customer Service

90% 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: 68 Skipped: 0 Scale: 1-5</small>	 93%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 87%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 67 Skipped: 1 Scale: 1-5</small>	 85%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 66 Skipped: 2 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.

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: 67 Skipped: 1 Scale: 1-5</small>	 87%
I have the information I need to do my job effectively. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 88%
Overall, Larimer County is a great place to work. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 96%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 68 Skipped: 0 Scale: 1-5</small>	 75%




## Individual Metric Results: 7 of 7 Metrics

# Management

85% favorable

Questions that define Management (7)	Responses
I receive recognition from management when I do a good job.* Answered: 68 Skipped: 0 Scale: 1-5	 76%
I have a clear idea of what is expected of me in my job.* Answered: 68 Skipped: 0 Scale: 1-5	 90%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 68 Skipped: 0 Scale: 1-5	 91%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 65 Skipped: 3 Scale: 1-5	 74%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 68 Skipped: 0 Scale: 1-5	 84%
The amount of work expected of me is reasonable.* Answered: 68 Skipped: 0 Scale: 1-5	 81%
My immediate manager/supervisor encourages two-way communication.* Answered: 68 Skipped: 0 Scale: 1-5	 96%

\*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: 68 Skipped: 0 Scale: 1-5	 85%
I am treated with respect and dignity. Answered: 68 Skipped: 0 Scale: 1-5	 88%
I have the information I need to do my job effectively. Answered: 68 Skipped: 0 Scale: 1-5	 88%

