

Overview of Survey Results

2022 Employee Survey - Manager Report - Employee Survey 2022 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. 3. This year, there is one Hot Topic question related to Alternative Transportation. 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>	40.1% 276 of 688 participants have completed the survey
Response group	As of
Angela Myers' Team	Nov 21, 2022, 10:25 PM MST Results are grouped based on information in the Employee Directory as of this date
	Benchmarks (3)
	Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work ↑ Current score is higher than 2020 Employee Survey score	85% favorable
GP: Being Good Stewards of Public Resources	82% favorable
GP: Cultivating Partnerships	81% favorable
GP: Empowering People to Take Responsibility ↑ Current score is higher than 2019 Employee Survey score ↑ Current score is higher than 2020 Employee Survey score	85% favorable
GP: Promoting Innovation and Continuous Improvement	55% favorable
GP: Providing Quality Customer Service	89% favorable
Management ↑ Current score is higher than 2020 Employee Survey score	82% 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 7 Metrics




GP: Being a Fulfilling and Enjoyable Place to Work ^{85%} favorable

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

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?* Answered: 263 Skipped: 13 Scale: 1-5	89%
I am treated with respect and dignity.* Answered: 264 Skipped: 12 Scale: 1-5	92%
I look forward to coming to work at this company.* Answered: 252 Skipped: 24 Scale: 1-5	88%
Larimer County is a safe place to work.* Answered: 258 Skipped: 18 Scale: 1-5	95%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 250 Skipped: 26 Scale: 1-5	84%
I believe I am compensated fairly for what I do.* Answered: 259 Skipped: 17 Scale: 1-5	66%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 224 Skipped: 52 Scale: 1-5	67%
I have the information I need to do my job effectively.* Answered: 259 Skipped: 17 Scale: 1-5	94%
I can maintain a reasonable balance between my personal life and work life.* Answered: 228 Skipped: 48 Scale: 1-5	77%
I have received the training I need to do a quality job.* Answered: 268 Skipped: 8 Scale: 1-5	90%
I would recommend Larimer County as a good place to work.* Answered: 264 Skipped: 12 Scale: 1-5	92%

*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
--	-----------

Larimer County is ethical in its business dealings. Answered: 252 Skipped: 24 Scale: 1-5		89%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 265 Skipped: 11 Scale: 1-5		90%
I feel my department listens to my concerns and tries to act on solutions. Answered: 218 Skipped: 58 Scale: 1-5		71%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 246 Skipped: 30 Scale: 1-5		83%

Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

82% favorable



Questions that define GP: Being Good Stewards of Public Resources (5)	Responses	
<p>My department encourages recycling and sustainable practices.* Answered: 201 Skipped: 75 Scale: 1-5</p>		69%
<p>We have enough employees where I work to do a quality job.* Answered: 249 Skipped: 27 Scale: 1-5</p>		78%
<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: 246 Skipped: 30 Scale: 1-5</p>		78%
<p>Larimer County is ethical in its business dealings.* Answered: 252 Skipped: 24 Scale: 1-5</p>		89%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 259 Skipped: 17 Scale: 1-5</p>		92%

*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.


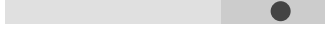
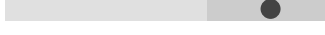

Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses	
<p>The amount of work expected of me is reasonable. Answered: 254 Skipped: 22 Scale: 1-5</p>		86%
<p>I have a clear idea of what is expected of me in my job. Answered: 266 Skipped: 10 Scale: 1-5</p>		97%
<p>Overall, Larimer County is a great place to work. Answered: 252 Skipped: 24 Scale: 1-5</p>		90%
<p>Where I work, everyone takes personal responsibility for doing a quality job. Answered: 265 Skipped: 11 Scale: 1-5</p>		90%

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

81% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 247 Skipped: 29 Scale: 1-5</small>	 90%
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: 201 Skipped: 75 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, people are willing to confront and solve problems. <small>Answered: 240 Skipped: 36 Scale: 1-5</small>	 86%
Where I work, everyone takes personal responsibility for doing a quality job. <small>Answered: 265 Skipped: 11 Scale: 1-5</small>	 90%
Larimer County has created an environment where people of diverse backgrounds can succeed. <small>Answered: 250 Skipped: 26 Scale: 1-5</small>	 84%
I am motivated to go beyond what is normally expected to help my department be successful. <small>Answered: 231 Skipped: 45 Scale: 1-5</small>	 82%





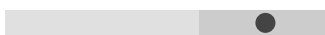

Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility




85% favorable

↑ Current score is higher than 2019 Employee Survey score

↑ Current score is higher than 2020 Employee Survey score

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 260 Skipped: 16 Scale: 1-5</small>	 92%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 265 Skipped: 11 Scale: 1-5</small>	 90%
I am appropriately involved in decisions that affect my work.* <small>Answered: 237 Skipped: 39 Scale: 1-5</small>	 60%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 264 Skipped: 12 Scale: 1-5</small>	 96%
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 246 Skipped: 30 Scale: 1-5</small>	 82%
Where I work, people are willing to confront and solve problems.* <small>Answered: 240 Skipped: 36 Scale: 1-5</small>	 86%

*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
Where I work, we are knowledgeable about our customers' needs. <small>Answered: 240 Skipped: 36 Scale: 1-5</small>	 90%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 262 Skipped: 14 Scale: 1-5</small>	 95%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) <small>Answered: 253 Skipped: 23 Scale: 1-5</small>	 87%

My immediate manager/supervisor deals effectively with poor performers.
Answered: 214 Skipped: 62 Scale: 1-5



57%

Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

55% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
<p>Larimer County fosters a culture of innovation and encourages creativity.* Answered: 232 Skipped: 44 Scale: 1-5</p>	66%
<p>I am encouraged to be innovative in my job (trying new ways of doing things).* Answered: 204 Skipped: 72 Scale: 1-5</p>	41%
<p>The work environment on my team supports the development of new and innovative ideas.* Answered: 200 Skipped: 76 Scale: 1-5</p>	56%

*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
<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 209 Skipped: 67 Scale: 1-5</p>	60%
<p>As an employer, Larimer County makes change based on the needs of its employees. Answered: 192 Skipped: 84 Scale: 1-5</p>	51%
<p>My department encourages recycling and sustainable practices. Answered: 201 Skipped: 75 Scale: 1-5</p>	69%
<p>The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole. Answered: 201 Skipped: 75 Scale: 1-5</p>	71%

Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

89% 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: 237 Skipped: 39 Scale: 1-5</small>		92%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 240 Skipped: 36 Scale: 1-5</small>		90%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 235 Skipped: 41 Scale: 1-5</small>		81%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 230 Skipped: 46 Scale: 1-5</small>		91%

*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: 231 Skipped: 45 Scale: 1-5</small>		82%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 264 Skipped: 12 Scale: 1-5</small>		96%
Larimer County is a safe place to work. <small>Answered: 258 Skipped: 18 Scale: 1-5</small>		95%
Where I work, people are willing to confront and solve problems. <small>Answered: 240 Skipped: 36 Scale: 1-5</small>		86%

Individual Metric Results: 7 of 7 Metrics

Management

82% favorable

↑ Current score is higher than 2020 Employee Survey score

Questions that define Management (7)	Responses	
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 248 Skipped: 28 Scale: 1-5</p>		84%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 254 Skipped: 22 Scale: 1-5</p>		88%
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 266 Skipped: 10 Scale: 1-5</p>		97%
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 254 Skipped: 22 Scale: 1-5</p>		86%
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 240 Skipped: 36 Scale: 1-5</p>		80%
<p>I receive recognition from management when I do a good job.*</p> <p>Answered: 236 Skipped: 40 Scale: 1-5</p>		78%
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 214 Skipped: 62 Scale: 1-5</p>		57%

*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>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 246 Skipped: 30 Scale: 1-5</p>		82%
<p>I am treated with respect and dignity.</p> <p>Answered: 264 Skipped: 12 Scale: 1-5</p>		92%
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 253 Skipped: 23 Scale: 1-5</p>		87%

