

2022 EMPLOYEE SURVEY RESULTS



Being good stewards of public resources	Promoting Innovation, adaptability, and committing to continuous improvement	Cultivating inclusive and collaborative partnerships	Empowering people to take responsibility.	Management	Being a fulfilling, enjoyable, and inclusive place to work	Providing Consistent Quality Customer Service
72% Favorability*	74% Favorability*	78% Favorability*	79% Favorability*	79% Favorability*	80% Favorability*	86% Favorability*
70% in 2021	73% in 2021	77% in 2021	78% in 2021	78% in 2021	79% in 2021	86% in 2021
Larimer County is ethical in its business dealings.	The work environment on my team supports the development of new and innovative ideas.	Employees in my department do well at maintaining productive partnerships.	I clearly understand how my own job contributes to achieving the goals of Larimer County.	I have a clear idea of what is expected of me in my job.	Larimer County is a safe place to work.	Where I work, we are knowledgeable about our customers' needs.
We have enough employees where I work to do a quality job.	I am encouraged to be innovative in my job (trying new ways of doing things).	The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.	I am appropriately involved in decisions that affect my work.	My immediate manager/supervisor deals effectively with poor performers.	I believe I am compensated fairly for what I do.	I am motivated to go beyond what is normally expected to help Larimer County be successful.

* Favorability = The amount of employees who look favorably on the survey statements. Agree & Strongly Agree are considered Favorable scores. Strongly Disagree, Disagree, and Neither/Nor (Neutral) bring the Favorability score down.

87%
Believe Larimer County is a fulfilling and enjoyable place to work.

↑ **86% in 2021**

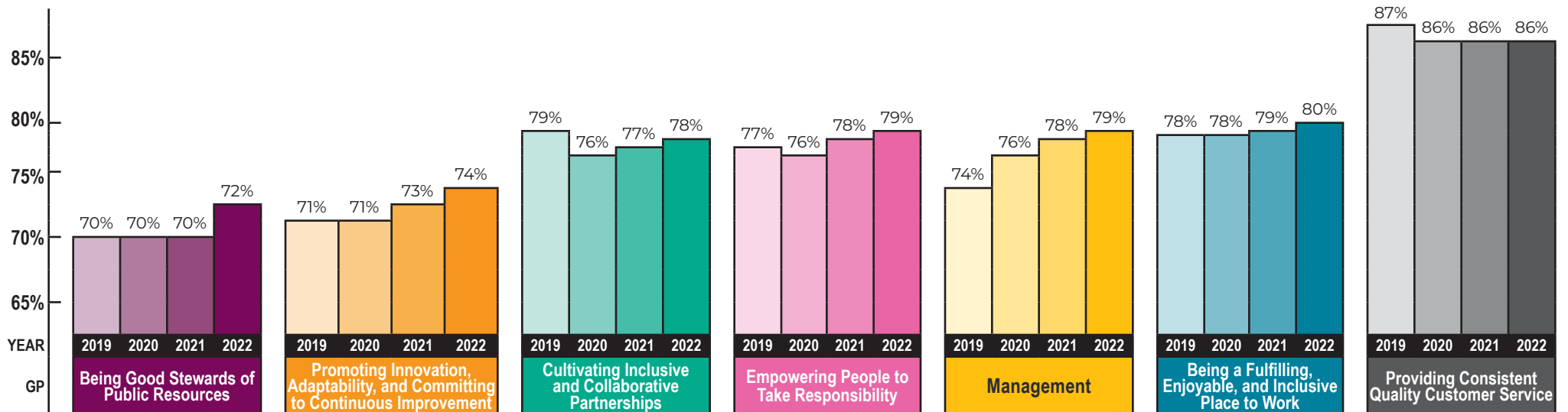
71%
Employee Participation**
1,748 Employees Participated

↑ **65% in 2021**

** Regular Employee Participation

OVER THE YEARS

Here's a quick look at how our Guiding Principles have ranked over the years.

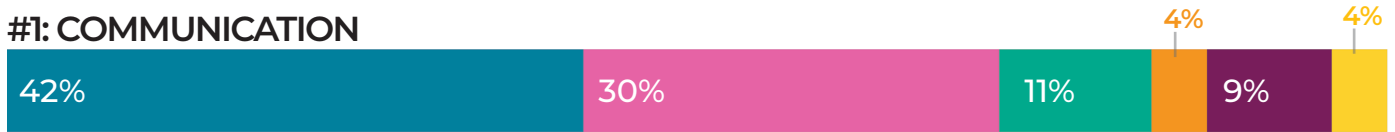


THEMES & EMOTIONS

In this section, we're exploring Employee Voice's analysis of employee comments. This analysis groups the comments into themes, then translates comments into emotions. We are looking at the **top five themes** and the **top five emotions** associated with each topic. Please refer to the key to understand the charts.



#1: COMMUNICATION



#2: TRANSPARENCY



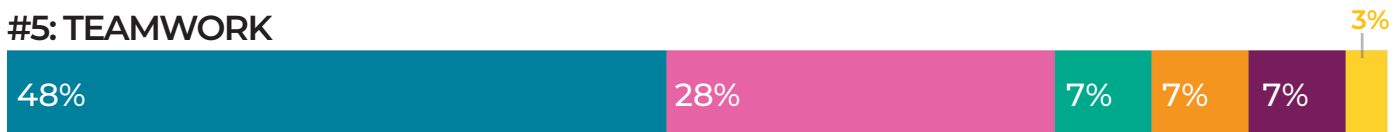
#3: COMPENSATION & BENEFITS



#4: TRAINING & LEARNING



#5: TEAMWORK



EMPLOYEE CHARACTERISTICS

69%
Favorability*

ADAPTABILITY
The ability and willingness to learn and grow while demonstrating flexibility and resiliency in an ever-changing work environment.

Where I work, people are willing to confront and solve problems.

As an employer, Larimer County makes change based on the needs of its employees.

77%
Favorability*

COLLABORATIVE
The ability and willingness to be open-minded, team-oriented, and solution-driven while working with others.

Employees in my department do well at maintaining productive partnerships.

The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.

78%
Favorability*

INCLUSIVE
The ability and willingness to authentically contribute to a workplace culture that is empathetic, accepting, open-minded, and compassionate.

I would recommend Larimer County as a good place to work.

I am appropriately involved in decisions that affect my work.

KUDOS & FOCUS AREAS



HIGHEST SCORING STATEMENTS

- I clearly understand how my own job contributes to achieving the goals of Larimer County.
- I clearly understand how my own job contributes to achieving the mission and vision of my department.
- Where I work, we are knowledgeable about our customers' needs.
- Larimer County is a safe place to work.
- I have a clear idea of what is expected of me in my job.



LOWEST SCORING STATEMENTS

- We have enough employees where I work to do a quality job.
- As an employer, Larimer County makes change based on the needs of its employees.
- I believe I am compensated fairly for what I do.
- My immediate manager/supervisor deals effectively with poor performers.
- Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).