

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>	<p>74.5%</p> <p>350 of 470 participants have completed the survey</p>
Response group	As of
<p>Heather OHayre's Team</p>	<p>Nov 21, 2022, 10:25 PM MST</p> <p>Results are grouped based on information in the Employee Directory as of this date</p>
	Benchmarks (3)
	<p>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey</p>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work ↑ Current score is higher than 2019 Employee Survey score ↑ Current score is higher than 2020 Employee Survey score	79% favorable
GP: Being Good Stewards of Public Resources ↑ Current score is higher than 2021 Employee Survey score ↑ Current score is higher than 2019 Employee Survey score ↑ Current score is higher than 2020 Employee Survey score	69% favorable
GP: Cultivating Partnerships	75% favorable
GP: Empowering People to Take Responsibility ↑ Current score is higher than 2021 Employee Survey score ↑ Current score is higher than 2019 Employee Survey score ↑ Current score is higher than 2020 Employee Survey score	79% favorable
GP: Promoting Innovation and Continuous Improvement ↑ Current score is higher than 2019 Employee Survey score ↑ Current score is higher than 2020 Employee Survey score	77% favorable
GP: Providing Quality Customer Service ↑ Current score is higher than 2019 Employee Survey score	83% favorable
Management ↑ Current score is higher than 2021 Employee Survey score ↑ Current score is higher than 2019 Employee Survey score ↑ Current score is higher than 2020 Employee Survey score	81% 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 ^{79%} favorable

↑ 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
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?* <small>Answered: 348 Skipped: 2 Scale: 1-5</small>	84%
I am treated with respect and dignity.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	87%
I look forward to coming to work at this company.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	84%
Larimer County is a safe place to work.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	90%
Larimer County has created an environment where people of diverse backgrounds can succeed.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	77%
I believe I am compensated fairly for what I do.* <small>Answered: 348 Skipped: 2 Scale: 1-5</small>	62%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	69%
I have the information I need to do my job effectively.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	82%
I can maintain a reasonable balance between my personal life and work life.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	72%
I have received the training I need to do a quality job.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	78%
I would recommend Larimer County as a good place to work.* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	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
<p>Overall, Larimer County is a great place to work. Answered: 347 Skipped: 3 Scale: 1-5</p>	 <p>88%</p>
<p>Larimer County is ethical in its business dealings. Answered: 347 Skipped: 3 Scale: 1-5</p>	 <p>85%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work. Answered: 348 Skipped: 2 Scale: 1-5</p>	 <p>71%</p>
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>67%</p>

Individual Metric Results: 2 of 7 Metrics




GP: Being Good Stewards of Public Resources

69% favorable

- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ 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
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 337 Skipped: 13 Scale: 1-5</p>	 <p style="text-align: right;">66%</p>
<p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">49%</p>
<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).*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">59%</p>
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 347 Skipped: 3 Scale: 1-5</p>	 <p style="text-align: right;">85%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">88%</p>

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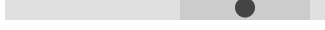
Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 348 Skipped: 2 Scale: 1-5</p>	 <p style="text-align: right;">62%</p>
<p>As an employer, Larimer County makes change based on the needs of its employees.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">59%</p>
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">85%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">82%</p>

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

75% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
<p>Employees in my department do well at maintaining productive partnerships.* Answered: 348 Skipped: 2 Scale: 1-5</p>	 85%
<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: 346 Skipped: 4 Scale: 1-5</p>	 65%

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Questions that most drive GP: Cultivating Partnerships (4)	Responses
<p>My department appropriately communicates decisions or policy changes that affect my work. Answered: 348 Skipped: 2 Scale: 1-5</p>	 71%
<p>Larimer County fosters a culture of innovation and encourages creativity. Answered: 349 Skipped: 1 Scale: 1-5</p>	 76%
<p>As an employer, Larimer County makes change based on the needs of its employees. Answered: 349 Skipped: 1 Scale: 1-5</p>	 59%
<p>Where I work, people are willing to confront and solve problems. Answered: 349 Skipped: 1 Scale: 1-5</p>	 80%

Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

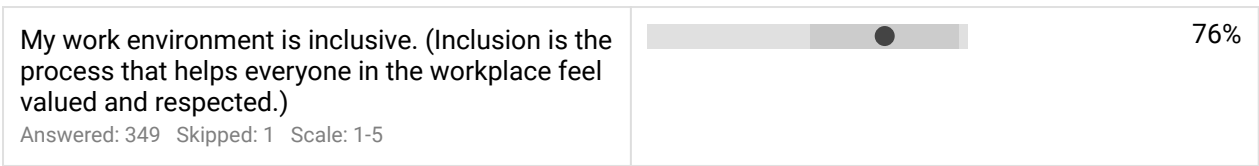
79% favorable

- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ 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
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 346 Skipped: 4 Scale: 1-5</p>	84%
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	81%
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 346 Skipped: 4 Scale: 1-5</p>	58%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	93%
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 347 Skipped: 3 Scale: 1-5</p>	78%
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	80%

*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
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 348 Skipped: 2 Scale: 1-5</p>	71%
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 348 Skipped: 2 Scale: 1-5</p>	85%
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	67%






Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement





77% favorable

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

↑ Current score is higher than **2020 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: 349 Skipped: 1 Scale: 1-5</small>	 76%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	 78%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 347 Skipped: 3 Scale: 1-5</small>	 79%

*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.



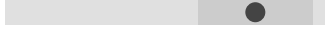

Questions that most drive GP: Promoting Innovation and Continuous Improvement (4)	Responses
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	 76%
I am motivated to go beyond what is normally expected to help Larimer County be successful. <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	 83%
I look forward to coming to work at this company. <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	 84%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 349 Skipped: 1 Scale: 1-5</small>	 67%

Individual Metric Results: 6 of 7 Metrics





GP: Providing Quality Customer Service

83% favorable

↑ Current score is higher than 2019 Employee Survey score

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: 349 Skipped: 1 Scale: 1-5</p>	 <p>74%</p>
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 346 Skipped: 4 Scale: 1-5</p>	 <p>92%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>83%</p>
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 346 Skipped: 4 Scale: 1-5</p>	 <p>81%</p>

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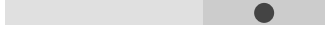


Questions that most drive GP: Providing Quality Customer Service (4)	Responses
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>85%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>82%</p>
<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).</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>59%</p>
<p>Larimer County is ethical in its business dealings.</p> <p>Answered: 347 Skipped: 3 Scale: 1-5</p>	 <p>85%</p>

Individual Metric Results: 7 of 7 Metrics



Management



81% favorable

- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2019 Employee Survey** score
- ↑ 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: 349 Skipped: 1 Scale: 1-5</p>	 <p>93%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>88%</p>
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 348 Skipped: 2 Scale: 1-5</p>	 <p>62%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 347 Skipped: 3 Scale: 1-5</p>	 <p>84%</p>
<p>I receive recognition from management when I do a good job.*</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>78%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 334 Skipped: 16 Scale: 1-5</p>	 <p>70%</p>

*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>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>76%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>87%</p>

<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>67%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 349 Skipped: 1 Scale: 1-5</p>	 <p>76%</p>