

# Overview of Survey Results

2022 Employee Survey - Manager Report - Employee Survey 2022 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. 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!

### Response group

Duane Penney's Team

### Participation rate

60%

24 of 40 participants have completed the survey

### As of

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  | 80% favorable |
| GP: Being Good Stewards of Public Resources         | 78% favorable |
| GP: Cultivating Partnerships                        | 75% favorable |
| GP: Empowering People to Take Responsibility        | 85% favorable |
| GP: Promoting Innovation and Continuous Improvement | 68% favorable |
| GP: Providing Quality Customer Service              | 93% favorable |
| Management  | 81% favorable |





Individual Metric Results: 1 of 7 Metrics

**GP: Being a Fulfilling and Enjoyable Place to Work** <sup>80%</sup> favorable

| 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?*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small> | 83%       |
| I am treated with respect and dignity.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>  | 92%       |
| I look forward to coming to work at this company.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>   | 83%       |
| Larimer County is a safe place to work.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>   | 92%       |
| Larimer County has created an environment where people of diverse backgrounds can succeed.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                  | 83%       |
| I believe I am compensated fairly for what I do.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>  | 67%       |
| I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>             | 67%       |
| I have the information I need to do my job effectively.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>   | 75%       |
| I can maintain a reasonable balance between my personal life and work life.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                                 | 75%       |
| I have received the training I need to do a quality job.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>  | 71%       |
| I would recommend Larimer County as a good place to work.*<br><small>Answered: 24 Skipped: 0 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 |
|--|-----------|
|--|-----------|

|  |  |     |
|--|--|-----|
| <b>Overall, Larimer County is a great place to work.</b><br>Answered: 24 Skipped: 0 Scale: 1-5   |  | 88% |
| <b>Larimer County is ethical in its business dealings.</b><br>Answered: 24 Skipped: 0 Scale: 1-5                                       |  | 88% |
| <b>My department appropriately communicates decisions or policy changes that affect my work.</b><br>Answered: 24 Skipped: 0 Scale: 1-5 |  | 79% |
| <b>I feel my department listens to my concerns and tries to act on solutions.</b><br>Answered: 23 Skipped: 1 Scale: 1-5                |  | 78% |

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 |     |
|---|-----------|-----|
| <p><b>My department encourages recycling and sustainable practices.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>  |           | 96% |
| <p><b>We have enough employees where I work to do a quality job.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>   |           | 58% |
| <p><b>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p> |           | 71% |
| <p><b>Larimer County is ethical in its business dealings.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>  |           | 88% |
| <p><b>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>                    |           | 75% |

\*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><b>The amount of work expected of me is reasonable.</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>   |           | 88% |
| <p><b>As an employer, Larimer County makes change based on the needs of its employees.</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>           |           | 50% |
| <p><b>I am motivated to go beyond what is normally expected to help my department be successful.</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p> |           | 79% |
| <p><b>I have the information I need to do my job effectively.</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>                                    |           | 75% |

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

75% favorable

| Questions that define GP: Cultivating Partnerships (2)   | Responses  |
|--|--|
| Employees in my department do well at maintaining productive partnerships.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>   |  83% |
| The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small> |  67% |







\*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  |
|--|--|
| My department appropriately communicates decisions or policy changes that affect my work.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small> |  79% |
| Larimer County fosters a culture of innovation and encourages creativity.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                 |  67% |
| As an employer, Larimer County makes change based on the needs of its employees.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>          |  50% |
| Where I work, people are willing to confront and solve problems.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                          |  75% |





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  |     |
|--|--|-----|
| Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small> |    | 96% |
| Where I work, everyone takes personal responsibility for doing a quality job.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                        |    | 96% |
| I am appropriately involved in decisions that affect my work.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>  |    | 75% |
| I clearly understand how my own job contributes to achieving the goals of Larimer County.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>            |    | 92% |
| Where I work, people are held accountable for delivering what they have promised.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                    |  | 79% |
| Where I work, people are willing to confront and solve problems.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                                     |  | 75% |




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| Questions that most drive GP: Empowering People to Take Responsibility (4)  | Responses  |     |
|---|--|-----|
| My department appropriately communicates decisions or policy changes that affect my work.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                                    |  | 79% |
| Employees in my department do well at maintaining productive partnerships.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>   |  | 83% |
| I feel my department listens to my concerns and tries to act on solutions.<br><small>Answered: 23 Skipped: 1 Scale: 1-5</small>   |  | 78% |
| My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small> |  | 75% |





Individual Metric Results: 5 of 7 Metrics

# GP: Promoting Innovation and Continuous Improvement

68% favorable

| Questions that define GP: Promoting Innovation and Continuous Improvement (3)   | Responses  |
|---|--|
| <p>Larimer County fosters a culture of innovation and encourages creativity.*<br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>             |  67% |
| <p>I am encouraged to be innovative in my job (trying new ways of doing things).*<br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>         |  67% |
| <p>The work environment on my team supports the development of new and innovative ideas.*<br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p> |  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: 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.<br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p> |  67% |
| <p>I am motivated to go beyond what is normally expected to help Larimer County be successful.<br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>  |  92% |
| <p>I look forward to coming to work at this company.<br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>  |  83% |
| <p>I feel my department listens to my concerns and tries to act on solutions.<br/>                     Answered: 23 Skipped: 1 Scale: 1-5</p>   |  78% |







Individual Metric Results: 6 of 7 Metrics

## GP: Providing Quality Customer Service

93% 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.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                 |  | 92% |
| Where I work, we are knowledgeable about our customers' needs.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>                              |  | 96% |
| I am motivated to go beyond what is normally expected to help Larimer County be successful.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small> |  | 92% |
| Larimer County delivers high quality products and services to its external customers.*<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>       |  | 92% |

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| 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.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>   |  | 79% |
| I have the information I need to do my job effectively.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>  |  | 75% |
| Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small> |  | 71% |
| Larimer County is ethical in its business dealings.<br><small>Answered: 24 Skipped: 0 Scale: 1-5</small>  |  | 88% |

Individual Metric Results: 7 of 7 Metrics  
**Management**

81% favorable

| Questions that define Management (7)   | Responses   |
|--|---|
| <p><b>My immediate manager/supervisor encourages two-way communication.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>                         |  <p>75%</p>   |
| <p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p> |  <p>88%</p>   |
| <p><b>I have a clear idea of what is expected of me in my job.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>                                  |  <p>75%</p>   |
| <p><b>The amount of work expected of me is reasonable.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>  |  <p>88%</p>   |
| <p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>   |  <p>83%</p> |
| <p><b>I receive recognition from management when I do a good job.*</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>                               |  <p>88%</p> |
| <p><b>My immediate manager/supervisor deals effectively with poor performers.*</b><br/>                     Answered: 21 Skipped: 3 Scale: 1-5</p>                   |  <p>67%</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><b>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p> |  <p>67%</p> |
| <p><b>I am treated with respect and dignity.</b><br/>                     Answered: 24 Skipped: 0 Scale: 1-5</p>   |  <p>92%</p> |
| <p><b>I feel my department listens to my concerns and tries to act on solutions.</b><br/>                     Answered: 23 Skipped: 1 Scale: 1-5</p>   |  <p>78%</p> |

