






Overview of Survey Results

2022 Employee Survey - Manager Report - Employee Survey 2022 No Comments



<div>Survey description</div> <div>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!</div>	<div>Participation rate</div> <div>81.4% 184 of 226 participants have completed the survey</div>
	<div>As of</div> <div>Nov 21, 2022, 10:25 PM MST Results are grouped based on information in the Employee Directory as of this date</div>
<div>Response group</div> <div>Emily Humphrey's Team</div>	<div>Benchmarks (3)</div> <div>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey</div>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work  Current score is higher than 2020 Employee Survey score	76% favorable
GP: Being Good Stewards of Public Resources	66% favorable
GP: Cultivating Partnerships  Current score is lower than 2019 Employee Survey score	77% favorable
GP: Empowering People to Take Responsibility  Current score is higher than 2020 Employee Survey score	70% favorable
GP: Promoting Innovation and Continuous Improvement  Current score is higher than 2020 Employee Survey score	72% favorable
GP: Providing Quality Customer Service	81% favorable
Management  Current score is higher than 2020 Employee Survey score	76% 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^{76% 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?*	81%
Answered: 184 Skipped: 0 Scale: 1-5	
I am treated with respect and dignity.*	84%
Answered: 184 Skipped: 0 Scale: 1-5	
I look forward to coming to work at this company.*	79%
Answered: 184 Skipped: 0 Scale: 1-5	
Larimer County is a safe place to work.*	88%
Answered: 184 Skipped: 0 Scale: 1-5	
Larimer County has created an environment where people of diverse backgrounds can succeed.*	74%
Answered: 182 Skipped: 2 Scale: 1-5	
I believe I am compensated fairly for what I do.*	46%
Answered: 184 Skipped: 0 Scale: 1-5	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*	59%
Answered: 183 Skipped: 1 Scale: 1-5	
I have the information I need to do my job effectively.*	85%
Answered: 184 Skipped: 0 Scale: 1-5	
I can maintain a reasonable balance between my personal life and work life.*	66%
Answered: 184 Skipped: 0 Scale: 1-5	
I have received the training I need to do a quality job.*	86%
Answered: 183 Skipped: 1 Scale: 1-5	
I would recommend Larimer County as a good place to work.*	85%
Answered: 183 Skipped: 1 Scale: 1-5	

*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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Overall, Larimer County is a great place to work. Answered: 184 Skipped: 0 Scale: 1-5		84%
Larimer County is ethical in its business dealings. Answered: 182 Skipped: 2 Scale: 1-5		84%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 184 Skipped: 0 Scale: 1-5		68%
I feel my department listens to my concerns and tries to act on solutions. Answered: 183 Skipped: 1 Scale: 1-5		60%





Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

66% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
My department encourages recycling and sustainable practices.* Answered: 184 Skipped: 0 Scale: 1-5	 47%
We have enough employees where I work to do a quality job.* Answered: 183 Skipped: 1 Scale: 1-5	 56%
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: 184 Skipped: 0 Scale: 1-5	 61%
Larimer County is ethical in its business dealings.* Answered: 182 Skipped: 2 Scale: 1-5	 84%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 184 Skipped: 0 Scale: 1-5	 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: Being Good Stewards of Public Resources (4)	Responses
The amount of work expected of me is reasonable. Answered: 184 Skipped: 0 Scale: 1-5	 68%
As an employer, Larimer County makes change based on the needs of its employees. Answered: 183 Skipped: 1 Scale: 1-5	 45%
I am motivated to go beyond what is normally expected to help my department be successful. Answered: 184 Skipped: 0 Scale: 1-5	 81%
I have the information I need to do my job effectively. Answered: 184 Skipped: 0 Scale: 1-5	 85%

Individual Metric Results: 3 of 7 Metrics





GP: Cultivating Partnerships

77% favorable

↓ Current score is lower than **2019 Employee Survey** score

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 182 Skipped: 2 Scale: 1-5</small>	 87%
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: 180 Skipped: 4 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. <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 68%
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 183 Skipped: 1 Scale: 1-5</small>	 70%
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 183 Skipped: 1 Scale: 1-5</small>	 45%
Where I work, people are willing to confront and solve problems. <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 68%

Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

70% favorable

↑ 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.* Answered: 183 Skipped: 1 Scale: 1-5	78%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 184 Skipped: 0 Scale: 1-5	60%
I am appropriately involved in decisions that affect my work.* Answered: 184 Skipped: 0 Scale: 1-5	63%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 184 Skipped: 0 Scale: 1-5	90%
Where I work, people are held accountable for delivering what they have promised.* Answered: 181 Skipped: 3 Scale: 1-5	62%
Where I work, people are willing to confront and solve problems.* Answered: 184 Skipped: 0 Scale: 1-5	68%

*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
My department appropriately communicates decisions or policy changes that affect my work. Answered: 184 Skipped: 0 Scale: 1-5	68%
Employees in my department do well at maintaining productive partnerships. Answered: 182 Skipped: 2 Scale: 1-5	87%
I feel my department listens to my concerns and tries to act on solutions. Answered: 183 Skipped: 1 Scale: 1-5	60%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) Answered: 183 Skipped: 1 Scale: 1-5	69%

Individual Metric Results: 5 of 7 Metrics





GP: Promoting Innovation and Continuous Improvement

72% favorable

↑ 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: 183 Skipped: 1 Scale: 1-5</small>	 70%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 183 Skipped: 1 Scale: 1-5</small>	 73%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 72%





*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: 184 Skipped: 0 Scale: 1-5</small>	 71%
I am motivated to go beyond what is normally expected to help Larimer County be successful. <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 76%
I look forward to coming to work at this company. <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 79%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 183 Skipped: 1 Scale: 1-5</small>	 60%





Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

81% 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: 183 Skipped: 1 Scale: 1-5</small>	 83%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 89%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 76%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 175 Skipped: 9 Scale: 1-5</small>	 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: Providing Quality Customer Service (4)	Responses
I am motivated to go beyond what is normally expected to help my department be successful. <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 81%
I have the information I need to do my job effectively. <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 85%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone). <small>Answered: 184 Skipped: 0 Scale: 1-5</small>	 61%
Larimer County is ethical in its business dealings. <small>Answered: 182 Skipped: 2 Scale: 1-5</small>	 84%

Individual Metric Results: 7 of 7 Metrics

Management

76% favorable

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

Questions that define Management (7)	Responses
My immediate manager/supervisor encourages two-way communication.* Answered: 183 Skipped: 1 Scale: 1-5	● 86%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 184 Skipped: 0 Scale: 1-5	● 82%
I have a clear idea of what is expected of me in my job.* Answered: 184 Skipped: 0 Scale: 1-5	● 90%
The amount of work expected of me is reasonable.* Answered: 184 Skipped: 0 Scale: 1-5	● 68%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 184 Skipped: 0 Scale: 1-5	● 85%
I receive recognition from management when I do a good job.* Answered: 182 Skipped: 2 Scale: 1-5	● 65%
My immediate manager/supervisor deals effectively with poor performers.* Answered: 175 Skipped: 9 Scale: 1-5	● 55%

*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: 184 Skipped: 0 Scale: 1-5	● 71%
I am treated with respect and dignity. Answered: 184 Skipped: 0 Scale: 1-5	● 84%
I feel my department listens to my concerns and tries to act on solutions. Answered: 183 Skipped: 1 Scale: 1-5	● 60%

