

# 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 <a href="#">Jennifer Glover</a> or <a href="#">Marcy Hamilton</a>. We greatly appreciate your participation and honest feedback!</div>	<div>Participation rate</div> <div>49.3% 33 of 67 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>Todd Juergens' 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	62% favorable
GP: Being Good Stewards of Public Resources	55% favorable
GP: Cultivating Partnerships	60% favorable
GP: Empowering People to Take Responsibility	57% favorable
GP: Promoting Innovation and Continuous Improvement	51% favorable
GP: Providing Quality Customer Service	72% favorable
Management	65% favorable





Individual Metric Results: 1 of 7 Metrics

## GP: Being a Fulfilling and Enjoyable Place to Work <sup>62% favorable</sup>

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 61%
<p>I am treated with respect and dignity.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 64%
<p>I look forward to coming to work at this company.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 61%
<p>Larimer County is a safe place to work.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 79%
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 31 Skipped: 2 Scale: 1-5</p>	 68%
<p>I believe I am compensated fairly for what I do.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 39%
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 48%
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 70%
<p>I can maintain a reasonable balance between my personal life and work life.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 67%
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>	 67%
<p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 32 Skipped: 1 Scale: 1-5</p>	 63%

\*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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<b>Overall, Larimer County is a great place to work.</b> Answered: 33   Skipped: 0   Scale: 1-5		<b>70%</b>
<b>Larimer County is ethical in its business dealings.</b> Answered: 33   Skipped: 0   Scale: 1-5		<b>67%</b>
<b>My department appropriately communicates decisions or policy changes that affect my work.</b> Answered: 33   Skipped: 0   Scale: 1-5		<b>48%</b>
<b>I feel my department listens to my concerns and tries to act on solutions.</b> Answered: 33   Skipped: 0   Scale: 1-5		<b>45%</b>





Individual Metric Results: 2 of 7 Metrics

# GP: Being Good Stewards of Public Resources

55% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
<b>My department encourages recycling and sustainable practices.*</b> Answered: 32 Skipped: 1 Scale: 1-5	 56%
<b>We have enough employees where I work to do a quality job.*</b> Answered: 32 Skipped: 1 Scale: 1-5	 34%
<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> Answered: 33 Skipped: 0 Scale: 1-5	 45%
<b>Larimer County is ethical in its business dealings.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 67%
<b>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 73%

\*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
<b>The amount of work expected of me is reasonable.</b> Answered: 33 Skipped: 0 Scale: 1-5	 76%
<b>As an employer, Larimer County makes change based on the needs of its employees.</b> Answered: 32 Skipped: 1 Scale: 1-5	 25%
<b>I am motivated to go beyond what is normally expected to help my department be successful.</b> Answered: 33 Skipped: 0 Scale: 1-5	 67%
<b>I have the information I need to do my job effectively.</b> Answered: 33 Skipped: 0 Scale: 1-5	 70%




Individual Metric Results: 3 of 7 Metrics

## GP: Cultivating Partnerships

60% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 64%
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: 32 Skipped: 1 Scale: 1-5</small>	 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: Cultivating Partnerships (4)	Responses
My department appropriately communicates decisions or policy changes that affect my work. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 48%
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 42%
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 32 Skipped: 1 Scale: 1-5</small>	 25%
Where I work, people are willing to confront and solve problems. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 55%





Individual Metric Results: 4 of 7 Metrics

## GP: Empowering People to Take Responsibility

57% 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.* Answered: 33 Skipped: 0 Scale: 1-5	 61%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 33 Skipped: 0 Scale: 1-5	 42%
I am appropriately involved in decisions that affect my work.* Answered: 33 Skipped: 0 Scale: 1-5	 55%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 33 Skipped: 0 Scale: 1-5	 82%
Where I work, people are held accountable for delivering what they have promised.* Answered: 32 Skipped: 1 Scale: 1-5	 50%
Where I work, people are willing to confront and solve problems.* Answered: 33 Skipped: 0 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 GP: Empowering People to Take Responsibility (4)	Responses
My department appropriately communicates decisions or policy changes that affect my work. Answered: 33 Skipped: 0 Scale: 1-5	 48%
Employees in my department do well at maintaining productive partnerships. Answered: 33 Skipped: 0 Scale: 1-5	 64%
I feel my department listens to my concerns and tries to act on solutions. Answered: 33 Skipped: 0 Scale: 1-5	 45%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) Answered: 32 Skipped: 1 Scale: 1-5	 59%





Individual Metric Results: 5 of 7 Metrics

## GP: Promoting Innovation and Continuous Improvement

51% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 42%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 32 Skipped: 1 Scale: 1-5</small>	 56%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 31 Skipped: 2 Scale: 1-5</small>	 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 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: 32 Skipped: 1 Scale: 1-5</small>	 53%
I am motivated to go beyond what is normally expected to help Larimer County be successful. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 64%
I look forward to coming to work at this company. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 61%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 45%







Individual Metric Results: 6 of 7 Metrics

## GP: Providing Quality Customer Service

72% 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: 33 Skipped: 0 Scale: 1-5</small>	 82%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 76%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 64%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 32 Skipped: 1 Scale: 1-5</small>	 66%








\*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: 33 Skipped: 0 Scale: 1-5</small>	 67%
I have the information I need to do my job effectively. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 70%
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: 33 Skipped: 0 Scale: 1-5</small>	 45%
Larimer County is ethical in its business dealings. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>	 67%




## Individual Metric Results: 7 of 7 Metrics

# Management

65% favorable

Questions that define Management (7)	Responses
<b>My immediate manager/supervisor encourages two-way communication.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 73%
<b>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 58%
<b>I have a clear idea of what is expected of me in my job.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 82%
<b>The amount of work expected of me is reasonable.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 76%
<b>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 61%
<b>I receive recognition from management when I do a good job.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 55%
<b>My immediate manager/supervisor deals effectively with poor performers.*</b> Answered: 33 Skipped: 0 Scale: 1-5	 48%













\*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
<b>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</b> Answered: 32 Skipped: 1 Scale: 1-5	 53%
<b>I am treated with respect and dignity.</b> Answered: 33 Skipped: 0 Scale: 1-5	 64%
<b>I feel my department listens to my concerns and tries to act on solutions.</b> Answered: 33 Skipped: 0 Scale: 1-5	 45%

<p><b>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</b></p> <p>Answered: 32   Skipped: 1   Scale: 1-5</p>	<div><div></div></div> <p>59%</p>
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## Individual Question Results

grouped by question type

Rating questions (59)	% favorability (high to low)	
Where I work, we are able to respond quickly to the needs of our customers. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		82%
I have a clear idea of what is expected of me in my job. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		82%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		82%
Larimer County is a safe place to work. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		79%
The amount of work expected of me is reasonable. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		76%
Where I work, we are knowledgeable about our customers' needs. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		76%
My immediate manager/supervisor encourages two-way communication. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		73%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		73%
Overall, Larimer County is a great place to work. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		70%
I have the information I need to do my job effectively. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		70%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 33 Skipped: 0 Scale: 1-5</small>		70%
Larimer County has created an environment where people of diverse backgrounds can succeed. <small>Answered: 31 Skipped: 2 Scale: 1-5</small>		68%

Larimer County is ethical in its business dealings. Answered: 33 Skipped: 0 Scale: 1-5	●	67%
I can maintain a reasonable balance between my personal life and work life. Answered: 33 Skipped: 0 Scale: 1-5	●	67%
I have received the training I need to do a quality job. Answered: 33 Skipped: 0 Scale: 1-5	●	67%
I am motivated to go beyond what is normally expected to help my department be successful. Answered: 33 Skipped: 0 Scale: 1-5	●	67%
Larimer County delivers high quality products and services to its external customers. Answered: 32 Skipped: 1 Scale: 1-5	●	66%
I am treated with respect and dignity. Answered: 33 Skipped: 0 Scale: 1-5	●	64%
Employees in my department do well at maintaining productive partnerships. Answered: 33 Skipped: 0 Scale: 1-5	●	64%
I am motivated to go beyond what is normally expected to help Larimer County be successful. Answered: 33 Skipped: 0 Scale: 1-5	●	64%
I would recommend Larimer County as a good place to work. Answered: 32 Skipped: 1 Scale: 1-5	●	63%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time? Answered: 33 Skipped: 0 Scale: 1-5	●	61%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 33 Skipped: 0 Scale: 1-5	●	61%
I look forward to coming to work at this company. Answered: 33 Skipped: 0 Scale: 1-5	●	61%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 33 Skipped: 0 Scale: 1-5	●	61%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 33 Skipped: 0 Scale: 1-5	●	61%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) Answered: 32 Skipped: 1 Scale: 1-5	●	59%

<p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.</b></p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>		58%
<p><b>My department encourages recycling and sustainable practices.</b></p> <p>Answered: 32 Skipped: 1 Scale: 1-5</p>		56%
<p><b>I am encouraged to be innovative in my job (trying new ways of doing things).</b></p> <p>Answered: 32 Skipped: 1 Scale: 1-5</p>		56%
<p><b>The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.</b></p> <p>Answered: 32 Skipped: 1 Scale: 1-5</p>		56%
<p><b>The work environment on my team supports the development of new and innovative ideas.</b></p> <p>Answered: 31 Skipped: 2 Scale: 1-5</p>		55%
<p><b>I am appropriately involved in decisions that affect my work.</b></p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>		55%
<p><b>I receive recognition from management when I do a good job.</b></p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>		55%
<p><b>Where I work, people are willing to confront and solve problems.</b></p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>		55%
<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></p> <p>Answered: 32 Skipped: 1 Scale: 1-5</p>		53%
<p><b>Where I work, people are held accountable for delivering what they have promised.</b></p> <p>Answered: 32 Skipped: 1 Scale: 1-5</p>		50%
<p><b>My department appropriately communicates decisions or policy changes that affect my work.</b></p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>		48%
<p><b>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</b></p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>		48%
<p><b>My immediate manager/supervisor deals effectively with poor performers.</b></p> <p>Answered: 33 Skipped: 0 Scale: 1-5</p>		48%

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: 33 Skipped: 0 Scale: 1-5		45%
I feel my department listens to my concerns and tries to act on solutions. Answered: 33 Skipped: 0 Scale: 1-5		45%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 33 Skipped: 0 Scale: 1-5		42%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 33 Skipped: 0 Scale: 1-5		42%
I believe I am compensated fairly for what I do. Answered: 33 Skipped: 0 Scale: 1-5		39%
We have enough employees where I work to do a quality job. Answered: 32 Skipped: 1 Scale: 1-5		34%
As an employer, Larimer County makes change based on the needs of its employees. Answered: 32 Skipped: 1 Scale: 1-5		25%
Larimer County IT (located at 200 West Oak) provides good customer service.	not enough data	
I feel the County Commissioners support the Sheriff's Office.	not enough data	
Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.	not enough data	
My supervisor communicates adequately with me.	not enough data	
I receive adequate in service classroom training to keep up on the requirements of my job.	not enough data	
I receive adequate in service physical training to keep me proficient at my job.	not enough data	
Larimer County Fleet Department provides good customer service.	not enough data	
As a whole, the Sheriff's Office communicates well with me.	not enough data	
I received the necessary training when I was hired or last promoted to allow me to be successful in my job.	not enough data	

The LCSO cares about me, my safety, and my success.	not enough data
I do not worry about physical safety on the job.	not enough data
Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.	not enough data

Open-ended questions (5)	Responses
If you selected Other, what mode of transportation do you use?	not enough data
Overall, do you have any general comments about Larimer County as an employer? <small>Answered: 16 Skipped: 17</small>	43 EPS <b>Promoters</b> (31%) <b>Detractors</b> (13%)
Overall, do you have any general comments about your department? <small>Answered: 17 Skipped: 16</small>	0 EPS <b>Promoters</b> (29%) <b>Detractors</b> (29%)
What do you think your department could improve on? <small>Answered: 21 Skipped: 12</small>	-33 EPS <b>Promoters</b> (10%) <b>Detractors</b> (19%)
What do you think your department is doing well? <small>Answered: 18 Skipped: 15</small>	50 EPS <b>Promoters</b> (50%) <b>Detractors</b> (17%)

Multiple choice checkbox questions (1)	Responses
Larimer County is working to report and identify employer reduction of greenhouse gas emissions based on employees commuting to work. We need to establish a baseline, which is why we're collecting the following information. What type of single occupancy vehicle, or other mode of transportation, do you use to commute to work on the days you report to your work location? <small>Answered: 33 Skipped: 0</small>	<div> <div></div> <div>Gas/Diesel</div> <div>85% (28)</div> </div> <div> <div></div> <div>Hybrid</div> <div>6% (2)</div> </div> <div> <div></div> <div>Bike</div> <div>3% (1)</div> </div> <div> <div></div> <div>Carpool</div> <div>3% (1)</div> </div> <div> <div></div> <div>None/Full-time Remote Employee</div> <div>3% (1)</div> </div>