

# 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>38.3%  227 of 593 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>Justin Smith's Team</div>	<div>Benchmarks (3)</div> <div><b>Historical Trend:</b> 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey</div>

# Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	82% 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	
GP: Being Good Stewards of Public Resources	69% favorable
GP: Cultivating Partnerships	80% favorable
GP: Empowering People to Take Responsibility	79% favorable
GP: Promoting Innovation and Continuous Improvement	69% favorable
GP: Providing Quality Customer Service	86% favorable
Management	75% favorable
↓ Current score is lower than 2020 Employee Survey score	
Sheriff	72% 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 8 Metrics

## GP: Being a Fulfilling and Enjoyable Place to Work<sup>82% favorable</sup>





↑ 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 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?*	 85% <small>Answered: 224 Skipped: 3 Scale: 1-5</small>
I am treated with respect and dignity.*	 85% <small>Answered: 224 Skipped: 3 Scale: 1-5</small>
I look forward to coming to work at this company.*	 83% <small>Answered: 225 Skipped: 2 Scale: 1-5</small>
Larimer County is a safe place to work.*	 87% <small>Answered: 223 Skipped: 4 Scale: 1-5</small>
Larimer County has created an environment where people of diverse backgrounds can succeed.*	 88% <small>Answered: 224 Skipped: 3 Scale: 1-5</small>
I believe I am compensated fairly for what I do.*	 65% <small>Answered: 224 Skipped: 3 Scale: 1-5</small>
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*	 76% <small>Answered: 223 Skipped: 4 Scale: 1-5</small>
I have the information I need to do my job effectively.*	 86% <small>Answered: 220 Skipped: 7 Scale: 1-5</small>
I can maintain a reasonable balance between my personal life and work life.*	 70% <small>Answered: 224 Skipped: 3 Scale: 1-5</small>
I have received the training I need to do a quality job.*	 88% <small>Answered: 225 Skipped: 2 Scale: 1-5</small>
I would recommend Larimer County as a good place to work.*	 89% <small>Answered: 225 Skipped: 2 Scale: 1-5</small>






\*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
Overall, Larimer County is a great place to work. Answered: 224 Skipped: 3 Scale: 1-5		87%
Larimer County is ethical in its business dealings. Answered: 223 Skipped: 4 Scale: 1-5		85%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 223 Skipped: 4 Scale: 1-5		92%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 223 Skipped: 4 Scale: 1-5		81%





## Individual Metric Results: 2 of 8 Metrics

# GP: Being Good Stewards of Public Resources

69% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
<b>My department encourages recycling and sustainable practices.*</b> Answered: 219 Skipped: 8 Scale: 1-5	 72%
<b>We have enough employees where I work to do a quality job.*</b> Answered: 223 Skipped: 4 Scale: 1-5	 43%
<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: 223 Skipped: 4 Scale: 1-5	 63%
<b>Larimer County is ethical in its business dealings.*</b> Answered: 223 Skipped: 4 Scale: 1-5	 85%
<b>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</b> Answered: 223 Skipped: 4 Scale: 1-5	 81%



\*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>As an employer, Larimer County makes change based on the needs of its employees.</b> Answered: 222 Skipped: 5 Scale: 1-5	 56%
<b>Larimer County fosters a culture of innovation and encourages creativity.</b> Answered: 223 Skipped: 4 Scale: 1-5	 70%
<b>The amount of work expected of me is reasonable.</b> Answered: 222 Skipped: 5 Scale: 1-5	 63%
<b>Larimer County is a safe place to work.</b> Answered: 223 Skipped: 4 Scale: 1-5	 87%





Individual Metric Results: 3 of 8 Metrics

## GP: Cultivating Partnerships

80% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 223 Skipped: 4 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: 223 Skipped: 4 Scale: 1-5</small>	 74%



\*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
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 222 Skipped: 5 Scale: 1-5</small>	 56%
I have the information I need to do my job effectively. <small>Answered: 220 Skipped: 7 Scale: 1-5</small>	 86%
The work environment on my team supports the development of new and innovative ideas. <small>Answered: 224 Skipped: 3 Scale: 1-5</small>	 72%
Where I work, everyone takes personal responsibility for doing a quality job. <small>Answered: 224 Skipped: 3 Scale: 1-5</small>	 80%





Individual Metric Results: 4 of 8 Metrics

## GP: Empowering People to Take Responsibility

79% 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: 224 Skipped: 3 Scale: 1-5	 89%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 224 Skipped: 3 Scale: 1-5	 80%
I am appropriately involved in decisions that affect my work.* Answered: 224 Skipped: 3 Scale: 1-5	 68%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 224 Skipped: 3 Scale: 1-5	 90%
Where I work, people are held accountable for delivering what they have promised.* Answered: 222 Skipped: 5 Scale: 1-5	 74%
Where I work, people are willing to confront and solve problems.* Answered: 221 Skipped: 6 Scale: 1-5	 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: Empowering People to Take Responsibility (4)	Responses
My immediate manager/supervisor deals effectively with poor performers. Answered: 219 Skipped: 8 Scale: 1-5	 65%
I feel my department listens to my concerns and tries to act on solutions. Answered: 221 Skipped: 6 Scale: 1-5	 67%
My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) Answered: 221 Skipped: 6 Scale: 1-5	 76%
Employees in my department do well at maintaining productive partnerships. Answered: 223 Skipped: 4 Scale: 1-5	 87%





Individual Metric Results: 5 of 8 Metrics

## GP: Promoting Innovation and Continuous Improvement

69% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 223 Skipped: 4 Scale: 1-5</small>	 70%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 224 Skipped: 3 Scale: 1-5</small>	 67%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 224 Skipped: 3 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
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 222 Skipped: 5 Scale: 1-5</small>	 56%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 221 Skipped: 6 Scale: 1-5</small>	 67%
I am appropriately involved in decisions that affect my work. <small>Answered: 224 Skipped: 3 Scale: 1-5</small>	 68%
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: 223 Skipped: 4 Scale: 1-5</small>	 63%

Individual Metric Results: 6 of 8 Metrics

## GP: Providing Quality Customer Service

86% 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: 222 Skipped: 5 Scale: 1-5</small>	<div><div></div></div> 88%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 220 Skipped: 7 Scale: 1-5</small>	<div><div></div></div> 89%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 222 Skipped: 5 Scale: 1-5</small>	<div><div></div></div> 80%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 214 Skipped: 13 Scale: 1-5</small>	<div><div></div></div> 86%

\*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: 221 Skipped: 6 Scale: 1-5</small>	<div><div></div></div> 83%
Larimer County has created an environment where people of diverse backgrounds can succeed. <small>Answered: 224 Skipped: 3 Scale: 1-5</small>	<div><div></div></div> 88%
I have the information I need to do my job effectively. <small>Answered: 220 Skipped: 7 Scale: 1-5</small>	<div><div></div></div> 86%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 221 Skipped: 6 Scale: 1-5</small>	<div><div></div></div> 67%

## Individual Metric Results: 7 of 8 Metrics

# Management



75% favorable

↓ Current score is lower than **2020 Employee Survey** score

Questions that define Management (7)	Responses
<b>My immediate manager/supervisor encourages two-way communication.*</b> Answered: 223 Skipped: 4 Scale: 1-5	● 84%
<b>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</b> Answered: 224 Skipped: 3 Scale: 1-5	● 81%
<b>I have a clear idea of what is expected of me in my job.*</b> Answered: 223 Skipped: 4 Scale: 1-5	● 87%
<b>The amount of work expected of me is reasonable.*</b> Answered: 222 Skipped: 5 Scale: 1-5	● 63%
<b>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</b> Answered: 220 Skipped: 7 Scale: 1-5	● 79%
<b>I receive recognition from management when I do a good job.*</b> Answered: 222 Skipped: 5 Scale: 1-5	● 64%
<b>My immediate manager/supervisor deals effectively with poor performers.*</b> Answered: 219 Skipped: 8 Scale: 1-5	● 65%

\*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>Where I work, people are held accountable for delivering what they have promised.</b> Answered: 222 Skipped: 5 Scale: 1-5	● 74%
<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: 223 Skipped: 4 Scale: 1-5	● 74%

<b>I feel my department listens to my concerns and tries to act on solutions.</b> Answered: 221   Skipped: 6   Scale: 1-5		<b>67%</b>
<b>I am treated with respect and dignity.</b> Answered: 224   Skipped: 3   Scale: 1-5		<b>85%</b>

## Individual Metric Results: 8 of 8 Metrics

# Sheriff

72% favorable

Questions that define Sheriff (12)	Responses
Larimer County IT (located at 200 West Oak) provides good customer service.* Answered: 192 Skipped: 35 Scale: 1-5	60%
I feel the County Commissioners support the Sheriff's Office.* Answered: 212 Skipped: 15 Scale: 1-5	67%
Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.* Answered: 207 Skipped: 20 Scale: 1-5	64%
My supervisor communicates adequately with me.* Answered: 220 Skipped: 7 Scale: 1-5	84%
I receive adequate in service classroom training to keep up on the requirements of my job.* Answered: 206 Skipped: 21 Scale: 1-5	74%
I receive adequate in service physical training to keep me proficient at my job.* Answered: 202 Skipped: 25 Scale: 1-5	73%
Larimer County Fleet Department provides good customer service.* Answered: 180 Skipped: 47 Scale: 1-5	67%
As a whole, the Sheriff's Office communicates well with me.* Answered: 221 Skipped: 6 Scale: 1-5	81%
I received the necessary training when I was hired or last promoted to allow me to be successful in my job.* Answered: 219 Skipped: 8 Scale: 1-5	78%
The LCSO cares about me, my safety, and my success.* Answered: 221 Skipped: 6 Scale: 1-5	80%
I do not worry about physical safety on the job.* Answered: 219 Skipped: 8 Scale: 1-5	64%
Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.* Answered: 218 Skipped: 9 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.