

Overview of Survey Results

2023 Employee Survey - Manager Report, No Comments - 2023 Employee Survey

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. 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>78.9%</p> <p>195 of 247 participants have completed the survey</p>
Response group	As of
<p>Emily Humphrey's Team</p>	<p>Nov 17, 2023, 10:01 PM MST</p> <p>Results are grouped based on information in the Employee Directory as of this date</p>
Benchmarks (4)	
<p>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey</p>	

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work ↓ Current score is lower than 2021 Employee Survey score ↓ Current score is lower than 2020 Employee Survey score ↓ Current score is lower than 2022 Employee Survey score	71% favorable
GP: Being Good Stewards of Public Resources ↓ Current score is lower than 2021 Employee Survey score ↓ Current score is lower than 2020 Employee Survey score	61% favorable
GP: Cultivating Partnerships ↓ Current score is lower than 2020 Employee Survey score	72% favorable
GP: Empowering People to Take Responsibility ↓ Current score is lower than 2021 Employee Survey score ↓ Current score is lower than 2022 Employee Survey score	64% favorable
GP: Promoting Innovation and Continuous Improvement	66% favorable
GP: Providing Quality Customer Service	80% favorable
Survey Questions ↑ Current score is higher than 2020 Employee Survey score ↓ Current score is lower than 2021 Employee Survey score ↓ Current score is lower than 2022 Employee Survey score	70% 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 ^{71%} favorable

- ↓ Current score is lower than **2021 Employee Survey** score
- ↓ Current score is lower than **2020 Employee Survey** score
- ↓ Current score is lower than **2022 Employee Survey** score

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
I look forward to coming to work at this company.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 71%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 68%
I am treated with respect and dignity.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 75%
Larimer County has created an environment where people of diverse backgrounds can succeed.* <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	 72%
Larimer County is a safe place to work.* <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	 81%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	 58%
I can maintain a reasonable balance between my personal life and work life.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 63%
I would recommend Larimer County as a good place to work.* <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	 79%
I believe I am compensated fairly for what I do.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 42%
I have received the training I need to do a quality job.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 86%
I have the information I need to do my job effectively.* <small>Answered: 193 Skipped: 2 Scale: 1-5</small>	 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: Being a Fulfilling and Enjoyable Place to Work (4)	Responses
<p>Overall, Larimer County is a great place to work. Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>80%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>89%</p>
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>57%</p>
<p>I receive recognition from management when I do a good job. Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>61%</p>

Individual Metric Results: 2 of 7 Metrics





GP: Being Good Stewards of Public Resources

61% favorable

- ↓ Current score is lower than **2021 Employee Survey** score
- ↓ Current score is lower than **2020 Employee Survey** score

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
<p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>57%</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: 195 Skipped: 0 Scale: 1-5</p>	 <p>50%</p>
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 191 Skipped: 4 Scale: 1-5</p>	 <p>73%</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: 194 Skipped: 1 Scale: 1-5</p>	 <p>76%</p>
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 191 Skipped: 4 Scale: 1-5</p>	 <p>50%</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 GP: Being Good Stewards of Public Resources (4)	Responses
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>86%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>61%</p>
<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>56%</p>

Individual Metric Results: 3 of 7 Metrics



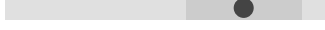
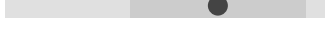
GP: Cultivating Partnerships

72% favorable

↓ Current score is lower than 2020 Employee Survey score

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* Answered: 194 Skipped: 1 Scale: 1-5	 78%
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* Answered: 192 Skipped: 3 Scale: 1-5	 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: Cultivating Partnerships (4)	Responses
As an employer, Larimer County makes change based on the needs of its employees. Answered: 195 Skipped: 0 Scale: 1-5	 39%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 195 Skipped: 0 Scale: 1-5	 68%
Larimer County delivers high quality products and services to its external customers. Answered: 180 Skipped: 15 Scale: 1-5	 77%
Where I work, people are willing to confront and solve problems. Answered: 194 Skipped: 1 Scale: 1-5	 65%

Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

64% favorable

- ↓ Current score is lower than **2021 Employee Survey** score
- ↓ Current score is lower than **2022 Employee Survey** score

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	56%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	46%
Where I work, people are willing to confront and solve problems.* <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	65%
I am appropriately involved in decisions that affect my work.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	61%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	66%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 195 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: Empowering People to Take Responsibility (4)	Responses
I receive recognition from management when I do a good job. <small>Answered: 193 Skipped: 2 Scale: 1-5</small>	61%
Employees in my department do well at maintaining productive partnerships. <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	78%
Where I work, we are knowledgeable about our customers' needs. <small>Answered: 193 Skipped: 2 Scale: 1-5</small>	90%
As a whole, the Sheriff's Office communicates well with me.	not enough data





Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

66% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 68%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 69%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 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: Promoting Innovation and Continuous Improvement (4)	Responses
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 194 Skipped: 1 Scale: 1-5</small>	 57%
I receive recognition from management when I do a good job. <small>Answered: 193 Skipped: 2 Scale: 1-5</small>	 61%
I am motivated to go beyond what is normally expected to help my department be successful. <small>Answered: 195 Skipped: 0 Scale: 1-5</small>	 75%
I have the information I need to do my job effectively. <small>Answered: 193 Skipped: 2 Scale: 1-5</small>	 86%





Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

80% 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: 189 Skipped: 6 Scale: 1-5</small>		81%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 193 Skipped: 2 Scale: 1-5</small>		90%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 180 Skipped: 15 Scale: 1-5</small>		77%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 195 Skipped: 0 Scale: 1-5</small>		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.







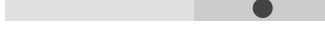




Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
I am motivated to go beyond what is normally expected to help my department be successful. <small>Answered: 195 Skipped: 0 Scale: 1-5</small>		75%
The work environment on my team supports the development of new and innovative ideas. <small>Answered: 195 Skipped: 0 Scale: 1-5</small>		63%
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: 195 Skipped: 0 Scale: 1-5</small>		50%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 195 Skipped: 0 Scale: 1-5</small>		88%

Individual Metric Results: 7 of 7 Metrics

Survey Questions

70% favorable


- ↑ Current score is higher than **2020 Employee Survey** score
- ↓ Current score is lower than **2021 Employee Survey** score
- ↓ Current score is lower than **2022 Employee Survey** score

Questions that define Survey Questions (39)	Responses
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 188 Skipped: 7 Scale: 1-5</p>	 <p>56%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>56%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>46%</p>
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>65%</p>
<p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>57%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I am encouraged to be innovative in my job (trying new ways of doing things).*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>69%</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: 195 Skipped: 0 Scale: 1-5</p>	 <p>50%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 189 Skipped: 6 Scale: 1-5</p>	 <p>81%</p>
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>61%</p>

<p>Where I work, we are knowledgeable about our customers' needs.* Answered: 193 Skipped: 2 Scale: 1-5</p>		90%
<p>Larimer County is ethical in its business dealings.* Answered: 191 Skipped: 4 Scale: 1-5</p>		73%
<p>Employees in my department do well at maintaining productive partnerships.* Answered: 194 Skipped: 1 Scale: 1-5</p>		78%
<p>I have a clear idea of what is expected of me in my job.* Answered: 195 Skipped: 0 Scale: 1-5</p>		90%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 194 Skipped: 1 Scale: 1-5</p>		76%
<p>I look forward to coming to work at this company.* Answered: 195 Skipped: 0 Scale: 1-5</p>		71%
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?* Answered: 195 Skipped: 0 Scale: 1-5</p>		68%
<p>Overall, Larimer County is a great place to work.* Answered: 193 Skipped: 2 Scale: 1-5</p>		80%
<p>The amount of work expected of me is reasonable.* Answered: 195 Skipped: 0 Scale: 1-5</p>		71%
<p>I am treated with respect and dignity.* Answered: 195 Skipped: 0 Scale: 1-5</p>		75%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 195 Skipped: 0 Scale: 1-5</p>		80%
<p>The work environment on my team supports the development of new and innovative ideas.* Answered: 195 Skipped: 0 Scale: 1-5</p>		63%
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 194 Skipped: 1 Scale: 1-5</p>		66%
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 194 Skipped: 1 Scale: 1-5</p>		72%


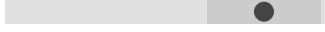
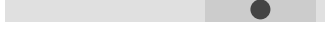
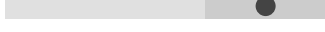


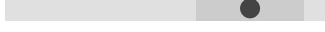
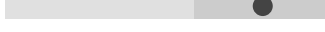




<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 195 Skipped: 0 Scale: 1-5</p>		88%
<p>Larimer County is a safe place to work.* Answered: 194 Skipped: 1 Scale: 1-5</p>		81%
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 194 Skipped: 1 Scale: 1-5</p>		58%
<p>I can maintain a reasonable balance between my personal life and work life.* Answered: 195 Skipped: 0 Scale: 1-5</p>		63%
<p>Larimer County delivers high quality products and services to its external customers.* Answered: 180 Skipped: 15 Scale: 1-5</p>		77%
<p>I would recommend Larimer County as a good place to work.* Answered: 194 Skipped: 1 Scale: 1-5</p>		79%
<p>I believe I am compensated fairly for what I do.* Answered: 195 Skipped: 0 Scale: 1-5</p>		42%
<p>My department encourages recycling and sustainable practices.* Answered: 191 Skipped: 4 Scale: 1-5</p>		50%
<p>I receive recognition from management when I do a good job.* Answered: 193 Skipped: 2 Scale: 1-5</p>		61%
<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: 192 Skipped: 3 Scale: 1-5</p>		66%
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 195 Skipped: 0 Scale: 1-5</p>		71%
<p>I have received the training I need to do a quality job.* Answered: 195 Skipped: 0 Scale: 1-5</p>		86%
<p>I have the information I need to do my job effectively.* Answered: 193 Skipped: 2 Scale: 1-5</p>		86%
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 194 Skipped: 1 Scale: 1-5</p>		91%















*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 Survey Questions (4)	Responses
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>I receive adequate in service classroom training to keep up on the requirements of my job.</p>	<p>not enough data</p>
<p>I received the necessary training when I was hired or last promoted to allow me to be successful in my job.</p>	<p>not enough data</p>
<p>I receive adequate in service physical training to keep me proficient at my job.</p>	<p>not enough data</p>



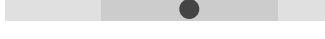

Individual Question Results

grouped by question type

Rating questions (59)	% favorability (high to low)
<p>My immediate manager/supervisor encourages two-way communication. Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>I have a clear idea of what is expected of me in my job. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>90%</p>
<p>Where I work, we are knowledgeable about our customers' needs. Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>90%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>89%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>I have received the training I need to do a quality job. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>I have the information I need to do my job effectively. Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>86%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers. Answered: 189 Skipped: 6 Scale: 1-5</p>	 <p>81%</p>
<p>Larimer County is a safe place to work. Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>81%</p>
<p>Overall, Larimer County is a great place to work. Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>80%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>

<p>I would recommend Larimer County as a good place to work. Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">79%</p>
<p>Employees in my department do well at maintaining productive partnerships. Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">78%</p>
<p>Larimer County delivers high quality products and services to its external customers. Answered: 180 Skipped: 15 Scale: 1-5</p>	 <p style="text-align: right;">77%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">76%</p>
<p>I am motivated to go beyond what is normally expected to help my department be successful. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">75%</p>
<p>I am treated with respect and dignity. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">75%</p>
<p>Larimer County is ethical in its business dealings. Answered: 191 Skipped: 4 Scale: 1-5</p>	 <p style="text-align: right;">73%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed. Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p style="text-align: right;">72%</p>
<p>I look forward to coming to work at this company. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">71%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">71%</p>
<p>The amount of work expected of me is reasonable. Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">71%</p>
<p>I am encouraged to be innovative in my job (trying new ways of doing things). Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">69%</p>
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time? Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">68%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.) Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p style="text-align: right;">68%</p>

<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>67%</p>
<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: 194 Skipped: 1 Scale: 1-5</p>	 <p>67%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>66%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p>The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.</p> <p>Answered: 192 Skipped: 3 Scale: 1-5</p>	 <p>66%</p>
<p>Where I work, people are willing to confront and solve problems.</p> <p>Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>65%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 193 Skipped: 2 Scale: 1-5</p>	 <p>61%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>61%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>58%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 194 Skipped: 1 Scale: 1-5</p>	 <p>57%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>	 <p>57%</p>

<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>		56%
<p>My immediate manager/supervisor deals effectively with poor performers.</p> <p>Answered: 188 Skipped: 7 Scale: 1-5</p>		56%
<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: 195 Skipped: 0 Scale: 1-5</p>		50%
<p>My department encourages recycling and sustainable practices.</p> <p>Answered: 191 Skipped: 4 Scale: 1-5</p>		50%
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>		46%
<p>I believe I am compensated fairly for what I do.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>		42%
<p>As an employer, Larimer County makes change based on the needs of its employees.</p> <p>Answered: 195 Skipped: 0 Scale: 1-5</p>		39%
<p>I receive adequate in service physical training to keep me proficient at my job.</p>	not enough data	
<p>I received the necessary training when I was hired or last promoted to allow me to be successful in my job.</p>	not enough data	
<p>My supervisor communicates adequately with me.</p>	not enough data	
<p>Larimer County Fleet Department provides good customer service.</p>	not enough data	
<p>As a whole, the Sheriff's Office communicates well with me.</p>	not enough data	
<p>Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.</p>	not enough data	
<p>I do not worry about physical safety on the job.</p>	not enough data	
<p>Larimer County IT (located at 200 West Oak) provides good customer service.</p>	not enough data	
<p>I feel the County Commissioners support the Sheriff's Office.</p>	not enough data	
<p>The LCSO cares about me, my safety, and my success.</p>	not enough data	

Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.	not enough data
I receive adequate in service classroom training to keep up on the requirements of my job.	not enough data

Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department? Answered: 89 Skipped: 106</p>	<p>-13 EPS</p> <p>Promoters (29%) are talking about Meaningful Work (5) Communication (3)</p> <p>Detractors (38%) are talking about Compensation and Benefits (10) Communication (5) Accountability and Responsibility (3) Hiring and Recruiting (3) Management (3)</p>
<p>What do you think your department could improve on? Answered: 115 Skipped: 80</p>	<p>-71 EPS</p> <p>Promoters (6%) are talking about Communication (5) Transparency (3)</p> <p>Detractors (37%) are talking about Communication (11) Compensation and Benefits (8) Accountability and Responsibility (6) Cross-Team Collaboration (6) Training and Learning Opportunities (6)</p>
<p>What do you think your department is doing well? Answered: 121 Skipped: 74</p>	<p>88 EPS</p> <p>Promoters (67%) are talking about Communication (21) Teamwork (13) Transparency (11) Compensation and Benefits (9) Customer Focus (6)</p> <p>Detractors (4%) are talking about Hiring and Recruiting (3)</p>
<p>Overall, do you have any general comments about Larimer County as an employer? Answered: 83 Skipped: 112</p>	<p>7 EPS</p> <p>Promoters (28%) are talking about Compensation and Benefits (7)</p> <p>Detractors (24%) are talking about Compensation and Benefits (8) Perks (3)</p>