

Overview of Survey Results

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

<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. 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>70% 35 of 50 participants have completed the survey</div>
<div>Response group</div> <div>Bob Overbeck's Team</div>	<div>As of</div> <div>Nov 17, 2023, 10:01 PM MST Results are grouped based on information in the Employee Directory as of this date</div>
	<div>Benchmarks (4)</div> <div>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey</div>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	64% favorable
<div>↑ Current score is higher than 2021 Employee Survey score</div> <div>↓ Current score is lower than 2022 Employee Survey score</div>	
GP: Being Good Stewards of Public Resources	56% favorable
<div>↑ Current score is higher than 2021 Employee Survey score</div> <div>↓ Current score is lower than 2022 Employee Survey score</div>	
GP: Cultivating Partnerships	61% favorable
GP: Empowering People to Take Responsibility	69% favorable
GP: Promoting Innovation and Continuous Improvement	69% favorable
<div>↑ Current score is higher than 2021 Employee Survey score</div>	
GP: Providing Quality Customer Service	83% favorable
Management	62% favorable
<div>↓ Current score is lower than 2022 Employee Survey score</div>	
Survey Questions	66% favorable
<div>↑ Current score is higher than 2021 Employee Survey score</div> <div>↓ Current score is lower than 2020 Employee Survey score</div> <div>↓ Current score is lower than 2022 Employee Survey score</div>	

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^{64% favorable}

↑ Current score is higher than **2021 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.* Answered: 35 Skipped: 0 Scale: 1-5	 49%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	 63%
I am treated with respect and dignity.* Answered: 35 Skipped: 0 Scale: 1-5	 69%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 35 Skipped: 0 Scale: 1-5	 74%
Larimer County is a safe place to work.* Answered: 35 Skipped: 0 Scale: 1-5	 74%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 35 Skipped: 0 Scale: 1-5	 31%
I can maintain a reasonable balance between my personal life and work life.* Answered: 35 Skipped: 0 Scale: 1-5	 77%
I would recommend Larimer County as a good place to work.* Answered: 35 Skipped: 0 Scale: 1-5	 77%
I believe I am compensated fairly for what I do.* Answered: 35 Skipped: 0 Scale: 1-5	 34%
I have received the training I need to do a quality job.* Answered: 35 Skipped: 0 Scale: 1-5	 74%
I have the information I need to do my job effectively.* Answered: 35 Skipped: 0 Scale: 1-5	 77%

*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
<div>Overall, Larimer County is a great place to work.</div> <div>Answered: 35 Skipped: 0 Scale: 1-5</div>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>74%</div>
<div>I feel my department listens to my concerns and tries to act on solutions.</div> <div>Answered: 34 Skipped: 1 Scale: 1-5</div>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>50%</div>
<div>I clearly understand how my own job contributes to achieving the mission and vision of my department.</div> <div>Answered: 35 Skipped: 0 Scale: 1-5</div>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>94%</div>
<div>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</div> <div>Answered: 35 Skipped: 0 Scale: 1-5</div>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>66%</div>

Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

56% favorable

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

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses
We have enough employees where I work to do a quality job.* <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 26%
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: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 54%
Larimer County is ethical in its business dealings.* <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 66%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 74%
My department encourages recycling and sustainable practices.* <small>Answered: 34 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 62%

*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. <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 46%
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 40%
I have the information I need to do my job effectively. <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 77%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 34 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 53%

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

61% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 77%
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: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 46%

*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: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 40%
Larimer County delivers high quality products and services to its external customers. <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 83%
Where I work, people are willing to confront and solve problems. <small>Answered: 34 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 56%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 34 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 50%




Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

69% favorable

Questions that define GP: Empowering People to Take Responsibility (6)	Responses
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 53%
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 74%
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 56%
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 54%
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 76%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 97%

*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
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 50%
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 37%
<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: 35 Skipped: 0 Scale: 1-5</p>	 60%



Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

69% favorable

↑ Current score is higher than 2021 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: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 63%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 74%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 69%





*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 receive recognition from management when I do a good job. <small>Answered: 34 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 56%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 34 Skipped: 1 Scale: 1-5</small>	<div><div></div></div> 50%
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 40%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. <small>Answered: 35 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 60%





Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

83% favorable

Questions that define GP: Providing Quality Customer Service (4)	Responses
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 86%
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 97%
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 83%
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 69%

*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
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 80%
<p>I have the information I need to do my job effectively.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 77%
<p>Larimer County is ethical in its business dealings.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 66%
<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: 35 Skipped: 0 Scale: 1-5</p>	 54%

Individual Metric Results: 7 of 8 Metrics

Management

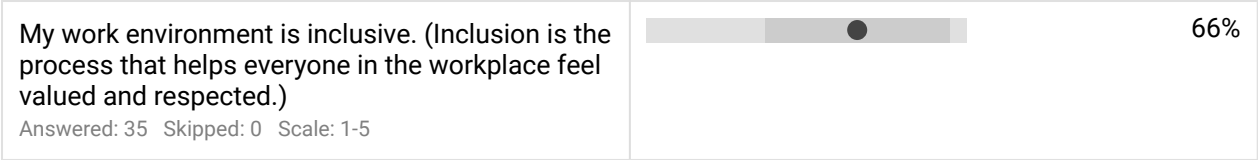
62% favorable

↓ Current score is lower than 2022 Employee Survey score

Questions that define Management (7)	Responses
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 32 Skipped: 3 Scale: 1-5</p>	<div><div></div></div> 38%
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 66%
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 86%
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 46%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 71%
<p>I receive recognition from management when I do a good job.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	<div><div></div></div> 56%
<p>My immediate manager/supervisor encourages two-way communication.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 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 Management (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.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 60%
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	<div><div></div></div> 59%
<p>I am treated with respect and dignity.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div></div> 69%



Individual Metric Results: 8 of 8 Metrics












Survey Questions















66% favorable













↑ Current score is higher 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 Survey Questions (39)	Responses
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 32 Skipped: 3 Scale: 1-5</p>	 <p>38%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>53%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>56%</p>
<p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>26%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p>I am encouraged to be innovative in my job (trying new ways of doing things).*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>

<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>97%</p>
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>86%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>I look forward to coming to work at this company.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>49%</p>
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>Overall, Larimer County is a great place to work.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>46%</p>
<p>I am treated with respect and dignity.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>76%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>



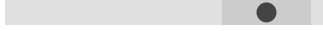


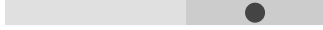






I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 35 Skipped: 0 Scale: 1-5		97%
Larimer County is a safe place to work.* Answered: 35 Skipped: 0 Scale: 1-5		74%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 35 Skipped: 0 Scale: 1-5		31%
I can maintain a reasonable balance between my personal life and work life.* Answered: 35 Skipped: 0 Scale: 1-5		77%
Larimer County delivers high quality products and services to its external customers.* Answered: 35 Skipped: 0 Scale: 1-5		83%
I would recommend Larimer County as a good place to work.* Answered: 35 Skipped: 0 Scale: 1-5		77%
I believe I am compensated fairly for what I do.* Answered: 35 Skipped: 0 Scale: 1-5		34%
My department encourages recycling and sustainable practices.* Answered: 34 Skipped: 1 Scale: 1-5		62%
I receive recognition from management when I do a good job.* Answered: 34 Skipped: 1 Scale: 1-5		56%
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* Answered: 35 Skipped: 0 Scale: 1-5		46%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 35 Skipped: 0 Scale: 1-5		69%
I have received the training I need to do a quality job.* Answered: 35 Skipped: 0 Scale: 1-5		74%
I have the information I need to do my job effectively.* Answered: 35 Skipped: 0 Scale: 1-5		77%
My immediate manager/supervisor encourages two-way communication.* Answered: 35 Skipped: 0 Scale: 1-5		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 Survey Questions (4)	Responses
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>50%</div>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>66%</div>
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>80%</div>
<p>As an employer, Larimer County makes change based on the needs of its employees.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	<div><div></div><div></div><div></div><div></div><div></div></div> <div>40%</div>

Individual Question Results

grouped by question type

Rating questions (59)	% favorability (high to low)
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>97%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>97%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>94%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>Larimer County delivers high quality products and services to its external customers.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>76%</p>

<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>I am encouraged to be innovative in my job (trying new ways of doing things).</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>Larimer County is a safe place to work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p>Larimer County is ethical in its business dealings.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>

<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>My department encourages recycling and sustainable practices.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>62%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>60%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>59%</p>
<p>Where I work, people are willing to confront and solve problems.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>56%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>56%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>53%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>50%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>49%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>46%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>46%</p>

<p>As an employer, Larimer County makes change based on the needs of its employees.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>40%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.</p> <p>Answered: 32 Skipped: 3 Scale: 1-5</p>	 <p>38%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>37%</p>
<p>I believe I am compensated fairly for what I do.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>34%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>31%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>26%</p>
<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
<p>Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.</p>	not enough data

I receive adequate in service classroom training to keep up on the requirements of my job.	not enough data
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Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? <small>Answered: 17 Skipped: 18</small>	-25 EPS Promoters (35%) Detractors (59%) are talking about Communication (3)
What do you think your department could improve on? <small>Answered: 25 Skipped: 10</small>	-100 EPS Detractors (68%) are talking about Communication (4) Hiring and Recruiting (3)
What do you think your department is doing well? <small>Answered: 21 Skipped: 14</small>	56 EPS Promoters (67%) are talking about Communication (4) Detractors (19%)
Overall, do you have any general comments about Larimer County as an employer? <small>Answered: 16 Skipped: 19</small>	0 EPS Promoters (31%) Detractors (31%)