

# Overview of Survey Results

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

<b>Survey description</b>	<b>Participation rate</b>
<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 <a href="#">Jennifer Glover</a> or <a href="#">Marcy Hamilton</a>. We greatly appreciate your participation and honest feedback!</p>	<p>49.7%</p> <p>174 of 350 participants have completed the survey</p>
<b>Response group</b>	<b>As of</b>
<p>Tina Harris' 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>
	<b>Benchmarks (4)</b>
	<p><b>Historical Trend:</b> 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey</p>

## Summary of Metric results

% favorable

<b>GP: Being a Fulfilling and Enjoyable Place to Work</b> ↑ Current score is higher than <b>2021 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score	<b>84% favorable</b>
<b>GP: Being Good Stewards of Public Resources</b> ↑ Current score is higher than <b>2021 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score	<b>82% favorable</b>
<b>GP: Cultivating Partnerships</b>	<b>83% favorable</b>
<b>GP: Empowering People to Take Responsibility</b> ↑ Current score is higher than <b>2021 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score ↓ Current score is lower than <b>2022 Employee Survey</b> score	<b>86% favorable</b>
<b>GP: Promoting Innovation and Continuous Improvement</b>	<b>60% favorable</b>
<b>GP: Providing Quality Customer Service</b> ↓ Current score is lower than <b>2020 Employee Survey</b> score	<b>87% favorable</b>
<b>Survey Questions</b> ↑ Current score is higher than <b>2021 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score	<b>83% favorable</b>

### 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

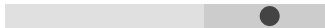


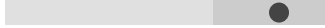
# GP: Being a Fulfilling and Enjoyable Place to Work <sup>84%</sup> favorable

↑ Current score is higher than **2021 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
I look forward to coming to work at this company.* <small>Answered: 164 Skipped: 10 Scale: 1-5</small>	 88%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*. <small>Answered: 167 Skipped: 7 Scale: 1-5</small>	 89%
I am treated with respect and dignity.* <small>Answered: 169 Skipped: 5 Scale: 1-5</small>	 91%
Larimer County has created an environment where people of diverse backgrounds can succeed.* <small>Answered: 161 Skipped: 13 Scale: 1-5</small>	 84%
Larimer County is a safe place to work.* <small>Answered: 164 Skipped: 10 Scale: 1-5</small>	 88%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* <small>Answered: 146 Skipped: 28 Scale: 1-5</small>	 61%
I can maintain a reasonable balance between my personal life and work life.* <small>Answered: 150 Skipped: 24 Scale: 1-5</small>	 75%
I would recommend Larimer County as a good place to work.* <small>Answered: 165 Skipped: 9 Scale: 1-5</small>	 92%
I believe I am compensated fairly for what I do.* <small>Answered: 165 Skipped: 9 Scale: 1-5</small>	 67%
I have received the training I need to do a quality job.* <small>Answered: 170 Skipped: 4 Scale: 1-5</small>	 93%
I have the information I need to do my job effectively.* <small>Answered: 166 Skipped: 8 Scale: 1-5</small>	 96%

\*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>The amount of work expected of me is reasonable.</p> <p>Answered: 165 Skipped: 9 Scale: 1-5</p>	 <p>85%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 167 Skipped: 7 Scale: 1-5</p>	 <p>94%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 160 Skipped: 14 Scale: 1-5</p>	 <p>86%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 162 Skipped: 12 Scale: 1-5</p>	 <p>90%</p>






Individual Metric Results: 2 of 7 Metrics

# GP: Being Good Stewards of Public Resources





82% favorable

↑ Current score is higher than 2021 Employee Survey score

↑ Current score is higher 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: 157 Skipped: 17 Scale: 1-5</p>	 <p>76%</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: 160 Skipped: 14 Scale: 1-5</p>	 <p>81%</p>
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 151 Skipped: 23 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: 170 Skipped: 4 Scale: 1-5</p>	 <p>94%</p>
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 134 Skipped: 40 Scale: 1-5</p>	 <p>72%</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>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 169 Skipped: 5 Scale: 1-5</p>	 <p>89%</p>
<p>Larimer County is a safe place to work.</p> <p>Answered: 164 Skipped: 10 Scale: 1-5</p>	 <p>88%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 170 Skipped: 4 Scale: 1-5</p>	 <p>94%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.</p> <p>Answered: 151 Skipped: 23 Scale: 1-5</p>	 <p>79%</p>

## Individual Metric Results: 3 of 7 Metrics GP: Cultivating Partnerships

83% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 157 Skipped: 17 Scale: 1-5</small>	90%
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: 124 Skipped: 50 Scale: 1-5</small>	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: Cultivating Partnerships (4)	Responses
Where I work, everyone takes personal responsibility for doing a quality job. <small>Answered: 169 Skipped: 5 Scale: 1-5</small>	89%
I am treated with respect and dignity. <small>Answered: 169 Skipped: 5 Scale: 1-5</small>	91%
I have a clear idea of what is expected of me in my job. <small>Answered: 170 Skipped: 4 Scale: 1-5</small>	94%
Larimer County is ethical in its business dealings. <small>Answered: 151 Skipped: 23 Scale: 1-5</small>	86%

Individual Metric Results: 4 of 7 Metrics

# GP: Empowering People to Take Responsibility

86% favorable

- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2020 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: 155 Skipped: 19 Scale: 1-5</small>	79%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 169 Skipped: 5 Scale: 1-5</small>	89%
Where I work, people are willing to confront and solve problems.* <small>Answered: 156 Skipped: 18 Scale: 1-5</small>	90%
I am appropriately involved in decisions that affect my work.* <small>Answered: 152 Skipped: 22 Scale: 1-5</small>	67%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 164 Skipped: 10 Scale: 1-5</small>	93%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 170 Skipped: 4 Scale: 1-5</small>	95%




\*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
Employees in my department do well at maintaining productive partnerships. <small>Answered: 157 Skipped: 17 Scale: 1-5</small>	90%
Where I work, we are knowledgeable about our customers' needs. <small>Answered: 151 Skipped: 23 Scale: 1-5</small>	89%
As a whole, the Sheriff's Office communicates well with me.	not enough data
The LCSO cares about me, my safety, and my success.	not enough data





Individual Metric Results: 5 of 7 Metrics

# GP: Promoting Innovation and Continuous Improvement

60% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
<p>Larimer County fosters a culture of innovation and encourages creativity.*                      Answered: 146 Skipped: 28 Scale: 1-5</p>	 68%
<p>I am encouraged to be innovative in my job (trying new ways of doing things).*                      Answered: 135 Skipped: 39 Scale: 1-5</p>	 47%
<p>The work environment on my team supports the development of new and innovative ideas.*                      Answered: 133 Skipped: 41 Scale: 1-5</p>	 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 GP: Promoting Innovation and Continuous Improvement (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.                      Answered: 141 Skipped: 33 Scale: 1-5</p>	 71%
<p>I feel my department listens to my concerns and tries to act on solutions.                      Answered: 141 Skipped: 33 Scale: 1-5</p>	 74%
<p>I am appropriately involved in decisions that affect my work.                      Answered: 152 Skipped: 22 Scale: 1-5</p>	 67%
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)                      Answered: 160 Skipped: 14 Scale: 1-5</p>	 86%



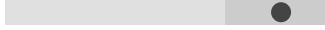
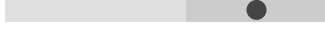


Individual Metric Results: 6 of 7 Metrics


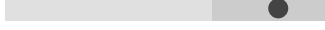
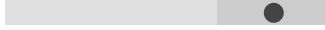

# GP: Providing Quality Customer Service

87% favorable

↓ Current score is lower than 2020 Employee Survey score

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: 148 Skipped: 26 Scale: 1-5</p>	 89%
<p>Where I work, we are knowledgeable about our customers' needs.*</p> <p>Answered: 151 Skipped: 23 Scale: 1-5</p>	 89%
<p>Larimer County delivers high quality products and services to its external customers.*</p> <p>Answered: 148 Skipped: 26 Scale: 1-5</p>	 90%
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</p> <p>Answered: 151 Skipped: 23 Scale: 1-5</p>	 79%

\*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: 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: 152 Skipped: 22 Scale: 1-5</p>	 82%
<p>Larimer County is ethical in its business dealings.</p> <p>Answered: 151 Skipped: 23 Scale: 1-5</p>	 86%
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 158 Skipped: 16 Scale: 1-5</p>	 89%
<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: 124 Skipped: 50 Scale: 1-5</p>	 73%












Individual Metric Results: 7 of 7 Metrics

## Survey Questions


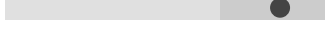









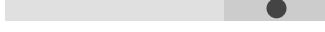


83% favorable

↑ Current score is higher than 2021 Employee Survey score

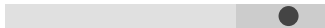
↑ Current score is higher than 2020 Employee Survey score

Questions that define Survey Questions (39)	Responses
<p>My immediate manager/supervisor deals effectively with poor performers.*</p> <p>Answered: 133 Skipped: 41 Scale: 1-5</p>	 <p>59%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.*</p> <p>Answered: 146 Skipped: 28 Scale: 1-5</p>	 <p>68%</p>
<p>Where I work, people are held accountable for delivering what they have promised.*</p> <p>Answered: 155 Skipped: 19 Scale: 1-5</p>	 <p>79%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 169 Skipped: 5 Scale: 1-5</p>	 <p>89%</p>
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 156 Skipped: 18 Scale: 1-5</p>	 <p>90%</p>
<p>We have enough employees where I work to do a quality job.*</p> <p>Answered: 157 Skipped: 17 Scale: 1-5</p>	 <p>76%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</p> <p>Answered: 157 Skipped: 17 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: 135 Skipped: 39 Scale: 1-5</p>	 <p>47%</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: 160 Skipped: 14 Scale: 1-5</p>	 <p>81%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.*</p> <p>Answered: 148 Skipped: 26 Scale: 1-5</p>	 <p>89%</p>
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 152 Skipped: 22 Scale: 1-5</p>	 <p>67%</p>

<p><b>Where I work, we are knowledgeable about our customers' needs.*</b>                      Answered: 151 Skipped: 23 Scale: 1-5</p>		89%
<p><b>Larimer County is ethical in its business dealings.*</b>                      Answered: 151 Skipped: 23 Scale: 1-5</p>		86%
<p><b>Employees in my department do well at maintaining productive partnerships.*</b>                      Answered: 157 Skipped: 17 Scale: 1-5</p>		90%
<p><b>I have a clear idea of what is expected of me in my job.*</b>                      Answered: 170 Skipped: 4 Scale: 1-5</p>		94%
<p><b>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.*</b>                      Answered: 170 Skipped: 4 Scale: 1-5</p>		94%
<p><b>I look forward to coming to work at this company.*</b>                      Answered: 164 Skipped: 10 Scale: 1-5</p>		88%
<p><b>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</b>                      Answered: 167 Skipped: 7 Scale: 1-5</p>		89%
<p><b>Overall, Larimer County is a great place to work.*</b>                      Answered: 158 Skipped: 16 Scale: 1-5</p>		89%
<p><b>The amount of work expected of me is reasonable.*</b>                      Answered: 165 Skipped: 9 Scale: 1-5</p>		85%
<p><b>I am treated with respect and dignity.*</b>                      Answered: 169 Skipped: 5 Scale: 1-5</p>		91%
<p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</b>                      Answered: 165 Skipped: 9 Scale: 1-5</p>		88%
<p><b>The work environment on my team supports the development of new and innovative ideas.*</b>                      Answered: 133 Skipped: 41 Scale: 1-5</p>		65%
<p><b>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</b>                      Answered: 164 Skipped: 10 Scale: 1-5</p>		93%
<p><b>Larimer County has created an environment where people of diverse backgrounds can succeed.*</b>                      Answered: 161 Skipped: 13 Scale: 1-5</p>		84%











<p><b>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</b>                  Answered: 170 Skipped: 4 Scale: 1-5</p>	 <p>95%</p>
<p><b>Larimer County is a safe place to work.*</b>                  Answered: 164 Skipped: 10 Scale: 1-5</p>	 <p>88%</p>
<p><b>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</b>                  Answered: 146 Skipped: 28 Scale: 1-5</p>	 <p>61%</p>
<p><b>I can maintain a reasonable balance between my personal life and work life.*</b>                  Answered: 150 Skipped: 24 Scale: 1-5</p>	 <p>75%</p>
<p><b>Larimer County delivers high quality products and services to its external customers.*</b>                  Answered: 148 Skipped: 26 Scale: 1-5</p>	 <p>90%</p>
<p><b>I would recommend Larimer County as a good place to work.*</b>                  Answered: 165 Skipped: 9 Scale: 1-5</p>	 <p>92%</p>
<p><b>I believe I am compensated fairly for what I do.*</b>                  Answered: 165 Skipped: 9 Scale: 1-5</p>	 <p>67%</p>
<p><b>My department encourages recycling and sustainable practices.*</b>                  Answered: 134 Skipped: 40 Scale: 1-5</p>	 <p>72%</p>
<p><b>I receive recognition from management when I do a good job.*</b>                  Answered: 155 Skipped: 19 Scale: 1-5</p>	 <p>74%</p>
<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>                  Answered: 124 Skipped: 50 Scale: 1-5</p>	 <p>73%</p>
<p><b>I am motivated to go beyond what is normally expected to help Larimer County be successful.*</b>                  Answered: 151 Skipped: 23 Scale: 1-5</p>	 <p>79%</p>
<p><b>I have received the training I need to do a quality job.*</b>                  Answered: 170 Skipped: 4 Scale: 1-5</p>	 <p>93%</p>
<p><b>I have the information I need to do my job effectively.*</b>                  Answered: 166 Skipped: 8 Scale: 1-5</p>	 <p>96%</p>
<p><b>My immediate manager/supervisor encourages two-way communication.*</b>                  Answered: 162 Skipped: 12 Scale: 1-5</p>	 <p>90%</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 Survey Questions (4)	Responses
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 167 Skipped: 7 Scale: 1-5</small>	 94%
I receive adequate in service classroom training to keep up on the requirements of my job.	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
I receive adequate in service physical training to keep me proficient at my job.	not enough data

# Individual Question Results

grouped by question type

Rating questions (59)	% favorability (high to low)
<p>I have the information I need to do my job effectively.</p> <p>Answered: 166 Skipped: 8 Scale: 1-5</p>	 <p>96%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 170 Skipped: 4 Scale: 1-5</p>	 <p>95%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 170 Skipped: 4 Scale: 1-5</p>	 <p>94%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 167 Skipped: 7 Scale: 1-5</p>	 <p>94%</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: 170 Skipped: 4 Scale: 1-5</p>	 <p>94%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 164 Skipped: 10 Scale: 1-5</p>	 <p>93%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 170 Skipped: 4 Scale: 1-5</p>	 <p>93%</p>
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 165 Skipped: 9 Scale: 1-5</p>	 <p>92%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 169 Skipped: 5 Scale: 1-5</p>	 <p>91%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 157 Skipped: 17 Scale: 1-5</p>	 <p>90%</p>
<p>Larimer County delivers high quality products and services to its external customers.</p> <p>Answered: 148 Skipped: 26 Scale: 1-5</p>	 <p>90%</p>
<p>Where I work, people are willing to confront and solve problems.</p> <p>Answered: 156 Skipped: 18 Scale: 1-5</p>	 <p>90%</p>

<p><b>My immediate manager/supervisor encourages two-way communication.</b></p> <p>Answered: 162 Skipped: 12 Scale: 1-5</p>		90%
<p><b>Where I work, we are knowledgeable about our customers' needs.</b></p> <p>Answered: 151 Skipped: 23 Scale: 1-5</p>		89%
<p><b>Overall, Larimer County is a great place to work.</b></p> <p>Answered: 158 Skipped: 16 Scale: 1-5</p>		89%
<p><b>Where I work, everyone takes personal responsibility for doing a quality job.</b></p> <p>Answered: 169 Skipped: 5 Scale: 1-5</p>		89%
<p><b>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?</b></p> <p>Answered: 167 Skipped: 7 Scale: 1-5</p>		89%
<p><b>Where I work, we are able to respond quickly to the needs of our customers.</b></p> <p>Answered: 148 Skipped: 26 Scale: 1-5</p>		89%
<p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.</b></p> <p>Answered: 165 Skipped: 9 Scale: 1-5</p>		88%
<p><b>I look forward to coming to work at this company.</b></p> <p>Answered: 164 Skipped: 10 Scale: 1-5</p>		88%
<p><b>Larimer County is a safe place to work.</b></p> <p>Answered: 164 Skipped: 10 Scale: 1-5</p>		88%
<p><b>Larimer County is ethical in its business dealings.</b></p> <p>Answered: 151 Skipped: 23 Scale: 1-5</p>		86%
<p><b>My department appropriately communicates decisions or policy changes that affect my work.</b></p> <p>Answered: 160 Skipped: 14 Scale: 1-5</p>		86%
<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: 160 Skipped: 14 Scale: 1-5</p>		86%
<p><b>The amount of work expected of me is reasonable.</b></p> <p>Answered: 165 Skipped: 9 Scale: 1-5</p>		85%
<p><b>Larimer County has created an environment where people of diverse backgrounds can succeed.</b></p> <p>Answered: 161 Skipped: 13 Scale: 1-5</p>		84%
<p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.</b></p> <p>Answered: 157 Skipped: 17 Scale: 1-5</p>		83%

<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 152 Skipped: 22 Scale: 1-5</p>	<p>82%</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: 160 Skipped: 14 Scale: 1-5</p>	<p>81%</p>
<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 155 Skipped: 19 Scale: 1-5</p>	<p>79%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.</p> <p>Answered: 151 Skipped: 23 Scale: 1-5</p>	<p>79%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 154 Skipped: 20 Scale: 1-5</p>	<p>79%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 157 Skipped: 17 Scale: 1-5</p>	<p>76%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 150 Skipped: 24 Scale: 1-5</p>	<p>75%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 141 Skipped: 33 Scale: 1-5</p>	<p>74%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 155 Skipped: 19 Scale: 1-5</p>	<p>74%</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: 124 Skipped: 50 Scale: 1-5</p>	<p>73%</p>
<p>My department encourages recycling and sustainable practices.</p> <p>Answered: 134 Skipped: 40 Scale: 1-5</p>	<p>72%</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: 141 Skipped: 33 Scale: 1-5</p>	<p>71%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 146 Skipped: 28 Scale: 1-5</p>	<p>68%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 152 Skipped: 22 Scale: 1-5</p>	<p>67%</p>



<p>I believe I am compensated fairly for what I do.  <small>Answered: 165 Skipped: 9 Scale: 1-5</small></p>	 <p>67%</p>
<p>The work environment on my team supports the development of new and innovative ideas.  <small>Answered: 133 Skipped: 41 Scale: 1-5</small></p>	 <p>65%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.  <small>Answered: 146 Skipped: 28 Scale: 1-5</small></p>	 <p>61%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.  <small>Answered: 133 Skipped: 41 Scale: 1-5</small></p>	 <p>59%</p>
<p>As an employer, Larimer County makes change based on the needs of its employees.  <small>Answered: 132 Skipped: 42 Scale: 1-5</small></p>	 <p>58%</p>
<p>I am encouraged to be innovative in my job (trying new ways of doing things).  <small>Answered: 135 Skipped: 39 Scale: 1-5</small></p>	 <p>47%</p>
<p>I receive adequate in service physical training to keep me proficient at 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>My supervisor communicates adequately with me.</p>	<p>not enough data</p>
<p>Larimer County Fleet Department provides good customer service.</p>	<p>not enough data</p>
<p>As a whole, the Sheriff's Office communicates well with me.</p>	<p>not enough data</p>
<p>Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.</p>	<p>not enough data</p>
<p>I do not worry about physical safety on the job.</p>	<p>not enough data</p>
<p>Larimer County IT (located at 200 West Oak) provides good customer service.</p>	<p>not enough data</p>
<p>I feel the County Commissioners support the Sheriff's Office.</p>	<p>not enough data</p>
<p>The LCSO cares about me, my safety, and my success.</p>	<p>not enough data</p>
<p>Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.</p>	<p>not enough data</p>

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
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 64 Skipped: 110</p>	<p>20 EPS</p> <p><b>Promoters</b> (42%) are talking about Meaningful Work (6)</p> <p><b>Detractors</b> (28%) are talking about Management (4) Compensation and Benefits (3) Survey Feedback (3)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 88 Skipped: 86</p>	<p>-19 EPS</p> <p><b>Promoters</b> (19%)</p> <p><b>Detractors</b> (28%) are talking about Training and Learning Opportunities (6) Communication (4) Transparency (3)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 119 Skipped: 55</p>	<p>97 EPS</p> <p><b>Promoters</b> (59%) are talking about Communication (11) Process and Organizational Effectiveness (7) Training and Learning Opportunities (6) Management (5) Teamwork (5)</p> <p><b>Detractors</b> (1%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 66 Skipped: 108</p>	<p>53 EPS</p> <p><b>Promoters</b> (44%) are talking about Compensation and Benefits (6)</p> <p><b>Detractors</b> (14%) are talking about Compensation and Benefits (3)</p>