

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>37.5% 218 of 582 participants have completed the survey</div>
<div>Response group</div> <div>John Feyen'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>



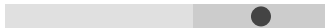
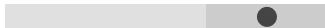



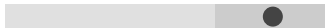



Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	82% favorable
GP: Being Good Stewards of Public Resources	69% favorable
GP: Cultivating Partnerships	82% favorable
GP: Empowering People to Take Responsibility	82% favorable
GP: Promoting Innovation and Continuous Improvement	76% favorable
GP: Providing Quality Customer Service	90% favorable
Survey Questions	80% favorable

Individual Metric Results: 1 of 7 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work ^{82% favorable}

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
<p>I look forward to coming to work at this company.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>I am treated with respect and dignity.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>87%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>84%</p>
<p>Larimer County is a safe place to work.*</p> <p>Answered: 215 Skipped: 3 Scale: 1-5</p>	 <p>89%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.*</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>72%</p>
<p>I can maintain a reasonable balance between my personal life and work life.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I would recommend Larimer County as a good place to work.*</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>88%</p>
<p>I believe I am compensated fairly for what I do.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>61%</p>
<p>I have received the training I need to do a quality job.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>I have the information I need to do my job effectively.*</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>88%</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 a Fulfilling and Enjoyable Place to Work (4)	Responses
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<div>Overall, Larimer County is a great place to work.</div> <div>Answered: 217 Skipped: 1 Scale: 1-5</div>	<div><div></div></div> <div>88%</div>
<div>The LCSO cares about me, my safety, and my success.</div> <div>Answered: 212 Skipped: 6 Scale: 1-5</div>	<div><div></div></div> <div>79%</div>
<div>The amount of work expected of me is reasonable.</div> <div>Answered: 216 Skipped: 2 Scale: 1-5</div>	<div><div></div></div> <div>68%</div>
<div>I feel my department listens to my concerns and tries to act on solutions.</div> <div>Answered: 217 Skipped: 1 Scale: 1-5</div>	<div><div></div></div> <div>72%</div>





Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

69% favorable

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: 216 Skipped: 2 Scale: 1-5</p>	 <p>44%</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: 218 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 213 Skipped: 5 Scale: 1-5</p>	 <p>84%</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: 218 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>My department encourages recycling and sustainable practices.*</p> <p>Answered: 211 Skipped: 7 Scale: 1-5</p>	 <p>70%</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>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>68%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>88%</p>

Individual Metric Results: 3 of 7 Metrics

GP: Cultivating Partnerships

82% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 213 Skipped: 5 Scale: 1-5</small>	<div><div></div></div> 87%
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* <small>Answered: 216 Skipped: 2 Scale: 1-5</small>	<div><div></div></div> 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: Cultivating Partnerships (4)	Responses
As an employer, Larimer County makes change based on the needs of its employees. <small>Answered: 216 Skipped: 2 Scale: 1-5</small>	<div><div></div></div> 56%
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	<div><div></div></div> 94%
The work environment on my team supports the development of new and innovative ideas. <small>Answered: 216 Skipped: 2 Scale: 1-5</small>	<div><div></div></div> 76%
Larimer County is ethical in its business dealings. <small>Answered: 213 Skipped: 5 Scale: 1-5</small>	<div><div></div></div> 84%





Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

82% 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: 216 Skipped: 2 Scale: 1-5</p>	 76%
<p>Where I work, everyone takes personal responsibility for doing a quality job.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 79%
<p>Where I work, people are willing to confront and solve problems.*</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 85%
<p>I am appropriately involved in decisions that affect my work.*</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 76%
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 85%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 218 Skipped: 0 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 GP: Empowering People to Take Responsibility (4)	Responses
<p>The LCSO cares about me, my safety, and my success.</p> <p>Answered: 212 Skipped: 6 Scale: 1-5</p>	 79%
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 72%
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 71%
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 93%





Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

76% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 73%
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 216 Skipped: 2 Scale: 1-5</small>	 78%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 216 Skipped: 2 Scale: 1-5</small>	 76%



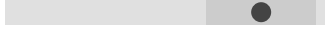
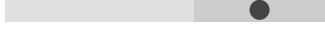
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Promoting Innovation and Continuous Improvement (4)	Responses
I am treated with respect and dignity. <small>Answered: 218 Skipped: 0 Scale: 1-5</small>	 87%
I feel my department listens to my concerns and tries to act on solutions. <small>Answered: 217 Skipped: 1 Scale: 1-5</small>	 72%
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: 216 Skipped: 2 Scale: 1-5</small>	 77%
I am comfortable sharing a different opinion or concern and do so without fear. <small>Answered: 216 Skipped: 2 Scale: 1-5</small>	 75%


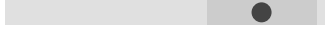
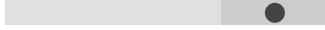
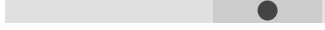
Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

90% 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.* Answered: 215 Skipped: 3 Scale: 1-5	 93%
Where I work, we are knowledgeable about our customers' needs.* Answered: 213 Skipped: 5 Scale: 1-5	 95%
Larimer County delivers high quality products and services to its external customers.* Answered: 210 Skipped: 8 Scale: 1-5	 87%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 217 Skipped: 1 Scale: 1-5	 85%













*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.









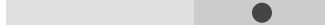
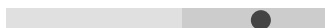




Questions that most drive GP: Providing Quality Customer Service (4)	Responses
I am motivated to go beyond what is normally expected to help my department be successful. Answered: 216 Skipped: 2 Scale: 1-5	 90%
Larimer County is a safe place to work. Answered: 215 Skipped: 3 Scale: 1-5	 89%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 218 Skipped: 0 Scale: 1-5	 91%
I have a clear idea of what is expected of me in my job. Answered: 218 Skipped: 0 Scale: 1-5	 93%











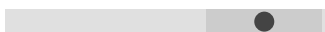


Individual Metric Results: 7 of 7 Metrics

Survey Questions

80% favorable

Questions that define Survey Questions (39)	Responses
My immediate manager/supervisor deals effectively with poor performers.* Answered: 207 Skipped: 11 Scale: 1-5	 72%
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 217 Skipped: 1 Scale: 1-5	 73%
Where I work, people are held accountable for delivering what they have promised.* Answered: 216 Skipped: 2 Scale: 1-5	 76%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 218 Skipped: 0 Scale: 1-5	 79%
Where I work, people are willing to confront and solve problems.* Answered: 217 Skipped: 1 Scale: 1-5	 85%
We have enough employees where I work to do a quality job.* Answered: 216 Skipped: 2 Scale: 1-5	 44%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 216 Skipped: 2 Scale: 1-5	 81%
I am encouraged to be innovative in my job (trying new ways of doing things).* Answered: 216 Skipped: 2 Scale: 1-5	 78%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 218 Skipped: 0 Scale: 1-5	 67%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 215 Skipped: 3 Scale: 1-5	 93%
I am appropriately involved in decisions that affect my work.* Answered: 217 Skipped: 1 Scale: 1-5	 76%
Where I work, we are knowledgeable about our customers' needs.* Answered: 213 Skipped: 5 Scale: 1-5	 95%

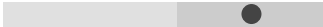



<p>Larimer County is ethical in its business dealings.*</p> <p>Answered: 213 Skipped: 5 Scale: 1-5</p>	 <p>84%</p>
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 213 Skipped: 5 Scale: 1-5</p>	 <p>87%</p>
<p>I have a clear idea of what is expected of me in my job.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>93%</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: 218 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>I look forward to coming to work at this company.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>Overall, Larimer County is a great place to work.*</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>88%</p>
<p>The amount of work expected of me is reasonable.*</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>68%</p>
<p>I am treated with respect and dignity.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>87%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>The work environment on my team supports the development of new and innovative ideas.*</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>76%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.*</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>84%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.*</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>

Larimer County is a safe place to work.* Answered: 215 Skipped: 3 Scale: 1-5		89%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 217 Skipped: 1 Scale: 1-5		72%
I can maintain a reasonable balance between my personal life and work life.* Answered: 218 Skipped: 0 Scale: 1-5		71%
Larimer County delivers high quality products and services to its external customers.* Answered: 210 Skipped: 8 Scale: 1-5		87%
I would recommend Larimer County as a good place to work.* Answered: 217 Skipped: 1 Scale: 1-5		88%
I believe I am compensated fairly for what I do.* Answered: 218 Skipped: 0 Scale: 1-5		61%
My department encourages recycling and sustainable practices.* Answered: 211 Skipped: 7 Scale: 1-5		70%
I receive recognition from management when I do a good job.* Answered: 218 Skipped: 0 Scale: 1-5		72%
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* Answered: 216 Skipped: 2 Scale: 1-5		77%
I am motivated to go beyond what is normally expected to help Larimer County be successful.* Answered: 217 Skipped: 1 Scale: 1-5		85%
I have received the training I need to do a quality job.* Answered: 218 Skipped: 0 Scale: 1-5		88%
I have the information I need to do my job effectively.* Answered: 216 Skipped: 2 Scale: 1-5		88%
My immediate manager/supervisor encourages two-way communication.* Answered: 217 Skipped: 1 Scale: 1-5		87%

*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)




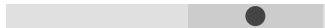
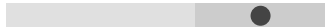
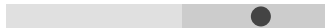








Responses



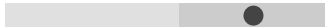
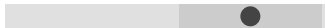









<p>The LCSO cares about me, my safety, and my success.</p> <p>Answered: 212 Skipped: 6 Scale: 1-5</p>	 <p>79%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>72%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>78%</p>
<p>As an employer, Larimer County makes change based on the needs of its employees.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>56%</p>















Individual Question Results






grouped by question type

Rating questions (59)	% favorability (high to low)
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 213 Skipped: 5 Scale: 1-5</p>	 <p>95%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>94%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>93%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 215 Skipped: 3 Scale: 1-5</p>	 <p>93%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>I am motivated to go beyond what is normally expected to help my department be successful.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>90%</p>
<p>Larimer County is a safe place to work.</p> <p>Answered: 215 Skipped: 3 Scale: 1-5</p>	 <p>89%</p>
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>88%</p>
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>88%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>88%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>87%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 213 Skipped: 5 Scale: 1-5</p>	 <p>87%</p>

<p>I am treated with respect and dignity.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>87%</p>
<p>Larimer County delivers high quality products and services to its external customers.</p> <p>Answered: 210 Skipped: 8 Scale: 1-5</p>	 <p>87%</p>
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>Where I work, people are willing to confront and solve problems.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>85%</p>
<p>I am motivated to go beyond what is normally expected to help Larimer County be successful.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>85%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>84%</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>Answered: 209 Skipped: 9 Scale: 1-5</p>	 <p>84%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>Larimer County is ethical in its business dealings.</p> <p>Answered: 213 Skipped: 5 Scale: 1-5</p>	 <p>84%</p>
<p>As a whole, the Sheriff's Office communicates well with me.</p> <p>Answered: 211 Skipped: 7 Scale: 1-5</p>	 <p>83%</p>
<p>My supervisor communicates adequately with me.</p> <p>Answered: 212 Skipped: 6 Scale: 1-5</p>	 <p>83%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>81%</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: 218 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>79%</p>
<p>The LCSO cares about me, my safety, and my success.</p> <p>Answered: 212 Skipped: 6 Scale: 1-5</p>	 <p>79%</p>
<p>I am encouraged to be innovative in my job (trying new ways of doing things).</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>78%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>78%</p>
<p>I receive adequate in service classroom training to keep up on the requirements of my job.</p> <p>Answered: 194 Skipped: 24 Scale: 1-5</p>	 <p>78%</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: 216 Skipped: 2 Scale: 1-5</p>	 <p>77%</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: 216 Skipped: 2 Scale: 1-5</p>	 <p>77%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>76%</p>
<p>Where I work, people are held accountable for delivering what they have promised.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>76%</p>
<p>I receive adequate in service physical training to keep me proficient at my job.</p> <p>Answered: 178 Skipped: 40 Scale: 1-5</p>	 <p>76%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>76%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>75%</p>

<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p>Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.</p> <p>Answered: 210 Skipped: 8 Scale: 1-5</p>	 <p>73%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>72%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 217 Skipped: 1 Scale: 1-5</p>	 <p>72%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>72%</p>
<p>My immediate manager/supervisor deals effectively with poor performers.</p> <p>Answered: 207 Skipped: 11 Scale: 1-5</p>	 <p>72%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 218 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>My department encourages recycling and sustainable practices.</p> <p>Answered: 211 Skipped: 7 Scale: 1-5</p>	 <p>70%</p>
<p>Larimer County Fleet Department provides good customer service.</p> <p>Answered: 173 Skipped: 45 Scale: 1-5</p>	 <p>69%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 216 Skipped: 2 Scale: 1-5</p>	 <p>68%</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: 218 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p>Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.</p> <p>Answered: 206 Skipped: 12 Scale: 1-5</p>	 <p>64%</p>
<p>I feel the County Commissioners support the Sheriff's Office.</p> <p>Answered: 204 Skipped: 14 Scale: 1-5</p>	 <p>63%</p>

Larimer County IT (located at 200 West Oak) provides good customer service. Answered: 193 Skipped: 25 Scale: 1-5		62%
I do not worry about physical safety on the job. Answered: 210 Skipped: 8 Scale: 1-5		62%
I believe I am compensated fairly for what I do. Answered: 218 Skipped: 0 Scale: 1-5		61%
As an employer, Larimer County makes change based on the needs of its employees. Answered: 216 Skipped: 2 Scale: 1-5		56%
We have enough employees where I work to do a quality job. Answered: 216 Skipped: 2 Scale: 1-5		44%

Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 79 Skipped: 139	30 EPS Promoters (52%) are talking about Meaningful Work (8) Communication (3) Company Brand (3) Detractors (28%) are talking about Compensation and Benefits (5) Management (5) Hiring and Recruiting (4) Communication (3)
What do you think your department could improve on? Answered: 116 Skipped: 102	-38 EPS Promoters (10%) are talking about Training and Learning Opportunities (3) Detractors (23%) are talking about Communication (7) Compensation and Benefits (6) Management (5) Cross-Team Collaboration (4) Senior Leadership (4)
What do you think your department is doing well? Answered: 133 Skipped: 85	93 EPS Promoters (60%) are talking about Communication (24) Transparency (16) Management (8) Teamwork (8) Cross-Team Collaboration (5) Detractors (2%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 64 Skipped: 154	50 EPS Promoters (47%) are talking about Compensation and Benefits (6) Communication (4) Detractors (16%)