

**88%\***

Overall, Larimer County  
is a great place to work.

↑ 2% from 2023

**70%**

Regular Employee  
Participation

↑ 2% from 2023



# 2024 EMPLOYEE SURVEY RESULTS

## RESULTS BY SURVEY TAGS

Being good stewards of public resources.	Promoting innovation, adaptability, and committing to continuous improvement.	Management	Empowering people to take responsibility.	Cultivating inclusive and collaborative partnerships.	Providing consistent, quality customer service.	Being a fulfilling, enjoyable, and inclusive place to work.
67% Favorability*	78% Favorability*	81% Favorability*	79% Favorability*	68% Favorability*	89% Favorability*	80% Favorability*
Highest scoring statement in survey tag.						
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.	The work environment on my team supports the development of new and innovative ideas.	I have a clear idea of what is expected of me in my job.	I clearly understand how my own job contributes to achieving the mission and vision of my department.	Employees in my department do well at maintaining productive partnerships.	Employees in my department do well at maintaining productive partnerships.	Larimer County is a safe place to work.
Lowest scoring statement in survey tag.						
We have enough employees where I work to do a quality job.	Larimer County fosters a culture of innovation and encourages creativity.	The amount of work expected of me is reasonable.	I am appropriately involved in decisions that affect my work.	The different departments and elected offices within Larimer County collaborate effectively.	Where I work, we are able to respond quickly to the needs of our customers.	I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.

### \* FAVORABILITY SCORE

Favorability scores show the percentage of employees who gave positive answers (Agree or Strongly Agree) to survey questions.

Neutral responses don't count as positive, so they lower the percentage.

Unfavorable answers (Disagree or Strongly Disagree) reduce the score even more.

It's calculated by taking the number of positive responses and dividing it by the total number of answers.

## HIGHEST SCORING STATEMENTS

**95%**

I clearly understand how my own job contributes to achieving the mission and vision of my department.

**93%**

I clearly understand how my own job contributes to achieving the goals of Larimer County.

**91%**

Where I work, we are knowledgeable about our customers' needs.

**90%**

I am motivated to help Larimer County be successful.

**89%**

Larimer County delivers high quality services to its customers.

## LOWEST SCORING STATEMENTS

**65%**

I am appropriately involved in decisions that affect my work.

**58%**

Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).

**56%**

I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.

**56%**

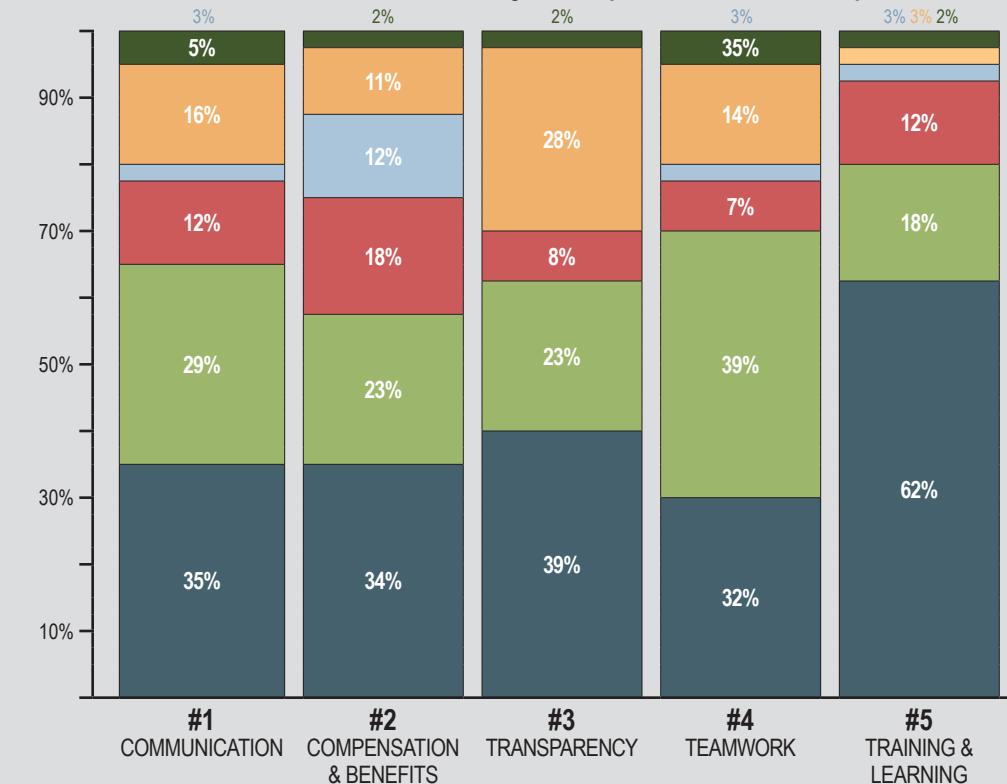
We have enough employees where I work to do a quality job.

**55%**

The different departments and elected offices within Larimer County collaborate effectively.

# THEMES & EMOTIONS

In this section, we're exploring Employee Voice's analysis of employee comments. This analysis groups the comments into themes, then translates comments into emotions. We are looking at the **top five themes** and the **top five emotions** associated with each topic.



## OTHER

Other emotions can include anger, confidence, confusion, compassion, enthusiasm, fear, and frustration.

## NEUTRAL

If no emotion gets a reasonably high score, the response is marked as neutral.

## JOY

Tone includes feelings of sense of purpose, drive towards excellence, pride, and pleasure.

## DISAPPOINTMENT

Tone indicates a feeling of dissatisfaction that follows the failure of expectations or hopes to manifest.

## SATISFACTION

Tone indicates a state of being pleased or content with what has been experienced or received.

## THOUGHTFUL

Tone indicates a desire, an idea, or plan put forward for consideration.

# EMPLOYEE CHARACTERISTICS

## ADAPTABILITY

The ability and willingness to learn and grow while demonstrating flexibility and resiliency in an ever-changing work environment.

Where I work, people actively identify, acknowledge, and work to solve problems.  
*Highest Scoring Statement*

**74%**  
Favorability

Larimer County adapts to meet the needs of its employees.  
*Lowest Scoring Statement*

## COLLABORATIVE

The ability and willingness to be open-minded, team-oriented, and solution-driven while working with others.

Employees in my department do well at maintaining productive partnerships.  
*Highest Scoring Statement*

**72%**  
Favorability

The different departments and elected offices within Larimer County collaborate effectively.  
*Lowest Scoring Statement*

## INCLUSIVE

The ability and willingness to authentically contribute to a workplace culture that is empathetic, accepting, open-minded, and compassionate.

I am treated with respect and dignity.  
*Highest Scoring Statement*

**77%**  
Favorability

I am appropriately involved in decisions that affect my work.  
*Lowest Scoring Statement*

# OVER THE YEARS

Here's a quick look at how our Guiding Principles have scored in previous years. Please note\*\* that because questions in the 2024 survey have been added, removed, or reworded, accurate trending won't be possible until future data is available for comparison.

Being good stewards of County resources.

Promoting innovation, adaptability, and committing to continuous improvement.

Management

Empowering people to take responsibility.

Cultivating inclusive and collaborative partnerships.

Providing consistent, quality customer service.

Being a fulfilling, enjoyable, and inclusive place to work.

