

Overview of Survey Results

2024 Employee Survey - 2024 Employee Survey - Commissioner's Office Custom Report

<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 sharing comments with Departments Heads, HR Generalists review each comment in an effort to remove 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>60% 21 of 35 participants have completed the survey</div>
<div>Response group</div> <div>All Results (filtered) OrgLevel1Desc: Commiss.-County Mgr</div>	<div>As of</div> <div>Nov 24, 2024, 10:37 PM MST Results are grouped based on information in the Employee Directory as of this date</div>
	<div>Benchmarks (5)</div> <div>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey</div>

Summary of Metric results








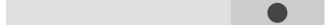


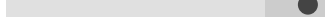
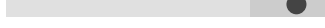
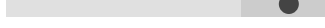


% favorable










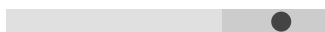




GP: Being a Fulfilling and Enjoyable Place to Work	95% favorable
GP: Being Good Stewards of Public Resources	84% favorable
GP: Cultivating Partnerships	100% favorable
GP: Empowering People to Take Responsibility	96% favorable
GP: Promoting Innovation and Continuous Improvement	95% favorable
GP: Providing Quality Customer Service	93% favorable
Management	94% favorable

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 21 Skipped: 0 Scale: 1-5	 100%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 19 Skipped: 2 Scale: 1-5	 100%
Employees in my department do well at maintaining productive partnerships. Answered: 21 Skipped: 0 Scale: 1-5	 100%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 21 Skipped: 0 Scale: 1-5	 100%
Overall, Larimer County is a great place to work. Answered: 21 Skipped: 0 Scale: 1-5	 100%
I am treated with respect and dignity. Answered: 21 Skipped: 0 Scale: 1-5	 100%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 20 Skipped: 1 Scale: 1-5	 100%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 21 Skipped: 0 Scale: 1-5	 100%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 21 Skipped: 0 Scale: 1-5	 100%
I would recommend Larimer County as a good place to work. Answered: 21 Skipped: 0 Scale: 1-5	 100%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 21 Skipped: 0 Scale: 1-5	 100%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 20 Skipped: 1 Scale: 1-5	 100%

<p>I have received the training I need to do a quality job.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 20 Skipped: 1 Scale: 1-5</p>	 <p>100%</p>
<p>Larimer County delivers high quality services to it's customers.</p> <p>Answered: 20 Skipped: 1 Scale: 1-5</p>	 <p>100%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>Larimer County is a safe place to work.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I am motivated to help Larimer County be successful.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 20 Skipped: 1 Scale: 1-5</p>	 <p>95%</p>

<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>90%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>90%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>90%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>90%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>90%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 20 Skipped: 1 Scale: 1-5</p>	 <p>90%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 20 Skipped: 1 Scale: 1-5</p>	 <p>90%</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: 21 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>81%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 20 Skipped: 1 Scale: 1-5</p>	 <p>80%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>76%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 21 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>

Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 5 Skipped: 16	100 EPS Promoters (80%)
What do you think your department could improve on? Answered: 9 Skipped: 12	100 EPS Promoters (22%)
What do you think your department is doing well? Answered: 10 Skipped: 11	100 EPS Promoters (70%) are talking about Teamwork (3)
Overall, do you have any general comments about Larimer County as an employer? Answered: 6 Skipped: 15	100 EPS Promoters (67%)