

# Overview of Survey Results

2024 Employee Survey - Manager Report, no comments - 2024 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 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 <a href="#">Jennifer Glover</a> or <a href="#">Marcy Hamilton</a>. We greatly appreciate your participation and honest feedback!</div>	<div>Participation rate</div> <div>49.0%  50 of 102 participants have completed the survey</div>
<div>Response group</div> <div>Gordon McLaughlin's Team</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><b>Historical Trend:</b> 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	76% favorable
↑ Current score is higher than 2022 Employee Survey score	
GP: Being Good Stewards of Public Resources	70% favorable
GP: Cultivating Partnerships	64% favorable
↓ Current score is lower than 2021 Employee Survey score	
GP: Empowering People to Take Responsibility	73% favorable
GP: Promoting Innovation and Continuous Improvement	64% favorable
↓ Current score is lower than 2021 Employee Survey score	
GP: Providing Quality Customer Service	80% favorable
Management	74% favorable
↑ Current score is higher than 2022 Employee Survey score	


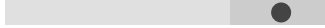


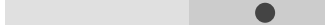




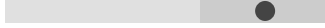
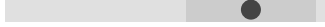
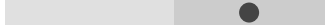
## Legend















- ↑ 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 Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)	
<b>Larimer County is a safe place to work.</b> Answered: 50 Skipped: 0 Scale: 1-5		96%
<b>I clearly understand how my own job contributes to achieving the mission and vision of my department.</b> Answered: 50 Skipped: 0 Scale: 1-5		92%
<b>I clearly understand how my own job contributes to achieving the goals of Larimer County.</b> Answered: 50 Skipped: 0 Scale: 1-5		86%
<b>I would recommend Larimer County as a good place to work.</b> Answered: 50 Skipped: 0 Scale: 1-5		86%
<b>My immediate manager/supervisor encourages two-way communication.</b> Answered: 50 Skipped: 0 Scale: 1-5		86%
<b>Where I work, we are knowledgeable about our customers' needs.</b> Answered: 48 Skipped: 2 Scale: 1-5		85%
<b>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</b> Answered: 50 Skipped: 0 Scale: 1-5		84%
<b>Overall, Larimer County is a great place to work.</b> Answered: 50 Skipped: 0 Scale: 1-5		84%
<b>I am treated with respect and dignity.</b> Answered: 50 Skipped: 0 Scale: 1-5		84%
<b>I am motivated to help Larimer County be successful.</b> Answered: 50 Skipped: 0 Scale: 1-5		84%
<b>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</b> Answered: 48 Skipped: 2 Scale: 1-5		83%
<b>I have the information I need to do my job effectively.</b> Answered: 50 Skipped: 0 Scale: 1-5		82%

<p><b>I have a clear idea of what is expected of me in my job.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p><b>Larimer County has created an environment where people of diverse backgrounds can succeed.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p><b>Larimer County delivers high quality services to it's customers.</b></p> <p>Answered: 48 Skipped: 2 Scale: 1-5</p>	 <p>75%</p>
<p><b>Where I work, we are able to respond quickly to the needs of our customers.</b></p> <p>Answered: 47 Skipped: 3 Scale: 1-5</p>	 <p>74%</p>
<p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p><b>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>72%</p>
<p><b>I can maintain a reasonable balance between my personal life and work life.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p><b>Where I work, everyone takes personal responsibility for doing a quality job.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>
<p><b>I look forward to coming to work at this company.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>
<p><b>Larimer County fosters a culture of innovation and encourages creativity.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p><b>My department appropriately communicates decisions or policy changes that affect my work.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p><b>I have received the training I need to do a quality job.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p><b>Where I work, people actively identify, acknowledge, and work to solve problems.</b></p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>

<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>64%</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: 50 Skipped: 0 Scale: 1-5</p>	 <p>64%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 50 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: 50 Skipped: 0 Scale: 1-5</p>	 <p>58%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 49 Skipped: 1 Scale: 1-5</p>	 <p>57%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>56%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>56%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>56%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 50 Skipped: 0 Scale: 1-5</p>	 <p>50%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 49 Skipped: 1 Scale: 1-5</p>	 <p>45%</p>

I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. <small>Answered: 50   Skipped: 0   Scale: 1-5</small>	<div><div></div></div> 44%
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Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? <small>Answered: 12   Skipped: 38</small>	-40 EPS <b>Promoters</b> (25%) <b>Detractors</b> (58%)
What do you think your department could improve on? <small>Answered: 19   Skipped: 31</small>	-25 EPS <b>Promoters</b> (16%) <b>Detractors</b> (26%)
What do you think your department is doing well? <small>Answered: 20   Skipped: 30</small>	100 EPS <b>Promoters</b> (75%) are talking about Teamwork (8) Communication (4) Management (4)
Overall, do you have any general comments about Larimer County as an employer? <small>Answered: 14   Skipped: 36</small>	83 EPS <b>Promoters</b> (79%) are talking about Compensation and Benefits (4) <b>Detractors</b> (7%)