

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 Jennifer Glover or Marcy Hamilton. We greatly appreciate your participation and honest feedback!</div>	<div>Participation rate</div> <div>79.6% 74 of 93 participants have completed the survey</div>
<div>Response group</div> <div>Tom Gonzales' 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>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	84% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	
↑ Current score is higher than 2021 Employee Survey score	
GP: Being Good Stewards of Public Resources	70% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	
GP: Cultivating Partnerships	89% favorable
GP: Empowering People to Take Responsibility	85% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	
↑ Current score is higher than 2021 Employee Survey score	
GP: Promoting Innovation and Continuous Improvement	80% favorable
↑ Current score is higher than 2019 Employee Survey score	
GP: Providing Quality Customer Service	93% favorable
↑ Current score is higher than 2019 Employee Survey score	
Management	83% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	





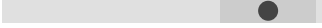
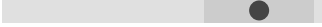
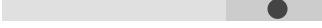
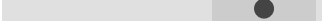
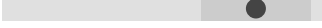
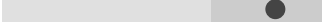


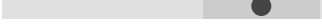
Legend















- ↑ 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)	
I clearly understand how my own job contributes to achieving the mission and vision of my department. <small>Answered: 73 Skipped: 1 Scale: 1-5</small>		97%
Where I work, we are knowledgeable about our customers' needs. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		96%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		96%
Larimer County is a safe place to work. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		96%
Larimer County delivers high quality services to it's customers. <small>Answered: 73 Skipped: 1 Scale: 1-5</small>		96%
Overall, Larimer County is a great place to work. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		95%
I am motivated to help Larimer County be successful. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		95%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. <small>Answered: 72 Skipped: 2 Scale: 1-5</small>		94%
I would recommend Larimer County as a good place to work. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		92%
My immediate manager/supervisor encourages two-way communication. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		92%
I have a clear idea of what is expected of me in my job. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		91%
I am treated with respect and dignity. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		91%
I have the information I need to do my job effectively. <small>Answered: 74 Skipped: 0 Scale: 1-5</small>		91%

<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>89%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 73 Skipped: 1 Scale: 1-5</p>	 <p>89%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 74 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: 74 Skipped: 0 Scale: 1-5</p>	 <p>85%</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: 74 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>81%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>81%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>80%</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: 74 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>

<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 73 Skipped: 1 Scale: 1-5</p>	 <p>78%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>70%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>65%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 72 Skipped: 2 Scale: 1-5</p>	 <p>61%</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: 74 Skipped: 0 Scale: 1-5</p>	 <p>59%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>55%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 74 Skipped: 0 Scale: 1-5</p>	 <p>46%</p>

Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 37 Skipped: 37</p>	<p>19 EPS</p> <p>Promoters (43%) are talking about Meaningful Work (3) Teamwork (3)</p> <p>Detractors (30%)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 50 Skipped: 24</p>	<p>-70 EPS</p> <p>Promoters (8%)</p> <p>Detractors (46%) are talking about Communication (5) Training and Learning Opportunities (5) Compensation and Benefits (3)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 51 Skipped: 23</p>	<p>87 EPS</p> <p>Promoters (57%) are talking about Communication (10) Management (4) Company Brand (3) Compensation and Benefits (3) Teamwork (3)</p> <p>Detractors (4%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 44 Skipped: 30</p>	<p>6 EPS</p> <p>Promoters (39%) are talking about Compensation and Benefits (3)</p> <p>Detractors (34%) are talking about Compensation and Benefits (11)</p>