

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>71.4% 297 of 416 participants have completed the survey</div>
<div>Response group</div> <div>Heather OHayre'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>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey</div>

Summary of Metric results

% favorable



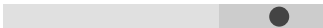







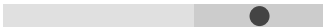

GP: Being a Fulfilling and Enjoyable Place to Work	81% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	
GP: Being Good Stewards of Public Resources	59% favorable
↑ Current score is higher than 2019 Employee Survey score	
↓ Current score is lower than 2022 Employee Survey score	
GP: Cultivating Partnerships	80% favorable
GP: Empowering People to Take Responsibility	78% favorable
↑ Current score is higher than 2019 Employee Survey score	
GP: Promoting Innovation and Continuous Improvement	79% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	
GP: Providing Quality Customer Service	85% favorable
↑ Current score is higher than 2019 Employee Survey score	
Management	82% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2020 Employee Survey score	



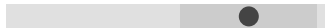

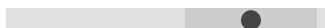


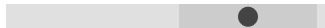





Legend















↑ 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: 294 Skipped: 3 Scale: 1-5</small>		96%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		95%
My immediate manager/supervisor encourages two-way communication. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		94%
Where I work, we are knowledgeable about our customers' needs. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		92%
I have a clear idea of what is expected of me in my job. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		92%
I am motivated to help Larimer County be successful. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		91%
I am treated with respect and dignity. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		89%
My immediate manager/supervisor gives me feedback that helps me improve my performance. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		88%
I have the information I need to do my job effectively. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		88%
My immediate manager/supervisor works to remove obstacles that impede our work processes. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		86%
Overall, Larimer County is a great place to work. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		85%
I would recommend Larimer County as a good place to work. <small>Answered: 297 Skipped: 0 Scale: 1-5</small>		85%

<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 296 Skipped: 1 Scale: 1-5</p>	 <p>85%</p>
<p>Larimer County is a safe place to work.</p> <p>Answered: 295 Skipped: 2 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: 297 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>Larimer County delivers high quality services to it's customers.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 294 Skipped: 3 Scale: 1-5</p>	 <p>82%</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: 297 Skipped: 0 Scale: 1-5</p>	 <p>81%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>81%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>81%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 296 Skipped: 1 Scale: 1-5</p>	 <p>80%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 296 Skipped: 1 Scale: 1-5</p>	 <p>77%</p>

<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>73%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 296 Skipped: 1 Scale: 1-5</p>	 <p>70%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>66%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>62%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>60%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>59%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>59%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 295 Skipped: 2 Scale: 1-5</p>	 <p>54%</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: 296 Skipped: 1 Scale: 1-5</p>	 <p>51%</p>

<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 297 Skipped: 0 Scale: 1-5</p>	 <p>46%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 296 Skipped: 1 Scale: 1-5</p>	 <p>43%</p>

Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 127 Skipped: 170</p>	<p>17 EPS</p> <p>Promoters (43%) are talking about Meaningful Work (16) Management (13) Teamwork (5) Communication (3) Meetings (3)</p> <p>Detractors (30%) are talking about Management (7) Communication (6) Compensation and Benefits (4) Accountability and Responsibility (3) Quality of Products and Services (3)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 165 Skipped: 132</p>	<p>-65 EPS</p> <p>Promoters (8%) are talking about Communication (3) Training and Learning Opportunities (3)</p> <p>Detractors (41%) are talking about Communication (16) Quality of Products and Services (9) Training and Learning Opportunities (9) Cross-Team Collaboration (8) Accountability and Responsibility (7)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 157 Skipped: 140</p>	<p>91 EPS</p> <p>Promoters (67%) are talking about Communication (35) Transparency (20) Teamwork (19) Management (11) Compensation and Benefits (8)</p> <p>Detractors (3%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 119 Skipped: 178</p>	<p>60 EPS</p> <p>Promoters (61%) are talking about Compensation and Benefits (20) Meaningful Work (11) Communication (6) Work-Life Balance (6)</p> <p>Detractors (15%) are talking about Compensation and Benefits (6)</p>