

# Overview of Survey Results

2024 Employee Survey - 2024 Employee Survey - Information Technology 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 <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>91.3% 73 of 80 participants have completed the survey</div>
<div>Response group</div> <div>All Results (filtered)  OrgLevel1Desc: Information Technology</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>




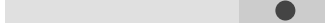
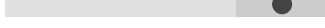

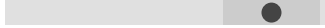



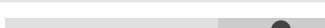
# Summary of Metric results















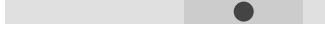
% favorable















GP: Being a Fulfilling and Enjoyable Place to Work	86% favorable
GP: Being Good Stewards of Public Resources	76% favorable
GP: Cultivating Partnerships	84% favorable
GP: Empowering People to Take Responsibility	87% favorable
GP: Promoting Innovation and Continuous Improvement	88% favorable
GP: Providing Quality Customer Service	90% favorable
Management	87% favorable

# 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: 0 Scale: 1-5</small>		97%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		96%
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		96%
I would recommend Larimer County as a good place to work. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		96%
Larimer County delivers high quality services to it's customers. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		96%
I am motivated to help Larimer County be successful. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		96%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. <small>Answered: 72 Skipped: 1 Scale: 1-5</small>		96%
Overall, Larimer County is a great place to work. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		95%
My immediate manager/supervisor works to remove obstacles that impede our work processes. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		93%
Larimer County is a safe place to work. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		93%
My immediate manager/supervisor encourages two-way communication. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		92%
Where I work, people actively identify, acknowledge, and work to solve problems. <small>Answered: 73 Skipped: 0 Scale: 1-5</small>		90%

<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 72 Skipped: 1 Scale: 1-5</p>	 <p>90%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 72 Skipped: 1 Scale: 1-5</p>	 <p>90%</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: 72 Skipped: 1 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: 73 Skipped: 0 Scale: 1-5</p>	 <p>89%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>89%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>89%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>85%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>84%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 73 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: 73 Skipped: 0 Scale: 1-5</p>	 <p>81%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>79%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>79%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>78%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 72 Skipped: 1 Scale: 1-5</p>	 <p>74%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 73 Skipped: 0 Scale: 1-5</p>	 <p>68%</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: 73 Skipped: 0 Scale: 1-5</p>	 <p>60%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 71 Skipped: 2 Scale: 1-5</p>	 <p>55%</p>

Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 35   Skipped: 38</p>	<p>52 EPS</p> <p><b>Promoters</b> (54%) are talking about Meaningful Work (4)</p> <p><b>Detractors</b> (17%)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 46   Skipped: 27</p>	<p>-48 EPS</p> <p><b>Promoters</b> (13%)</p> <p><b>Detractors</b> (37%) are talking about Communication (9) Cross-Team Collaboration (8) Transparency (5) Innovation (4) Management (4)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 44   Skipped: 29</p>	<p>87 EPS</p> <p><b>Promoters</b> (64%) are talking about Teamwork (7) Communication (4) Innovation (4) Transparency (3) Work-Life Balance (3)</p> <p><b>Detractors</b> (5%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 34   Skipped: 39</p>	<p>71 EPS</p> <p><b>Promoters</b> (71%) are talking about Compensation and Benefits (4) Communication (3) Meaningful Work (3)</p> <p><b>Detractors</b> (12%)</p>