

# 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>65%  78 of 120 participants have completed the survey</div>
<div>Response group</div> <div>Daylan Figgs' 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

<b>GP: Being a Fulfilling and Enjoyable Place to Work</b> ↓ Current score is lower than <b>2019 Employee Survey</b> score ↓ Current score is lower than <b>2020 Employee Survey</b> score ↓ Current score is lower than <b>2021 Employee Survey</b> score ↓ Current score is lower than <b>2022 Employee Survey</b> score ↓ Current score is lower than <b>2023 Employee Survey</b> score	68% favorable
<b>GP: Being Good Stewards of Public Resources</b>	62% favorable
<b>GP: Cultivating Partnerships</b> ↓ Current score is lower than <b>2021 Employee Survey</b> score	67% favorable
<b>GP: Empowering People to Take Responsibility</b> ↓ Current score is lower than <b>2019 Employee Survey</b> score ↓ Current score is lower than <b>2020 Employee Survey</b> score ↓ Current score is lower than <b>2021 Employee Survey</b> score ↓ Current score is lower than <b>2022 Employee Survey</b> score ↓ Current score is lower than <b>2023 Employee Survey</b> score	68% favorable
<b>GP: Promoting Innovation and Continuous Improvement</b> ↓ Current score is lower than <b>2021 Employee Survey</b> score	65% favorable
<b>GP: Providing Quality Customer Service</b> ↓ Current score is lower than <b>2020 Employee Survey</b> score ↓ Current score is lower than <b>2021 Employee Survey</b> score	82% favorable
<b>Management</b> ↓ Current score is lower than <b>2019 Employee Survey</b> score ↓ Current score is lower than <b>2020 Employee Survey</b> score ↓ Current score is lower than <b>2023 Employee Survey</b> score	72% favorable

### Legend





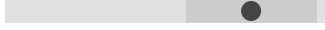

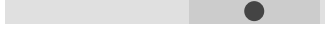
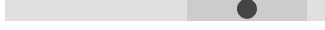




↑ Indicates a score statistically higher than available benchmark or filter















↓ 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>Where I work, we are knowledgeable about our customers' needs.</b> Answered: 77 Skipped: 1 Scale: 1-5	 87%
<b>I clearly understand how my own job contributes to achieving the mission and vision of my department.</b> Answered: 78 Skipped: 0 Scale: 1-5	 85%
<b>My immediate manager/supervisor encourages two-way communication.</b> Answered: 78 Skipped: 0 Scale: 1-5	 82%
<b>I am motivated to help Larimer County be successful.</b> Answered: 78 Skipped: 0 Scale: 1-5	 82%
<b>I clearly understand how my own job contributes to achieving the goals of Larimer County.</b> Answered: 77 Skipped: 1 Scale: 1-5	 81%
<b>Larimer County is a safe place to work.</b> Answered: 77 Skipped: 1 Scale: 1-5	 79%
<b>Larimer County delivers high quality services to it's customers.</b> Answered: 77 Skipped: 1 Scale: 1-5	 79%
<b>Where I work, we are able to respond quickly to the needs of our customers.</b> Answered: 77 Skipped: 1 Scale: 1-5	 78%
<b>I have a clear idea of what is expected of me in my job.</b> Answered: 78 Skipped: 0 Scale: 1-5	 77%
<b>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</b> Answered: 78 Skipped: 0 Scale: 1-5	 76%
<b>I can maintain a reasonable balance between my personal life and work life.</b> Answered: 78 Skipped: 0 Scale: 1-5	 74%
<b>Overall, Larimer County is a great place to work.</b> Answered: 78 Skipped: 0 Scale: 1-5	 72%

<p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>72%</p>
<p><b>I have received the training I need to do a quality job.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>72%</p>
<p><b>The amount of work expected of me is reasonable.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p><b>I am treated with respect and dignity.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p><b>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p><b>I have the information I need to do my job effectively.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p><b>I am comfortable sharing a different opinion or concern and do so without fear.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p><b>Where I work, people actively identify, acknowledge, and work to solve problems.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p><b>I look forward to coming to work at this company.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>
<p><b>The work environment on my team supports the development of new and innovative ideas.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>68%</p>
<p><b>Employees in my department do well at maintaining productive partnerships.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p><b>I would recommend Larimer County as a good place to work.</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p><b>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</b></p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>65%</p>

<p>I receive recognition from management when I do a good job.</p> <p>Answered: 78 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: 78 Skipped: 0 Scale: 1-5</p>	 <p>64%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>64%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 77 Skipped: 1 Scale: 1-5</p>	 <p>64%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>58%</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: 78 Skipped: 0 Scale: 1-5</p>	 <p>56%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>56%</p>
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>55%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>55%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 78 Skipped: 0 Scale: 1-5</p>	 <p>49%</p>

<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 77   Skipped: 1   Scale: 1-5</p>	 <p>43%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 77   Skipped: 1   Scale: 1-5</p>	 <p>35%</p>

Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 46   Skipped: 32</p>	<p>-14 EPS</p> <p><b>Promoters</b> (35%) are talking about Management (3)</p> <p><b>Detractors</b> (46%) are talking about Management (5) Compensation and Benefits (4) Senior Leadership (3)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 57   Skipped: 21</p>	<p>-100 EPS</p> <p><b>Detractors</b> (40%) are talking about Communication (6) Compensation and Benefits (5) Transparency (5) Management (4) Cross-Team Collaboration (3)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 53   Skipped: 25</p>	<p>79 EPS</p> <p><b>Promoters</b> (66%) are talking about Communication (4) Management (4) Quality of Products and Services (4) Innovation (3) Process and Organizational Effectiveness (3)</p> <p><b>Detractors</b> (8%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 43   Skipped: 35</p>	<p>23 EPS</p> <p><b>Promoters</b> (44%) are talking about Compensation and Benefits (5)</p> <p><b>Detractors</b> (28%) are talking about Compensation and Benefits (4)</p>