

# 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>35.3%  228 of 645 participants have completed the survey</div>
<div>Response group</div> <div>John Feyen'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	82% favorable
GP: Being Good Stewards of Public Resources	59% favorable
GP: Cultivating Partnerships ↓ Current score is lower than 2023 Employee Survey score	77% favorable
GP: Empowering People to Take Responsibility ↓ Current score is lower than 2023 Employee Survey score	79% favorable
GP: Promoting Innovation and Continuous Improvement	77% favorable
GP: Providing Quality Customer Service ↓ Current score is lower than 2023 Employee Survey score	89% favorable
Management	80% favorable

### Legend













↑ Indicates a score statistically higher than available benchmark or filter




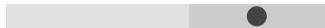




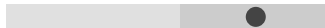


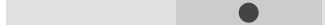

↓ Indicates a score statistically lower than available benchmark or filter















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>I clearly understand how my own job contributes to achieving the mission and vision of my department.</b> Answered: 224   Skipped: 4   Scale: 1-5		95%
<b>I am motivated to help Larimer County be successful.</b> Answered: 227   Skipped: 1   Scale: 1-5		93%
<b>I clearly understand how my own job contributes to achieving the goals of Larimer County.</b> Answered: 228   Skipped: 0   Scale: 1-5		90%
<b>My immediate manager/supervisor encourages two-way communication.</b> Answered: 227   Skipped: 1   Scale: 1-5		90%
<b>I have a clear idea of what is expected of me in my job.</b> Answered: 226   Skipped: 2   Scale: 1-5		89%
<b>Where I work, we are knowledgeable about our customers' needs.</b> Answered: 222   Skipped: 6   Scale: 1-5		89%
<b>I would recommend Larimer County as a good place to work.</b> Answered: 228   Skipped: 0   Scale: 1-5		89%
<b>Larimer County delivers high quality services to it's customers.</b> Answered: 224   Skipped: 4   Scale: 1-5		89%
<b>Where I work, we are able to respond quickly to the needs of our customers.</b> Answered: 222   Skipped: 6   Scale: 1-5		89%
<b>Larimer County is a safe place to work.</b> Answered: 227   Skipped: 1   Scale: 1-5		88%
<b>Overall, Larimer County is a great place to work.</b> Answered: 228   Skipped: 0   Scale: 1-5		87%
<b>Larimer County has created an environment where people of diverse backgrounds can succeed.</b> Answered: 222   Skipped: 6   Scale: 1-5		86%

<p>I have received the training I need to do a quality job.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>85%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>85%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 228 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 227 Skipped: 1 Scale: 1-5</p>	 <p>83%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>82%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 228 Skipped: 0 Scale: 1-5</p>	 <p>82%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>81%</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: 226 Skipped: 2 Scale: 1-5</p>	 <p>81%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 222 Skipped: 6 Scale: 1-5</p>	 <p>79%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>79%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 225 Skipped: 3 Scale: 1-5</p>	 <p>79%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 227 Skipped: 1 Scale: 1-5</p>	 <p>78%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>77%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 225 Skipped: 3 Scale: 1-5</p>	 <p>76%</p>

<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 225 Skipped: 3 Scale: 1-5</p>	 <p>76%</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: 227 Skipped: 1 Scale: 1-5</p>	 <p>74%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 225 Skipped: 3 Scale: 1-5</p>	 <p>73%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 227 Skipped: 1 Scale: 1-5</p>	 <p>72%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 227 Skipped: 1 Scale: 1-5</p>	 <p>70%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 228 Skipped: 0 Scale: 1-5</p>	 <p>67%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>66%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>66%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>65%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>64%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 225 Skipped: 3 Scale: 1-5</p>	 <p>64%</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: 225 Skipped: 3 Scale: 1-5</p>	 <p>59%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 221 Skipped: 7 Scale: 1-5</p>	 <p>56%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 226 Skipped: 2 Scale: 1-5</p>	 <p>55%</p>

We have enough employees where I work to do a quality job. <small>Answered: 226   Skipped: 2   Scale: 1-5</small>	<div><div></div></div> 37%
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Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? <small>Answered: 86   Skipped: 142</small>	24 EPS <b>Promoters</b> (40%) are talking about Meaningful Work (10) Communication (3) Teamwork (3) Values and Culture (3) Work-Life Balance (3) <b>Detractors</b> (24%) are talking about Teamwork (3) Training and Learning Opportunities (3)
What do you think your department could improve on? <small>Answered: 106   Skipped: 122</small>	-36 EPS <b>Promoters</b> (16%) are talking about Compensation and Benefits (3) Hiring and Recruiting (3) <b>Detractors</b> (34%) are talking about Communication (9) Work-Life Balance (6) Hiring and Recruiting (5) Training and Learning Opportunities (5) Transparency (5)
What do you think your department is doing well? <small>Answered: 105   Skipped: 123</small>	94 EPS <b>Promoters</b> (66%) are talking about Communication (11) Training and Learning Opportunities (11) Compensation and Benefits (7) Hiring and Recruiting (6) Management (6) <b>Detractors</b> (2%)
Overall, do you have any general comments about Larimer County as an employer? <small>Answered: 94   Skipped: 134</small>	35 EPS <b>Promoters</b> (51%) are talking about Compensation and Benefits (10) Meaningful Work (5) <b>Detractors</b> (24%) are talking about Compensation and Benefits (4)