

Overview of Survey Results

2025 Employee Survey - Manager Report with no comments 2025 Employee survey

Survey description	Participation rate
<p>The 2025 Employee Survey has been extended to Monday, December 1, 2025. 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!</p>	80% 40 of 50 participants have completed the survey
As of	Dec 04, 2025, 09:57 PM MST Results are grouped based on information in the Employee Directory as of this date
Benchmarks (6)	Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey
Response group	Bob Overbeck's Team

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	77% favorable
↑ Current score is higher than 2022 Employee Survey score	
↑ Current score is higher than 2023 Employee Survey score	
↓ Current score is lower than 2021 Employee Survey score	
GP: Being Good Stewards of Public Resources	63% favorable
↑ Current score is higher than 2022 Employee Survey score	
GP: Cultivating Partnerships	80% favorable
↑ Current score is higher than 2022 Employee Survey score	
GP: Empowering People to Take Responsibility	81% favorable
↑ Current score is higher than 2022 Employee Survey score	
GP: Promoting Innovation and Continuous Improvement	80% favorable
↑ Current score is higher than 2022 Employee Survey score	
GP: Providing Quality Customer Service	93% favorable
Management	80% favorable
↑ Current score is higher than 2019 Employee Survey score	
↑ Current score is higher than 2022 Employee Survey score	
↑ Current score is higher than 2023 Employee Survey score	
Survey Questions	78% favorable
↑ Current score is higher than 2021 Employee Survey score	
↑ Current score is higher than 2022 Employee Survey score	
↑ Current score is higher than 2023 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 Metric Results: 1 of 8 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work

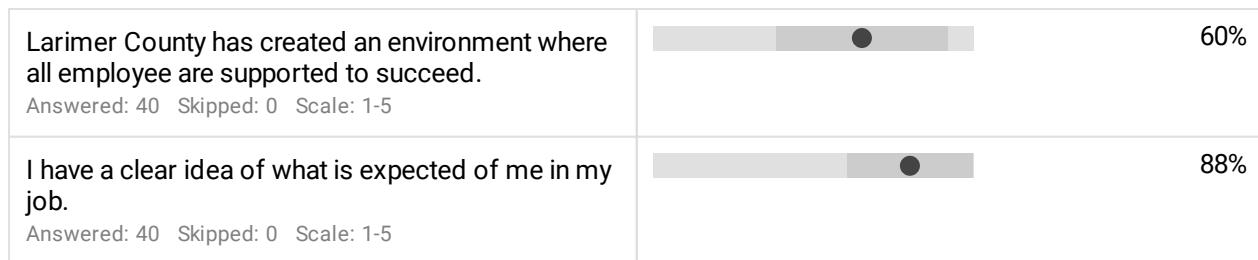
77%
favorable

- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↓ Current score is lower than **2021 Employee Survey** score

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (8)	Responses	
I look forward to coming to work at this company.* Answered: 40 Skipped: 0 Scale: 1-5		53%
I am treated with respect and dignity.* Answered: 40 Skipped: 0 Scale: 1-5		83%
Larimer County is a safe place to work.* Answered: 40 Skipped: 0 Scale: 1-5		93%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 40 Skipped: 0 Scale: 1-5		60%
I can maintain a reasonable balance between my personal life and work life.* Answered: 40 Skipped: 0 Scale: 1-5		80%
I would recommend Larimer County as a good place to work.* Answered: 40 Skipped: 0 Scale: 1-5		83%
I have received the training I need to do a quality job.* Answered: 40 Skipped: 0 Scale: 1-5		85%
I have the information I need to do my job effectively.* Answered: 40 Skipped: 0 Scale: 1-5		80%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Being a Fulfilling and Enjoyable Place to Work (4)	Responses	
Overall, Larimer County is a great place to work. Answered: 40 Skipped: 0 Scale: 1-5		85%
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5		83%



Individual Metric Results: 2 of 8 Metrics

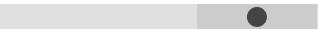
GP: Being Good Stewards of Public Resources

63%
favorable

↑ Current score is higher than 2022 Employee Survey score

Questions that define GP: Being Good Stewards of Public Resources (3)	Responses	
We have enough employees where I work to do a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey color, indicating the 50% favorable response point.	50%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey color, indicating the 65% favorable response point.	65%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey color, indicating the 73% favorable response point.	73%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses	
The amount of work expected of me is reasonable. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey color, indicating the 83% favorable response point.	83%
I can maintain a reasonable balance between my personal life and work life. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey color, indicating the 80% favorable response point.	80%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey color, indicating the 85% favorable response point.	85%
Larimer County delivers high quality services to its customers. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey color, indicating the 85% favorable response point.	85%

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

80%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 40 Skipped: 0 Scale: 1-5		80%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Cultivating Partnerships (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5		85%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 40 Skipped: 0 Scale: 1-5		85%
The work environment on my team supports the development of new and innovative ideas. Answered: 40 Skipped: 0 Scale: 1-5		90%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone). Answered: 40 Skipped: 0 Scale: 1-5		65%

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

81%
favorable

↑ Current score is higher than 2022 Employee Survey score

Questions that define GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the third segment from the left, indicating the response point on a 1-5 scale.	85%
I am appropriately involved in decisions that affect my work.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the second segment from the left, indicating the response point on a 1-5 scale.	55%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 39 Skipped: 1 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	92%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	93%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	85%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the third segment from the left, indicating the response point on a 1-5 scale.	73%
I am treated with respect and dignity. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	83%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone). Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	65%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

80%
favorable

↑ Current score is higher than 2022 Employee Survey score

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 40 Skipped: 0 Scale: 1-5	 70%	
The work environment on my team supports the development of new and innovative ideas.* Answered: 40 Skipped: 0 Scale: 1-5	 90%	

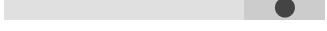
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Promoting Innovation and Continuous Improvement (2)	Responses	
I feel my department listens to my concerns and tries to act on solutions. Answered: 40 Skipped: 0 Scale: 1-5	 63%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 40 Skipped: 0 Scale: 1-5	 60%	

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

93%
favorable

Questions that define GP: Providing Quality Customer Service (2)	Responses	
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot at the 85% mark.	85%
Where I work, we are knowledgeable about our customers' needs.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot at the 100% mark.	100%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot at the 85% mark.	85%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot at the 93% mark.	93%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot at the 85% mark.	85%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot at the 93% mark.	93%

Individual Metric Results: 7 of 8 Metrics

Management

80%
favorable

- ↑ Current score is higher than **2019 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score

Questions that define Management (6)	Responses
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 78%;"><div style="width: 100%;"><div style="width: 78%;"></div></div></div> 78%
I have a clear idea of what is expected of me in my job.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 88%;"><div style="width: 100%;"><div style="width: 88%;"></div></div></div> 88%
The amount of work expected of me is reasonable.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 83%;"><div style="width: 100%;"><div style="width: 83%;"></div></div></div> 83%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 78%;"><div style="width: 100%;"><div style="width: 78%;"></div></div></div> 78%
I receive recognition from management when I do a good job.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 73%;"><div style="width: 100%;"><div style="width: 73%;"></div></div></div> 73%
My immediate manager/supervisor encourages two-way communication.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div> 80%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Management (4)	Responses
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 68%;"><div style="width: 100%;"><div style="width: 68%;"></div></div></div> 68%
I have the information I need to do my job effectively. Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div> 80%
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 83%;"><div style="width: 100%;"><div style="width: 83%;"></div></div></div> 83%



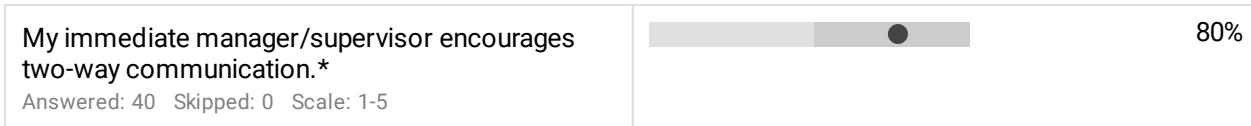
Individual Metric Results: 8 of 8 Metrics **Survey Questions**

- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score

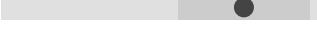
78%
favorable

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 70%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 70%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 70%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 85%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 85%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 85%
We have enough employees where I work to do a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 50%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 50%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 50%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 78%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 78%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 78%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 65%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 65%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 65%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 85%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 85%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 85%
I am appropriately involved in decisions that affect my work.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 55%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 55%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 55%
Where I work, we are knowledgeable about our customers' needs.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 100%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 100%
Employees in my department do well at maintaining productive partnerships.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 80%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 80%
I have a clear idea of what is expected of me in my job.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 88%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 88%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 88%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 73%;"><div style="width: 100%; background-color: #cccccc;"></div><div style="width: 73%; background-color: #333333; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; position: absolute; left: 0; top: 0;"></div></div> 73%

I look forward to coming to work at this company.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 53% mark on a scale from 0 to 100.	53%
Overall, Larimer County is a great place to work.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 85% mark on a scale from 0 to 100.	85%
The amount of work expected of me is reasonable.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 83% mark on a scale from 0 to 100.	83%
I am treated with respect and dignity.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 83% mark on a scale from 0 to 100.	83%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 78% mark on a scale from 0 to 100.	78%
The work environment on my team supports the development of new and innovative ideas.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 90% mark on a scale from 0 to 100.	90%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 39 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a black dot at the 92% mark on a scale from 0 to 100.	92%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 93% mark on a scale from 0 to 100.	93%
Larimer County is a safe place to work.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 93% mark on a scale from 0 to 100.	93%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 60% mark on a scale from 0 to 100.	60%
I can maintain a reasonable balance between my personal life and work life.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 80% mark on a scale from 0 to 100.	80%
I would recommend Larimer County as a good place to work.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 83% mark on a scale from 0 to 100.	83%
I receive recognition from management when I do a good job.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 73% mark on a scale from 0 to 100.	73%
I have received the training I need to do a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 85% mark on a scale from 0 to 100.	85%
I have the information I need to do my job effectively.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 80% mark on a scale from 0 to 100.	80%

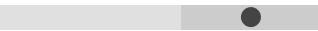
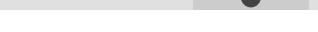


*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5		85%
I feel my department listens to my concerns and tries to act on solutions. Answered: 40 Skipped: 0 Scale: 1-5		63%
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5		83%
Larimer County has created an environment where all employee are supported to succeed. Answered: 40 Skipped: 0 Scale: 1-5		60%

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Where I work, we are knowledgeable about our customers' needs. Answered: 40 Skipped: 0 Scale: 1-5	 100%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 40 Skipped: 0 Scale: 1-5	 93%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 40 Skipped: 0 Scale: 1-5	 93%
Larimer County is a safe place to work. Answered: 40 Skipped: 0 Scale: 1-5	 93%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 39 Skipped: 1 Scale: 1-5	 92%
The work environment on my team supports the development of new and innovative ideas. Answered: 40 Skipped: 0 Scale: 1-5	 90%
I have a clear idea of what is expected of me in my job. Answered: 40 Skipped: 0 Scale: 1-5	 88%
I am motivated to help Larimer County be successful. Answered: 40 Skipped: 0 Scale: 1-5	 88%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 40 Skipped: 0 Scale: 1-5	 85%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 40 Skipped: 0 Scale: 1-5	 85%
Overall, Larimer County is a great place to work. Answered: 40 Skipped: 0 Scale: 1-5	 85%
I have received the training I need to do a quality job. Answered: 40 Skipped: 0 Scale: 1-5	 85%

Larimer County delivers high quality services to its customers. Answered: 40 Skipped: 0 Scale: 1-5	 85%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5	 85%
The amount of work expected of me is reasonable. Answered: 40 Skipped: 0 Scale: 1-5	 83%
I am treated with respect and dignity. Answered: 40 Skipped: 0 Scale: 1-5	 83%
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5	 83%
I would recommend Larimer County as a good place to work. Answered: 40 Skipped: 0 Scale: 1-5	 83%
Employees in my department do well at maintaining productive partnerships. Answered: 40 Skipped: 0 Scale: 1-5	 80%
I can maintain a reasonable balance between my personal life and work life. Answered: 40 Skipped: 0 Scale: 1-5	 80%
I have the information I need to do my job effectively. Answered: 40 Skipped: 0 Scale: 1-5	 80%
My immediate manager/supervisor encourages two-way communication. Answered: 40 Skipped: 0 Scale: 1-5	 80%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 40 Skipped: 0 Scale: 1-5	 78%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 40 Skipped: 0 Scale: 1-5	 78%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 40 Skipped: 0 Scale: 1-5	 73%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 40 Skipped: 0 Scale: 1-5	 73%

I receive recognition from management when I do a good job. Answered: 40 Skipped: 0 Scale: 1-5	 73%
I am comfortable speaking up without fear of negative consequences. Answered: 40 Skipped: 0 Scale: 1-5	 73%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 40 Skipped: 0 Scale: 1-5	 70%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 40 Skipped: 0 Scale: 1-5	 70%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 40 Skipped: 0 Scale: 1-5	 68%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone). Answered: 40 Skipped: 0 Scale: 1-5	 65%
I feel my department listens to my concerns and tries to act on solutions. Answered: 40 Skipped: 0 Scale: 1-5	 63%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 40 Skipped: 0 Scale: 1-5	 60%
Larimer County has created an environment where all employee are supported to succeed. Answered: 40 Skipped: 0 Scale: 1-5	 60%
I am appropriately involved in decisions that affect my work. Answered: 40 Skipped: 0 Scale: 1-5	 55%
Larimer County adapts to meet the needs of it's employees. Answered: 40 Skipped: 0 Scale: 1-5	 55%
I look forward to coming to work at this company. Answered: 40 Skipped: 0 Scale: 1-5	 53%
I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 40 Skipped: 0 Scale: 1-5	 53%
We have enough employees where I work to do a quality job. Answered: 40 Skipped: 0 Scale: 1-5	 50%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 12 Skipped: 28	9 EPS Promoters (50%) Detractors (42%)
What do you think your department could improve on? Answered: 20 Skipped: 20	-100 EPS Detractors (65%) are talking about Compensation and Benefits (4) Communication (3) Cross-Team Collaboration (3)
What do you think your department is doing well? Answered: 18 Skipped: 22	100 EPS Promoters (83%) are talking about Teamwork (5) Management (3) Tools and Infrastructure (3)
Overall, do you have any general comments about Larimer County as an employer? Answered: 16 Skipped: 24	14 EPS Promoters (50%) are talking about Compensation and Benefits (3) Detractors (38%) are talking about Compensation and Benefits (3)