

# Overview of Survey Results

2025 Employee Survey - Commissioner's Office Custom Report 2025 Employee Survey

<b>Survey description</b>	<b>Participation rate</b>
<p><b>The 2025 Employee Survey has been extended to Monday, December 1, 2025.</b> 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!</p>	57.1% 20 of 35 participants have completed the survey
<b>Response group</b>	<b>As of</b>
All Results (filtered) OrgLevel1Desc: Commiss.-County Mgr	Nov 30, 2025, 10:09 PM MST Results are grouped based on information in the Employee Directory as of this date
	<b>Benchmarks (6)</b> <b>Historical Trend:</b> 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey

## Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	92% favorable
GP: Being Good Stewards of Public Resources	95% favorable
<small>↑ Current score is higher than 2024 Employee Survey score</small>	
GP: Cultivating Partnerships	95% favorable
GP: Empowering People to Take Responsibility	98% favorable
GP: Promoting Innovation and Continuous Improvement	93% favorable
GP: Providing Quality Customer Service	98% favorable
Management	95% favorable
Survey Questions	95% favorable

### Legend

↑ Indicates a score statistically higher than available benchmark or filter

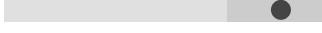
↓ Indicates a score statistically lower than available benchmark or filter

We only show you differences between a benchmark or filter group when it is meaningful (statistically significant) when compared against the Response group.

Individual Metric Results: 1 of 8 Metrics

## GP: Being a Fulfilling and Enjoyable Place to Work

92%  
favorable

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: 20 Skipped: 0 Scale: 1-5	 95%	
I am treated with respect and dignity.* Answered: 20 Skipped: 0 Scale: 1-5	 90%	
Larimer County is a safe place to work.* Answered: 20 Skipped: 0 Scale: 1-5	 100%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 19 Skipped: 1 Scale: 1-5	 68%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 20 Skipped: 0 Scale: 1-5	 100%	
I would recommend Larimer County as a good place to work.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	
I have received the training I need to do a quality job.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	
I have the information I need to do my job effectively.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	

\*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.

Individual Metric Results: 2 of 8 Metrics

## GP: Being Good Stewards of Public Resources

95%  
favorable

↑ Current score is higher than 2024 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: 20 Skipped: 0 Scale: 1-5	<div><div style="width: 100%;">●</div></div>	100%
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: 20 Skipped: 0 Scale: 1-5	<div><div style="width: 85%;">●</div></div>	85%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 20 Skipped: 0 Scale: 1-5	<div><div style="width: 100%;">●</div></div>	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.

Individual Metric Results: 3 of 8 Metrics

## GP: Cultivating Partnerships

95%  
favorable

### Questions that define GP: Cultivating Partnerships (1)

#### Responses

Employees in my department do well at maintaining productive partnerships.\*

Answered: 20 Skipped: 0 Scale: 1-5



95%

\*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.

Individual Metric Results: 4 of 8 Metrics

## GP: Empowering People to Take Responsibility

98%  
favorable

Questions that define GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 10%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0;"></div></div>	100%
I am appropriately involved in decisions that affect my work.* Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 90%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 10%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0;"></div></div>	90%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 10%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0;"></div></div>	100%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 10%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0;"></div></div>	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.

Individual Metric Results: 5 of 8 Metrics

## GP: Promoting Innovation and Continuous Improvement

93%  
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 95%;"><div style="width: 100%;"></div></div>	95%
The work environment on my team supports the development of new and innovative ideas.* Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 90%;"><div style="width: 100%;"></div></div>	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.

## Individual Metric Results: 6 of 8 Metrics

## GP: Providing Quality Customer Service

98%  
favorable

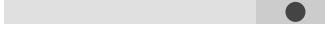
Questions that define GP: Providing Quality Customer Service (2)	Responses	
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 20 Skipped: 0 Scale: 1-5		100%
Where I work, we are knowledgeable about our customers' needs.* Answered: 20 Skipped: 0 Scale: 1-5		95%

\*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.

## Individual Metric Results: 7 of 8 Metrics

### Management

95%  
favorable

Questions that define Management (6)	Responses	
<b>My immediate manager/supervisor gives me feedback that helps me improve my performance.*</b> Answered: 19 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress. The bar is approximately 95% complete.	95%
<b>I have a clear idea of what is expected of me in my job.*</b> Answered: 20 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress. The bar is approximately 95% complete.	95%
<b>The amount of work expected of me is reasonable.*</b> Answered: 20 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress. The bar is approximately 100% complete.	100%
<b>My immediate manager/supervisor works to remove obstacles that impede our work processes.*</b> Answered: 19 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress. The bar is approximately 100% complete.	100%
<b>I receive recognition from management when I do a good job.*</b> Answered: 19 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress. The bar is approximately 79% complete.	79%
<b>My immediate manager/supervisor encourages two-way communication.*</b> Answered: 19 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress. The bar is approximately 100% complete.	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.

## Individual Metric Results: 8 of 8 Metrics

# Survey Questions

95%  
favorable

Questions that define Survey Questions (27)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 20 Skipped: 0 Scale: 1-5	 100%	
We have enough employees where I work to do a quality job.* Answered: 20 Skipped: 0 Scale: 1-5	 100%	
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 19 Skipped: 1 Scale: 1-5	 95%	
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: 20 Skipped: 0 Scale: 1-5	 85%	
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 20 Skipped: 0 Scale: 1-5	 100%	
I am appropriately involved in decisions that affect my work.* Answered: 20 Skipped: 0 Scale: 1-5	 90%	
Where I work, we are knowledgeable about our customers' needs.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	
Employees in my department do well at maintaining productive partnerships.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	
I have a clear idea of what is expected of me in my job.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 20 Skipped: 0 Scale: 1-5	 100%	
I look forward to coming to work at this company.* Answered: 20 Skipped: 0 Scale: 1-5	 95%	

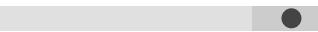
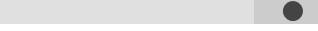
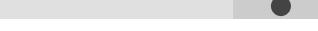
Overall, Larimer County is a great place to work.* Answered: 20 Skipped: 0 Scale: 1-5		95%
The amount of work expected of me is reasonable.* Answered: 20 Skipped: 0 Scale: 1-5		100%
I am treated with respect and dignity.* Answered: 20 Skipped: 0 Scale: 1-5		90%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 19 Skipped: 1 Scale: 1-5		100%
The work environment on my team supports the development of new and innovative ideas.* Answered: 20 Skipped: 0 Scale: 1-5		90%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 20 Skipped: 0 Scale: 1-5		100%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 20 Skipped: 0 Scale: 1-5		100%
Larimer County is a safe place to work.* Answered: 20 Skipped: 0 Scale: 1-5		100%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 19 Skipped: 1 Scale: 1-5		68%
I can maintain a reasonable balance between my personal life and work life.* Answered: 20 Skipped: 0 Scale: 1-5		100%
I would recommend Larimer County as a good place to work.* Answered: 20 Skipped: 0 Scale: 1-5		95%
I receive recognition from management when I do a good job.* Answered: 19 Skipped: 1 Scale: 1-5		79%
I have received the training I need to do a quality job.* Answered: 20 Skipped: 0 Scale: 1-5		95%
I have the information I need to do my job effectively.* Answered: 20 Skipped: 0 Scale: 1-5		95%
My immediate manager/supervisor encourages two-way communication.* Answered: 19 Skipped: 1 Scale: 1-5		100%

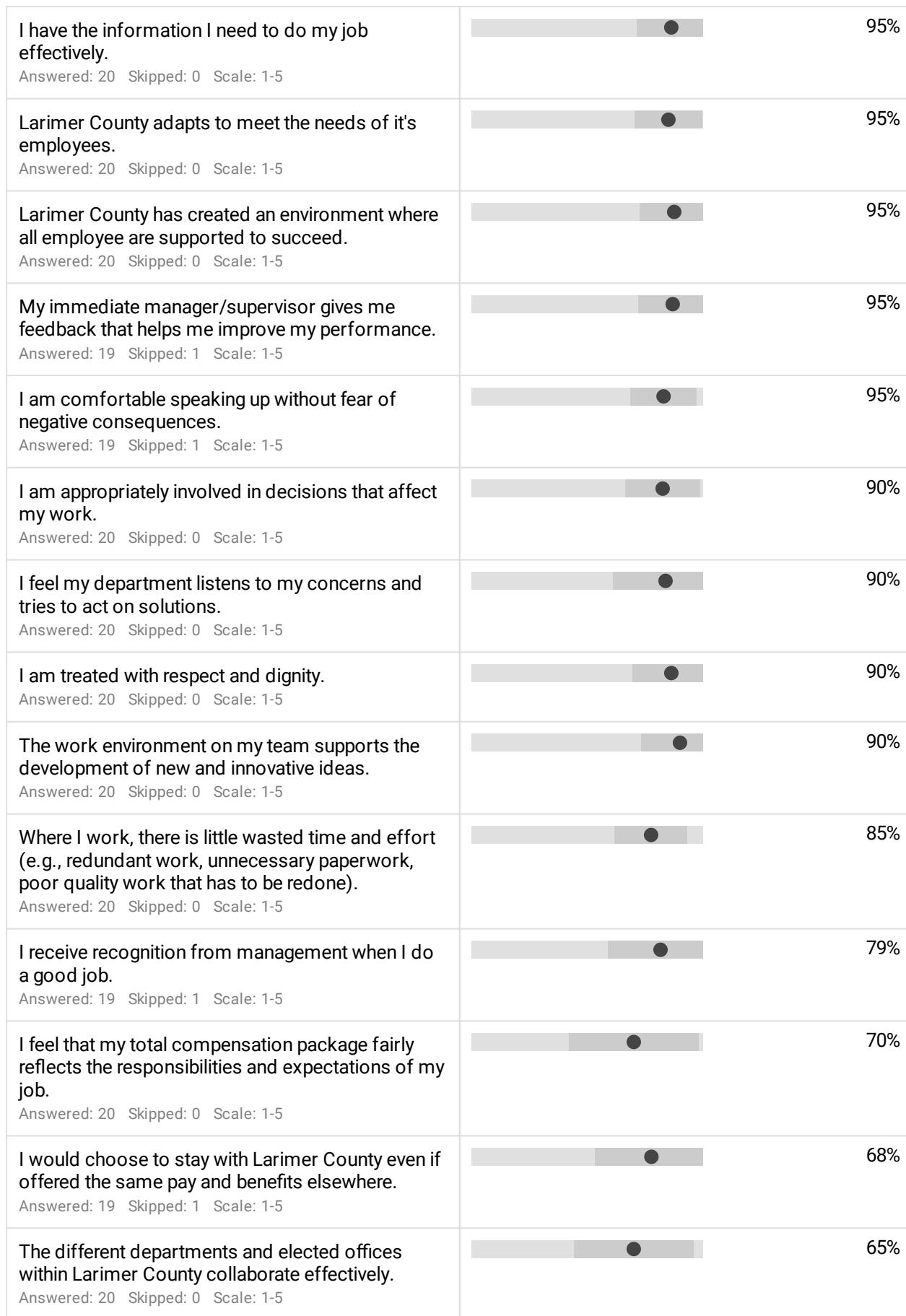
\*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

# Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
We have enough employees where I work to do a quality job. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
The amount of work expected of me is reasonable. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 19 Skipped: 1 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
Larimer County is a safe place to work. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
Employees are treated with dignity and their contributions matter. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%
I can maintain a reasonable balance between my personal life and work life. Answered: 20 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; right: 0; top: 0;"></div></div> 100%

<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: 19 Skipped: 1 Scale: 1-5</p>	 <p>100%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 19 Skipped: 1 Scale: 1-5</p>	 <p>100%</p>
<p>Larimer County delivers high quality services to its customers.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>I am motivated to help Larimer County be successful.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>100%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 20 Skipped: 0 Scale: 1-5</p>	 <p>95%</p>



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 8 Skipped: 12	50 EPS <b>Promoters</b> (38%) <b>Detractors</b> (13%)
What do you think your department could improve on? Answered: 8 Skipped: 12	100 EPS <b>Promoters</b> (25%)
What do you think your department is doing well? Answered: 10 Skipped: 10	100 EPS <b>Promoters</b> (50%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 9 Skipped: 11	100 EPS <b>Promoters</b> (78%)