

# Overview of Survey Results

2025 Employee Survey - Manager Report with no comments 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>	93.0% 40 of 43 participants have completed the survey
<b>As of</b>	
	Dec 04, 2025, 09:57 PM MST Results are grouped based on information in the Employee Directory as of this date
<b>Response group</b>	<b>Benchmarks (6)</b>
Rebecca Everette's Team	<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

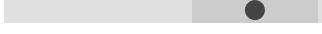
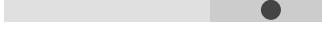
% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	84% favorable
GP: Being Good Stewards of Public Resources	56% favorable
GP: Cultivating Partnerships	78% favorable
GP: Empowering People to Take Responsibility	85% favorable
GP: Promoting Innovation and Continuous Improvement	88% favorable
GP: Providing Quality Customer Service	76% favorable
Management	85% favorable
Survey Questions	81% favorable

Individual Metric Results: 1 of 8 Metrics

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

84%  
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: 40 Skipped: 0 Scale: 1-5	 80%	
I am treated with respect and dignity.* Answered: 40 Skipped: 0 Scale: 1-5	 88%	
Larimer County is a safe place to work.* Answered: 40 Skipped: 0 Scale: 1-5	 98%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 40 Skipped: 0 Scale: 1-5	 73%	
I can maintain a reasonable balance between my personal life and work life.* 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	 93%	
I have received the training I need to do a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	 78%	
I have the information I need to do my job effectively.* Answered: 40 Skipped: 0 Scale: 1-5	 85%	

\*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	 93%	
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5	 85%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 40 Skipped: 0 Scale: 1-5	 80%	



Individual Metric Results: 2 of 8 Metrics

## GP: Being Good Stewards of Public Resources

56%  
favorable

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 black, representing 45% favorability.	45%
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 black, representing 43% favorability.	43%
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 black, representing 80% favorability.	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 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 black, representing 68% favorability.	68%
I have the information I need to do my job effectively. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 85% favorability.	85%
I am appropriately involved in decisions that affect my work. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 80% favorability.	80%
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 black, representing 83% favorability.	83%

Individual Metric Results: 3 of 8 Metrics

## GP: Cultivating Partnerships

78%  
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		78%

\*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, everyone takes personal responsibility for doing a quality job. Answered: 40 Skipped: 0 Scale: 1-5		78%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5		83%
Where I work, we are knowledgeable about our customers' needs. Answered: 40 Skipped: 0 Scale: 1-5		90%
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5		85%

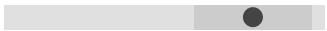
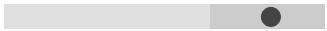
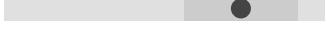
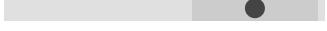
Individual Metric Results: 4 of 8 Metrics

## GP: Empowering People to Take Responsibility

85%  
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: 40 Skipped: 0 Scale: 1-5		78%
I am appropriately involved in decisions that affect my work.* Answered: 40 Skipped: 0 Scale: 1-5		80%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 40 Skipped: 0 Scale: 1-5		88%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 40 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.

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		83%
I am treated with respect and dignity. Answered: 40 Skipped: 0 Scale: 1-5		88%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 40 Skipped: 0 Scale: 1-5		83%
I look forward to coming to work at this company. Answered: 40 Skipped: 0 Scale: 1-5		80%

Individual Metric Results: 5 of 8 Metrics

## GP: Promoting Innovation and Continuous Improvement

88%  
favorable

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	 83%	
The work environment on my team supports the development of new and innovative ideas.* Answered: 40 Skipped: 0 Scale: 1-5	 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: 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	 80%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 40 Skipped: 0 Scale: 1-5	 80%	

Individual Metric Results: 6 of 8 Metrics

## GP: Providing Quality Customer Service

76%  
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 bar consisting of five equal-width segments. The fourth segment from the left is filled black, indicating the 63% response point on a 1-5 scale.	63%
Where I work, we are knowledgeable about our customers' needs.* Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black, indicating the 90% response point on a 1-5 scale.	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: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black, indicating the 95% response point on a 1-5 scale.	95%
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-width segments. The fourth segment from the left is filled black, indicating the 95% response point on a 1-5 scale.	95%
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-width segments. The fourth segment from the left is filled black, indicating the 83% response point on a 1-5 scale.	83%
Employees in my department do well at maintaining productive partnerships. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black, indicating the 78% response point on a 1-5 scale.	78%

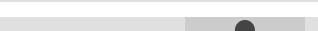
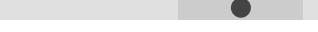
## Individual Metric Results: 7 of 8 Metrics

### Management

85%  
favorable

Questions that define Management (6)	Responses	
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 40 Skipped: 0 Scale: 1-5</p>	 85%	
<p>I have a clear idea of what is expected of me in my job.* Answered: 40 Skipped: 0 Scale: 1-5</p>	 95%	
<p>The amount of work expected of me is reasonable.* Answered: 40 Skipped: 0 Scale: 1-5</p>	 68%	
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 40 Skipped: 0 Scale: 1-5</p>	 90%	
<p>I receive recognition from management when I do a good job.* Answered: 40 Skipped: 0 Scale: 1-5</p>	 83%	
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 40 Skipped: 0 Scale: 1-5</p>	 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 Management (4)	Responses	
<p>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</p>	 83%	
<p>I have the information I need to do my job effectively. Answered: 40 Skipped: 0 Scale: 1-5</p>	 85%	
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 40 Skipped: 0 Scale: 1-5</p>	 80%	
<p>The work environment on my team supports the development of new and innovative ideas. Answered: 40 Skipped: 0 Scale: 1-5</p>	 93%	

## Individual Metric Results: 8 of 8 Metrics

# Survey Questions

81%  
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	 83%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	 78%
We have enough employees where I work to do a quality job.* Answered: 40 Skipped: 0 Scale: 1-5	 45%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 40 Skipped: 0 Scale: 1-5	 85%
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	 43%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 40 Skipped: 0 Scale: 1-5	 63%
I am appropriately involved in decisions that affect my work.* Answered: 40 Skipped: 0 Scale: 1-5	 80%
Where I work, we are knowledgeable about our customers' needs.* Answered: 40 Skipped: 0 Scale: 1-5	 90%
Employees in my department do well at maintaining productive partnerships.* Answered: 40 Skipped: 0 Scale: 1-5	 78%
I have a clear idea of what is expected of me in my job.* Answered: 40 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: 40 Skipped: 0 Scale: 1-5	 80%
I look forward to coming to work at this company.* Answered: 40 Skipped: 0 Scale: 1-5	 80%

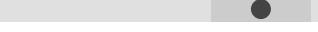
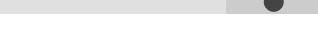
Overall, Larimer County is a great place to work.* Answered: 40 Skipped: 0 Scale: 1-5	 93%
The amount of work expected of me is reasonable.* Answered: 40 Skipped: 0 Scale: 1-5	 68%
I am treated with respect and dignity.* Answered: 40 Skipped: 0 Scale: 1-5	 88%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 40 Skipped: 0 Scale: 1-5	 90%
The work environment on my team supports the development of new and innovative ideas.* Answered: 40 Skipped: 0 Scale: 1-5	 93%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 40 Skipped: 0 Scale: 1-5	 88%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 40 Skipped: 0 Scale: 1-5	 95%
Larimer County is a safe place to work.* Answered: 40 Skipped: 0 Scale: 1-5	 98%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 40 Skipped: 0 Scale: 1-5	 73%
I can maintain a reasonable balance between my personal life and work life.* 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	 93%
I receive recognition from management when I do a good job.* 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	 78%
I have the information I need to do my job effectively.* Answered: 40 Skipped: 0 Scale: 1-5	 85%
My immediate manager/supervisor encourages two-way communication.* 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.

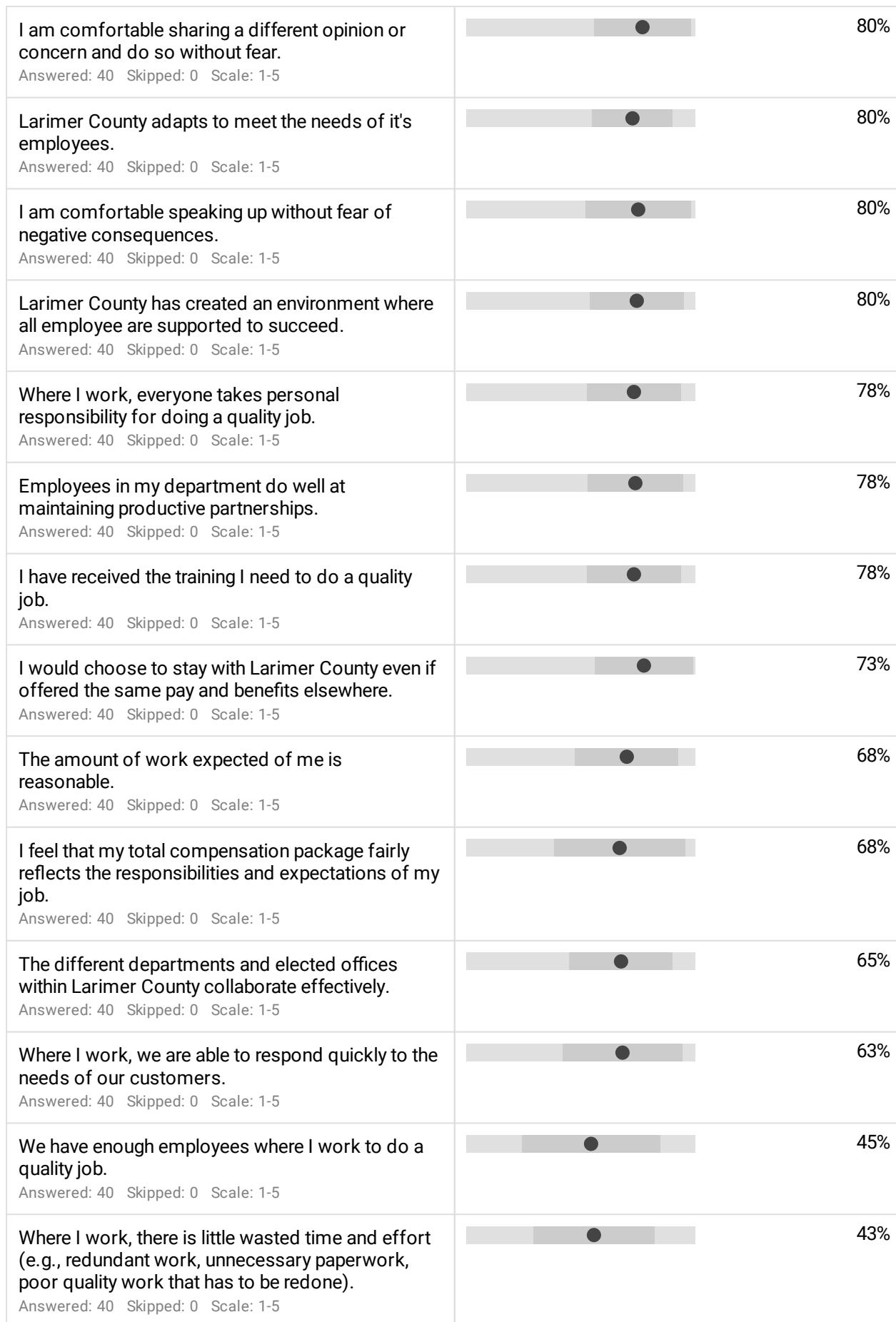
Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 83%;"><div style="width: 100%;"><div style="width: 83%;"></div></div></div>	83%
I feel my department listens to my concerns and tries to act on solutions. Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div>	80%
I am motivated to help Larimer County be successful. Answered: 39 Skipped: 1 Scale: 1-5	<div style="width: 95%;"><div style="width: 100%;"><div style="width: 95%;"></div></div></div>	95%
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5	<div style="width: 85%;"><div style="width: 100%;"><div style="width: 85%;"></div></div></div>	85%

# 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. Answered: 40 Skipped: 0 Scale: 1-5	 98%
Larimer County is a safe place to work. Answered: 40 Skipped: 0 Scale: 1-5	 98%
I have a clear idea of what is expected of me in my job. Answered: 40 Skipped: 0 Scale: 1-5	 95%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 40 Skipped: 0 Scale: 1-5	 95%
Larimer County delivers high quality services to its customers. Answered: 40 Skipped: 0 Scale: 1-5	 95%
I am motivated to help Larimer County be successful. Answered: 39 Skipped: 1 Scale: 1-5	 95%
Overall, Larimer County is a great place to work. Answered: 40 Skipped: 0 Scale: 1-5	 93%
The work environment on my team supports the development of new and innovative ideas. Answered: 40 Skipped: 0 Scale: 1-5	 93%
I would recommend Larimer County as a good place to work. Answered: 40 Skipped: 0 Scale: 1-5	 93%
Where I work, we are knowledgeable about our customers' needs. Answered: 40 Skipped: 0 Scale: 1-5	 90%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 40 Skipped: 0 Scale: 1-5	 90%
My immediate manager/supervisor encourages two-way communication. Answered: 40 Skipped: 0 Scale: 1-5	 90%
I am treated with respect and dignity. Answered: 40 Skipped: 0 Scale: 1-5	 88%

Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 88% mark, indicating the percentage of respondents who answered this statement.	88%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered this statement.	85%
Employees are treated with dignity and their contributions matter. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered this statement.	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 grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered this statement.	85%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered this statement.	83%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered this statement.	83%
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 grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered this statement.	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 grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered this statement.	83%
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	 A horizontal bar chart with a grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered this statement.	83%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered this statement.	83%
I am appropriately involved in decisions that affect my work. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 80% mark, indicating the percentage of respondents who answered this statement.	80%
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 chart with a grey background. A black dot is positioned at the 80% mark, indicating the percentage of respondents who answered this statement.	80%
I look forward to coming to work at this company. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 80% mark, indicating the percentage of respondents who answered this statement.	80%
I feel my department listens to my concerns and tries to act on solutions. Answered: 40 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 80% mark, indicating the percentage of respondents who answered this statement.	80%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 13 Skipped: 27	50 EPS <b>Promoters</b> (69%) are talking about Teamwork (3) <b>Detractors</b> (23%)
What do you think your department could improve on? Answered: 21 Skipped: 19	-56 EPS <b>Promoters</b> (10%) <b>Detractors</b> (33%)
What do you think your department is doing well? Answered: 19 Skipped: 21	86 EPS <b>Promoters</b> (68%) are talking about Communication (5) Transparency (3) <b>Detractors</b> (5%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 16 Skipped: 24	60 EPS <b>Promoters</b> (75%) are talking about Compensation and Benefits (5) <b>Detractors</b> (19%)