

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>	69.3% 169 of 244 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
Response group	Benchmarks (6)
Emily Humphrey's Team	Historical Trend: 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	77% favorable
↓ Current score is lower than 2024 Employee Survey score	
GP: Being Good Stewards of Public Resources	66% favorable
↑ Current score is higher than 2020 Employee Survey score	
GP: Cultivating Partnerships	73% favorable
↓ Current score is lower than 2021 Employee Survey score	
↓ Current score is lower than 2023 Employee Survey score	
GP: Empowering People to Take Responsibility	68% favorable
GP: Promoting Innovation and Continuous Improvement	72% favorable
↑ Current score is higher than 2020 Employee Survey score	
GP: Providing Quality Customer Service	88% favorable
Management	81% favorable
↑ Current score is higher than 2020 Employee Survey score	
Survey Questions	76% favorable
↑ Current score is higher than 2020 Employee Survey score	
↑ Current score is higher than 2023 Employee Survey score	
↓ Current score is lower than 2024 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 lower than 2024 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: 167 Skipped: 2 Scale: 1-5	 66%	
I am treated with respect and dignity.* Answered: 167 Skipped: 2 Scale: 1-5	 83%	
Larimer County is a safe place to work.* Answered: 167 Skipped: 2 Scale: 1-5	 80%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 164 Skipped: 5 Scale: 1-5	 61%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 167 Skipped: 2 Scale: 1-5	 68%	
I would recommend Larimer County as a good place to work.* Answered: 167 Skipped: 2 Scale: 1-5	 83%	
I have received the training I need to do a quality job.* Answered: 165 Skipped: 4 Scale: 1-5	 90%	
I have the information I need to do my job effectively.* Answered: 167 Skipped: 2 Scale: 1-5	 86%	

*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: 167 Skipped: 2 Scale: 1-5	 87%	
Employees are treated with dignity and their contributions matter. Answered: 167 Skipped: 2 Scale: 1-5	 73%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 167 Skipped: 2 Scale: 1-5	 66%	



Individual Metric Results: 2 of 8 Metrics

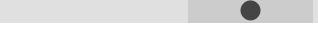
GP: Being Good Stewards of Public Resources

66%
favorable

↑ Current score is higher than 2020 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: 167 Skipped: 2 Scale: 1-5		64%
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: 167 Skipped: 2 Scale: 1-5		49%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 167 Skipped: 2 Scale: 1-5		87%

*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: 167 Skipped: 2 Scale: 1-5		72%
I have the information I need to do my job effectively. Answered: 167 Skipped: 2 Scale: 1-5		86%
I am appropriately involved in decisions that affect my work. Answered: 165 Skipped: 4 Scale: 1-5		56%
I can maintain a reasonable balance between my personal life and work life. Answered: 167 Skipped: 2 Scale: 1-5		68%

Individual Metric Results: 3 of 8 Metrics

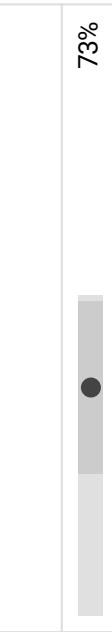
GP: Cultivating Partnerships

↓ Current score is lower than 2021 Employee Survey score

↓ Current score is lower than 2023 Employee Survey score

73%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses
<p>Employees in my department do well at maintaining productive partnerships.*</p> <p>Answered: 167 Skipped: 2 Scale: 1-5</p>	

Questions that most drive GP: Cultivating Partnerships (4)	Responses
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 167 Skipped: 2 Scale: 1-5</p>	
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 167 Skipped: 2 Scale: 1-5</p>	
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 167 Skipped: 2 Scale: 1-5</p>	
<p>Employees are treated with dignity and their contributions matter.</p> <p>Answered: 167 Skipped: 2 Scale: 1-5</p>	

*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

68%
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: 167 Skipped: 2 Scale: 1-5		54%
I am appropriately involved in decisions that affect my work.* Answered: 165 Skipped: 4 Scale: 1-5		56%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 167 Skipped: 2 Scale: 1-5		73%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 167 Skipped: 2 Scale: 1-5		91%

*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: 167 Skipped: 2 Scale: 1-5		73%
I am treated with respect and dignity. Answered: 167 Skipped: 2 Scale: 1-5		83%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 166 Skipped: 3 Scale: 1-5		66%
I look forward to coming to work at this company. Answered: 167 Skipped: 2 Scale: 1-5		66%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

72%
favorable

↑ Current score is higher than 2020 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: 167 Skipped: 2 Scale: 1-5	 68%	
The work environment on my team supports the development of new and innovative ideas.* Answered: 167 Skipped: 2 Scale: 1-5	 75%	

*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: 166 Skipped: 3 Scale: 1-5	 63%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 167 Skipped: 2 Scale: 1-5	 66%	

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

88%
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: 165 Skipped: 4 Scale: 1-5	 A horizontal bar consisting of three segments of equal width. The first two segments are light gray, and the third segment is dark gray, indicating the range of the 1-5 scale.	83%
Where I work, we are knowledgeable about our customers' needs.* Answered: 167 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments of equal width. The first two segments are light gray, and the third segment is dark gray, indicating the range of the 1-5 scale.	93%

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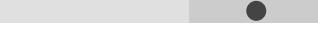
Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 164 Skipped: 5 Scale: 1-5	 A horizontal bar consisting of three segments of equal width. The first two segments are light gray, and the third segment is dark gray, indicating the range of the 1-5 scale.	90%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 167 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments of equal width. The first two segments are light gray, and the third segment is dark gray, indicating the range of the 1-5 scale.	91%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 167 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments of equal width. The first two segments are light gray, and the third segment is dark gray, indicating the range of the 1-5 scale.	73%
Employees in my department do well at maintaining productive partnerships. Answered: 167 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of three segments of equal width. The first two segments are light gray, and the third segment is dark gray, indicating the range of the 1-5 scale.	73%

Individual Metric Results: 7 of 8 Metrics

Management

81%
favorable

↑ Current score is higher than **2020 Employee Survey** score

Questions that define Management (6)	Responses	
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 167 Skipped: 2 Scale: 1-5	 ●	86%
I have a clear idea of what is expected of me in my job.* Answered: 167 Skipped: 2 Scale: 1-5	 ●	93%
The amount of work expected of me is reasonable.* Answered: 167 Skipped: 2 Scale: 1-5	 ●	72%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 167 Skipped: 2 Scale: 1-5	 ●	83%
I receive recognition from management when I do a good job.* Answered: 167 Skipped: 2 Scale: 1-5	 ●	63%
My immediate manager/supervisor encourages two-way communication.* Answered: 167 Skipped: 2 Scale: 1-5	 ●	87%

*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.

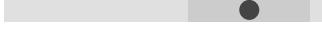
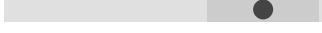
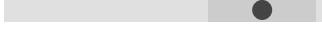
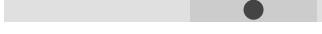
Questions that most drive Management (4)	Responses	
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 167 Skipped: 2 Scale: 1-5	 ●	74%
I have the information I need to do my job effectively. Answered: 167 Skipped: 2 Scale: 1-5	 ●	86%
I feel my department listens to my concerns and tries to act on solutions. Answered: 166 Skipped: 3 Scale: 1-5	 ●	63%
The work environment on my team supports the development of new and innovative ideas. Answered: 167 Skipped: 2 Scale: 1-5	 ●	75%

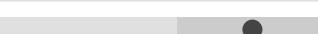
Individual Metric Results: 8 of 8 Metrics

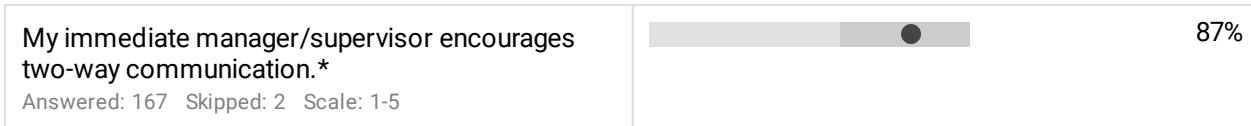
Survey Questions

76%
favorable

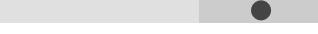
- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↓ Current score is lower than **2024 Employee Survey** score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 167 Skipped: 2 Scale: 1-5	 68%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 167 Skipped: 2 Scale: 1-5	 54%
We have enough employees where I work to do a quality job.* Answered: 167 Skipped: 2 Scale: 1-5	 64%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 167 Skipped: 2 Scale: 1-5	 86%
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: 167 Skipped: 2 Scale: 1-5	 49%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 165 Skipped: 4 Scale: 1-5	 83%
I am appropriately involved in decisions that affect my work.* Answered: 165 Skipped: 4 Scale: 1-5	 56%
Where I work, we are knowledgeable about our customers' needs.* Answered: 167 Skipped: 2 Scale: 1-5	 93%
Employees in my department do well at maintaining productive partnerships.* Answered: 167 Skipped: 2 Scale: 1-5	 73%
I have a clear idea of what is expected of me in my job.* Answered: 167 Skipped: 2 Scale: 1-5	 93%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 167 Skipped: 2 Scale: 1-5	 87%

I look forward to coming to work at this company.* Answered: 167 Skipped: 2 Scale: 1-5	 66%
Overall, Larimer County is a great place to work.* Answered: 167 Skipped: 2 Scale: 1-5	 87%
The amount of work expected of me is reasonable.* Answered: 167 Skipped: 2 Scale: 1-5	 72%
I am treated with respect and dignity.* Answered: 167 Skipped: 2 Scale: 1-5	 83%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 167 Skipped: 2 Scale: 1-5	 83%
The work environment on my team supports the development of new and innovative ideas.* Answered: 167 Skipped: 2 Scale: 1-5	 75%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 167 Skipped: 2 Scale: 1-5	 73%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 167 Skipped: 2 Scale: 1-5	 91%
Larimer County is a safe place to work.* Answered: 167 Skipped: 2 Scale: 1-5	 80%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 164 Skipped: 5 Scale: 1-5	 61%
I can maintain a reasonable balance between my personal life and work life.* Answered: 167 Skipped: 2 Scale: 1-5	 68%
I would recommend Larimer County as a good place to work.* Answered: 167 Skipped: 2 Scale: 1-5	 83%
I receive recognition from management when I do a good job.* Answered: 167 Skipped: 2 Scale: 1-5	 63%
I have received the training I need to do a quality job.* Answered: 165 Skipped: 4 Scale: 1-5	 90%
I have the information I need to do my job effectively.* Answered: 167 Skipped: 2 Scale: 1-5	 86%

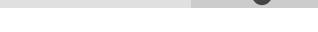


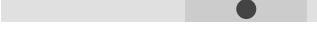
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 167 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the current progress. The bar is approximately 73% complete.	73%
I feel my department listens to my concerns and tries to act on solutions. Answered: 166 Skipped: 3 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the current progress. The bar is approximately 63% complete.	63%
I am motivated to help Larimer County be successful. Answered: 167 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the current progress. The bar is approximately 88% complete.	88%
Employees are treated with dignity and their contributions matter. Answered: 167 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the current progress. The bar is approximately 73% complete.	73%

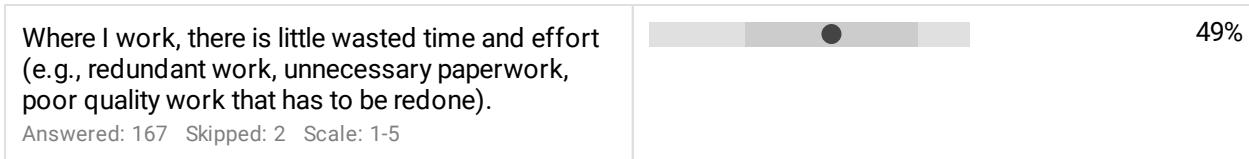
Individual Question Results

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: 166 Skipped: 3 Scale: 1-5	 94%
Where I work, we are knowledgeable about our customers' needs. Answered: 167 Skipped: 2 Scale: 1-5	 93%
I have a clear idea of what is expected of me in my job. Answered: 167 Skipped: 2 Scale: 1-5	 93%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 167 Skipped: 2 Scale: 1-5	 91%
I have received the training I need to do a quality job. Answered: 165 Skipped: 4 Scale: 1-5	 90%
Larimer County delivers high quality services to its customers. Answered: 164 Skipped: 5 Scale: 1-5	 90%
I am motivated to help Larimer County be successful. Answered: 167 Skipped: 2 Scale: 1-5	 88%
Overall, Larimer County is a great place to work. Answered: 167 Skipped: 2 Scale: 1-5	 87%
My immediate manager/supervisor encourages two-way communication. Answered: 167 Skipped: 2 Scale: 1-5	 87%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 167 Skipped: 2 Scale: 1-5	 87%
I have the information I need to do my job effectively. Answered: 167 Skipped: 2 Scale: 1-5	 86%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 167 Skipped: 2 Scale: 1-5	 86%

Where I work, we are able to respond quickly to the needs of our customers. Answered: 165 Skipped: 4 Scale: 1-5		83%
I am treated with respect and dignity. Answered: 167 Skipped: 2 Scale: 1-5		83%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 167 Skipped: 2 Scale: 1-5		83%
I would recommend Larimer County as a good place to work. Answered: 167 Skipped: 2 Scale: 1-5		83%
Larimer County is a safe place to work. Answered: 167 Skipped: 2 Scale: 1-5		80%
The work environment on my team supports the development of new and innovative ideas. Answered: 167 Skipped: 2 Scale: 1-5		75%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 167 Skipped: 2 Scale: 1-5		74%
Employees in my department do well at maintaining productive partnerships. Answered: 167 Skipped: 2 Scale: 1-5		73%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 167 Skipped: 2 Scale: 1-5		73%
Employees are treated with dignity and their contributions matter. Answered: 167 Skipped: 2 Scale: 1-5		73%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 167 Skipped: 2 Scale: 1-5		73%
The amount of work expected of me is reasonable. Answered: 167 Skipped: 2 Scale: 1-5		72%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 167 Skipped: 2 Scale: 1-5		68%
I can maintain a reasonable balance between my personal life and work life. Answered: 167 Skipped: 2 Scale: 1-5		68%

<p>I am comfortable sharing a different opinion or concern and do so without fear. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>67%</p>
<p>I look forward to coming to work at this company. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>66%</p>
<p>Larimer County has created an environment where all employee are supported to succeed. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>66%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work. Answered: 166 Skipped: 3 Scale: 1-5</p>	 <p>66%</p>
<p>I am comfortable speaking up without fear of negative consequences. Answered: 165 Skipped: 4 Scale: 1-5</p>	 <p>65%</p>
<p>We have enough employees where I work to do a quality job. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>64%</p>
<p>I receive recognition from management when I do a good job. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>63%</p>
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 166 Skipped: 3 Scale: 1-5</p>	 <p>63%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 164 Skipped: 5 Scale: 1-5</p>	 <p>61%</p>
<p>Larimer County adapts to meet the needs of it's employees. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>60%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively. Answered: 163 Skipped: 6 Scale: 1-5</p>	 <p>56%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>56%</p>
<p>I am appropriately involved in decisions that affect my work. Answered: 165 Skipped: 4 Scale: 1-5</p>	 <p>56%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job. Answered: 167 Skipped: 2 Scale: 1-5</p>	 <p>54%</p>



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 75 Skipped: 94	8 EPS Promoters (37%) are talking about Meaningful Work (4) Communication (3) Compensation and Benefits (3) Management (3) Teamwork (3) Detractors (32%) are talking about Compensation and Benefits (6) Communication (3) Management (3) Meaningful Work (3) Values and Culture (3)
What do you think your department could improve on? Answered: 93 Skipped: 76	-74 EPS Promoters (6%) Detractors (43%) are talking about Communication (12) Accountability and Responsibility (7) Teamwork (5) Compensation and Benefits (4) Senior Leadership (4)
What do you think your department is doing well? Answered: 95 Skipped: 74	94 EPS Promoters (71%) are talking about Communication (16) Teamwork (8) Management (6) Training and Learning Opportunities (6) Transparency (6) Detractors (2%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 73 Skipped: 96	30 EPS Promoters (48%) are talking about Compensation and Benefits (13) Communication (4) Detractors (26%) are talking about Compensation and Benefits (7) Accountability and Responsibility (3) Communication (3)