

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>	61.1% 11 of 18 participants have completed the survey
Response group	As of
William Ressue's Team	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

Summary of Metric results

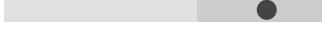
% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	90% favorable
GP: Being Good Stewards of Public Resources	82% favorable
GP: Cultivating Partnerships	73% favorable
GP: Empowering People to Take Responsibility	81% favorable
GP: Promoting Innovation and Continuous Improvement	86% favorable
GP: Providing Quality Customer Service	82% favorable
Management	79% favorable
Survey Questions	84% favorable

Individual Metric Results: 1 of 8 Metrics

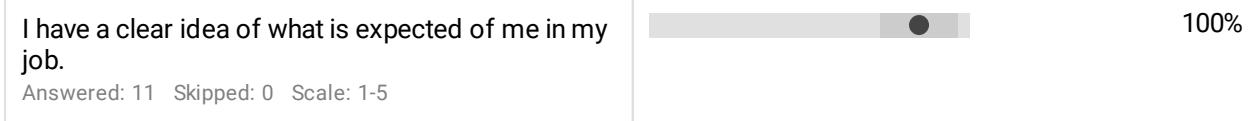
GP: Being a Fulfilling and Enjoyable Place to Work

90%
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: 11 Skipped: 0 Scale: 1-5	 82%	
I am treated with respect and dignity.* Answered: 11 Skipped: 0 Scale: 1-5	 91%	
Larimer County is a safe place to work.* Answered: 11 Skipped: 0 Scale: 1-5	 100%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 11 Skipped: 0 Scale: 1-5	 82%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 11 Skipped: 0 Scale: 1-5	 73%	
I would recommend Larimer County as a good place to work.* Answered: 11 Skipped: 0 Scale: 1-5	 100%	
I have received the training I need to do a quality job.* Answered: 11 Skipped: 0 Scale: 1-5	 91%	
I have the information I need to do my job effectively.* Answered: 11 Skipped: 0 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.

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: 11 Skipped: 0 Scale: 1-5	 100%	
Employees are treated with dignity and their contributions matter. Answered: 11 Skipped: 0 Scale: 1-5	 82%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 11 Skipped: 0 Scale: 1-5	 73%	



Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

82%
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: 11 Skipped: 0 Scale: 1-5	 A horizontal bar divided into 5 equal segments. The fourth segment from the left is filled black, representing 80% favorability, with the text '73%' to its right.	73%
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: 11 Skipped: 0 Scale: 1-5	 A horizontal bar divided into 5 equal segments. The fourth segment from the left is filled black, representing 80% favorability, with the text '82%' to its right.	82%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar divided into 5 equal segments. The fourth segment from the left is filled black, representing 80% favorability, with the text '91%' to its right.	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: Being Good Stewards of Public Resources (4)	Responses	
The amount of work expected of me is reasonable. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar divided into 5 equal segments. The fourth segment from the left is filled black, representing 80% favorability, with the text '73%' to its right.	73%
I can maintain a reasonable balance between my personal life and work life. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar divided into 5 equal segments. The fourth segment from the left is filled black, representing 80% favorability, with the text '73%' to its right.	73%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar divided into 5 equal segments. The fourth segment from the left is filled black, representing 80% favorability, with the text '82%' to its right.	82%
Larimer County delivers high quality services to its customers. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar divided into 5 equal segments. The fourth segment from the left is filled black, representing 80% favorability, with the text '82%' to its right.	82%

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

73%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 11 Skipped: 0 Scale: 1-5		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: Cultivating Partnerships (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 11 Skipped: 0 Scale: 1-5		64%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 11 Skipped: 0 Scale: 1-5		82%
The work environment on my team supports the development of new and innovative ideas. Answered: 11 Skipped: 0 Scale: 1-5		91%
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: 11 Skipped: 0 Scale: 1-5		82%

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

81%
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: 11 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 midpoint of the 1-5 scale.	82%
I am appropriately involved in decisions that affect my work.* Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black.	73%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 9 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black.	67%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black.	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: Empowering People to Take Responsibility (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black.	64%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black.	82%
I am treated with respect and dignity. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black.	91%
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: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width segments. The fourth segment from the left is filled black.	82%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

86%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 11 Skipped: 0 Scale: 1-5		82%
The work environment on my team supports the development of new and innovative ideas.* Answered: 11 Skipped: 0 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: Promoting Innovation and Continuous Improvement (2)	Responses	
I feel my department listens to my concerns and tries to act on solutions. Answered: 11 Skipped: 0 Scale: 1-5		73%
Larimer County has created an environment where all employee are supported to succeed. Answered: 11 Skipped: 0 Scale: 1-5		73%

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

82%
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: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three 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.	73%
Where I work, we are knowledgeable about our customers' needs.* Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three 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.	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: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three 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.	82%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three 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.	100%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three 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.	64%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three 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.	100%

Individual Metric Results: 7 of 8 Metrics

Management

79%
favorable

Questions that define Management (6)	Responses
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 11 Skipped: 0 Scale: 1-5</p>	 73%
<p>I have a clear idea of what is expected of me in my job.* Answered: 11 Skipped: 0 Scale: 1-5</p>	 100%
<p>The amount of work expected of me is reasonable.* Answered: 11 Skipped: 0 Scale: 1-5</p>	 73%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 11 Skipped: 0 Scale: 1-5</p>	 73%
<p>I receive recognition from management when I do a good job.* Answered: 11 Skipped: 0 Scale: 1-5</p>	 73%
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 11 Skipped: 0 Scale: 1-5</p>	 82%

*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: 11 Skipped: 0 Scale: 1-5</p>	 73%
<p>I have the information I need to do my job effectively. Answered: 11 Skipped: 0 Scale: 1-5</p>	 100%
<p>Employees are treated with dignity and their contributions matter. Answered: 11 Skipped: 0 Scale: 1-5</p>	 82%
<p>I am treated with respect and dignity. Answered: 11 Skipped: 0 Scale: 1-5</p>	 91%

Individual Metric Results: 8 of 8 Metrics

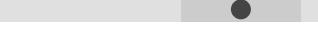
Survey Questions

84%
favorable

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 11 Skipped: 0 Scale: 1-5	 82%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 11 Skipped: 0 Scale: 1-5	 82%
We have enough employees where I work to do a quality job.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
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: 11 Skipped: 0 Scale: 1-5	 82%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
I am appropriately involved in decisions that affect my work.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
Where I work, we are knowledgeable about our customers' needs.* Answered: 11 Skipped: 0 Scale: 1-5	 91%
Employees in my department do well at maintaining productive partnerships.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
I have a clear idea of what is expected of me in my job.* Answered: 11 Skipped: 0 Scale: 1-5	 100%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 11 Skipped: 0 Scale: 1-5	 91%
I look forward to coming to work at this company.* Answered: 11 Skipped: 0 Scale: 1-5	 82%

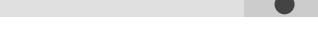
Overall, Larimer County is a great place to work.* Answered: 11 Skipped: 0 Scale: 1-5	 100%
The amount of work expected of me is reasonable.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
I am treated with respect and dignity.* Answered: 11 Skipped: 0 Scale: 1-5	 91%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
The work environment on my team supports the development of new and innovative ideas.* Answered: 11 Skipped: 0 Scale: 1-5	 91%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 9 Skipped: 2 Scale: 1-5	 67%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 11 Skipped: 0 Scale: 1-5	 100%
Larimer County is a safe place to work.* Answered: 11 Skipped: 0 Scale: 1-5	 100%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 11 Skipped: 0 Scale: 1-5	 82%
I can maintain a reasonable balance between my personal life and work life.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
I would recommend Larimer County as a good place to work.* Answered: 11 Skipped: 0 Scale: 1-5	 100%
I receive recognition from management when I do a good job.* Answered: 11 Skipped: 0 Scale: 1-5	 73%
I have received the training I need to do a quality job.* Answered: 11 Skipped: 0 Scale: 1-5	 91%
I have the information I need to do my job effectively.* Answered: 11 Skipped: 0 Scale: 1-5	 100%
My immediate manager/supervisor encourages two-way communication.* Answered: 11 Skipped: 0 Scale: 1-5	 82%

*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.

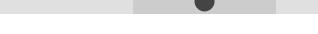
Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. A black dot is positioned in the third segment from the left, indicating the response point on a 1-5 scale.	64%
I feel my department listens to my concerns and tries to act on solutions. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. A black dot is positioned in the third segment from the left, indicating the response point on a 1-5 scale.	73%
Employees are treated with dignity and their contributions matter. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. A black dot is positioned in the third segment from the left, indicating the response point on a 1-5 scale.	82%
Larimer County has created an environment where all employee are supported to succeed. Answered: 11 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-width gray segments. A black dot is positioned in the third segment from the left, indicating the response point on a 1-5 scale.	73%

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
I have a clear idea of what is expected of me in my job. Answered: 11 Skipped: 0 Scale: 1-5	 100%
Overall, Larimer County is a great place to work. Answered: 11 Skipped: 0 Scale: 1-5	 100%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 11 Skipped: 0 Scale: 1-5	 100%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 11 Skipped: 0 Scale: 1-5	 100%
Larimer County is a safe place to work. Answered: 11 Skipped: 0 Scale: 1-5	 100%
I would recommend Larimer County as a good place to work. Answered: 11 Skipped: 0 Scale: 1-5	 100%
I have the information I need to do my job effectively. Answered: 11 Skipped: 0 Scale: 1-5	 100%
I am motivated to help Larimer County be successful. Answered: 11 Skipped: 0 Scale: 1-5	 100%
Where I work, we are knowledgeable about our customers' needs. Answered: 11 Skipped: 0 Scale: 1-5	 91%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 11 Skipped: 0 Scale: 1-5	 91%
I am treated with respect and dignity. Answered: 11 Skipped: 0 Scale: 1-5	 91%
The work environment on my team supports the development of new and innovative ideas. Answered: 11 Skipped: 0 Scale: 1-5	 91%
I have received the training I need to do a quality job. Answered: 11 Skipped: 0 Scale: 1-5	 91%

Larimer County fosters a culture of innovation and encourages creativity. Answered: 11 Skipped: 0 Scale: 1-5	 82%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 11 Skipped: 0 Scale: 1-5	 82%
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: 11 Skipped: 0 Scale: 1-5	 82%
I look forward to coming to work at this company. Answered: 11 Skipped: 0 Scale: 1-5	 82%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 11 Skipped: 0 Scale: 1-5	 82%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 11 Skipped: 0 Scale: 1-5	 82%
Employees are treated with dignity and their contributions matter. Answered: 11 Skipped: 0 Scale: 1-5	 82%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 11 Skipped: 0 Scale: 1-5	 82%
My immediate manager/supervisor encourages two-way communication. Answered: 11 Skipped: 0 Scale: 1-5	 82%
Larimer County delivers high quality services to its customers. Answered: 11 Skipped: 0 Scale: 1-5	 82%
I am comfortable speaking up without fear of negative consequences. Answered: 11 Skipped: 0 Scale: 1-5	 82%
We have enough employees where I work to do a quality job. Answered: 11 Skipped: 0 Scale: 1-5	 73%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 11 Skipped: 0 Scale: 1-5	 73%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 11 Skipped: 0 Scale: 1-5	 73%
I am appropriately involved in decisions that affect my work. Answered: 11 Skipped: 0 Scale: 1-5	 73%

Employees in my department do well at maintaining productive partnerships. Answered: 11 Skipped: 0 Scale: 1-5	 73%
I feel my department listens to my concerns and tries to act on solutions. Answered: 11 Skipped: 0 Scale: 1-5	 73%
The amount of work expected of me is reasonable. Answered: 11 Skipped: 0 Scale: 1-5	 73%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 11 Skipped: 0 Scale: 1-5	 73%
I can maintain a reasonable balance between my personal life and work life. Answered: 11 Skipped: 0 Scale: 1-5	 73%
I receive recognition from management when I do a good job. Answered: 11 Skipped: 0 Scale: 1-5	 73%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 11 Skipped: 0 Scale: 1-5	 73%
Larimer County adapts to meet the needs of its employees. Answered: 11 Skipped: 0 Scale: 1-5	 73%
Larimer County has created an environment where all employee are supported to succeed. Answered: 11 Skipped: 0 Scale: 1-5	 73%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 9 Skipped: 2 Scale: 1-5	 67%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 11 Skipped: 0 Scale: 1-5	 64%
I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 11 Skipped: 0 Scale: 1-5	 64%
The different departments and elected offices within Larimer County collaborate effectively. Answered: 11 Skipped: 0 Scale: 1-5	 64%

Open-ended questions (4)	Responses
Overall, do you have any general comments about your department?	not enough data
What do you think your department could improve on?	not enough data
What do you think your department is doing well? Answered: 5 Skipped: 6	100 EPS Promoters (80%)
Overall, do you have any general comments about Larimer County as an employer?	not enough data