

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>	97.4% 37 of 38 participants have completed the survey
As of	Dec 04, 2025, 09:57 PM MST Results are grouped based on information in the Employee Directory as of this date
Benchmarks (6)	Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey
Response group	Mark Peterson's Team

Summary of Metric results

% favorable

Metric	% favorable
GP: Being a Fulfilling and Enjoyable Place to Work	85% favorable
GP: Being Good Stewards of Public Resources	62% favorable
GP: Cultivating Partnerships	97% favorable
GP: Empowering People to Take Responsibility	90% favorable
GP: Promoting Innovation and Continuous Improvement	76% favorable
GP: Providing Quality Customer Service	89% favorable
Management	88% 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 7 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work

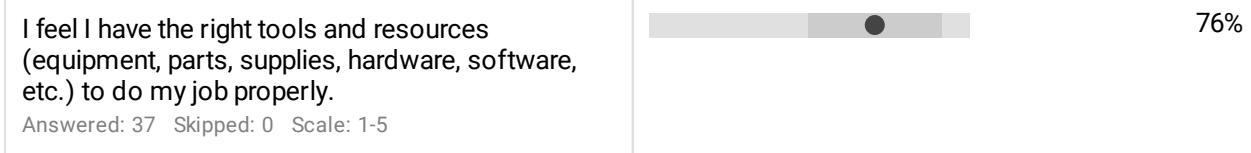
85%
favorable

↓ Current score is lower than 2020 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: 37 Skipped: 0 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"><div style="width: 81%;"></div></div></div>	81%
I am treated with respect and dignity.* Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 95%;"><div style="width: 100%;"><div style="width: 95%;"></div></div></div>	95%
Larimer County is a safe place to work.* Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"><div style="width: 92%;"></div></div></div>	92%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 84%;"><div style="width: 100%;"><div style="width: 84%;"></div></div></div>	84%
I can maintain a reasonable balance between my personal life and work life.* Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"><div style="width: 92%;"></div></div></div>	92%
I would recommend Larimer County as a good place to work.* Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"><div style="width: 92%;"></div></div></div>	92%
I have received the training I need to do a quality job.* Answered: 36 Skipped: 1 Scale: 1-5	<div style="width: 61%;"><div style="width: 100%;"><div style="width: 61%;"></div></div></div>	61%
I have the information I need to do my job effectively.* Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"><div style="width: 81%;"></div></div></div>	81%

*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: 37 Skipped: 0 Scale: 1-5	<div style="width: 89%;"><div style="width: 100%;"><div style="width: 89%;"></div></div></div>	89%
Employees are treated with dignity and their contributions matter. Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"><div style="width: 92%;"></div></div></div>	92%
Larimer County has created an environment where all employee are supported to succeed. Answered: 37 Skipped: 0 Scale: 1-5	<div style="width: 84%;"><div style="width: 100%;"><div style="width: 84%;"></div></div></div>	84%



Individual Metric Results: 2 of 7 Metrics

GP: Being Good Stewards of Public Resources

62%
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: 37 Skipped: 0 Scale: 1-5	 70%	
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: 37 Skipped: 0 Scale: 1-5	 41%	
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 37 Skipped: 0 Scale: 1-5	 76%	

*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: 37 Skipped: 0 Scale: 1-5	 81%	
I have the information I need to do my job effectively. Answered: 37 Skipped: 0 Scale: 1-5	 81%	
I am appropriately involved in decisions that affect my work. Answered: 37 Skipped: 0 Scale: 1-5	 81%	
I can maintain a reasonable balance between my personal life and work life. Answered: 37 Skipped: 0 Scale: 1-5	 92%	

Individual Metric Results: 3 of 7 Metrics

GP: Cultivating Partnerships

97%
favorable

Questions that define GP: Cultivating Partnerships (1)

Responses

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

Answered: 37 Skipped: 0 Scale: 1-5



97%

*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: 37 Skipped: 0 Scale: 1-5



92%

Where I work, people actively identify, acknowledge, and work to solve problems.

Answered: 37 Skipped: 0 Scale: 1-5



89%

Where I work, we are knowledgeable about our customers' needs.

Answered: 37 Skipped: 0 Scale: 1-5



95%

Employees are treated with dignity and their contributions matter.

Answered: 37 Skipped: 0 Scale: 1-5



92%

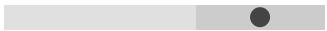
Individual Metric Results: 4 of 7 Metrics

GP: Empowering People to Take Responsibility

90%
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: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	92%
I am appropriately involved in decisions that affect my work.* Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	81%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	92%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	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: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	89%
I am treated with respect and dignity. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	95%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	86%
I look forward to coming to work at this company. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the midpoint of the scale.	81%

Individual Metric Results: 5 of 7 Metrics

GP: Promoting Innovation and Continuous Improvement

76%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 37 Skipped: 0 Scale: 1-5		73%
The work environment on my team supports the development of new and innovative ideas.* Answered: 37 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: Promoting Innovation and Continuous Improvement (2)	Responses	
I feel my department listens to my concerns and tries to act on solutions. Answered: 37 Skipped: 0 Scale: 1-5		76%
Larimer County has created an environment where all employee are supported to succeed. Answered: 37 Skipped: 0 Scale: 1-5		84%

Individual Metric Results: 6 of 7 Metrics

GP: Providing Quality Customer Service

89%
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: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each shaded 50% gray. A black dot is positioned at the 84% mark on the right side of the bar.	84%
Where I work, we are knowledgeable about our customers' needs.* Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each shaded 50% gray. A black dot is positioned at the 95% mark on the right side of the bar.	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: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each shaded 50% gray. A black dot is positioned at the 95% mark on the right side of the bar.	95%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each shaded 50% gray. A black dot is positioned at the 95% mark on the right side of the bar.	95%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each shaded 50% gray. A black dot is positioned at the 89% mark on the right side of the bar.	89%
Employees in my department do well at maintaining productive partnerships. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each shaded 50% gray. A black dot is positioned at the 97% mark on the right side of the bar.	97%

Individual Metric Results: 7 of 7 Metrics

Management

88%
favorable

Questions that define Management (6)	Responses	
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the third segment from the left, indicating the response point on a 1-5 scale.	89%
<p>I have a clear idea of what is expected of me in my job.* Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	92%
<p>The amount of work expected of me is reasonable.* Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	81%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	84%
<p>I receive recognition from management when I do a good job.* Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	86%
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	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 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: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	86%
<p>I have the information I need to do my job effectively. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	81%
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	76%
<p>The work environment on my team supports the development of new and innovative ideas. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of five equal-length gray segments. A black dot is positioned on the fourth segment from the left.	78%

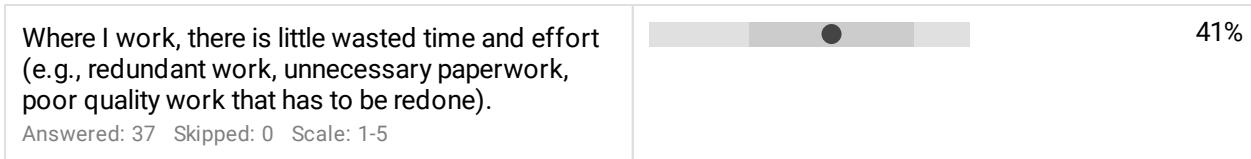
Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Employees in my department do well at maintaining productive partnerships. Answered: 37 Skipped: 0 Scale: 1-5	 97%
I am motivated to help Larimer County be successful. Answered: 37 Skipped: 0 Scale: 1-5	 97%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 36 Skipped: 1 Scale: 1-5	 97%
Where I work, we are knowledgeable about our customers' needs. Answered: 37 Skipped: 0 Scale: 1-5	 95%
I am treated with respect and dignity. Answered: 37 Skipped: 0 Scale: 1-5	 95%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 37 Skipped: 0 Scale: 1-5	 95%
My immediate manager/supervisor encourages two-way communication. Answered: 37 Skipped: 0 Scale: 1-5	 95%
Larimer County delivers high quality services to its customers. Answered: 37 Skipped: 0 Scale: 1-5	 95%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 37 Skipped: 0 Scale: 1-5	 92%
I have a clear idea of what is expected of me in my job. Answered: 37 Skipped: 0 Scale: 1-5	 92%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 37 Skipped: 0 Scale: 1-5	 92%
Larimer County is a safe place to work. Answered: 37 Skipped: 0 Scale: 1-5	 92%

Employees are treated with dignity and their contributions matter. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 92% mark, indicating the percentage of respondents who answered "dignity and contributions matter".	92%
I can maintain a reasonable balance between my personal life and work life. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 92% mark, indicating the percentage of respondents who answered "balance between personal life and work life".	92%
I would recommend Larimer County as a good place to work. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 92% mark, indicating the percentage of respondents who answered "recommend Larimer County as a good place to work".	92%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 89% mark, indicating the percentage of respondents who answered "immediate manager/supervisor gives feedback that helps improve performance".	89%
Overall, Larimer County is a great place to work. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 89% mark, indicating the percentage of respondents who answered "Overall, Larimer County is a great place to work".	89%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 89% mark, indicating the percentage of respondents who answered "actively identify, acknowledge, and work to solve problems".	89%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 86% mark, indicating the percentage of respondents who answered "appropriately communicates decisions or policy changes".	86%
I receive recognition from management when I do a good job. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 86% mark, indicating the percentage of respondents who answered "receive recognition from management".	86%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 86% mark, indicating the percentage of respondents who answered "comfortable sharing a different opinion or concern".	86%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 86% mark, indicating the percentage of respondents who answered "supervisors are willing to consider perspectives".	86%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 84% mark, indicating the percentage of respondents who answered "able to respond quickly to customer needs".	84%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 84% mark, indicating the percentage of respondents who answered "immediate manager/supervisor works to remove obstacles".	84%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 84% mark, indicating the percentage of respondents who answered "choose to stay with Larimer County".	84%
Larimer County has created an environment where all employee are supported to succeed. Answered: 37 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 84% mark, indicating the percentage of respondents who answered "environment where all employees are supported".	84%

<p>I am appropriately involved in decisions that affect my work. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	81%
<p>I look forward to coming to work at this company. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	81%
<p>The amount of work expected of me is reasonable. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	81%
<p>I have the information I need to do my job effectively. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	81%
<p>I am comfortable speaking up without fear of negative consequences. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	81%
<p>The work environment on my team supports the development of new and innovative ideas. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	78%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	76%
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	76%
<p>Larimer County fosters a culture of innovation and encourages creativity. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	73%
<p>We have enough employees where I work to do a quality job. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	70%
<p>Larimer County adapts to meet the needs of its employees. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	68%
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	62%
<p>I have received the training I need to do a quality job. Answered: 36 Skipped: 1 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	61%
<p>The different departments and elected offices within Larimer County collaborate effectively. Answered: 37 Skipped: 0 Scale: 1-5</p>	 A horizontal bar chart consisting of three segments: a light gray segment on the left, a dark gray segment in the middle containing a black dot, and a light gray segment on the right.	54%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 16 Skipped: 21	56 EPS Promoters (44%) Detractors (13%)
What do you think your department could improve on? Answered: 20 Skipped: 17	-56 EPS Promoters (10%) Detractors (35%) are talking about Communication (3)
What do you think your department is doing well? Answered: 21 Skipped: 16	100 EPS Promoters (57%) are talking about Communication (3) Teamwork (3)
Overall, do you have any general comments about Larimer County as an employer? Answered: 19 Skipped: 18	60 EPS Promoters (63%) Detractors (16%)