

# Overview of Survey Results

2025 Employee Survey - Manager Report with no comments 2025 Employee survey

Survey description	Participation rate
<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>	61.5% 8 of 13 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)	<b>Historical Trend:</b> 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey
Response group	Cary Weiner's Team

## Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	88% favorable
GP: Being Good Stewards of Public Resources	71% favorable
GP: Cultivating Partnerships	100% favorable
GP: Empowering People to Take Responsibility	88% favorable
GP: Promoting Innovation and Continuous Improvement	88% favorable
GP: Providing Quality Customer Service	94% favorable
Management	85% favorable
<b>Survey Questions</b>	<b>87% favorable</b>

↑ Current score is higher than **2024 Employee Survey** score

### Legend

↑ Indicates a score statistically higher than available benchmark or filter

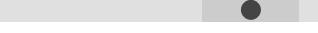
↓ Indicates a score statistically lower than available benchmark or filter

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

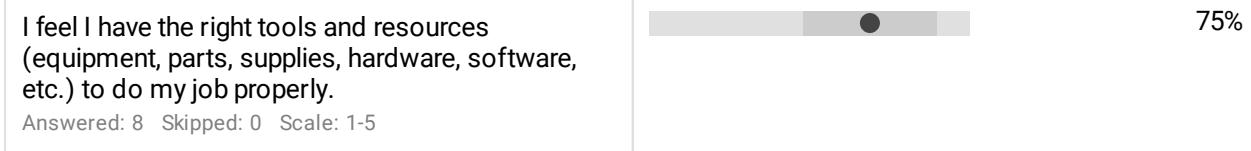
## GP: Being a Fulfilling and Enjoyable Place to Work

88%  
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: 8 Skipped: 0 Scale: 1-5	 88%	
I am treated with respect and dignity.* Answered: 8 Skipped: 0 Scale: 1-5	 88%	
Larimer County is a safe place to work.* Answered: 8 Skipped: 0 Scale: 1-5	 100%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 8 Skipped: 0 Scale: 1-5	 50%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 8 Skipped: 0 Scale: 1-5	 88%	
I would recommend Larimer County as a good place to work.* Answered: 8 Skipped: 0 Scale: 1-5	 100%	
I have received the training I need to do a quality job.* Answered: 8 Skipped: 0 Scale: 1-5	 88%	
I have the information I need to do my job effectively.* Answered: 8 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: 8 Skipped: 0 Scale: 1-5	 100%	
Employees are treated with dignity and their contributions matter. Answered: 8 Skipped: 0 Scale: 1-5	 88%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 8 Skipped: 0 Scale: 1-5	 50%	



Individual Metric Results: 2 of 8 Metrics

## GP: Being Good Stewards of Public Resources

71%  
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: 8 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating 75% favorability.	75%
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: 8 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating 63% favorability.	63%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating 75% favorability.	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: Being Good Stewards of Public Resources (4)	Responses	
The amount of work expected of me is reasonable. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating 50% favorability.	50%
I have the information I need to do my job effectively. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. All five segments are filled with a dark grey dot, indicating 100% favorability.	100%
I am appropriately involved in decisions that affect my work. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating 88% favorability.	88%
I can maintain a reasonable balance between my personal life and work life. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled with a dark grey dot, indicating 88% favorability.	88%

Individual Metric Results: 3 of 8 Metrics

## GP: Cultivating Partnerships

100%  
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track with a black dot at the 100% mark.	100%

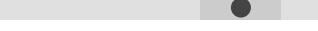
\*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive GP: Cultivating Partnerships (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track with a black dot at the 88% mark.	88%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track with a black dot at the 100% mark.	100%
Where I work, we are knowledgeable about our customers' needs. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track with a black dot at the 88% mark.	88%
Employees are treated with dignity and their contributions matter. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track with a black dot at the 88% mark.	88%

Individual Metric Results: 4 of 8 Metrics

## GP: Empowering People to Take Responsibility

88%  
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: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 88% favorable response point on a 1-5 scale.	88%
I am appropriately involved in decisions that affect my work.* Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 88% favorable response point on a 1-5 scale.	88%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 88% favorable response point on a 1-5 scale.	88%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 88% favorable response point on a 1-5 scale.	88%

\*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: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 100% favorable response point on a 1-5 scale.	100%
I am treated with respect and dignity. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 88% favorable response point on a 1-5 scale.	88%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 100% favorable response point on a 1-5 scale.	100%
I look forward to coming to work at this company. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black, indicating the 88% favorable response point on a 1-5 scale.	88%

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: 8 Skipped: 0 Scale: 1-5		88%
The work environment on my team supports the development of new and innovative ideas.* Answered: 8 Skipped: 0 Scale: 1-5		88%

\*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: 8 Skipped: 0 Scale: 1-5		63%
Larimer County has created an environment where all employee are supported to succeed. Answered: 8 Skipped: 0 Scale: 1-5		50%

Individual Metric Results: 6 of 8 Metrics

## GP: Providing Quality Customer Service

94%  
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: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress level.	100%
Where I work, we are knowledgeable about our customers' needs.* Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress level.	88%

\*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: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress level.	100%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress level.	88%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress level.	100%
Employees in my department do well at maintaining productive partnerships. Answered: 8 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the progress level.	100%

## 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: 8 Skipped: 0 Scale: 1-5</p>	 100%	
<p>I have a clear idea of what is expected of me in my job.* Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%	
<p>The amount of work expected of me is reasonable.* Answered: 8 Skipped: 0 Scale: 1-5</p>	 50%	
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 8 Skipped: 0 Scale: 1-5</p>	 88%	
<p>I receive recognition from management when I do a good job.* Answered: 8 Skipped: 0 Scale: 1-5</p>	 75%	
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 8 Skipped: 0 Scale: 1-5</p>	 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.

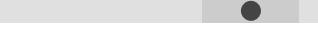
Questions that most drive Management (4)	Responses	
<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 8 Skipped: 0 Scale: 1-5</p>	 88%	
<p>I have the information I need to do my job effectively. Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%	
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 8 Skipped: 0 Scale: 1-5</p>	 63%	
<p>The work environment on my team supports the development of new and innovative ideas. Answered: 8 Skipped: 0 Scale: 1-5</p>	 88%	

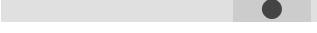
## Individual Metric Results: 8 of 8 Metrics

### Survey Questions

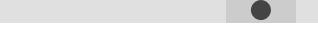
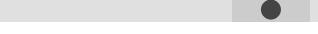
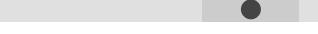
87%  
favorable

↑ Current score is higher than 2024 Employee Survey score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 8 Skipped: 0 Scale: 1-5	 88%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 8 Skipped: 0 Scale: 1-5	 88%
We have enough employees where I work to do a quality job.* Answered: 8 Skipped: 0 Scale: 1-5	 75%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 8 Skipped: 0 Scale: 1-5	 100%
Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).* Answered: 8 Skipped: 0 Scale: 1-5	 63%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 8 Skipped: 0 Scale: 1-5	 100%
I am appropriately involved in decisions that affect my work.* Answered: 8 Skipped: 0 Scale: 1-5	 88%
Where I work, we are knowledgeable about our customers' needs.* Answered: 8 Skipped: 0 Scale: 1-5	 88%
Employees in my department do well at maintaining productive partnerships.* Answered: 8 Skipped: 0 Scale: 1-5	 100%
I have a clear idea of what is expected of me in my job.* Answered: 8 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: 8 Skipped: 0 Scale: 1-5	 75%
I look forward to coming to work at this company.* Answered: 8 Skipped: 0 Scale: 1-5	 88%

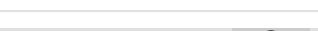
Overall, Larimer County is a great place to work.* Answered: 8 Skipped: 0 Scale: 1-5		100%
The amount of work expected of me is reasonable.* Answered: 8 Skipped: 0 Scale: 1-5		50%
I am treated with respect and dignity.* Answered: 8 Skipped: 0 Scale: 1-5		88%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 8 Skipped: 0 Scale: 1-5		88%
The work environment on my team supports the development of new and innovative ideas.* Answered: 8 Skipped: 0 Scale: 1-5		88%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 8 Skipped: 0 Scale: 1-5		88%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 8 Skipped: 0 Scale: 1-5		88%
Larimer County is a safe place to work.* Answered: 8 Skipped: 0 Scale: 1-5		100%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 8 Skipped: 0 Scale: 1-5		50%
I can maintain a reasonable balance between my personal life and work life.* Answered: 8 Skipped: 0 Scale: 1-5		88%
I would recommend Larimer County as a good place to work.* Answered: 8 Skipped: 0 Scale: 1-5		100%
I receive recognition from management when I do a good job.* Answered: 8 Skipped: 0 Scale: 1-5		75%
I have received the training I need to do a quality job.* Answered: 8 Skipped: 0 Scale: 1-5		88%
I have the information I need to do my job effectively.* Answered: 8 Skipped: 0 Scale: 1-5		100%
My immediate manager/supervisor encourages two-way communication.* Answered: 8 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.

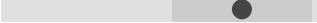
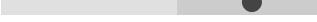
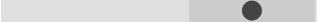
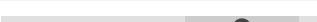
Questions that most drive Survey Questions (4)	Responses
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 8 Skipped: 0 Scale: 1-5	 100%
I feel my department listens to my concerns and tries to act on solutions. Answered: 8 Skipped: 0 Scale: 1-5	 63%
I am motivated to help Larimer County be successful. Answered: 8 Skipped: 0 Scale: 1-5	 100%
Employees are treated with dignity and their contributions matter. Answered: 8 Skipped: 0 Scale: 1-5	 88%

# Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
<p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>Where I work, we are able to respond quickly to the needs of our customers.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>Employees in my department do well at maintaining productive partnerships.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>I have a clear idea of what is expected of me in my job.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>Overall, Larimer County is a great place to work.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>My department appropriately communicates decisions or policy changes that affect my work.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>I clearly understand how my own job contributes to achieving the mission and vision of my department.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>Larimer County is a safe place to work.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>I would recommend Larimer County as a good place to work.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>I have the information I need to do my job effectively.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>My immediate manager/supervisor encourages two-way communication.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>Larimer County delivers high quality services to its customers.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%
<p><b>Where I work, people actively identify, acknowledge, and work to solve problems.</b> Answered: 8 Skipped: 0 Scale: 1-5</p>	 100%

I am motivated to help Larimer County be successful. Answered: 8 Skipped: 0 Scale: 1-5	 100%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 8 Skipped: 0 Scale: 1-5	 88%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 8 Skipped: 0 Scale: 1-5	 88%
I am appropriately involved in decisions that affect my work. Answered: 8 Skipped: 0 Scale: 1-5	 88%
Where I work, we are knowledgeable about our customers' needs. Answered: 8 Skipped: 0 Scale: 1-5	 88%
I look forward to coming to work at this company. Answered: 8 Skipped: 0 Scale: 1-5	 88%
I am treated with respect and dignity. Answered: 8 Skipped: 0 Scale: 1-5	 88%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 8 Skipped: 0 Scale: 1-5	 88%
The work environment on my team supports the development of new and innovative ideas. Answered: 8 Skipped: 0 Scale: 1-5	 88%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 8 Skipped: 0 Scale: 1-5	 88%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 8 Skipped: 0 Scale: 1-5	 88%
Employees are treated with dignity and their contributions matter. Answered: 8 Skipped: 0 Scale: 1-5	 88%
I can maintain a reasonable balance between my personal life and work life. Answered: 8 Skipped: 0 Scale: 1-5	 88%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 8 Skipped: 0 Scale: 1-5	 88%

<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>Larimer County adapts to meet the needs of its employees.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>75%</p>
<p>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>50%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>50%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 8 Skipped: 0 Scale: 1-5</p>	 <p>50%</p>



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? Answered: 5 Skipped: 3	33 EPS <b>Promoters</b> (40%) <b>Detractors</b> (20%)
What do you think your department is doing well? Answered: 5 Skipped: 3	100 EPS <b>Promoters</b> (80%) are talking about Communication (3)
Overall, do you have any general comments about Larimer County as an employer?	not enough data