

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>	77.1% 27 of 35 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	Ken Cooper's Team

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	85% favorable
GP: Being Good Stewards of Public Resources	86% favorable
GP: Cultivating Partnerships	85% favorable
GP: Empowering People to Take Responsibility	83% favorable
GP: Promoting Innovation and Continuous Improvement	81% favorable
GP: Providing Quality Customer Service	98% favorable
Management	83% favorable
Survey Questions	85% 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 8 Metrics

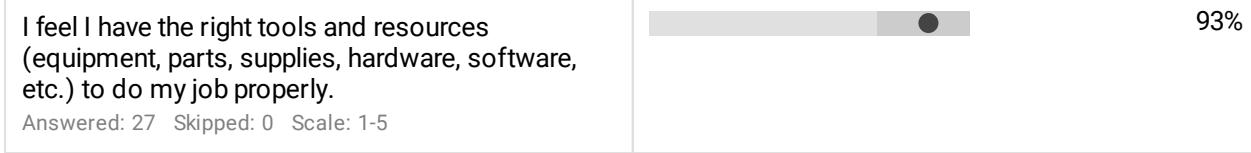
GP: Being a Fulfilling and Enjoyable Place to Work

85%
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: 27 Skipped: 0 Scale: 1-5	 74%	
I am treated with respect and dignity.* Answered: 27 Skipped: 0 Scale: 1-5	 74%	
Larimer County is a safe place to work.* Answered: 27 Skipped: 0 Scale: 1-5	 85%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 27 Skipped: 0 Scale: 1-5	 85%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 27 Skipped: 0 Scale: 1-5	 93%	
I would recommend Larimer County as a good place to work.* Answered: 27 Skipped: 0 Scale: 1-5	 89%	
I have received the training I need to do a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	 85%	
I have the information I need to do my job effectively.* Answered: 26 Skipped: 1 Scale: 1-5	 96%	

*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: 27 Skipped: 0 Scale: 1-5	 89%	
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5	 74%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 27 Skipped: 0 Scale: 1-5	 70%	



Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

86%
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: 27 Skipped: 0 Scale: 1-5	<div style="width: 93%;"><div style="width: 100%;"></div></div>	93%
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: 27 Skipped: 0 Scale: 1-5	<div style="width: 74%;"><div style="width: 100%;"></div></div>	74%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 27 Skipped: 0 Scale: 1-5	<div style="width: 93%;"><div style="width: 100%;"></div></div>	93%

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Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses	
The amount of work expected of me is reasonable. Answered: 27 Skipped: 0 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"></div></div>	81%
I have the information I need to do my job effectively. Answered: 26 Skipped: 1 Scale: 1-5	<div style="width: 96%;"><div style="width: 100%;"></div></div>	96%
I am appropriately involved in decisions that affect my work. Answered: 27 Skipped: 0 Scale: 1-5	<div style="width: 74%;"><div style="width: 100%;"></div></div>	74%
I can maintain a reasonable balance between my personal life and work life. Answered: 27 Skipped: 0 Scale: 1-5	<div style="width: 93%;"><div style="width: 100%;"></div></div>	93%

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

85%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 27 Skipped: 0 Scale: 1-5		85%

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

Questions that most drive GP: Cultivating Partnerships (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 27 Skipped: 0 Scale: 1-5		81%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 27 Skipped: 0 Scale: 1-5		85%
Where I work, we are knowledgeable about our customers' needs. Answered: 27 Skipped: 0 Scale: 1-5		96%
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5		74%

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

83%
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: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar, indicating the midpoint of the scale.	81%
I am appropriately involved in decisions that affect my work.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar.	74%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar.	78%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar.	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: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar.	85%
I am treated with respect and dignity. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar.	74%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar.	67%
I look forward to coming to work at this company. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of two segments of equal length, each represented by a light gray rectangle. A dark gray circle is positioned in the center of the bar.	74%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

81%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 27 Skipped: 0 Scale: 1-5		78%
The work environment on my team supports the development of new and innovative ideas.* Answered: 27 Skipped: 0 Scale: 1-5		85%

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

Questions that most drive GP: Promoting Innovation and Continuous Improvement (2)	Responses	
I feel my department listens to my concerns and tries to act on solutions. Answered: 27 Skipped: 0 Scale: 1-5		70%
Larimer County has created an environment where all employee are supported to succeed. Answered: 27 Skipped: 0 Scale: 1-5		70%

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

98%
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: 27 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the response point. The bar is approximately 98% complete.	100%
Where I work, we are knowledgeable about our customers' needs.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the response point. The bar is approximately 96% complete.	96%

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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: 27 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the response point. The bar is approximately 96% complete.	96%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the response point. The bar is 100% complete.	100%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the response point. The bar is approximately 85% complete.	85%
Employees in my department do well at maintaining productive partnerships. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot indicating the response point. The bar is approximately 85% complete.	85%

Individual Metric Results: 7 of 8 Metrics

Management

83%
favorable

Questions that define Management (6)	Responses	
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 26 Skipped: 1 Scale: 1-5</p>	 A horizontal bar 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 a clear idea of what is expected of me in my job.* Answered: 27 Skipped: 0 Scale: 1-5</p>	 A horizontal bar 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.	93%
<p>The amount of work expected of me is reasonable.* Answered: 27 Skipped: 0 Scale: 1-5</p>	 A horizontal bar 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>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 27 Skipped: 0 Scale: 1-5</p>	 A horizontal bar 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 receive recognition from management when I do a good job.* Answered: 26 Skipped: 1 Scale: 1-5</p>	 A horizontal bar 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.	85%
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 27 Skipped: 0 Scale: 1-5</p>	 A horizontal bar 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.	74%

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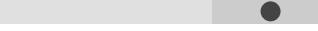
Questions that most drive Management (4)	Responses	
<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 27 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments: a light 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>I have the information I need to do my job effectively. Answered: 26 Skipped: 1 Scale: 1-5</p>	 A horizontal bar 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.	96%
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 27 Skipped: 0 Scale: 1-5</p>	 A horizontal bar 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>The work environment on my team supports the development of new and innovative ideas. Answered: 27 Skipped: 0 Scale: 1-5</p>	 A horizontal bar 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.	85%

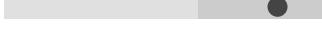
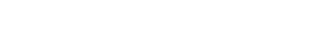
Individual Metric Results: 8 of 8 Metrics

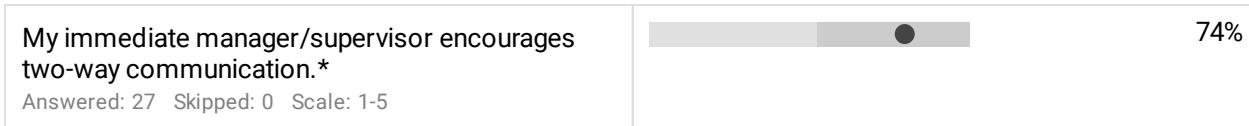
Survey Questions

85%
favorable

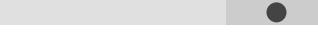
↑ Current score is higher than **2020 Employee Survey** score
↑ Current score is higher than **2021 Employee Survey** score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 27 Skipped: 0 Scale: 1-5	 78%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	 81%
We have enough employees where I work to do a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	 93%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 26 Skipped: 1 Scale: 1-5	 81%
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: 27 Skipped: 0 Scale: 1-5	 74%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 27 Skipped: 0 Scale: 1-5	 100%
I am appropriately involved in decisions that affect my work.* Answered: 27 Skipped: 0 Scale: 1-5	 74%
Where I work, we are knowledgeable about our customers' needs.* Answered: 27 Skipped: 0 Scale: 1-5	 96%
Employees in my department do well at maintaining productive partnerships.* Answered: 27 Skipped: 0 Scale: 1-5	 85%
I have a clear idea of what is expected of me in my job.* Answered: 27 Skipped: 0 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: 27 Skipped: 0 Scale: 1-5	 93%

I look forward to coming to work at this company.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 74% mark, indicating the percentage of respondents who answered 'yes' to the statement.	74%
Overall, Larimer County is a great place to work.* Answered: 27 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 'yes' to the statement.	89%
The amount of work expected of me is reasonable.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 81% mark, indicating the percentage of respondents who answered 'yes' to the statement.	81%
I am treated with respect and dignity.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 74% mark, indicating the percentage of respondents who answered 'yes' to the statement.	74%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 81% mark, indicating the percentage of respondents who answered 'yes' to the statement.	81%
The work environment on my team supports the development of new and innovative ideas.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered 'yes' to the statement.	85%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 78% mark, indicating the percentage of respondents who answered 'yes' to the statement.	78%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 100% mark, indicating the percentage of respondents who answered 'yes' to the statement.	100%
Larimer County is a safe place to work.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered 'yes' to the statement.	85%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered 'yes' to the statement.	85%
I can maintain a reasonable balance between my personal life and work life.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 93% mark, indicating the percentage of respondents who answered 'yes' to the statement.	93%
I would recommend Larimer County as a good place to work.* Answered: 27 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 'yes' to the statement.	89%
I receive recognition from management when I do a good job.* Answered: 26 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered 'yes' to the statement.	85%
I have received the training I need to do a quality job.* Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered 'yes' to the statement.	85%
I have the information I need to do my job effectively.* Answered: 26 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 96% mark, indicating the percentage of respondents who answered 'yes' to the statement.	96%



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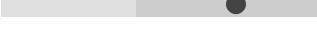
Questions that most drive Survey Questions (4)	Responses
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 27 Skipped: 0 Scale: 1-5	 85%
I feel my department listens to my concerns and tries to act on solutions. Answered: 27 Skipped: 0 Scale: 1-5	 70%
I am motivated to help Larimer County be successful. Answered: 27 Skipped: 0 Scale: 1-5	 93%
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5	 74%

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Where I work, we are able to respond quickly to the needs of our customers. Answered: 27 Skipped: 0 Scale: 1-5	<div style="width: 100%;"><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #333333; height: 10px; border-radius: 5px; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #cccccc; height: 10px; border-radius: 5px; position: absolute; left: 0; top: 0;"></div><div style="width: 100%; background-color: #333333; height: 10px; 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I would recommend Larimer County as a good place to work. Answered: 27 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 "yes".	89%
Employees in my department do well at maintaining productive partnerships. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
The work environment on my team supports the development of new and innovative ideas. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
Larimer County is a safe place to work. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
I have received the training I need to do a quality job. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
Larimer County adapts to meet the needs of its employees. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
I receive recognition from management when I do a good job. Answered: 26 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 85% mark, indicating the percentage of respondents who answered "yes".	85%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 81% mark, indicating the percentage of respondents who answered "yes".	81%
The amount of work expected of me is reasonable. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 81% mark, indicating the percentage of respondents who answered "yes".	81%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 81% mark, indicating the percentage of respondents who answered "yes".	81%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 26 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 81% mark, indicating the percentage of respondents who answered "yes".	81%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 27 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 78% mark, indicating the percentage of respondents who answered "yes".	78%

Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 27 Skipped: 0 Scale: 1-5	 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%
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: 27 Skipped: 0 Scale: 1-5	 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.	74%
I am appropriately involved in decisions that affect my work. Answered: 27 Skipped: 0 Scale: 1-5	 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.	74%
I look forward to coming to work at this company. Answered: 27 Skipped: 0 Scale: 1-5	 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.	74%
I am treated with respect and dignity. Answered: 27 Skipped: 0 Scale: 1-5	 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.	74%
Employees are treated with dignity and their contributions matter. Answered: 27 Skipped: 0 Scale: 1-5	 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.	74%
My immediate manager/supervisor encourages two-way communication. Answered: 27 Skipped: 0 Scale: 1-5	 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.	74%
I feel my department listens to my concerns and tries to act on solutions. Answered: 27 Skipped: 0 Scale: 1-5	 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%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 27 Skipped: 0 Scale: 1-5	 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%
I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 27 Skipped: 0 Scale: 1-5	 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%
The different departments and elected offices within Larimer County collaborate effectively. Answered: 27 Skipped: 0 Scale: 1-5	 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%
Larimer County has created an environment where all employee are supported to succeed. Answered: 27 Skipped: 0 Scale: 1-5	 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%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 27 Skipped: 0 Scale: 1-5	 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.	67%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 27 Skipped: 0 Scale: 1-5	 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.	67%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 15 Skipped: 12	27 EPS Promoters (47%) are talking about Meaningful Work (3) Teamwork (3) Detractors (27%)
What do you think your department could improve on? Answered: 18 Skipped: 9	-43 EPS Promoters (11%) Detractors (28%) are talking about Communication (4)
What do you think your department is doing well? Answered: 17 Skipped: 10	100 EPS Promoters (41%) are talking about Communication (3)
Overall, do you have any general comments about Larimer County as an employer? Answered: 18 Skipped: 9	54 EPS Promoters (56%) Detractors (17%)