

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>	83.7% 36 of 43 participants have completed the survey
As of	
	Dec 04, 2025, 09:57 PM MST Results are grouped based on information in the Employee Directory as of this date
Response group	Benchmarks (6)
Conor McGrath's Team	Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	82% favorable
GP: Being Good Stewards of Public Resources	68% favorable
GP: Cultivating Partnerships	69% favorable
GP: Empowering People to Take Responsibility	80% favorable
GP: Promoting Innovation and Continuous Improvement	79% favorable
GP: Providing Quality Customer Service	90% favorable
Management	83% favorable
Survey Questions	81% favorable
↓ Current score is lower than 2023 Employee Survey score	

Legend

↑ Indicates a score statistically higher than available benchmark or filter

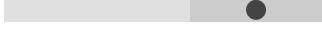
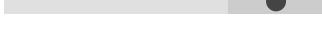
↓ Indicates a score statistically lower than available benchmark or filter

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

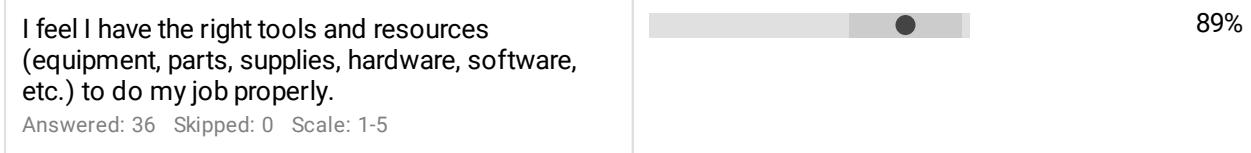
GP: Being a Fulfilling and Enjoyable Place to Work

82%
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: 36 Skipped: 0 Scale: 1-5	 92%	
I am treated with respect and dignity.* Answered: 36 Skipped: 0 Scale: 1-5	 83%	
Larimer County is a safe place to work.* Answered: 36 Skipped: 0 Scale: 1-5	 94%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 36 Skipped: 0 Scale: 1-5	 78%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 36 Skipped: 0 Scale: 1-5	 67%	
I would recommend Larimer County as a good place to work.* Answered: 36 Skipped: 0 Scale: 1-5	 89%	
I have received the training I need to do a quality job.* Answered: 36 Skipped: 0 Scale: 1-5	 81%	
I have the information I need to do my job effectively.* Answered: 36 Skipped: 0 Scale: 1-5	 75%	

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

Questions that most drive GP: Being a Fulfilling and Enjoyable Place to Work (4)	Responses	
Overall, Larimer County is a great place to work. Answered: 36 Skipped: 0 Scale: 1-5	 92%	
Employees are treated with dignity and their contributions matter. Answered: 36 Skipped: 0 Scale: 1-5	 81%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 36 Skipped: 0 Scale: 1-5	 81%	



Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

68%
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: 36 Skipped: 0 Scale: 1-5		56%
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: 36 Skipped: 0 Scale: 1-5		58%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 36 Skipped: 0 Scale: 1-5		89%

*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: 36 Skipped: 0 Scale: 1-5		83%
I have the information I need to do my job effectively. Answered: 36 Skipped: 0 Scale: 1-5		75%
I am appropriately involved in decisions that affect my work. Answered: 36 Skipped: 0 Scale: 1-5		72%
I can maintain a reasonable balance between my personal life and work life. Answered: 36 Skipped: 0 Scale: 1-5		67%

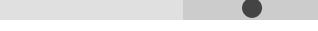
Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

69%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 36 Skipped: 0 Scale: 1-5		69%

*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: 36 Skipped: 0 Scale: 1-5		69%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 36 Skipped: 0 Scale: 1-5		75%
Where I work, we are knowledgeable about our customers' needs. Answered: 36 Skipped: 0 Scale: 1-5		86%
Employees are treated with dignity and their contributions matter. Answered: 36 Skipped: 0 Scale: 1-5		81%

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

80%
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: 36 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 69% response mark.	69%
I am appropriately involved in decisions that affect my work.* Answered: 36 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 72% response mark.	72%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 36 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 83% response mark.	83%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 36 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 94% response mark.	94%

*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: 36 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 75% response mark.	75%
I am treated with respect and dignity. Answered: 36 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 83% response mark.	83%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 36 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 69% response mark.	69%
I look forward to coming to work at this company. Answered: 36 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 92% response mark.	92%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

79%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 36 Skipped: 0 Scale: 1-5		81%
The work environment on my team supports the development of new and innovative ideas.* Answered: 36 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: 36 Skipped: 0 Scale: 1-5		67%
Larimer County has created an environment where all employee are supported to succeed. Answered: 36 Skipped: 0 Scale: 1-5		81%

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

90%
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: 36 Skipped: 0 Scale: 1-5	 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.	94%
Where I work, we are knowledgeable about our customers' needs.* Answered: 36 Skipped: 0 Scale: 1-5	 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.	86%

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

Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 36 Skipped: 0 Scale: 1-5	 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.	92%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 36 Skipped: 0 Scale: 1-5	 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.	94%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 36 Skipped: 0 Scale: 1-5	 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.	75%
Employees in my department do well at maintaining productive partnerships. Answered: 36 Skipped: 0 Scale: 1-5	 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.	69%

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: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	81%
<p>I have a clear idea of what is expected of me in my job.* Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	94%
<p>The amount of work expected of me is reasonable.* Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	83%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	81%
<p>I receive recognition from management when I do a good job.* Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	81%
<p>My immediate manager/supervisor encourages two-way communication.* Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	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.

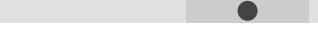
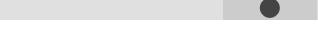
Questions that most drive Management (4)	Responses	
<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	81%
<p>I have the information I need to do my job effectively. Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	75%
<p>I feel my department listens to my concerns and tries to act on solutions. Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	67%
<p>The work environment on my team supports the development of new and innovative ideas. Answered: 36 Skipped: 0 Scale: 1-5</p>	 A horizontal bar consisting of three segments of equal width. The first segment is light gray, the second is medium gray, and the third is dark gray. A black dot is positioned in the middle of the medium gray segment.	78%

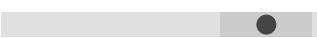
Individual Metric Results: 8 of 8 Metrics

Survey Questions

81%
favorable

↓ Current score is lower than 2023 Employee Survey score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 36 Skipped: 0 Scale: 1-5	 81%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 36 Skipped: 0 Scale: 1-5	 69%
We have enough employees where I work to do a quality job.* Answered: 36 Skipped: 0 Scale: 1-5	 56%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 36 Skipped: 0 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: 36 Skipped: 0 Scale: 1-5	 58%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 36 Skipped: 0 Scale: 1-5	 94%
I am appropriately involved in decisions that affect my work.* Answered: 36 Skipped: 0 Scale: 1-5	 72%
Where I work, we are knowledgeable about our customers' needs.* Answered: 36 Skipped: 0 Scale: 1-5	 86%
Employees in my department do well at maintaining productive partnerships.* Answered: 36 Skipped: 0 Scale: 1-5	 69%
I have a clear idea of what is expected of me in my job.* Answered: 36 Skipped: 0 Scale: 1-5	 94%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 36 Skipped: 0 Scale: 1-5	 89%
I look forward to coming to work at this company.* Answered: 36 Skipped: 0 Scale: 1-5	 92%

Overall, Larimer County is a great place to work.* Answered: 36 Skipped: 0 Scale: 1-5		92%
The amount of work expected of me is reasonable.* Answered: 36 Skipped: 0 Scale: 1-5		83%
I am treated with respect and dignity.* Answered: 36 Skipped: 0 Scale: 1-5		83%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 36 Skipped: 0 Scale: 1-5		81%
The work environment on my team supports the development of new and innovative ideas.* Answered: 36 Skipped: 0 Scale: 1-5		78%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 36 Skipped: 0 Scale: 1-5		83%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 36 Skipped: 0 Scale: 1-5		94%
Larimer County is a safe place to work.* Answered: 36 Skipped: 0 Scale: 1-5		94%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 36 Skipped: 0 Scale: 1-5		78%
I can maintain a reasonable balance between my personal life and work life.* Answered: 36 Skipped: 0 Scale: 1-5		67%
I would recommend Larimer County as a good place to work.* Answered: 36 Skipped: 0 Scale: 1-5		89%
I receive recognition from management when I do a good job.* Answered: 36 Skipped: 0 Scale: 1-5		81%
I have received the training I need to do a quality job.* Answered: 36 Skipped: 0 Scale: 1-5		81%
I have the information I need to do my job effectively.* Answered: 36 Skipped: 0 Scale: 1-5		75%
My immediate manager/supervisor encourages two-way communication.* Answered: 36 Skipped: 0 Scale: 1-5		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.

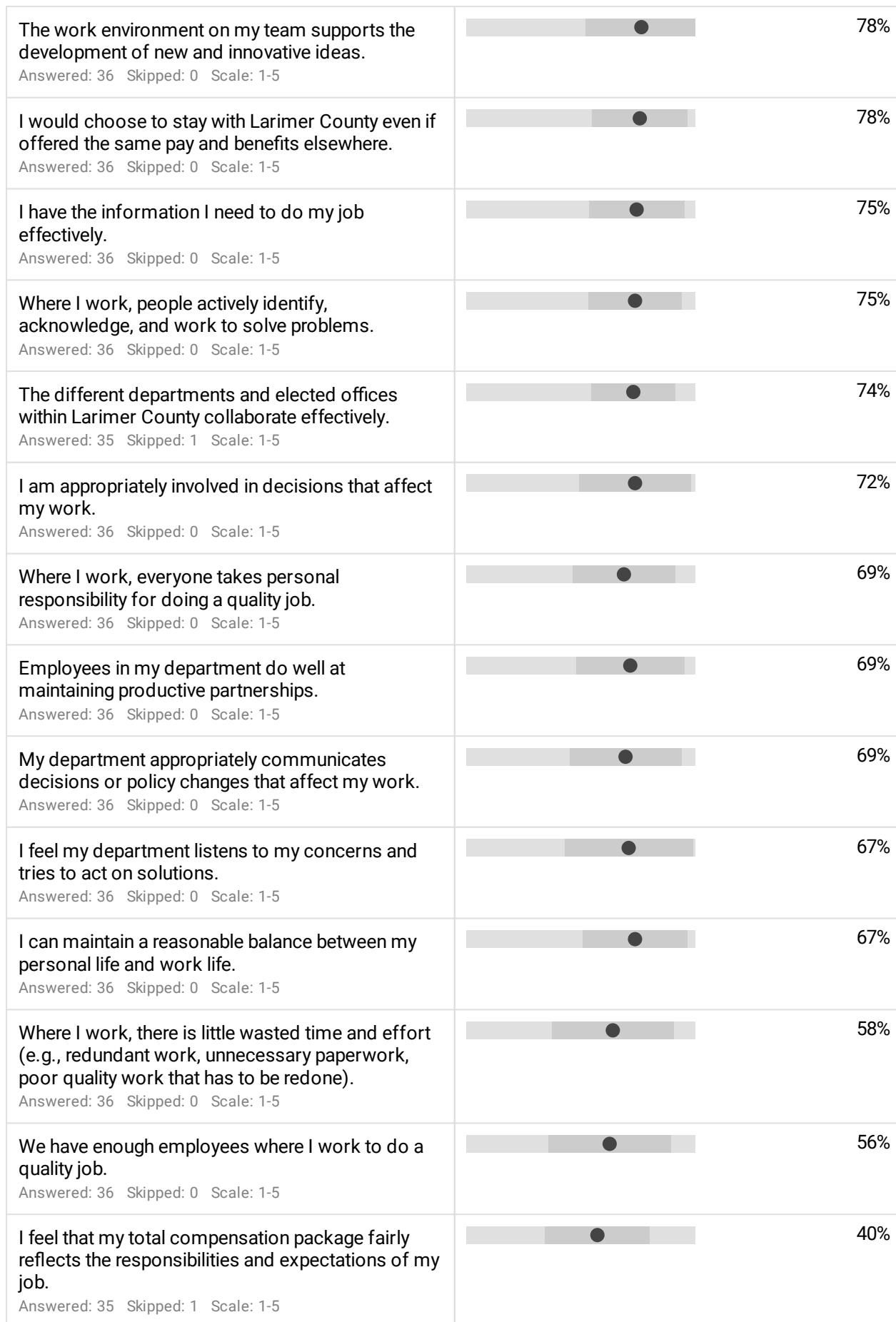
Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot in the middle, representing 75% completion.	75%
I feel my department listens to my concerns and tries to act on solutions. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot in the middle, representing 67% completion.	67%
I am motivated to help Larimer County be successful. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot in the middle, representing 94% completion.	94%
Employees are treated with dignity and their contributions matter. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey bar with a black dot in the middle, representing 81% completion.	81%

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: 36 Skipped: 0 Scale: 1-5	 94%
I have a clear idea of what is expected of me in my job. Answered: 36 Skipped: 0 Scale: 1-5	 94%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 36 Skipped: 0 Scale: 1-5	 94%
Larimer County is a safe place to work. Answered: 36 Skipped: 0 Scale: 1-5	 94%
I am motivated to help Larimer County be successful. Answered: 36 Skipped: 0 Scale: 1-5	 94%
I look forward to coming to work at this company. Answered: 36 Skipped: 0 Scale: 1-5	 92%
Overall, Larimer County is a great place to work. Answered: 36 Skipped: 0 Scale: 1-5	 92%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 36 Skipped: 0 Scale: 1-5	 92%
Larimer County delivers high quality services to its customers. Answered: 36 Skipped: 0 Scale: 1-5	 92%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 36 Skipped: 0 Scale: 1-5	 89%
I would recommend Larimer County as a good place to work. Answered: 36 Skipped: 0 Scale: 1-5	 89%
Where I work, we are knowledgeable about our customers' needs. Answered: 36 Skipped: 0 Scale: 1-5	 86%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 36 Skipped: 0 Scale: 1-5	 86%

The amount of work expected of me is reasonable. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 83% mark on a scale from 0 to 100.	83%
I am treated with respect and dignity. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 83% mark on a scale from 0 to 100.	83%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 83% mark on a scale from 0 to 100.	83%
I am comfortable speaking up without fear of negative consequences. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 83% mark on a scale from 0 to 100.	83%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
Employees are treated with dignity and their contributions matter. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
I receive recognition from management when I do a good job. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
I have received the training I need to do a quality job. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
My immediate manager/supervisor encourages two-way communication. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
Larimer County has created an environment where all employee are supported to succeed. Answered: 36 Skipped: 0 Scale: 1-5	 A horizontal bar chart with a black dot at the 81% mark on a scale from 0 to 100.	81%
Larimer County adapts to meet the needs of it's employees. Answered: 35 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a black dot at the 80% mark on a scale from 0 to 100.	80%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 14 Skipped: 22	64 EPS Promoters (64%) Detractors (14%)
What do you think your department could improve on? Answered: 17 Skipped: 19	0 EPS Promoters (18%) Detractors (18%)
What do you think your department is doing well? Answered: 18 Skipped: 18	100 EPS Promoters (56%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 15 Skipped: 21	45 EPS Promoters (53%) Detractors (20%)