

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>	72.7% 16 of 22 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	Heidi Vilhauer's Team

Summary of Metric results

% favorable

Metric	% favorable
GP: Being a Fulfilling and Enjoyable Place to Work	79% favorable
GP: Being Good Stewards of Public Resources	52% favorable
↓ Current score is lower than 2024 Employee Survey score	
GP: Cultivating Partnerships	69% favorable
GP: Empowering People to Take Responsibility	80% favorable
GP: Promoting Innovation and Continuous Improvement	74% favorable
GP: Providing Quality Customer Service	81% favorable
Management	59% favorable
↓ Current score is lower than 2024 Employee Survey score	
Survey Questions	71% favorable
↓ Current score is lower than 2020 Employee Survey score	
↓ Current score is lower than 2024 Employee Survey score	

Legend

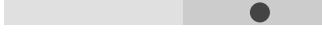
- ↑ Indicates a score statistically higher than available benchmark or filter
- ↓ Indicates a score statistically lower than available benchmark or filter

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

79%
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: 16 Skipped: 0 Scale: 1-5	 75%	
I am treated with respect and dignity.* Answered: 16 Skipped: 0 Scale: 1-5	 81%	
Larimer County is a safe place to work.* Answered: 16 Skipped: 0 Scale: 1-5	 94%	
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 16 Skipped: 0 Scale: 1-5	 75%	
I can maintain a reasonable balance between my personal life and work life.* Answered: 15 Skipped: 1 Scale: 1-5	 80%	
I would recommend Larimer County as a good place to work.* Answered: 16 Skipped: 0 Scale: 1-5	 94%	
I have received the training I need to do a quality job.* Answered: 16 Skipped: 0 Scale: 1-5	 69%	
I have the information I need to do my job effectively.* Answered: 16 Skipped: 0 Scale: 1-5	 63%	

*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: 16 Skipped: 0 Scale: 1-5	 88%	
Employees are treated with dignity and their contributions matter. Answered: 16 Skipped: 0 Scale: 1-5	 88%	
Larimer County has created an environment where all employee are supported to succeed. Answered: 16 Skipped: 0 Scale: 1-5	 75%	



Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

52%
favorable

↓ Current score is lower than 2024 Employee Survey score

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: 16 Skipped: 0 Scale: 1-5		44%
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: 16 Skipped: 0 Scale: 1-5		38%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 16 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 Good Stewards of Public Resources (4)	Responses	
The amount of work expected of me is reasonable. Answered: 16 Skipped: 0 Scale: 1-5		50%
I have the information I need to do my job effectively. Answered: 16 Skipped: 0 Scale: 1-5		63%
I am appropriately involved in decisions that affect my work. Answered: 16 Skipped: 0 Scale: 1-5		69%
I can maintain a reasonable balance between my personal life and work life. Answered: 15 Skipped: 1 Scale: 1-5		80%

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: 16 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: 16 Skipped: 0 Scale: 1-5		81%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 16 Skipped: 0 Scale: 1-5		81%
Where I work, we are knowledgeable about our customers' needs. Answered: 16 Skipped: 0 Scale: 1-5		88%
Employees are treated with dignity and their contributions matter. Answered: 16 Skipped: 0 Scale: 1-5		88%

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: 16 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 midpoint of the 1-5 scale.	81%
I am appropriately involved in decisions that affect my work.* Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black.	69%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black.	81%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black.	88%

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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: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black.	81%
I am treated with respect and dignity. Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black.	81%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black.	63%
I look forward to coming to work at this company. Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left is filled black.	75%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

74%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 16 Skipped: 0 Scale: 1-5		81%
The work environment on my team supports the development of new and innovative ideas.* Answered: 15 Skipped: 1 Scale: 1-5		67%

*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: 16 Skipped: 0 Scale: 1-5		75%
Larimer County has created an environment where all employee are supported to succeed. Answered: 16 Skipped: 0 Scale: 1-5		75%

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

81%
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: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three equal-length gray segments. A small black dot is positioned on the second segment from the left, indicating the response point on a 1-5 scale.	75%
Where I work, we are knowledgeable about our customers' needs.* Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three equal-length gray segments. A small black dot is positioned on the second segment from the left, indicating the response point on a 1-5 scale.	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: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three equal-length gray segments. A small black dot is positioned on the second segment from the left, indicating the response point on a 1-5 scale.	88%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three equal-length gray segments. A small black dot is positioned on the second segment from the left, indicating the response point on a 1-5 scale.	88%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three equal-length gray segments. A small black dot is positioned on the second segment from the left, indicating the response point on a 1-5 scale.	81%
Employees in my department do well at maintaining productive partnerships. Answered: 16 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of three equal-length gray segments. A small black dot is positioned on the second segment from the left, indicating the response point on a 1-5 scale.	69%

Individual Metric Results: 7 of 8 Metrics

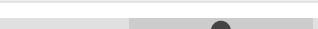
Management

59%
favorable

↓ Current score is lower than **2024 Employee Survey** score

Questions that define Management (6)	Responses	
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 16 Skipped: 0 Scale: 1-5		50%
I have a clear idea of what is expected of me in my job.* Answered: 16 Skipped: 0 Scale: 1-5		75%
The amount of work expected of me is reasonable.* Answered: 16 Skipped: 0 Scale: 1-5		50%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 16 Skipped: 0 Scale: 1-5		50%
I receive recognition from management when I do a good job.* Answered: 16 Skipped: 0 Scale: 1-5		56%
My immediate manager/supervisor encourages two-way communication.* Answered: 16 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 Management (4)	Responses	
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 16 Skipped: 0 Scale: 1-5		75%
I have the information I need to do my job effectively. Answered: 16 Skipped: 0 Scale: 1-5		63%
I feel my department listens to my concerns and tries to act on solutions. Answered: 16 Skipped: 0 Scale: 1-5		75%
The work environment on my team supports the development of new and innovative ideas. Answered: 15 Skipped: 1 Scale: 1-5		67%

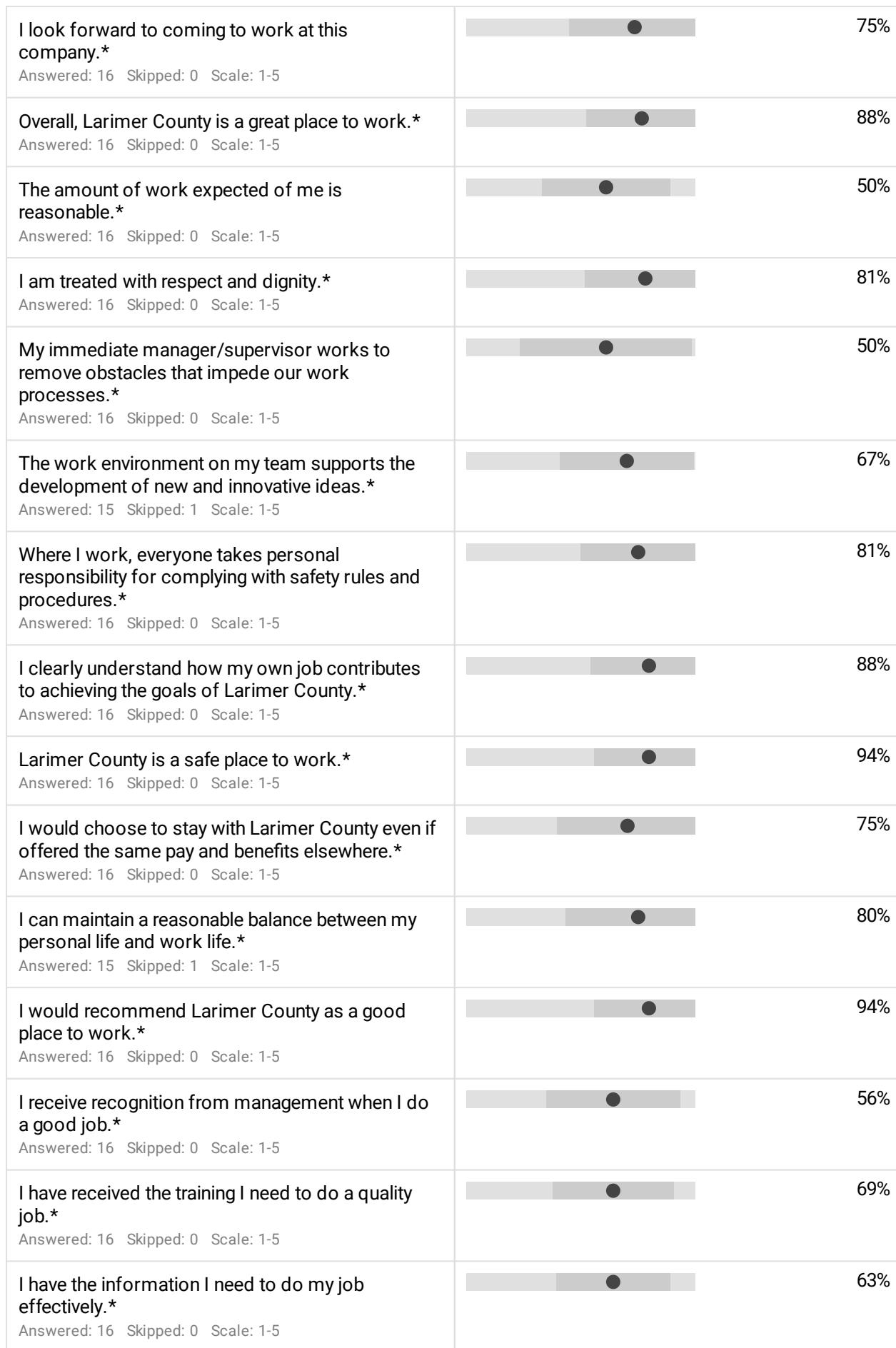
Individual Metric Results: 8 of 8 Metrics

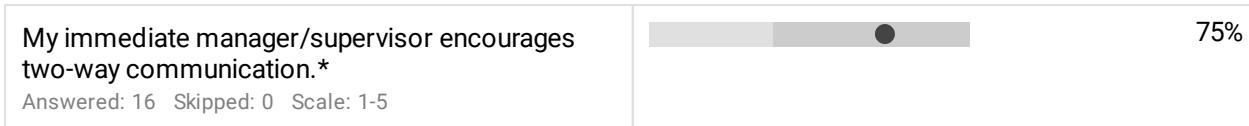
Survey Questions

71%
favorable

- ↓ Current score is lower than **2020 Employee Survey** score
- ↓ Current score is lower than **2024 Employee Survey** score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 16 Skipped: 0 Scale: 1-5	 81%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 16 Skipped: 0 Scale: 1-5	 81%
We have enough employees where I work to do a quality job.* Answered: 16 Skipped: 0 Scale: 1-5	 44%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 16 Skipped: 0 Scale: 1-5	 50%
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: 16 Skipped: 0 Scale: 1-5	 38%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 16 Skipped: 0 Scale: 1-5	 75%
I am appropriately involved in decisions that affect my work.* Answered: 16 Skipped: 0 Scale: 1-5	 69%
Where I work, we are knowledgeable about our customers' needs.* Answered: 16 Skipped: 0 Scale: 1-5	 88%
Employees in my department do well at maintaining productive partnerships.* Answered: 16 Skipped: 0 Scale: 1-5	 69%
I have a clear idea of what is expected of me in my job.* Answered: 16 Skipped: 0 Scale: 1-5	 75%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 16 Skipped: 0 Scale: 1-5	 75%





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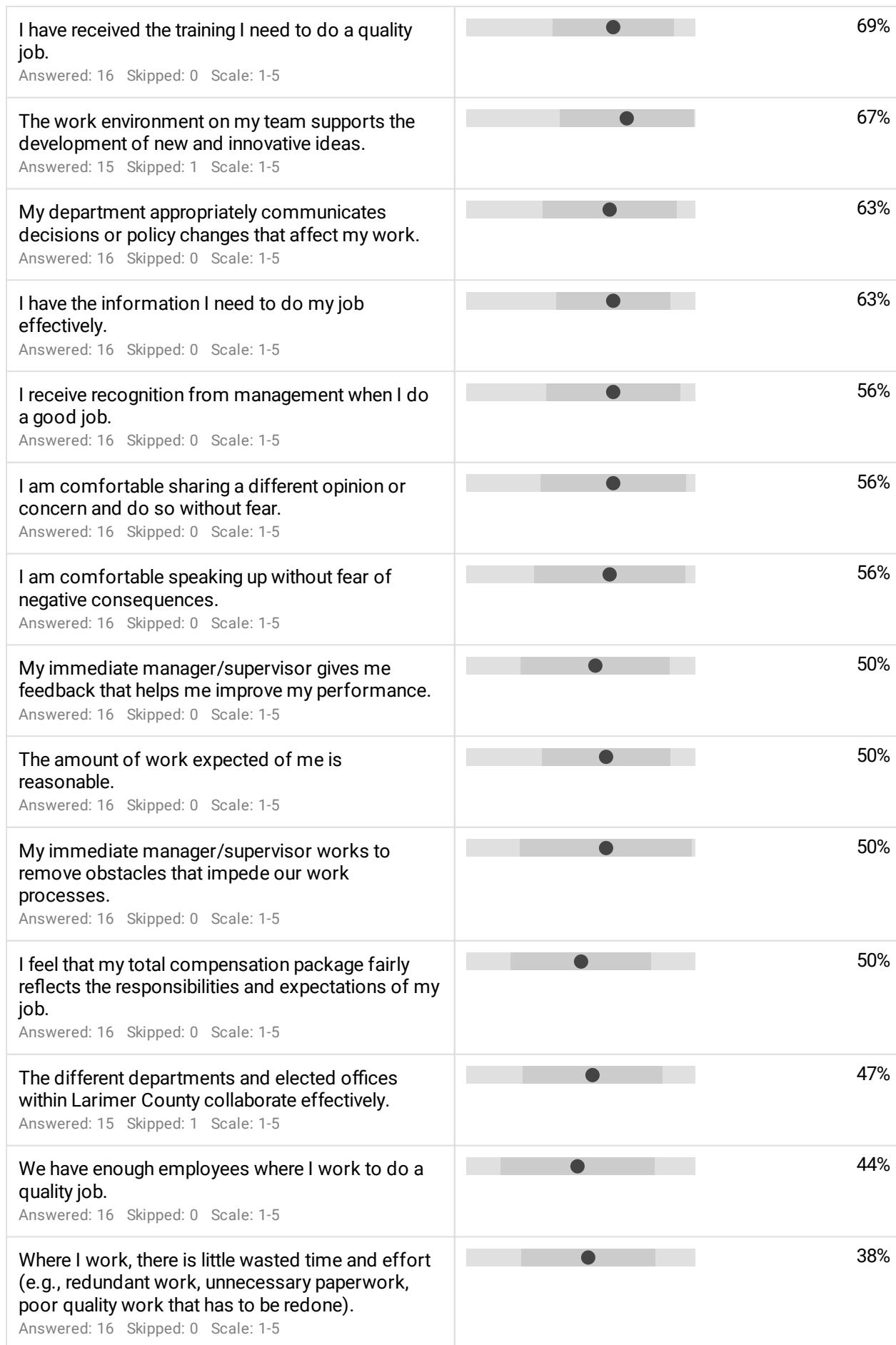
Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 16 Skipped: 0 Scale: 1-5		81%
I feel my department listens to my concerns and tries to act on solutions. Answered: 16 Skipped: 0 Scale: 1-5		75%
I am motivated to help Larimer County be successful. Answered: 16 Skipped: 0 Scale: 1-5		88%
Employees are treated with dignity and their contributions matter. Answered: 16 Skipped: 0 Scale: 1-5		88%

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
Larimer County is a safe place to work. Answered: 16 Skipped: 0 Scale: 1-5	 94%
I would recommend Larimer County as a good place to work. Answered: 16 Skipped: 0 Scale: 1-5	 94%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 15 Skipped: 1 Scale: 1-5	 93%
Where I work, we are knowledgeable about our customers' needs. Answered: 16 Skipped: 0 Scale: 1-5	 88%
Overall, Larimer County is a great place to work. Answered: 16 Skipped: 0 Scale: 1-5	 88%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 16 Skipped: 0 Scale: 1-5	 88%
Employees are treated with dignity and their contributions matter. Answered: 16 Skipped: 0 Scale: 1-5	 88%
Larimer County delivers high quality services to its customers. Answered: 16 Skipped: 0 Scale: 1-5	 88%
I am motivated to help Larimer County be successful. Answered: 16 Skipped: 0 Scale: 1-5	 88%
Larimer County adapts to meet the needs of its employees. Answered: 16 Skipped: 0 Scale: 1-5	 88%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 16 Skipped: 0 Scale: 1-5	 81%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 16 Skipped: 0 Scale: 1-5	 81%
I am treated with respect and dignity. Answered: 16 Skipped: 0 Scale: 1-5	 81%

Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 16 Skipped: 0 Scale: 1-5		81%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 16 Skipped: 0 Scale: 1-5		81%
I can maintain a reasonable balance between my personal life and work life. Answered: 15 Skipped: 1 Scale: 1-5		80%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 16 Skipped: 0 Scale: 1-5		75%
I have a clear idea of what is expected of me in my job. Answered: 16 Skipped: 0 Scale: 1-5		75%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 16 Skipped: 0 Scale: 1-5		75%
I look forward to coming to work at this company. Answered: 16 Skipped: 0 Scale: 1-5		75%
I feel my department listens to my concerns and tries to act on solutions. Answered: 16 Skipped: 0 Scale: 1-5		75%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 16 Skipped: 0 Scale: 1-5		75%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 16 Skipped: 0 Scale: 1-5		75%
My immediate manager/supervisor encourages two-way communication. Answered: 16 Skipped: 0 Scale: 1-5		75%
Larimer County has created an environment where all employee are supported to succeed. Answered: 16 Skipped: 0 Scale: 1-5		75%
I am appropriately involved in decisions that affect my work. Answered: 16 Skipped: 0 Scale: 1-5		69%
Employees in my department do well at maintaining productive partnerships. Answered: 16 Skipped: 0 Scale: 1-5		69%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 8 Skipped: 8	0 EPS Promoters (38%) Detractors (38%)
What do you think your department could improve on? Answered: 9 Skipped: 7	-100 EPS Detractors (22%)
What do you think your department is doing well? Answered: 9 Skipped: 7	33 EPS Promoters (44%) Detractors (22%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 9 Skipped: 7	50 EPS Promoters (33%) Detractors (11%)