

# Overview of Survey Results

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

<b>Survey description</b>	<b>Participation rate</b>
<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>	81.3% 74 of 91 participants have completed the survey
<b>As of</b>	
	Dec 04, 2025, 09:57 PM MST Results are grouped based on information in the Employee Directory as of this date
<b>Response group</b>	<b>Benchmarks (6)</b>
Tom Gonzales' Team	<b>Historical Trend:</b> 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	88% favorable
<p>↑ Current score is higher than <b>2020 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2021 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2022 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2023 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2024 Employee Survey</b> score</p>	
GP: Being Good Stewards of Public Resources	77% favorable
<p>↑ Current score is higher than <b>2020 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2021 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2022 Employee Survey</b> score</p>	
GP: Cultivating Partnerships	96% favorable
<p>↑ Current score is higher than <b>2022 Employee Survey</b> score</p>	
GP: Empowering People to Take Responsibility	88% favorable
<p>↑ Current score is higher than <b>2020 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2021 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2022 Employee Survey</b> score</p>	
GP: Promoting Innovation and Continuous Improvement	85% favorable
<p>↑ Current score is higher than <b>2020 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2021 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2022 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2024 Employee Survey</b> score</p>	
GP: Providing Quality Customer Service	93% favorable
<p>↑ Current score is higher than <b>2020 Employee Survey</b> score</p>	
Management	86% favorable
<p>↑ Current score is higher than <b>2020 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2021 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2022 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2024 Employee Survey</b> score</p>	
Survey Questions	87% favorable
<p>↑ Current score is higher than <b>2020 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2021 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2022 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2023 Employee Survey</b> score</p> <p>↑ Current score is higher than <b>2024 Employee Survey</b> score</p>	

## 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

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (8)	Responses	
I look forward to coming to work at this company.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div>	80%
I am treated with respect and dignity.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 91%;"><div style="width: 100%;"><div style="width: 91%;"></div></div></div>	91%
Larimer County is a safe place to work.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 97%;"><div style="width: 100%;"><div style="width: 97%;"></div></div></div>	97%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 76%;"><div style="width: 100%;"><div style="width: 76%;"></div></div></div>	76%
I can maintain a reasonable balance between my personal life and work life.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 85%;"><div style="width: 100%;"><div style="width: 85%;"></div></div></div>	85%
I would recommend Larimer County as a good place to work.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"><div style="width: 92%;"></div></div></div>	92%
I have received the training I need to do a quality job.* Answered: 73 Skipped: 1 Scale: 1-5	<div style="width: 90%;"><div style="width: 100%;"><div style="width: 90%;"></div></div></div>	90%
I have the information I need to do my job effectively.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 95%;"><div style="width: 100%;"><div style="width: 95%;"></div></div></div>	95%

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

Questions that most drive GP: Being a Fulfilling and Enjoyable Place to Work (4)	Responses	
Overall, Larimer County is a great place to work. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 93%;"><div style="width: 100%;"><div style="width: 93%;"></div></div></div>	93%

Employees are treated with dignity and their contributions matter. Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of two segments: a light gray segment on the left and a darker gray segment on the right. A black dot is positioned on the darker gray segment, indicating the current progress level.	84%
Larimer County has created an environment where all employee are supported to succeed. Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of two segments: a light gray segment on the left and a darker gray segment on the right. A black dot is positioned on the darker gray segment, indicating the current progress level.	77%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of two segments: a light gray segment on the left and a darker gray segment on the right. A black dot is positioned on the darker gray segment, indicating the current progress level.	89%

## Individual Metric Results: 2 of 8 Metrics

# GP: Being Good Stewards of Public Resources

77%  
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 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: 74 Skipped: 0 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"><div style="width: 81%;"></div></div></div>	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: 74 Skipped: 0 Scale: 1-5	<div style="width: 61%;"><div style="width: 100%;"><div style="width: 61%;"></div></div></div>	61%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 89%;"><div style="width: 100%;"><div style="width: 89%;"></div></div></div>	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: 74 Skipped: 0 Scale: 1-5	<div style="width: 76%;"><div style="width: 100%;"><div style="width: 76%;"></div></div></div>	76%
I have the information I need to do my job effectively. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 95%;"><div style="width: 100%;"><div style="width: 95%;"></div></div></div>	95%
I am appropriately involved in decisions that affect my work. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 77%;"><div style="width: 100%;"><div style="width: 77%;"></div></div></div>	77%
I can maintain a reasonable balance between my personal life and work life. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 85%;"><div style="width: 100%;"><div style="width: 85%;"></div></div></div>	85%

## Individual Metric Results: 3 of 8 Metrics

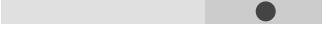
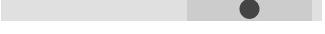
### GP: Cultivating Partnerships

96%  
favorable

↑ Current score is higher than 2022 Employee Survey score

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot, indicating a score of 96%.	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: Cultivating Partnerships (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot, indicating a score of 86%.	86%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot, indicating a score of 92%.	92%
Where I work, we are knowledgeable about our customers' needs. Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot, indicating a score of 96%.	96%
Employees are treated with dignity and their contributions matter. Answered: 74 Skipped: 0 Scale: 1-5	 A horizontal progress bar consisting of a grey track and a black dot, indicating a score of 84%.	84%

## Individual Metric Results: 4 of 8 Metrics

# GP: Empowering People to Take Responsibility

88%  
favorable

- ↑ Current score is higher than [2020 Employee Survey](#) score
- ↑ Current score is higher than [2021 Employee Survey](#) score
- ↑ Current score is higher than [2022 Employee Survey](#) score

Questions that define GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 86%;"><div style="width: 100%;"><div style="width: 86%;"></div></div></div>	86%
I am appropriately involved in decisions that affect my work.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 77%;"><div style="width: 100%;"><div style="width: 77%;"></div></div></div>	77%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 73 Skipped: 1 Scale: 1-5	<div style="width: 93%;"><div style="width: 100%;"><div style="width: 93%;"></div></div></div>	93%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 97%;"><div style="width: 100%;"><div style="width: 97%;"></div></div></div>	97%

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

Questions that most drive GP: Empowering People to Take Responsibility (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"><div style="width: 92%;"></div></div></div>	92%
I am treated with respect and dignity. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 91%;"><div style="width: 100%;"><div style="width: 91%;"></div></div></div>	91%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"><div style="width: 81%;"></div></div></div>	81%
I look forward to coming to work at this company. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div>	80%

## Individual Metric Results: 5 of 8 Metrics

# GP: Promoting Innovation and Continuous Improvement

85%  
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 74 Skipped: 0 Scale: 1-5		81%
The work environment on my team supports the development of new and innovative ideas.* Answered: 74 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: Promoting Innovation and Continuous Improvement (2)	Responses	
I feel my department listens to my concerns and tries to act on solutions. Answered: 73 Skipped: 1 Scale: 1-5		74%
Larimer County has created an environment where all employee are supported to succeed. Answered: 74 Skipped: 0 Scale: 1-5		77%

## Individual Metric Results: 6 of 8 Metrics

# GP: Providing Quality Customer Service

93%  
favorable

↑ Current score is higher than 2020 Employee Survey score

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: 74 Skipped: 0 Scale: 1-5	<div style="width: 89%;"><div style="width: 100%;"></div></div>	89%
Where I work, we are knowledgeable about our customers' needs.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 96%;"><div style="width: 100%;"></div></div>	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: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 97%;"><div style="width: 100%;"></div></div>	97%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 97%;"><div style="width: 100%;"></div></div>	97%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"></div></div>	92%
Employees in my department do well at maintaining productive partnerships. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 96%;"><div style="width: 100%;"></div></div>	96%

## Individual Metric Results: 7 of 8 Metrics

### Management

86%  
favorable

- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher 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: 73 Skipped: 1 Scale: 1-5	<div style="width: 82%;"><div style="width: 100%;"><span style="width: 82%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	82%
I have a clear idea of what is expected of me in my job.* Answered: 73 Skipped: 1 Scale: 1-5	<div style="width: 96%;"><div style="width: 100%;"><span style="width: 96%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	96%
The amount of work expected of me is reasonable.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 76%;"><div style="width: 100%;"><span style="width: 76%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	76%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 89%;"><div style="width: 100%;"><span style="width: 89%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	89%
I receive recognition from management when I do a good job.* Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"><span style="width: 81%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	81%
My immediate manager/supervisor encourages two-way communication.* Answered: 73 Skipped: 1 Scale: 1-5	<div style="width: 90%;"><div style="width: 100%;"><span style="width: 90%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	90%

\*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: 73 Skipped: 1 Scale: 1-5	<div style="width: 84%;"><div style="width: 100%;"><span style="width: 84%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	84%
I have the information I need to do my job effectively. Answered: 74 Skipped: 0 Scale: 1-5	<div style="width: 95%;"><div style="width: 100%;"><span style="width: 95%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	95%
I feel my department listens to my concerns and tries to act on solutions. Answered: 73 Skipped: 1 Scale: 1-5	<div style="width: 74%;"><div style="width: 100%;"><span style="width: 74%;"></span></div><div style="width: 100%;"><span style="width: 100%;"></span></div></div>	74%

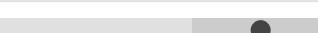
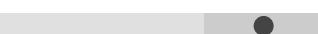


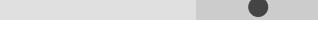
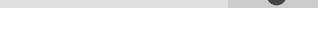
## Individual Metric Results: 8 of 8 Metrics

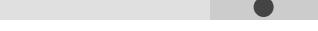
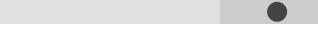
### Survey Questions

87%  
favorable

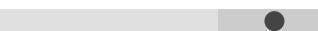
- ↑ Current score is higher than **2020 Employee Survey** score
- ↑ Current score is higher than **2021 Employee Survey** score
- ↑ Current score is higher than **2022 Employee Survey** score
- ↑ Current score is higher than **2023 Employee Survey** score
- ↑ Current score is higher than **2024 Employee Survey** score

Questions that define Survey Questions (27)	Responses
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 74 Skipped: 0 Scale: 1-5	 81%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 74 Skipped: 0 Scale: 1-5	 86%
We have enough employees where I work to do a quality job.* Answered: 74 Skipped: 0 Scale: 1-5	 81%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 73 Skipped: 1 Scale: 1-5	 82%
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: 74 Skipped: 0 Scale: 1-5	 61%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 74 Skipped: 0 Scale: 1-5	 89%
I am appropriately involved in decisions that affect my work.* Answered: 74 Skipped: 0 Scale: 1-5	 77%
Where I work, we are knowledgeable about our customers' needs.* Answered: 74 Skipped: 0 Scale: 1-5	 96%
Employees in my department do well at maintaining productive partnerships.* Answered: 74 Skipped: 0 Scale: 1-5	 96%
I have a clear idea of what is expected of me in my job.* Answered: 73 Skipped: 1 Scale: 1-5	 96%

I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 74 Skipped: 0 Scale: 1-5	 89%
I look forward to coming to work at this company.* Answered: 74 Skipped: 0 Scale: 1-5	 80%
Overall, Larimer County is a great place to work.* Answered: 74 Skipped: 0 Scale: 1-5	 93%
The amount of work expected of me is reasonable.* Answered: 74 Skipped: 0 Scale: 1-5	 76%
I am treated with respect and dignity.* Answered: 74 Skipped: 0 Scale: 1-5	 91%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 74 Skipped: 0 Scale: 1-5	 89%
The work environment on my team supports the development of new and innovative ideas.* Answered: 74 Skipped: 0 Scale: 1-5	 89%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 73 Skipped: 1 Scale: 1-5	 93%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 74 Skipped: 0 Scale: 1-5	 97%
Larimer County is a safe place to work.* Answered: 74 Skipped: 0 Scale: 1-5	 97%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 74 Skipped: 0 Scale: 1-5	 76%
I can maintain a reasonable balance between my personal life and work life.* Answered: 74 Skipped: 0 Scale: 1-5	 85%
I would recommend Larimer County as a good place to work.* Answered: 74 Skipped: 0 Scale: 1-5	 92%
I receive recognition from management when I do a good job.* Answered: 74 Skipped: 0 Scale: 1-5	 81%
I have received the training I need to do a quality job.* Answered: 73 Skipped: 1 Scale: 1-5	 90%

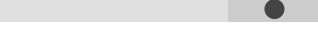
I have the information I need to do my job effectively.* Answered: 74 Skipped: 0 Scale: 1-5	 ●	95%
My immediate manager/supervisor encourages two-way communication.* Answered: 73 Skipped: 1 Scale: 1-5	 ●	90%

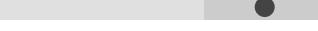
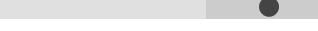
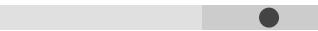
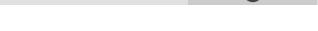
\*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 74 Skipped: 0 Scale: 1-5	 ●	92%
I feel my department listens to my concerns and tries to act on solutions. Answered: 73 Skipped: 1 Scale: 1-5	 ●	74%
I am motivated to help Larimer County be successful. Answered: 74 Skipped: 0 Scale: 1-5	 ●	95%
Employees are treated with dignity and their contributions matter. Answered: 74 Skipped: 0 Scale: 1-5	 ●	84%

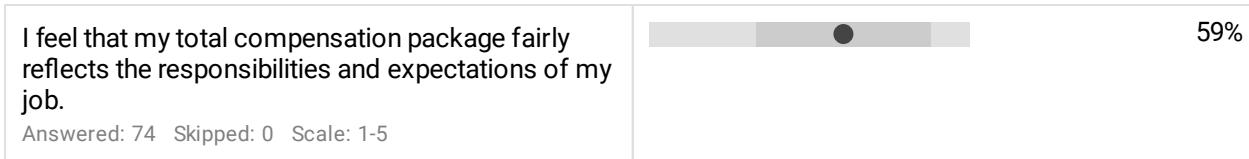
# Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 74 Skipped: 0 Scale: 1-5	 99%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 74 Skipped: 0 Scale: 1-5	 97%
Larimer County is a safe place to work. Answered: 74 Skipped: 0 Scale: 1-5	 97%
Larimer County delivers high quality services to its customers. Answered: 74 Skipped: 0 Scale: 1-5	 97%
Where I work, we are knowledgeable about our customers' needs. Answered: 74 Skipped: 0 Scale: 1-5	 96%
Employees in my department do well at maintaining productive partnerships. Answered: 74 Skipped: 0 Scale: 1-5	 96%
I have a clear idea of what is expected of me in my job. Answered: 73 Skipped: 1 Scale: 1-5	 96%
I have the information I need to do my job effectively. Answered: 74 Skipped: 0 Scale: 1-5	 95%
I am motivated to help Larimer County be successful. Answered: 74 Skipped: 0 Scale: 1-5	 95%
Overall, Larimer County is a great place to work. Answered: 74 Skipped: 0 Scale: 1-5	 93%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 73 Skipped: 1 Scale: 1-5	 93%
I would recommend Larimer County as a good place to work. Answered: 74 Skipped: 0 Scale: 1-5	 92%

Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 74 Skipped: 0 Scale: 1-5	 92%
I am treated with respect and dignity. Answered: 74 Skipped: 0 Scale: 1-5	 91%
I have received the training I need to do a quality job. Answered: 73 Skipped: 1 Scale: 1-5	 90%
My immediate manager/supervisor encourages two-way communication. Answered: 73 Skipped: 1 Scale: 1-5	 90%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 74 Skipped: 0 Scale: 1-5	 89%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 74 Skipped: 0 Scale: 1-5	 89%
My immediate manager/supervisor works to remove obstacles that impede our work processes. Answered: 74 Skipped: 0 Scale: 1-5	 89%
The work environment on my team supports the development of new and innovative ideas. Answered: 74 Skipped: 0 Scale: 1-5	 89%
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 74 Skipped: 0 Scale: 1-5	 86%
I can maintain a reasonable balance between my personal life and work life. Answered: 74 Skipped: 0 Scale: 1-5	 85%
Employees are treated with dignity and their contributions matter. Answered: 74 Skipped: 0 Scale: 1-5	 84%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 73 Skipped: 1 Scale: 1-5	 84%
My immediate manager/supervisor gives me feedback that helps me improve my performance. Answered: 73 Skipped: 1 Scale: 1-5	 82%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 74 Skipped: 0 Scale: 1-5	 81%

We have enough employees where I work to do a quality job. Answered: 74 Skipped: 0 Scale: 1-5	 81%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 74 Skipped: 0 Scale: 1-5	 81%
I receive recognition from management when I do a good job. Answered: 74 Skipped: 0 Scale: 1-5	 81%
I look forward to coming to work at this company. Answered: 74 Skipped: 0 Scale: 1-5	 80%
I am appropriately involved in decisions that affect my work. Answered: 74 Skipped: 0 Scale: 1-5	 77%
Larimer County has created an environment where all employee are supported to succeed. Answered: 74 Skipped: 0 Scale: 1-5	 77%
The amount of work expected of me is reasonable. Answered: 74 Skipped: 0 Scale: 1-5	 76%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 74 Skipped: 0 Scale: 1-5	 76%
I feel my department listens to my concerns and tries to act on solutions. Answered: 73 Skipped: 1 Scale: 1-5	 74%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 74 Skipped: 0 Scale: 1-5	 73%
I am comfortable speaking up without fear of negative consequences. Answered: 74 Skipped: 0 Scale: 1-5	 70%
Larimer County adapts to meet the needs of it's employees. Answered: 72 Skipped: 2 Scale: 1-5	 63%
The different departments and elected offices within Larimer County collaborate effectively. Answered: 71 Skipped: 3 Scale: 1-5	 62%
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: 74 Skipped: 0 Scale: 1-5	 61%



Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 30 Skipped: 44	30 EPS <b>Promoters</b> (50%) are talking about Communication (4) <b>Detractors</b> (27%) are talking about Teamwork (3)
What do you think your department could improve on? Answered: 37 Skipped: 37	-56 EPS <b>Promoters</b> (11%) <b>Detractors</b> (38%) are talking about Communication (4) Compensation and Benefits (4)
What do you think your department is doing well? Answered: 41 Skipped: 33	100 EPS <b>Promoters</b> (78%) are talking about Communication (13) Teamwork (7) Management (4) Compensation and Benefits (3) Transparency (3)
Overall, do you have any general comments about Larimer County as an employer? Answered: 32 Skipped: 42	25 EPS <b>Promoters</b> (47%) are talking about Compensation and Benefits (5) <b>Detractors</b> (28%) are talking about Compensation and Benefits (4)