

Overview of Survey Results

2025 Employee Survey - IT Custom Report 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>	90% 72 of 80 participants have completed the survey
As of	
	Nov 30, 2025, 10:09 PM MST Results are grouped based on information in the Employee Directory as of this date
Response group	Benchmarks (6)
All Results (filtered) OrgLevel1Desc: Information Technology	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	84% favorable
GP: Being Good Stewards of Public Resources	71% favorable
GP: Cultivating Partnerships	77% favorable
GP: Empowering People to Take Responsibility	81% favorable
GP: Promoting Innovation and Continuous Improvement	82% favorable
GP: Providing Quality Customer Service	88% favorable
Management	81% favorable
Survey Questions	81% favorable

↓ Current score is lower than **2021 Employee Survey** score
↓ Current score is lower than **2022 Employee Survey** score
↓ Current score is lower than **2024 Employee Survey** score

Legend

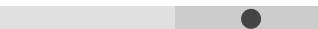
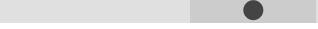
- ↑ Indicates a score statistically higher than available benchmark or filter
- ↓ Indicates a score statistically lower than available benchmark or filter

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

84%
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: 71 Skipped: 1 Scale: 1-5		80%
I am treated with respect and dignity.* Answered: 71 Skipped: 1 Scale: 1-5		83%
Larimer County is a safe place to work.* Answered: 71 Skipped: 1 Scale: 1-5		94%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 70 Skipped: 2 Scale: 1-5		73%
I can maintain a reasonable balance between my personal life and work life.* Answered: 71 Skipped: 1 Scale: 1-5		87%
I would recommend Larimer County as a good place to work.* Answered: 71 Skipped: 1 Scale: 1-5		89%
I have received the training I need to do a quality job.* Answered: 71 Skipped: 1 Scale: 1-5		82%
I have the information I need to do my job effectively.* Answered: 71 Skipped: 1 Scale: 1-5		80%

*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.

Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

71%
favorable

Questions that define GP: Being Good Stewards of Public Resources (3)	Responses	
We have enough employees where I work to do a quality job.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 73% of the responses.	73%
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: 71 Skipped: 1 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 48% of the responses.	48%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 93% of the responses.	93%

*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.

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

77%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses
Employees in my department do well at maintaining productive partnerships.*	<div data-bbox="807 457 1122 468" style="width: 77%;"><div data-bbox="1022 459 1037 468"></div></div> 77%

*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.

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

81%
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: 71 Skipped: 1 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left contains a solid black circle, indicating the response point on the scale.	82%
I am appropriately involved in decisions that affect my work.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left contains a solid black circle.	62%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 70 Skipped: 2 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left contains a solid black circle.	89%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. The fourth segment from the left contains a solid black circle.	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.

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

82%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="width: 82%;"><div style="width: 100%;"></div></div>	82%
The work environment on my team supports the development of new and innovative ideas.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="width: 82%;"><div style="width: 100%;"></div></div>	82%

*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.

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

88%
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: 70 Skipped: 2 Scale: 1-5	<div style="width: 84%;"><div style="width: 100%;"></div></div>	84%
Where I work, we are knowledgeable about our customers' needs.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="width: 92%;"><div style="width: 100%;"></div></div>	92%

*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.

Individual Metric Results: 7 of 8 Metrics

Management

81%
favorable

Questions that define Management (6)	Responses	
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 70 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the current rating level.	84%
I have a clear idea of what is expected of me in my job.* Answered: 70 Skipped: 2 Scale: 1-5	 A horizontal progress bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the current rating level.	81%
The amount of work expected of me is reasonable.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the current rating level.	83%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the current rating level.	83%
I receive recognition from management when I do a good job.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the current rating level.	69%
My immediate manager/supervisor encourages two-way communication.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal progress bar consisting of two segments of equal length, each represented by a light gray rectangle. A small black dot is positioned in the center of the bar, indicating the current rating level.	87%

*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.

Individual Metric Results: 8 of 8 Metrics

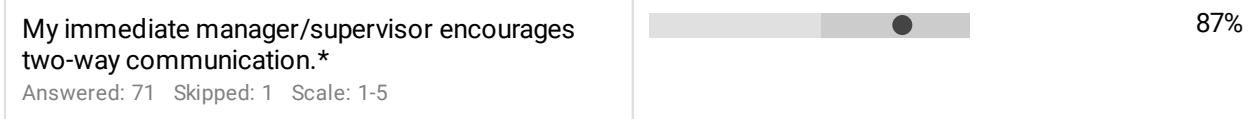
Survey Questions

81%
favorable

- ↓ Current score is lower than **2021 Employee Survey** score
- ↓ Current score is lower than **2022 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: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 82%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 82%
We have enough employees where I work to do a quality job.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 73%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 70 Skipped: 2 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 84%
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: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 48%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 70 Skipped: 2 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 84%
I am appropriately involved in decisions that affect my work.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 62%
Where I work, we are knowledgeable about our customers' needs.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 92%
Employees in my department do well at maintaining productive partnerships.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 77%
I have a clear idea of what is expected of me in my job.* Answered: 70 Skipped: 2 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 81%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 71 Skipped: 1 Scale: 1-5	<div style="display: flex; align-items: center; justify-content: center;"><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div><div style="width: 10px; height: 10px; background-color: #000; border-radius: 50%; margin: 0 10px;"></div><div style="width: 100px; height: 10px; background-color: #ccc; border-radius: 5px;"></div></div> 93%

I look forward to coming to work at this company.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 80% mark, indicating the percentage of respondents who answered 'yes' to the statement.	80%
Overall, Larimer County is a great place to work.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 87% mark, indicating the percentage of respondents who answered 'yes' to the statement.	87%
The amount of work expected of me is reasonable.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered 'yes' to the statement.	83%
I am treated with respect and dignity.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered 'yes' to the statement.	83%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 83% mark, indicating the percentage of respondents who answered 'yes' to the statement.	83%
The work environment on my team supports the development of new and innovative ideas.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 82% mark, indicating the percentage of respondents who answered 'yes' to the statement.	82%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 70 Skipped: 2 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 clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 90% mark, indicating the percentage of respondents who answered 'yes' to the statement.	90%
Larimer County is a safe place to work.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 94% mark, indicating the percentage of respondents who answered 'yes' to the statement.	94%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 70 Skipped: 2 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 73% mark, indicating the percentage of respondents who answered 'yes' to the statement.	73%
I can maintain a reasonable balance between my personal life and work life.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 87% mark, indicating the percentage of respondents who answered 'yes' to the statement.	87%
I would recommend Larimer County as a good place to work.* Answered: 71 Skipped: 1 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: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 69% mark, indicating the percentage of respondents who answered 'yes' to the statement.	69%
I have received the training I need to do a quality job.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 82% mark, indicating the percentage of respondents who answered 'yes' to the statement.	82%
I have the information I need to do my job effectively.* Answered: 71 Skipped: 1 Scale: 1-5	 A horizontal bar chart with a grey background. A black dot is positioned at the 80% mark, indicating the percentage of respondents who answered 'yes' to the statement.	80%



*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.

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
I am motivated to help Larimer County be successful. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 97%;"> </div></div> 97%
Larimer County delivers high quality services to it's customers. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 96%;"> </div></div> 96%
Larimer County is a safe place to work. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 94%;"> </div></div> 94%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 93%;"> </div></div> 93%
Where I work, we are knowledgeable about our customers' needs. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 92%;"> </div></div> 92%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 90%;"> </div></div> 90%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 90%;"> </div></div> 90%
I would recommend Larimer County as a good place to work. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 89%;"> </div></div> 89%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures. Answered: 70 Skipped: 2 Scale: 1-5	<div><div style="width: 89%;"> </div></div> 89%
Overall, Larimer County is a great place to work. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 87%;"> </div></div> 87%
I clearly understand how my own job contributes to achieving the mission and vision of my department. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 87%;"> </div></div> 87%
I can maintain a reasonable balance between my personal life and work life. Answered: 71 Skipped: 1 Scale: 1-5	<div><div style="width: 87%;"> </div></div> 87%

<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>87%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 70 Skipped: 2 Scale: 1-5</p>	 <p>84%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 70 Skipped: 2 Scale: 1-5</p>	 <p>84%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>83%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>83%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>83%</p>
<p>Employees are treated with dignity and their contributions matter.</p> <p>Answered: 70 Skipped: 2 Scale: 1-5</p>	 <p>83%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>82%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>82%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>82%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>82%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 70 Skipped: 2 Scale: 1-5</p>	 <p>81%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>80%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>80%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 71 Skipped: 1 Scale: 1-5</p>	 <p>77%</p>

Larimer County adapts to meet the needs of its employees. Answered: 70 Skipped: 2 Scale: 1-5	 74%
We have enough employees where I work to do a quality job. Answered: 71 Skipped: 1 Scale: 1-5	 73%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 71 Skipped: 1 Scale: 1-5	 73%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere. Answered: 70 Skipped: 2 Scale: 1-5	 73%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 71 Skipped: 1 Scale: 1-5	 72%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 70 Skipped: 2 Scale: 1-5	 71%
I am comfortable speaking up without fear of negative consequences. Answered: 71 Skipped: 1 Scale: 1-5	 70%
Larimer County has created an environment where all employee are supported to succeed. Answered: 70 Skipped: 2 Scale: 1-5	 70%
I receive recognition from management when I do a good job. Answered: 71 Skipped: 1 Scale: 1-5	 69%
I feel my department listens to my concerns and tries to act on solutions. Answered: 71 Skipped: 1 Scale: 1-5	 68%
I feel that my total compensation package fairly reflects the responsibilities and expectations of my job. Answered: 71 Skipped: 1 Scale: 1-5	 66%
The different departments and elected offices within Larimer County collaborate effectively. Answered: 68 Skipped: 4 Scale: 1-5	 63%
I am appropriately involved in decisions that affect my work. Answered: 71 Skipped: 1 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: 71 Skipped: 1 Scale: 1-5	 48%

Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 34 Skipped: 38	38 EPS Promoters (59%) Detractors (26%) are talking about Transparency (4)
What do you think your department could improve on? Answered: 38 Skipped: 34	-89 EPS Promoters (3%) Detractors (45%) are talking about Communication (7) Management (5) Cross-Team Collaboration (3) Teamwork (3) Transparency (3)
What do you think your department is doing well? Answered: 37 Skipped: 35	93 EPS Promoters (73%) are talking about Communication (6) Customer Focus (6) Compensation and Benefits (5) Innovation (5) Quality of Products and Services (3) Detractors (3%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 38 Skipped: 34	50 EPS Promoters (63%) are talking about Communication (3) Meaningful Work (3) Detractors (21%) are talking about Survey Feedback (3)