

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>	<p>61.4%</p> <p>54 of 88 participants have completed the survey</p>
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)
Daylan Figgs' Team	<p>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey, 2024 Employee Survey</p>

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	80% favorable
↑ Current score is higher than 2024 Employee Survey score	
GP: Being Good Stewards of Public Resources	67% favorable
↑ Current score is higher than 2024 Employee Survey score	
GP: Cultivating Partnerships	78% favorable
↑ Current score is higher than 2024 Employee Survey score	
GP: Empowering People to Take Responsibility	79% favorable
↑ Current score is higher than 2024 Employee Survey score	
GP: Promoting Innovation and Continuous Improvement	75% favorable
GP: Providing Quality Customer Service	85% favorable
Management	82% favorable
↑ Current score is higher than 2024 Employee Survey score	
Survey Questions	79% favorable
↑ Current score is higher than 2022 Employee Survey score	
↑ Current score is higher 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

80%
favorable

↑ 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: 54 Skipped: 0 Scale: 1-5	<div style="width: 76%;"><div style="width: 100%;"><div style="width: 76%;"></div></div></div>	76%
I am treated with respect and dignity.* Answered: 54 Skipped: 0 Scale: 1-5	<div style="width: 87%;"><div style="width: 100%;"><div style="width: 87%;"></div></div></div>	87%
Larimer County is a safe place to work.* Answered: 54 Skipped: 0 Scale: 1-5	<div style="width: 89%;"><div style="width: 100%;"><div style="width: 89%;"></div></div></div>	89%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 54 Skipped: 0 Scale: 1-5	<div style="width: 67%;"><div style="width: 100%;"><div style="width: 67%;"></div></div></div>	67%
I can maintain a reasonable balance between my personal life and work life.* Answered: 54 Skipped: 0 Scale: 1-5	<div style="width: 83%;"><div style="width: 100%;"><div style="width: 83%;"></div></div></div>	83%
I would recommend Larimer County as a good place to work.* Answered: 54 Skipped: 0 Scale: 1-5	<div style="width: 81%;"><div style="width: 100%;"><div style="width: 81%;"></div></div></div>	81%
I have received the training I need to do a quality job.* Answered: 54 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: 54 Skipped: 0 Scale: 1-5	<div style="width: 80%;"><div style="width: 100%;"><div style="width: 80%;"></div></div></div>	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.

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: 54 Skipped: 0 Scale: 1-5	<div style="width: 85%;"><div style="width: 100%;"><div style="width: 85%;"></div></div></div>	85%
Employees are treated with dignity and their contributions matter. Answered: 54 Skipped: 0 Scale: 1-5	<div style="width: 78%;"><div style="width: 100%;"><div style="width: 78%;"></div></div></div>	78%
Larimer County has created an environment where all employee are supported to succeed. Answered: 54 Skipped: 0 Scale: 1-5	<div style="width: 57%;"><div style="width: 100%;"><div style="width: 57%;"></div></div></div>	57%



Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

67%
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: 54 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 57% favorability.	57%
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: 54 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 61% favorability.	61%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 81% favorability.	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 GP: Being Good Stewards of Public Resources (4)	Responses	
The amount of work expected of me is reasonable. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 67% favorability.	67%
I have the information I need to do my job effectively. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 80% favorability.	80%
I am appropriately involved in decisions that affect my work. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 67% favorability.	67%
I can maintain a reasonable balance between my personal life and work life. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar divided into five equal segments. The fourth segment from the left is filled black, representing 83% favorability.	83%

Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

78%
favorable

Questions that define GP: Cultivating Partnerships (1)	Responses	
Employees in my department do well at maintaining productive partnerships.* Answered: 54 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: Cultivating Partnerships (4)	Responses	
Where I work, everyone takes personal responsibility for doing a quality job. Answered: 54 Skipped: 0 Scale: 1-5	 74%	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 54 Skipped: 0 Scale: 1-5	 81%	
Where I work, we are knowledgeable about our customers' needs. Answered: 54 Skipped: 0 Scale: 1-5	 87%	
Employees are treated with dignity and their contributions matter. Answered: 54 Skipped: 0 Scale: 1-5	 78%	

Individual Metric Results: 4 of 8 Metrics

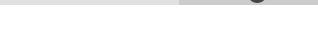
GP: Empowering People to Take Responsibility

79%
favorable

↑ Current score is higher than 2024 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: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	74%
I am appropriately involved in decisions that affect my work.* Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	67%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	87%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	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: Empowering People to Take Responsibility (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	81%
I am treated with respect and dignity. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	87%
My department appropriately communicates decisions or policy changes that affect my work. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	54%
I look forward to coming to work at this company. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length segments. The fourth segment from the left is filled with a dark grey color, while the others are light grey.	76%

Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

75%
favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (2)	Responses	
Larimer County fosters a culture of innovation and encourages creativity.* Answered: 54 Skipped: 0 Scale: 1-5		70%
The work environment on my team supports the development of new and innovative ideas.* Answered: 54 Skipped: 0 Scale: 1-5		80%

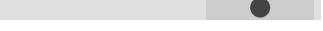
*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

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: 54 Skipped: 0 Scale: 1-5		65%
Larimer County has created an environment where all employee are supported to succeed. Answered: 54 Skipped: 0 Scale: 1-5		57%

Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

85%
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: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the third segment from the left, indicating the response point on a 1-5 scale.	83%
Where I work, we are knowledgeable about our customers' needs.* Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	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.

Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
Larimer County delivers high quality services to its customers. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	93%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	89%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth 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: 54 Skipped: 0 Scale: 1-5	 A horizontal bar consisting of five equal-length gray segments. A small black dot is positioned on the fourth segment from the left, indicating the response point on a 1-5 scale.	78%

Individual Metric Results: 7 of 8 Metrics

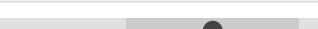
Management

82%
favorable

↑ 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: 54 Skipped: 0 Scale: 1-5		87%
I have a clear idea of what is expected of me in my job.* Answered: 54 Skipped: 0 Scale: 1-5		85%
The amount of work expected of me is reasonable.* Answered: 54 Skipped: 0 Scale: 1-5		67%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 54 Skipped: 0 Scale: 1-5		87%
I receive recognition from management when I do a good job.* Answered: 54 Skipped: 0 Scale: 1-5		74%
My immediate manager/supervisor encourages two-way communication.* Answered: 54 Skipped: 0 Scale: 1-5		91%

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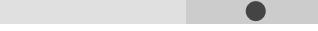
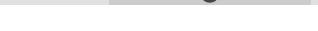
Questions that most drive Management (4)	Responses	
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 54 Skipped: 0 Scale: 1-5		80%
I have the information I need to do my job effectively. Answered: 54 Skipped: 0 Scale: 1-5		80%
I feel my department listens to my concerns and tries to act on solutions. Answered: 54 Skipped: 0 Scale: 1-5		65%
The work environment on my team supports the development of new and innovative ideas. Answered: 54 Skipped: 0 Scale: 1-5		80%

Individual Metric Results: 8 of 8 Metrics

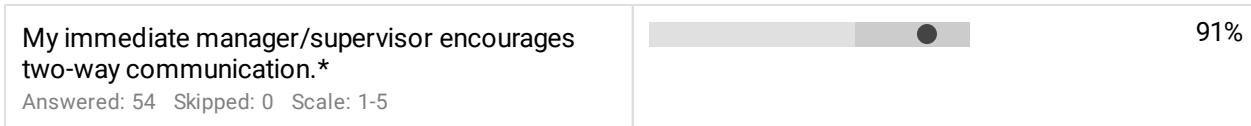
Survey Questions

79%
favorable

↑ Current score is higher than **2022 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: 54 Skipped: 0 Scale: 1-5	 70%
Where I work, everyone takes personal responsibility for doing a quality job.* Answered: 54 Skipped: 0 Scale: 1-5	 74%
We have enough employees where I work to do a quality job.* Answered: 54 Skipped: 0 Scale: 1-5	 57%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* Answered: 54 Skipped: 0 Scale: 1-5	 87%
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: 54 Skipped: 0 Scale: 1-5	 61%
Where I work, we are able to respond quickly to the needs of our customers.* Answered: 54 Skipped: 0 Scale: 1-5	 83%
I am appropriately involved in decisions that affect my work.* Answered: 54 Skipped: 0 Scale: 1-5	 67%
Where I work, we are knowledgeable about our customers' needs.* Answered: 54 Skipped: 0 Scale: 1-5	 87%
Employees in my department do well at maintaining productive partnerships.* Answered: 54 Skipped: 0 Scale: 1-5	 78%
I have a clear idea of what is expected of me in my job.* Answered: 54 Skipped: 0 Scale: 1-5	 85%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 54 Skipped: 0 Scale: 1-5	 81%

I look forward to coming to work at this company.* Answered: 54 Skipped: 0 Scale: 1-5	 76%
Overall, Larimer County is a great place to work.* Answered: 54 Skipped: 0 Scale: 1-5	 85%
The amount of work expected of me is reasonable.* Answered: 54 Skipped: 0 Scale: 1-5	 67%
I am treated with respect and dignity.* Answered: 54 Skipped: 0 Scale: 1-5	 87%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* Answered: 54 Skipped: 0 Scale: 1-5	 87%
The work environment on my team supports the development of new and innovative ideas.* Answered: 54 Skipped: 0 Scale: 1-5	 80%
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* Answered: 54 Skipped: 0 Scale: 1-5	 87%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* Answered: 54 Skipped: 0 Scale: 1-5	 89%
Larimer County is a safe place to work.* Answered: 54 Skipped: 0 Scale: 1-5	 89%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 54 Skipped: 0 Scale: 1-5	 67%
I can maintain a reasonable balance between my personal life and work life.* Answered: 54 Skipped: 0 Scale: 1-5	 83%
I would recommend Larimer County as a good place to work.* Answered: 54 Skipped: 0 Scale: 1-5	 81%
I receive recognition from management when I do a good job.* Answered: 54 Skipped: 0 Scale: 1-5	 74%
I have received the training I need to do a quality job.* Answered: 54 Skipped: 0 Scale: 1-5	 76%
I have the information I need to do my job effectively.* Answered: 54 Skipped: 0 Scale: 1-5	 80%

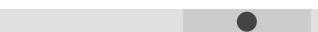


*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.

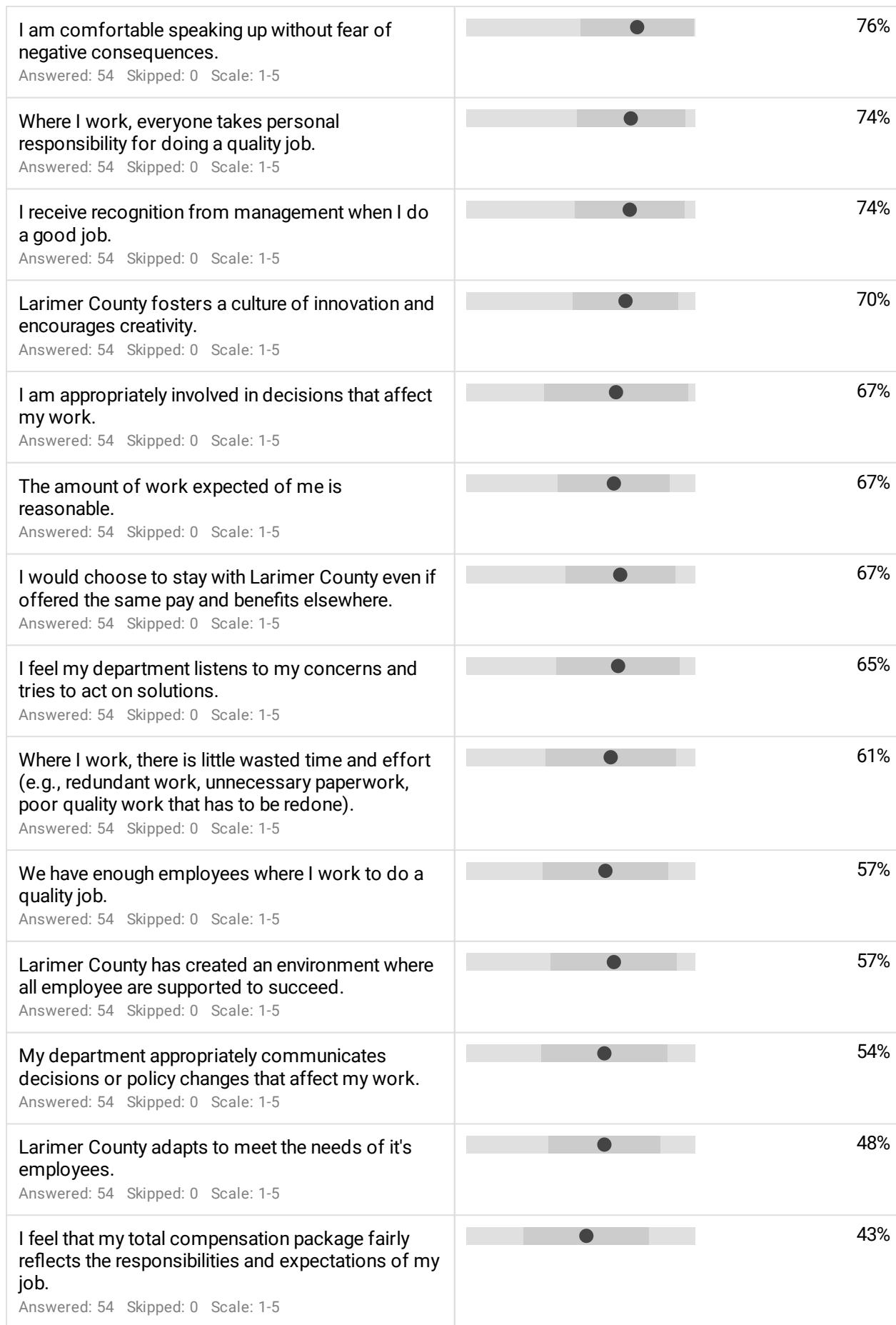
Questions that most drive Survey Questions (4)	Responses	
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 54 Skipped: 0 Scale: 1-5		81%
I feel my department listens to my concerns and tries to act on solutions. Answered: 54 Skipped: 0 Scale: 1-5		65%
I am motivated to help Larimer County be successful. Answered: 54 Skipped: 0 Scale: 1-5		89%
Employees are treated with dignity and their contributions matter. Answered: 54 Skipped: 0 Scale: 1-5		78%

Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)
<p>Larimer County delivers high quality services to its customers.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 93%
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 91%
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 53 Skipped: 1 Scale: 1-5</p>	 91%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 89%
<p>Larimer County is a safe place to work.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 89%
<p>I am motivated to help Larimer County be successful.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 89%
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 87%
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 87%
<p>I am treated with respect and dignity.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 87%
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 87%
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 87%
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 54 Skipped: 0 Scale: 1-5</p>	 85%

Overall, Larimer County is a great place to work. Answered: 54 Skipped: 0 Scale: 1-5		85%
Where I work, we are able to respond quickly to the needs of our customers. Answered: 54 Skipped: 0 Scale: 1-5		83%
I can maintain a reasonable balance between my personal life and work life. Answered: 54 Skipped: 0 Scale: 1-5		83%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. Answered: 54 Skipped: 0 Scale: 1-5		81%
I would recommend Larimer County as a good place to work. Answered: 54 Skipped: 0 Scale: 1-5		81%
Where I work, people actively identify, acknowledge, and work to solve problems. Answered: 54 Skipped: 0 Scale: 1-5		81%
The work environment on my team supports the development of new and innovative ideas. Answered: 54 Skipped: 0 Scale: 1-5		80%
I am comfortable sharing a different opinion or concern and do so without fear. Answered: 54 Skipped: 0 Scale: 1-5		80%
My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate. Answered: 54 Skipped: 0 Scale: 1-5		80%
I have the information I need to do my job effectively. Answered: 54 Skipped: 0 Scale: 1-5		80%
Employees in my department do well at maintaining productive partnerships. Answered: 54 Skipped: 0 Scale: 1-5		78%
Employees are treated with dignity and their contributions matter. Answered: 54 Skipped: 0 Scale: 1-5		78%
I look forward to coming to work at this company. Answered: 54 Skipped: 0 Scale: 1-5		76%
I have received the training I need to do a quality job. Answered: 54 Skipped: 0 Scale: 1-5		76%





Open-ended questions (4)	Responses
Overall, do you have any general comments about your department? Answered: 29 Skipped: 25	39 EPS Promoters (55%) are talking about Meaningful Work (6) Detractors (24%) are talking about Training and Learning Opportunities (3)
What do you think your department could improve on? Answered: 38 Skipped: 16	-53 EPS Promoters (11%) Detractors (34%) are talking about Communication (5) Compensation and Benefits (4)
What do you think your department is doing well? Answered: 37 Skipped: 17	93 EPS Promoters (70%) are talking about Communication (7) Management (4) Cross-Team Collaboration (3) Teamwork (3) Tools and Infrastructure (3) Detractors (3%)
Overall, do you have any general comments about Larimer County as an employer? Answered: 32 Skipped: 22	26 EPS Promoters (38%) are talking about Compensation and Benefits (3) Detractors (22%)