

2023 EMPLOYEE SURVEY RESULTS



LARIMER COUNTY

Being good stewards of public resources	Promoting Innovation, adaptability, and committing to continuous improvement.	Cultivating inclusive and collaborative partnerships	Empowering people to take responsibility.	Management	Being a fulfilling, enjoyable, and inclusive place to work	Providing Consistent Quality Customer Service
71% Favorability*	75% Favorability*	78% Favorability*	78% Favorability*	79% Favorability*	79% Favorability*	85% Favorability*
72% in 2022	74% in 2022	78% in 2022	79% in 2022	79% in 2022	80% in 2022	86% in 2022
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.	The work environment on my team supports the development of new and innovative ideas.	Employees in my department do well at maintaining productive partnerships.	I clearly understand how my own job contributes to achieving the goals of Larimer County.	I have a clear idea of what is expected of me in my job.	Larimer County is a safe place to work.	Where I work, we are knowledgeable about our customers' needs.
We have enough employees where I work to do a quality job.	Larimer County fosters a culture of innovation and encourages creativity.	The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.	I am appropriately involved in decisions that affect my work.	My immediate manager/supervisor deals effectively with poor performers.	I believe I am compensated fairly for what I do.	I am motivated to go beyond what is normally expected to help Larimer County be successful.

86%
Believe Larimer County is a fulfilling and enjoyable place to work.

↓ **87% in 2022**

69%
Employee Participation**
1,431 Employees Participated

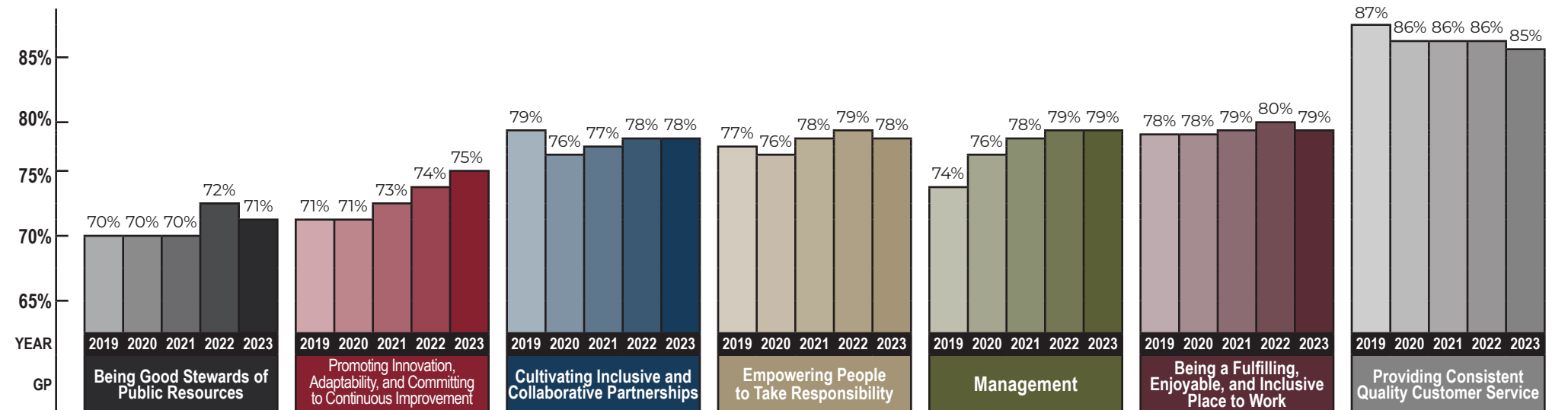
↓ **71% in 2022**

* Favorability = The amount of employees who look favorably on the survey statements. Agree & Strongly Agree are considered Favorable scores. Strongly Disagree, Disagree, and Neither/Nor (Neutral) bring the Favorability score down.

** Regular Employee Participation

OVER THE YEARS

Here's a quick look at how our Guiding Principles have ranked over the years.



THEMES & EMOTIONS

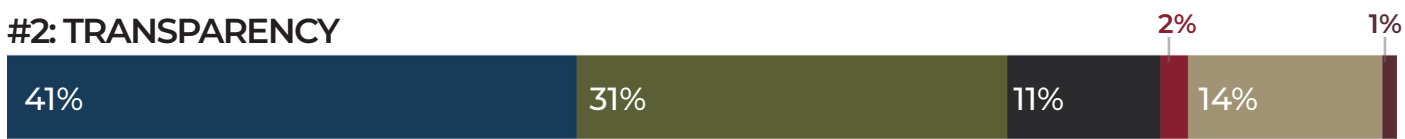
In this section, we're exploring Employee Voice's analysis of employee comments. This analysis groups the comments into themes, then translates comments into emotions. We are looking at the **top five themes** and the **top five emotions** associated with each topic. Please refer to the key to understand the charts.



#1: COMMUNICATION



#2: TRANSPARENCY



#3: COMPENSATION & BENEFITS



#4: TEAMWORK



#5: CROSS-TEAM COLLABORATION



EMPLOYEE CHARACTERISTICS

69% Favorability* **ADAPTABILITY**
The ability and willingness to learn and grow while demonstrating flexibility and resiliency in an ever-changing work environment.

Where I work, people are willing to confront and solve problems.

As an employer, Larimer County makes change based on the needs of its employees.

77% Favorability* **COLLABORATIVE**
The ability and willingness to be open-minded, team-oriented, and solution-driven while working with others.

Employees in my department do well at maintaining productive partnerships.

The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.

77% Favorability* **INCLUSIVE**
The ability and willingness to authentically contribute to a workplace culture that is empathetic, accepting, open-minded, and compassionate.

My immediate manager/supervisor gives me feedback that helps me improve my performance.

I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.

KUDOS & FOCUS AREAS



HIGHEST SCORING STATEMENTS

- I clearly understand how my own job contributes to achieving the goals of Larimer County.
- I clearly understand how my own job contributes to achieving the mission and vision of my department.
- Where I work, we are knowledgeable about our customers' needs.
- I have a clear idea of what is expected of me in my job.
- My immediate manager/supervisor encourages two-way communication.



LOWEST SCORING STATEMENTS

- As an employer, Larimer County makes change based on the needs of its employees.
- We have enough employees where I work to do a quality job.
- I believe I am compensated fairly for what I do.
- Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).
- My immediate manager/supervisor deals effectively with poor performers.