

# Overview of Survey Results

2024 Employee Survey - Manager Report, no comments - 2024 Employee Survey

## Survey description

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!

## Response group

Bob Overbeck's Team

## Participation rate

72%  
36 of 50 participants have completed the survey

## As of

Nov 24, 2024, 10:37 PM MST  
Results are grouped based on information in the Employee Directory as of this date

## Benchmarks (5)

**Historical Trend:** 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey

## Summary of Metric results

% favorable

<b>GP: Being a Fulfilling and Enjoyable Place to Work</b>	<b>76% favorable</b>
↑ Current score is higher than <b>2021 Employee Survey</b> score	
↑ Current score is higher than <b>2023 Employee Survey</b> score	
↓ Current score is lower than <b>2020 Employee Survey</b> score	
<b>GP: Being Good Stewards of Public Resources</b>	<b>57% favorable</b>
↑ Current score is higher than <b>2021 Employee Survey</b> score	
<b>GP: Cultivating Partnerships</b>	<b>83% favorable</b>
<b>GP: Empowering People to Take Responsibility</b>	<b>76% favorable</b>
<b>GP: Promoting Innovation and Continuous Improvement</b>	<b>72% favorable</b>
↑ Current score is higher than <b>2021 Employee Survey</b> score	
<b>GP: Providing Quality Customer Service</b>	<b>90% favorable</b>
<b>Management</b>	<b>73% favorable</b>
↑ Current score is higher than <b>2019 Employee Survey</b> score	
↑ Current score is higher than <b>2021 Employee Survey</b> 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 Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)	
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		94%
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		94%
<p>Larimer County delivers high quality services to it's customers.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		94%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		92%
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		86%
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		86%
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		86%
<p>I am motivated to help Larimer County be successful.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		86%
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		83%
<p>I am treated with respect and dignity.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		83%
<p>Larimer County is a safe place to work.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		83%
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 35 Skipped: 1 Scale: 1-5</p>		83%

<p><b>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</b></p> <p>Answered: 33 Skipped: 3 Scale: 1-5</p>		82%
<p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		81%
<p><b>My immediate manager/supervisor encourages two-way communication.</b></p> <p>Answered: 35 Skipped: 1 Scale: 1-5</p>		80%
<p><b>The work environment on my team supports the development of new and innovative ideas.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		78%
<p><b>I have received the training I need to do a quality job.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		78%
<p><b>I have the information I need to do my job effectively.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		78%
<p><b>I have a clear idea of what is expected of me in my job.</b></p> <p>Answered: 35 Skipped: 1 Scale: 1-5</p>		77%
<p><b>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		75%
<p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		72%
<p><b>The amount of work expected of me is reasonable.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		69%
<p><b>I can maintain a reasonable balance between my personal life and work life.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		69%
<p><b>Where I work, people actively identify, acknowledge, and work to solve problems.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		69%
<p><b>Larimer County fosters a culture of innovation and encourages creativity.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		67%
<p><b>Where I work, everyone takes personal responsibility for doing a quality job.</b></p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>		67%

<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>67%</p>
<p>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>67%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>64%</p>
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>64%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>64%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 34 Skipped: 2 Scale: 1-5</p>	<p>62%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>61%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>58%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>56%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>56%</p>
<p>Where I work, there is little wasted time and effort (e.g., redundant work, unnecessary paperwork, poor quality work that has to be redone).</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>53%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>53%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>53%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 36 Skipped: 0 Scale: 1-5</p>	<p>47%</p>

<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 34 Skipped: 2 Scale: 1-5</p>	 <p style="text-align: right;">38%</p>
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Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 18 Skipped: 18</p>	<p>12 EPS</p> <p><b>Promoters</b> (50%)</p> <p><b>Detractors</b> (39%)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 21 Skipped: 15</p>	<p>-60 EPS</p> <p><b>Promoters</b> (14%)</p> <p><b>Detractors</b> (57%) are talking about Communication (5) Cross-Team Collaboration (3) Teamwork (3)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 21 Skipped: 15</p>	<p>57 EPS</p> <p><b>Promoters</b> (52%) are talking about Communication (3)</p> <p><b>Detractors</b> (14%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 20 Skipped: 16</p>	<p>18 EPS</p> <p><b>Promoters</b> (50%)</p> <p><b>Detractors</b> (35%) are talking about Compensation and Benefits (3)</p>