

Overview of Survey Results

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

Survey description	Participation rate
<p>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>91.3%</p> <p>42 of 46 participants have completed the survey</p>
Response group	As of
<p>Rebecca Everette's Team</p>	<p>Nov 24, 2024, 10:37 PM MST</p> <p>Results are grouped based on information in the Employee Directory as of this date</p>
	Benchmarks (5)
	<p>Historical Trend: 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey</p>













Summary of Metric results




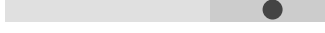









% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	86% favorable
GP: Being Good Stewards of Public Resources	54% favorable
GP: Cultivating Partnerships	81% favorable
GP: Empowering People to Take Responsibility	86% favorable
GP: Promoting Innovation and Continuous Improvement	86% favorable
GP: Providing Quality Customer Service	74% favorable
Management	84% favorable



Individual Question Results

grouped by question type

Rating questions (41)	% favorability (high to low)	
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		100%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		98%
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		98%
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		95%
<p>Larimer County is a safe place to work.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		95%
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		93%
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		93%
<p>I am motivated to help Larimer County be successful.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		93%
<p>I am treated with respect and dignity.</p> <p>Answered: 41 Skipped: 1 Scale: 1-5</p>		93%
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		90%
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		88%
<p>I look forward to coming to work at this company.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		88%

<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: 42 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>Larimer County delivers high quality services to it's customers.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>88%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>The work environment on my team supports the development of new and innovative ideas.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>My immediate manager/supervisor gives me feedback that helps me improve my performance.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>83%</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: 42 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>

<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		81%
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		81%
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		79%
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		79%
<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		79%
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		76%
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		76%
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		76%
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		74%
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 41 Skipped: 1 Scale: 1-5</p>		73%
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		69%
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		64%
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		60%
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>		57%

<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 42 Skipped: 0 Scale: 1-5</p>	 <p>40%</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: 42 Skipped: 0 Scale: 1-5</p>	 <p>38%</p>

Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 20 Skipped: 22</p>	<p>78 EPS</p> <p>Promoters (80%) are talking about Meaningful Work (3)</p> <p>Detractors (10%)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 23 Skipped: 19</p>	<p>-85 EPS</p> <p>Promoters (4%)</p> <p>Detractors (52%) are talking about Communication (5) Cross-Team Collaboration (3) Transparency (3)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 24 Skipped: 18</p>	<p>100 EPS</p> <p>Promoters (71%) are talking about Communication (10) Customer Focus (3) Management (3)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 21 Skipped: 21</p>	<p>79 EPS</p> <p>Promoters (81%)</p> <p>Detractors (10%)</p>