

# 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

Emily Humphrey's Team

## Participation rate

84.6%  
214 of 253 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> ↑ Current score is higher than <b>2020 Employee Survey</b> score ↑ Current score is higher than <b>2021 Employee Survey</b> score ↑ Current score is higher than <b>2022 Employee Survey</b> score ↑ Current score is higher than <b>2023 Employee Survey</b> score	<b>81% favorable</b>
<b>GP: Being Good Stewards of Public Resources</b> ↑ Current score is higher than <b>2020 Employee Survey</b> score ↑ Current score is higher than <b>2023 Employee Survey</b> score	<b>68% favorable</b>
<b>GP: Cultivating Partnerships</b> ↓ Current score is lower than <b>2021 Employee Survey</b> score ↓ Current score is lower than <b>2022 Employee Survey</b> score	<b>73% favorable</b>
<b>GP: Empowering People to Take Responsibility</b>	<b>71% favorable</b>
<b>GP: Promoting Innovation and Continuous Improvement</b> ↑ Current score is higher than <b>2020 Employee Survey</b> score ↑ Current score is higher than <b>2023 Employee Survey</b> score	<b>74% favorable</b>
<b>GP: Providing Quality Customer Service</b>	<b>87% favorable</b>
<b>Management</b> ↑ Current score is higher than <b>2020 Employee Survey</b> score ↑ Current score is higher than <b>2021 Employee Survey</b> score	<b>82% favorable</b>










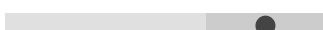


### Legend


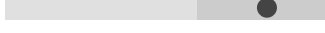

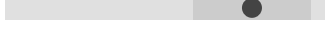










- ↑ Indicates a score statistically higher than available benchmark or filter
- ↓ Indicates a score statistically lower than available benchmark or filter















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>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 210 Skipped: 4 Scale: 1-5</p>		95%
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		93%
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		92%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>		92%
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>		91%
<p>I have the information I need to do my job effectively.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		90%
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		90%
<p>I have received the training I need to do a quality job.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		89%
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		88%
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		87%
<p>Larimer County is a safe place to work.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		87%
<p>Larimer County delivers high quality services to it's customers.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>		86%

<p><b>I am motivated to help Larimer County be successful.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>86%</p>
<p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>86%</p>
<p><b>I am treated with respect and dignity.</b>                  Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>86%</p>
<p><b>Where I work, we are able to respond quickly to the needs of our customers.</b>                  Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>84%</p>
<p><b>My immediate manager/supervisor works to remove obstacles that impede our work processes.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>84%</p>
<p><b>Larimer County has created an environment where people of diverse backgrounds can succeed.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>81%</p>
<p><b>Where I work, people actively identify, acknowledge, and work to solve problems.</b>                  Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>76%</p>
<p><b>I look forward to coming to work at this company.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>75%</p>
<p><b>The work environment on my team supports the development of new and innovative ideas.</b>                  Answered: 211 Skipped: 3 Scale: 1-5</p>	 <p>74%</p>
<p><b>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>74%</p>
<p><b>Employees in my department do well at maintaining productive partnerships.</b>                  Answered: 211 Skipped: 3 Scale: 1-5</p>	 <p>73%</p>
<p><b>Larimer County fosters a culture of innovation and encourages creativity.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>73%</p>
<p><b>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</b>                  Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>73%</p>
<p><b>The amount of work expected of me is reasonable.</b>                  Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>72%</p>

<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>71%</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: 213 Skipped: 1 Scale: 1-5</p>	 <p>71%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>69%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 211 Skipped: 3 Scale: 1-5</p>	 <p>68%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>68%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>66%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>63%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>62%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>60%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>60%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>59%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 212 Skipped: 2 Scale: 1-5</p>	 <p>54%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 213 Skipped: 1 Scale: 1-5</p>	 <p>54%</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: 213 Skipped: 1 Scale: 1-5</p>	 <p>53%</p>

<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 208 Skipped: 6 Scale: 1-5</p>	 <p>53%</p>
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Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 117 Skipped: 97</p>	<p>4 EPS</p> <p><b>Promoters</b> (33%) are talking about Meaningful Work (8) Teamwork (4) Communication (3) Compensation and Benefits (3) Management (3)</p> <p><b>Detractors</b> (31%) are talking about Communication (6) Management (6) Training and Learning Opportunities (5) Hiring and Recruiting (3) Teamwork (3)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 148 Skipped: 66</p>	<p>-75 EPS</p> <p><b>Promoters</b> (7%) are talking about Cross-Team Collaboration (3)</p> <p><b>Detractors</b> (47%) are talking about Communication (21) Compensation and Benefits (14) Management (11) Accountability and Responsibility (9) Values and Culture (8)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 142 Skipped: 72</p>	<p>90 EPS</p> <p><b>Promoters</b> (70%) are talking about Communication (24) Training and Learning Opportunities (16) Teamwork (13) Management (12) Compensation and Benefits (11)</p> <p><b>Detractors</b> (4%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 112 Skipped: 102</p>	<p>22 EPS</p> <p><b>Promoters</b> (37%) are talking about Compensation and Benefits (16) Meaningful Work (4) Teamwork (3)</p> <p><b>Detractors</b> (23%) are talking about Compensation and Benefits (9) Communication (7) Management (4) Hiring and Recruiting (3) Work-Life Balance (3)</p>