

# Overview of Survey Results

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

<b>Survey description</b>	<b>Participation rate</b>
<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 <a href="#">Jennifer Glover</a> or <a href="#">Marcy Hamilton</a>. We greatly appreciate your participation and honest feedback!</p>	<p>95.2%</p> <p>139 of 146 participants have completed the survey</p>
<b>Response group</b>	<b>As of</b>
<p>Timothy Hand'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>
	<b>Benchmarks (5)</b>
	<p><b>Historical Trend:</b> 2019 Employee Survey, 2020 Employee Survey, 2021 Employee Survey, 2022 Employee Survey, 2023 Employee Survey</p>

## Summary of Metric results

% favorable

<b>GP: Being a Fulfilling and Enjoyable Place to Work</b> ↑ Current score is higher than <b>2019 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score ↑ Current score is higher than <b>2023 Employee Survey</b> score	<b>82% favorable</b>
<b>GP: Being Good Stewards of Public Resources</b> ↑ Current score is higher than <b>2019 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score	<b>67% 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>74% favorable</b>
<b>GP: Empowering People to Take Responsibility</b>	<b>73% favorable</b>
<b>GP: Promoting Innovation and Continuous Improvement</b>	<b>77% favorable</b>
<b>GP: Providing Quality Customer Service</b>	<b>90% favorable</b>
<b>Management</b> ↑ Current score is higher than <b>2019 Employee Survey</b> score ↑ Current score is higher than <b>2020 Employee Survey</b> score	<b>83% 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: 137 Skipped: 2 Scale: 1-5</p>	 <p>96%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>93%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>93%</p>
<p>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 137 Skipped: 2 Scale: 1-5</p>	 <p>93%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>92%</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: 138 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>Larimer County delivers high quality services to it's customers.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>91%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>89%</p>
<p>I am motivated to help Larimer County be successful.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>89%</p>
<p>My immediate manager/supervisor works to remove obstacles that impede our work processes.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	 <p>88%</p>

<p><b>My immediate manager/supervisor gives me feedback that helps me improve my performance.</b>                  Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>88%</p>
<p><b>Larimer County is a safe place to work.</b>                  Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>88%</p>
<p><b>Where I work, we are able to respond quickly to the needs of our customers.</b>                  Answered: 137 Skipped: 2 Scale: 1-5</p>	<p>87%</p>
<p><b>I am treated with respect and dignity.</b>                  Answered: 137 Skipped: 2 Scale: 1-5</p>	<p>87%</p>
<p><b>I have received the training I need to do a quality job.</b>                  Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>86%</p>
<p><b>Where I work, people actively identify, acknowledge, and work to solve problems.</b>                  Answered: 137 Skipped: 2 Scale: 1-5</p>	<p>80%</p>
<p><b>The work environment on my team supports the development of new and innovative ideas.</b>                  Answered: 136 Skipped: 3 Scale: 1-5</p>	<p>79%</p>
<p><b>I look forward to coming to work at this company.</b>                  Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>78%</p>
<p><b>Larimer County has created an environment where people of diverse backgrounds can succeed.</b>                  Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>78%</p>
<p><b>My supervisors are willing to consider the perspectives of all staff regarding different ways to complete tasks and make adjustments when appropriate.</b>                  Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>78%</p>
<p><b>Larimer County fosters a culture of innovation and encourages creativity.</b>                  Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>75%</p>
<p><b>Employees in my department do well at maintaining productive partnerships.</b>                  Answered: 137 Skipped: 2 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: 138 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: 137 Skipped: 2 Scale: 1-5</p>	<p>73%</p>

<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>72%</p>
<p>The amount of work expected of me is reasonable.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>71%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>71%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 136 Skipped: 3 Scale: 1-5</p>	<p>70%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>70%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 137 Skipped: 2 Scale: 1-5</p>	<p>68%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>67%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 137 Skipped: 2 Scale: 1-5</p>	<p>66%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>65%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 137 Skipped: 2 Scale: 1-5</p>	<p>61%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>58%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 138 Skipped: 1 Scale: 1-5</p>	<p>57%</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: 138 Skipped: 1 Scale: 1-5</p>	<p>54%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 136 Skipped: 3 Scale: 1-5</p>	<p>54%</p>

<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 137 Skipped: 2 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: 76 Skipped: 63</p>	<p>22 EPS</p> <p><b>Promoters</b> (37%) are talking about Meaningful Work (6) Management (3)</p> <p><b>Detractors</b> (24%) are talking about Management (5) Communication (4)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 93 Skipped: 46</p>	<p>-70 EPS</p> <p><b>Promoters</b> (8%) are talking about Cross-Team Collaboration (3)</p> <p><b>Detractors</b> (42%) are talking about Communication (11) Compensation and Benefits (6) Management (6) Values and Culture (5) Accountability and Responsibility (4)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 92 Skipped: 47</p>	<p>91 EPS</p> <p><b>Promoters</b> (67%) are talking about Communication (13) Training and Learning Opportunities (9) Customer Focus (8) Management (8) Teamwork (8)</p> <p><b>Detractors</b> (3%)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 71 Skipped: 68</p>	<p>38 EPS</p> <p><b>Promoters</b> (38%) are talking about Compensation and Benefits (9) Meaningful Work (3)</p> <p><b>Detractors</b> (17%) are talking about Communication (4) Compensation and Benefits (3)</p>