

# 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

Mark Peterson's Team

## Participation rate

97.2%  
35 of 36 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>84% favorable</b>
↓ Current score is lower than <b>2019 Employee Survey</b> score	
↓ Current score is lower than <b>2020 Employee Survey</b> score	
↓ Current score is lower than <b>2021 Employee Survey</b> score	
↓ Current score is lower than <b>2022 Employee Survey</b> score	
↓ Current score is lower than <b>2023 Employee Survey</b> score	
<b>GP: Being Good Stewards of Public Resources</b>	<b>57% favorable</b>
↓ Current score is lower than <b>2019 Employee Survey</b> score	
↓ Current score is lower than <b>2020 Employee Survey</b> score	
↓ Current score is lower than <b>2023 Employee Survey</b> score	
<b>GP: Cultivating Partnerships</b>	<b>91% favorable</b>
<b>GP: Empowering People to Take Responsibility</b>	<b>84% favorable</b>
↓ Current score is lower than <b>2021 Employee Survey</b> score	
↓ Current score is lower than <b>2022 Employee Survey</b> score	
↓ Current score is lower than <b>2023 Employee Survey</b> score	
<b>GP: Promoting Innovation and Continuous Improvement</b>	<b>81% favorable</b>
<b>GP: Providing Quality Customer Service</b>	<b>91% favorable</b>
<b>Management</b>	<b>86% favorable</b>

### Legend













↑ Indicates a score statistically higher than available benchmark or filter



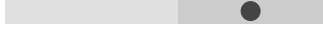











↓ Indicates a score statistically lower than available benchmark or filter















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>Where I work, we are knowledgeable about our customers' needs.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>97%</p>
<p>I am treated with respect and dignity.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>97%</p>
<p>My immediate manager/supervisor encourages two-way communication.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>97%</p>
<p>Overall, Larimer County is a great place to work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>94%</p>
<p>I clearly understand how my own job contributes to achieving the mission and vision of my department.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>94%</p>
<p>I clearly understand how my own job contributes to achieving the goals of Larimer County.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>94%</p>
<p>Employees in my department do well at maintaining productive partnerships.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>My work environment is inclusive. (Inclusion is the process that helps everyone in the workplace feel valued and respected.)</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>I would recommend Larimer County as a good place to work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>Larimer County delivers high quality services to it's customers.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>Where I work, people actively identify, acknowledge, and work to solve problems.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>
<p>I am motivated to help Larimer County be successful.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>91%</p>

<p>Larimer County has created an environment where people of diverse backgrounds can succeed.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>89%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>89%</p>
<p>I have a clear idea of what is expected of me in my job.</p> <p>Answered: 34 Skipped: 1 Scale: 1-5</p>	 <p>88%</p>
<p>Where I work, everyone takes personal responsibility for doing a quality job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>Where I work, we are able to respond quickly to the needs of our customers.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>I look forward to coming to work at this company.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>86%</p>
<p>My department appropriately communicates decisions or policy changes that affect my work.</p> <p>Answered: 35 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: 35 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: 35 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: 35 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Where I work, everyone takes personal responsibility for complying with safety rules and procedures.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>Larimer County is a safe place to work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I can maintain a reasonable balance between my personal life and work life.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>83%</p>
<p>I feel my department listens to my concerns and tries to act on solutions.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>

<p>The amount of work expected of me is reasonable.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>I receive recognition from management when I do a good job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>I have the information I need to do my job effectively.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>80%</p>
<p>Larimer County fosters a culture of innovation and encourages creativity.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I am comfortable sharing a different opinion or concern and do so without fear.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>77%</p>
<p>I am comfortable speaking up without fear of negative consequences.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>74%</p>
<p>I am appropriately involved in decisions that affect my work.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>71%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>Larimer County adapts to meet the needs of it's employees.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>71%</p>
<p>I have received the training I need to do a quality job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>69%</p>
<p>I feel that my total compensation package fairly reflects the responsibilities and expectations of my job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>63%</p>
<p>The different departments and elected offices within Larimer County collaborate effectively.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>54%</p>
<p>We have enough employees where I work to do a quality job.</p> <p>Answered: 35 Skipped: 0 Scale: 1-5</p>	 <p>51%</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: 35 Skipped: 0 Scale: 1-5</p>	 <p>49%</p>
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Open-ended questions (4)	Responses
<p>Overall, do you have any general comments about your department?</p> <p>Answered: 15 Skipped: 20</p>	<p>20 EPS</p> <p><b>Promoters</b> (40%)</p> <p><b>Detractors</b> (27%)</p>
<p>What do you think your department could improve on?</p> <p>Answered: 16 Skipped: 19</p>	<p>-60 EPS</p> <p><b>Promoters</b> (13%)</p> <p><b>Detractors</b> (50%) are talking about Communication (3) Hiring and Recruiting (3)</p>
<p>What do you think your department is doing well?</p> <p>Answered: 17 Skipped: 18</p>	<p>100 EPS</p> <p><b>Promoters</b> (76%) are talking about Teamwork (5) Communication (3)</p>
<p>Overall, do you have any general comments about Larimer County as an employer?</p> <p>Answered: 14 Skipped: 21</p>	<p>38 EPS</p> <p><b>Promoters</b> (64%)</p> <p><b>Detractors</b> (29%)</p>