

Overview of Survey Results

2020 Employee Survey - 2020 Employee Survey - Manager Report

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 releasing text question summaries to departments, HR Generalists will do their best to eliminate 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

Justin Smith's Team

Participation rate

35.8%

171 of 478 participants have completed the survey

As of

Oct 05, 2020, 09:35 PM MDT

Results are grouped based on information in the Employee Directory as of this date

Benchmarks (1)

Historical Trend: 2019 Employee Survey

Summary of Metric results

% favorable

GP: Being a Fulfilling and Enjoyable Place to Work	78% favorable
GP: Being Good Stewards of Public Resources	66% favorable
GP: Cultivating Partnerships	77% favorable
GP: Empowering People to Take Responsibility	79% favorable
GP: Promoting Innovation and Continuous Improvement	68% favorable
GP: Providing Quality Customer Service	88% favorable
Management	80% favorable
Sheriff	73% favorable

↑ Current score is higher than **2019 Employee Survey** 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 Metric Results: 1 of 8 Metrics

GP: Being a Fulfilling and Enjoyable Place to Work ^{78%} favorable

Questions that define GP: Being a Fulfilling and Enjoyable Place to Work (11)	Responses
I am treated with respect and dignity.* Answered: 171 Skipped: 0 Scale: 1-5	 82%
Larimer County has created an environment where people of diverse backgrounds can succeed.* Answered: 170 Skipped: 1 Scale: 1-5	 78%
I believe I am compensated fairly for what I do.* Answered: 170 Skipped: 1 Scale: 1-5	 54%
I can maintain a reasonable balance between my personal life and work life.* Answered: 170 Skipped: 1 Scale: 1-5	 69%
I would recommend Larimer County as a good place to work.* Answered: 171 Skipped: 0 Scale: 1-5	 83%
I have the information I need to do my job effectively.* Answered: 167 Skipped: 4 Scale: 1-5	 86%
I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.* Answered: 171 Skipped: 0 Scale: 1-5	 70%
Considering everything, how would you rate your overall satisfaction at Larimer County at the present time?*	 78%
I look forward to coming to work at this company.* Answered: 171 Skipped: 0 Scale: 1-5	 80%
Larimer County is a safe place to work.* Answered: 169 Skipped: 2 Scale: 1-5	 85%
I have received the training I need to do a quality job.* Answered: 170 Skipped: 1 Scale: 1-5	 89%

*These questions are used to calculate the metric score. We calculate the metric score by averaging the score of rating questions against a normalized scale.






Questions that most drive GP: Being a Fulfilling and Enjoyable Place to Work (4)	Responses
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Overall, Larimer County is a great place to work. Answered: 169 Skipped: 2 Scale: 1-5		81%
Larimer County is ethical in its business dealings. Answered: 168 Skipped: 3 Scale: 1-5		84%
Larimer County fosters a culture of innovation and encourages creativity. Answered: 169 Skipped: 2 Scale: 1-5		63%
I clearly understand how my own job contributes to achieving the goals of Larimer County. Answered: 171 Skipped: 0 Scale: 1-5		89%





Individual Metric Results: 2 of 8 Metrics

GP: Being Good Stewards of Public Resources

66% favorable

Questions that define GP: Being Good Stewards of Public Resources (5)	Responses	
<p>We have enough employees where I work to do a quality job.* Answered: 169 Skipped: 2 Scale: 1-5</p>		37%
<p>Larimer County is ethical in its business dealings.* Answered: 168 Skipped: 3 Scale: 1-5</p>		84%
<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).* Answered: 168 Skipped: 3 Scale: 1-5</p>		65%
<p>My department encourages recycling and sustainable practices.* Answered: 163 Skipped: 8 Scale: 1-5</p>		69%
<p>I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly.* Answered: 171 Skipped: 0 Scale: 1-5</p>		78%



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Questions that most drive GP: Being Good Stewards of Public Resources (4)	Responses	
<p>Where I work, everyone takes personal responsibility for doing a quality job. Answered: 171 Skipped: 0 Scale: 1-5</p>		81%
<p>Larimer County is a safe place to work. Answered: 169 Skipped: 2 Scale: 1-5</p>		85%
<p>Considering everything, how would you rate your overall satisfaction at Larimer County at the present time? Answered: 171 Skipped: 0 Scale: 1-5</p>		78%
<p>Larimer County has created an environment where people of diverse backgrounds can succeed. Answered: 170 Skipped: 1 Scale: 1-5</p>		78%




Individual Metric Results: 3 of 8 Metrics

GP: Cultivating Partnerships

77% favorable

Questions that define GP: Cultivating Partnerships (2)	Responses
The different parts of Larimer County cooperate with each other in the interest of high quality performance of the company as a whole.* <small>Answered: 166 Skipped: 5 Scale: 1-5</small>	 69%
Employees in my department do well at maintaining productive partnerships.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 84%

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Questions that most drive GP: Cultivating Partnerships (4)	Responses
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 170 Skipped: 1 Scale: 1-5</small>	 74%
Larimer County delivers high quality products and services to its external customers. <small>Answered: 160 Skipped: 11 Scale: 1-5</small>	 91%
Larimer County is a safe place to work. <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 85%
Where I work, people are willing to confront and solve problems. <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 79%

Individual Metric Results: 4 of 8 Metrics

GP: Empowering People to Take Responsibility

79% favorable

Questions that define GP: Empowering People to Take Responsibility (6)	Responses	
Where I work, everyone takes personal responsibility for complying with safety rules and procedures.* <small>Answered: 170 Skipped: 1 Scale: 1-5</small>		84%
I am appropriately involved in decisions that affect my work.* <small>Answered: 167 Skipped: 4 Scale: 1-5</small>		65%
Where I work, people are willing to confront and solve problems.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>		79%
Where I work, people are held accountable for delivering what they have promised.* <small>Answered: 170 Skipped: 1 Scale: 1-5</small>		74%
I clearly understand how my own job contributes to achieving the goals of Larimer County.* <small>Answered: 171 Skipped: 0 Scale: 1-5</small>		89%
Where I work, everyone takes personal responsibility for doing a quality job.* <small>Answered: 171 Skipped: 0 Scale: 1-5</small>		81%




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Questions that most drive GP: Empowering People to Take Responsibility (4)	Responses	
Employees in my department do well at maintaining productive partnerships. <small>Answered: 169 Skipped: 2 Scale: 1-5</small>		84%
Larimer County fosters a culture of innovation and encourages creativity. <small>Answered: 169 Skipped: 2 Scale: 1-5</small>		63%
My immediate manager/supervisor deals effectively with poor performers. <small>Answered: 166 Skipped: 5 Scale: 1-5</small>		73%
I feel I have the right tools and resources (equipment, parts, supplies, hardware, software, etc.) to do my job properly. <small>Answered: 171 Skipped: 0 Scale: 1-5</small>		78%



Individual Metric Results: 5 of 8 Metrics

GP: Promoting Innovation and Continuous Improvement

68% favorable

Questions that define GP: Promoting Innovation and Continuous Improvement (3)	Responses
I am encouraged to be innovative in my job (trying new ways of doing things).* <small>Answered: 167 Skipped: 4 Scale: 1-5</small>	 68%
Larimer County fosters a culture of innovation and encourages creativity.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 63%
The work environment on my team supports the development of new and innovative ideas.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 73%





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Questions that most drive GP: Promoting Innovation and Continuous Improvement (2)	Responses
I am motivated to go beyond what is normally expected to help Larimer County be successful. <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 79%
I receive recognition from management when I do a good job. <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 69%





Individual Metric Results: 6 of 8 Metrics

GP: Providing Quality Customer Service

88% favorable








Questions that define GP: Providing Quality Customer Service (4)	Responses	
I am motivated to go beyond what is normally expected to help Larimer County be successful.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>		79%
Where I work, we are able to respond quickly to the needs of our customers.* <small>Answered: 164 Skipped: 7 Scale: 1-5</small>		88%
Where I work, we are knowledgeable about our customers' needs.* <small>Answered: 166 Skipped: 5 Scale: 1-5</small>		95%
Larimer County delivers high quality products and services to its external customers.* <small>Answered: 160 Skipped: 11 Scale: 1-5</small>		91%

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Questions that most drive GP: Providing Quality Customer Service (4)	Responses	
I clearly understand how my own job contributes to achieving the goals of Larimer County. <small>Answered: 171 Skipped: 0 Scale: 1-5</small>		89%
Larimer County is ethical in its business dealings. <small>Answered: 168 Skipped: 3 Scale: 1-5</small>		84%
I have the information I need to do my job effectively. <small>Answered: 167 Skipped: 4 Scale: 1-5</small>		86%
I feel informed about County decisions, changes, and services available to me as an employee. <small>Answered: 163 Skipped: 8 Scale: 1-5</small>		66%

Individual Metric Results: 7 of 8 Metrics Management

80% favorable

Questions that define Management (7)	Responses
I have a clear idea of what is expected of me in my job.* <small>Answered: 171 Skipped: 0 Scale: 1-5</small>	 94%
The amount of work expected of me is reasonable.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 67%
I receive recognition from management when I do a good job.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 69%
My immediate manager/supervisor works to remove obstacles that impede our work processes.* <small>Answered: 170 Skipped: 1 Scale: 1-5</small>	 88%
My immediate manager/supervisor gives me feedback that helps me improve my performance.* <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 82%
My immediate manager/supervisor deals effectively with poor performers.* <small>Answered: 166 Skipped: 5 Scale: 1-5</small>	 73%
My immediate manager/supervisor encourages two-way communication.* <small>Answered: 168 Skipped: 3 Scale: 1-5</small>	 88%

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Questions that most drive Management (4)	Responses
The work environment on my team supports the development of new and innovative ideas. <small>Answered: 169 Skipped: 2 Scale: 1-5</small>	 73%
I am treated with respect and dignity. <small>Answered: 171 Skipped: 0 Scale: 1-5</small>	 82%
Where I work, people are held accountable for delivering what they have promised. <small>Answered: 170 Skipped: 1 Scale: 1-5</small>	 74%

Where I work, people are willing to confront and solve problems.
Answered: 169 Skipped: 2 Scale: 1-5







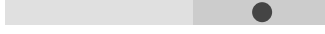







Individual Metric Results: 8 of 8 Metrics

Sheriff

73% favorable

↑ Current score is higher than 2019 Employee Survey score

Questions that define Sheriff (12)	Responses
Larimer County IT (located at 200 West Oak) provides good customer service.* Answered: 143 Skipped: 28 Scale: 1-5	 57%
I receive adequate in service physical training to keep me proficient at my job.* Answered: 161 Skipped: 10 Scale: 1-5	 78%
The LCSO cares about me, my safety, and my success.* Answered: 168 Skipped: 3 Scale: 1-5	 76%
I feel the County Commissioners support the Sheriff's Office.* Answered: 167 Skipped: 4 Scale: 1-5	 71%
As a whole, the Sheriff's Office communicates well with me.* Answered: 168 Skipped: 3 Scale: 1-5	 79%
Larimer County government (County Commissioners, Human Resources, County IT, Fleet, etc.) communicates well with me.* Answered: 165 Skipped: 6 Scale: 1-5	 68%
My supervisor communicates adequately with me.* Answered: 168 Skipped: 3 Scale: 1-5	 89%
I received the necessary training when I was hired or last promoted to allow me to be successful in my job.* Answered: 168 Skipped: 3 Scale: 1-5	 83%
I receive adequate in service classroom training to keep up on the requirements of my job.* Answered: 168 Skipped: 3 Scale: 1-5	 77%
Larimer County Human Resources (located at 200 West Oak) cares about me and provides good customer service.* Answered: 163 Skipped: 8 Scale: 1-5	 64%
Larimer County Fleet Department provides good customer service.* Answered: 144 Skipped: 27 Scale: 1-5	 73%
I do not worry about physical safety on the job.* Answered: 168 Skipped: 3 Scale: 1-5	 55%

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