

INSIGHTeX

for Glen Ellyn District 41:
Central Service - Administration



October 2019

Glen Ellyn District 41: Central Service - Administration Results (N=19)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
TALENT/FIT									
72. Our organization selects highly talented individuals when hiring.	4.68	4.72	0.0% n=0	0.0% n=0	0.0% n=0	31.6% n=6	68.4% n=13	0.0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.47	4.61	0.0% n=0	0.0% n=0	5.3% n=1	42.1% n=8	52.6% n=10	0.0% n=0	↓
56. I feel our organization is a great fit for me.	4.42	4.56	0.0% n=0	0.0% n=0	5.3% n=1	47.4% n=9	47.4% n=9	0.0% n=0	↓
7. I have encouraged someone to apply at our organization.	4.41	3.88	0.0% n=0	0.0% n=0	15.8% n=3	21.1% n=4	52.6% n=10	10.5% n=2	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.35	4.61	5.3% n=1	0.0% n=0	0.0% n=0	36.8% n=7	47.4% n=9	10.5% n=2	↓
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.32	4.72	0.0% n=0	5.3% n=1	5.3% n=1	42.1% n=8	47.4% n=9	0.0% n=0	↓
63. Our organization selects the right people for the right job.	4.32	4.61	5.3% n=1	0.0% n=0	0.0% n=0	47.4% n=9	47.4% n=9	0.0% n=0	↓
SUPPORT/EQUIP									
33. My supervisor is available for me when needs arise.	4.53	4.56	0.0% n=0	0.0% n=0	5.3% n=1	36.8% n=7	57.9% n=11	0.0% n=0	↓
34. My supervisor is actively responsive to my needs.	4.47	4.61	0.0% n=0	5.3% n=1	0.0% n=0	36.8% n=7	57.9% n=11	0.0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	4.42	4.44	0.0% n=0	0.0% n=0	0.0% n=0	57.9% n=11	42.1% n=8	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.42	4.44	0.0% n=0	0.0% n=0	0.0% n=0	57.9% n=11	42.1% n=8	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	4.37	4.61	5.3% n=1	0.0% n=0	5.3% n=1	31.6% n=6	57.9% n=11	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	4.11	4.39	0.0% n=0	5.3% n=1	15.8% n=3	42.1% n=8	36.8% n=7	0.0% n=0	↓



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
RELATIONSHIPS									
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.63	4.67	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0	↓
51. Our team has open and trusting relationships.	4.63	4.61	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0	↑
54. Quality relationships are valued across our organization.	4.58	4.56	0.0% n=0	0.0% n=0	5.3% n=1	31.6% n=6	63.2% n=12	0.0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	4.47	4.50	0.0% n=0	0.0% n=0	10.5% n=2	31.6% n=6	57.9% n=11	0.0% n=0	↓
5. I have at least one close friend at work.	4.42	4.67	5.3% n=1	5.3% n=1	0.0% n=0	21.1% n=4	68.4% n=13	0.0% n=0	↓
25. My supervisor cares about me as a person.	4.32	4.61	0.0% n=0	5.3% n=1	10.5% n=2	31.6% n=6	52.6% n=10	0.0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	4.21	4.22	0.0% n=0	5.3% n=1	15.8% n=3	31.6% n=6	47.4% n=9	0.0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.16	4.44	5.3% n=1	5.3% n=1	5.3% n=1	36.8% n=7	47.4% n=9	0.0% n=0	↓
31. I am provided personal coaching from my supervisor.	4.05	4.33	5.3% n=1	5.3% n=1	5.3% n=1	47.4% n=9	36.8% n=7	0.0% n=0	↓
QUALITY									
43. My teammates demonstrate a commitment to quality work and excellence.	4.79	4.72	0.0% n=0	0.0% n=0	0.0% n=0	21.1% n=4	78.9% n=15	0.0% n=0	↑
57. Our organization is committed to quality work and excellence.	4.63	4.72	0.0% n=0	5.3% n=1	0.0% n=0	21.1% n=4	73.7% n=14	0.0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.58	4.67	0.0% n=0	0.0% n=0	10.5% n=2	21.1% n=4	68.4% n=13	0.0% n=0	↓
COMMUNICATION									
36. I have the opportunity to communicate with my supervisor.	4.53	4.61	0.0% n=0	0.0% n=0	0.0% n=0	47.4% n=9	52.6% n=10	0.0% n=0	↓
44. Our team effectively communicates with each other.	4.47	4.61	0.0% n=0	5.3% n=1	10.5% n=2	15.8% n=3	68.4% n=13	0.0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	4.37	4.67	5.3% n=1	0.0% n=0	0.0% n=0	42.1% n=8	52.6% n=10	0.0% n=0	↓
27. My supervisor and I have effective two-way communication.	4.37	4.56	0.0% n=0	5.3% n=1	0.0% n=0	47.4% n=9	47.4% n=9	0.0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	4.21	4.56	0.0% n=0	5.3% n=1	5.3% n=1	52.6% n=10	36.8% n=7	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	4.16	4.33	0.0% n=0	10.5% n=2	15.8% n=3	21.1% n=4	52.6% n=10	0.0% n=0	↓



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
RECOGNITION									
18. I have provided meaningful recognition to others in the past 10 days.	4.63	4.50	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0	↑
48. Our team recognizes each other's efforts and impact.	4.53	4.67	0.0% n=0	5.3% n=1	5.3% n=1	21.1% n=4	68.4% n=13	0.0% n=0	↓
66. Excellence is recognized in our organization.	4.32	4.50	0.0% n=0	10.5% n=2	5.3% n=1	26.3% n=5	57.9% n=11	0.0% n=0	↓
29. My supervisor recognizes me for a job well done.	4.11	4.56	5.3% n=1	0.0% n=0	10.5% n=2	47.4% n=9	36.8% n=7	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	4.00	4.33	5.3% n=1	10.5% n=2	10.5% n=2	26.3% n=5	47.4% n=9	0.0% n=0	↓
PERFORMANCE PLANNING									
17. I have set the right goals for myself to excel in my role/position.	4.53	4.67	0.0% n=0	0.0% n=0	5.3% n=1	36.8% n=7	57.9% n=11	0.0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.53	4.61	0.0% n=0	5.3% n=1	10.5% n=2	10.5% n=2	73.7% n=14	0.0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.42	4.56	0.0% n=0	10.5% n=2	5.3% n=1	15.8% n=3	68.4% n=13	0.0% n=0	↓
37. My supervisor motivates me to achieve my goals.	4.21	4.50	0.0% n=0	5.3% n=1	21.1% n=4	21.1% n=4	52.6% n=10	0.0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.89	4.44	5.3% n=1	10.5% n=2	10.5% n=2	31.6% n=6	36.8% n=7	5.3% n=1	↓
TRAINING & DEVELOPMENT									
6. I am provided opportunities to further my growth and development.	4.47	4.39	0.0% n=0	0.0% n=0	5.3% n=1	42.1% n=8	52.6% n=10	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.47	4.50	0.0% n=0	0.0% n=0	0.0% n=0	52.6% n=10	47.4% n=9	0.0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	4.37	4.61	5.3% n=1	0.0% n=0	5.3% n=1	31.6% n=6	57.9% n=11	0.0% n=0	↓
35. My supervisor supports my personal and professional development.	4.32	4.61	5.3% n=1	0.0% n=0	5.3% n=1	36.8% n=7	52.6% n=10	0.0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	4.26	4.11	0.0% n=0	5.3% n=1	5.3% n=1	47.4% n=9	42.1% n=8	0.0% n=0	↑



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
CAREER DEVELOPMENT									
70. I would like to work at our organization long term.	4.37	4.61	0.0% n=0	0.0% n=0	15.8% n=3	31.6% n=6	52.6% n=10	0.0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	4.32	4.29	0.0% n=0	5.3% n=1	10.5% n=2	31.6% n=6	52.6% n=10	0.0% n=0	↑
59. I value the career opportunities that I have at our organization.	4.26	4.44	0.0% n=0	5.3% n=1	5.3% n=1	47.4% n=9	42.1% n=8	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	4.26	4.31	5.3% n=1	0.0% n=0	5.3% n=1	42.1% n=8	47.4% n=9	0.0% n=0	↓
58. Our organization provides the experience and development for me to further my career here.	4.11	4.33	0.0% n=0	5.3% n=1	10.5% n=2	52.6% n=10	31.6% n=6	0.0% n=0	↓
ENGAGE-INSPIRE									
53. I am committed to the success of our organization.	4.74	4.83	0.0% n=0	0.0% n=0	0.0% n=0	26.3% n=5	73.7% n=14	0.0% n=0	↓
2. I am fully engaged in the work that I do.	4.68	4.72	0.0% n=0	0.0% n=0	0.0% n=0	31.6% n=6	68.4% n=13	0.0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.63	4.67	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0	↓
12. I am highly committed to and energized by my work.	4.58	4.67	0.0% n=0	0.0% n=0	0.0% n=0	42.1% n=8	57.9% n=11	0.0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	4.32	4.00	0.0% n=0	5.3% n=1	5.3% n=1	42.1% n=8	47.4% n=9	0.0% n=0	↑
SATISFACTION									
46. I am satisfied being a part of our team.	4.58	4.67	0.0% n=0	5.3% n=1	0.0% n=0	26.3% n=5	68.4% n=13	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.47	4.56	0.0% n=0	0.0% n=0	5.3% n=1	42.1% n=8	52.6% n=10	0.0% n=0	↓
13. I am satisfied with my role/work.	4.42	4.50	0.0% n=0	0.0% n=0	5.3% n=1	47.4% n=9	47.4% n=9	0.0% n=0	↓
20. I look forward to coming to work every day.	4.05	4.06	0.0% n=0	5.3% n=1	10.5% n=2	57.9% n=11	26.3% n=5	0.0% n=0	↓
MISSION CONSCIOUS									
22. I am aware and knowledgeable about our organization's mission.	4.79	4.83	0.0% n=0	0.0% n=0	0.0% n=0	21.1% n=4	78.9% n=15	0.0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	4.37	4.67	5.3% n=1	0.0% n=0	0.0% n=0	42.1% n=8	52.6% n=10	0.0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	4.17	4.22	0.0% n=0	5.3% n=1	5.3% n=1	52.6% n=10	31.6% n=6	5.3% n=1	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.16	4.67	0.0% n=0	5.3% n=1	10.5% n=2	47.4% n=9	36.8% n=7	0.0% n=0	↓



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PRIDE									
64. I speak of our organization with pride.	4.58	4.44	0.0% n=0	0.0% n=0	0.0% n=0	36.8% n=7	63.2% n=12	0.0% n=0	↑
4. I feel great pride in the work I do.	4.58	4.83	0.0% n=0	0.0% n=0	5.3% n=1	31.6% n=6	63.2% n=12	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.58	4.72	0.0% n=0	5.3% n=1	0.0% n=0	26.3% n=5	68.4% n=13	0.0% n=0	↓
14. I feel great pride in being a part of our organization.	4.53	4.22	0.0% n=0	0.0% n=0	0.0% n=0	47.4% n=9	52.6% n=10	0.0% n=0	↑
CONTINUOUS IMPROVEMENT									
52. Our team strives to pursue excellence.	4.63	4.83	0.0% n=0	5.3% n=1	0.0% n=0	21.1% n=4	73.7% n=14	0.0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.58	4.67	0.0% n=0	5.3% n=1	0.0% n=0	26.3% n=5	68.4% n=13	0.0% n=0	↓
21. I strive to find a better way every day.	4.53	4.67	0.0% n=0	0.0% n=0	0.0% n=0	47.4% n=9	52.6% n=10	0.0% n=0	↓
INNOVATION									
16. I am continuously seeking ways to improve my overall productivity.	4.63	4.83	0.0% n=0	5.3% n=1	0.0% n=0	21.1% n=4	73.7% n=14	0.0% n=0	↓
69. Our organization encourages innovation.	4.42	4.61	0.0% n=0	0.0% n=0	5.3% n=1	47.4% n=9	47.4% n=9	0.0% n=0	↓
42. Our team encourages innovation.	4.37	4.67	5.3% n=1	0.0% n=0	5.3% n=1	31.6% n=6	57.9% n=11	0.0% n=0	↓



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

22.	I am aware and knowledgeable about our organization's mission.	4.79	Mission Conscious 4.37
43.	My teammates demonstrate a commitment to quality work and excellence.	4.79	Quality 4.67
53.	I am committed to the success of our organization.	4.74	Engage-Inspire 4.59
2.	I am fully engaged in the work that I do.	4.68	Engage-Inspire 4.59
72.	Our organization selects highly talented individuals when hiring.	4.68	Talent/Fit 4.43
8.	I am driven to contribute to the success of our organization.	4.63	Engage-Inspire 4.59
16.	I am continuously seeking ways to improve my overall productivity.	4.63	Innovation 4.47
18.	I have provided meaningful recognition to others in the past 10 days.	4.63	Recognition 4.32
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.63	Relationships 4.39
51.	Our team has open and trusting relationships.	4.63	Relationships 4.39
52.	Our team strives to pursue excellence.	4.63	Continuous Improvement 4.58
57.	Our organization is committed to quality work and excellence.	4.63	Quality 4.67
64.	I speak of our organization with pride.	4.63	Pride 4.58



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
4.	I feel great pride in the work I do.	4.58	Pride 4.58
12.	I am highly committed to and energized by my work.	4.58	Engage-Inspire 4.59
45.	I feel great pride in the team of which I am a part.	4.58	Pride 4.58
46.	I am satisfied being a part of our team.	4.58	Satisfaction 4.38
47.	I am on a team that encourages each member to surpass expectations.	4.58	Quality 4.67
54.	Quality relationships are valued across our organization.	4.58	Relationships 4.39
55.	I am part of an organization that continues to pursue excellence every day.	4.58	Continuous Improvement 4.58
14.	I feel great pride in being a part of our organization.	4.53	Pride 4.58
17.	I have set the right goals for myself to excel in my role/position.	4.53	Performance Planning 4.32
21.	I strive to find a better way every day.	4.53	Continuous Improvement 4.58
33.	My supervisor is available for me when needs arise.	4.53	Support-Equip 4.39
36.	I have the opportunity to communicate with my supervisor.	4.53	Communication 4.35
48.	Our team recognizes each other's efforts and impact.	4.53	Recognition 4.32



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
49.	Our team effectively sets goals to further enhance our performance.	4.53	Performance Planning 4.32
6.	I am provided opportunities to further my growth and development.	4.47	Training & Development 4.38
11.	I am in a role that allows me to maximize my talents and strengths.	4.47	Talent/Fit 4.43
15.	I am properly trained to achieve excellence in my work.	4.47	Training & Development 4.38
32.	I have an open and trusting relationship with my supervisor.	4.47	Relationships 4.39
34.	My supervisor is actively responsive to my needs.	4.47	Support-Equip 4.39
44.	Our team effectively communicates with each other.	4.47	Communication 4.35
73.	Overall, I am very satisfied with our organization as a place to work.	4.47	Satisfaction 4.38
3.	I am provided the core needs necessary for me to excel in my role.	4.42	Support-Equip 4.39
5.	I have at least one close friend at work.	4.42	Relationships 4.39
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.42	Performance Planning 4.32
13.	I am satisfied with my role/work.	4.42	Satisfaction 4.38
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.42	Support-Equip 4.39



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
56.	I feel our organization is a great fit for me.	4.42	Talent/Fit 4.43
69.	Our organization encourages innovation.	4.42	Innovation 4.47
7.	I have encouraged someone to apply at our organization.	4.41	Talent/Fit 4.43
23.	I have a supportive coaching relationship with my supervisor.	4.37	Support-Equip 4.39
24.	My supervisor effectively communicates his/her expectations.	4.37	Communication 4.35
27.	My supervisor and I have effective two-way communication.	4.37	Communication 4.35
30.	My supervisor encourages opportunities for my growth and development.	4.37	Training & Development 4.38
41.	My supervisor effectively communicates our organizational mission to me.	4.37	Mission Conscious 4.37
42.	Our team encourages innovation.	4.37	Innovation 4.47
70.	I would like to work at our organization long term.	4.37	Career Development 4.26
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.35	Talent/Fit 4.43
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.32	Talent/Fit 4.43
25.	My supervisor cares about me as a person.	4.32	Relationships 4.39



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
35.	My supervisor supports my personal and professional development.	4.32	Training & Development 4.38
60.	I have the opportunity to express my career interests at our organization.	4.32	Career Development 4.26
62.	I would recommend our organization to a friend as a great place to work.	4.32	Engage-Inspire 4.59
63.	Our organization selects the right people for the right job.	4.32	Talent/Fit 4.43
66.	Excellence is recognized in our organization.	4.32	Recognition 4.32
59.	I value the career opportunities that I have at our organization.	4.26	Career Development 4.26
67.	Our organization provides the "right" training for me to excel in my role.	4.26	Training & Development 4.38
71.	I am aware of the career opportunities that are available for me at our organization.	4.26	Career Development 4.26
26.	My supervisor gives me constructive feedback about my work performance.	4.21	Communication 4.35
37.	My supervisor motivates me to achieve my goals.	4.21	Performance Planning 4.32
61.	Our organization has a genuine concern and interest about me as a person.	4.21	Relationships 4.39
68.	Business decisions made are consistent with our mission and core values.	4.17	Mission Conscious 4.37
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.16	Relationships 4.39



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Glen Ellyn District 41: Central Service - Administration Results (N=19)

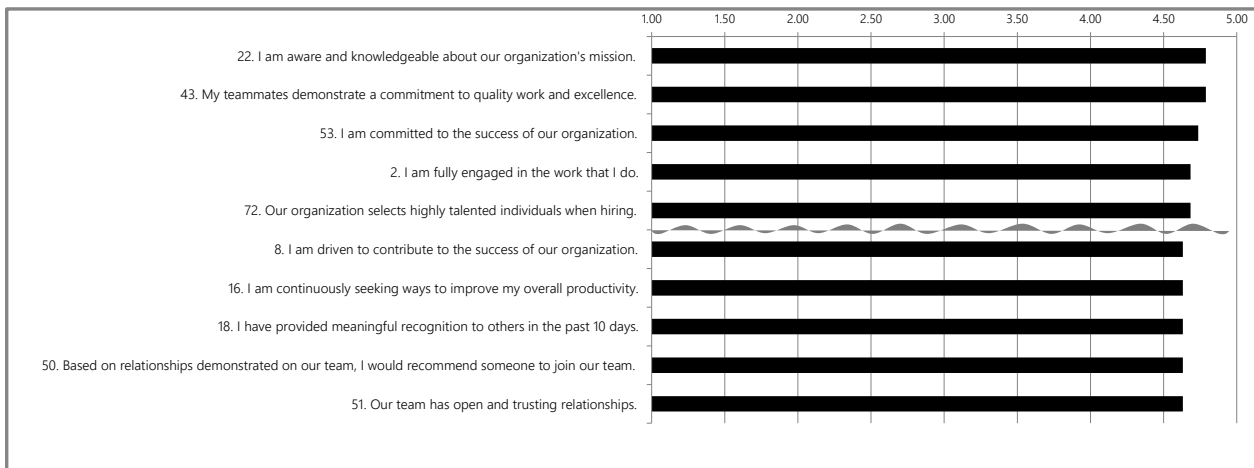
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
65.	I feel "in on things" that are happening at our organization.	4.16	Communication 4.35
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.16	Mission Conscious 4.37
28.	I am provided the opportunity to spend quality time with my supervisor.	4.11	Support-Equip 4.39
29.	My supervisor recognizes me for a job well done.	4.11	Recognition 4.32
58.	Our organization provides the experience and development for me to further my career here.	4.11	Career Development 4.26
20.	I look forward to coming to work every day.	4.05	Satisfaction 4.38
31.	I am provided personal coaching from my supervisor.	4.05	Relationships 4.39
9.	I have received meaningful recognition in the past 10 days.	4.00	Recognition 4.32
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.89	Performance Planning 4.32



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Top 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.79	4.83	0.0% n=0	0.0% n=0	0.0% n=0	21.1% n=4	78.9% n=15	0.0% n=0		↓
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.79	4.72	0.0% n=0	0.0% n=0	0.0% n=0	21.1% n=4	78.9% n=15	0.0% n=0		↑
53. I am committed to the success of our organization.	Engage-Inspire	4.74	4.83	0.0% n=0	0.0% n=0	0.0% n=0	26.3% n=5	73.7% n=14	0.0% n=0		↓
2. I am fully engaged in the work that I do.	Engage-Inspire	4.68	4.72	0.0% n=0	0.0% n=0	0.0% n=0	31.6% n=6	68.4% n=13	0.0% n=0		↓
72. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.68	4.72	0.0% n=0	0.0% n=0	0.0% n=0	31.6% n=6	68.4% n=13	0.0% n=0		↓
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.63	4.67	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0		↓
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.63	4.83	0.0% n=0	5.3% n=1	0.0% n=0	21.1% n=4	73.7% n=14	0.0% n=0		↓
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.63	4.50	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0		↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.63	4.67	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0		↓
51. Our team has open and trusting relationships.	Relationships	4.63	4.61	0.0% n=0	0.0% n=0	5.3% n=1	26.3% n=5	68.4% n=13	0.0% n=0		↑

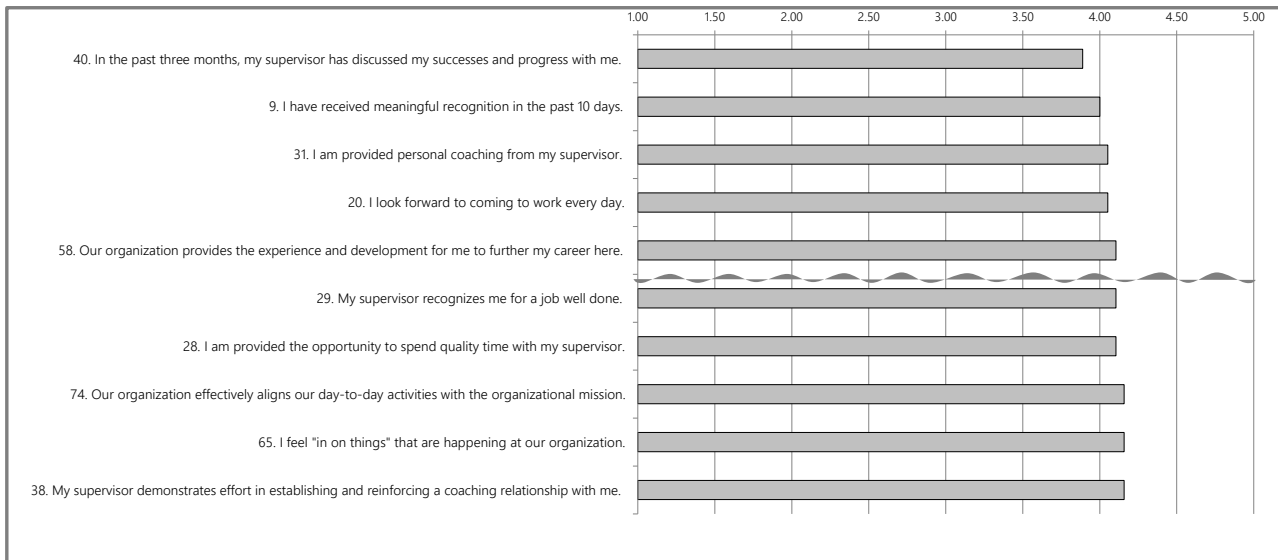




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Glen Ellyn District 41: Central Service - Administration Results (N=19)

Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.89	4.44	5.3% n=1	10.5% n=2	10.5% n=2	31.6% n=6	36.8% n=7	5.3% n=1	↓	
9. I have received meaningful recognition in the past 10 days.	Recognition	4.00	4.33	5.3% n=1	10.5% n=2	10.5% n=2	26.3% n=5	47.4% n=9	0.0% n=0	↓	
31. I am provided personal coaching from my supervisor.	Relationships	4.05	4.33	5.3% n=1	5.3% n=1	5.3% n=1	47.4% n=9	36.8% n=7	0.0% n=0	↓	
20. I look forward to coming to work every day.	Satisfaction	4.05	4.06	0.0% n=0	5.3% n=1	10.5% n=2	57.9% n=11	26.3% n=5	0.0% n=0	↓	
58. Our organization provides the experience and development for me to further my career here.	Career Development	4.11	4.33	0.0% n=0	5.3% n=1	10.5% n=2	52.6% n=10	31.6% n=6	0.0% n=0	↓	
29. My supervisor recognizes me for a job well done.	Recognition	4.11	4.56	5.3% n=1	0.0% n=0	10.5% n=2	47.4% n=9	36.8% n=7	0.0% n=0	↓	
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.11	4.39	0.0% n=0	5.3% n=1	15.8% n=3	42.1% n=8	36.8% n=7	0.0% n=0	↓	
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.16	4.67	0.0% n=0	5.3% n=1	10.5% n=2	47.4% n=9	36.8% n=7	0.0% n=0	↓	
65. I feel "in on things" that are happening at our organization.	Communication	4.16	4.33	0.0% n=0	10.5% n=2	15.8% n=3	21.1% n=4	52.6% n=10	0.0% n=0	↓	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.16	4.44	5.3% n=1	5.3% n=1	5.3% n=1	36.8% n=7	47.4% n=9	0.0% n=0	↓	





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		Dimension	Oct-18	Oct-19	(±/↓)
<i>Previous Top 5 Rank Ordered Questions According to Mean</i>					
4.	I feel great pride in the work I do.	Pride	4.83	4.58	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.83	4.63	↓
22.	I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.83	4.79	↓
52.	Our team strives to pursue excellence.	Continuous Improvement	4.83	4.63	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.83	4.74	↓

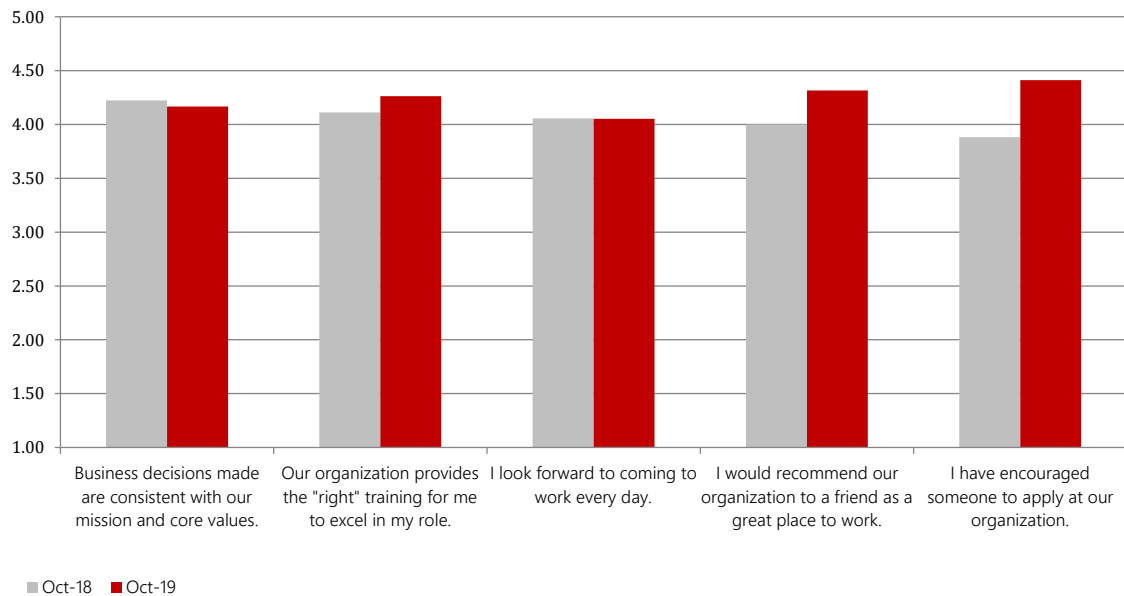




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Glen Ellyn District 41: Central Service - Administration Results (N=19)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	4.22	4.17	↓
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	4.11	4.26	↑
20.	I look forward to coming to work every day.	Satisfaction	4.06	4.05	↓
62.	I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.00	4.32	↑
7.	I have encouraged someone to apply at our organization.	Talent/Fit	3.88	4.41	↑

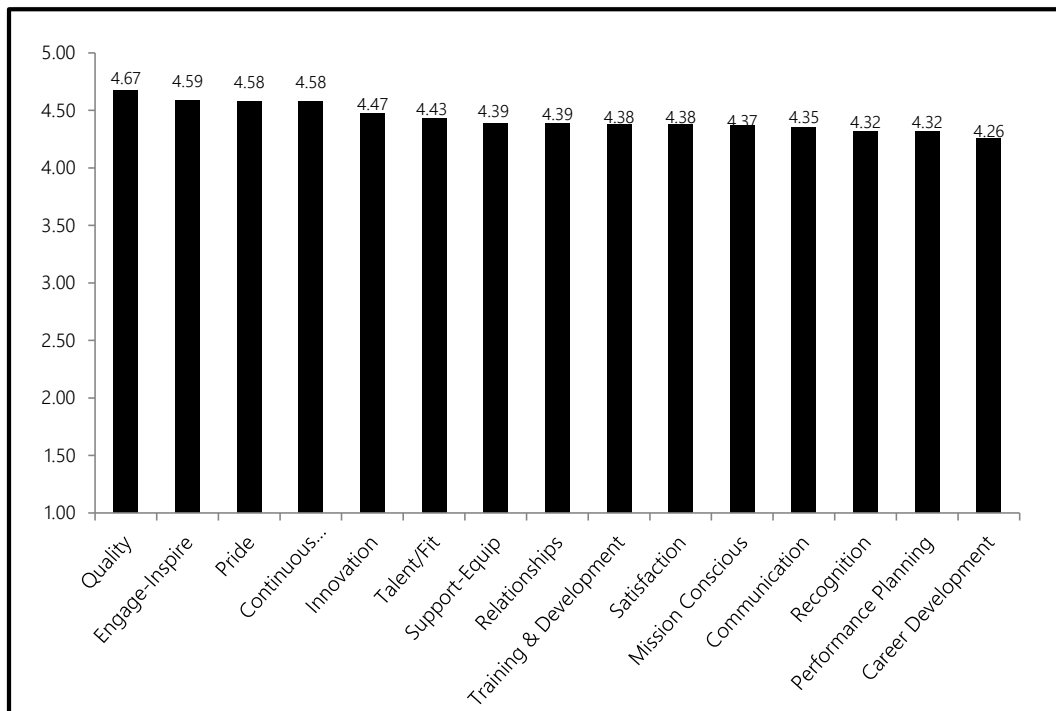




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Glen Ellyn District 41: Central Service - Administration Results (N=19)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Quality	4.67
Engage-Inspire	4.59
Pride	4.58
Continuous Improvement	4.58
Innovation	4.47
Talent/Fit	4.43
Support-Equip	4.39
Relationships	4.39
Training & Development	4.38
Satisfaction	4.38
Mission Conscious	4.37
Communication	4.35
Recognition	4.32
Performance Planning	4.32
Career Development	4.26





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Glen Ellyn District 41: Central Service - Administration Results (N=19)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Quality	4.70	4.67	↓
Engage-Inspire	4.58	4.59	↑
Pride	4.56	4.58	↑
Continuous Improvement	4.72	4.58	↓
Innovation	4.70	4.47	↓
Talent/Fit	4.54	4.43	↓
Support-Equip	4.51	4.39	↓
Relationships	4.51	4.39	↓
Training & Development	4.44	4.38	↓
Satisfaction	4.44	4.38	↓
Mission Conscious	4.60	4.37	↓
Communication	4.56	4.35	↓
Recognition	4.51	4.32	↓
Performance Planning	4.56	4.32	↓
Career Development	4.40	4.26	↓



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Humanex Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

