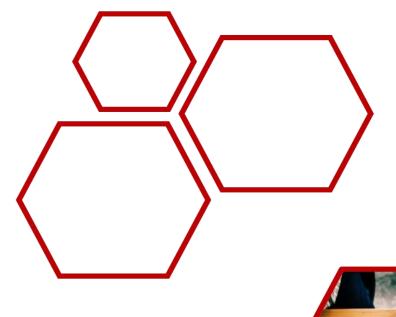


October 2019



INSIGHTeX

for Glen Ellyn District 41: Central Service - All



October 2019 Glen Ellyn District 41: Central Service - All Results (N=34)

Gien Ellyn District 41. Central Service - All Results (N-34)	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
TALENT/FIT	4.27	4.42	(1)	(2)	(3)	(4)	(5)		
TALENT/FIT I. In my role I have the opportunity to do things that I both	4.44	4.42	0.0%	2.9%	2.9%	41.2%	52.9%	0.0%	
do well and enjoy.		1.05	n=0	n=1	n=1	n=14	n=18	n=0	\downarrow
56. I feel our organization is a great fit for me.	4.41	4.56	0.0%	0.0%	5.9%	47.1%	47.1%	0.0%	
			n=0	n=0	n=2	n=16	n=16	n=0	\
72. Our organization selects highly talented individuals	4.39	4.47	0.0%	0.0%	8.8%	41.2%	47.1%	2.9%	1
when hiring.			n=0	n=0	n=3	n=14	n=16	n=1	\
39. My supervisor knows the talents to look for in selecting	4.34	4.58	2.9%	0.0%	2.9%	44.1%	44.1%	5.9%	1
new teammates who will be successful.			n=1	n=0	n=1	n=15	n=15	n=2	\downarrow
11. I am in a role that allows me to maximize my talents	4.21	4.44	2.9%	0.0%	14.7%	38.2%	44.1%	0.0%	1
and strengths.			n=1	n=0	n=5	n=13	n=15	n=0	\
63. Our organization selects the right people for the right	4.16	4.33	2.9%	0.0%	8.8%	50.0%	32.4%	5.9%	
ob.			n=1	n=0	n=3	n=17	n=11	n=2	\
7. I have encouraged someone to apply at our	3.90	3.85	2.9%	11.8%	14.7%	23.5%	38.2%	8.8%	
organization.			n=1	n=4	n=5	n=8	n=13	n=3	ı
SUPPORT/EQUIP	4.38	4.48							
33. My supervisor is available for me when needs arise.	4.47	4.58	0.0%	0.0%	5.9%	41.2%	52.9%	0.0%	1
			n=0	n=0	n=2	n=14	n=18	n=0	\
34. My supervisor is actively responsive to my needs.	4.47	4.53	0.0%	2.9%	2.9%	38.2%	55.9%	0.0%	1
			n=0	n=1	n=1	n=13	n=19	n=0	\
3. I am provided the core needs necessary for me to excel	4.44	4.47	0.0%	0.0%	0.0%	55.9%	44.1%	0.0%	1
in my role.			n=0	n=0	n=0	n=19	n=15	n=0	↓
23. I have a supportive coaching relationship with my	4.41	4.53	2.9%	2.9%	2.9%	32.4%	58.8%	0.0%	1
supervisor.			n=1	n=1	n=1	n=11	n=20	n=0	\downarrow
19. I am provided the materials, equipment, and	4.32	4.50	0.0%	0.0%	8.8%	50.0%	41.2%	0.0%	1
information necessary to effectively perform my job.			n=0	n=0	n=3	n=17	n=14	n=0	\
28. I am provided the opportunity to spend quality time	4.15	4.26	0.0%	5.9%	14.7%	38.2%	41.2%	0.0%	1
with my supervisor.			n=0	n=2	n=5	n=13	n=14	n=0	\downarrow



October 2019 Glen Ellyn District 41: Central Service - All Results (N=34)

Glen Ellyn District 41: Central Service - All Results (N=34)									
	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
RELATIONSHIPS	4.36	4.42							
50. Based on relationships demonstrated on our team, I	4.53	4.56	0.0%	0.0%	5.9%	35.3%	58.8%	0.0%	1
vould recommend someone to join our team.			n=0	n=0	n=2	n=12	n=20	n=0	\downarrow
5. I have at least one close friend at work.	4.50	4.51	2.9%	2.9%	2.9%	23.5%	67.6%	0.0%	1
			n=1	n=1	n=1	n=8	n=23	n=0	\
32. I have an open and trusting relationship with my	4.50	4.50	0.0%	0.0%	8.8%	32.4%	58.8%	0.0%	=
supervisor.			n=0	n=0	n=3	n=11	n=20	n=0	_
51. Our team has open and trusting relationships.	4.50	4.50	0.0%	0.0%	5.9%	38.2%	55.9%	0.0%	=
			n=0	n=0	n=2	n=13	n=19	n=0	_
54. Quality relationships are valued across our	4.44	4.44	0.0%	0.0%	5.9%	44.1%	50.0%	0.0%	_
organization.			n=0	n=0	n=2	n=15	n=17	n=0	_
25. My supervisor cares about me as a person.	4.41	4.61	0.0%	2.9%	8.8%	32.4%	55.9%	0.0%	1
			n=0	n=1	n=3	n=11	n=19	n=0	\
88. My supervisor demonstrates effort in establishing and	4.18	4.28	2.9%	5.9%	5.9%	41.2%	44.1%	0.0%	1
reinforcing a coaching relationship with me.			n=1	n=2	n=2	n=14	n=15	n=0	\downarrow
51. Our organization has a genuine concern and interest	4.12	4.19	0.0%	2.9%	20.6%	38.2%	38.2%	0.0%	1
about me as a person.			n=0	n=1	n=7	n=13	n=13	n=0	\
31. I am provided personal coaching from my supervisor.	4.06	4.17	2.9%	5.9%	11.8%	38.2%	38.2%	2.9%	1
			n=1	n=2	n=4	n=13	n=13	n=1	\
QUALITY	4.53	4.59							
43. My teammates demonstrate a commitment to quality work and excellence.	4.65	4.58	0.0% n=0	0.0% n=0	2.9% n=1	29.4% n=10	67.6% n=23	0.0% n=0	↑
The trial checilence.			11 0	11 0		11 10	11 23		'
57. Our organization is committed to quality work and	4.53	4.64	0.0%	2.9%	2.9%	32.4%	61.8%	0.0%	ı
excellence.			n=0	n=1	n=1	n=11	n=21	n=0	↓
47. I am on a team that encourages each member to	4.41	4.56	0.0%	2.9%	11.8%	26.5%	58.8%	0.0%	
surpass expectations.			n=0	n=1	n=4	n=9	n=20	n=0	\
COMMUNICATION	4.31	4.46							
36. I have the opportunity to communicate with my	4.53	4.58	0.0%	0.0%	0.0%	47.1%	52.9%	0.0%	- 1
supervisor.			n=0	n=0	n=0	n=16	n=18	n=0	\
14. Our team effectively communicates with each other.	4.41	4.50	0.0%	2.9%	11.8%	26.5%	58.8%	0.0%	1
			n=0	n=1	n=4	n=9	n=20	n=0	\
24. My supervisor effectively communicates his/her	4.38	4.56	2.9%	2.9%	0.0%	41.2%	52.9%	0.0%	l
expectations.			n=1	n=1	n=0	n=14	n=18	n=0	\
27. My supervisor and I have effective two-way	4.35	4.56	0.0%	5.9%	0.0%	47.1%	47.1%	0.0%	ĺ
communication.			n=0	n=2	n=0	n=16	n=16	n=0	\
26. My supervisor gives me constructive feedback about	4.24	4.42	0.0%	5.9%	2.9%	52.9%	38.2%	0.0%	1
ny work performance.			n=0	n=2	n=1	n=18	n=13	n=0	\
5. I feel "in on things" that are happening at our	3.94	4.14	0.0%	11.8%	20.6%	29.4%	38.2%	0.0%	1
organization.			n=0	n=4	n=7	n=10	n=13	n=0	\downarrow



October 2019 Glen Ellyn District 41: Central Service - All Results (N=34)

Glen Ellyn District 41: Central Service - All Results (N=34)			Strongly				Strongly		
	Mean	Previous Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A	(+/-) Change
RECOGNITION	4.19	4.46	.,	.,		. ,	. ,		
48. Our team recognizes each other's efforts and impact.	4.47	4.56	0.0%	2.9%	5.9%	32.4%	58.8%	0.0%	
			n=0	n=1	n=2	n=11	n=20	n=0	\
18. I have provided meaningful recognition to others in the	4.32	4.56	0.0%	2.9%	11.8%	35.3%	50.0%	0.0%	
past 10 days.			n=0	n=1	n=4	n=12	n=17	n=0	\
29. My supervisor recognizes me for a job well done.	4.24	4.50	2.9%	2.9%	5.9%	44.1%	44.1%	0.0%	1
			n=1	n=1	n=2	n=15	n=15	n=0	\
66. Excellence is recognized in our organization.	4.12	4.42	0.0%	8.8%	8.8%	44.1%	38.2%	0.0%	
			n=0	n=3	n=3	n=15	n=13	n=0	↓
9. I have received meaningful recognition in the past 10	3.82	4.25	5.9%	11.8%	11.8%	35.3%	35.3%	0.0%	
days.			n=2	n=4	n=4	n=12	n=12	n=0	\
PERFORMANCE PLANNING	4.31	4.39							
17. I have set the right goals for myself to excel in my	4.47	4.56	0.0%	0.0%	2.9%	47.1%	50.0%	0.0%	1
role/position.			n=0	n=0	n=1	n=16	n=17	n=0	\
49. Our team effectively sets goals to further enhance our	4.44	4.39	0.0%	2.9%	11.8%	23.5%	61.8%	0.0%	
performance.			n=0	n=1	n=4	n=8	n=21	n=0	I
10. In my current role, I am encouraged to set	4.36	4.37	0.0%	5.9%	8.8%	26.5%	55.9%	2.9%	
motivational/stretch goals for myself.			n=0	n=2	n=3	n=9	n=19	n=1	\
37. My supervisor motivates me to achieve my goals.	4.29	4.40	0.0%	2.9%	14.7%	32.4%	50.0%	0.0%	
			n=0	n=1	n=5	n=11	n=17	n=0	\
40. In the past three months, my supervisor has discussed	3.97	4.21	5.9%	5.9%	8.8%	41.2%	35.3%	2.9%	
my successes and progress with me.			n=2	n=2	n=3	n=14	n=12	n=1	\
TRAINING & DEVELOPMENT	4.25	4.33							
15. I am properly trained to achieve excellence in my work.	4.35	4.47	0.0%	0.0%	5.9%	52.9%	41.2%	0.0%	
			n=0	n=0	n=2	n=18	n=14	n=0	\downarrow
35. My supervisor supports my personal and professional	4.32	4.53	2.9%	0.0%	11.8%	32.4%	52.9%	0.0%	
development.			n=1	n=0	n=4	n=11	n=18	n=0	\downarrow
30. My supervisor encourages opportunities for my growth	4.29	4.42	2.9%	2.9%	8.8%	32.4%	52.9%	0.0%	
and development.			n=1	n=1	n=3	n=11	n=18	n=0	\
67. Our organization provides the "right" training for me	4.18	4.08	0.0%	2.9%	11.8%	47.1%	35.3%	2.9%	
to excel in my role.			n=0	n=1	n=4	n=16	n=12	n=1	I
6. I am provided opportunities to further my growth and	4.09	4.14	2.9%	5.9%	14.7%	29.4%	44.1%	2.9%	
development.			n=1	n=2	n=5	n=10	n=15	n=1	\downarrow



October 2019 Glen Ellyn District 41: Central Service - All Results (N=34)

		Strongly				Strongly		
Mean	Previous Mean	Disagree	Disagree	Neutral	Agree	Agree	N/A	(+/-) Change
3.99	4.17	(1)	(2)	(3)	(4)	(3)		
4.24	4.47	0.0%	2.9%	14.7%	38.2%	44.1%	0.0%	1
		n=0	n=1	n=5	n=13	n=15	n=0	\downarrow
4.03	4.03	0.0%	5.9%	26.5%	26.5%	41.2%	0.0%	
		n=0	n=2	n=9	n=9	n=14	n=0	_
3.91	4.14	2.9%	8.8%	17.6%	35.3%	35.3%	0.0%	ı
		n=1	n=3	n=6	n=12	n=12	n=0	\
3.91	4.15	5.9%	5.9%	17.6%	26.5%	38.2%	5.9%	ı
		n=2	n=2	n=6	n=9	n=13	n=2	↓
3.85	4.06	2.9%	5.9%	20.6%	44.1%	26.5%	0.0%	1
		n=1	n=2	n=7	n=15	n=9	n=0	\
4.54	4.58							
4.71	4.67	0.0%	0.0%	0.0%	29.4%		0.0%	↑
		n=0	n=0	n=0	n=10	n=24	n=0	ı
4.65	4.81	0.0%	0.0%	0.0%	35.3%	64.7%	0.0%	ı
		n=0	n=0	n=0	n=12	n=22	n=0	↓
4.58	4.63	0.0%	0.0%	0.0%	41.2%	55.9%	2.9%	1
		n=0	n=0	n=0	n=14	n=19	n=1	↓
4.55	4.67	0.0%	0.0%	2.9%	38.2%	55.9%	2.9%	1
		n=0	n=0	n=1	n=13	n=19	n=1	\
4.21	4.14	0.0%	2.9%	11.8%	47.1%	38.2%	0.0%	^
		n=0	n=1	n=4	n=16	n=13	n=0	ı
4.32	4.42							
4.53	4.61	0.0%	2.9%	2.9%	32.4%	61.8%	0.0%	1
		n=0	n=1	n=1	n=11	n=21	n=0	\
4.38	4.47	0.0%	0.0%	5.9%	50.0%	44.1%	0.0%	ı
		n=0	n=0	n=2	n=17	n=15	n=0	\
4.29	4.42	0.0%	2.9%	5.9%	50.0%	41.2%	0.0%	1
		n=0	n=1	n=2	n=17	n=14	n=0	\
4.06	4.19	0.0%	2.9%	11.8%	61.8%	23.5%	0.0%	1
		n=0	n=1	n=4	n=21	n=8	n=0	\
4.25	4.46							
4.56	4.69	0.0%	0.0%	2.9%	38.2%	58.8%	0.0%	1
		n=0	n=0	n=1	n=13	n=20	n=0	\
4.24	4.51	2.9%	0.0%	11.8%	41.2%	44.1%	0.0%	ı
		n=1	n=0	n=4	n=14	n=15	n=0	\
4.13	4.50	0.0%	2.9%	8.8%	55.9%	26.5%	5.9%	1
		n=0	n=1	n=3	n=19	n=9	n=2	\downarrow
4.06	4.14	0.0%	2.9%	11.8%	52.9%	23.5%	8.8%	1
		n=0	n=1	n=4	n=18	n=8	n=3	\downarrow
	3.99 4.24 4.03 3.91 3.91 3.85 4.54 4.71 4.65 4.58 4.55 4.21 4.32 4.53 4.38 4.29 4.06 4.25 4.56 4.24	Mean Mean 3.99 4.17 4.24 4.47 4.03 4.03 3.91 4.14 3.91 4.15 3.85 4.06 4.54 4.58 4.71 4.67 4.65 4.81 4.58 4.63 4.55 4.67 4.21 4.14 4.32 4.42 4.53 4.61 4.38 4.47 4.29 4.42 4.06 4.19 4.25 4.46 4.56 4.69 4.24 4.51 4.13 4.50	Mean Mean (1) Disagree (1) 3.99 4.17 4.24 4.47 0.0% n=0 4.03 4.03 0.0% n=0 3.91 4.14 2.9% n=1 3.91 4.15 5.9% n=2 3.85 4.06 2.9% n=1 4.54 4.58 4.67 0.0% n=0 4.58 4.63 0.0% n=0 4.58 4.63 0.0% n=0 4.55 4.67 0.0% n=0 4.21 4.14 0.0% n=0 4.32 4.42 4.50 n=0 4.38 4.47 0.0% n=0 4.29 4.42 0.0% n=0 4.29 4.42 0.0% n=0 4.25 4.46 4.56 4.69 0.0% n=0 4.24 4.51 2.9% n=1 4.13 4.50 0.0% n=0 4.06 4.14 0.0% n=0	Mean Previous Mean Disagree (2) Disagree (2) 3.99 4.17 4.24 4.47 0.0% 2.9% n=0 4.03 4.03 0.0% 5.9% n=0 n=2 3.91 4.14 2.9% 8.8% n=1 n=3 3.91 4.15 5.9% 5.9% n=2 n=2 3.85 4.06 2.9% 5.9% n=2 n=2 4.54 4.58 4.67 0.0% 0.0% n=0 n=0 4.58 4.63 0.0% 0.0% n=0 n=0 4.58 4.63 0.0% 0.0% n=0 n=0 4.55 4.67 0.0% 0.0% n=0 n=0 4.21 4.14 0.0% 2.9% n=0 n=1 4.32 4.42 4.42 4.53 4.61 0.0% 2.9% n=0 4.29 4.42 0.0% 0.0% n=0 n=0 n=1 4.25 4.46 4.56 4.69 0.0% n=0 0.0% n=0 4.24 4.51 2.9% n=0 n=1 4.25 4.46 4.50 0.0% n=0 n=0 4.24 4.50	Mean Previous Mean Disagree (t) Disagree (2) Neutral (3) 3.99 4.17 4.24 4.47 0.0% 2.9% 14.7% 4.24 4.47 0.0% 2.9% 14.7% n=0 n=1 n=5 4.03 4.03 0.0% 5.9% 26.5% n=0 n=2 n=9 3.91 4.14 2.9% 8.8% 17.6% n=1 n=3 n=6 3.85 4.06 2.9% 5.9% 20.6% n=1 n=2 n=7 4.54 4.58 4.71 4.67 0.0% 0.0% 0.0% 4.71 4.67 0.0% 0.0% 0.0% n=0 4.55 4.81 0.0% 0.0% 0.0% n=0 4.58 4.63 0.0% 0.0% 0.0% n=0 4.55 4.67 0.0% 0.0% 0.0% n=0 4.21 4.14 0.0% 2	Mean Previous Mean Disagree (t) Disagree (2) Neutral (3) Agree (4) 3.99 4.17 4.24 4.47 0.0% 2.9% 14.7% 38.2% 4.03 4.03 0.0% 5.9% 26.5% 26.5% n=0 n=2 n=9 n=9 n=9 3.91 4.14 2.9% 8.8% 17.6% 35.3% n=1 n=3 n=6 n=12 3.91 4.15 5.9% 5.9% 17.6% 26.5% n=2 n=2 n=6 n=9 3.85 4.06 2.9% 5.9% 20.6% 44.1% n=1 n=2 n=7 n=15 4.54 4.58 4.67 0.0% 0.0% 0.0% 29.4% n=0 n=0 n=0 n=10 n=10 n=12 4.58 4.63 0.0% 0.0% 0.0% 2.9% 38.2% n=0 n=0 n=0 n=1 n=13	Nean Nean Nean Disagree Disagree Col Neutral Agree Agree Go	Mean Previous Disagree Disagree C2 C3 Agree Agree Agree C5 C3 C3



October 2019 Glen Ellyn District 41: Central Service - All Results (N=34)

GIET EIIYT DISUICE 41. CETUAI SERVICE - All Results (N-34)	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
PRIDE	4.52	4.58							
4. I feel great pride in the work I do.	4.65	4.78	0.0%	0.0%	2.9%	29.4%	67.6%	0.0%	1
			n=0	n=0	n=1	n=10	n=23	n=0	\
45. I feel great pride in the team of which I am a part.	4.53	4.67	0.0%	2.9%	2.9%	32.4%	61.8%	0.0%	
			n=0	n=1	n=1	n=11	n=21	n=0	\
14. I feel great pride in being a part of our organization.	4.45	4.42	0.0%	0.0%	2.9%	47.1%	47.1%	2.9%	
			n=0	n=0	n=1	n=16	n=16	n=1	ı
64. I speak of our organization with pride.	4.44	4.47	0.0%	0.0%	2.9%	50.0%	47.1%	0.0%	
			n=0	n=0	n=1	n=17	n=16	n=0	\downarrow
CONTINUOUS IMPROVEMENT	4.47	4.64							
52. Our team strives to pursue excellence.	4.53	4.69	0.0%	2.9%	2.9%	32.4%	61.8%	0.0%	1
			n=0	n=1	n=1	n=11	n=21	n=0	\
55. I am part of an organization that continues to pursue	4.50	4.64	0.0%	2.9%	2.9%	35.3%	58.8%	0.0%	
excellence every day.			n=0	n=1	n=1	n=12	n=20	n=0	\
21. I strive to find a better way every day.	4.38	4.58	0.0%	0.0%	2.9%	55.9%	41.2%	0.0%	
			n=0	n=0	n=1	n=19	n=14	n=0	\downarrow
INNOVATION	4.44	4.60							
16. I am continuously seeking ways to improve my overall	4.62	4.78	0.0%	2.9%	0.0%	29.4%	67.6%	0.0%	1
productivity.			n=0	n=1	n=0	n=10	n=23	n=0	\
42. Our team encourages innovation.	4.39	4.50	2.9%	0.0%	5.9%	35.3%	52.9%	2.9%	
			n=1	n=0	n=2	n=12	n=18	n=1	\
69. Our organization encourages innovation.	4.29	4.53	0.0%	0.0%	8.8%	52.9%	38.2%	0.0%	
			n=0	n=0	n=3	n=18	n=13	n=0	\



Rank Ordered Questions According to Mean Mean Dimension/Mean Engage-Inspire 2. I am fully engaged in the work that I do. 4.71 4.54 Pride I feel great pride in the work I do. 4.65 4.52 My teammates demonstrate a commitment to quality work and Quality 43. 4.65 excellence. 4.53 Engage-Inspire I am committed to the success of our organization. 4.65 4.54 I am continuously seeking ways to improve my overall Innovation 16. 4.62 productivity. 4.44 Engage-Inspire 12. I am highly committed to and energized by my work. 4.58 Mission Conscious 4.56 I am aware and knowledgeable about our organization's mission. 4.25 Engage-Inspire I am driven to contribute to the success of our organization. 4.55 4.54 Communication I have the opportunity to communicate with my supervisor. 4.53 4.31 Pride I feel great pride in the team of which I am a part. 4.53 45. 4.52 Satisfaction I am satisfied being a part of our team. 4.53 46. 4.32 Based on relationships demonstrated on our team, I would Relationships 50. 4.53 recommend someone to join our team. 4.36 Continuous 52. Our team strives to pursue excellence. 4.53 Improvement



Rank Ordered Questions According to Mean Mean Dimension/Mean Quality Our organization is committed to quality work and excellence. 4.53 57. 4.53 Relationships I have at least one close friend at work. 4.50 4.36 Relationships I have an open and trusting relationship with my supervisor. 4.50 32. 4.36 Relationships 4.50 Our team has open and trusting relationships. 51. 4.36 Continuous I am part of an organization that continues to pursue excellence 55. 4.50 Improvement every day. Performance Planning 17. I have set the right goals for myself to excel in my role/position. 4.47 4.31 Support-Equip 33. My supervisor is available for me when needs arise. 4.47 Support-Equip My supervisor is actively responsive to my needs. 4.47 34. 4.38 Recognition Our team recognizes each other's efforts and impact. 4.47 48. 4.19 Pride I feel great pride in being a part of our organization. 4.45 14. 4.52 In my role I have the opportunity to do things that I both do well Talent/Fit 4.44 1. 4.27 and enjoy. I am provided the core needs necessary for me to excel in my Support-Equip 3. 4.44 4.38 role. Our team effectively sets goals to further enhance our Performance Planning 49. 4.44 performance. 4.31



Rank Ordered Questions According to Mean Mean Dimension/Mean Relationships Quality relationships are valued across our organization. 4.44 54. 4.36 Pride I speak of our organization with pride. 4.44 4.52 Support-Equip I have a supportive coaching relationship with my supervisor. 4.41 23. 4.38 Relationships 4.41 My supervisor cares about me as a person. 4.36 Communication 4.41 44. Our team effectively communicates with each other. 4.31 I am on a team that encourages each member to surpass Quality 47. 4.41 expectations. 4.53 Talent/Fit 56. I feel our organization is a great fit for me. 4.41 4.27 Innovation 4.39 42. Our team encourages innovation. 4.44 Talent/Fit Our organization selects highly talented individuals when hiring. 4.39 72. 4.27 Continuous 4.38 I strive to find a better way every day. Improvement 21. 4.47 Communication 24. My supervisor effectively communicates his/her expectations. 4.38 4.31 Overall, I am very satisfied with our organization as a place to Satisfaction 73. 4.38 4.32 work. In my current role, I am encouraged to set motivational/stretch Performance Planning 4.36 10. goals for myself. 4.31



Rank Ordered Questions According to Mean Mean Dimension/Mean Training & Development I am properly trained to achieve excellence in my work. 4.35 15. 4.25 Communication 4.35 My supervisor and I have effective two-way communication. 4.31 My supervisor knows the talents to look for in selecting new Talent/Fit 39. 4.34 teammates who will be successful. 4.27 I have provided meaningful recognition to others in the past 10 Recognition 18. 4.32 4.19 days. I am provided the materials, equipment, and information Support-Equip 19. 4.32 necessary to effectively perform my job. 4.38 My supervisor supports my personal and professional Training & Development 35. 4.32 development. 4.25 Satisfaction 13. I am satisfied with my role/work. 4.29 4.32 My supervisor encourages opportunities for my growth and Training & Development 30. 4.29 development. 4.25 Performance Planning 4.29 My supervisor motivates me to achieve my goals. 4.31 Innovation 4.29 69. Our organization encourages innovation. 4.44 My supervisor gives me constructive feedback about my work Communication 26. 4.24 performance. 4.31 Recognition 29. My supervisor recognizes me for a job well done. 4.24 4.19 My supervisor effectively communicates our organizational Mission Conscious 41. 4.24 mission to me. 4.25



Rank Ordered Questions According to Mean Mean Dimension/Mean Career Development 4.24 I would like to work at our organization long term. 3.99 I am in a role that allows me to maximize my talents and Talent/Fit 11. 4.21 4.27 strengths. I would recommend our organization to a friend as a great place Engage-Inspire 62. 4.21 4.54 to work. Our organization provides the "right" training for me to excel in Training & Development 67. 4.18 4.25 my role. My supervisor demonstrates effort in establishing and reinforcing Relationships 38. 4.18 a coaching relationship with me. 4.36 Talent/Fit 63. Our organization selects the right people for the right job. 4.16 4.27 I am provided the opportunity to spend quality time with my Support-Equip 28. 4.15 supervisor. Our organization effectively aligns our day-to-day activities with Mission Conscious 74. 4.13 the organizational mission. 4.25 Our organization has a genuine concern and interest about me as Relationships 61. 4.12 4.36 a person. Recognition 4.12 66. Excellence is recognized in our organization. 4.19 I am provided opportunities to further my growth and Training & Development 6. 4.09 development. 4.25 Business decisions made are consistent with our mission and core Mission Conscious 68. 4.06 4.25 values. Relationships I am provided personal coaching from my supervisor. 31. 4.06 4.36

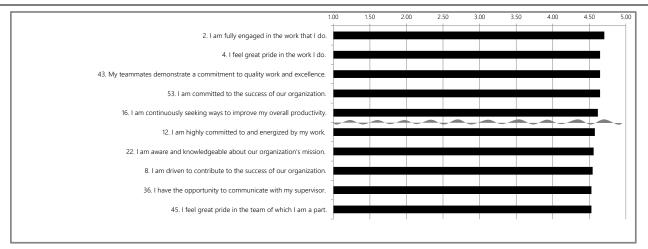


Rank Ordered Questions According to Mean Mean Dimension/Mean Satisfaction I look forward to coming to work every day. 4.06 20. 4.32 I have the opportunity to express my career interests at our Career Development 60. 4.03 3.99 organization. In the past three months, my supervisor has discussed my Performance Planning 40. 3.97 successes and progress with me. 4.31 Communication I feel "in on things" that are happening at our organization. 3.94 4.31 Career Development 59. I value the career opportunities that I have at our organization. 3.91 3.99 I am aware of the career opportunities that are available for me at Career Development 71. 3.91 3.99 our organization. Talent/Fit 7. I have encouraged someone to apply at our organization. 3.90 4.27 Our organization provides the experience and development for Career Development 58. 3.85 me to further my career here. 3.99 Recognition I have received meaningful recognition in the past 10 days. 3.82 4.19



October 2019 Glen Ellyn District 41: Central Service - All Results (N=34)

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
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.67	0.0% n=0	0.0% n=0	0.0% n=0	29.4% n=10	70.6% n=24	0.0% n=0	1
4. I feel great pride in the work I do.	Pride	4.65	4.78	0.0% n=0	0.0% n=0	2.9% n=1	29.4% n=10	67.6% n=23	0.0% n=0	\downarrow
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.65	4.58	0.0% n=0	0.0% n=0	2.9% n=1	29.4% n=10	67.6% n=23	0.0% n=0	↑
53. I am committed to the success of our organization.	Engage-Inspire	4.65	4.81	0.0% n=0	0.0% n=0	0.0% n=0	35.3% n=12	64.7% n=22	0.0% n=0	\downarrow
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.62	4.78	0.0% n=0	2.9% n=1	0.0% n=0	29.4% n=10	67.6% n=23	0.0% n=0	\downarrow
12. I am highly committed to and energized by my work.	Engage-Inspire	4.58	4.63	0.0% n=0	0.0% n=0	0.0% n=0	41.2% n=14	55.9% n=19	2.9% n=1	\downarrow
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.56	4.69	0.0% n=0	0.0% n=0	2.9% n=1	38.2% n=13	58.8% n=20	0.0% n=0	\downarrow
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.55	4.67	0.0% n=0	0.0% n=0	2.9% n=1	38.2% n=13	55.9% n=19	2.9% n=1	\downarrow
36. I have the opportunity to communicate with my supervisor.	Communication	4.53	4.58	0.0% n=0	0.0% n=0	0.0% n=0	47.1% n=16	52.9% n=18	0.0% n=0	\downarrow
45. I feel great pride in the team of which I am a part.	Pride	4.53	4.67	0.0% n=0	2.9% n=1	2.9% n=1	32.4% n=11	61.8% n=21	0.0% n=0	\downarrow





October 2019
Glen Ellyn District 41: Central Service - All Results (N=34)

1. Nave received meaningful recognition in the past 10 days. 1	8. Our organization proor me to further my car. I have encouraged son I I am aware of the car	wides the experience and development eer here. meone to apply at our organization.	Career Development Talent/Fit	3.85	4.06	5.9% n=2 2.9%	11.8% n=4	11.8% n=4 20.6%	35.3% n=12 44.1%	35.3% n=12	n=0	<u></u>
Talent/Till 3.85 4.06 2.9% 5.9% 2.06% 44.1% 26.5% 0.0% n=0	I have encouraged so	neone to apply at our organization.	Talent/Fit							26.5%	0.0%	
Taken	. I am aware of the car		e	3.90	3 85				5	n=9		\
3.91 4.15 5.9% 5.9% 17.6% 26.5% 38.2% 5.9% 5.9% 17.6% 26.5% 38.2% 5.9% 17.6% 26.5% 38.2% 5.9% 17.6% 26.5% 38.2% 5.9% 17.6% 26.5% 38.2% 5.9% 17.6% 26.5% 38.2% 5.9% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6% 35.3% 17.6%		eer opportunities that are available for m	e		5.05							1
Communication 3.91 4.14 2.9% 8.8% 17.6% 35.3% 35.3% 0.0% 0.			Career Development	3.91	4.15							\downarrow
August A	I. I value the career op	portunities that I have at our organization	Career Development	3.91	4.14							\downarrow
3,97 4.21 5.9% 5.9% 8.8% 412% 55.3% 2.9% n=2 n=2 n=3 n=14 n=12 n=1 1. I have the opportunity to express my career interests at our ganization. Career Development 4.03 4.03 0.0% 5.9% 26.5% 26.5% 41.2% 0.0% n=0 n=2 n=9 n=9 n=14 n=0 1. I look forward to coming to work every day. Satisfaction 4.06 4.19 0.0% 2.9% 11.8% 61.8% 23.5% 0.0% n=0 n=1 n=4 n=21 n=8 n=0 1. I am provided personal coaching from my supervisor. Relationships 4.06 4.17 2.9% 5.9% 11.8% 38.2% 38.2% 2.9% n=1 n=2 n=4 n=13 n=13 n=1 1.00 1.50 2.00 2.50 3.00 3.50 4.00 4.50 5.00 5.00 5.00 5.00 5.00 5	i. I feel "in on things" tl	nat are happening at our organization.	Communication	3.94	4.14							\downarrow
4.03 4.03 0.0% 5.9% 26.5% 26.5% 41.2% 0.0%			Performance Planning	3.97	4.21							\downarrow
Augustation 4.06 4.19 0.0% 2.9% 11.8% 61.8% 23.5% 0.0% n=0 n=1 n=4 n=21 n=8 n=0 1 am provided personal coaching from my supervisor. Relationships 4.06 4.17 2.9% 5.9% 11.8% 38.2% 38.2% 2.9% n=1 n=2 n=4 n=13 n=13 n=1 1.00 1.50 2.00 2.50 3.00 3.50 4.00 4.50 5.00 9. I have received meaningful recognition in the past 10 days. 58. Our organization provides the experience and development for me to further my career here. 7. I have encouraged someone to apply at our organization. 59. I value the career opportunities that I have at our organization. 65. I feel "in on things" that are happening at our organization.		sy to express my career interests at our	Career Development	4.03	4.03							\downarrow
4.06 4.17 2.9% 5.9% 11.8% 38.2% 38.2% 2.9% n=1 n=2 n=4 n=13 n=13 n=1 1.00 1.50 2.00 2.50 3.00 3.50 4.00 4.50 5.00 9. I have received meaningful recognition in the past 10 days. 7. I have encouraged someone to apply at our organization. 71. I am aware of the career opportunities that are available for me at our organization. 65. I feel "in on things" that are happening at our organization.). I look forward to con	ning to work every day.	Satisfaction	4.06	4.19							\downarrow
9. I have received meaningful recognition in the past 10 days. 58. Our organization provides the experience and development for me to further my career here. 7. I have encouraged someone to apply at our organization. 71. I am aware of the career opportunities that are available for me at our organization. 59. I value the career opportunities that I have at our organization. 65. I feel "in on things" that are happening at our organization.	I. I am provided persor	al coaching from my supervisor.	Relationships	4.06	4.17							\downarrow
58. Our organization provides the experience and development for me to further my career here. 7. I have encouraged someone to apply at our organization. 71. I am aware of the career opportunities that are available for me at our organization. 59. I value the career opportunities that I have at our organization. 65. I feel "in on things" that are happening at our organization.		0.16			1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00
71. I am aware of the career opportunities that are available for me at our organization. 59. I value the career opportunities that I have at our organization. 65. I feel "in on things" that are happening at our organization.	58. Our organization			-								
59. I value the career opportunities that I have at our organization. 65. I feel "in on things" that are happening at our organization.		7. I have encouraged someone to	o apply at our organizati	on.								
65. I feel "in on things" that are happening at our organization.	71. I am av	vare of the career opportunities that are available	for me at our organization	on.								
40. In the past three months, my supervisor has discussed my successes and progress with me.				-								
	40. In the past thr	ee months, my supervisor has discussed my succe	sses and progress with n	ne.								

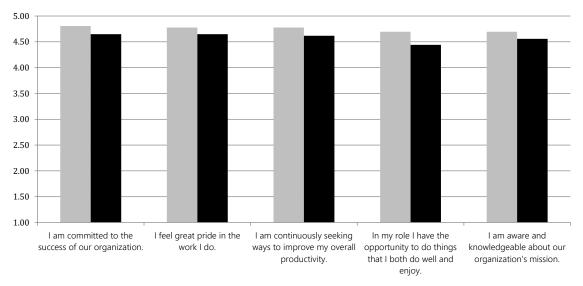
20. I look forward to coming to work every day.

31. I am provided personal coaching from my supervisor.



October 2019

	evious Top 5 Rank Ordered Questions According to Me	<u>Dimension</u> an	Oct-18	<u>Oct-19</u>	(+/-) Change
53.	I am committed to the success of our organization.	Engage-Inspire	4.81	4.65	\downarrow
4.	I feel great pride in the work I do.	Pride	4.78	4.65	\rightarrow
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.78	4.62	\downarrow
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.69	4.44	\downarrow
22.	I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.69	4.56	\

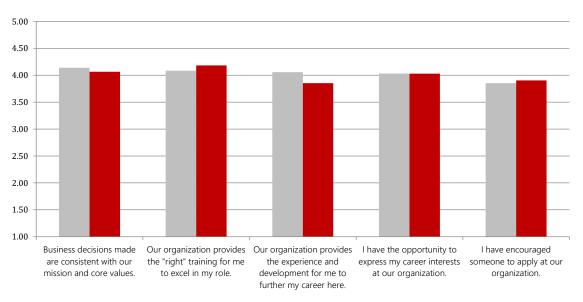


■ Oct-18 ■ Oct-19



October 2019

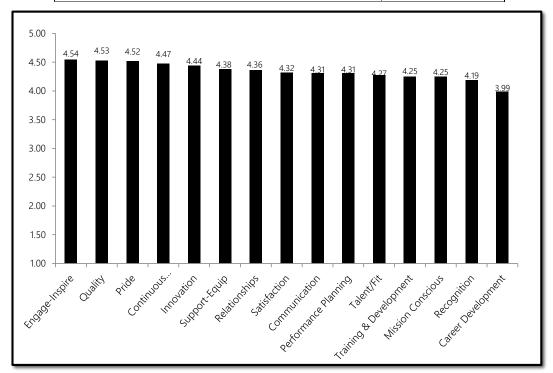
<u>Pro</u>	evious Bottom 5 Rank Ordered Questions According to	<u>Dimension</u> Mean	Oct-18	<u>Oct-19</u>	(+/-) Change
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	4.14	4.06	\
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	4.08	4.18	↑
58.	Our organization provides the experience and development for me to further my career here.	Career Development	4.06	3.85	\downarrow
60.	I have the opportunity to express my career interests at our organization.	Career Development	4.03	4.03	=
7.	I have encouraged someone to apply at our organization.	Talent/Fit	3.85	3.90	↑





October 2019

Rank Ordered Dimensions by Mean	<u>Dimension Mean</u>
Engage-Inspire	4.54
Quality	4.53
Pride	4.52
Continuous Improvement	4.47
Innovation	4.44
Support-Equip	4.38
Relationships	4.36
Satisfaction	4.32
Communication	4.31
Performance Planning	4.31
Talent/Fit	4.27
Training & Development	4.25
Mission Conscious	4.25
Recognition	4.19
Career Development	3.99





October 2019

Rank Ordered Dimensions by Mean	<u>Oct-18</u> <u>Mean</u>	<u>Oct-19</u> <u>Mean</u>	<u>(+/-)</u> Change
Engage-Inspire	4.58	4.54	\downarrow
Quality	4.59	4.53	\downarrow
Pride	4.58	4.52	\downarrow
Continuous Improvement	4.64	4.47	\downarrow
Innovation	4.60	4.44	\downarrow
Support-Equip	4.48	4.38	\
Relationships	4.42	4.36	1
Satisfaction	4.42	4.32	1
Communication	4.46	4.31	+
Performance Planning	4.39	4.31	\
Talent/Fit	4.42	4.27	1
Training & Development	4.33	4.25	1
Mission Conscious	4.46	4.25	\
Recognition	4.46	4.19	\downarrow
Career Development	4.17	3.99	



October 2019

Glen Ellyn District 41: Central Service - All Results (N=34)

Humanex Ventures Cultural Assessment IndexSM Satisfaction / Engagement 3x3

