

INSIGHTeX

for Glen Ellyn District 41:
Franklin - All



October 2019

Glen Ellyn District 41: Franklin - All Results (N=49)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
TALENT/FIT									
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.63	4.70	0.0% n=0	0.0% n=0	0.0% n=0	36.7% n=18	63.3% n=31	0.0% n=0	↓
56. I feel our organization is a great fit for me.	4.44	4.31	0.0% n=0	4.1% n=2	8.2% n=4	26.5% n=13	59.2% n=29	2.0% n=1	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.41	4.38	0.0% n=0	0.0% n=0	14.3% n=7	30.6% n=15	55.1% n=27	0.0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	4.33	4.19	0.0% n=0	2.0% n=1	14.3% n=7	32.7% n=16	51.0% n=25	0.0% n=0	↑
63. Our organization selects the right people for the right job.	4.10	3.89	0.0% n=0	8.2% n=4	14.3% n=7	36.7% n=18	40.8% n=20	0.0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.09	4.34	0.0% n=0	6.1% n=3	22.4% n=11	22.4% n=11	42.9% n=21	6.1% n=3	↓
7. I have encouraged someone to apply at our organization.	3.83	3.72	4.1% n=2	6.1% n=3	28.6% n=14	20.4% n=10	36.7% n=18	4.1% n=2	↑
SUPPORT/EQUIP									
33. My supervisor is available for me when needs arise.	4.43	4.61	0.0% n=0	2.0% n=1	12.2% n=6	26.5% n=13	59.2% n=29	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	4.29	4.44	0.0% n=0	8.2% n=4	6.1% n=3	34.7% n=17	51.0% n=25	0.0% n=0	↓
34. My supervisor is actively responsive to my needs.	4.29	4.52	0.0% n=0	4.1% n=2	18.4% n=9	22.4% n=11	55.1% n=27	0.0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	4.22	4.31	0.0% n=0	6.1% n=3	8.2% n=4	42.9% n=21	42.9% n=21	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.02	4.18	0.0% n=0	6.1% n=3	20.4% n=10	38.8% n=19	34.7% n=17	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.98	4.26	2.0% n=1	8.2% n=4	16.3% n=8	34.7% n=17	36.7% n=18	2.0% n=1	↓



October 2019

Glen Ellyn District 41: Franklin - All Results (N=49)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
RELATIONSHIPS									
5. I have at least one close friend at work.	4.30	4.32	0.0%	0.0%	8.2%	18.4%	71.4%	2.0%	↑
			n=0	n=0	n=4	n=9	n=35	n=1	
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.53	4.40	0.0%	2.0%	10.2%	18.4%	65.3%	4.1%	↑
			n=0	n=1	n=5	n=9	n=32	n=2	
51. Our team has open and trusting relationships.	4.45	4.42	0.0%	6.1%	6.1%	24.5%	63.3%	0.0%	↑
			n=0	n=3	n=3	n=12	n=31	n=0	
25. My supervisor cares about me as a person.	4.43	4.61	0.0%	4.1%	12.2%	20.4%	63.3%	0.0%	↓
			n=0	n=2	n=6	n=10	n=31	n=0	
54. Quality relationships are valued across our organization.	4.29	4.15	0.0%	4.1%	8.2%	40.8%	44.9%	2.0%	↑
			n=0	n=2	n=4	n=20	n=22	n=1	
32. I have an open and trusting relationship with my supervisor.	4.27	4.50	2.0%	6.1%	16.3%	14.3%	61.2%	0.0%	↓
			n=1	n=3	n=8	n=7	n=30	n=0	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.25	4.22	0.0%	6.1%	18.4%	18.4%	55.1%	2.0%	↑
			n=0	n=3	n=9	n=9	n=27	n=1	
61. Our organization has a genuine concern and interest about me as a person.	4.06	3.98	0.0%	10.2%	14.3%	34.7%	40.8%	0.0%	↑
			n=0	n=5	n=7	n=17	n=20	n=0	
31. I am provided personal coaching from my supervisor.	3.75	4.13	2.0%	12.2%	26.5%	24.5%	32.7%	2.0%	↓
			n=1	n=6	n=13	n=12	n=16	n=1	
QUALITY									
43. My teammates demonstrate a commitment to quality work and excellence.	4.51	4.51	0.0%	2.0%	6.1%	22.4%	69.4%	0.0%	↓
			n=0	n=1	n=3	n=11	n=34	n=0	
57. Our organization is committed to quality work and excellence.	4.48	4.45	0.0%	4.1%	2.0%	34.7%	57.1%	2.0%	↑
			n=0	n=2	n=1	n=17	n=28	n=1	
47. I am on a team that encourages each member to surpass expectations.	4.47	4.46	0.0%	4.1%	6.1%	28.6%	61.2%	0.0%	↑
			n=0	n=2	n=3	n=14	n=30	n=0	
COMMUNICATION									
36. I have the opportunity to communicate with my supervisor.	4.27	4.39	0.0%	6.1%	8.2%	22.4%	63.3%	0.0%	↓
			n=0	n=3	n=4	n=11	n=31	n=0	
44. Our team effectively communicates with each other.	4.43	4.59	0.0%	6.1%	8.2%	22.4%	63.3%	0.0%	↓
			n=0	n=4	n=4	n=10	n=31	n=0	
27. My supervisor and I have effective two-way communication.	4.39	4.55	0.0%	8.2%	8.2%	20.4%	63.3%	0.0%	↓
			n=0	n=4	n=4	n=10	n=31	n=0	
27. My supervisor and I have effective two-way communication.	4.37	4.56	0.0%	6.1%	6.1%	32.7%	55.1%	0.0%	↓
			n=0	n=3	n=3	n=16	n=27	n=0	
24. My supervisor effectively communicates his/her expectations.	4.27	4.52	2.0%	6.1%	6.1%	34.7%	51.0%	0.0%	↓
			n=1	n=3	n=3	n=17	n=25	n=0	
26. My supervisor gives me constructive feedback about my work performance.	4.17	4.42	2.0%	4.1%	18.4%	24.5%	49.0%	2.0%	↓
			n=1	n=2	n=9	n=12	n=24	n=1	
65. I feel "in on things" that are happening at our organization.	3.98	3.74	0.0%	8.2%	20.4%	36.7%	34.7%	0.0%	↑
			n=0	n=4	n=10	n=18	n=17	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									
48. Our team recognizes each other's efforts and impact.	4.49	4.56	0.0% n=0	6.1% n=3	8.2% n=4	16.3% n=8	69.4% n=34	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.33	4.43	0.0% n=0	2.0% n=1	8.2% n=4	44.9% n=22	44.9% n=22	0.0% n=0	↓
66. Excellence is recognized in our organization.	4.25	4.20	0.0% n=0	0.0% n=0	18.4% n=9	36.7% n=18	42.9% n=21	2.0% n=1	↑
29. My supervisor recognizes me for a job well done.	4.16	4.42	0.0% n=0	8.2% n=4	20.4% n=10	18.4% n=9	53.1% n=26	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.82	3.91	4.1% n=2	14.3% n=7	14.3% n=7	30.6% n=15	36.7% n=18	0.0% n=0	↓
PERFORMANCE PLANNING									
17. I have set the right goals for myself to excel in my role/position.	4.57	4.60	0.0% n=0	0.0% n=0	4.1% n=2	34.7% n=17	61.2% n=30	0.0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.53	4.52	0.0% n=0	2.0% n=1	8.2% n=4	22.4% n=11	63.3% n=31	4.1% n=2	↑
37. My supervisor motivates me to achieve my goals.	4.34	4.38	0.0% n=0	4.1% n=2	16.3% n=8	18.4% n=9	57.1% n=28	4.1% n=2	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.20	4.30	0.0% n=0	4.1% n=2	14.3% n=7	38.8% n=19	42.9% n=21	0.0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.96	4.15	0.0% n=0	14.3% n=7	16.3% n=8	28.6% n=14	40.8% n=20	0.0% n=0	↓
TRAINING & DEVELOPMENT									
35. My supervisor supports my personal and professional development.	4.51	4.52	0.0% n=0	2.0% n=1	12.2% n=6	18.4% n=9	67.3% n=33	0.0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.37	4.25	0.0% n=0	4.1% n=2	10.2% n=5	30.6% n=15	55.1% n=27	0.0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	4.33	4.34	0.0% n=0	2.0% n=1	16.3% n=8	28.6% n=14	53.1% n=26	0.0% n=0	↓
15. I am properly trained to achieve excellence in my work.	4.06	4.23	2.0% n=1	4.1% n=2	16.3% n=8	40.8% n=20	36.7% n=18	0.0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.98	3.71	2.0% n=1	6.1% n=3	18.4% n=9	38.8% n=19	34.7% n=17	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.	4.44	4.33	2.0% n=1	4.1% n=2	2.0% n=1	30.6% n=15	59.2% n=29	2.0% n=1	↑
58. Our organization provides the experience and development for me to further my career here.	4.30	4.10	2.0% n=1	2.0% n=1	6.1% n=3	38.8% n=19	44.9% n=22	6.1% n=3	↑
60. I have the opportunity to express my career interests at our organization.	4.19	4.11	0.0% n=0	4.1% n=2	14.3% n=7	36.7% n=18	40.8% n=20	4.1% n=2	↑
59. I value the career opportunities that I have at our organization.	4.19	4.28	0.0% n=0	6.1% n=3	18.4% n=9	24.5% n=12	49.0% n=24	2.0% n=1	↓
71. I am aware of the career opportunities that are available for me at our organization.	4.08	4.14	0.0% n=0	8.2% n=4	16.3% n=8	32.7% n=16	40.8% n=20	2.0% n=1	↓
ENGAGE-INSPIRE									
2. I am fully engaged in the work that I do.	4.71	4.72	0.0% n=0	0.0% n=0	4.1% n=2	20.4% n=10	73.5% n=36	2.0% n=1	↓
53. I am committed to the success of our organization.	4.71	4.67	0.0% n=0	2.0% n=1	2.0% n=1	18.4% n=9	75.5% n=37	2.0% n=1	↑
12. I am highly committed to and energized by my work.	4.60	4.52	0.0% n=0	0.0% n=0	4.1% n=2	30.6% n=15	63.3% n=31	2.0% n=1	↑
8. I am driven to contribute to the success of our organization.	4.60	4.69	0.0% n=0	0.0% n=0	6.1% n=3	26.5% n=13	63.3% n=31	4.1% n=2	↓
62. I would recommend our organization to a friend as a great place to work.	4.00	3.92	0.0% n=0	6.1% n=3	22.4% n=11	32.7% n=16	34.7% n=17	4.1% n=2	↑
SATISFACTION									
13. I am satisfied with my role/work.	4.53	4.40	0.0% n=0	0.0% n=0	8.2% n=4	30.6% n=15	61.2% n=30	0.0% n=0	↑
46. I am satisfied being a part of our team.	4.51	4.53	0.0% n=0	4.1% n=2	6.1% n=3	24.5% n=12	65.3% n=32	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.27	4.23	0.0% n=0	6.1% n=3	6.1% n=3	40.8% n=20	44.9% n=22	2.0% n=1	↑
20. I look forward to coming to work every day.	4.24	4.25	0.0% n=0	2.0% n=1	14.3% n=7	40.8% n=20	42.9% n=21	0.0% n=0	↓
MISSION CONSCIOUS									
22. I am aware and knowledgeable about our organization's mission.	4.40	4.50	0.0% n=0	0.0% n=0	8.2% n=4	42.9% n=21	46.9% n=23	2.0% n=1	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.31	4.27	0.0% n=0	2.0% n=1	12.2% n=6	36.7% n=18	46.9% n=23	2.0% n=1	↑
41. My supervisor effectively communicates our organizational mission to me.	4.20	4.41	0.0% n=0	6.1% n=3	14.3% n=7	32.7% n=16	46.9% n=23	0.0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.94	3.70	0.0% n=0	6.1% n=3	26.5% n=13	34.7% n=17	32.7% n=16	0.0% n=0	↑



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PRIDE									
4. I feel great pride in the work I do.	4.71	4.69	0.0% n=0	0.0% n=0	4.1% n=2	20.4% n=10	73.5% n=36	2.0% n=1	↑
45. I feel great pride in the team of which I am a part.	4.48	4.54	0.0% n=0	4.1% n=2	8.2% n=4	22.4% n=11	63.3% n=31	2.0% n=1	↓
14. I feel great pride in being a part of our organization.	4.35	4.38	2.0% n=1	2.0% n=1	14.3% n=7	20.4% n=10	59.2% n=29	2.0% n=1	↓
64. I speak of our organization with pride.	4.21	4.09	0.0% n=0	6.1% n=3	10.2% n=5	38.8% n=19	42.9% n=21	2.0% n=1	↑
CONTINUOUS IMPROVEMENT									
52. Our team strives to pursue excellence.	4.65	4.56	0.0% n=0	2.0% n=1	4.1% n=2	20.4% n=10	71.4% n=35	2.0% n=1	↑
21. I strive to find a better way every day.	4.58	4.68	0.0% n=0	0.0% n=0	0.0% n=0	40.8% n=20	57.1% n=28	2.0% n=1	↓
55. I am part of an organization that continues to pursue excellence every day.	4.44	4.39	0.0% n=0	2.0% n=1	4.1% n=2	40.8% n=20	51.0% n=25	2.0% n=1	↑
INNOVATION									
16. I am continuously seeking ways to improve my overall productivity.	4.71	4.66	0.0% n=0	0.0% n=0	2.0% n=1	24.5% n=12	71.4% n=35	2.0% n=1	↑
42. Our team encourages innovation.	4.40	4.51	0.0% n=0	2.0% n=1	14.3% n=7	24.5% n=12	57.1% n=28	2.0% n=1	↓
69. Our organization encourages innovation.	4.22	4.16	0.0% n=0	2.0% n=1	14.3% n=7	42.9% n=21	40.8% n=20	0.0% n=0	↑



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.71	Engage-Inspire 4.53
4.	I feel great pride in the work I do.	4.71	Pride 4.44
16.	I am continuously seeking ways to improve my overall productivity.	4.71	Innovation 4.44
53.	I am committed to the success of our organization.	4.71	Engage-Inspire 4.53
5.	I have at least one close friend at work.	4.65	Relationships 4.30
52.	Our team strives to pursue excellence.	4.65	Continuous Improvement 4.56
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.63	Talent/Fit 4.26
12.	I am highly committed to and energized by my work.	4.60	Engage-Inspire 4.53
8.	I am driven to contribute to the success of our organization.	4.60	Engage-Inspire 4.53
43.	My teammates demonstrate a commitment to quality work and excellence.	4.59	Quality 4.51
21.	I strive to find a better way every day.	4.58	Continuous Improvement 4.56
17.	I have set the right goals for myself to excel in my role/position.	4.57	Performance Planning 4.32
49.	Our team effectively sets goals to further enhance our performance.	4.53	Performance Planning 4.32



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.53	Relationships 4.30
13.	I am satisfied with my role/work.	4.53	Satisfaction 4.39
35.	My supervisor supports my personal and professional development.	4.51	Training & Development 4.25
46.	I am satisfied being a part of our team.	4.51	Satisfaction 4.39
48.	Our team recognizes each other's efforts and impact.	4.49	Recognition 4.21
45.	I feel great pride in the team of which I am a part.	4.48	Pride 4.44
57.	Our organization is committed to quality work and excellence.	4.48	Quality 4.51
47.	I am on a team that encourages each member to surpass expectations.	4.47	Quality 4.51
51.	Our team has open and trusting relationships.	4.45	Relationships 4.30
55.	I am part of an organization that continues to pursue excellence every day.	4.44	Continuous Improvement 4.56
56.	I feel our organization is a great fit for me.	4.44	Talent/Fit 4.26
70.	I would like to work at our organization long term.	4.44	Career Development 4.24
25.	My supervisor cares about me as a person.	4.43	Relationships 4.30



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
33.	My supervisor is available for me when needs arise.	4.43	Support-Equip 4.20
36.	I have the opportunity to communicate with my supervisor.	4.43	Communication 4.27
11.	I am in a role that allows me to maximize my talents and strengths.	4.41	Talent/Fit 4.26
22.	I am aware and knowledgeable about our organization's mission.	4.40	Mission Conscious 4.21
42.	Our team encourages innovation.	4.40	Innovation 4.44
44.	Our team effectively communicates with each other.	4.39	Communication 4.27
6.	I am provided opportunities to further my growth and development.	4.37	Training & Development 4.25
27.	My supervisor and I have effective two-way communication.	4.37	Communication 4.27
14.	I feel great pride in being a part of our organization.	4.35	Pride 4.44
37.	My supervisor motivates me to achieve my goals.	4.34	Performance Planning 4.32
18.	I have provided meaningful recognition to others in the past 10 days.	4.33	Recognition 4.21
30.	My supervisor encourages opportunities for my growth and development.	4.33	Training & Development 4.25
72.	Our organization selects highly talented individuals when hiring.	4.33	Talent/Fit 4.26



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.31	Mission Conscious 4.21
58.	Our organization provides the experience and development for me to further my career here.	4.30	Career Development 4.24
54.	Quality relationships are valued across our organization.	4.29	Relationships 4.30
23.	I have a supportive coaching relationship with my supervisor.	4.29	Support-Equip 4.20
34.	My supervisor is actively responsive to my needs.	4.29	Support-Equip 4.20
73.	Overall, I am very satisfied with our organization as a place to work.	4.27	Satisfaction 4.39
24.	My supervisor effectively communicates his/her expectations.	4.27	Communication 4.27
32.	I have an open and trusting relationship with my supervisor.	4.27	Relationships 4.30
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.25	Relationships 4.30
66.	Excellence is recognized in our organization.	4.25	Recognition 4.21
20.	I look forward to coming to work every day.	4.24	Satisfaction 4.39
3.	I am provided the core needs necessary for me to excel in my role.	4.22	Support-Equip 4.20
69.	Our organization encourages innovation.	4.22	Innovation 4.44



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
64.	I speak of our organization with pride.	4.21	Pride 4.44
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.20	Performance Planning 4.32
41.	My supervisor effectively communicates our organizational mission to me.	4.20	Mission Conscious 4.21
60.	I have the opportunity to express my career interests at our organization.	4.19	Career Development 4.24
59.	I value the career opportunities that I have at our organization.	4.19	Career Development 4.24
26.	My supervisor gives me constructive feedback about my work performance.	4.17	Communication 4.27
29.	My supervisor recognizes me for a job well done.	4.16	Recognition 4.21
63.	Our organization selects the right people for the right job.	4.10	Talent/Fit 4.26
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.09	Talent/Fit 4.26
71.	I am aware of the career opportunities that are available for me at our organization.	4.08	Career Development 4.24
15.	I am properly trained to achieve excellence in my work.	4.06	Training & Development 4.25
61.	Our organization has a genuine concern and interest about me as a person.	4.06	Relationships 4.30
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.02	Support-Equip 4.20

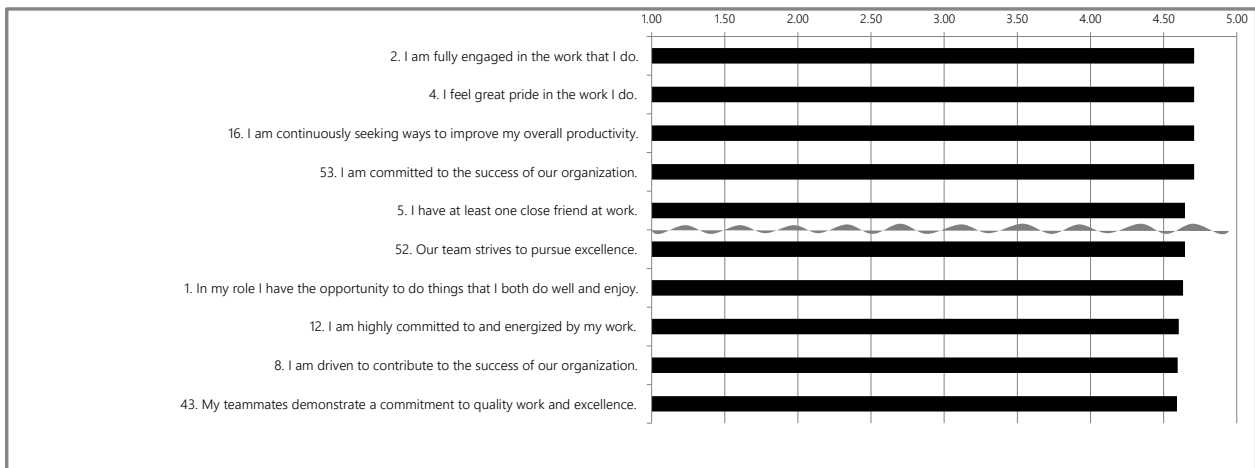


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Glen Ellyn District 41: Franklin - All Results (N=49)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
62.	I would recommend our organization to a friend as a great place to work.	4.00	Engage-Inspire 4.53
65.	I feel "in on things" that are happening at our organization.	3.98	Communication 4.27
67.	Our organization provides the "right" training for me to excel in my role.	3.98	Training & Development 4.25
28.	I am provided the opportunity to spend quality time with my supervisor.	3.98	Support-Equip 4.20
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.96	Performance Planning 4.32
68.	Business decisions made are consistent with our mission and core values.	3.94	Mission Conscious 4.21
7.	I have encouraged someone to apply at our organization.	3.83	Talent/Fit 4.26
9.	I have received meaningful recognition in the past 10 days.	3.82	Recognition 4.21
31.	I am provided personal coaching from my supervisor.	3.75	Relationships 4.30

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	4.72	0.0% n=0	0.0% n=0	4.1% n=2	20.4% n=10	73.5% n=36	2.0% n=1		↓
4. I feel great pride in the work I do.	Pride	4.71	4.69	0.0% n=0	0.0% n=0	4.1% n=2	20.4% n=10	73.5% n=36	2.0% n=1		↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.71	4.66	0.0% n=0	0.0% n=0	2.0% n=1	24.5% n=12	71.4% n=35	2.0% n=1		↑
53. I am committed to the success of our organization.	Engage-Inspire	4.71	4.67	0.0% n=0	2.0% n=1	2.0% n=1	18.4% n=9	75.5% n=37	2.0% n=1		↑
5. I have at least one close friend at work.	Relationships	4.65	4.44	0.0% n=0	0.0% n=0	8.2% n=4	18.4% n=9	71.4% n=35	2.0% n=1		↑
52. Our team strives to pursue excellence.	Continuous Improvement	4.65	4.56	0.0% n=0	2.0% n=1	4.1% n=2	20.4% n=10	71.4% n=35	2.0% n=1		↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.63	4.70	0.0% n=0	0.0% n=0	0.0% n=0	36.7% n=18	63.3% n=31	0.0% n=0		↓
12. I am highly committed to and energized by my work.	Engage-Inspire	4.60	4.52	0.0% n=0	0.0% n=0	4.1% n=2	30.6% n=15	63.3% n=31	2.0% n=1		↑
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.60	4.69	0.0% n=0	0.0% n=0	6.1% n=3	26.5% n=13	63.3% n=31	4.1% n=2		↓
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.59	4.62	0.0% n=0	2.0% n=1	6.1% n=3	22.4% n=11	69.4% n=34	0.0% n=0		↓

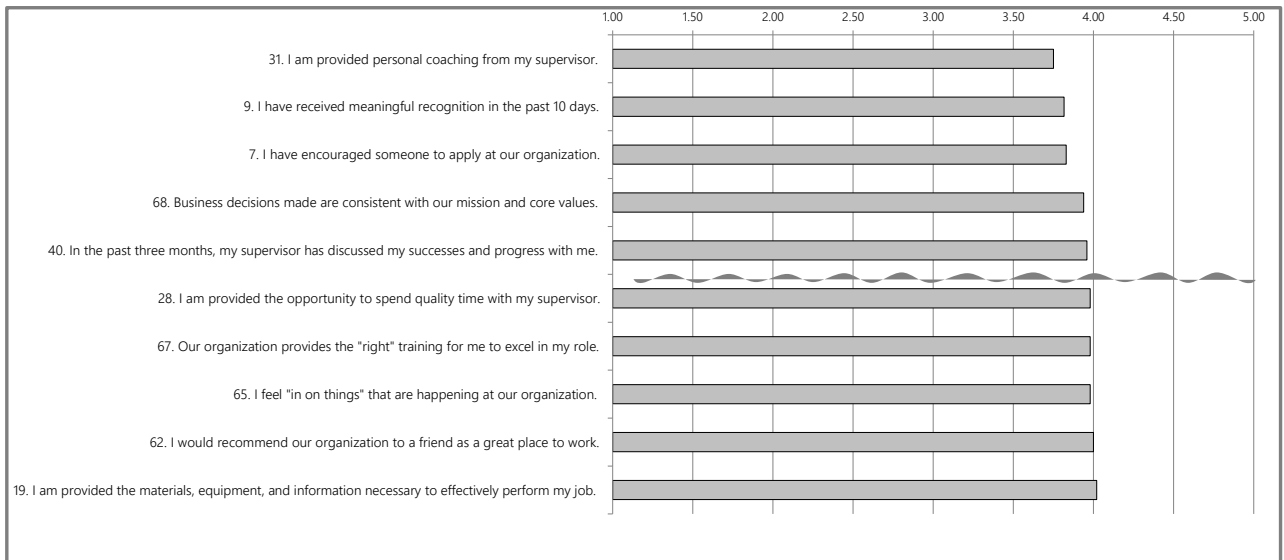




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Glen Ellyn District 41: Franklin - All Results (N=49)

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
31. I am provided personal coaching from my supervisor.	Relationships	3.75	4.13	2.0% n=1	12.2% n=6	26.5% n=13	24.5% n=12	32.7% n=16	2.0% n=1		↓
9. I have received meaningful recognition in the past 10 days.	Recognition	3.82	3.91	4.1% n=2	14.3% n=7	14.3% n=7	30.6% n=15	36.7% n=18	0.0% n=0		↓
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.83	3.72	4.1% n=2	6.1% n=3	28.6% n=14	20.4% n=10	36.7% n=18	4.1% n=2		↑
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.94	3.70	0.0% n=0	6.1% n=3	26.5% n=13	34.7% n=17	32.7% n=16	0.0% n=0		↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.96	4.15	0.0% n=0	14.3% n=7	16.3% n=8	28.6% n=14	40.8% n=20	0.0% n=0		↓
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.98	4.26	2.0% n=1	8.2% n=4	16.3% n=8	34.7% n=17	36.7% n=18	2.0% n=1		↓
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.98	3.71	2.0% n=1	6.1% n=3	18.4% n=9	38.8% n=19	34.7% n=17	0.0% n=0		↑
65. I feel "in on things" that are happening at our organization.	Communication	3.98	3.74	0.0% n=0	8.2% n=4	20.4% n=10	36.7% n=18	34.7% n=17	0.0% n=0		↑
62. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.00	3.92	0.0% n=0	6.1% n=3	22.4% n=11	32.7% n=16	34.7% n=17	4.1% n=2		↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.02	4.18	0.0% n=0	6.1% n=3	20.4% n=10	38.8% n=19	34.7% n=17	0.0% n=0		↓

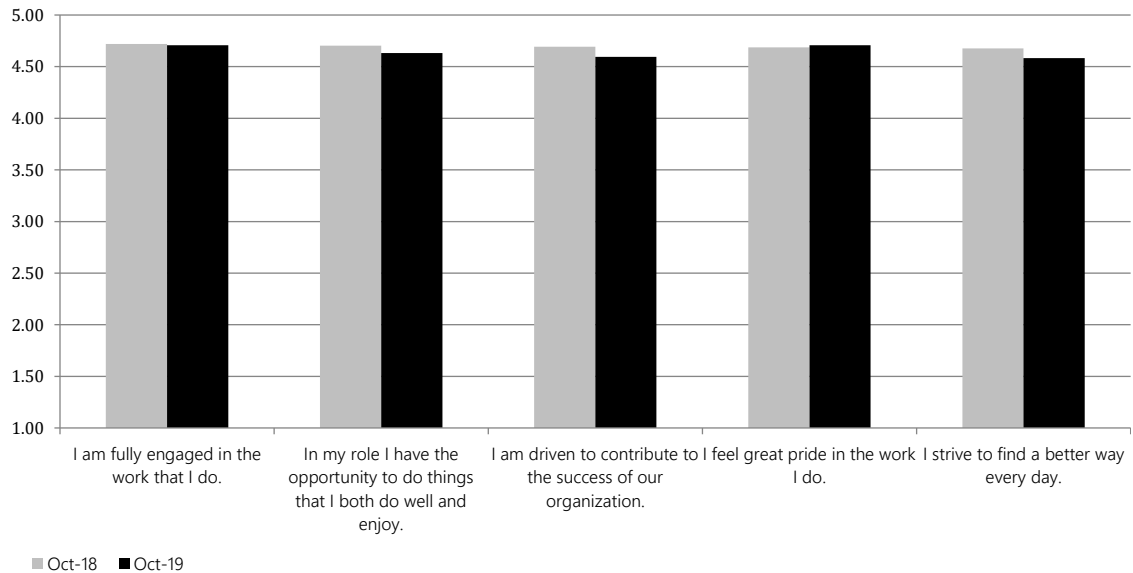




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Glen Ellyn District 41: Franklin - All Results (N=49)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Top 5 Rank Ordered Questions According to Mean</i>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.72	4.71	↓
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.70	4.63	↓
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	4.69	4.60	↓
4.	I feel great pride in the work I do.	Pride	4.69	4.71	↑
21.	I strive to find a better way every day.	Continuous Improvement	4.68	4.58	↓

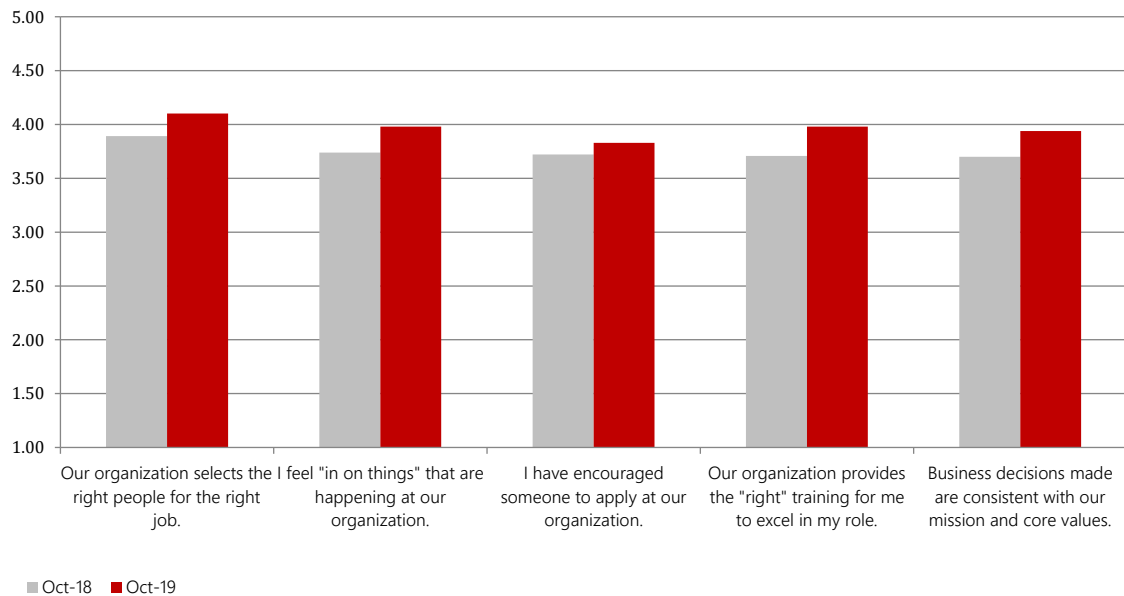




October 2019

Glen Ellyn District 41: Franklin - All Results (N=49)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
63.	Our organization selects the right people for the right job.	Talent/Fit	3.89	4.10	↑
65.	I feel "in on things" that are happening at our organization.	Communication	3.74	3.98	↑
7.	I have encouraged someone to apply at our organization.	Talent/Fit	3.72	3.83	↑
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	3.71	3.98	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.70	3.94	↑

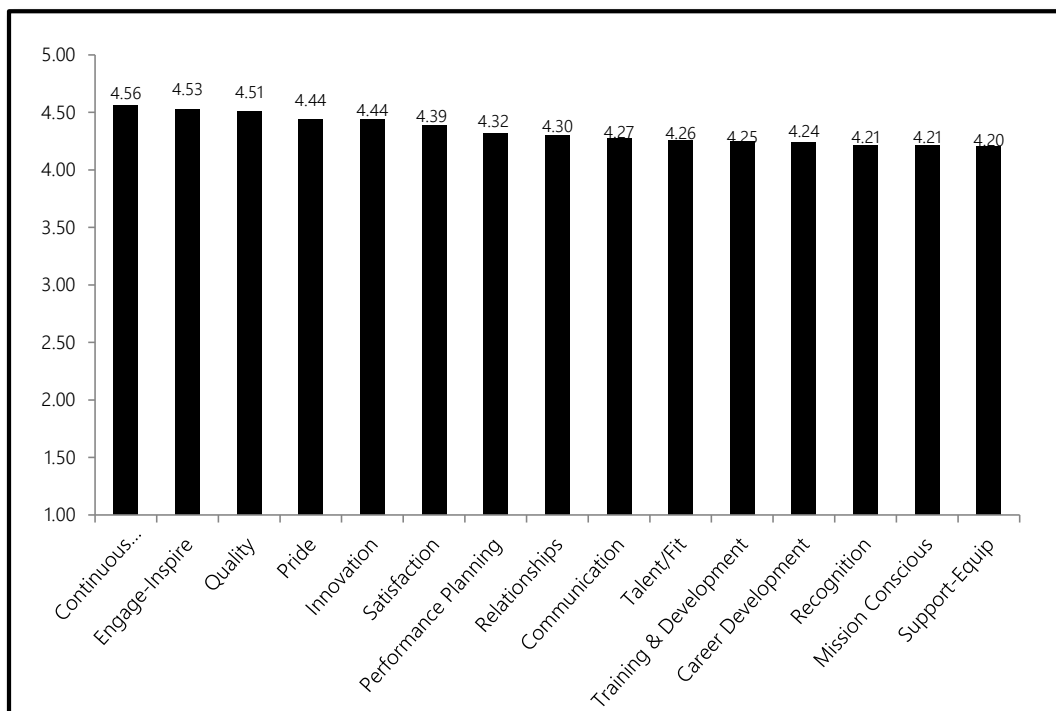




October 2019

Glen Ellyn District 41: Franklin - All Results (N=49)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.56
Engage-Inspire	4.53
Quality	4.51
Pride	4.44
Innovation	4.44
Satisfaction	4.39
Performance Planning	4.32
Relationships	4.30
Communication	4.27
Talent/Fit	4.26
Training & Development	4.25
Career Development	4.24
Recognition	4.21
Mission Conscious	4.21
Support-Equip	4.20





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Glen Ellyn District 41: Franklin - All Results (N=49)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.54	4.56	↑
Engage-Inspire	4.51	4.53	↑
Quality	4.51	4.51	=
Pride	4.43	4.44	↑
Innovation	4.44	4.44	=
Satisfaction	4.35	4.39	↑
Performance Planning	4.39	4.32	↓
Relationships	4.32	4.30	↓
Communication	4.39	4.27	↓
Talent/Fit	4.22	4.26	↑
Training & Development	4.21	4.25	↑
Career Development	4.19	4.24	↑
Recognition	4.30	4.21	↓
Mission Conscious	4.22	4.21	↓
Support-Equip	4.39	4.20	↓



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Glen Ellyn District 41: Franklin - All Results (N=49)

Humanex Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

