

INSIGHTeX

for Glen Ellyn District 41:
Full District



October 2019

Glen Ellyn District 41: Full District Results (N=302)

	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.	4.05	4.10	1.3% n=4	1.3% n=4	2.0% n=6	38.1% n=115	56.3% n=170	1.0% n=3	↓
56. I feel our organization is a great fit for me.	4.24	4.31	0.7% n=2	3.0% n=9	14.6% n=44	34.8% n=105	46.7% n=141	0.3% n=1	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.19	4.22	3.3% n=10	3.3% n=10	9.6% n=29	38.1% n=115	45.0% n=136	0.7% n=2	↓
72. Our organization selects highly talented individuals when hiring.	4.08	4.11	1.3% n=4	3.6% n=11	16.6% n=50	41.7% n=126	35.4% n=107	1.3% n=4	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.85	3.97	6.0% n=18	6.6% n=20	17.5% n=53	32.1% n=97	34.1% n=103	3.6% n=11	↓
63. Our organization selects the right people for the right job.	3.83	3.81	2.0% n=6	7.6% n=23	24.2% n=73	37.1% n=112	28.1% n=85	1.0% n=3	↑
7. I have encouraged someone to apply at our organization.	3.62	3.68	4.6% n=14	13.2% n=40	18.9% n=57	27.2% n=82	25.5% n=77	10.6% n=32	↓
SUPPORT/EQUIP									
33. My supervisor is available for me when needs arise.	4.02	4.09	4.3% n=13	7.9% n=24	10.3% n=31	35.1% n=106	41.4% n=125	1.0% n=3	↓
3. I am provided the core needs necessary for me to excel in my role.	3.99	4.03	1.7% n=5	10.3% n=31	11.3% n=34	39.1% n=118	36.1% n=109	1.7% n=5	↓
34. My supervisor is actively responsive to my needs.	3.96	3.99	5.0% n=15	8.3% n=25	13.9% n=42	31.8% n=96	41.1% n=124	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	3.94	4.02	5.0% n=15	9.3% n=28	10.3% n=31	37.1% n=112	38.1% n=115	0.3% n=1	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.84	3.96	3.3% n=10	11.9% n=36	12.9% n=39	39.4% n=119	31.1% n=94	1.3% n=4	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.56	3.63	8.6% n=26	12.3% n=37	21.5% n=65	27.2% n=82	28.8% n=87	1.7% n=5	↓



October 2019

Glen Ellyn District 41: Full District Results (N=302)

	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.	4.03	4.03	1.3% n=4	3.6% n=11	5.0% n=15	24.2% n=73	64.6% n=195	1.3% n=4	=
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.34	4.36	0.3% n=1	4.3% n=13	10.6% n=32	28.8% n=87	53.3% n=161	2.6% n=8	↓
51. Our team has open and trusting relationships.	4.34	4.27	1.0% n=3	3.3% n=10	10.9% n=33	29.8% n=90	54.0% n=163	1.0% n=3	↑
25. My supervisor cares about me as a person.	4.13	4.18	4.3% n=13	3.6% n=11	14.6% n=44	28.8% n=87	48.0% n=145	0.7% n=2	↓
54. Quality relationships are valued across our organization.	4.06	4.04	1.7% n=5	5.3% n=16	13.2% n=40	44.7% n=135	34.4% n=104	0.7% n=2	↑
32. I have an open and trusting relationship with my supervisor.	3.94	3.98	6.0% n=18	5.3% n=16	18.5% n=56	29.1% n=88	40.7% n=123	0.3% n=1	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.77	3.72	5.0% n=15	12.3% n=37	17.2% n=52	30.1% n=91	34.1% n=103	1.3% n=4	↑
61. Our organization has a genuine concern and interest about me as a person.	3.72	3.68	5.0% n=15	8.6% n=26	24.8% n=75	32.5% n=98	28.8% n=87	0.3% n=1	↑
31. I am provided personal coaching from my supervisor.	3.45	3.56	6.3% n=19	18.5% n=56	21.5% n=65	27.2% n=82	23.8% n=72	2.6% n=8	↓
QUALITY									
43. My teammates demonstrate a commitment to quality work and excellence.	4.40	4.41	0.0% n=0	1.3% n=4	5.3% n=16	32.5% n=98	60.6% n=183	0.3% n=1	↓
57. Our organization is committed to quality work and excellence.	4.36	4.39	1.0% n=3	3.3% n=10	6.3% n=19	37.7% n=114	51.3% n=155	0.3% n=1	↓
47. I am on a team that encourages each member to surpass expectations.	4.30	4.32	0.7% n=2	4.6% n=14	9.9% n=30	33.1% n=100	51.3% n=155	0.3% n=1	↓
COMMUNICATION									
44. Our team effectively communicates with each other.	3.96	4.02	1.0% n=3	5.3% n=16	8.9% n=27	32.8% n=99	51.3% n=155	0.7% n=2	↓
36. I have the opportunity to communicate with my supervisor.	4.19	4.14	2.0% n=6	6.3% n=19	8.3% n=25	37.7% n=114	45.4% n=137	0.3% n=1	↑
27. My supervisor and I have effective two-way communication.	3.99	4.03	5.0% n=15	7.9% n=24	10.9% n=33	35.4% n=107	40.4% n=122	0.3% n=1	↓
26. My supervisor gives me constructive feedback about my work performance.	3.90	3.99	4.0% n=12	8.6% n=26	13.6% n=41	39.7% n=120	32.5% n=98	1.7% n=5	↓
24. My supervisor effectively communicates his/her expectations.	3.85	3.95	7.6% n=23	8.6% n=26	11.3% n=34	35.8% n=108	36.4% n=110	0.3% n=1	↓
65. I feel "in on things" that are happening at our organization.	3.55	3.66	6.6% n=20	15.9% n=48	19.2% n=58	32.5% n=98	25.8% n=78	0.0% n=0	↓



October 2019

Glen Ellyn District 41: Full District Results (N=302)

	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.	4.36	4.42	0.3% n=1	5.0% n=15	8.9% n=27	29.5% n=89	56.0% n=169	0.3% n=1	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.31	4.39	1.3% n=4	3.6% n=11	6.6% n=20	38.7% n=117	48.7% n=147	1.0% n=3	↓
66. Excellence is recognized in our organization.	3.93	4.01	2.6% n=8	7.0% n=21	17.9% n=54	39.4% n=119	32.8% n=99	0.3% n=1	↓
29. My supervisor recognizes me for a job well done.	3.86	3.89	7.3% n=22	9.3% n=28	11.9% n=36	32.1% n=97	38.4% n=116	1.0% n=3	↓
9. I have received meaningful recognition in the past 10 days.	3.56	3.59	10.6% n=32	18.5% n=56	8.9% n=27	27.2% n=82	33.8% n=102	1.0% n=3	↓
PERFORMANCE PLANNING									
17. I have set the right goals for myself to excel in my role/position.	4.44	4.45	0.3% n=1	1.0% n=3	5.0% n=15	40.7% n=123	51.7% n=156	1.3% n=4	↓
49. Our team effectively sets goals to further enhance our performance.	4.28	4.24	0.0% n=0	4.3% n=13	13.6% n=41	30.1% n=91	49.7% n=150	2.3% n=7	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	4.17	2.3% n=7	8.6% n=26	11.3% n=34	36.8% n=111	39.4% n=119	1.7% n=5	↓
37. My supervisor motivates me to achieve my goals.	3.92	3.92	4.3% n=13	8.6% n=26	17.5% n=53	28.8% n=87	39.4% n=119	1.3% n=4	=
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.64	3.71	7.9% n=24	13.6% n=41	15.9% n=48	27.8% n=84	32.1% n=97	2.6% n=8	↓
TRAINING & DEVELOPMENT									
35. My supervisor supports my personal and professional development.	4.09	4.05	3.3% n=10	5.3% n=16	14.6% n=44	31.8% n=96	44.4% n=134	0.7% n=2	↑
15. I am properly trained to achieve excellence in my work.	4.04	4.14	2.3% n=7	7.0% n=21	12.9% n=39	38.7% n=117	38.1% n=115	1.0% n=3	↓
6. I am provided opportunities to further my growth and development.	4.02	4.03	3.0% n=9	7.6% n=23	10.9% n=33	40.1% n=121	36.8% n=111	1.7% n=5	↓
30. My supervisor encourages opportunities for my growth and development.	3.98	3.96	3.6% n=11	7.6% n=23	15.2% n=46	33.1% n=100	39.7% n=120	0.7% n=2	↑
67. Our organization provides the "right" training for me to excel in my role.	3.66	3.67	4.3% n=13	13.6% n=41	17.9% n=54	39.7% n=120	24.2% n=73	0.3% n=1	↓



October 2019

Glen Ellyn District 41: Full District Results (N=302)

	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.	4.25	4.02	1.3% n=4	3.0% n=9	13.2% n=40	33.8% n=102	48.0% n=145	0.7% n=2	↓
59. I value the career opportunities that I have at our organization.	3.98	4.05	2.3% n=7	6.3% n=19	18.2% n=55	35.1% n=106	36.1% n=109	2.0% n=6	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.94	4.02	3.0% n=9	9.3% n=28	13.6% n=41	37.7% n=114	35.1% n=106	1.3% n=4	↓
58. Our organization provides the experience and development for me to further my career here.	3.90	3.92	3.0% n=9	8.9% n=27	14.6% n=44	39.7% n=120	31.8% n=96	2.0% n=6	↓
60. I have the opportunity to express my career interests at our organization.	3.83	3.83	3.3% n=10	8.3% n=25	21.2% n=64	32.5% n=98	31.5% n=95	3.3% n=10	=
ENGAGE-INSPIRE									
2. I am fully engaged in the work that I do.	4.62	4.67	1.0% n=3	1.0% n=3	2.3% n=7	25.5% n=77	68.2% n=206	2.0% n=6	↓
53. I am committed to the success of our organization.	4.60	4.63	0.0% n=0	1.0% n=3	2.6% n=8	31.1% n=94	64.9% n=196	0.3% n=1	↓
8. I am driven to contribute to the success of our organization.	4.46	4.57	1.0% n=3	1.0% n=3	6.0% n=18	33.8% n=102	56.0% n=169	2.3% n=7	↓
12. I am highly committed to and energized by my work.	4.44	4.49	1.0% n=3	2.0% n=6	6.3% n=19	32.5% n=98	56.6% n=171	1.7% n=5	↓
62. I would recommend our organization to a friend as a great place to work.	3.85	3.84	4.0% n=12	5.0% n=15	23.8% n=72	35.1% n=106	30.8% n=93	1.3% n=4	↑
SATISFACTION									
46. I am satisfied being a part of our team.	4.40	4.47	0.7% n=2	3.0% n=9	7.6% n=23	32.5% n=98	55.6% n=168	0.7% n=2	↓
13. I am satisfied with my role/work.	4.17	4.30	1.0% n=3	5.6% n=17	9.9% n=30	40.7% n=123	41.4% n=125	1.3% n=4	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.13	4.14	2.0% n=6	3.3% n=10	12.6% n=38	44.0% n=133	37.7% n=114	0.3% n=1	↓
20. I look forward to coming to work every day.	4.03	4.16	1.7% n=5	4.6% n=14	14.9% n=45	45.4% n=137	31.8% n=96	1.7% n=5	↓
MISSION CONSCIOUS									
22. I am aware and knowledgeable about our organization's mission.	4.37	4.43	0.7% n=2	2.0% n=6	6.6% n=20	39.7% n=120	49.3% n=149	1.7% n=5	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.95	4.00	2.3% n=7	5.6% n=17	17.2% n=52	43.4% n=131	30.1% n=91	1.3% n=4	↓
41. My supervisor effectively communicates our organizational mission to me.	3.76	3.92	6.6% n=20	7.9% n=24	19.5% n=59	32.8% n=99	31.8% n=96	1.3% n=4	↓
68. Business decisions made are consistent with our mission and core values.	3.58	3.54	5.0% n=15	13.6% n=41	22.5% n=68	30.8% n=93	24.2% n=73	4.0% n=12	↑



October 2019

Glen Ellyn District 41: Full District Results (N=302)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
PRIDE									
4. I feel great pride in the work I do.	4.63	4.66	0.7% n=2	1.7% n=5	2.0% n=6	24.8% n=75	69.2% n=209	1.7% n=5	↓
45. I feel great pride in the team of which I am a part.	4.47	4.46	0.0% n=0	2.3% n=7	6.6% n=20	32.5% n=98	57.6% n=174	1.0% n=3	↑
14. I feel great pride in being a part of our organization.	4.12	4.22	2.3% n=7	3.6% n=11	15.9% n=48	34.1% n=103	42.4% n=128	1.7% n=5	↓
64. I speak of our organization with pride.	4.09	4.09	1.7% n=5	3.3% n=10	17.5% n=53	38.7% n=117	38.4% n=116	0.3% n=1	=
CONTINUOUS IMPROVEMENT									
52. Our team strives to pursue excellence.	4.56	4.50	0.0% n=0	1.3% n=4	6.3% n=19	27.2% n=82	64.6% n=195	0.7% n=2	↑
21. I strive to find a better way every day.	4.48	4.53	0.3% n=1	0.7% n=2	3.3% n=10	41.4% n=125	53.0% n=160	1.3% n=4	↓
55. I am part of an organization that continues to pursue excellence every day.	4.28	4.32	1.0% n=3	3.0% n=9	9.3% n=28	40.4% n=122	46.0% n=139	0.3% n=1	↓
INNOVATION									
16. I am continuously seeking ways to improve my overall productivity.	4.61	4.65	0.3% n=1	1.0% n=3	2.0% n=6	30.1% n=91	64.6% n=195	2.0% n=6	↓
42. Our team encourages innovation.	4.30	4.35	0.3% n=1	4.6% n=14	7.3% n=22	39.1% n=118	47.7% n=144	1.0% n=3	↓
69. Our organization encourages innovation.	4.06	4.09	1.3% n=4	5.3% n=16	14.6% n=44	43.4% n=131	35.1% n=106	0.3% n=1	↓



October 2019

Glen Ellyn District 41: Full District Results (N=302)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

4.	I feel great pride in the work I do.	4.63	Pride 4.33
2.	I am fully engaged in the work that I do.	4.62	Engage-Inspire 4.40
16.	I am continuously seeking ways to improve my overall productivity.	4.61	Innovation 4.32
53.	I am committed to the success of our organization.	4.60	Engage-Inspire 4.40
52.	Our team strives to pursue excellence.	4.56	Continuous Improvement 4.44
43.	My teammates demonstrate a commitment to quality work and excellence.	4.53	Quality 4.40
5.	I have at least one close friend at work.	4.49	Relationships 4.03
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.48	Talent/Fit 4.05
21.	I strive to find a better way every day.	4.48	Continuous Improvement 4.44
45.	I feel great pride in the team of which I am a part.	4.47	Pride 4.33
8.	I am driven to contribute to the success of our organization.	4.46	Engage-Inspire 4.40
17.	I have set the right goals for myself to excel in my role/position.	4.44	Performance Planning 4.07
12.	I am highly committed to and energized by my work.	4.44	Engage-Inspire 4.40



October 2019

Glen Ellyn District 41: Full District Results (N=302)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
46.	I am satisfied being a part of our team.	4.40	Satisfaction 4.18
22.	I am aware and knowledgeable about our organization's mission.	4.37	Mission Conscious 3.92
48.	Our team recognizes each other's efforts and impact.	4.36	Recognition 4.00
57.	Our organization is committed to quality work and excellence.	4.36	Quality 4.40
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.34	Relationships 4.03
51.	Our team has open and trusting relationships.	4.34	Relationships 4.03
18.	I have provided meaningful recognition to others in the past 10 days.	4.31	Recognition 4.00
42.	Our team encourages innovation.	4.30	Innovation 4.32
47.	I am on a team that encourages each member to surpass expectations.	4.30	Quality 4.40
44.	Our team effectively communicates with each other.	4.29	Communication 3.96
49.	Our team effectively sets goals to further enhance our performance.	4.28	Performance Planning 4.07
55.	I am part of an organization that continues to pursue excellence every day.	4.28	Continuous Improvement 4.44
70.	I would like to work at our organization long term.	4.25	Career Development 3.98



October 2019

Glen Ellyn District 41: Full District Results (N=302)

<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.	4.24	Talent/Fit 4.05
11.	I am in a role that allows me to maximize my talents and strengths.	4.19	Talent/Fit 4.05
36.	I have the opportunity to communicate with my supervisor.	4.19	Communication 3.96
13.	I am satisfied with my role/work.	4.17	Satisfaction 4.18
25.	My supervisor cares about me as a person.	4.13	Relationships 4.03
73.	Overall, I am very satisfied with our organization as a place to work.	4.13	Satisfaction 4.18
14.	I feel great pride in being a part of our organization.	4.12	Pride 4.33
35.	My supervisor supports my personal and professional development.	4.09	Training & Development 3.96
64.	I speak of our organization with pride.	4.09	Pride 4.33
72.	Our organization selects highly talented individuals when hiring.	4.08	Talent/Fit 4.05
69.	Our organization encourages innovation.	4.06	Innovation 4.32
54.	Quality relationships are valued across our organization.	4.06	Relationships 4.03
15.	I am properly trained to achieve excellence in my work.	4.04	Training & Development 3.96



October 2019

Glen Ellyn District 41: Full District Results (N=302)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	Performance Planning 4.07
20.	I look forward to coming to work every day.	4.03	Satisfaction 4.18
33.	My supervisor is available for me when needs arise.	4.02	Support-Equip 3.89
6.	I am provided opportunities to further my growth and development.	4.02	Training & Development 3.96
3.	I am provided the core needs necessary for me to excel in my role.	3.99	Support-Equip 3.89
27.	My supervisor and I have effective two-way communication.	3.99	Communication 3.96
30.	My supervisor encourages opportunities for my growth and development.	3.98	Training & Development 3.96
59.	I value the career opportunities that I have at our organization.	3.98	Career Development 3.98
34.	My supervisor is actively responsive to my needs.	3.96	Support-Equip 3.89
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	3.95	Mission Conscious 3.92
23.	I have a supportive coaching relationship with my supervisor.	3.94	Support-Equip 3.89
71.	I am aware of the career opportunities that are available for me at our organization.	3.94	Career Development 3.98
32.	I have an open and trusting relationship with my supervisor.	3.94	Relationships 4.03



October 2019

Glen Ellyn District 41: Full District Results (N=302)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
66.	Excellence is recognized in our organization.	3.93	Recognition 4.00
37.	My supervisor motivates me to achieve my goals.	3.92	Performance Planning 4.07
58.	Our organization provides the experience and development for me to further my career here.	3.90	Career Development 3.98
26.	My supervisor gives me constructive feedback about my work performance.	3.90	Communication 3.96
29.	My supervisor recognizes me for a job well done.	3.86	Recognition 4.00
24.	My supervisor effectively communicates his/her expectations.	3.85	Communication 3.96
62.	I would recommend our organization to a friend as a great place to work.	3.85	Engage-Inspire 4.40
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.85	Talent/Fit 4.05
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.84	Support-Equip 3.89
60.	I have the opportunity to express my career interests at our organization.	3.83	Career Development 3.98
63.	Our organization selects the right people for the right job.	3.83	Talent/Fit 4.05
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.77	Relationships 4.03
41.	My supervisor effectively communicates our organizational mission to me.	3.76	Mission Conscious 3.92

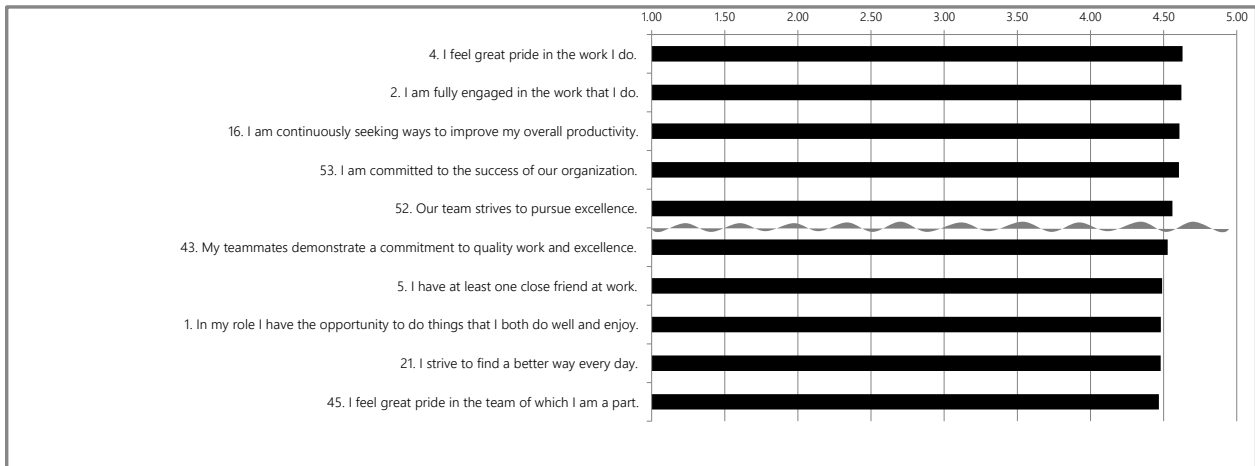


October 2019

Glen Ellyn District 41: Full District Results (N=302)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
61.	Our organization has a genuine concern and interest about me as a person.	3.72	Relationships 4.03
67.	Our organization provides the "right" training for me to excel in my role.	3.66	Training & Development 3.96
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.64	Performance Planning 4.07
7.	I have encouraged someone to apply at our organization.	3.62	Talent/Fit 4.05
68.	Business decisions made are consistent with our mission and core values.	3.58	Mission Conscious 3.92
28.	I am provided the opportunity to spend quality time with my supervisor.	3.56	Support-Equip 3.89
9.	I have received meaningful recognition in the past 10 days.	3.56	Recognition 4.00
65.	I feel "in on things" that are happening at our organization.	3.55	Communication 3.96
31.	I am provided personal coaching from my supervisor.	3.45	Relationships 4.03

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
4. I feel great pride in the work I do.	Pride	4.63	4.66	0.7% n=2	1.7% n=5	2.0% n=6	24.8% n=75	69.2% n=209	1.7% n=5	↓	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.62	4.67	1.0% n=3	1.0% n=3	2.3% n=7	25.5% n=77	68.2% n=206	2.0% n=6	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.61	4.65	0.3% n=1	1.0% n=3	2.0% n=6	30.1% n=91	64.6% n=195	2.0% n=6	↓	
53. I am committed to the success of our organization.	Engage-Inspire	4.60	4.63	0.0% n=0	1.0% n=3	2.6% n=8	31.1% n=94	64.9% n=196	0.3% n=1	↓	
52. Our team strives to pursue excellence.	Continuous Improvement	4.56	4.50	0.0% n=0	1.3% n=4	6.3% n=19	27.2% n=82	64.6% n=195	0.7% n=2	↑	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.53	4.54	0.0% n=0	1.3% n=4	5.3% n=16	32.5% n=98	60.6% n=183	0.3% n=1	↓	
5. I have at least one close friend at work.	Relationships	4.49	4.49	1.3% n=4	3.6% n=11	5.0% n=15	24.2% n=73	64.6% n=195	1.3% n=4	↓	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.48	4.56	1.3% n=4	1.3% n=4	2.0% n=6	38.1% n=115	56.3% n=170	1.0% n=3	↓	
21. I strive to find a better way every day.	Continuous Improvement	4.48	4.53	0.3% n=1	0.7% n=2	3.3% n=10	41.4% n=125	53.0% n=160	1.3% n=4	↓	
45. I feel great pride in the team of which I am a part.	Pride	4.47	4.46	0.0% n=0	2.3% n=7	6.6% n=20	32.5% n=98	57.6% n=174	1.0% n=3	↑	

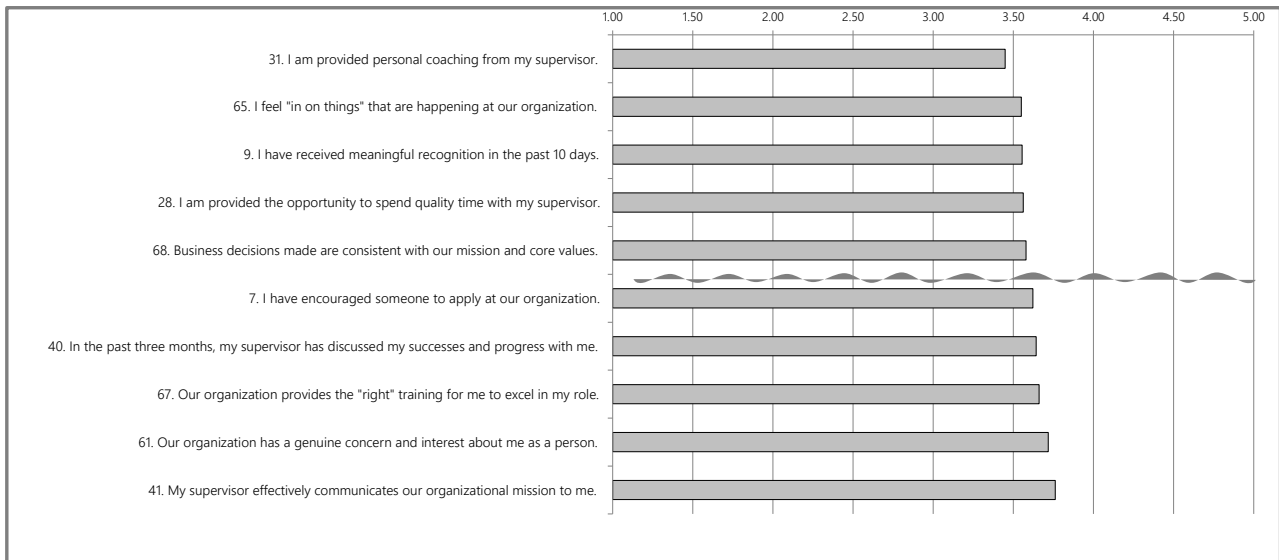




October 2019

Glen Ellyn District 41: Full District Results (N=302)

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	3.45	3.56	6.3% n=19	18.5% n=56	21.5% n=65	27.2% n=82	23.8% n=72	2.6% n=8		↓
65. I feel "in on things" that are happening at our organization.	Communication	3.55	3.66	6.6% n=20	15.9% n=48	19.2% n=58	32.5% n=98	25.8% n=78	0.0% n=0		↓
9. I have received meaningful recognition in the past 10 days.	Recognition	3.56	3.59	10.6% n=32	18.5% n=56	8.9% n=27	27.2% n=82	33.8% n=102	1.0% n=3		↓
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.56	3.63	8.6% n=26	12.3% n=37	21.5% n=65	27.2% n=82	28.8% n=87	1.7% n=5		↓
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.58	3.54	5.0% n=15	13.6% n=41	22.5% n=68	30.8% n=93	24.2% n=73	4.0% n=12		↑
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.62	3.68	4.6% n=14	13.2% n=40	18.9% n=57	27.2% n=82	25.5% n=77	10.6% n=32		↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.64	3.71	7.9% n=24	13.6% n=41	15.9% n=48	27.8% n=84	32.1% n=97	2.6% n=8		↓
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.66	3.67	4.3% n=13	13.6% n=41	17.9% n=54	39.7% n=120	24.2% n=73	0.3% n=1		↓
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.72	3.68	5.0% n=15	8.6% n=26	24.8% n=75	32.5% n=98	28.8% n=87	0.3% n=1		↑
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.76	3.92	6.6% n=20	7.9% n=24	19.5% n=59	32.8% n=99	31.8% n=96	1.3% n=4		↓

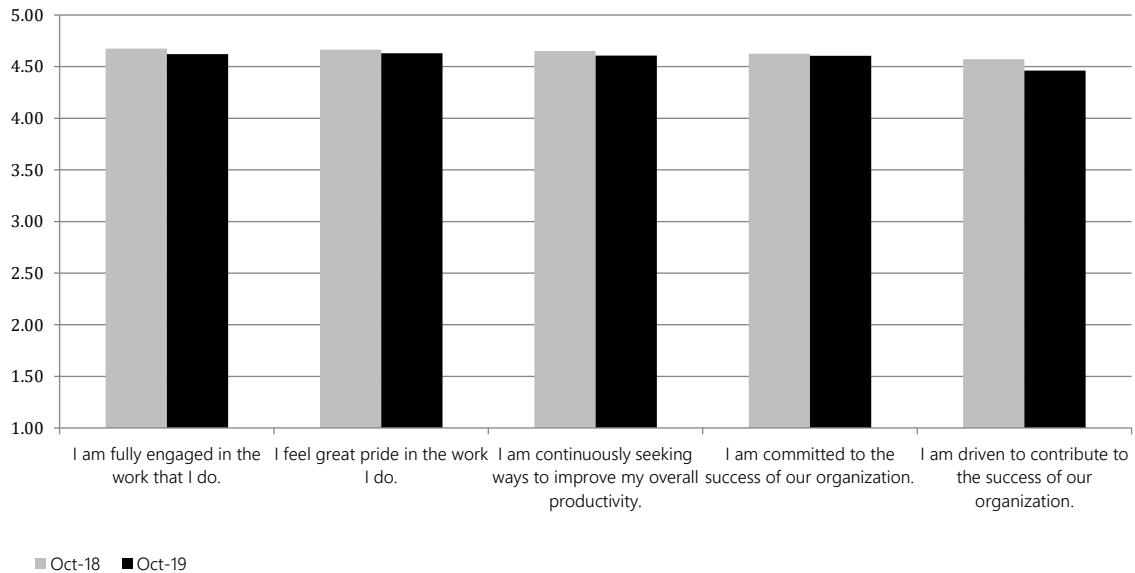




October 2019

Glen Ellyn District 41: Full District Results (N=302)

		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	4.67	4.62	↓
4.	I feel great pride in the work I do.	Pride	4.66	4.63	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.65	4.61	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.63	4.60	↓
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	4.57	4.46	↓

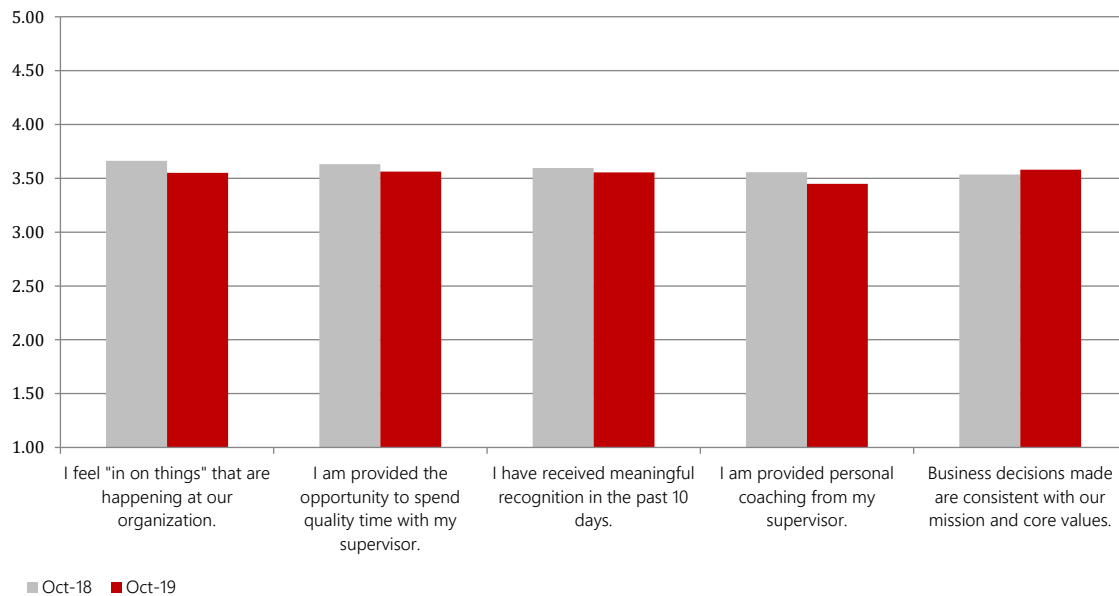




October 2019

Glen Ellyn District 41: Full District Results (N=302)

		<u>Dimension</u>	<u>Oct-18</u>	<u>Oct-19</u>	<u>(+/-)</u> <u>Change</u>
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
65.	I feel "in on things" that are happening at our organization.	Communication	3.66	3.55	↓
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.63	3.56	↓
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.59	3.56	↓
31.	I am provided personal coaching from my supervisor.	Relationships	3.56	3.45	↓
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.54	3.58	↑

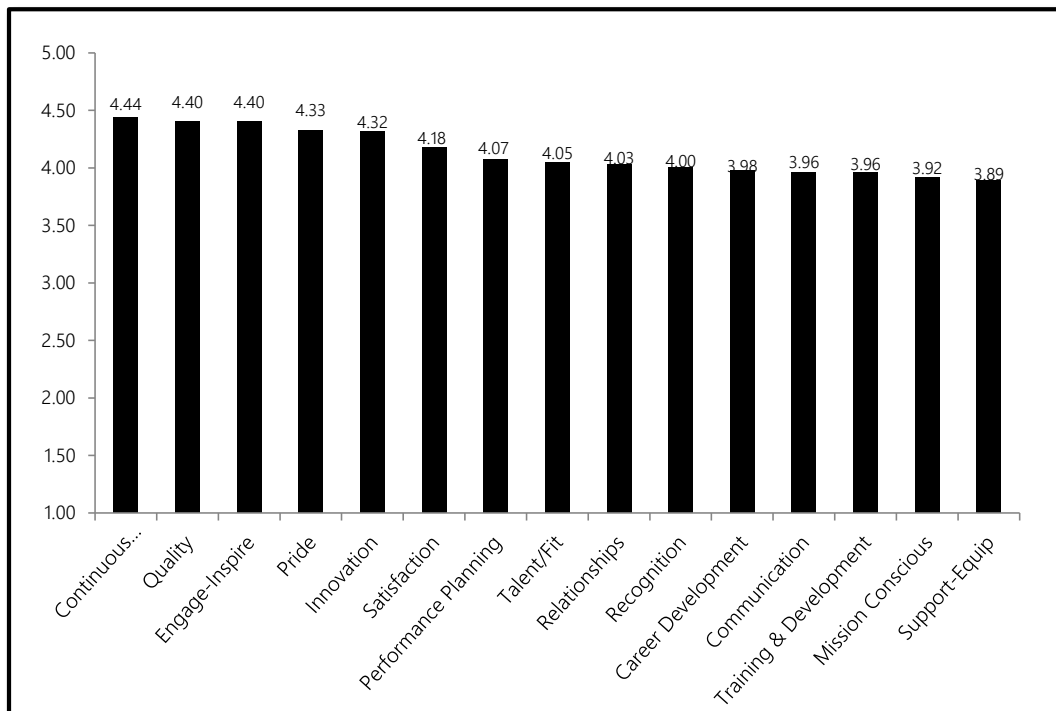




October 2019

Glen Ellyn District 41: Full District Results (N=302)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.44
Quality	4.40
Engage-Inspire	4.40
Pride	4.33
Innovation	4.32
Satisfaction	4.18
Performance Planning	4.07
Talent/Fit	4.05
Relationships	4.03
Recognition	4.00
Career Development	3.98
Communication	3.96
Training & Development	3.96
Mission Conscious	3.92
Support-Equip	3.89





October 2019

Glen Ellyn District 41: Full District Results (N=302)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.45	4.44	↓
Quality	4.41	4.40	↓
Engage-Inspire	4.44	4.40	↓
Pride	4.36	4.33	↓
Innovation	4.36	4.32	↓
Satisfaction	4.27	4.18	↓
Performance Planning	4.10	4.07	↓
Talent/Fit	4.10	4.05	↓
Relationships	4.03	4.03	=
Recognition	4.06	4.00	↓
Career Development	4.02	3.98	↓
Communication	4.02	3.96	↓
Training & Development	3.97	3.96	↓
Mission Conscious	3.97	3.92	↓
Support-Equip	3.95	3.89	↓



October 2019

Glen Ellyn District 41: Full District Results (N=302)

Humanex Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

