

INSIGHTeX

for Glen Ellyn District 41:
Support Staff - All



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

	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.	3.89	4.12	4.5% n=4	1.1% n=1	1.1% n=1	39.3% n=35	51.7% n=46	2.2% n=2	↓
56. I feel our organization is a great fit for me.	4.15	4.40	1.1% n=1	3.4% n=3	15.7% n=14	38.2% n=34	40.4% n=36	1.1% n=1	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.81	4.12	4.5% n=4	3.4% n=3	24.7% n=22	36.0% n=32	27.0% n=24	4.5% n=4	↓
72. Our organization selects highly talented individuals when hiring.	3.80	4.14	3.4% n=3	5.6% n=5	21.3% n=19	42.7% n=38	23.6% n=21	3.4% n=3	↓
11. I am in a role that allows me to maximize my talents and strengths.	3.79	3.96	7.9% n=7	6.7% n=6	18.0% n=16	33.7% n=30	33.7% n=30	0.0% n=0	↓
63. Our organization selects the right people for the right job.	3.70	3.84	2.2% n=2	4.5% n=4	32.6% n=29	38.2% n=34	19.1% n=17	3.4% n=3	↓
7. I have encouraged someone to apply at our organization.	3.62	3.76	5.6% n=5	12.4% n=11	16.9% n=15	28.1% n=25	24.7% n=22	12.4% n=11	↓
SUPPORT/EQUIP									
34. My supervisor is actively responsive to my needs.	4.09	4.09	2.2% n=2	5.6% n=5	13.5% n=12	38.2% n=34	40.4% n=36	0.0% n=0	=
33. My supervisor is available for me when needs arise.	4.03	4.24	2.2% n=2	7.9% n=7	10.1% n=9	42.7% n=38	36.0% n=32	1.1% n=1	↓
3. I am provided the core needs necessary for me to excel in my role.	4.01	4.16	1.1% n=1	11.2% n=10	10.1% n=9	38.2% n=34	37.1% n=33	2.2% n=2	↓
23. I have a supportive coaching relationship with my supervisor.	3.96	4.11	1.1% n=1	11.2% n=10	16.9% n=15	32.6% n=29	38.2% n=34	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.83	4.00	1.1% n=1	13.5% n=12	14.6% n=13	41.6% n=37	28.1% n=25	1.1% n=1	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.65	3.59	4.5% n=4	14.6% n=13	21.3% n=19	25.8% n=23	30.3% n=27	3.4% n=3	↑



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

	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.	4.26	4.01	3.4% n=3	4.5% n=4	10.1% n=9	25.8% n=23	55.1% n=49	1.1% n=1	=
51. Our team has open and trusting relationships.	4.20	4.25	0.0% n=0	2.2% n=2	15.7% n=14	40.4% n=36	39.3% n=35	2.2% n=2	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.17	4.24	0.0% n=0	4.5% n=4	13.5% n=12	38.2% n=34	38.2% n=34	5.6% n=5	↓
25. My supervisor cares about me as a person.	4.16	4.19	2.2% n=2	1.1% n=1	21.3% n=19	29.2% n=26	46.1% n=41	0.0% n=0	↓
54. Quality relationships are valued across our organization.	4.01	4.13	0.0% n=0	4.5% n=4	19.1% n=17	44.9% n=40	29.2% n=26	2.2% n=2	↓
32. I have an open and trusting relationship with my supervisor.	4.01	4.11	3.4% n=3	2.2% n=2	24.7% n=22	29.2% n=26	40.4% n=36	0.0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.80	3.63	2.2% n=2	11.2% n=10	23.6% n=21	29.2% n=26	32.6% n=29	1.1% n=1	↑
61. Our organization has a genuine concern and interest about me as a person.	3.73	3.77	3.4% n=3	6.7% n=6	30.3% n=27	32.6% n=29	27.0% n=24	0.0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.51	3.54	4.5% n=4	16.9% n=15	25.8% n=23	25.8% n=23	24.7% n=22	2.2% n=2	↓
QUALITY									
43. My teammates demonstrate a commitment to quality work and excellence.	4.37	4.43	0.0% n=0	2.2% n=2	7.9% n=7	40.4% n=36	49.4% n=44	0.0% n=0	↓
57. Our organization is committed to quality work and excellence.	4.20	4.36	1.1% n=1	4.5% n=4	11.2% n=10	38.2% n=34	43.8% n=39	1.1% n=1	↓
47. I am on a team that encourages each member to surpass expectations.	4.18	4.24	0.0% n=0	4.5% n=4	15.7% n=14	37.1% n=33	42.7% n=38	0.0% n=0	↓
COMMUNICATION									
36. I have the opportunity to communicate with my supervisor.	4.20	4.17	1.1% n=1	4.5% n=4	10.1% n=9	40.4% n=36	42.7% n=38	1.1% n=1	↑
44. Our team effectively communicates with each other.	4.19	4.42	0.0% n=0	5.6% n=5	10.1% n=9	42.7% n=38	40.4% n=36	1.1% n=1	↓
27. My supervisor and I have effective two-way communication.	4.07	4.13	2.2% n=2	6.7% n=6	12.4% n=11	38.2% n=34	39.3% n=35	1.1% n=1	↓
24. My supervisor effectively communicates his/her expectations.	3.99	4.04	3.4% n=3	6.7% n=6	14.6% n=13	37.1% n=33	37.1% n=33	1.1% n=1	↓
26. My supervisor gives me constructive feedback about my work performance.	3.89	3.94	1.1% n=1	10.1% n=9	19.1% n=17	36.0% n=32	31.5% n=28	2.2% n=2	↓
65. I feel "in on things" that are happening at our organization.	3.43	3.74	5.6% n=5	21.3% n=19	18.0% n=16	34.8% n=31	20.2% n=18	0.0% n=0	↓



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

	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.	3.93	4.11	0.0% n=0	5.6% n=5	12.4% n=11	39.3% n=35	42.7% n=38	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.17	4.39	2.2% n=2	4.5% n=4	11.2% n=10	38.2% n=34	43.8% n=39	0.0% n=0	↓
29. My supervisor recognizes me for a job well done.	3.93	3.95	4.5% n=4	10.1% n=9	12.4% n=11	33.7% n=30	39.3% n=35	0.0% n=0	↓
66. Excellence is recognized in our organization.	3.85	4.07	1.1% n=1	10.1% n=9	16.9% n=15	44.9% n=40	25.8% n=23	1.1% n=1	↓
9. I have received meaningful recognition in the past 10 days.	3.49	3.73	7.9% n=7	20.2% n=18	14.6% n=13	29.2% n=26	28.1% n=25	0.0% n=0	↓
PERFORMANCE PLANNING									
17. I have set the right goals for myself to excel in my role/position.	4.25	4.32	1.1% n=1	2.2% n=2	9.0% n=8	44.9% n=40	41.6% n=37	1.1% n=1	↓
49. Our team effectively sets goals to further enhance our performance.	4.05	4.11	0.0% n=0	5.6% n=5	20.2% n=18	32.6% n=29	36.0% n=32	5.6% n=5	↓
37. My supervisor motivates me to achieve my goals.	3.95	3.90	3.4% n=3	3.4% n=3	25.8% n=23	28.1% n=25	38.2% n=34	1.1% n=1	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.65	3.80	3.4% n=3	15.7% n=14	20.2% n=18	29.2% n=26	28.1% n=25	3.4% n=3	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.49	3.46	6.7% n=6	15.7% n=14	23.6% n=21	28.1% n=25	24.7% n=22	1.1% n=1	↑
TRAINING & DEVELOPMENT									
35. My supervisor supports my personal and professional development.	3.99	4.00	2.2% n=2	5.6% n=5	21.3% n=19	30.3% n=27	38.2% n=34	2.2% n=2	↓
15. I am properly trained to achieve excellence in my work.	3.87	3.93	2.2% n=2	9.0% n=8	22.5% n=20	32.6% n=29	33.7% n=30	0.0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.77	3.81	2.2% n=2	14.6% n=13	21.3% n=19	25.8% n=23	34.8% n=31	1.1% n=1	↓
6. I am provided opportunities to further my growth and development.	3.66	3.87	4.5% n=4	13.5% n=12	22.5% n=20	25.8% n=23	30.3% n=27	3.4% n=3	↓
67. Our organization provides the "right" training for me to excel in my role.	3.50	3.73	5.6% n=5	16.9% n=15	20.2% n=18	34.8% n=31	21.3% n=19	1.1% n=1	↓



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

	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.	3.69	3.92	1.1% n=1	4.5% n=4	14.6% n=13	36.0% n=32	41.6% n=37	2.2% n=2	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.65	3.93	4.5% n=4	12.4% n=11	22.5% n=20	29.2% n=26	27.0% n=24	4.5% n=4	↓
59. I value the career opportunities that I have at our organization.	3.57	3.86	3.4% n=3	13.5% n=12	29.2% n=26	22.5% n=20	25.8% n=23	5.6% n=5	↓
58. Our organization provides the experience and development for me to further my career here.	3.56	3.75	3.4% n=3	16.9% n=15	20.2% n=18	31.5% n=28	22.5% n=20	5.6% n=5	↓
60. I have the opportunity to express my career interests at our organization.	3.48	3.78	3.4% n=3	14.6% n=13	32.6% n=29	19.1% n=17	23.6% n=21	6.7% n=6	↓
ENGAGE-INSPIRE									
53. I am committed to the success of our organization.	4.30	4.45	0.0% n=0	1.1% n=1	4.5% n=4	32.6% n=29	60.7% n=54	1.1% n=1	↓
2. I am fully engaged in the work that I do.	4.48	4.60	3.4% n=3	2.2% n=2	2.2% n=2	25.8% n=23	64.0% n=57	2.2% n=2	↓
12. I am highly committed to and energized by my work.	4.32	4.49	3.4% n=3	1.1% n=1	11.2% n=10	27.0% n=24	55.1% n=49	2.2% n=2	↓
8. I am driven to contribute to the success of our organization.	4.28	4.52	3.4% n=3	2.2% n=2	6.7% n=6	34.8% n=31	48.3% n=43	4.5% n=4	↓
62. I would recommend our organization to a friend as a great place to work.	3.85	4.03	3.4% n=3	3.4% n=3	21.3% n=19	43.8% n=39	23.6% n=21	4.5% n=4	↓
SATISFACTION									
46. I am satisfied being a part of our team.	4.13	4.33	1.1% n=1	1.1% n=1	9.0% n=8	40.4% n=36	47.2% n=42	1.1% n=1	↓
13. I am satisfied with my role/work.	4.14	4.31	2.2% n=2	7.9% n=7	6.7% n=6	39.3% n=35	42.7% n=38	1.1% n=1	↓
20. I look forward to coming to work every day.	4.06	4.32	2.2% n=2	6.7% n=6	9.0% n=8	43.8% n=39	34.8% n=31	3.4% n=3	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.01	4.23	2.2% n=2	3.4% n=3	15.7% n=14	47.2% n=42	30.3% n=27	1.1% n=1	↓
MISSION CONSCIOUS									
22. I am aware and knowledgeable about our organization's mission.	3.82	4.05	1.1% n=1	6.7% n=6	4.5% n=4	43.8% n=39	40.4% n=36	3.4% n=3	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.80	4.14	1.1% n=1	10.1% n=9	19.1% n=17	41.6% n=37	23.6% n=21	4.5% n=4	↓
41. My supervisor effectively communicates our organizational mission to me.	3.72	3.81	5.6% n=5	6.7% n=6	24.7% n=22	32.6% n=29	28.1% n=25	2.2% n=2	↓
68. Business decisions made are consistent with our mission and core values.	3.57	3.84	4.5% n=4	13.5% n=12	22.5% n=20	31.5% n=28	22.5% n=20	5.6% n=5	↓



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

	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.	4.45	4.63	2.2% n=2	3.4% n=3	4.5% n=4	25.8% n=23	61.8% n=55	2.2% n=2	↓
45. I feel great pride in the team of which I am a part.	4.41	4.41	0.0% n=0	2.2% n=2	6.7% n=6	37.1% n=33	51.7% n=46	2.2% n=2	=
14. I feel great pride in being a part of our organization.	4.10	4.35	3.4% n=3	2.2% n=2	16.9% n=15	32.6% n=29	41.6% n=37	3.4% n=3	↓
64. I speak of our organization with pride.	4.06	4.20	0.0% n=0	2.2% n=2	23.6% n=21	39.3% n=35	33.7% n=30	1.1% n=1	↓
CONTINUOUS IMPROVEMENT									
52. Our team strives to pursue excellence.	4.39	4.41	0.0% n=0	1.1% n=1	9.0% n=8	39.3% n=35	49.4% n=44	1.1% n=1	↓
21. I strive to find a better way every day.	4.36	4.52	1.1% n=1	1.1% n=1	4.5% n=4	46.1% n=41	44.9% n=40	2.2% n=2	↓
55. I am part of an organization that continues to pursue excellence every day.	4.08	4.37	1.1% n=1	4.5% n=4	15.7% n=14	41.6% n=37	36.0% n=32	1.1% n=1	↓
INNOVATION									
16. I am continuously seeking ways to improve my overall productivity.	4.45	4.52	1.1% n=1	2.2% n=2	4.5% n=4	32.6% n=29	56.2% n=50	3.4% n=3	↓
42. Our team encourages innovation.	4.16	4.20	0.0% n=0	4.5% n=4	12.4% n=11	43.8% n=39	37.1% n=33	2.2% n=2	↓
69. Our organization encourages innovation.	3.95	4.17	1.1% n=1	3.4% n=3	21.3% n=19	46.1% n=41	27.0% n=24	1.1% n=1	↓



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
53.	I am committed to the success of our organization.	4.55	Engage-Inspire 4.30
2.	I am fully engaged in the work that I do.	4.48	Engage-Inspire 4.30
16.	I am continuously seeking ways to improve my overall productivity.	4.45	Innovation 4.19
4.	I feel great pride in the work I do.	4.45	Pride 4.26
45.	I feel great pride in the team of which I am a part.	4.41	Pride 4.26
52.	Our team strives to pursue excellence.	4.39	Continuous Improvement 4.27
43.	My teammates demonstrate a commitment to quality work and excellence.	4.37	Quality 4.25
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.36	Talent/Fit 3.89
21.	I strive to find a better way every day.	4.36	Continuous Improvement 4.27
46.	I am satisfied being a part of our team.	4.33	Satisfaction 4.13
12.	I am highly committed to and energized by my work.	4.32	Engage-Inspire 4.30
8.	I am driven to contribute to the success of our organization.	4.28	Engage-Inspire 4.30
5.	I have at least one close friend at work.	4.26	Relationships 3.98



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
17.	I have set the right goals for myself to excel in my role/position.	4.25	Performance Planning 3.88
36.	I have the opportunity to communicate with my supervisor.	4.20	Communication 3.96
57.	Our organization is committed to quality work and excellence.	4.20	Quality 4.25
22.	I am aware and knowledgeable about our organization's mission.	4.20	Mission Conscious 3.82
51.	Our team has open and trusting relationships.	4.20	Relationships 3.98
44.	Our team effectively communicates with each other.	4.19	Communication 3.96
48.	Our team recognizes each other's efforts and impact.	4.19	Recognition 3.93
47.	I am on a team that encourages each member to surpass expectations.	4.18	Quality 4.25
18.	I have provided meaningful recognition to others in the past 10 days.	4.17	Recognition 3.93
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.17	Relationships 3.98
42.	Our team encourages innovation.	4.16	Innovation 4.19
25.	My supervisor cares about me as a person.	4.16	Relationships 3.98
70.	I would like to work at our organization long term.	4.15	Career Development 3.69



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

<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.	4.15	Talent/Fit 3.89
13.	I am satisfied with my role/work.	4.14	Satisfaction 4.13
14.	I feel great pride in being a part of our organization.	4.10	Pride 4.26
34.	My supervisor is actively responsive to my needs.	4.09	Support-Equip 3.93
55.	I am part of an organization that continues to pursue excellence every day.	4.08	Continuous Improvement 4.27
27.	My supervisor and I have effective two-way communication.	4.07	Communication 3.96
20.	I look forward to coming to work every day.	4.06	Satisfaction 4.13
64.	I speak of our organization with pride.	4.06	Pride 4.26
49.	Our team effectively sets goals to further enhance our performance.	4.05	Performance Planning 3.88
33.	My supervisor is available for me when needs arise.	4.03	Support-Equip 3.93
3.	I am provided the core needs necessary for me to excel in my role.	4.01	Support-Equip 3.93
54.	Quality relationships are valued across our organization.	4.01	Relationships 3.98
73.	Overall, I am very satisfied with our organization as a place to work.	4.01	Satisfaction 4.13



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
32.	I have an open and trusting relationship with my supervisor.	4.01	Relationships 3.98
24.	My supervisor effectively communicates his/her expectations.	3.99	Communication 3.96
35.	My supervisor supports my personal and professional development.	3.99	Training & Development 3.76
23.	I have a supportive coaching relationship with my supervisor.	3.96	Support-Equip 3.93
37.	My supervisor motivates me to achieve my goals.	3.95	Performance Planning 3.88
69.	Our organization encourages innovation.	3.95	Innovation 4.19
29.	My supervisor recognizes me for a job well done.	3.93	Recognition 3.93
26.	My supervisor gives me constructive feedback about my work performance.	3.89	Communication 3.96
15.	I am properly trained to achieve excellence in my work.	3.87	Training & Development 3.76
66.	Excellence is recognized in our organization.	3.85	Recognition 3.93
62.	I would recommend our organization to a friend as a great place to work.	3.85	Engage-Inspire 4.30
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.83	Support-Equip 3.93
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.81	Talent/Fit 3.89



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
72.	Our organization selects highly talented individuals when hiring.	3.80	Talent/Fit 3.89
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	3.80	Mission Conscious 3.82
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.80	Relationships 3.98
11.	I am in a role that allows me to maximize my talents and strengths.	3.79	Talent/Fit 3.89
30.	My supervisor encourages opportunities for my growth and development.	3.77	Training & Development 3.76
61.	Our organization has a genuine concern and interest about me as a person.	3.73	Relationships 3.98
41.	My supervisor effectively communicates our organizational mission to me.	3.72	Mission Conscious 3.82
63.	Our organization selects the right people for the right job.	3.70	Talent/Fit 3.89
6.	I am provided opportunities to further my growth and development.	3.66	Training & Development 3.76
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.65	Performance Planning 3.88
28.	I am provided the opportunity to spend quality time with my supervisor.	3.65	Support-Equip 3.93
71.	I am aware of the career opportunities that are available for me at our organization.	3.65	Career Development 3.69
7.	I have encouraged someone to apply at our organization.	3.62	Talent/Fit 3.89



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

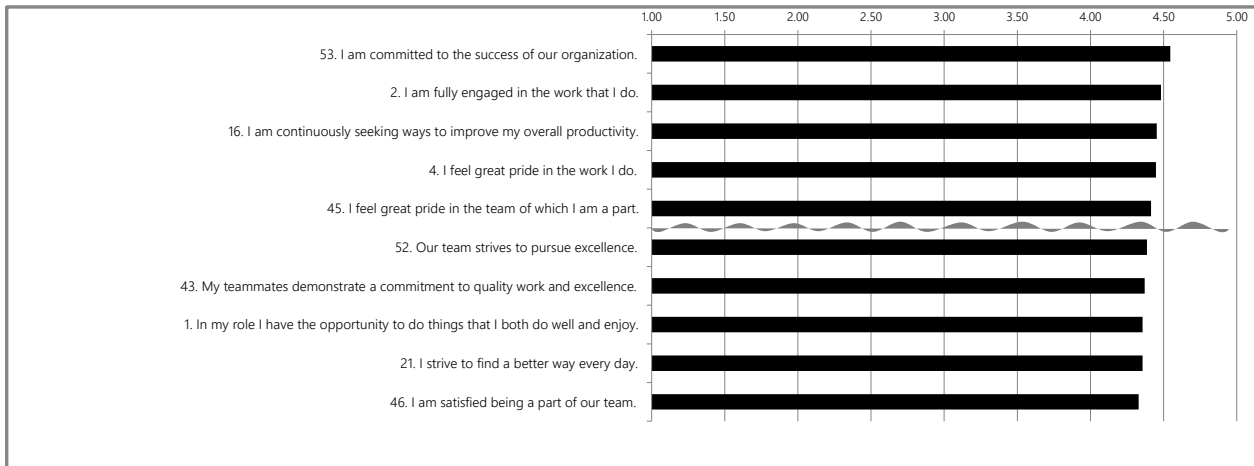
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
59.	I value the career opportunities that I have at our organization.	3.57	Career Development 3.69
68.	Business decisions made are consistent with our mission and core values.	3.57	Mission Conscious 3.82
58.	Our organization provides the experience and development for me to further my career here.	3.56	Career Development 3.69
31.	I am provided personal coaching from my supervisor.	3.51	Relationships 3.98
67.	Our organization provides the "right" training for me to excel in my role.	3.50	Training & Development 3.76
9.	I have received meaningful recognition in the past 10 days.	3.49	Recognition 3.93
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.49	Performance Planning 3.88
60.	I have the opportunity to express my career interests at our organization.	3.48	Career Development 3.69
65.	I feel "in on things" that are happening at our organization.	3.43	Communication 3.96



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

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
53. I am committed to the success of our organization.	Engage-Inspire	4.55	4.62	0.0% n=0	1.1% n=1	4.5% n=4	32.6% n=29	60.7% n=54	1.1% n=1	↓	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.48	4.60	3.4% n=3	2.2% n=2	2.2% n=2	25.8% n=23	64.0% n=57	2.2% n=2	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.45	4.52	1.1% n=1	2.2% n=2	4.5% n=4	32.6% n=29	56.2% n=50	3.4% n=3	↓	
4. I feel great pride in the work I do.	Pride	4.45	4.63	2.2% n=2	3.4% n=3	4.5% n=4	25.8% n=23	61.8% n=55	2.2% n=2	↓	
45. I feel great pride in the team of which I am a part.	Pride	4.41	4.41	0.0% n=0	2.2% n=2	6.7% n=6	37.1% n=33	51.7% n=46	2.2% n=2	↓	
52. Our team strives to pursue excellence.	Continuous Improvement	4.39	4.41	0.0% n=0	1.1% n=1	9.0% n=8	39.3% n=35	49.4% n=44	1.1% n=1	↓	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.37	4.43	0.0% n=0	2.2% n=2	7.9% n=7	40.4% n=36	49.4% n=44	0.0% n=0	↓	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.36	4.56	4.5% n=4	1.1% n=1	1.1% n=1	39.3% n=35	51.7% n=46	2.2% n=2	↓	
21. I strive to find a better way every day.	Continuous Improvement	4.36	4.52	1.1% n=1	1.1% n=1	4.5% n=4	46.1% n=41	44.9% n=40	2.2% n=2	↓	
46. I am satisfied being a part of our team.	Satisfaction	4.33	4.45	1.1% n=1	1.1% n=1	9.0% n=8	40.4% n=36	47.2% n=42	1.1% n=1	↓	

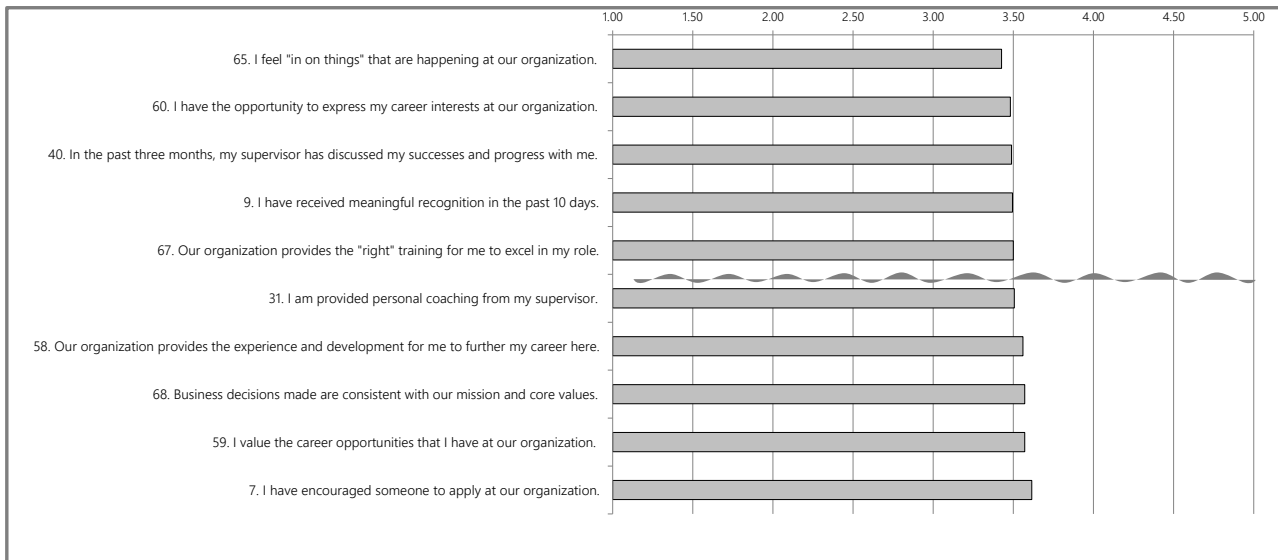




October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

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
65. I feel "in on things" that are happening at our organization.	Communication	3.43	3.74	5.6% n=5	21.3% n=19	18.0% n=16	34.8% n=31	20.2% n=18	0.0% n=0	↓	
60. I have the opportunity to express my career interests at our organization.	Career Development	3.48	3.78	3.4% n=3	14.6% n=13	32.6% n=29	19.1% n=17	23.6% n=21	6.7% n=6	↓	
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.49	3.46	6.7% n=6	15.7% n=14	23.6% n=21	28.1% n=25	24.7% n=22	1.1% n=1	↑	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.49	3.73	7.9% n=7	20.2% n=18	14.6% n=13	29.2% n=26	28.1% n=25	0.0% n=0	↓	
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.50	3.73	5.6% n=5	16.9% n=15	20.2% n=18	34.8% n=31	21.3% n=19	1.1% n=1	↓	
31. I am provided personal coaching from my supervisor.	Relationships	3.51	3.54	4.5% n=4	16.9% n=15	25.8% n=23	25.8% n=23	24.7% n=22	2.2% n=2	↓	
58. Our organization provides the experience and development for me to further my career here.	Career Development	3.56	3.75	3.4% n=3	16.9% n=15	20.2% n=18	31.5% n=28	22.5% n=20	5.6% n=5	↓	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.57	3.84	4.5% n=4	13.5% n=12	22.5% n=20	31.5% n=28	22.5% n=20	5.6% n=5	↓	
59. I value the career opportunities that I have at our organization.	Career Development	3.57	3.86	3.4% n=3	13.5% n=12	29.2% n=26	22.5% n=20	25.8% n=23	5.6% n=5	↓	
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.62	3.76	5.6% n=5	12.4% n=11	16.9% n=15	28.1% n=25	24.7% n=22	12.4% n=11	↓	

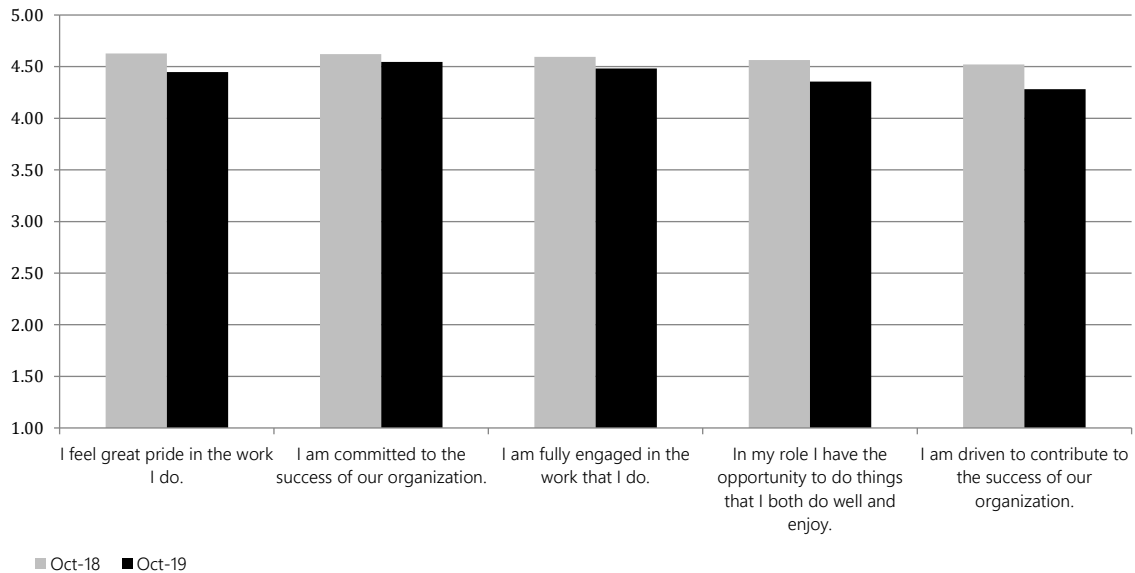




October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Top 5 Rank Ordered Questions According to Mean</i>					
4.	I feel great pride in the work I do.	Pride	4.63	4.45	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.62	4.55	↓
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.60	4.48	↓
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.56	4.36	↓
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	4.52	4.28	↓

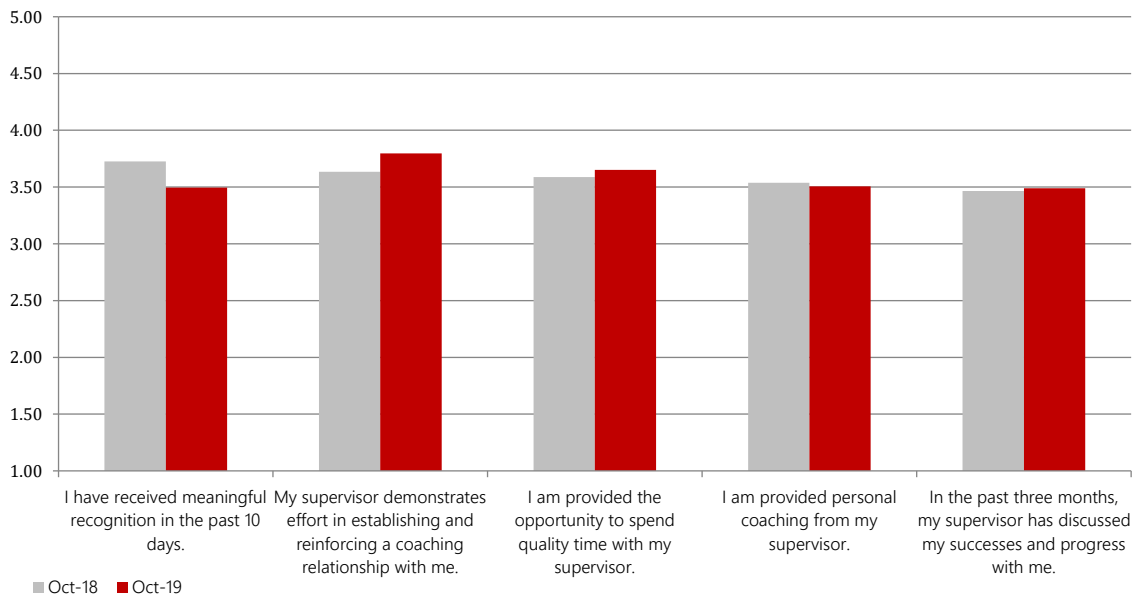




October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.73	3.49	↓
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.63	3.80	↑
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.59	3.65	↑
31.	I am provided personal coaching from my supervisor.	Relationships	3.54	3.51	↓
40.	In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.46	3.49	↑

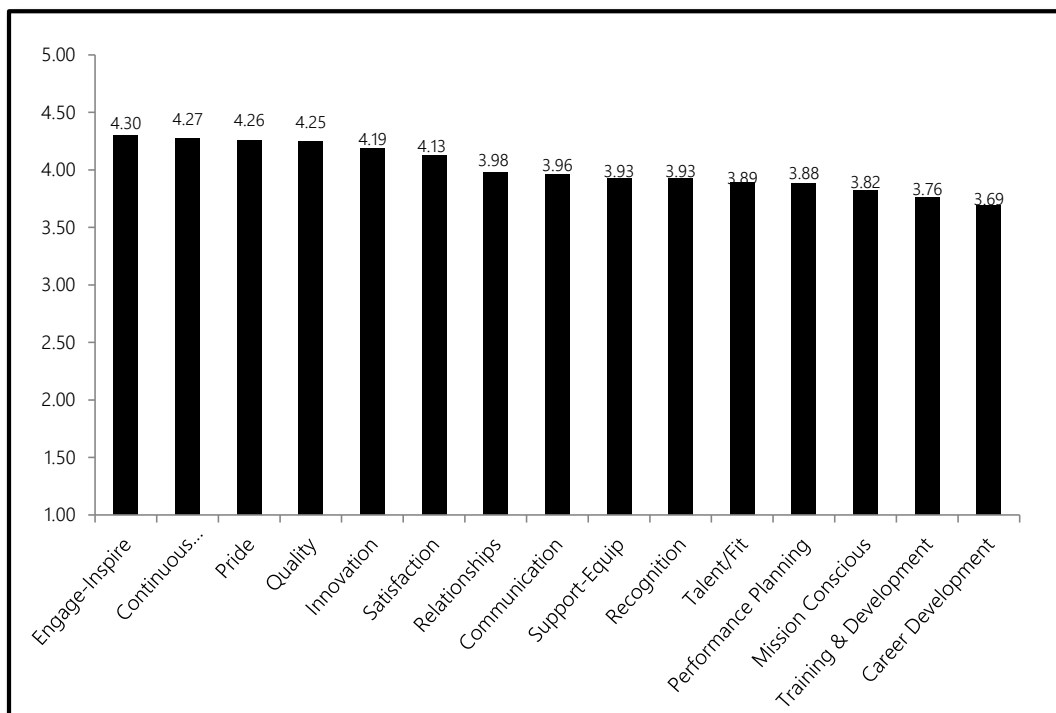




October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.30
Continuous Improvement	4.27
Pride	4.26
Quality	4.25
Innovation	4.19
Satisfaction	4.13
Relationships	3.98
Communication	3.96
Support-Equip	3.93
Recognition	3.93
Talent/Fit	3.89
Performance Planning	3.88
Mission Conscious	3.82
Training & Development	3.76
Career Development	3.69





October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.45	4.30	↓
Continuous Improvement	4.43	4.27	↓
Pride	4.40	4.26	↓
Quality	4.34	4.25	↓
Innovation	4.30	4.19	↓
Satisfaction	4.33	4.13	↓
Relationships	4.01	3.98	↓
Communication	4.07	3.96	↓
Support-Equip	4.03	3.93	↓
Recognition	4.11	3.93	↓
Talent/Fit	4.12	3.89	↓
Performance Planning	3.93	3.88	↓
Mission Conscious	4.05	3.82	↓
Training & Development	3.87	3.76	↓
Career Development	3.92	3.69	↓



October 2019

Glen Ellyn District 41: Support Staff - All Results (N=89)

Humanex Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

