

INSIGHTeX

for Glen Ellyn District 41:
Central Service - All



October 2019

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
TALENT/FIT									
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.44	4.69	0.0% n=0	2.9% n=1	2.9% n=1	41.2% n=14	52.9% n=18	0.0% n=0	↓
56. I feel our organization is a great fit for me.	4.41	4.56	0.0% n=0	0.0% n=0	5.9% n=2	47.1% n=16	47.1% n=16	0.0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	4.39	4.47	0.0% n=0	0.0% n=0	8.8% n=3	41.2% n=14	47.1% n=16	2.9% n=1	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.34	4.58	2.9% n=1	0.0% n=0	2.9% n=1	44.1% n=15	44.1% n=15	5.9% n=2	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.21	4.44	2.9% n=1	0.0% n=0	14.7% n=5	38.2% n=13	44.1% n=15	0.0% n=0	↓
63. Our organization selects the right people for the right job.	4.16	4.33	2.9% n=1	0.0% n=0	8.8% n=3	50.0% n=17	32.4% n=11	5.9% n=2	↓
7. I have encouraged someone to apply at our organization.	3.90	3.85	2.9% n=1	11.8% n=4	14.7% n=5	23.5% n=8	38.2% n=13	8.8% n=3	↑
SUPPORT/EQUIP									
33. My supervisor is available for me when needs arise.	4.47	4.58	0.0% n=0	0.0% n=0	5.9% n=2	41.2% n=14	52.9% n=18	0.0% n=0	↓
34. My supervisor is actively responsive to my needs.	4.47	4.53	0.0% n=0	2.9% n=1	2.9% n=1	38.2% n=13	55.9% n=19	0.0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	4.44	4.47	0.0% n=0	0.0% n=0	0.0% n=0	55.9% n=19	44.1% n=15	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	4.41	4.53	2.9% n=1	2.9% n=1	2.9% n=1	32.4% n=11	58.8% n=20	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.32	4.50	0.0% n=0	0.0% n=0	8.8% n=3	50.0% n=17	41.2% n=14	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	4.15	4.26	0.0% n=0	5.9% n=2	14.7% n=5	38.2% n=13	41.2% n=14	0.0% n=0	↓



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



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



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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.	4.24	4.47	0.0% n=0	2.9% n=1	14.7% n=5	38.2% n=13	44.1% n=15	0.0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	4.03	4.03	0.0% n=0	5.9% n=2	26.5% n=9	26.5% n=9	41.2% n=14	0.0% n=0	=
59. I value the career opportunities that I have at our organization.	3.91	4.14	2.9% n=1	8.8% n=3	17.6% n=6	35.3% n=12	35.3% n=12	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.91	4.15	5.9% n=2	5.9% n=2	17.6% n=6	26.5% n=9	38.2% n=13	5.9% n=2	↓
58. Our organization provides the experience and development for me to further my career here.	3.85	4.06	2.9% n=1	5.9% n=2	20.6% n=7	44.1% n=15	26.5% n=9	0.0% n=0	↓
ENGAGE-INSPIRE									
2. I am fully engaged in the work that I do.	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	↑
53. I am committed to the success of our organization.	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	↓
12. I am highly committed to and energized by my work.	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	↓
8. I am driven to contribute to the success of our organization.	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	↓
62. I would recommend our organization to a friend as a great place to work.	4.21	4.14	0.0% n=0	2.9% n=1	11.8% n=4	47.1% n=16	38.2% n=13	0.0% n=0	↑
SATISFACTION									
46. I am satisfied being a part of our team.	4.53	4.61	0.0% n=0	2.9% n=1	2.9% n=1	32.4% n=11	61.8% n=21	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.38	4.47	0.0% n=0	0.0% n=0	5.9% n=2	50.0% n=17	44.1% n=15	0.0% n=0	↓
13. I am satisfied with my role/work.	4.29	4.42	0.0% n=0	2.9% n=1	5.9% n=2	50.0% n=17	41.2% n=14	0.0% n=0	↓
20. I look forward to coming to work every day.	4.06	4.19	0.0% n=0	2.9% n=1	11.8% n=4	61.8% n=21	23.5% n=8	0.0% n=0	↓
MISSION CONSCIOUS									
22. I am aware and knowledgeable about our organization's mission.	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	↓
41. My supervisor effectively communicates our organizational mission to me.	4.24	4.51	2.9% n=1	0.0% n=0	11.8% n=4	41.2% n=14	44.1% n=15	0.0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.13	4.50	0.0% n=0	2.9% n=1	8.8% n=3	55.9% n=19	26.5% n=9	5.9% n=2	↓
68. Business decisions made are consistent with our mission and core values.	4.06	4.14	0.0% n=0	2.9% n=1	11.8% n=4	52.9% n=18	23.5% n=8	8.8% n=3	↓



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PRIDE									
4. I feel great pride in the work I do.	4.52	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	↓
45. I feel great pride in the team of which I am a part.	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	↓
14. I feel great pride in being a part of our organization.	4.45	4.42	0.0% n=0	0.0% n=0	2.9% n=1	47.1% n=16	47.1% n=16	2.9% n=1	↑
64. I speak of our organization with pride.	4.44	4.47	0.0% n=0	0.0% n=0	2.9% n=1	50.0% n=17	47.1% n=16	0.0% n=0	↓
CONTINUOUS IMPROVEMENT									
52. Our team strives to pursue excellence.	4.47	4.64	0.0% n=0	2.9% n=1	2.9% n=1	32.4% n=11	61.8% n=21	0.0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.50	4.64	0.0% n=0	2.9% n=1	2.9% n=1	35.3% n=12	58.8% n=20	0.0% n=0	↓
21. I strive to find a better way every day.	4.38	4.58	0.0% n=0	0.0% n=0	2.9% n=1	55.9% n=19	41.2% n=14	0.0% n=0	↓
INNOVATION									
16. I am continuously seeking ways to improve my overall productivity.	4.44	4.60	0.0% n=0	2.9% n=1	0.0% n=0	29.4% n=10	67.6% n=23	0.0% n=0	↓
42. Our team encourages innovation.	4.39	4.50	2.9% n=1	0.0% n=0	5.9% n=2	35.3% n=12	52.9% n=18	2.9% n=1	↓
69. Our organization encourages innovation.	4.29	4.53	0.0% n=0	0.0% n=0	8.8% n=3	52.9% n=18	38.2% n=13	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 4.54
4.	I feel great pride in the work I do.	4.65	Pride 4.52
43.	My teammates demonstrate a commitment to quality work and excellence.	4.65	Quality 4.53
53.	I am committed to the success of our organization.	4.65	Engage-Inspire 4.54
16.	I am continuously seeking ways to improve my overall productivity.	4.62	Innovation 4.44
12.	I am highly committed to and energized by my work.	4.58	Engage-Inspire 4.54
22.	I am aware and knowledgeable about our organization's mission.	4.56	Mission Conscious 4.25
8.	I am driven to contribute to the success of our organization.	4.55	Engage-Inspire 4.54
36.	I have the opportunity to communicate with my supervisor.	4.53	Communication 4.31
45.	I feel great pride in the team of which I am a part.	4.53	Pride 4.52
46.	I am satisfied being a part of our team.	4.53	Satisfaction 4.32
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.53	Relationships 4.36
52.	Our team strives to pursue excellence.	4.53	Continuous Improvement 4.47



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



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



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



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
70.	I would like to work at our organization long term.	4.24	Career Development 3.99
11.	I am in a role that allows me to maximize my talents and strengths.	4.21	Talent/Fit 4.27
62.	I would recommend our organization to a friend as a great place to work.	4.21	Engage-Inspire 4.54
67.	Our organization provides the "right" training for me to excel in my role.	4.18	Training & Development 4.25
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.18	Relationships 4.36
63.	Our organization selects the right people for the right job.	4.16	Talent/Fit 4.27
28.	I am provided the opportunity to spend quality time with my supervisor.	4.15	Support-Equip 4.38
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.13	Mission Conscious 4.25
61.	Our organization has a genuine concern and interest about me as a person.	4.12	Relationships 4.36
66.	Excellence is recognized in our organization.	4.12	Recognition 4.19
6.	I am provided opportunities to further my growth and development.	4.09	Training & Development 4.25
68.	Business decisions made are consistent with our mission and core values.	4.06	Mission Conscious 4.25
31.	I am provided personal coaching from my supervisor.	4.06	Relationships 4.36



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

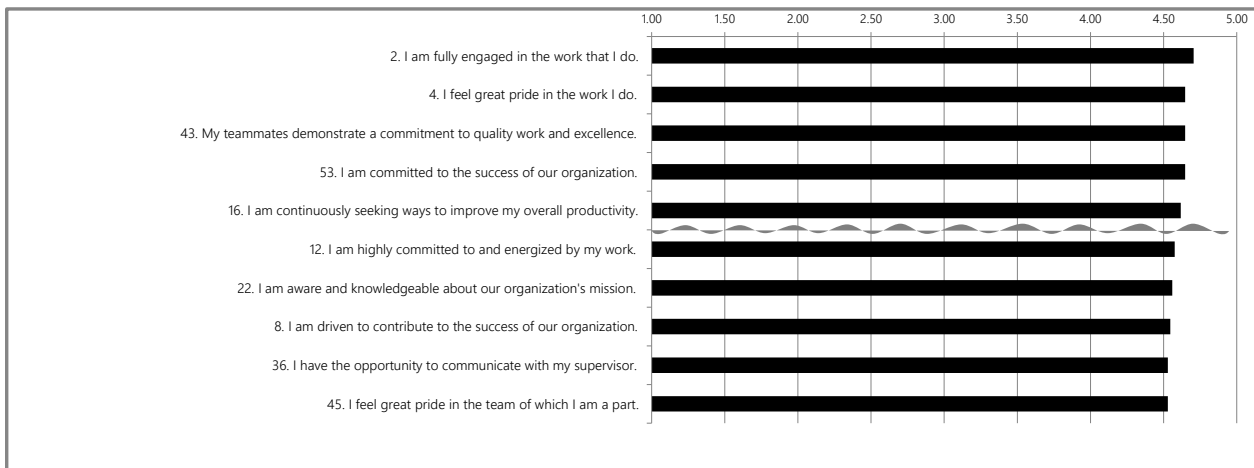
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
20.	I look forward to coming to work every day.	4.06	Satisfaction 4.32
60.	I have the opportunity to express my career interests at our organization.	4.03	Career Development 3.99
40.	In the past three months, my supervisor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



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Top 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
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	↑	
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	↓	
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	↓	
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	↓	
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	↓	
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	↓	
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	↓	
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	↓	
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	↓	

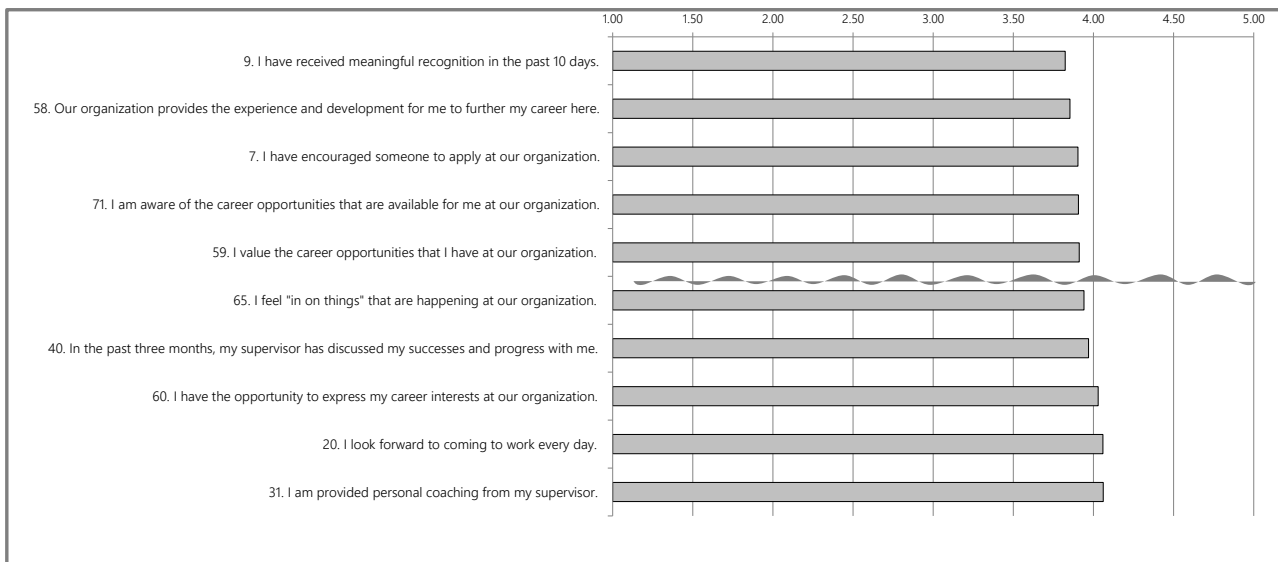




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Glen Ellyn District 41: Central Service - All Results (N=34)

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
9. I have received meaningful recognition in the past 10 days.	Recognition	3.82	4.25	5.9% n=2	11.8% n=4	11.8% n=4	35.3% n=12	35.3% n=12	0.0% n=0	↓	
58. Our organization provides the experience and development for me to further my career here.	Career Development	3.85	4.06	2.9% n=1	5.9% n=2	20.6% n=7	44.1% n=15	26.5% n=9	0.0% n=0	↓	
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.90	3.85	2.9% n=1	11.8% n=4	14.7% n=5	23.5% n=8	38.2% n=13	8.8% n=3	↑	
71. I am aware of the career opportunities that are available for me at our organization.	Career Development	3.91	4.15	5.9% n=2	5.9% n=2	17.6% n=6	26.5% n=9	38.2% n=13	5.9% n=2	↓	
59. I value the career opportunities that I have at our organization.	Career Development	3.91	4.14	2.9% n=1	8.8% n=3	17.6% n=6	35.3% n=12	35.3% n=12	0.0% n=0	↓	
65. I feel "in on things" that are happening at our organization.	Communication	3.94	4.14	0.0% n=0	11.8% n=4	20.6% n=7	29.4% n=10	38.2% n=13	0.0% n=0	↓	
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.97	4.21	5.9% n=2	5.9% n=2	8.8% n=3	41.2% n=14	35.3% n=12	2.9% n=1	↓	
60. I have the opportunity to express my career interests at our organization.	Career Development	4.03	4.03	0.0% n=0	5.9% n=2	26.5% n=9	26.5% n=9	41.2% n=14	0.0% n=0	↓	
20. I look forward to coming to work every day.	Satisfaction	4.06	4.19	0.0% n=0	2.9% n=1	11.8% n=4	61.8% n=21	23.5% n=8	0.0% n=0	↓	
31. I am provided personal coaching from my supervisor.	Relationships	4.06	4.17	2.9% n=1	5.9% n=2	11.8% n=4	38.2% n=13	38.2% n=13	2.9% n=1	↓	

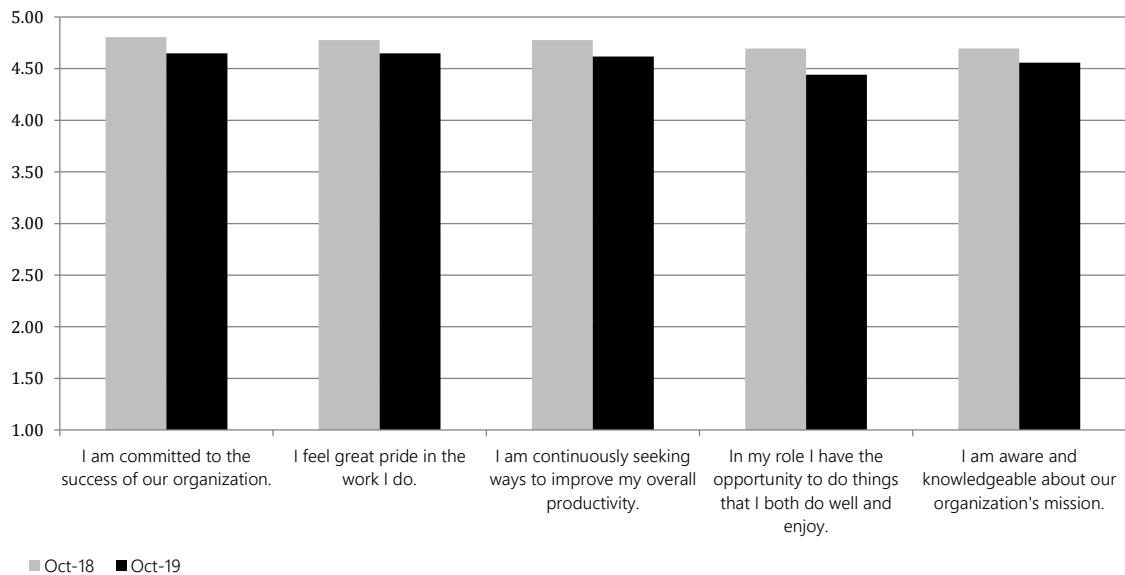




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Glen Ellyn District 41: Central Service - All Results (N=34)

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





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

		Dimension	Oct-18	Oct-19	Change
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	4.14	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	↓
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	↑

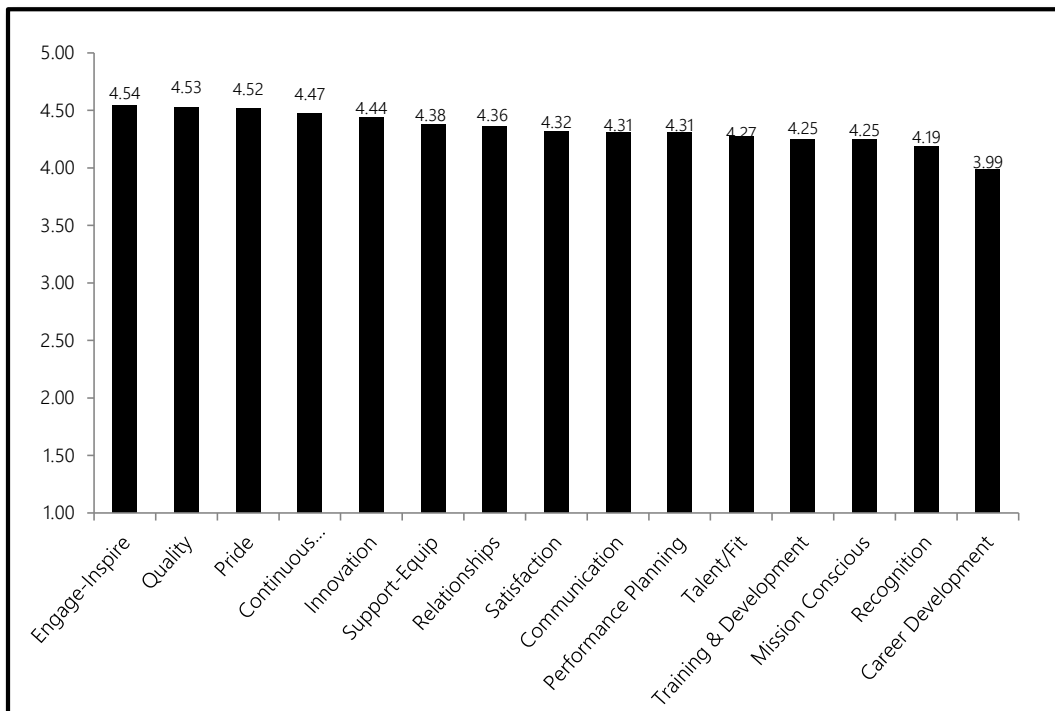




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Glen Ellyn District 41: Central Service - All Results (N=34)

<u>Rank Ordered Dimensions by Mean</u>	<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





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

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



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Humanex Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

