

# INSIGHTeX

for Glen Ellyn District 41:  
Certified Staff



October 2019

Glen Ellyn District 41: Certified Staff Results (N=213)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>TALENT/FIT</b>									
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.53	4.55	0.0% n=0	1.4% n=3	2.3% n=5	37.6% n=80	58.2% n=124	0.5% n=1	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.36	4.31	1.4% n=3	1.9% n=4	6.1% n=13	39.9% n=85	49.8% n=106	0.9% n=2	↑
56. I feel our organization is a great fit for me.	4.28	4.25	0.5% n=1	2.8% n=6	14.1% n=30	33.3% n=71	49.3% n=105	0.0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	4.19	4.05	0.5% n=1	2.8% n=6	14.6% n=31	41.3% n=88	40.4% n=86	0.5% n=1	↑
63. Our organization selects the right people for the right job.	3.88	3.73	1.9% n=4	8.9% n=19	20.7% n=44	36.6% n=78	31.9% n=68	0.0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.86	3.85	6.6% n=14	8.0% n=17	14.6% n=31	30.5% n=65	37.1% n=79	3.3% n=7	↑
7. I have encouraged someone to apply at our organization.	3.63	3.63	4.2% n=9	13.6% n=29	19.7% n=42	26.8% n=57	25.8% n=55	9.9% n=21	=
<b>SUPPORT/EQUIP</b>									
33. My supervisor is available for me when needs arise.	4.02	3.99	5.2% n=11	8.0% n=17	10.3% n=22	31.9% n=68	43.7% n=93	0.9% n=2	↑
3. I am provided the core needs necessary for me to excel in my role.	3.99	3.94	1.9% n=4	9.9% n=21	11.7% n=25	39.4% n=84	35.7% n=76	1.4% n=3	↑
23. I have a supportive coaching relationship with my supervisor.	3.94	3.93	6.6% n=14	8.5% n=18	7.5% n=16	39.0% n=83	38.0% n=81	0.5% n=1	↑
34. My supervisor is actively responsive to my needs.	3.90	3.90	6.1% n=13	9.4% n=20	14.1% n=30	29.1% n=62	41.3% n=88	0.0% n=0	=
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.85	3.91	4.2% n=9	11.3% n=24	12.2% n=26	38.5% n=82	32.4% n=69	1.4% n=3	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.53	3.59	10.3% n=22	11.3% n=24	21.6% n=46	27.7% n=59	28.2% n=60	0.9% n=2	↓



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>RELATIONSHIPS</b>									
5. I have at least one close friend at work.	4.59	4.58	0.5% n=1	3.3% n=7	2.8% n=6	23.5% n=50	68.5% n=146	1.4% n=3	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.41	4.39	0.5% n=1	4.2% n=9	9.4% n=20	24.9% n=53	59.6% n=127	1.4% n=3	↑
51. Our team has open and trusting relationships.	4.40	4.25	1.4% n=3	3.8% n=8	8.9% n=19	25.4% n=54	60.1% n=128	0.5% n=1	↑
25. My supervisor cares about me as a person.	4.12	4.14	5.2% n=11	4.7% n=10	11.7% n=25	28.6% n=61	48.8% n=104	0.9% n=2	↓
54. Quality relationships are valued across our organization.	4.08	3.95	2.3% n=5	5.6% n=12	10.8% n=23	44.6% n=95	36.6% n=78	0.0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	3.91	3.88	7.0% n=15	6.6% n=14	16.0% n=34	29.1% n=62	40.8% n=87	0.5% n=1	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.76	3.70	6.1% n=13	12.7% n=27	14.6% n=31	30.5% n=65	34.7% n=74	1.4% n=3	↑
61. Our organization has a genuine concern and interest about me as a person.	3.71	3.60	5.6% n=12	9.4% n=20	22.5% n=48	32.4% n=69	29.6% n=63	0.5% n=1	↑
31. I am provided personal coaching from my supervisor.	3.43	3.50	7.0% n=15	19.2% n=41	19.7% n=42	27.7% n=59	23.5% n=50	2.8% n=6	↓
<b>QUALITY</b>									
43. My teammates demonstrate a commitment to quality work and excellence.	4.59	4.57	0.0% n=0	0.9% n=2	4.2% n=9	29.1% n=62	65.3% n=139	0.5% n=1	↑
57. Our organization is committed to quality work and excellence.	4.42	4.37	0.9% n=2	2.8% n=6	4.2% n=9	37.6% n=80	54.5% n=116	0.0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.35	4.32	0.9% n=2	4.7% n=10	7.5% n=16	31.5% n=67	54.9% n=117	0.5% n=1	↑
<b>COMMUNICATION</b>									
44. Our team effectively communicates with each other.	4.33	4.33	1.4% n=3	5.2% n=11	8.5% n=18	28.6% n=61	55.9% n=119	0.5% n=1	=
36. I have the opportunity to communicate with my supervisor.	4.18	4.09	2.3% n=5	7.0% n=15	7.5% n=16	36.6% n=78	46.5% n=99	0.0% n=0	↑
27. My supervisor and I have effective two-way communication.	3.95	3.95	6.1% n=13	8.5% n=18	10.3% n=22	34.3% n=73	40.8% n=87	0.0% n=0	=
26. My supervisor gives me constructive feedback about my work performance.	3.90	3.96	5.2% n=11	8.0% n=17	11.3% n=24	41.3% n=88	32.9% n=70	1.4% n=3	↓
24. My supervisor effectively communicates his/her expectations.	3.79	3.85	9.4% n=20	9.4% n=20	9.9% n=21	35.2% n=75	36.2% n=77	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.60	3.57	7.0% n=15	13.6% n=29	19.7% n=42	31.5% n=67	28.2% n=60	0.0% n=0	↑



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<b>RECOGNITION</b>									
48. Our team recognizes each other's efforts and impact.	4.43	4.40	0.5% n=1	4.7% n=10	7.5% n=16	25.4% n=54	61.5% n=131	0.5% n=1	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.37	4.38	0.9% n=2	3.3% n=7	4.7% n=10	39.0% n=83	50.7% n=108	1.4% n=3	↓
66. Excellence is recognized in our organization.	3.96	3.94	3.3% n=7	5.6% n=12	18.3% n=39	37.1% n=79	35.7% n=76	0.0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.83	3.81	8.5% n=18	8.9% n=19	11.7% n=25	31.5% n=67	38.0% n=81	1.4% n=3	↑
9. I have received meaningful recognition in the past 10 days.	3.58	3.48	11.7% n=25	17.8% n=38	6.6% n=14	26.3% n=56	36.2% n=77	1.4% n=3	↑
<b>PERFORMANCE PLANNING</b>									
17. I have set the right goals for myself to excel in my role/position.	4.52	4.49	0.0% n=0	0.5% n=1	3.3% n=7	39.0% n=83	55.9% n=119	1.4% n=3	↑
49. Our team effectively sets goals to further enhance our performance.	4.37	4.25	0.0% n=0	3.8% n=8	10.8% n=23	29.1% n=62	55.4% n=118	0.9% n=2	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.20	4.30	1.9% n=4	5.6% n=12	7.5% n=16	39.9% n=85	44.1% n=94	0.9% n=2	↓
37. My supervisor motivates me to achieve my goals.	3.90	3.88	4.7% n=10	10.8% n=23	14.1% n=30	29.1% n=62	39.9% n=85	1.4% n=3	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.71	3.75	8.5% n=18	12.7% n=27	12.7% n=27	27.7% n=59	35.2% n=75	3.3% n=7	↓
<b>TRAINING &amp; DEVELOPMENT</b>									
6. I am provided opportunities to further my growth and development.	4.16	4.06	2.3% n=5	5.2% n=11	6.1% n=13	46.0% n=98	39.4% n=84	0.9% n=2	↑
35. My supervisor supports my personal and professional development.	4.14	4.03	3.8% n=8	5.2% n=11	11.7% n=25	32.4% n=69	46.9% n=100	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.12	4.20	2.3% n=5	6.1% n=13	8.9% n=19	41.3% n=88	39.9% n=85	1.4% n=3	↓
30. My supervisor encourages opportunities for my growth and development.	4.07	3.98	4.2% n=9	4.7% n=10	12.7% n=27	36.2% n=77	41.8% n=89	0.5% n=1	↑
67. Our organization provides the "right" training for me to excel in my role.	3.73	3.61	3.8% n=8	12.2% n=26	16.9% n=36	41.8% n=89	25.4% n=54	0.0% n=0	↑



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<b>CAREER DEVELOPMENT</b>									
70. I would like to work at our organization long term.	4.29	4.24	1.4% n=3	2.3% n=5	12.7% n=27	32.9% n=70	50.7% n=108	0.0% n=0	↑
59. I value the career opportunities that I have at our organization.	4.15	4.09	1.9% n=4	3.3% n=7	13.6% n=29	40.4% n=86	40.4% n=86	0.5% n=1	↑
71. I am aware of the career opportunities that are available for me at our organization.	4.06	4.04	2.3% n=5	8.0% n=17	9.9% n=21	41.3% n=88	38.5% n=82	0.0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	4.04	3.95	2.8% n=6	5.6% n=12	12.2% n=26	43.2% n=92	35.7% n=76	0.5% n=1	↑
60. I have the opportunity to express my career interests at our organization.	3.97	3.81	3.3% n=7	5.6% n=12	16.4% n=35	38.0% n=81	34.7% n=74	1.9% n=4	↑
<b>ENGAGE-INSPIRE</b>									
2. I am fully engaged in the work that I do.	4.68	4.70	0.0% n=0	0.5% n=1	2.3% n=5	25.4% n=54	70.0% n=149	1.9% n=4	↓
53. I am committed to the success of our organization.	4.63	4.61	0.0% n=0	0.9% n=2	1.9% n=4	30.5% n=65	66.7% n=142	0.0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.53	4.59	0.0% n=0	0.5% n=1	5.6% n=12	33.3% n=71	59.2% n=126	1.4% n=3	↓
12. I am highly committed to and energized by my work.	4.49	4.48	0.0% n=0	2.3% n=5	4.2% n=9	34.7% n=74	57.3% n=122	1.4% n=3	↑
62. I would recommend our organization to a friend as a great place to work.	3.85	3.75	4.2% n=9	5.6% n=12	24.9% n=53	31.5% n=67	33.8% n=72	0.0% n=0	↑
<b>SATISFACTION</b>									
46. I am satisfied being a part of our team.	4.43	4.46	0.5% n=1	3.8% n=8	7.0% n=15	29.1% n=62	59.2% n=126	0.5% n=1	↓
13. I am satisfied with my role/work.	4.19	4.29	0.5% n=1	4.7% n=10	11.3% n=24	41.3% n=88	40.8% n=87	1.4% n=3	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.17	4.06	1.9% n=4	3.3% n=7	11.3% n=24	42.7% n=91	40.8% n=87	0.0% n=0	↑
20. I look forward to coming to work every day.	4.01	4.09	1.4% n=3	3.8% n=8	17.4% n=37	46.0% n=98	30.5% n=65	0.9% n=2	↓
<b>MISSION CONSCIOUS</b>									
22. I am aware and knowledgeable about our organization's mission.	4.45	4.40	0.5% n=1	0.0% n=0	7.5% n=16	38.0% n=81	53.1% n=113	0.9% n=2	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.00	3.89	2.8% n=6	3.8% n=8	16.4% n=35	44.1% n=94	32.9% n=70	0.0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	3.78	3.90	7.0% n=15	8.5% n=18	17.4% n=37	32.9% n=70	33.3% n=71	0.9% n=2	↓
68. Business decisions made are consistent with our mission and core values.	3.58	3.35	5.2% n=11	13.6% n=29	22.5% n=48	30.5% n=65	24.9% n=53	3.3% n=7	↑



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<b>PRIDE</b>									
4. I feel great pride in the work I do.	4.70	4.67	0.0% n=0	0.9% n=2	0.9% n=2	24.4% n=52	72.3% n=154	1.4% n=3	↑
45. I feel great pride in the team of which I am a part.	4.49	4.45	0.0% n=0	2.3% n=5	6.6% n=14	30.5% n=65	60.1% n=128	0.5% n=1	↑
14. I feel great pride in being a part of our organization.	4.13	4.17	1.9% n=4	4.2% n=9	15.5% n=33	34.7% n=74	42.7% n=91	0.9% n=2	↓
64. I speak of our organization with pride.	4.11	4.01	2.3% n=5	3.8% n=8	15.0% n=32	38.5% n=82	40.4% n=86	0.0% n=0	↑
<b>CONTINUOUS IMPROVEMENT</b>									
52. Our team strives to pursue excellence.	4.63	4.51	0.0% n=0	1.4% n=3	5.2% n=11	22.1% n=47	70.9% n=151	0.5% n=1	↑
21. I strive to find a better way every day.	4.53	4.53	0.0% n=0	0.5% n=1	2.8% n=6	39.4% n=84	56.3% n=120	0.9% n=2	=
55. I am part of an organization that continues to pursue excellence every day.	4.36	4.28	0.9% n=2	2.3% n=5	6.6% n=14	39.9% n=85	50.2% n=107	0.0% n=0	↑
<b>INNOVATION</b>									
16. I am continuously seeking ways to improve my overall productivity.	4.67	4.70	0.0% n=0	0.5% n=1	0.9% n=2	29.1% n=62	68.1% n=145	1.4% n=3	↓
42. Our team encourages innovation.	4.36	4.38	0.5% n=1	4.7% n=10	5.2% n=11	37.1% n=79	52.1% n=111	0.5% n=1	↓
69. Our organization encourages innovation.	4.10	4.01	1.4% n=3	6.1% n=13	11.7% n=25	42.3% n=90	38.5% n=82	0.0% n=0	↑



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

4.	I feel great pride in the work I do.	4.70	Pride 4.36
2.	I am fully engaged in the work that I do.	4.68	Engage-Inspire 4.44
16.	I am continuously seeking ways to improve my overall productivity.	4.67	Innovation 4.38
52.	Our team strives to pursue excellence.	4.63	Continuous Improvement 4.51
53.	I am committed to the success of our organization.	4.63	Engage-Inspire 4.44
43.	My teammates demonstrate a commitment to quality work and excellence.	4.59	Quality 4.46
5.	I have at least one close friend at work.	4.59	Relationships 4.04
8.	I am driven to contribute to the success of our organization.	4.53	Engage-Inspire 4.44
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.53	Talent/Fit 4.11
21.	I strive to find a better way every day.	4.53	Continuous Improvement 4.51
17.	I have set the right goals for myself to excel in my role/position.	4.52	Performance Planning 4.14
45.	I feel great pride in the team of which I am a part.	4.49	Pride 4.36
12.	I am highly committed to and energized by my work.	4.49	Engage-Inspire 4.44



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
22.	I am aware and knowledgeable about our organization's mission.	<b>4.45</b>	Mission Conscious 3.95
46.	I am satisfied being a part of our team.	<b>4.43</b>	Satisfaction 4.20
48.	Our team recognizes each other's efforts and impact.	<b>4.43</b>	Recognition 4.04
57.	Our organization is committed to quality work and excellence.	<b>4.42</b>	Quality 4.46
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	<b>4.41</b>	Relationships 4.04
51.	Our team has open and trusting relationships.	<b>4.40</b>	Relationships 4.04
49.	Our team effectively sets goals to further enhance our performance.	<b>4.37</b>	Performance Planning 4.14
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.37</b>	Recognition 4.04
42.	Our team encourages innovation.	<b>4.36</b>	Innovation 4.38
55.	I am part of an organization that continues to pursue excellence every day.	<b>4.36</b>	Continuous Improvement 4.51
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.36</b>	Talent/Fit 4.11
47.	I am on a team that encourages each member to surpass expectations.	<b>4.35</b>	Quality 4.46
44.	Our team effectively communicates with each other.	<b>4.33</b>	Communication 3.96





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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.	<b>4.29</b>	Career Development 4.10
56.	I feel our organization is a great fit for me.	<b>4.28</b>	Talent/Fit 4.11
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.20</b>	Performance Planning 4.14
13.	I am satisfied with my role/work.	<b>4.19</b>	Satisfaction 4.20
72.	Our organization selects highly talented individuals when hiring.	<b>4.19</b>	Talent/Fit 4.11
36.	I have the opportunity to communicate with my supervisor.	<b>4.18</b>	Communication 3.96
73.	Overall, I am very satisfied with our organization as a place to work.	<b>4.17</b>	Satisfaction 4.20
6.	I am provided opportunities to further my growth and development.	<b>4.16</b>	Training & Development 4.04
59.	I value the career opportunities that I have at our organization.	<b>4.15</b>	Career Development 4.10
35.	My supervisor supports my personal and professional development.	<b>4.14</b>	Training & Development 4.04
14.	I feel great pride in being a part of our organization.	<b>4.13</b>	Pride 4.36
25.	My supervisor cares about me as a person.	<b>4.12</b>	Relationships 4.04
15.	I am properly trained to achieve excellence in my work.	<b>4.12</b>	Training & Development 4.04



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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.	4.11	Pride 4.36
69.	Our organization encourages innovation.	4.10	Innovation 4.38
54.	Quality relationships are valued across our organization.	4.08	Relationships 4.04
30.	My supervisor encourages opportunities for my growth and development.	4.07	Training & Development 4.04
71.	I am aware of the career opportunities that are available for me at our organization.	4.06	Career Development 4.10
58.	Our organization provides the experience and development for me to further my career here.	4.04	Career Development 4.10
33.	My supervisor is available for me when needs arise.	4.02	Support-Equip 3.87
20.	I look forward to coming to work every day.	4.01	Satisfaction 4.20
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.00	Mission Conscious 3.95
3.	I am provided the core needs necessary for me to excel in my role.	3.99	Support-Equip 3.87
60.	I have the opportunity to express my career interests at our organization.	3.97	Career Development 4.10
66.	Excellence is recognized in our organization.	3.96	Recognition 4.04
27.	My supervisor and I have effective two-way communication.	3.95	Communication 3.96



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
23.	I have a supportive coaching relationship with my supervisor.	<b>3.94</b>	Support-Equip 3.87
32.	I have an open and trusting relationship with my supervisor.	<b>3.91</b>	Relationships 4.04
34.	My supervisor is actively responsive to my needs.	<b>3.90</b>	Support-Equip 3.87
26.	My supervisor gives me constructive feedback about my work performance.	<b>3.90</b>	Communication 3.96
37.	My supervisor motivates me to achieve my goals.	<b>3.90</b>	Performance Planning 4.14
63.	Our organization selects the right people for the right job.	<b>3.88</b>	Talent/Fit 4.11
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	<b>3.86</b>	Talent/Fit 4.11
62.	I would recommend our organization to a friend as a great place to work.	<b>3.85</b>	Engage-Inspire 4.44
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.85</b>	Support-Equip 3.87
29.	My supervisor recognizes me for a job well done.	<b>3.83</b>	Recognition 4.04
24.	My supervisor effectively communicates his/her expectations.	<b>3.79</b>	Communication 3.96
41.	My supervisor effectively communicates our organizational mission to me.	<b>3.78</b>	Mission Conscious 3.95
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.76</b>	Relationships 4.04



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Glen Ellyn District 41: Certified Staff Results (N=213)

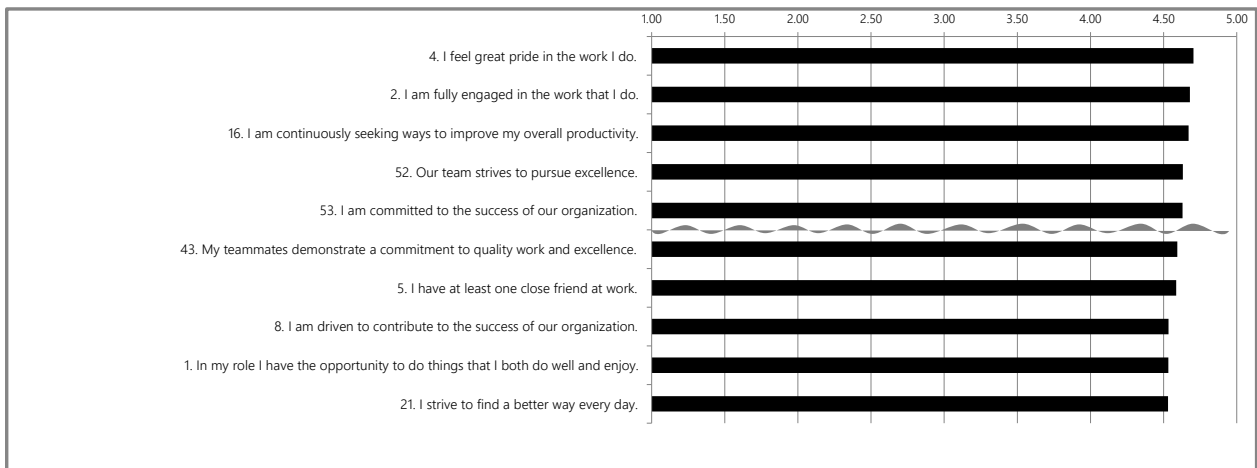
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
67.	Our organization provides the "right" training for me to excel in my role.	<b>3.73</b>	Training & Development 4.04
61.	Our organization has a genuine concern and interest about me as a person.	<b>3.71</b>	Relationships 4.04
40.	In the past three months, my supervisor has discussed my successes and progress with me.	<b>3.71</b>	Performance Planning 4.14
7.	I have encouraged someone to apply at our organization.	<b>3.63</b>	Talent/Fit 4.11
65.	I feel "in on things" that are happening at our organization.	<b>3.60</b>	Communication 3.96
68.	Business decisions made are consistent with our mission and core values.	<b>3.58</b>	Mission Conscious 3.95
9.	I have received meaningful recognition in the past 10 days.	<b>3.58</b>	Recognition 4.04
28.	I am provided the opportunity to spend quality time with my supervisor.	<b>3.53</b>	Support-Equip 3.87
31.	I am provided personal coaching from my supervisor.	<b>3.43</b>	Relationships 4.04



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Glen Ellyn District 41: Certified Staff Results (N=213)

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	4.70	4.67	0.0% n=0	0.9% n=2	0.9% n=2	24.4% n=52	72.3% n=154	1.4% n=3		↑
2. I am fully engaged in the work that I do.	Engage-Inspire	4.68	4.70	0.0% n=0	0.5% n=1	2.3% n=5	25.4% n=54	70.0% n=149	1.9% n=4		↓
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.67	4.70	0.0% n=0	0.5% n=1	0.9% n=2	29.1% n=62	68.1% n=145	1.4% n=3		↓
52. Our team strives to pursue excellence.	Continuous Improvement	4.63	4.51	0.0% n=0	1.4% n=3	5.2% n=11	22.1% n=47	70.9% n=151	0.5% n=1		↑
53. I am committed to the success of our organization.	Engage-Inspire	4.63	4.61	0.0% n=0	0.9% n=2	1.9% n=4	30.5% n=65	66.7% n=142	0.0% n=0		↑
~~~~~											
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.59	4.57	0.0% n=0	0.9% n=2	4.2% n=9	29.1% n=62	65.3% n=139	0.5% n=1		↑
5. I have at least one close friend at work.	Relationships	4.59	4.58	0.5% n=1	3.3% n=7	2.8% n=6	23.5% n=50	68.5% n=146	1.4% n=3		↑
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.53	4.59	0.0% n=0	0.5% n=1	5.6% n=12	33.3% n=71	59.2% n=126	1.4% n=3		↓
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.53	4.55	0.0% n=0	1.4% n=3	2.3% n=5	37.6% n=80	58.2% n=124	0.5% n=1		↓
21. I strive to find a better way every day.	Continuous Improvement	4.53	4.53	0.0% n=0	0.5% n=1	2.8% n=6	39.4% n=84	56.3% n=120	0.9% n=2		↓

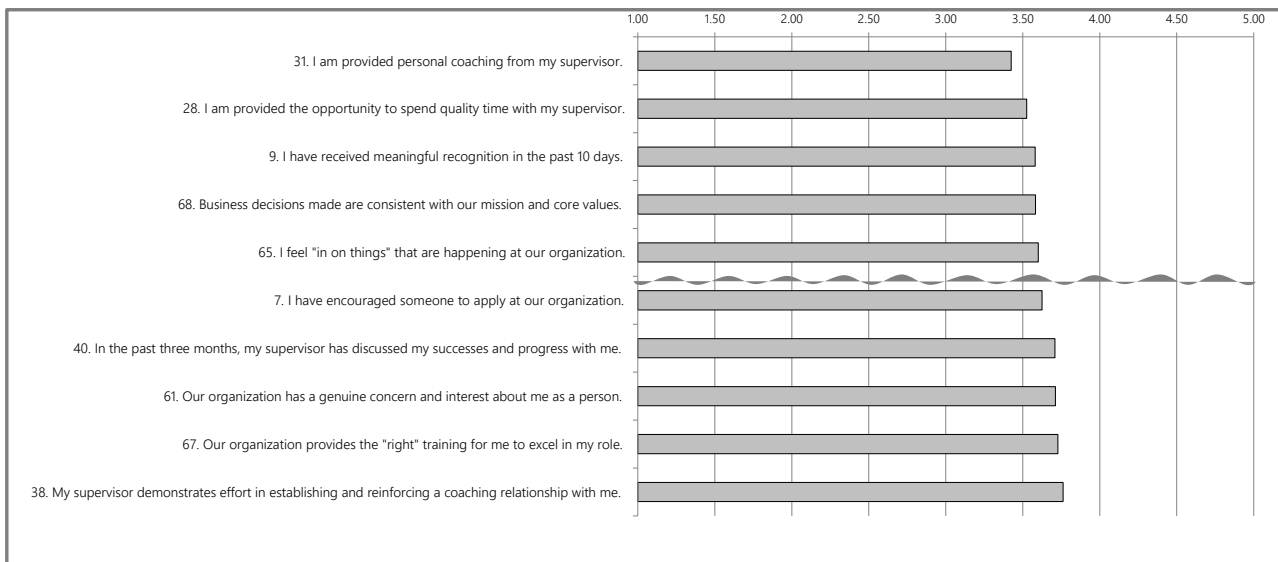




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Glen Ellyn District 41: Certified Staff Results (N=213)

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	3.43	3.50	7.0% n=15	19.2% n=41	19.7% n=42	27.7% n=59	23.5% n=50	2.8% n=6		↓
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.53	3.59	10.3% n=22	11.3% n=24	21.6% n=46	27.7% n=59	28.2% n=60	0.9% n=2		↓
9. I have received meaningful recognition in the past 10 days.	Recognition	3.58	3.48	11.7% n=25	17.8% n=38	6.6% n=14	26.3% n=56	36.2% n=77	1.4% n=3		↑
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.58	3.35	5.2% n=11	13.6% n=29	22.5% n=48	30.5% n=65	24.9% n=53	3.3% n=7		↑
65. I feel "in on things" that are happening at our organization.	Communication	3.60	3.57	7.0% n=15	13.6% n=29	19.7% n=42	31.5% n=67	28.2% n=60	0.0% n=0		↑
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.63	3.63	4.2% n=9	13.6% n=29	19.7% n=42	26.8% n=57	25.8% n=55	9.9% n=21		↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.71	3.75	8.5% n=18	12.7% n=27	12.7% n=27	27.7% n=59	35.2% n=75	3.3% n=7		↓
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.71	3.60	5.6% n=12	9.4% n=20	22.5% n=48	32.4% n=69	29.6% n=63	0.5% n=1		↑
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.73	3.61	3.8% n=8	12.2% n=26	16.9% n=36	41.8% n=89	25.4% n=54	0.0% n=0		↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.76	3.70	6.1% n=13	12.7% n=27	14.6% n=31	30.5% n=65	34.7% n=74	1.4% n=3		↑

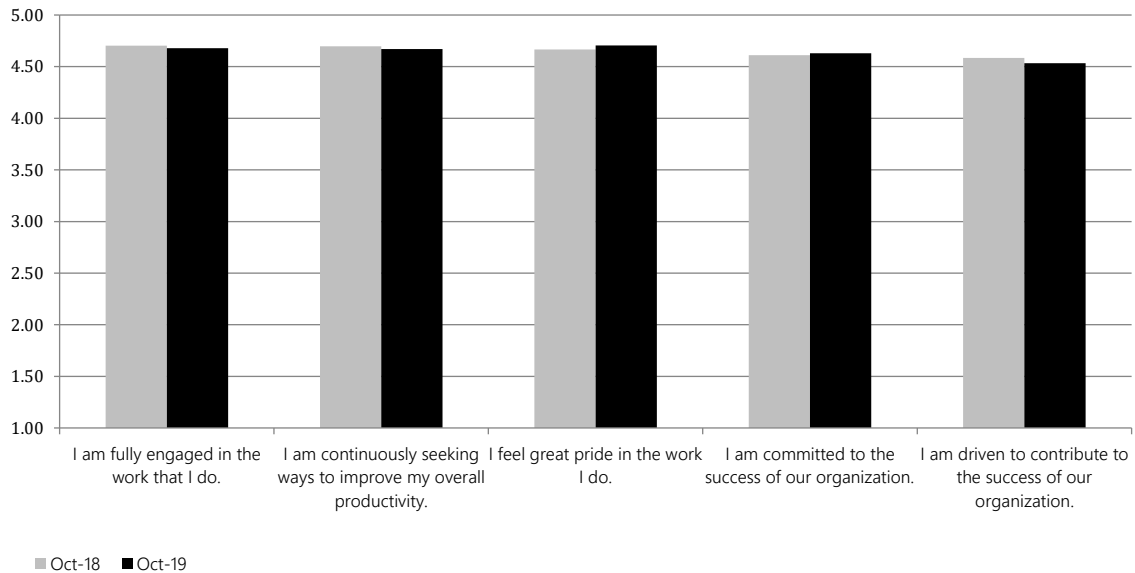




October 2019

Glen Ellyn District 41: Certified Staff Results (N=213)

		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	4.70	4.68	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.70	4.67	↓
4.	I feel great pride in the work I do.	Pride	4.67	4.70	↑
53.	I am committed to the success of our organization.	Engage-Inspire	4.61	4.63	↑
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	4.59	4.53	↓

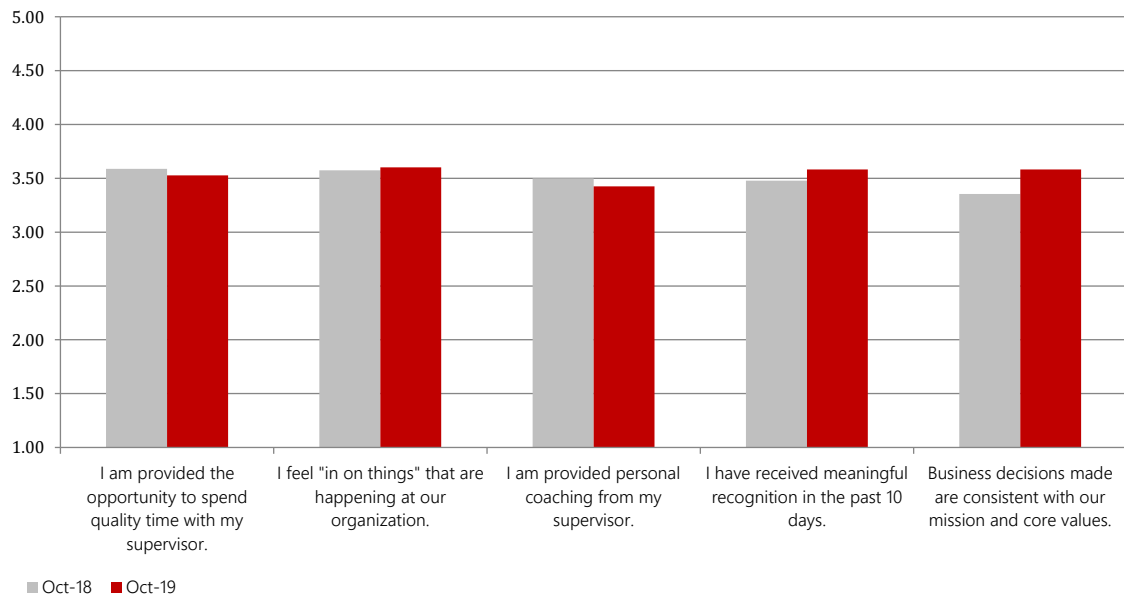




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Glen Ellyn District 41: Certified Staff Results (N=213)

			<u>Oct-18</u>	<u>Oct-19</u>	<u>(±/↓)</u> <u>Change</u>
<i><u>Previous Bottom 5 Rank Ordered Questions According to Mean</u></i>					
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.59	3.53	↓
65.	I feel "in on things" that are happening at our organization.	Communication	3.57	3.60	↑
31.	I am provided personal coaching from my supervisor.	Relationships	3.50	3.43	↓
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.48	3.58	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.35	3.58	↑



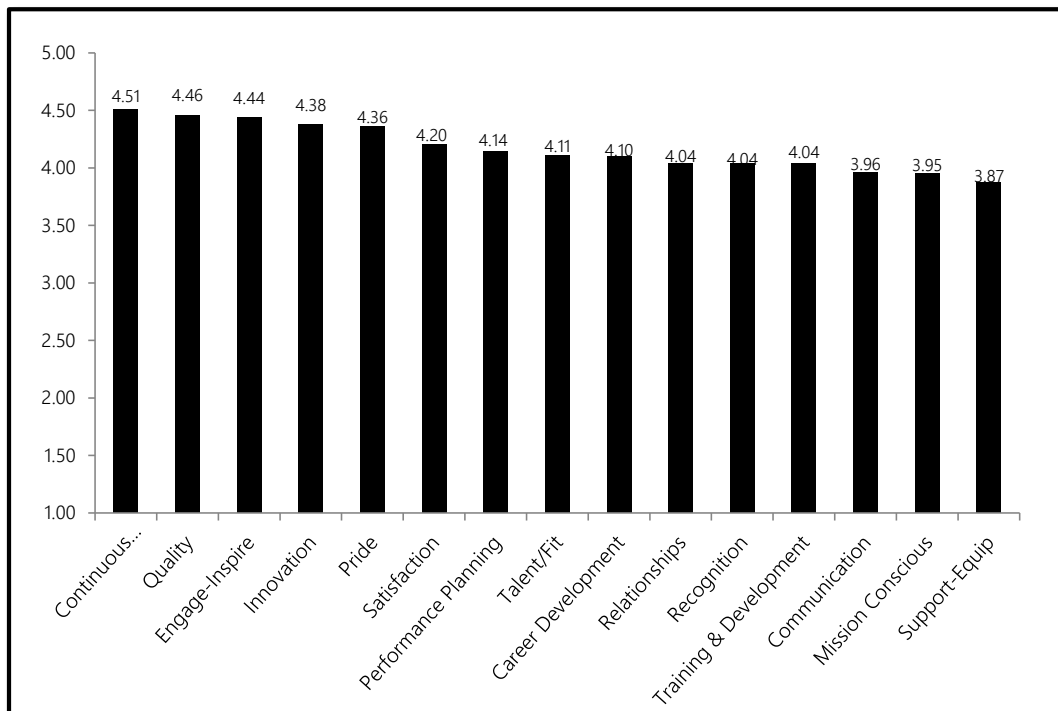




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Glen Ellyn District 41: Certified Staff Results (N=213)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.51
Quality	4.46
Engage-Inspire	4.44
Innovation	4.38
Pride	4.36
Satisfaction	4.20
Performance Planning	4.14
Talent/Fit	4.11
Career Development	4.10
Relationships	4.04
Recognition	4.04
Training & Development	4.04
Communication	3.96
Mission Conscious	3.95
Support-Equip	3.87





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Glen Ellyn District 41: Certified Staff Results (N=213)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.44	4.51	↑
Quality	4.42	4.46	↑
Engage-Inspire	4.43	4.44	↑
Innovation	4.36	4.38	↑
Pride	4.32	4.36	↑
Satisfaction	4.23	4.20	↓
Performance Planning	4.14	4.14	=
Talent/Fit	4.06	4.11	↑
Career Development	4.03	4.10	↑
Relationships	4.00	4.04	↑
Recognition	4.00	4.04	↑
Training & Development	3.98	4.04	↑
Communication	3.96	3.96	=
Mission Conscious	3.89	3.95	↑
Support-Equip	3.88	3.87	↓



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Glen Ellyn District 41: Certified Staff Results (N=213)

### Humanex Ventures Cultural Assessment Index<sup>SM</sup>

#### Satisfaction / Engagement 3x3

