

# INSIGHTeX

for Glen Ellyn District 41:  
Churchill - All



October 2019

Glen Ellyn District 41: Churchill - All Results (N=65)

|  | 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.                     | 4.46 | 4.46          | 1.5%<br>n=1           | 1.5%<br>n=1   | 0.0%<br>n=0   | 41.5%<br>n=27 | 52.3%<br>n=34      | 3.1%<br>n=2  | =            |
| 11. I am in a role that allows me to maximize my talents and strengths.                              | 4.23 | 4.10          | 3.1%<br>n=2           | 3.1%<br>n=2   | 9.2%<br>n=6   | 36.9%<br>n=24 | 47.7%<br>n=31      | 0.0%<br>n=0  | ↑            |
| 56. I feel our organization is a great fit for me.   | 3.91 | 4.23          | 3.1%<br>n=2           | 3.1%<br>n=2   | 26.2%<br>n=17 | 35.4%<br>n=23 | 32.3%<br>n=21      | 0.0%<br>n=0  | ↓            |
| 72. Our organization selects highly talented individuals when hiring.                                | 3.86 | 3.77          | 1.5%<br>n=1           | 6.2%<br>n=4   | 18.5%<br>n=12 | 52.3%<br>n=34 | 21.5%<br>n=14      | 0.0%<br>n=0  | ↑            |
| 39. My supervisor knows the talents to look for in selecting new teammates who will be successful.   | 3.84 | 3.58          | 6.2%<br>n=4           | 6.2%<br>n=4   | 20.0%<br>n=13 | 29.2%<br>n=19 | 35.4%<br>n=23      | 3.1%<br>n=2  | ↑            |
| 63. Our organization selects the right people for the right job.                                     | 3.63 | 3.48          | 1.5%<br>n=1           | 10.8%<br>n=7  | 30.8%<br>n=20 | 36.9%<br>n=24 | 20.0%<br>n=13      | 0.0%<br>n=0  | ↑            |
| 7. I have encouraged someone to apply at our organization.   | 3.34 | 3.61          | 4.6%<br>n=3           | 21.5%<br>n=14 | 18.5%<br>n=12 | 27.7%<br>n=18 | 16.9%<br>n=11      | 10.8%<br>n=7 | ↓            |
| <b>SUPPORT/EQUIP</b>   |      |               |                       |               |               |               |                    |              |              |
| 23. I have a supportive coaching relationship with my supervisor.                                    | 3.97 | 3.72          | 4.6%<br>n=3           | 6.2%<br>n=4   | 10.8%<br>n=7  | 44.6%<br>n=29 | 33.8%<br>n=22      | 0.0%<br>n=0  | ↑            |
| 34. My supervisor is actively responsive to my needs.  | 3.97 | 3.75          | 4.6%<br>n=3           | 6.2%<br>n=4   | 10.8%<br>n=7  | 44.6%<br>n=29 | 33.8%<br>n=22      | 0.0%<br>n=0  | ↑            |
| 33. My supervisor is available for me when needs arise.  | 3.95 | 3.93          | 4.6%<br>n=3           | 9.2%<br>n=6   | 10.8%<br>n=7  | 33.8%<br>n=22 | 38.5%<br>n=25      | 3.1%<br>n=2  | ↑            |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.82 | 3.82          | 1.5%<br>n=1           | 13.8%<br>n=9  | 12.3%<br>n=8  | 46.2%<br>n=30 | 26.2%<br>n=17      | 0.0%<br>n=0  | =            |
| 3. I am provided the core needs necessary for me to excel in my role.                                | 3.81 | 4.05          | 1.5%<br>n=1           | 12.3%<br>n=8  | 18.5%<br>n=12 | 36.9%<br>n=24 | 29.2%<br>n=19      | 1.5%<br>n=1  | ↓            |
| 28. I am provided the opportunity to spend quality time with my supervisor.                          | 3.32 | 3.26          | 10.8%<br>n=7          | 16.9%<br>n=11 | 24.6%<br>n=16 | 20.0%<br>n=13 | 24.6%<br>n=16      | 3.1%<br>n=2  | ↑            |



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|--|------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| <b>RELATIONSHIPS</b>   |      |               |                       |               |               |               |                    |             |              |
| 51. Our team has open and trusting relationships.  | 4.33 | 4.29          | 0.0%<br>n=0           | 1.5%<br>n=1   | 12.3%<br>n=8  | 36.9%<br>n=24 | 47.7%<br>n=31      | 1.5%<br>n=1 | ↑            |
| 5. I have at least one close friend at work.   | 4.23 | 4.33          | 1.5%<br>n=1           | 9.2%<br>n=6   | 3.1%<br>n=2   | 35.4%<br>n=23 | 49.2%<br>n=32      | 1.5%<br>n=1 | ↓            |
| 50. Based on relationships demonstrated on our team, I would recommend someone to join our team.       | 4.20 | 4.33          | 0.0%<br>n=0           | 4.6%<br>n=3   | 18.5%<br>n=12 | 29.2%<br>n=19 | 47.7%<br>n=31      | 0.0%<br>n=0 | ↓            |
| 25. My supervisor cares about me as a person.  | 4.08 | 3.93          | 4.6%<br>n=3           | 3.1%<br>n=2   | 15.4%<br>n=10 | 33.8%<br>n=22 | 43.1%<br>n=28      | 0.0%<br>n=0 | ↑            |
| 32. I have an open and trusting relationship with my supervisor.                                       | 3.95 | 3.72          | 4.6%<br>n=3           | 4.6%<br>n=3   | 16.9%<br>n=11 | 38.5%<br>n=25 | 35.4%<br>n=23      | 0.0%<br>n=0 | ↑            |
| 54. Quality relationships are valued across our organization.  | 3.78 | 3.93          | 4.6%<br>n=3           | 6.2%<br>n=4   | 21.5%<br>n=14 | 41.5%<br>n=27 | 26.2%<br>n=17      | 0.0%<br>n=0 | ↓            |
| 38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.77 | 3.52          | 6.2%<br>n=4           | 7.7%<br>n=5   | 20.0%<br>n=13 | 33.8%<br>n=22 | 30.8%<br>n=20      | 1.5%<br>n=1 | ↑            |
| 31. I am provided personal coaching from my supervisor.  | 3.47 | 3.25          | 4.6%<br>n=3           | 15.4%<br>n=10 | 30.8%<br>n=20 | 24.6%<br>n=16 | 23.1%<br>n=15      | 1.5%<br>n=1 | ↑            |
| 61. Our organization has a genuine concern and interest about me as a person.                          | 3.43 | 3.53          | 9.2%<br>n=6           | 13.8%<br>n=9  | 23.1%<br>n=15 | 32.3%<br>n=21 | 21.5%<br>n=14      | 0.0%<br>n=0 | ↓            |
| <b>QUALITY</b>   |      |               |                       |               |               |               |                    |             |              |
| 43. My teammates demonstrate a commitment to quality work and excellence.                              | 4.42 | 4.34          | 0.0%<br>n=0           | 1.5%<br>n=1   | 9.2%<br>n=6   | 35.4%<br>n=23 | 53.8%<br>n=35      | 0.0%<br>n=0 | ↑            |
| 47. I am on a team that encourages each member to surpass expectations.                                | 4.34 | 4.24          | 0.0%<br>n=0           | 4.6%<br>n=3   | 7.7%<br>n=5   | 36.9%<br>n=24 | 50.8%<br>n=33      | 0.0%<br>n=0 | ↑            |
| 57. Our organization is committed to quality work and excellence.                                      | 4.06 | 4.37          | 3.1%<br>n=2           | 3.1%<br>n=2   | 10.8%<br>n=7  | 50.8%<br>n=33 | 32.3%<br>n=21      | 0.0%<br>n=0 | ↓            |
| <b>COMMUNICATION</b>   |      |               |                       |               |               |               |                    |             |              |
| 44. Our team effectively communicates with each other.   | 4.30 | 4.38          | 1.5%<br>n=1           | 3.1%<br>n=2   | 9.2%<br>n=6   | 35.4%<br>n=23 | 49.2%<br>n=32      | 1.5%<br>n=1 | ↓            |
| 36. I have the opportunity to communicate with my supervisor.  | 4.09 | 3.98          | 3.1%<br>n=2           | 1.5%<br>n=1   | 13.8%<br>n=9  | 44.6%<br>n=29 | 35.4%<br>n=23      | 1.5%<br>n=1 | ↑            |
| 27. My supervisor and I have effective two-way communication.  | 3.92 | 3.85          | 6.2%<br>n=4           | 4.6%<br>n=3   | 13.8%<br>n=9  | 40.0%<br>n=26 | 33.8%<br>n=22      | 1.5%<br>n=1 | ↑            |
| 24. My supervisor effectively communicates his/her expectations.                                       | 3.77 | 3.58          | 6.2%<br>n=4           | 6.2%<br>n=4   | 20.0%<br>n=13 | 38.5%<br>n=25 | 27.7%<br>n=18      | 1.5%<br>n=1 | ↑            |
| 26. My supervisor gives me constructive feedback about my work performance.                            | 3.77 | 3.75          | 3.1%<br>n=2           | 12.3%<br>n=8  | 16.9%<br>n=11 | 38.5%<br>n=25 | 27.7%<br>n=18      | 1.5%<br>n=1 | ↑            |
| 65. I feel "in on things" that are happening at our organization.                                      | 3.28 | 3.53          | 7.7%<br>n=5           | 23.1%<br>n=15 | 21.5%<br>n=14 | 29.2%<br>n=19 | 18.5%<br>n=12      | 0.0%<br>n=0 | ↓            |



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|--|------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| <b>RECOGNITION</b>   |      |               |                       |               |               |               |                    |             |              |
| 48. Our team recognizes each other's efforts and impact.                                     | 3.91 | 3.90          | 0.0%<br>n=0           | 4.6%<br>n=3   | 9.2%<br>n=6   | 32.3%<br>n=21 | 53.8%<br>n=35      | 0.0%<br>n=0 | ↓            |
| 18. I have provided meaningful recognition to others in the past 10 days.                    | 4.14 | 4.24          | 1.5%<br>n=1           | 9.2%<br>n=6   | 6.2%<br>n=4   | 38.5%<br>n=25 | 43.1%<br>n=28      | 1.5%<br>n=1 | ↓            |
| 29. My supervisor recognizes me for a job well done.   | 3.82 | 3.65          | 10.8%<br>n=7          | 7.7%<br>n=5   | 4.6%<br>n=3   | 43.1%<br>n=28 | 33.8%<br>n=22      | 0.0%<br>n=0 | ↑            |
| 66. Excellence is recognized in our organization.  | 3.66 | 3.73          | 6.2%<br>n=4           | 7.7%<br>n=5   | 23.1%<br>n=15 | 40.0%<br>n=26 | 23.1%<br>n=15      | 0.0%<br>n=0 | ↓            |
| 9. I have received meaningful recognition in the past 10 days.                               | 3.60 | 3.43          | 9.2%<br>n=6           | 16.9%<br>n=11 | 9.2%<br>n=6   | 33.8%<br>n=22 | 30.8%<br>n=20      | 0.0%<br>n=0 | ↑            |
| <b>PERFORMANCE PLANNING</b>  |      |               |                       |               |               |               |                    |             |              |
| 17. I have set the right goals for myself to excel in my role/position.                      | 4.07 | 3.96          | 0.0%<br>n=0           | 3.1%<br>n=2   | 6.2%<br>n=4   | 44.6%<br>n=29 | 46.2%<br>n=30      | 0.0%<br>n=0 | ↓            |
| 49. Our team effectively sets goals to further enhance our performance.                      | 4.28 | 4.18          | 0.0%<br>n=0           | 4.6%<br>n=3   | 10.8%<br>n=7  | 35.4%<br>n=23 | 47.7%<br>n=31      | 1.5%<br>n=1 | ↑            |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself.        | 4.16 | 4.00          | 1.5%<br>n=1           | 6.2%<br>n=4   | 9.2%<br>n=6   | 40.0%<br>n=26 | 41.5%<br>n=27      | 1.5%<br>n=1 | ↑            |
| 37. My supervisor motivates me to achieve my goals.  | 3.92 | 3.80          | 4.6%<br>n=3           | 6.2%<br>n=4   | 18.5%<br>n=12 | 33.8%<br>n=22 | 36.9%<br>n=24      | 0.0%<br>n=0 | ↑            |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.67 | 3.40          | 6.2%<br>n=4           | 12.3%<br>n=8  | 23.1%<br>n=15 | 21.5%<br>n=14 | 33.8%<br>n=22      | 3.1%<br>n=2 | ↑            |
| <b>TRAINING &amp; DEVELOPMENT</b>  |      |               |                       |               |               |               |                    |             |              |
| 6. I am provided opportunities to further my growth and development.                         | 3.90 | 3.86          | 1.5%<br>n=1           | 6.2%<br>n=4   | 7.7%<br>n=5   | 52.3%<br>n=34 | 30.8%<br>n=20      | 1.5%<br>n=1 | ↑            |
| 35. My supervisor supports my personal and professional development.                         | 4.06 | 3.90          | 3.1%<br>n=2           | 4.6%<br>n=3   | 12.3%<br>n=8  | 43.1%<br>n=28 | 36.9%<br>n=24      | 0.0%<br>n=0 | ↑            |
| 30. My supervisor encourages opportunities for my growth and development.                    | 4.03 | 3.68          | 4.6%<br>n=3           | 6.2%<br>n=4   | 9.2%<br>n=6   | 41.5%<br>n=27 | 38.5%<br>n=25      | 0.0%<br>n=0 | ↑            |
| 15. I am properly trained to achieve excellence in my work.                                  | 3.88 | 4.10          | 1.5%<br>n=1           | 10.8%<br>n=7  | 16.9%<br>n=11 | 40.0%<br>n=26 | 30.8%<br>n=20      | 0.0%<br>n=0 | ↓            |
| 67. Our organization provides the "right" training for me to excel in my role.               | 3.49 | 3.65          | 3.1%<br>n=2           | 18.5%<br>n=12 | 21.5%<br>n=14 | 40.0%<br>n=26 | 16.9%<br>n=11      | 0.0%<br>n=0 | ↓            |



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|--|------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| <b>CAREER DEVELOPMENT</b>  |      |               |                       |               |               |               |                    |             |              |
| 70. I would like to work at our organization long term.  | 3.97 | 4.08          | 4.6%<br>n=3           | 3.1%<br>n=2   | 16.9%<br>n=11 | 40.0%<br>n=26 | 33.8%<br>n=22      | 1.5%<br>n=1 | ↓            |
| 71. I am aware of the career opportunities that are available for me at our organization.          | 3.86 | 3.85          | 3.1%<br>n=2           | 10.8%<br>n=7  | 10.8%<br>n=7  | 47.7%<br>n=31 | 27.7%<br>n=18      | 0.0%<br>n=0 | ↑            |
| 59. I value the career opportunities that I have at our organization.                              | 3.84 | 3.83          | 1.5%<br>n=1           | 9.2%<br>n=6   | 18.5%<br>n=12 | 43.1%<br>n=28 | 26.2%<br>n=17      | 1.5%<br>n=1 | ↑            |
| 58. Our organization provides the experience and development for me to further my career here.     | 3.72 | 3.77          | 3.1%<br>n=2           | 12.3%<br>n=8  | 16.9%<br>n=11 | 44.6%<br>n=29 | 23.1%<br>n=15      | 0.0%<br>n=0 | ↓            |
| 60. I have the opportunity to express my career interests at our organization.                     | 3.61 | 3.66          | 4.6%<br>n=3           | 13.8%<br>n=9  | 20.0%<br>n=13 | 32.3%<br>n=21 | 24.6%<br>n=16      | 4.6%<br>n=3 | ↓            |
| <b>ENGAGE-INSPIRE</b>  |      |               |                       |               |               |               |                    |             |              |
| 2. I am fully engaged in the work that I do.   | 4.48 | 4.58          | 1.5%<br>n=1           | 3.1%<br>n=2   | 4.6%<br>n=3   | 26.2%<br>n=17 | 63.1%<br>n=41      | 1.5%<br>n=1 | ↓            |
| 53. I am committed to the success of our organization.   | 4.38 | 4.58          | 0.0%<br>n=0           | 1.5%<br>n=1   | 6.2%<br>n=4   | 44.6%<br>n=29 | 47.7%<br>n=31      | 0.0%<br>n=0 | ↓            |
| 12. I am highly committed to and energized by my work.   | 4.34 | 4.42          | 0.0%<br>n=0           | 4.6%<br>n=3   | 7.7%<br>n=5   | 36.9%<br>n=24 | 50.8%<br>n=33      | 0.0%<br>n=0 | ↓            |
| 8. I am driven to contribute to the success of our organization.                                   | 4.30 | 4.49          | 1.5%<br>n=1           | 1.5%<br>n=1   | 6.2%<br>n=4   | 44.6%<br>n=29 | 43.1%<br>n=28      | 3.1%<br>n=2 | ↓            |
| 62. I would recommend our organization to a friend as a great place to work.                       | 3.50 | 3.80          | 7.7%<br>n=5           | 7.7%<br>n=5   | 32.3%<br>n=21 | 29.2%<br>n=19 | 21.5%<br>n=14      | 1.5%<br>n=1 | ↓            |
| <b>SATISFACTION</b>  |      |               |                       |               |               |               |                    |             |              |
| 46. I am satisfied being a part of our team.   | 4.30 | 4.41          | 1.5%<br>n=1           | 1.5%<br>n=1   | 10.8%<br>n=7  | 36.9%<br>n=24 | 47.7%<br>n=31      | 1.5%<br>n=1 | ↓            |
| 13. I am satisfied with my role/work.  | 4.14 | 4.18          | 0.0%<br>n=0           | 6.2%<br>n=4   | 10.8%<br>n=7  | 44.6%<br>n=29 | 36.9%<br>n=24      | 1.5%<br>n=1 | ↓            |
| 20. I look forward to coming to work every day.  | 3.83 | 4.08          | 3.1%<br>n=2           | 9.2%<br>n=6   | 20.0%<br>n=13 | 33.8%<br>n=22 | 30.8%<br>n=20      | 3.1%<br>n=2 | ↓            |
| 73. Overall, I am very satisfied with our organization as a place to work.                         | 3.78 | 3.97          | 6.2%<br>n=4           | 3.1%<br>n=2   | 23.1%<br>n=15 | 41.5%<br>n=27 | 26.2%<br>n=17      | 0.0%<br>n=0 | ↓            |
| <b>MISSION CONSCIOUS</b>   |      |               |                       |               |               |               |                    |             |              |
| 22. I am aware and knowledgeable about our organization's mission.                                 | 4.33 | 4.48          | 0.0%<br>n=0           | 4.6%<br>n=3   | 4.6%<br>n=3   | 43.1%<br>n=28 | 46.2%<br>n=30      | 1.5%<br>n=1 | ↓            |
| 74. Our organization effectively aligns our day-to-day activities with the organizational mission. | 3.72 | 3.77          | 3.1%<br>n=2           | 7.7%<br>n=5   | 24.6%<br>n=16 | 43.1%<br>n=28 | 21.5%<br>n=14      | 0.0%<br>n=0 | ↓            |
| 41. My supervisor effectively communicates our organizational mission to me.                       | 3.54 | 3.69          | 6.2%<br>n=4           | 12.3%<br>n=8  | 26.2%<br>n=17 | 27.7%<br>n=18 | 24.6%<br>n=16      | 3.1%<br>n=2 | ↓            |
| 68. Business decisions made are consistent with our mission and core values.                       | 3.30 | 3.29          | 7.7%<br>n=5           | 16.9%<br>n=11 | 26.2%<br>n=17 | 30.8%<br>n=20 | 15.4%<br>n=10      | 3.1%<br>n=2 | ↑            |



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|---|------|---------------|-----------------------|--------------|---------------|---------------|--------------------|-------------|--------------|
| <b>PRIDE</b>  |      |               |                       |              |               |               |                    |             |              |
| 4. I feel great pride in the work I do.   | 4.59 | 4.51          | 0.0%<br>n=0           | 1.5%<br>n=1  | 1.5%<br>n=1   | 32.3%<br>n=21 | 63.1%<br>n=41      | 1.5%<br>n=1 | ↑            |
| 45. I feel great pride in the team of which I am a part.                        | 4.33 | 4.34          | 0.0%<br>n=0           | 3.1%<br>n=2  | 7.7%<br>n=5   | 41.5%<br>n=27 | 46.2%<br>n=30      | 1.5%<br>n=1 | ↓            |
| 14. I feel great pride in being a part of our organization.                     | 3.94 | 4.02          | 4.6%<br>n=3           | 3.1%<br>n=2  | 20.0%<br>n=13 | 36.9%<br>n=24 | 33.8%<br>n=22      | 1.5%<br>n=1 | ↓            |
| 64. I speak of our organization with pride.                                     | 3.82 | 3.92          | 4.6%<br>n=3           | 3.1%<br>n=2  | 26.2%<br>n=17 | 38.5%<br>n=25 | 27.7%<br>n=18      | 0.0%<br>n=0 | ↓            |
| <b>CONTINUOUS IMPROVEMENT</b>   |      |               |                       |              |               |               |                    |             |              |
| 52. Our team strives to pursue excellence.                                      | 4.45 | 4.40          | 0.0%<br>n=0           | 1.5%<br>n=1  | 9.2%<br>n=6   | 32.3%<br>n=21 | 56.9%<br>n=37      | 0.0%<br>n=0 | ↑            |
| 21. I strive to find a better way every day.                                    | 4.40 | 4.54          | 0.0%<br>n=0           | 3.1%<br>n=2  | 1.5%<br>n=1   | 47.7%<br>n=31 | 47.7%<br>n=31      | 0.0%<br>n=0 | ↓            |
| 55. I am part of an organization that continues to pursue excellence every day. | 3.95 | 4.27          | 3.1%<br>n=2           | 4.6%<br>n=3  | 16.9%<br>n=11 | 44.6%<br>n=29 | 30.8%<br>n=20      | 0.0%<br>n=0 | ↓            |
| <b>INNOVATION</b>   |      |               |                       |              |               |               |                    |             |              |
| 16. I am continuously seeking ways to improve my overall productivity.          | 4.50 | 4.58          | 0.0%<br>n=0           | 1.5%<br>n=1  | 1.5%<br>n=1   | 41.5%<br>n=27 | 53.8%<br>n=35      | 1.5%<br>n=1 | ↓            |
| 42. Our team encourages innovation.   | 4.28 | 4.26          | 0.0%<br>n=0           | 6.2%<br>n=4  | 6.2%<br>n=4   | 41.5%<br>n=27 | 46.2%<br>n=30      | 0.0%<br>n=0 | ↑            |
| 69. Our organization encourages innovation.                                     | 3.82 | 3.90          | 3.1%<br>n=2           | 4.6%<br>n=3  | 26.2%<br>n=17 | 40.0%<br>n=26 | 26.2%<br>n=17      | 0.0%<br>n=0 | ↓            |



October 2019

Glen Ellyn District 41: Churchill - All Results (N=65)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| 4.  | I feel great pride in the work I do.  | 4.59 | Pride<br>4.17                  |
|-----|---|------|--------------------------------|
| 16. | I am continuously seeking ways to improve my overall productivity.            | 4.50 | Innovation<br>4.20             |
| 2.  | I am fully engaged in the work that I do.                                     | 4.48 | Engage-Inspire<br>4.20         |
| 1.  | In my role I have the opportunity to do things that I both do well and enjoy. | 4.46 | Talent/Fit<br>3.90             |
| 52. | Our team strives to pursue excellence.  | 4.45 | Continuous Improvement<br>4.27 |
| 43. | My teammates demonstrate a commitment to quality work and excellence.         | 4.42 | Quality<br>4.27                |
| 21. | I strive to find a better way every day.                                      | 4.40 | Continuous Improvement<br>4.27 |
| 53. | I am committed to the success of our organization.                            | 4.38 | Engage-Inspire<br>4.20         |
| 48. | Our team recognizes each other's efforts and impact.                          | 4.35 | Recognition<br>3.91            |
| 12. | I am highly committed to and energized by my work.                            | 4.34 | Engage-Inspire<br>4.20         |
| 17. | I have set the right goals for myself to excel in my role/position.           | 4.34 | Performance Planning<br>4.07   |
| 47. | I am on a team that encourages each member to surpass expectations.           | 4.34 | Quality<br>4.27                |
| 22. | I am aware and knowledgeable about our organization's mission.                | 4.33 | Mission Conscious<br>3.73      |



October 2019

Glen Ellyn District 41: Churchill - All Results (N=65)

| <u>Rank Ordered Questions According to Mean</u> |  | <u>Mean</u> | <u>Dimension/Mean</u>        |
|---|--|-------------|------------------------------|
| 45.   | I feel great pride in the team of which I am a part.   | 4.33        | Pride<br>4.17                |
| 51.   | Our team has open and trusting relationships.  | 4.33        | Relationships<br>3.92        |
| 8.  | I am driven to contribute to the success of our organization.                                | 4.30        | Engage-Inspire<br>4.20       |
| 44.   | Our team effectively communicates with each other.   | 4.30        | Communication<br>3.85        |
| 46.   | I am satisfied being a part of our team.   | 4.30        | Satisfaction<br>4.01         |
| 49.   | Our team effectively sets goals to further enhance our performance.                          | 4.28        | Performance Planning<br>4.07 |
| 42.   | Our team encourages innovation.  | 4.28        | Innovation<br>4.20           |
| 5.  | I have at least one close friend at work.  | 4.23        | Relationships<br>3.92        |
| 11.   | I am in a role that allows me to maximize my talents and strengths.                          | 4.23        | Talent/Fit<br>3.90           |
| 50.   | Based on relationships demonstrated on our team, I would recommend someone to join our team. | 4.20        | Relationships<br>3.92        |
| 10.   | In my current role, I am encouraged to set motivational/stretch goals for myself.            | 4.16        | Performance Planning<br>4.07 |
| 13.   | I am satisfied with my role/work.  | 4.14        | Satisfaction<br>4.01         |
| 18.   | I have provided meaningful recognition to others in the past 10 days.                        | 4.14        | Recognition<br>3.91          |





October 2019

Glen Ellyn District 41: Churchill - All Results (N=65)

| <u>Rank Ordered Questions According to Mean</u> |   | <u>Mean</u> | <u>Dimension/Mean</u>          |
|---|---|-------------|--------------------------------|
| 36.   | I have the opportunity to communicate with my supervisor.                   | <b>4.09</b> | Communication<br>3.85          |
| 25.   | My supervisor cares about me as a person.                                   | <b>4.08</b> | Relationships<br>3.92          |
| 6.  | I am provided opportunities to further my growth and development.           | <b>4.06</b> | Training & Development<br>3.90 |
| 35.   | My supervisor supports my personal and professional development.            | <b>4.06</b> | Training & Development<br>3.90 |
| 57.   | Our organization is committed to quality work and excellence.               | <b>4.06</b> | Quality<br>4.27                |
| 30.   | My supervisor encourages opportunities for my growth and development.       | <b>4.03</b> | Training & Development<br>3.90 |
| 23.   | I have a supportive coaching relationship with my supervisor.               | <b>3.97</b> | Support-Equip<br>3.81          |
| 34.   | My supervisor is actively responsive to my needs.                           | <b>3.97</b> | Support-Equip<br>3.81          |
| 70.   | I would like to work at our organization long term.                         | <b>3.97</b> | Career Development<br>3.80     |
| 32.   | I have an open and trusting relationship with my supervisor.                | <b>3.95</b> | Relationships<br>3.92          |
| 55.   | I am part of an organization that continues to pursue excellence every day. | <b>3.95</b> | Continuous Improvement<br>4.27 |
| 33.   | My supervisor is available for me when needs arise.                         | <b>3.95</b> | Support-Equip<br>3.81          |
| 14.   | I feel great pride in being a part of our organization.                     | <b>3.94</b> | Pride<br>4.17                  |



October 2019

Glen Ellyn District 41: Churchill - All Results (N=65)

| <u>Rank Ordered Questions According to Mean</u> |  | <u>Mean</u> | <u>Dimension/Mean</u>          |
|---|--|-------------|--------------------------------|
| 37.   | My supervisor motivates me to achieve my goals.  | <b>3.92</b> | Performance Planning<br>4.07   |
| 27.   | My supervisor and I have effective two-way communication.  | <b>3.92</b> | Communication<br>3.85          |
| 56.   | I feel our organization is a great fit for me.   | <b>3.91</b> | Talent/Fit<br>3.90             |
| 15.   | I am properly trained to achieve excellence in my work.  | <b>3.88</b> | Training & Development<br>3.90 |
| 71.   | I am aware of the career opportunities that are available for me at our organization.            | <b>3.86</b> | Career Development<br>3.80     |
| 72.   | Our organization selects highly talented individuals when hiring.                                | <b>3.86</b> | Talent/Fit<br>3.90             |
| 59.   | I value the career opportunities that I have at our organization.                                | <b>3.84</b> | Career Development<br>3.80     |
| 39.   | My supervisor knows the talents to look for in selecting new teammates who will be successful.   | <b>3.84</b> | Talent/Fit<br>3.90             |
| 20.   | I look forward to coming to work every day.  | <b>3.83</b> | Satisfaction<br>4.01           |
| 19.   | I am provided the materials, equipment, and information necessary to effectively perform my job. | <b>3.82</b> | Support-Equip<br>3.81          |
| 29.   | My supervisor recognizes me for a job well done.   | <b>3.82</b> | Recognition<br>3.91            |
| 64.   | I speak of our organization with pride.  | <b>3.82</b> | Pride<br>4.17                  |
| 69.   | Our organization encourages innovation.  | <b>3.82</b> | Innovation<br>4.20             |



October 2019

Glen Ellyn District 41: Churchill - All Results (N=65)

| <u>Rank Ordered Questions According to Mean</u> |  | <u>Mean</u> | <u>Dimension/Mean</u>        |
|---|--|-------------|------------------------------|
| 3.  | I am provided the core needs necessary for me to excel in my role.                                 | <b>3.81</b> | Support-Equip<br>3.81        |
| 54.   | Quality relationships are valued across our organization.  | <b>3.78</b> | Relationships<br>3.92        |
| 73.   | Overall, I am very satisfied with our organization as a place to work.                             | <b>3.78</b> | Satisfaction<br>4.01         |
| 24.   | My supervisor effectively communicates his/her expectations.                                       | <b>3.77</b> | Communication<br>3.85        |
| 26.   | My supervisor gives me constructive feedback about my work performance.                            | <b>3.77</b> | Communication<br>3.85        |
| 38.   | My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | <b>3.77</b> | Relationships<br>3.92        |
| 58.   | Our organization provides the experience and development for me to further my career here.         | <b>3.72</b> | Career Development<br>3.80   |
| 74.   | Our organization effectively aligns our day-to-day activities with the organizational mission.     | <b>3.72</b> | Mission Conscious<br>3.73    |
| 40.   | In the past three months, my supervisor has discussed my successes and progress with me.           | <b>3.67</b> | Performance Planning<br>4.07 |
| 66.   | Excellence is recognized in our organization.  | <b>3.66</b> | Recognition<br>3.91          |
| 63.   | Our organization selects the right people for the right job.                                       | <b>3.63</b> | Talent/Fit<br>3.90           |
| 60.   | I have the opportunity to express my career interests at our organization.                         | <b>3.61</b> | Career Development<br>3.80   |
| 9.  | I have received meaningful recognition in the past 10 days.  | <b>3.60</b> | Recognition<br>3.91          |

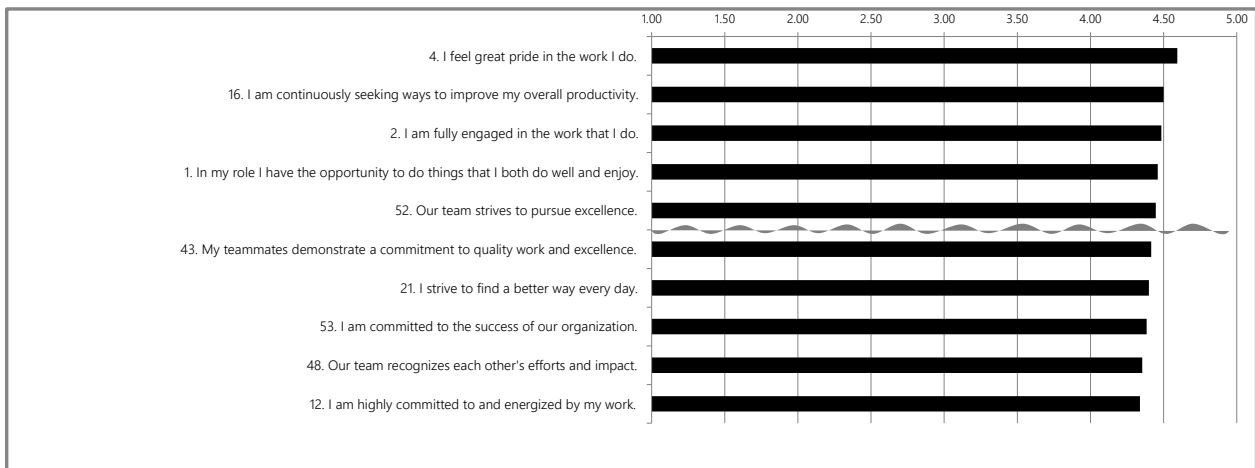


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Glen Ellyn District 41: Churchill - All Results (N=65)

|     | <u>Rank Ordered Questions According to Mean</u>                            | <u>Mean</u> | <u>Dimension/Mean</u>          |
|-----|--|-------------|--------------------------------|
| 41. | My supervisor effectively communicates our organizational mission to me.   | <b>3.54</b> | Mission Conscious<br>3.73      |
| 62. | I would recommend our organization to a friend as a great place to work.   | <b>3.50</b> | Engage-Inspire<br>4.20         |
| 67. | Our organization provides the "right" training for me to excel in my role. | <b>3.49</b> | Training & Development<br>3.90 |
| 31. | I am provided personal coaching from my supervisor.                        | <b>3.47</b> | Relationships<br>3.92          |
| 61. | Our organization has a genuine concern and interest about me as a person.  | <b>3.43</b> | Relationships<br>3.92          |
| 7.  | I have encouraged someone to apply at our organization.                    | <b>3.34</b> | Talent/Fit<br>3.90             |
| 28. | I am provided the opportunity to spend quality time with my supervisor.    | <b>3.32</b> | Support-Equip<br>3.81          |
| 68. | Business decisions made are consistent with our mission and core values.   | <b>3.30</b> | Mission Conscious<br>3.73      |
| 65. | I feel "in on things" that are happening at our organization.              | <b>3.28</b> | Communication<br>3.85          |

| 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                  | 4.59      | 4.51         | 0.0%<br>n=0   | 1.5%<br>n=1           | 1.5%<br>n=1  | 32.3%<br>n=21 | 63.1%<br>n=41 | 1.5%<br>n=1        |     | ↑            |
| 16. I am continuously seeking ways to improve my overall productivity.           | Innovation             | 4.50      | 4.58         | 0.0%<br>n=0   | 1.5%<br>n=1           | 1.5%<br>n=1  | 41.5%<br>n=27 | 53.8%<br>n=35 | 1.5%<br>n=1        |     | ↓            |
| 2. I am fully engaged in the work that I do.                                     | Engage-Inspire         | 4.48      | 4.58         | 1.5%<br>n=1   | 3.1%<br>n=2           | 4.6%<br>n=3  | 26.2%<br>n=17 | 63.1%<br>n=41 | 1.5%<br>n=1        |     | ↓            |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | Talent/Fit             | 4.46      | 4.46         | 1.5%<br>n=1   | 1.5%<br>n=1           | 0.0%<br>n=0  | 41.5%<br>n=27 | 52.3%<br>n=34 | 3.1%<br>n=2        |     | ↑            |
| 52. Our team strives to pursue excellence.                                       | Continuous Improvement | 4.45      | 4.40         | 0.0%<br>n=0   | 1.5%<br>n=1           | 9.2%<br>n=6  | 32.3%<br>n=21 | 56.9%<br>n=37 | 0.0%<br>n=0        |     | ↑            |
| 43. My teammates demonstrate a commitment to quality work and excellence.        | Quality                | 4.42      | 4.34         | 0.0%<br>n=0   | 1.5%<br>n=1           | 9.2%<br>n=6  | 35.4%<br>n=23 | 53.8%<br>n=35 | 0.0%<br>n=0        |     | ↑            |
| 21. I strive to find a better way every day.                                     | Continuous Improvement | 4.40      | 4.54         | 0.0%<br>n=0   | 3.1%<br>n=2           | 1.5%<br>n=1  | 47.7%<br>n=31 | 47.7%<br>n=31 | 0.0%<br>n=0        |     | ↓            |
| 53. I am committed to the success of our organization.                           | Engage-Inspire         | 4.38      | 4.58         | 0.0%<br>n=0   | 1.5%<br>n=1           | 6.2%<br>n=4  | 44.6%<br>n=29 | 47.7%<br>n=31 | 0.0%<br>n=0        |     | ↓            |
| 48. Our team recognizes each other's efforts and impact.                         | Recognition            | 4.35      | 4.46         | 0.0%<br>n=0   | 4.6%<br>n=3           | 9.2%<br>n=6  | 32.3%<br>n=21 | 53.8%<br>n=35 | 0.0%<br>n=0        |     | ↓            |
| 12. I am highly committed to and energized by my work.                           | Engage-Inspire         | 4.34      | 4.42         | 0.0%<br>n=0   | 4.6%<br>n=3           | 7.7%<br>n=5  | 36.9%<br>n=24 | 50.8%<br>n=33 | 0.0%<br>n=0        |     | ↓            |

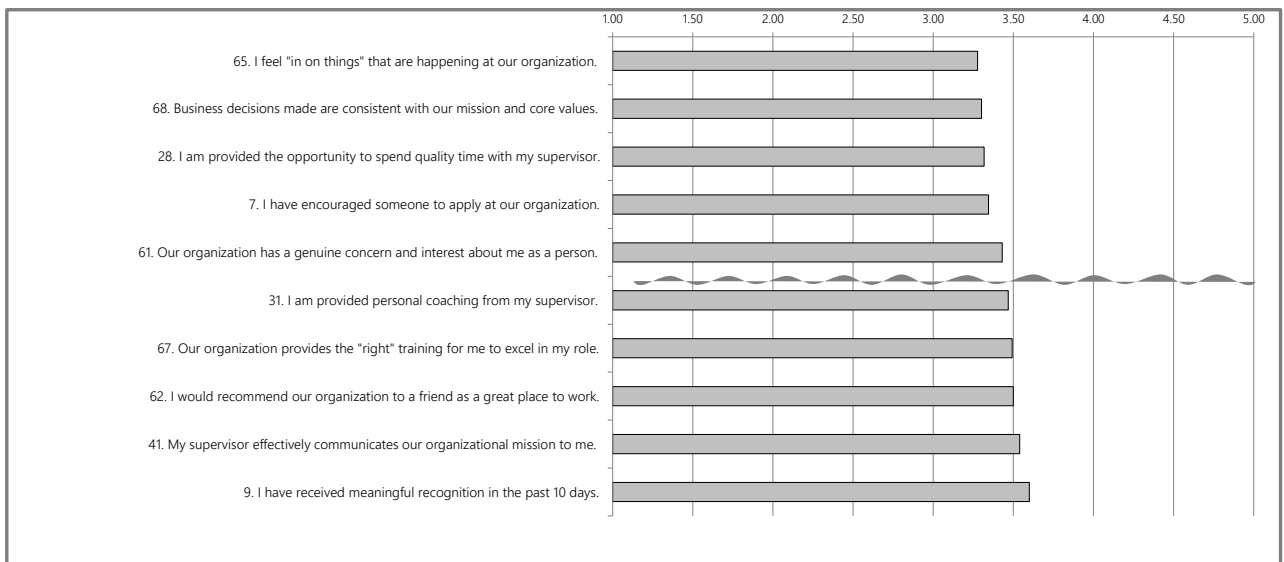




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Glen Ellyn District 41: Churchill - All Results (N=65)

| 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          | 3.28         | 3.53          | 7.7%<br>n=5           | 23.1%<br>n=15 | 21.5%<br>n=14 | 29.2%<br>n=19 | 18.5%<br>n=12      | 0.0%<br>n=0  | ↓            |
| 68. Business decisions made are consistent with our mission and core values.   | Mission Conscious      | 3.30         | 3.29          | 7.7%<br>n=5           | 16.9%<br>n=11 | 26.2%<br>n=17 | 30.8%<br>n=20 | 15.4%<br>n=10      | 3.1%<br>n=2  | ↑            |
| 28. I am provided the opportunity to spend quality time with my supervisor.    | Support-Equip          | 3.32         | 3.26          | 10.8%<br>n=7          | 16.9%<br>n=11 | 24.6%<br>n=16 | 20.0%<br>n=13 | 24.6%<br>n=16      | 3.1%<br>n=2  | ↑            |
| 7. I have encouraged someone to apply at our organization.                     | Talent/Fit             | 3.34         | 3.61          | 4.6%<br>n=3           | 21.5%<br>n=14 | 18.5%<br>n=12 | 27.7%<br>n=18 | 16.9%<br>n=11      | 10.8%<br>n=7 | ↓            |
| 61. Our organization has a genuine concern and interest about me as a person.  | Relationships          | 3.43         | 3.53          | 9.2%<br>n=6           | 13.8%<br>n=9  | 23.1%<br>n=15 | 32.3%<br>n=21 | 21.5%<br>n=14      | 0.0%<br>n=0  | ↓            |
| 31. I am provided personal coaching from my supervisor.                        | Relationships          | 3.47         | 3.25          | 4.6%<br>n=3           | 15.4%<br>n=10 | 30.8%<br>n=20 | 24.6%<br>n=16 | 23.1%<br>n=15      | 1.5%<br>n=1  | ↑            |
| 67. Our organization provides the "right" training for me to excel in my role. | Training & Development | 3.49         | 3.65          | 3.1%<br>n=2           | 18.5%<br>n=12 | 21.5%<br>n=14 | 40.0%<br>n=26 | 16.9%<br>n=11      | 0.0%<br>n=0  | ↓            |
| 62. I would recommend our organization to a friend as a great place to work.   | Engage-Inspire         | 3.50         | 3.80          | 7.7%<br>n=5           | 7.7%<br>n=5   | 32.3%<br>n=21 | 29.2%<br>n=19 | 21.5%<br>n=14      | 1.5%<br>n=1  | ↓            |
| 41. My supervisor effectively communicates our organizational mission to me.   | Mission Conscious      | 3.54         | 3.69          | 6.2%<br>n=4           | 12.3%<br>n=8  | 26.2%<br>n=17 | 27.7%<br>n=18 | 24.6%<br>n=16      | 3.1%<br>n=2  | ↓            |
| 9. I have received meaningful recognition in the past 10 days.                 | Recognition            | 3.60         | 3.43          | 9.2%<br>n=6           | 16.9%<br>n=11 | 9.2%<br>n=6   | 33.8%<br>n=22 | 30.8%<br>n=20      | 0.0%<br>n=0  | ↑            |

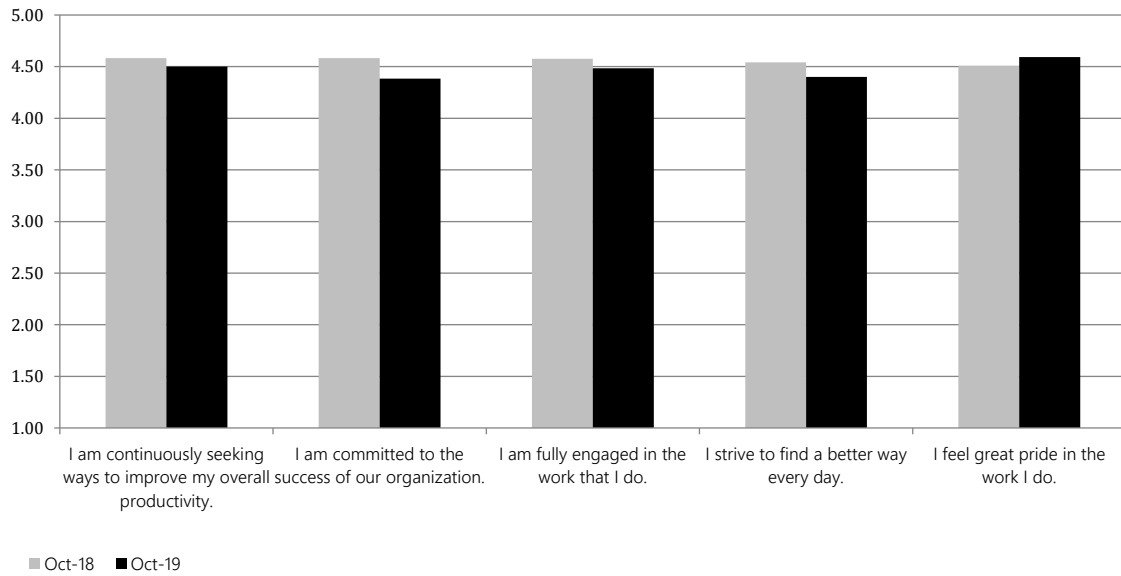




October 2019

Glen Ellyn District 41: Churchill - All Results (N=65)

|  |  | Dimension              | Oct-18 | Oct-19 | Change |
|--|--|------------------------|--------|--------|--------|
| <i>Previous Top 5 Rank Ordered Questions According to Mean</i> |  |                        |        |        |        |
| 16.  | I am continuously seeking ways to improve my overall productivity. | Innovation             | 4.58   | 4.50   | ↓      |
| 53.  | I am committed to the success of our organization.                 | Engage-Inspire         | 4.58   | 4.38   | ↓      |
| 2.   | I am fully engaged in the work that I do.                          | Engage-Inspire         | 4.58   | 4.48   | ↓      |
| 21.  | I strive to find a better way every day.                           | Continuous Improvement | 4.54   | 4.40   | ↓      |
| 4.   | I feel great pride in the work I do.                               | Pride                  | 4.51   | 4.59   | ↑      |

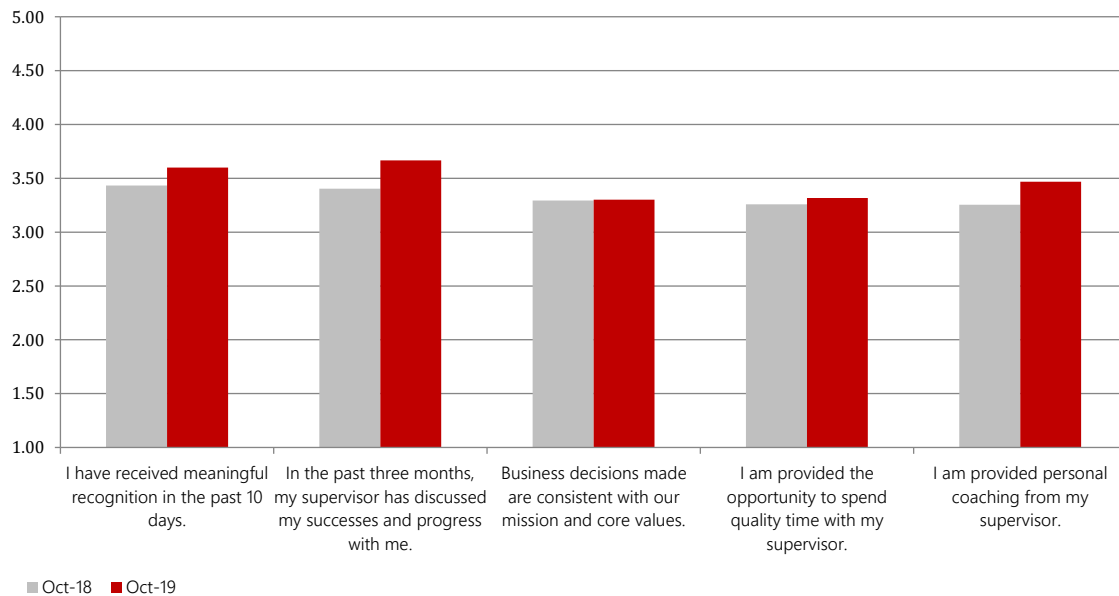




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Glen Ellyn District 41: Churchill - All Results (N=65)

|   |  |                      | <u>Oct-18</u> | <u>Oct-19</u> | <u>(±/↓)</u><br><u>Change</u> |
|---|--|----------------------|---------------|---------------|-------------------------------|
| <i>Previous Bottom 5 Rank Ordered Questions According to Mean</i> |  |                      |               |               |                               |
| 9.  | I have received meaningful recognition in the past 10 days.                              | Recognition          | 3.43          | 3.60          | ↑                             |
| 40.   | In the past three months, my supervisor has discussed my successes and progress with me. | Performance Planning | 3.40          | 3.67          | ↑                             |
| 68.   | Business decisions made are consistent with our mission and core values.                 | Mission Conscious    | 3.29          | 3.30          | ↑                             |
| 28.   | I am provided the opportunity to spend quality time with my supervisor.                  | Support-Equip        | 3.26          | 3.32          | ↑                             |
| 31.   | I am provided personal coaching from my supervisor.                                      | Relationships        | 3.25          | 3.47          | ↑                             |



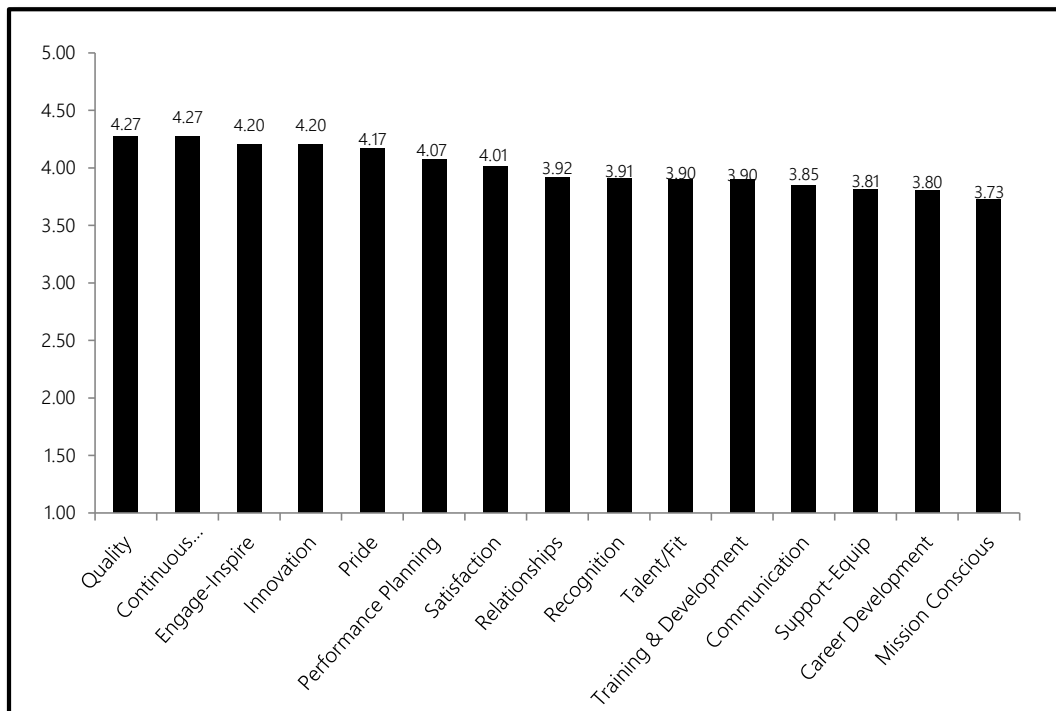




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Glen Ellyn District 41: Churchill - All Results (N=65)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Dimension Mean</u> |
|--|-----------------------|
| Quality                                | 4.27                  |
| Continuous Improvement                 | 4.27                  |
| Engage-Inspire                         | 4.20                  |
| Innovation                             | 4.20                  |
| Pride                                  | 4.17                  |
| Performance Planning                   | 4.07                  |
| Satisfaction                           | 4.01                  |
| Relationships                          | 3.92                  |
| Recognition                            | 3.91                  |
| Talent/Fit                             | 3.90                  |
| Training & Development                 | 3.90                  |
| Communication                          | 3.85                  |
| Support-Equip                          | 3.81                  |
| Career Development                     | 3.80                  |
| Mission Conscious                      | 3.73                  |





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Glen Ellyn District 41: Churchill - All Results (N=65)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Oct-18<br/>Mean</u> | <u>Oct-19<br/>Mean</u> | <u>(+/-)<br/>Change</u> |
|--|------------------------|------------------------|-------------------------|
| Quality                                | 4.32                   | 4.27                   | ↓                       |
| Continuous Improvement                 | 4.40                   | 4.27                   | ↓                       |
| Engage-Inspire                         | 4.37                   | 4.20                   | ↓                       |
| Innovation                             | 4.25                   | 4.20                   | ↓                       |
| Pride                                  | 4.19                   | 4.17                   | ↓                       |
| Performance Planning                   | 3.96                   | 4.07                   | ↑                       |
| Satisfaction                           | 4.16                   | 4.01                   | ↓                       |
| Relationships                          | 3.87                   | 3.92                   | ↑                       |
| Recognition                            | 3.90                   | 3.91                   | ↑                       |
| Talent/Fit                             | 3.90                   | 3.90                   | =                       |
| Training & Development                 | 3.86                   | 3.90                   | ↑                       |
| Communication                          | 3.84                   | 3.85                   | ↑                       |
| Support-Equip                          | 3.76                   | 3.81                   | ↑                       |
| Career Development                     | 3.84                   | 3.80                   | ↓                       |
| Mission Conscious                      | 3.81                   | 3.73                   | ↓                       |



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Glen Ellyn District 41: Churchill - All Results (N=65)

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

#### Satisfaction / Engagement 3x3

