

INSIGHTeX

for Glen Ellyn District 41:
Forest Glen - All



October 2019

Glen Ellyn District 41: Forest Glen - All Results (N=46)

	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.	4.26	4.44	2.2% n=1	0.0% n=0	4.3% n=2	56.5% n=26	37.0% n=17	0.0% n=0	↓
56. I feel our organization is a great fit for me.	4.02	4.05	0.0% n=0	6.5% n=3	13.0% n=6	52.2% n=24	28.3% n=13	0.0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	3.89	3.84	2.2% n=1	8.7% n=4	10.9% n=5	54.3% n=25	23.9% n=11	0.0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	3.73	3.87	4.3% n=2	6.5% n=3	19.6% n=9	45.7% n=21	19.6% n=9	4.3% n=2	↓
63. Our organization selects the right people for the right job.	3.50	3.35	2.2% n=1	10.9% n=5	32.6% n=15	43.5% n=20	10.9% n=5	0.0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.43	3.48	10.9% n=5	10.9% n=5	21.7% n=10	37.0% n=17	19.6% n=9	0.0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.28	3.38	8.7% n=4	19.6% n=9	13.0% n=6	30.4% n=14	15.2% n=7	13.0% n=6	↓
SUPPORT/EQUIP									
3. I am provided the core needs necessary for me to excel in my role.	3.57	3.28	2.2% n=1	26.1% n=12	10.9% n=5	34.8% n=16	26.1% n=12	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.41	3.13	8.7% n=4	26.1% n=12	4.3% n=2	37.0% n=17	23.9% n=11	0.0% n=0	↑
33. My supervisor is available for me when needs arise.	3.24	3.33	10.9% n=5	21.7% n=10	15.2% n=7	37.0% n=17	15.2% n=7	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	3.17	3.37	13.0% n=6	21.7% n=10	13.0% n=6	39.1% n=18	13.0% n=6	0.0% n=0	↓
34. My supervisor is actively responsive to my needs.	3.17	3.26	13.0% n=6	21.7% n=10	19.6% n=9	26.1% n=12	19.6% n=9	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	2.74	2.79	19.6% n=9	23.9% n=11	28.3% n=13	19.6% n=9	8.7% n=4	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									
5. I have at least one close friend at work.	4.46	4.44	2.2% n=1	4.3% n=2	2.2% n=1	28.3% n=13	63.0% n=29	0.0% n=0	↑
51. Our team has open and trusting relationships.	4.15	4.12	4.3% n=2	6.5% n=3	15.2% n=7	17.4% n=8	56.5% n=26	0.0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.13	4.28	0.0% n=0	8.7% n=4	10.9% n=5	37.0% n=17	41.3% n=19	2.2% n=1	↓
25. My supervisor cares about me as a person.	3.80	3.82	8.7% n=4	4.3% n=2	17.4% n=8	37.0% n=17	32.6% n=15	0.0% n=0	↓
54. Quality relationships are valued across our organization.	3.76	3.63	2.2% n=1	8.7% n=4	17.4% n=8	52.2% n=24	17.4% n=8	2.2% n=1	↑
61. Our organization has a genuine concern and interest about me as a person.	3.33	2.95	8.7% n=4	6.5% n=3	41.3% n=19	30.4% n=14	13.0% n=6	0.0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	3.28	3.37	13.0% n=6	8.7% n=4	30.4% n=14	32.6% n=15	15.2% n=7	0.0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	2.96	2.89	13.0% n=6	28.3% n=13	17.4% n=8	28.3% n=13	10.9% n=5	2.2% n=1	↑
31. I am provided personal coaching from my supervisor.	2.55	2.72	15.2% n=7	39.1% n=18	21.7% n=10	13.0% n=6	6.5% n=3	4.3% n=2	↓
QUALITY									
43. My teammates demonstrate a commitment to quality work and excellence.	4.48	4.47	0.0% n=0	0.0% n=0	2.2% n=1	47.8% n=22	50.0% n=23	0.0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.04	4.16	2.2% n=1	8.7% n=4	13.0% n=6	34.8% n=16	41.3% n=19	0.0% n=0	↓
57. Our organization is committed to quality work and excellence.	3.96	3.91	2.2% n=1	8.7% n=4	10.9% n=5	47.8% n=22	30.4% n=14	0.0% n=0	↑
COMMUNICATION									
44. Our team effectively communicates with each other.	4.07	4.11	2.2% n=1	10.9% n=5	8.7% n=4	34.8% n=16	43.5% n=20	0.0% n=0	↓
36. I have the opportunity to communicate with my supervisor.	3.72	3.42	2.2% n=1	17.4% n=8	13.0% n=6	41.3% n=19	26.1% n=12	0.0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	3.48	3.46	6.5% n=3	13.0% n=6	19.6% n=9	47.8% n=22	13.0% n=6	0.0% n=0	↑
27. My supervisor and I have effective two-way communication.	3.26	3.30	15.2% n=7	17.4% n=8	15.2% n=7	30.4% n=14	21.7% n=10	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	2.98	3.04	13.0% n=6	28.3% n=13	17.4% n=8	30.4% n=14	10.9% n=5	0.0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	2.93	3.26	21.7% n=10	21.7% n=10	10.9% n=5	32.6% n=15	13.0% n=6	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									
18. I have provided meaningful recognition to others in the past 10 days.	4.46	4.39	0.0% n=0	0.0% n=0	4.3% n=2	45.7% n=21	50.0% n=23	0.0% n=0	↑
48. Our team recognizes each other's efforts and impact.	4.15	4.26	2.2% n=1	8.7% n=4	10.9% n=5	28.3% n=13	50.0% n=23	0.0% n=0	↓
66. Excellence is recognized in our organization.	3.50	3.53	4.3% n=2	13.0% n=6	21.7% n=10	50.0% n=23	10.9% n=5	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.11	2.98	19.6% n=9	23.9% n=11	4.3% n=2	26.1% n=12	23.9% n=11	2.2% n=1	↑
29. My supervisor recognizes me for a job well done.	3.11	3.11	13.0% n=6	23.9% n=11	17.4% n=8	26.1% n=12	17.4% n=8	2.2% n=1	=
PERFORMANCE PLANNING									
17. I have set the right goals for myself to excel in my role/position.	4.30	4.32	0.0% n=0	0.0% n=0	6.5% n=3	56.5% n=26	37.0% n=17	0.0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.02	4.02	0.0% n=0	10.9% n=5	17.4% n=8	30.4% n=14	41.3% n=19	0.0% n=0	=
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.46	3.80	8.7% n=4	13.0% n=6	17.4% n=8	45.7% n=21	15.2% n=7	0.0% n=0	↓
37. My supervisor motivates me to achieve my goals.	3.20	3.21	10.9% n=5	19.6% n=9	21.7% n=10	30.4% n=14	15.2% n=7	2.2% n=1	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.02	2.96	19.6% n=9	17.4% n=8	15.2% n=7	32.6% n=15	13.0% n=6	2.2% n=1	↑
TRAINING & DEVELOPMENT									
6. I am provided opportunities to further my growth and development.	3.72	3.67	4.3% n=2	8.7% n=4	15.2% n=7	54.3% n=25	17.4% n=8	0.0% n=0	↑
35. My supervisor supports my personal and professional development.	3.69	3.47	6.5% n=3	6.5% n=3	26.1% n=12	30.4% n=14	28.3% n=13	2.2% n=1	↑
15. I am properly trained to achieve excellence in my work.	3.52	3.39	6.5% n=3	19.6% n=9	15.2% n=7	32.6% n=15	26.1% n=12	0.0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	3.46	3.38	6.5% n=3	8.7% n=4	34.8% n=16	32.6% n=15	17.4% n=8	0.0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	3.04	2.88	8.7% n=4	28.3% n=13	23.9% n=11	28.3% n=13	10.9% n=5	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
CAREER DEVELOPMENT									
70. I would like to work at our organization long term.	3.70	3.60	0.0% n=0	2.2% n=1	19.6% n=9	41.3% n=19	37.0% n=17	0.0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.71	3.58	6.5% n=3	2.2% n=1	26.1% n=12	41.3% n=19	21.7% n=10	2.2% n=1	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.61	3.76	4.3% n=2	15.2% n=7	21.7% n=10	32.6% n=15	26.1% n=12	0.0% n=0	↓
58. Our organization provides the experience and development for me to further my career here.	3.56	3.35	4.3% n=2	8.7% n=4	26.1% n=12	45.7% n=21	13.0% n=6	2.2% n=1	↑
60. I have the opportunity to express my career interests at our organization.	3.48	3.24	8.7% n=4	6.5% n=3	30.4% n=14	30.4% n=14	19.6% n=9	4.3% n=2	↑
ENGAGE-INSPIRE									
53. I am committed to the success of our organization.	4.19	4.23	0.0% n=0	2.2% n=1	4.3% n=2	32.6% n=15	60.9% n=28	0.0% n=0	↑
2. I am fully engaged in the work that I do.	4.47	4.68	2.2% n=1	0.0% n=0	2.2% n=1	39.1% n=18	54.3% n=25	2.2% n=1	↓
8. I am driven to contribute to the success of our organization.	4.30	4.39	2.2% n=1	2.2% n=1	13.0% n=6	28.3% n=13	54.3% n=25	0.0% n=0	↓
12. I am highly committed to and energized by my work.	4.20	4.32	2.2% n=1	6.5% n=3	8.7% n=4	34.8% n=16	47.8% n=22	0.0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.47	3.36	8.7% n=4	6.5% n=3	26.1% n=12	43.5% n=20	13.0% n=6	2.2% n=1	↑
SATISFACTION									
46. I am satisfied being a part of our team.	3.88	4.06	2.2% n=1	2.2% n=1	13.0% n=6	37.0% n=17	45.7% n=21	0.0% n=0	↓
13. I am satisfied with my role/work.	3.80	4.11	2.2% n=1	10.9% n=5	15.2% n=7	47.8% n=22	23.9% n=11	0.0% n=0	↓
20. I look forward to coming to work every day.	3.76	4.02	4.3% n=2	8.7% n=4	17.4% n=8	45.7% n=21	23.9% n=11	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	3.74	3.80	4.3% n=2	6.5% n=3	15.2% n=7	58.7% n=27	15.2% n=7	0.0% n=0	↓
MISSION CONSCIOUS									
22. I am aware and knowledgeable about our organization's mission.	3.35	3.47	2.2% n=1	2.2% n=1	17.4% n=8	37.0% n=17	41.3% n=19	0.0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.24	3.48	8.7% n=4	17.4% n=8	23.9% n=11	37.0% n=17	10.9% n=5	2.2% n=1	↓
41. My supervisor effectively communicates our organizational mission to me.	3.09	3.39	17.4% n=8	8.7% n=4	30.4% n=14	30.4% n=14	10.9% n=5	2.2% n=1	↓
68. Business decisions made are consistent with our mission and core values.	2.88	2.87	15.2% n=7	17.4% n=8	30.4% n=14	19.6% n=9	8.7% n=4	8.7% n=4	↑



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PRIDE									
4. I feel great pride in the work I do.	4.43	4.61	2.2% n=1	4.3% n=2	0.0% n=0	34.8% n=16	58.7% n=27	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.39	4.33	0.0% n=0	2.2% n=1	10.9% n=5	32.6% n=15	54.3% n=25	0.0% n=0	↑
64. I speak of our organization with pride.	3.70	3.79	4.3% n=2	4.3% n=2	26.1% n=12	47.8% n=22	17.4% n=8	0.0% n=0	↓
14. I feel great pride in being a part of our organization.	3.65	3.88	4.3% n=2	10.9% n=5	19.6% n=9	45.7% n=21	19.6% n=9	0.0% n=0	↓
CONTINUOUS IMPROVEMENT									
21. I strive to find a better way every day.	4.57	4.40	0.0% n=0	0.0% n=0	4.3% n=2	34.8% n=16	60.9% n=28	0.0% n=0	↑
52. Our team strives to pursue excellence.	4.57	4.37	0.0% n=0	0.0% n=0	10.9% n=5	21.7% n=10	67.4% n=31	0.0% n=0	↑
55. I am part of an organization that continues to pursue excellence every day.	3.83	3.86	2.2% n=1	6.5% n=3	17.4% n=8	54.3% n=25	19.6% n=9	0.0% n=0	↓
INNOVATION									
16. I am continuously seeking ways to improve my overall productivity.	4.54	4.56	0.0% n=0	0.0% n=0	6.5% n=3	32.6% n=15	60.9% n=28	0.0% n=0	↓
42. Our team encourages innovation.	4.09	4.18	0.0% n=0	8.7% n=4	6.5% n=3	52.2% n=24	32.6% n=15	0.0% n=0	↓
69. Our organization encourages innovation.	3.89	3.75	2.2% n=1	8.7% n=4	13.0% n=6	47.8% n=22	26.1% n=12	2.2% n=1	↑



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
21.	I strive to find a better way every day.	4.57	Continuous Improvement 4.32
52.	Our team strives to pursue excellence.	4.57	Continuous Improvement 4.32
16.	I am continuously seeking ways to improve my overall productivity.	4.54	Innovation 4.18
53.	I am committed to the success of our organization.	4.52	Engage-Inspire 4.19
43.	My teammates demonstrate a commitment to quality work and excellence.	4.48	Quality 4.16
2.	I am fully engaged in the work that I do.	4.47	Engage-Inspire 4.19
5.	I have at least one close friend at work.	4.46	Relationships 3.61
18.	I have provided meaningful recognition to others in the past 10 days.	4.46	Recognition 3.67
4.	I feel great pride in the work I do.	4.43	Pride 4.04
45.	I feel great pride in the team of which I am a part.	4.39	Pride 4.04
8.	I am driven to contribute to the success of our organization.	4.30	Engage-Inspire 4.19
17.	I have set the right goals for myself to excel in my role/position.	4.30	Performance Planning 3.61
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.26	Talent/Fit 3.74



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
46.	I am satisfied being a part of our team.	4.22	Satisfaction 3.88
12.	I am highly committed to and energized by my work.	4.20	Engage-Inspire 4.19
48.	Our team recognizes each other's efforts and impact.	4.15	Recognition 3.67
51.	Our team has open and trusting relationships.	4.15	Relationships 3.61
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.13	Relationships 3.61
22.	I am aware and knowledgeable about our organization's mission.	4.13	Mission Conscious 3.35
70.	I would like to work at our organization long term.	4.13	Career Development 3.70
42.	Our team encourages innovation.	4.09	Innovation 4.18
44.	Our team effectively communicates with each other.	4.07	Communication 3.41
47.	I am on a team that encourages each member to surpass expectations.	4.04	Quality 4.16
49.	Our team effectively sets goals to further enhance our performance.	4.02	Performance Planning 3.61
56.	I feel our organization is a great fit for me.	4.02	Talent/Fit 3.74
57.	Our organization is committed to quality work and excellence.	3.96	Quality 4.16



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11.	I am in a role that allows me to maximize my talents and strengths.	3.89	Talent/Fit 3.74
69.	Our organization encourages innovation.	3.89	Innovation 4.18
55.	I am part of an organization that continues to pursue excellence every day.	3.83	Continuous Improvement 4.32
13.	I am satisfied with my role/work.	3.80	Satisfaction 3.88
25.	My supervisor cares about me as a person.	3.80	Relationships 3.61
20.	I look forward to coming to work every day.	3.76	Satisfaction 3.88
54.	Quality relationships are valued across our organization.	3.76	Relationships 3.61
73.	Overall, I am very satisfied with our organization as a place to work.	3.74	Satisfaction 3.88
72.	Our organization selects highly talented individuals when hiring.	3.73	Talent/Fit 3.74
6.	I am provided opportunities to further my growth and development.	3.72	Training & Development 3.48
36.	I have the opportunity to communicate with my supervisor.	3.72	Communication 3.41
59.	I value the career opportunities that I have at our organization.	3.71	Career Development 3.70
64.	I speak of our organization with pride.	3.70	Pride 4.04



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35.	My supervisor supports my personal and professional development.	3.69	Training & Development 3.48
14.	I feel great pride in being a part of our organization.	3.65	Pride 4.04
71.	I am aware of the career opportunities that are available for me at our organization.	3.61	Career Development 3.70
3.	I am provided the core needs necessary for me to excel in my role.	3.57	Support-Equip 3.22
58.	Our organization provides the experience and development for me to further my career here.	3.56	Career Development 3.70
15.	I am properly trained to achieve excellence in my work.	3.52	Training & Development 3.48
63.	Our organization selects the right people for the right job.	3.50	Talent/Fit 3.74
66.	Excellence is recognized in our organization.	3.50	Recognition 3.67
26.	My supervisor gives me constructive feedback about my work performance.	3.48	Communication 3.41
60.	I have the opportunity to express my career interests at our organization.	3.48	Career Development 3.70
62.	I would recommend our organization to a friend as a great place to work.	3.47	Engage-Inspire 4.19
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.46	Performance Planning 3.61
30.	My supervisor encourages opportunities for my growth and development.	3.46	Training & Development 3.48



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.43	Talent/Fit 3.74
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.41	Support-Equip 3.22
61.	Our organization has a genuine concern and interest about me as a person.	3.33	Relationships 3.61
32.	I have an open and trusting relationship with my supervisor.	3.28	Relationships 3.61
7.	I have encouraged someone to apply at our organization.	3.28	Talent/Fit 3.74
27.	My supervisor and I have effective two-way communication.	3.26	Communication 3.41
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	3.24	Mission Conscious 3.35
33.	My supervisor is available for me when needs arise.	3.24	Support-Equip 3.22
37.	My supervisor motivates me to achieve my goals.	3.20	Performance Planning 3.61
23.	I have a supportive coaching relationship with my supervisor.	3.17	Support-Equip 3.22
34.	My supervisor is actively responsive to my needs.	3.17	Support-Equip 3.22
9.	I have received meaningful recognition in the past 10 days.	3.11	Recognition 3.67
29.	My supervisor recognizes me for a job well done.	3.11	Recognition 3.67

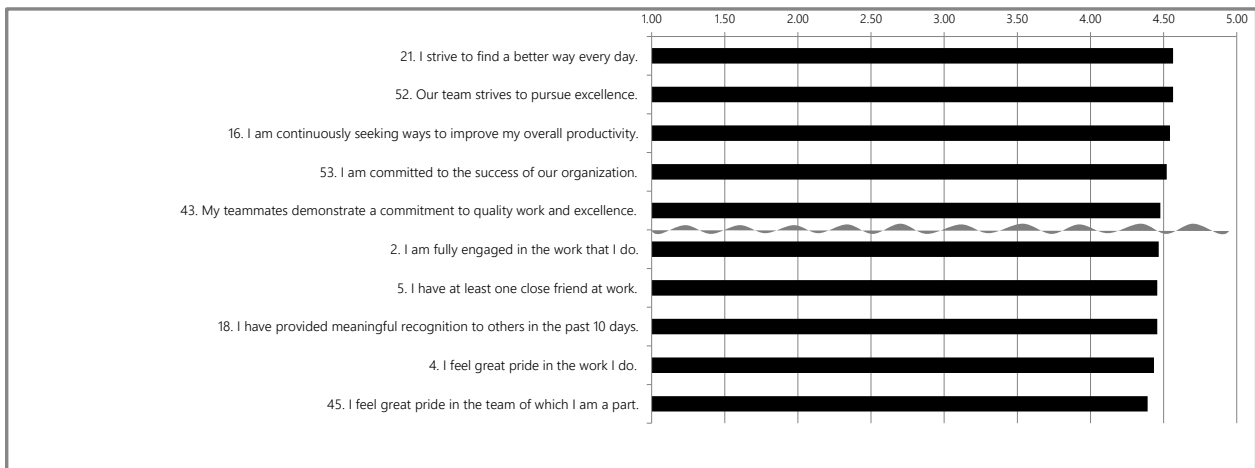


October 2019

Glen Ellyn District 41: Forest Glen - All Results (N=46)

	<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.	3.09	Mission Conscious 3.35
67.	Our organization provides the "right" training for me to excel in my role.	3.04	Training & Development 3.48
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.02	Performance Planning 3.61
65.	I feel "in on things" that are happening at our organization.	2.98	Communication 3.41
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	2.96	Relationships 3.61
24.	My supervisor effectively communicates his/her expectations.	2.93	Communication 3.41
68.	Business decisions made are consistent with our mission and core values.	2.88	Mission Conscious 3.35
28.	I am provided the opportunity to spend quality time with my supervisor.	2.74	Support-Equip 3.22
31.	I am provided personal coaching from my supervisor.	2.55	Relationships 3.61

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
21. I strive to find a better way every day.	Continuous Improvement	4.57	4.40	0.0% n=0	0.0% n=0	4.3% n=2	34.8% n=16	60.9% n=28	0.0% n=0		↑
52. Our team strives to pursue excellence.	Continuous Improvement	4.57	4.37	0.0% n=0	0.0% n=0	10.9% n=5	21.7% n=10	67.4% n=31	0.0% n=0		↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.54	4.56	0.0% n=0	0.0% n=0	6.5% n=3	32.6% n=15	60.9% n=28	0.0% n=0		↓
53. I am committed to the success of our organization.	Engage-Inspire	4.52	4.39	0.0% n=0	2.2% n=1	4.3% n=2	32.6% n=15	60.9% n=28	0.0% n=0		↑
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.48	4.47	0.0% n=0	0.0% n=0	2.2% n=1	47.8% n=22	50.0% n=23	0.0% n=0		↑
2. I am fully engaged in the work that I do.	Engage-Inspire	4.47	4.68	2.2% n=1	0.0% n=0	2.2% n=1	39.1% n=18	54.3% n=25	2.2% n=1		↓
5. I have at least one close friend at work.	Relationships	4.46	4.44	2.2% n=1	4.3% n=2	2.2% n=1	28.3% n=13	63.0% n=29	0.0% n=0		↑
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.46	4.39	0.0% n=0	0.0% n=0	4.3% n=2	45.7% n=21	50.0% n=23	0.0% n=0		↑
4. I feel great pride in the work I do.	Pride	4.43	4.61	2.2% n=1	4.3% n=2	0.0% n=0	34.8% n=16	58.7% n=27	0.0% n=0		↓
45. I feel great pride in the team of which I am a part.	Pride	4.39	4.33	0.0% n=0	2.2% n=1	10.9% n=5	32.6% n=15	54.3% n=25	0.0% n=0		↑

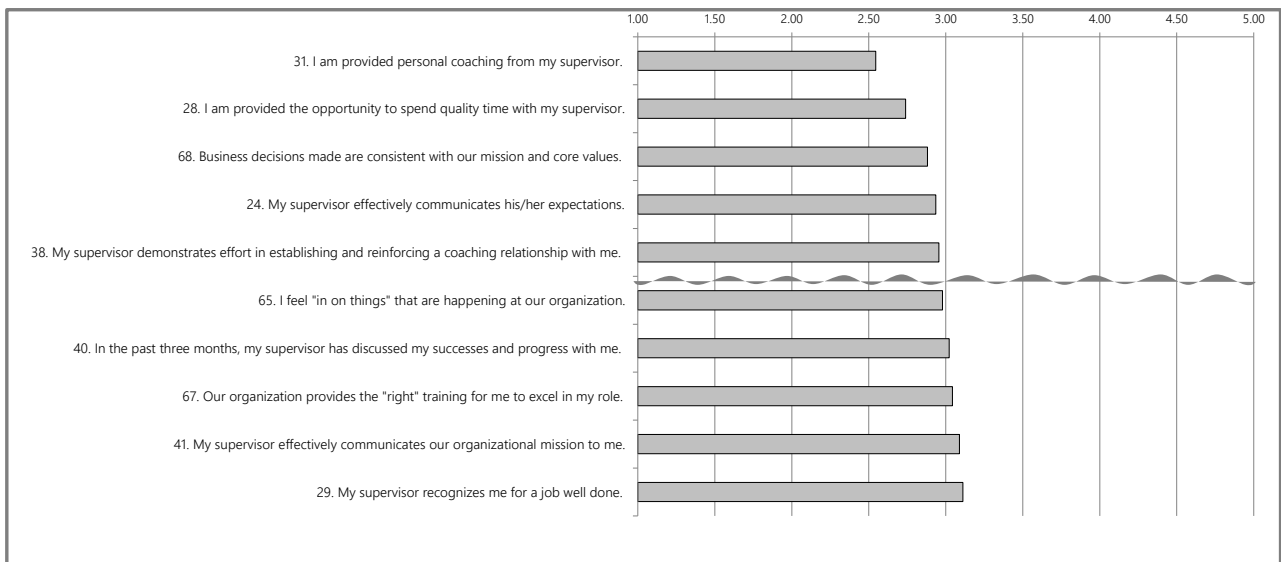




October 2019

Glen Ellyn District 41: Forest Glen - All Results (N=46)

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	2.55	2.72	15.2% n=7	39.1% n=18	21.7% n=10	13.0% n=6	6.5% n=3	4.3% n=2		↓
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	2.74	2.79	19.6% n=9	23.9% n=11	28.3% n=13	19.6% n=9	8.7% n=4	0.0% n=0		↓
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	2.88	2.87	15.2% n=7	17.4% n=8	30.4% n=14	19.6% n=9	8.7% n=4	8.7% n=4		↑
24. My supervisor effectively communicates his/her expectations.	Communication	2.93	3.26	21.7% n=10	21.7% n=10	10.9% n=5	32.6% n=15	13.0% n=6	0.0% n=0		↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	2.96	2.89	13.0% n=6	28.3% n=13	17.4% n=8	28.3% n=13	10.9% n=5	2.2% n=1		↑
65. I feel "in on things" that are happening at our organization.	Communication	2.98	3.04	13.0% n=6	28.3% n=13	17.4% n=8	30.4% n=14	10.9% n=5	0.0% n=0		↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.02	2.96	19.6% n=9	17.4% n=8	15.2% n=7	32.6% n=15	13.0% n=6	2.2% n=1		↑
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.04	2.88	8.7% n=4	28.3% n=13	23.9% n=11	28.3% n=13	10.9% n=5	0.0% n=0		↑
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.09	3.39	17.4% n=8	8.7% n=4	30.4% n=14	30.4% n=14	10.9% n=5	2.2% n=1		↓
29. My supervisor recognizes me for a job well done.	Recognition	3.11	3.11	13.0% n=6	23.9% n=11	17.4% n=8	26.1% n=12	17.4% n=8	2.2% n=1		↑

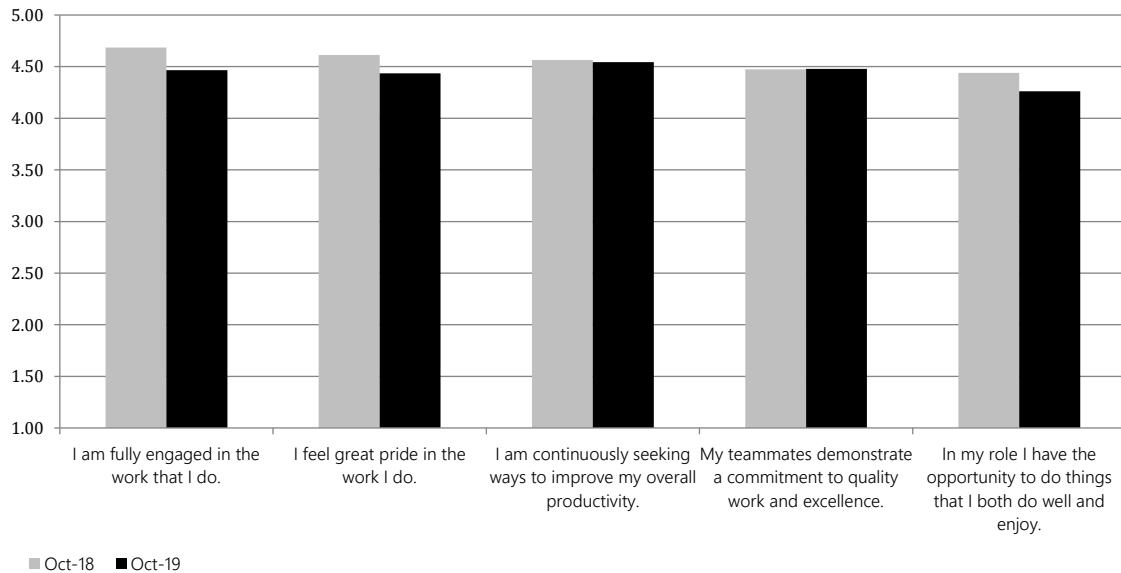




October 2019

Glen Ellyn District 41: Forest Glen - All Results (N=46)

		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	4.68	4.47	↓
4.	I feel great pride in the work I do.	Pride	4.61	4.43	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.56	4.54	↓
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.47	4.48	↑
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.44	4.26	↓

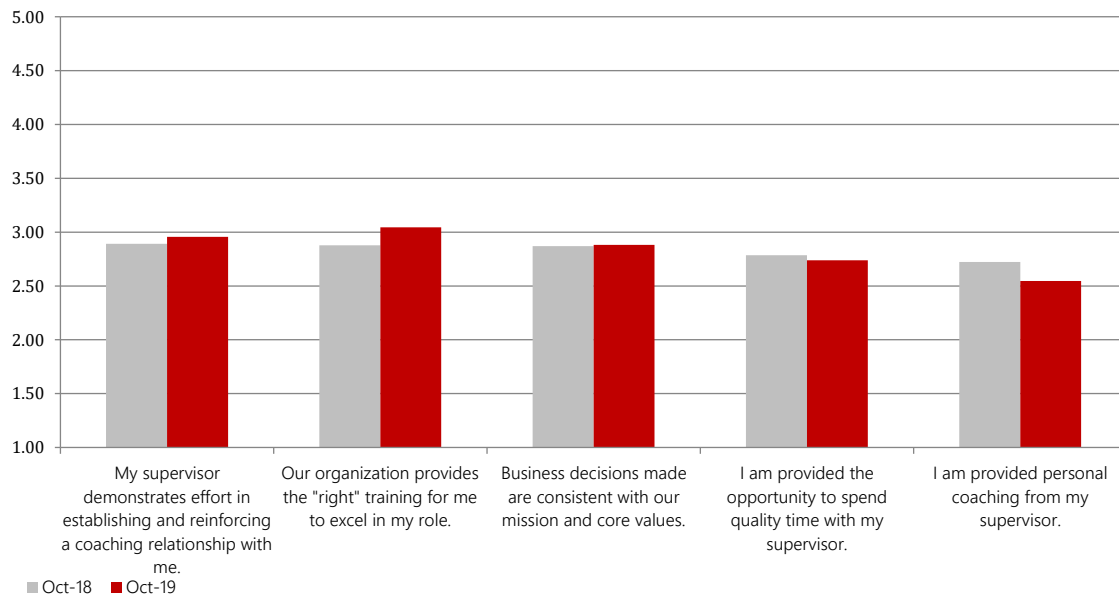




October 2019

Glen Ellyn District 41: Forest Glen - All Results (N=46)

		Dimension	Oct-18	Oct-19	(+/-) Change
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	2.89	2.96	↑
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	2.88	3.04	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	2.87	2.88	↑
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	2.79	2.74	↓
31.	I am provided personal coaching from my supervisor.	Relationships	2.72	2.55	↓

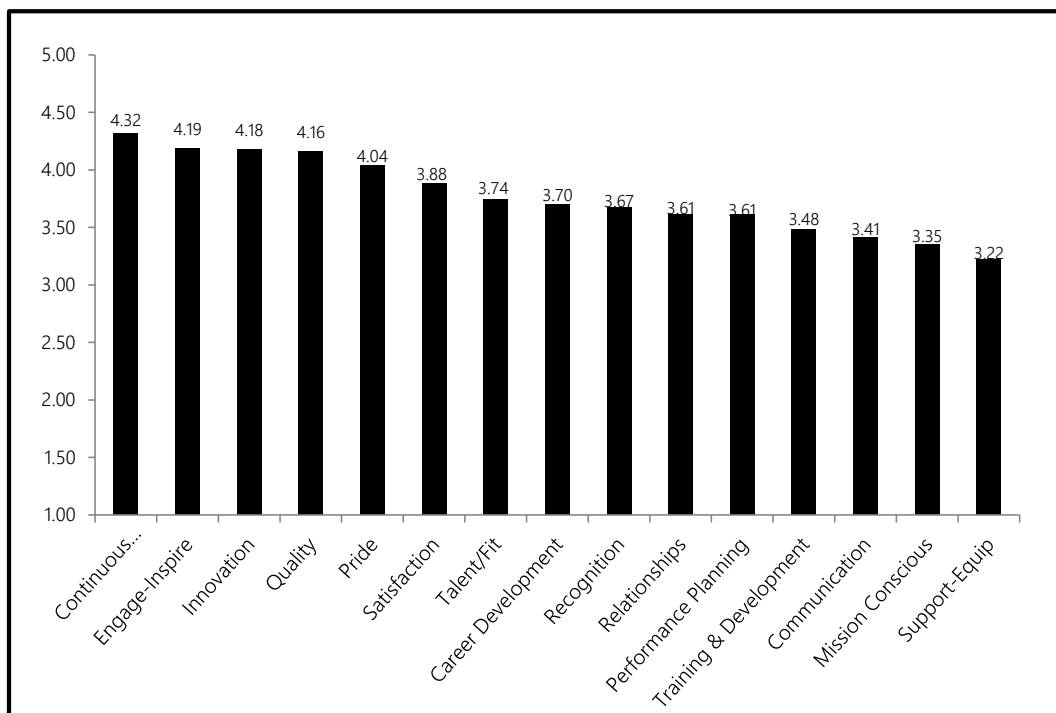




October 2019

Glen Ellyn District 41: Forest Glen - All Results (N=46)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.32
Engage-Inspire	4.19
Innovation	4.18
Quality	4.16
Pride	4.04
Satisfaction	3.88
Talent/Fit	3.74
Career Development	3.70
Recognition	3.67
Relationships	3.61
Performance Planning	3.61
Training & Development	3.48
Communication	3.41
Mission Conscious	3.35
Support-Equip	3.22





October 2019

Glen Ellyn District 41: Forest Glen - All Results (N=46)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.21	4.32	↑
Engage-Inspire	4.23	4.19	↓
Innovation	4.16	4.18	↑
Quality	4.18	4.16	↓
Pride	4.15	4.04	↓
Satisfaction	4.06	3.88	↓
Talent/Fit	3.78	3.74	↓
Career Development	3.60	3.70	↑
Recognition	3.65	3.67	↑
Relationships	3.59	3.61	↑
Performance Planning	3.67	3.61	↓
Training & Development	3.36	3.48	↑
Communication	3.43	3.41	↓
Mission Conscious	3.47	3.35	↓
Support-Equip	3.19	3.22	↑



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Glen Ellyn District 41: Forest Glen - All Results (N=46)

Humanex Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

