

# INSIGHTeX

for Glen Ellyn District 41:  
Lincoln - All



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

	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.	4.33	4.32	0.0%	0.0%	2.2%	26.7%	68.9%	2.2%	=
			n=0	n=0	n=1	n=12	n=31	n=1	
56. I feel our organization is a great fit for me.	4.51	4.39	0.0%	0.0%	11.1%	26.7%	62.2%	0.0%	↑
			n=0	n=0	n=5	n=12	n=28	n=0	
11. I am in a role that allows me to maximize my talents and strengths.	4.41	4.55	0.0%	2.2%	6.7%	37.8%	51.1%	2.2%	↓
			n=0	n=1	n=3	n=17	n=23	n=1	
72. Our organization selects highly talented individuals when hiring.	4.29	4.34	0.0%	2.2%	13.3%	37.8%	46.7%	0.0%	↓
			n=0	n=1	n=6	n=17	n=21	n=0	
63. Our organization selects the right people for the right job.	4.22	4.07	0.0%	2.2%	17.8%	35.6%	44.4%	0.0%	↑
			n=0	n=1	n=8	n=16	n=20	n=0	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.19	4.34	2.2%	4.4%	8.9%	35.6%	42.2%	6.7%	↓
			n=1	n=2	n=4	n=16	n=19	n=3	
7. I have encouraged someone to apply at our organization.	3.89	3.84	2.2%	2.2%	22.2%	28.9%	24.4%	20.0%	↑
			n=1	n=1	n=10	n=13	n=11	n=9	
<b>SUPPORT/EQUIP</b>									
33. My supervisor is available for me when needs arise.	4.64	4.40	0.0%	0.0%	0.0%	35.6%	64.4%	0.0%	↑
			n=0	n=0	n=0	n=16	n=29	n=0	
34. My supervisor is actively responsive to my needs.	4.49	4.35	2.2%	0.0%	8.9%	24.4%	64.4%	0.0%	↑
			n=1	n=0	n=4	n=11	n=29	n=0	
23. I have a supportive coaching relationship with my supervisor.	4.30	4.36	0.0%	6.7%	0.0%	48.9%	42.2%	2.2%	↓
			n=0	n=3	n=0	n=22	n=19	n=1	
28. I am provided the opportunity to spend quality time with my supervisor.	4.25	3.81	0.0%	4.4%	13.3%	33.3%	46.7%	2.2%	↑
			n=0	n=2	n=6	n=15	n=21	n=1	
3. I am provided the core needs necessary for me to excel in my role.	3.93	4.11	2.2%	8.9%	8.9%	48.9%	26.7%	4.4%	↓
			n=1	n=4	n=4	n=22	n=12	n=2	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.79	4.25	2.2%	13.3%	11.1%	44.4%	24.4%	4.4%	↓
			n=1	n=6	n=5	n=20	n=11	n=2	



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

	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.	4.66	4.61	0.0% n=0	2.2% n=1	4.4% n=2	17.8% n=8	73.3% n=33	2.2% n=1	↑
25. My supervisor cares about me as a person.	4.63	4.45	0.0% n=0	0.0% n=0	6.7% n=3	22.2% n=10	66.7% n=30	4.4% n=2	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.51	4.41	2.2% n=1	4.4% n=2	6.7% n=3	11.1% n=5	71.1% n=32	4.4% n=2	↑
51. Our team has open and trusting relationships.	4.49	4.23	2.2% n=1	2.2% n=1	6.7% n=3	22.2% n=10	66.7% n=30	0.0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	4.32	4.27	0.0% n=0	4.4% n=2	11.1% n=5	31.1% n=14	51.1% n=23	2.2% n=1	↑
54. Quality relationships are valued across our organization.	4.29	4.16	0.0% n=0	4.4% n=2	6.7% n=3	44.4% n=20	44.4% n=20	0.0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.23	4.07	0.0% n=0	4.4% n=2	11.1% n=5	40.0% n=18	42.2% n=19	2.2% n=1	↑
61. Our organization has a genuine concern and interest about me as a person.	4.04	3.89	0.0% n=0	6.7% n=3	17.8% n=8	40.0% n=18	35.6% n=16	0.0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.93	3.76	0.0% n=0	11.1% n=5	15.6% n=7	35.6% n=16	31.1% n=14	6.7% n=3	↑
<b>QUALITY</b>									
57. Our organization is committed to quality work and excellence.	4.80	4.50	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=9	80.0% n=36	0.0% n=0	↑
43. My teammates demonstrate a commitment to quality work and excellence.	4.67	4.73	0.0% n=0	2.2% n=1	4.4% n=2	17.8% n=8	75.6% n=34	0.0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.60	4.39	0.0% n=0	2.2% n=1	2.2% n=1	28.9% n=13	66.7% n=30	0.0% n=0	↑
<b>COMMUNICATION</b>									
36. I have the opportunity to communicate with my supervisor.	4.62	4.41	0.0% n=0	2.2% n=1	0.0% n=0	31.1% n=14	66.7% n=30	0.0% n=0	↑
27. My supervisor and I have effective two-way communication.	4.51	4.30	0.0% n=0	6.7% n=3	0.0% n=0	28.9% n=13	64.4% n=29	0.0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	4.44	4.18	0.0% n=0	4.4% n=2	2.2% n=1	37.8% n=17	55.6% n=25	0.0% n=0	↑
44. Our team effectively communicates with each other.	4.33	4.43	2.2% n=1	6.7% n=3	4.4% n=2	28.9% n=13	57.8% n=26	0.0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	4.14	4.10	2.2% n=1	6.7% n=3	6.7% n=3	37.8% n=17	40.0% n=18	6.7% n=3	↑
65. I feel "in on things" that are happening at our organization.	3.93	3.89	0.0% n=0	8.9% n=4	22.2% n=10	35.6% n=16	33.3% n=15	0.0% n=0	↑



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>RECOGNITION</b>									
48. Our team recognizes each other's efforts and impact.	4.58	4.39	0.0% n=0	4.4% n=2	4.4% n=2	20.0% n=9	71.1% n=32	0.0% n=0	↑
29. My supervisor recognizes me for a job well done.	4.44	4.14	0.0% n=0	0.0% n=0	6.7% n=3	40.0% n=18	48.9% n=22	4.4% n=2	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.43	4.12	0.0% n=0	2.2% n=1	8.9% n=4	31.1% n=14	55.6% n=25	2.2% n=1	↑
66. Excellence is recognized in our organization.	4.40	4.25	0.0% n=0	2.2% n=1	13.3% n=6	26.7% n=12	57.8% n=26	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	4.00	3.67	2.2% n=1	17.8% n=8	6.7% n=3	22.2% n=10	48.9% n=22	2.2% n=1	↑
<b>PERFORMANCE PLANNING</b>									
17. I have set the right goals for myself to excel in my role/position.	4.58	4.49	0.0% n=0	0.0% n=0	6.7% n=3	26.7% n=12	62.2% n=28	4.4% n=2	↑
49. Our team effectively sets goals to further enhance our performance.	4.50	4.39	0.0% n=0	0.0% n=0	11.1% n=5	26.7% n=12	60.0% n=27	2.2% n=1	↑
37. My supervisor motivates me to achieve my goals.	4.36	4.29	0.0% n=0	2.2% n=1	8.9% n=4	37.8% n=17	48.9% n=22	2.2% n=1	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.28	4.48	0.0% n=0	8.9% n=4	6.7% n=3	28.9% n=13	51.1% n=23	4.4% n=2	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.07	4.00	0.0% n=0	11.1% n=5	13.3% n=6	24.4% n=11	42.2% n=19	8.9% n=4	↑
<b>TRAINING &amp; DEVELOPMENT</b>									
35. My supervisor supports my personal and professional development.	4.52	4.43	0.0% n=0	2.2% n=1	4.4% n=2	31.1% n=14	60.0% n=27	2.2% n=1	↑
15. I am properly trained to achieve excellence in my work.	4.39	4.39	0.0% n=0	0.0% n=0	6.7% n=3	46.7% n=21	44.4% n=20	2.2% n=1	=
30. My supervisor encourages opportunities for my growth and development.	4.21	4.30	0.0% n=0	4.4% n=2	11.1% n=5	40.0% n=18	40.0% n=18	4.4% n=2	↓
6. I am provided opportunities to further my growth and development.	4.19	4.41	0.0% n=0	6.7% n=3	8.9% n=4	40.0% n=18	40.0% n=18	4.4% n=2	↓
67. Our organization provides the "right" training for me to excel in my role.	3.89	4.02	0.0% n=0	13.3% n=6	13.3% n=6	44.4% n=20	28.9% n=13	0.0% n=0	↓



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>CAREER DEVELOPMENT</b>									
70. I would like to work at our organization long term.	4.53	4.30	0.0% n=0	2.2% n=1	4.4% n=2	31.1% n=14	62.2% n=28	0.0% n=0	↑
59. I value the career opportunities that I have at our organization.	4.36	4.26	0.0% n=0	2.2% n=1	11.1% n=5	33.3% n=15	51.1% n=23	2.2% n=1	↑
58. Our organization provides the experience and development for me to further my career here.	4.25	4.23	0.0% n=0	4.4% n=2	11.1% n=5	37.8% n=17	44.4% n=20	2.2% n=1	↑
71. I am aware of the career opportunities that are available for me at our organization.	4.23	4.05	2.2% n=1	4.4% n=2	6.7% n=3	40.0% n=18	44.4% n=20	2.2% n=1	↑
60. I have the opportunity to express my career interests at our organization.	4.02	4.14	0.0% n=0	6.7% n=3	22.2% n=10	31.1% n=14	37.8% n=17	2.2% n=1	↓
<b>ENGAGE-INSPIRE</b>									
2. I am fully engaged in the work that I do.	4.86	4.68	0.0% n=0	0.0% n=0	0.0% n=0	13.3% n=6	84.4% n=38	2.2% n=1	↑
53. I am committed to the success of our organization.	4.82	4.73	0.0% n=0	0.0% n=0	0.0% n=0	17.8% n=8	82.2% n=37	0.0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.73	4.75	0.0% n=0	0.0% n=0	2.2% n=1	22.2% n=10	73.3% n=33	2.2% n=1	↓
12. I am highly committed to and energized by my work.	4.66	4.60	0.0% n=0	0.0% n=0	4.4% n=2	24.4% n=11	68.9% n=31	2.2% n=1	↑
62. I would recommend our organization to a friend as a great place to work.	4.20	3.95	2.2% n=1	0.0% n=0	15.6% n=7	40.0% n=18	42.2% n=19	0.0% n=0	↑
<b>SATISFACTION</b>									
46. I am satisfied being a part of our team.	4.47	4.59	0.0% n=0	8.9% n=4	6.7% n=3	13.3% n=6	71.1% n=32	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.47	4.25	0.0% n=0	0.0% n=0	6.7% n=3	40.0% n=18	53.3% n=24	0.0% n=0	↑
13. I am satisfied with my role/work.	4.39	4.45	0.0% n=0	4.4% n=2	4.4% n=2	37.8% n=17	51.1% n=23	2.2% n=1	↓
20. I look forward to coming to work every day.	4.26	4.23	0.0% n=0	0.0% n=0	11.1% n=5	48.9% n=22	35.6% n=16	4.4% n=2	↑
<b>MISSION CONSCIOUS</b>									
22. I am aware and knowledgeable about our organization's mission.	4.51	4.60	0.0% n=0	2.2% n=1	0.0% n=0	40.0% n=18	53.3% n=24	4.4% n=2	↓
41. My supervisor effectively communicates our organizational mission to me.	4.33	4.05	0.0% n=0	4.4% n=2	6.7% n=3	40.0% n=18	48.9% n=22	0.0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.20	4.14	0.0% n=0	2.2% n=1	8.9% n=4	55.6% n=25	33.3% n=15	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.82	3.61	2.2% n=1	11.1% n=5	22.2% n=10	31.1% n=14	33.3% n=15	0.0% n=0	↑



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>PRIDE</b>									
4. I feel great pride in the work I do.	4.77	4.80	0.0% n=0	0.0% n=0	2.2% n=1	17.8% n=8	77.8% n=35	2.2% n=1	↓
45. I feel great pride in the team of which I am a part.	4.67	4.57	0.0% n=0	2.2% n=1	2.2% n=1	22.2% n=10	73.3% n=33	0.0% n=0	↑
64. I speak of our organization with pride.	4.49	4.25	0.0% n=0	2.2% n=1	8.9% n=4	26.7% n=12	62.2% n=28	0.0% n=0	↑
14. I feel great pride in being a part of our organization.	4.48	4.32	0.0% n=0	2.2% n=1	8.9% n=4	26.7% n=12	60.0% n=27	2.2% n=1	↑
<b>CONTINUOUS IMPROVEMENT</b>									
52. Our team strives to pursue excellence.	4.73	4.61	0.0% n=0	2.2% n=1	2.2% n=1	15.6% n=7	80.0% n=36	0.0% n=0	↑
55. I am part of an organization that continues to pursue excellence every day.	4.71	4.48	0.0% n=0	0.0% n=0	2.2% n=1	24.4% n=11	73.3% n=33	0.0% n=0	↑
21. I strive to find a better way every day.	4.60	4.61	0.0% n=0	0.0% n=0	4.4% n=2	28.9% n=13	62.2% n=28	4.4% n=2	↓
<b>INNOVATION</b>									
16. I am continuously seeking ways to improve my overall productivity.	4.79	4.77	0.0% n=0	0.0% n=0	2.2% n=1	15.6% n=7	77.8% n=35	4.4% n=2	↑
42. Our team encourages innovation.	4.51	4.48	0.0% n=0	6.7% n=3	0.0% n=0	28.9% n=13	64.4% n=29	0.0% n=0	↑
69. Our organization encourages innovation.	4.29	4.18	0.0% n=0	4.4% n=2	8.9% n=4	40.0% n=18	46.7% n=21	0.0% n=0	↑



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
2.	I am fully engaged in the work that I do.	<b>4.86</b>	Engage-Inspire 4.65
53.	I am committed to the success of our organization.	<b>4.82</b>	Engage-Inspire 4.65
57.	Our organization is committed to quality work and excellence.	<b>4.80</b>	Quality 4.69
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.79</b>	Innovation 4.53
4.	I feel great pride in the work I do.	<b>4.77</b>	Pride 4.60
52.	Our team strives to pursue excellence.	<b>4.73</b>	Continuous Improvement 4.68
8.	I am driven to contribute to the success of our organization.	<b>4.73</b>	Engage-Inspire 4.65
55.	I am part of an organization that continues to pursue excellence every day.	<b>4.71</b>	Continuous Improvement 4.68
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.68</b>	Talent/Fit 4.33
43.	My teammates demonstrate a commitment to quality work and excellence.	<b>4.67</b>	Quality 4.69
45.	I feel great pride in the team of which I am a part.	<b>4.67</b>	Pride 4.60
5.	I have at least one close friend at work.	<b>4.66</b>	Relationships 4.34
12.	I am highly committed to and energized by my work.	<b>4.66</b>	Engage-Inspire 4.65



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
33.	My supervisor is available for me when needs arise.	<b>4.64</b>	Support-Equip 4.24
25.	My supervisor cares about me as a person.	<b>4.63</b>	Relationships 4.34
36.	I have the opportunity to communicate with my supervisor.	<b>4.62</b>	Communication 4.33
21.	I strive to find a better way every day.	<b>4.60</b>	Continuous Improvement 4.68
47.	I am on a team that encourages each member to surpass expectations.	<b>4.60</b>	Quality 4.69
17.	I have set the right goals for myself to excel in my role/position.	<b>4.58</b>	Performance Planning 4.36
48.	Our team recognizes each other's efforts and impact.	<b>4.58</b>	Recognition 4.37
70.	I would like to work at our organization long term.	<b>4.53</b>	Career Development 4.28
35.	My supervisor supports my personal and professional development.	<b>4.52</b>	Training & Development 4.24
22.	I am aware and knowledgeable about our organization's mission.	<b>4.51</b>	Mission Conscious 4.21
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	<b>4.51</b>	Relationships 4.34
27.	My supervisor and I have effective two-way communication.	<b>4.51</b>	Communication 4.33
42.	Our team encourages innovation.	<b>4.51</b>	Innovation 4.53





October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
56.	I feel our organization is a great fit for me.	<b>4.51</b>	Talent/Fit 4.33
49.	Our team effectively sets goals to further enhance our performance.	<b>4.50</b>	Performance Planning 4.36
34.	My supervisor is actively responsive to my needs.	<b>4.49</b>	Support-Equip 4.24
51.	Our team has open and trusting relationships.	<b>4.49</b>	Relationships 4.34
64.	I speak of our organization with pride.	<b>4.49</b>	Pride 4.60
14.	I feel great pride in being a part of our organization.	<b>4.48</b>	Pride 4.60
46.	I am satisfied being a part of our team.	<b>4.47</b>	Satisfaction 4.40
73.	Overall, I am very satisfied with our organization as a place to work.	<b>4.47</b>	Satisfaction 4.40
24.	My supervisor effectively communicates his/her expectations.	<b>4.44</b>	Communication 4.33
29.	My supervisor recognizes me for a job well done.	<b>4.44</b>	Recognition 4.37
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.43</b>	Recognition 4.37
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.41</b>	Talent/Fit 4.33
66.	Excellence is recognized in our organization.	<b>4.40</b>	Recognition 4.37



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
13.	I am satisfied with my role/work.	<b>4.39</b>	Satisfaction 4.40
15.	I am properly trained to achieve excellence in my work.	<b>4.39</b>	Training & Development 4.24
37.	My supervisor motivates me to achieve my goals.	<b>4.36</b>	Performance Planning 4.36
59.	I value the career opportunities that I have at our organization.	<b>4.36</b>	Career Development 4.28
41.	My supervisor effectively communicates our organizational mission to me.	<b>4.33</b>	Mission Conscious 4.21
44.	Our team effectively communicates with each other.	<b>4.33</b>	Communication 4.33
32.	I have an open and trusting relationship with my supervisor.	<b>4.32</b>	Relationships 4.34
23.	I have a supportive coaching relationship with my supervisor.	<b>4.30</b>	Support-Equip 4.24
54.	Quality relationships are valued across our organization.	<b>4.29</b>	Relationships 4.34
69.	Our organization encourages innovation.	<b>4.29</b>	Innovation 4.53
72.	Our organization selects highly talented individuals when hiring.	<b>4.29</b>	Talent/Fit 4.33
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.28</b>	Performance Planning 4.36
20.	I look forward to coming to work every day.	<b>4.26</b>	Satisfaction 4.40



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
28.	I am provided the opportunity to spend quality time with my supervisor.	4.25	Support-Equip 4.24
58.	Our organization provides the experience and development for me to further my career here.	4.25	Career Development 4.28
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.23	Relationships 4.34
71.	I am aware of the career opportunities that are available for me at our organization.	4.23	Career Development 4.28
63.	Our organization selects the right people for the right job.	4.22	Talent/Fit 4.33
30.	My supervisor encourages opportunities for my growth and development.	4.21	Training & Development 4.24
62.	I would recommend our organization to a friend as a great place to work.	4.20	Engage-Inspire 4.65
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.20	Mission Conscious 4.21
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.19	Talent/Fit 4.33
6.	I am provided opportunities to further my growth and development.	4.19	Training & Development 4.24
26.	My supervisor gives me constructive feedback about my work performance.	4.14	Communication 4.33
40.	In the past three months, my supervisor has discussed my successes and progress with me.	4.07	Performance Planning 4.36
61.	Our organization has a genuine concern and interest about me as a person.	4.04	Relationships 4.34



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

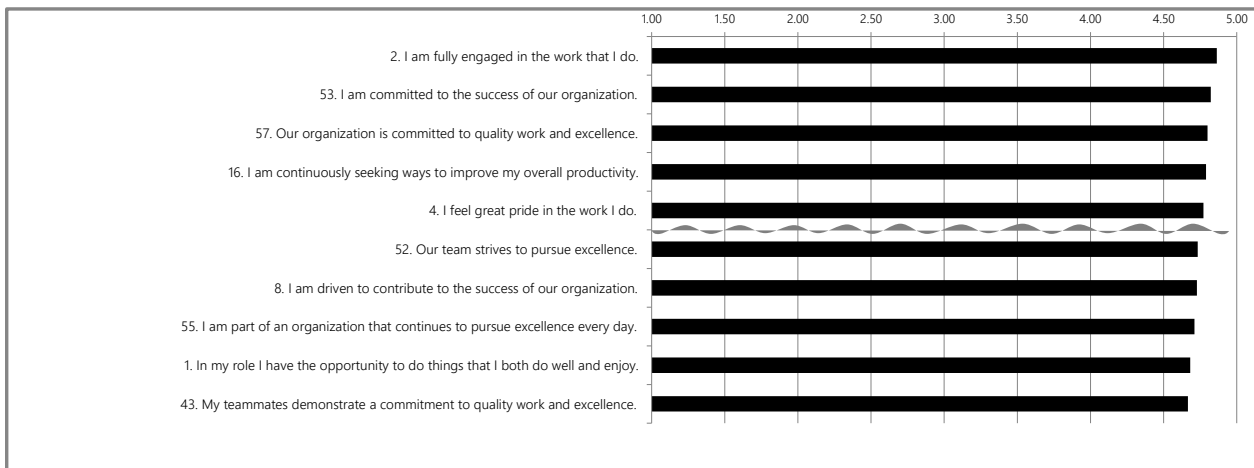
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
60.	I have the opportunity to express my career interests at our organization.	<b>4.02</b>	Career Development 4.28
9.	I have received meaningful recognition in the past 10 days.	<b>4.00</b>	Recognition 4.37
65.	I feel "in on things" that are happening at our organization.	<b>3.93</b>	Communication 4.33
3.	I am provided the core needs necessary for me to excel in my role.	<b>3.93</b>	Support-Equip 4.24
31.	I am provided personal coaching from my supervisor.	<b>3.93</b>	Relationships 4.34
7.	I have encouraged someone to apply at our organization.	<b>3.89</b>	Talent/Fit 4.33
67.	Our organization provides the "right" training for me to excel in my role.	<b>3.89</b>	Training & Development 4.24
68.	Business decisions made are consistent with our mission and core values.	<b>3.82</b>	Mission Conscious 4.21
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.79</b>	Support-Equip 4.24



October 2019

Glen Eilyn District 41: Lincoln - All Results (N=45)

Top 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
2. I am fully engaged in the work that I do.	Engage-Inspire	4.86	4.68	0.0% n=0	0.0% n=0	0.0% n=0	13.3% n=6	84.4% n=38	2.2% n=1		↑
53. I am committed to the success of our organization.	Engage-Inspire	4.82	4.73	0.0% n=0	0.0% n=0	0.0% n=0	17.8% n=8	82.2% n=37	0.0% n=0		↑
57. Our organization is committed to quality work and excellence.	Quality	4.80	4.50	0.0% n=0	0.0% n=0	0.0% n=0	20.0% n=9	80.0% n=36	0.0% n=0		↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.79	4.77	0.0% n=0	0.0% n=0	2.2% n=1	15.6% n=7	77.8% n=35	4.4% n=2		↑
4. I feel great pride in the work I do.	Pride	4.77	4.80	0.0% n=0	0.0% n=0	2.2% n=1	17.8% n=8	77.8% n=35	2.2% n=1		↓
52. Our team strives to pursue excellence.	Continuous Improvement	4.73	4.61	0.0% n=0	2.2% n=1	2.2% n=1	15.6% n=7	80.0% n=36	0.0% n=0		↑
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.73	4.75	0.0% n=0	0.0% n=0	2.2% n=1	22.2% n=10	73.3% n=33	2.2% n=1		↓
55. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.71	4.48	0.0% n=0	0.0% n=0	2.2% n=1	24.4% n=11	73.3% n=33	0.0% n=0		↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.68	4.68	0.0% n=0	0.0% n=0	2.2% n=1	26.7% n=12	68.9% n=31	2.2% n=1		=
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.67	4.73	0.0% n=0	2.2% n=1	4.4% n=2	17.8% n=8	75.6% n=34	0.0% n=0		↓

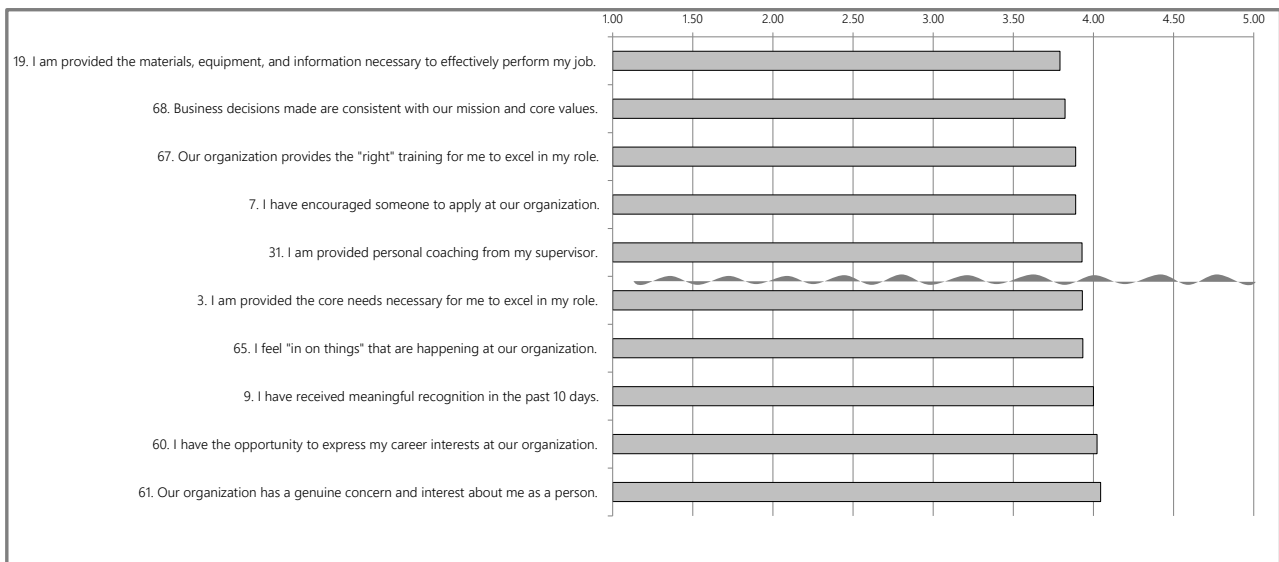




October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

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
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.79	4.25	2.2% n=1	13.3% n=6	11.1% n=5	44.4% n=20	24.4% n=11	4.4% n=2		↓
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.82	3.61	2.2% n=1	11.1% n=5	22.2% n=10	31.1% n=14	33.3% n=15	0.0% n=0		↑
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.89	4.02	0.0% n=0	13.3% n=6	13.3% n=6	44.4% n=20	28.9% n=13	0.0% n=0		↓
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.89	3.84	2.2% n=1	2.2% n=1	22.2% n=10	28.9% n=13	24.4% n=11	20.0% n=9		↑
31. I am provided personal coaching from my supervisor.	Relationships	3.93	3.76	0.0% n=0	11.1% n=5	15.6% n=7	35.6% n=16	31.1% n=14	6.7% n=3		↑
~~~~~											
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.93	4.11	2.2% n=1	8.9% n=4	8.9% n=4	48.9% n=22	26.7% n=12	4.4% n=2		↓
65. I feel "in on things" that are happening at our organization.	Communication	3.93	3.89	0.0% n=0	8.9% n=4	22.2% n=10	35.6% n=16	33.3% n=15	0.0% n=0		↑
9. I have received meaningful recognition in the past 10 days.	Recognition	4.00	3.67	2.2% n=1	17.8% n=8	6.7% n=3	22.2% n=10	48.9% n=22	2.2% n=1		↑
60. I have the opportunity to express my career interests at our organization.	Career Development	4.02	4.14	0.0% n=0	6.7% n=3	22.2% n=10	31.1% n=14	37.8% n=17	2.2% n=1		↓
61. Our organization has a genuine concern and interest about me as a person.	Relationships	4.04	3.89	0.0% n=0	6.7% n=3	17.8% n=8	40.0% n=18	35.6% n=16	0.0% n=0		↑

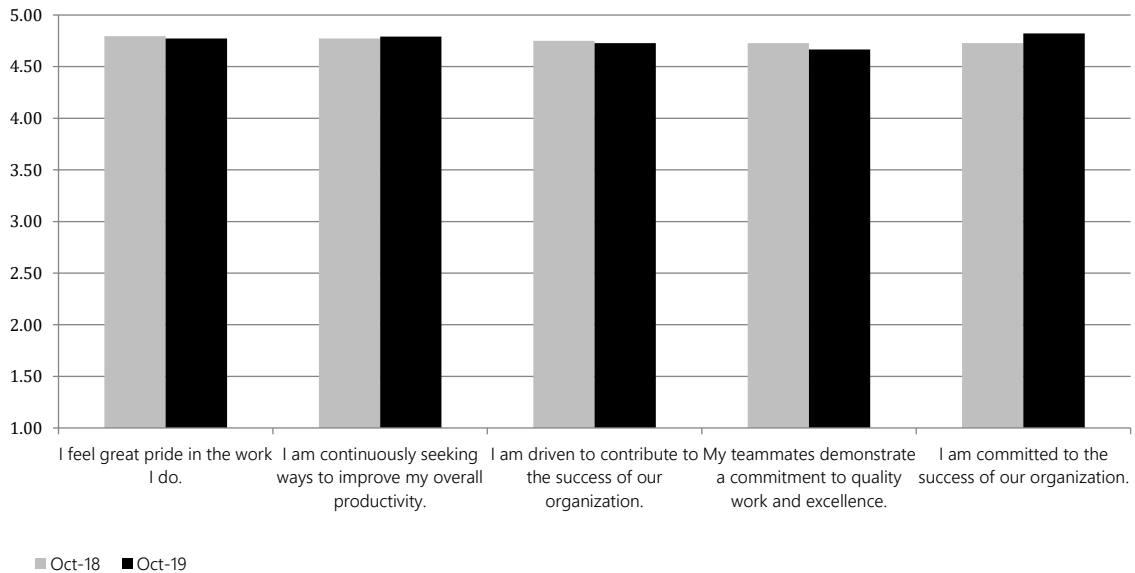




October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Top 5 Rank Ordered Questions According to Mean</i>					
4.	I feel great pride in the work I do.	Pride	4.80	4.77	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.77	4.79	↑
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	4.75	4.73	↓
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.73	4.67	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.73	4.82	↑

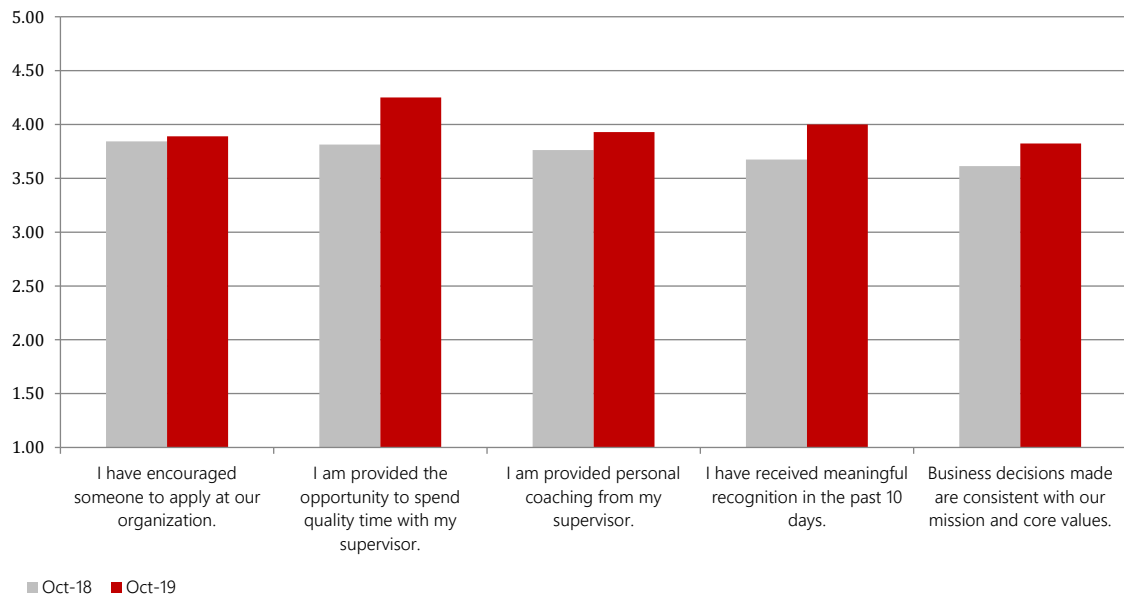




October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
7.	I have encouraged someone to apply at our organization.	Talent/Fit	3.84	3.89	↑
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.81	4.25	↑
31.	I am provided personal coaching from my supervisor.	Relationships	3.76	3.93	↑
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.67	4.00	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.61	3.82	↑



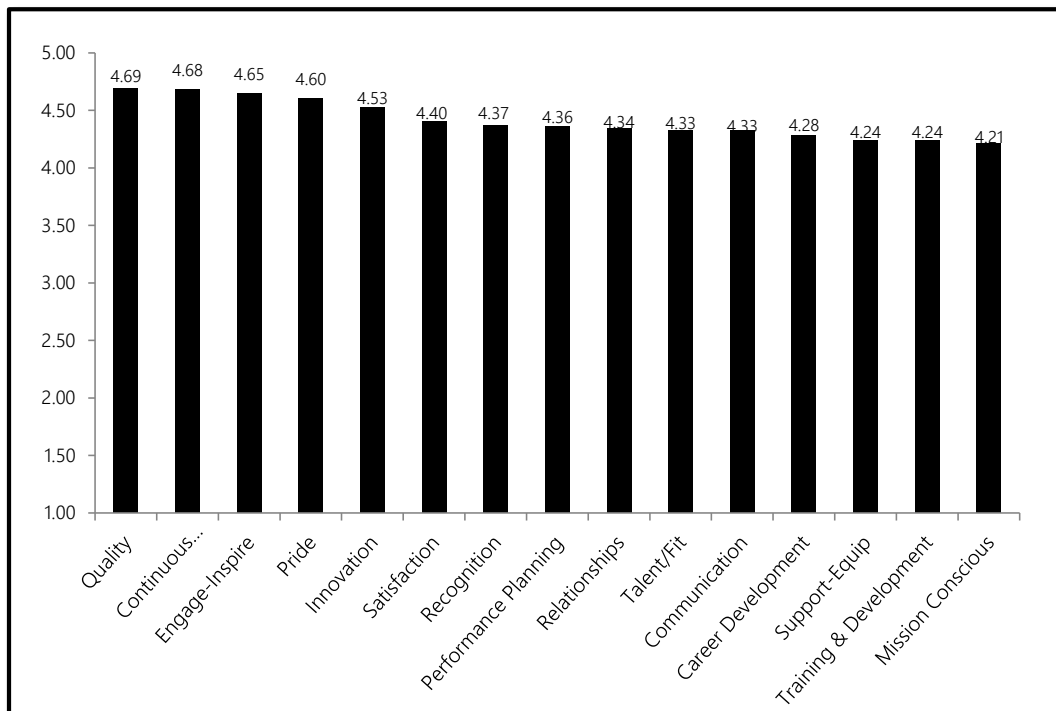




October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Quality	4.69
Continuous Improvement	4.68
Engage-Inspire	4.65
Pride	4.60
Innovation	4.53
Satisfaction	4.40
Recognition	4.37
Performance Planning	4.36
Relationships	4.34
Talent/Fit	4.33
Communication	4.33
Career Development	4.28
Support-Equip	4.24
Training & Development	4.24
Mission Conscious	4.21





October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Quality	4.54	4.69	↑
Continuous Improvement	4.57	4.68	↑
Engage-Inspire	4.54	4.65	↑
Pride	4.48	4.60	↑
Innovation	4.48	4.53	↑
Satisfaction	4.38	4.40	↑
Recognition	4.11	4.37	↑
Performance Planning	4.33	4.36	↑
Relationships	4.21	4.34	↑
Talent/Fit	4.32	4.33	↑
Communication	4.22	4.33	↑
Career Development	4.20	4.28	↑
Support-Equip	4.21	4.24	↑
Training & Development	4.31	4.24	↓
Mission Conscious	4.10	4.21	↑



October 2019

Glen Ellyn District 41: Lincoln - All Results (N=45)

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

#### Satisfaction / Engagement 3x3

