



# Insight<sup>e</sup>X Cultural Assessment

for Glen Ellyn District 41:  
Central Service - Administration



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*Consulting | Training | Coaching | Research | Assessment | Impact<sup>e</sup>X Technology*

October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

	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.	4.72	4.67	0.0% n=0	5.6% n=1	0.0% n=0	11.1% n=2	83.3% n=15	0.0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	4.72	4.67	0.0% n=0	0.0% n=0	5.6% n=1	16.7% n=3	77.8% n=14	0.0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.61	4.78	0.0% n=0	0.0% n=0	11.1% n=2	16.7% n=3	72.2% n=13	0.0% n=0	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.61	4.67	0.0% n=0	0.0% n=0	5.6% n=1	27.8% n=5	66.7% n=12	0.0% n=0	↓
63. Our organization selects the right people for the right job.	4.61	4.67	0.0% n=0	0.0% n=0	5.6% n=1	27.8% n=5	66.7% n=12	0.0% n=0	↓
56. I feel our organization is a great fit for me.	4.56	4.88	0.0% n=0	0.0% n=0	5.6% n=1	33.3% n=6	61.1% n=11	0.0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.88	4.63	5.3% n=1	10.5% n=2	10.5% n=2	26.3% n=5	36.8% n=7	5.3% n=1	↓
<b>Support-Equip</b>									
23. I have a supportive coaching relationship with my supervisor.	4.61	4.67	0.0% n=0	0.0% n=0	0.0% n=0	38.9% n=7	61.1% n=11	0.0% n=0	↓
34. My supervisor is actively responsive to my needs.	4.61	4.33	0.0% n=0	0.0% n=0	5.6% n=1	27.8% n=5	66.7% n=12	0.0% n=0	↑
33. My supervisor is available for me when needs arise.	4.56	4.56	0.0% n=0	0.0% n=0	11.1% n=2	22.2% n=4	66.7% n=12	0.0% n=0	=
3. I am provided the core needs necessary for me to excel in my role.	4.44	4.56	0.0% n=0	5.6% n=1	0.0% n=0	38.9% n=7	55.6% n=10	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.44	4.78	0.0% n=0	5.6% n=1	0.0% n=0	38.9% n=7	55.6% n=10	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	4.39	4.33	0.0% n=0	0.0% n=0	22.2% n=4	16.7% n=3	61.1% n=11	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
<b>Relationships</b>									
5. I have at least one close friend at work.	4.67	4.75	0.0% n=0	0.0% n=0	11.1% n=2	11.1% n=2	77.8% n=14	0.0% n=0	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.67	5.00	0.0% n=0	0.0% n=0	5.6% n=1	22.2% n=4	72.2% n=13	0.0% n=0	↓
25. My supervisor cares about me as a person.	4.61	4.44	0.0% n=0	0.0% n=0	11.1% n=2	16.7% n=3	72.2% n=13	0.0% n=0	↑
51. Our team has open and trusting relationships.	4.61	4.78	0.0% n=0	0.0% n=0	11.1% n=2	16.7% n=3	72.2% n=13	0.0% n=0	↓
54. Quality relationships are valued across our organization.	4.56	4.78	0.0% n=0	5.6% n=1	0.0% n=0	27.8% n=5	66.7% n=12	0.0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	4.50	4.56	0.0% n=0	0.0% n=0	11.1% n=2	27.8% n=5	61.1% n=11	0.0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.44	4.44	0.0% n=0	0.0% n=0	16.7% n=3	22.2% n=4	61.1% n=11	0.0% n=0	=
31. I am provided personal coaching from my supervisor.	4.33	4.44	0.0% n=0	0.0% n=0	22.2% n=4	22.2% n=4	55.6% n=10	0.0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	4.22	4.56	0.0% n=0	5.6% n=1	16.7% n=3	27.8% n=5	50.0% n=9	0.0% n=0	↓
<b>Quality</b>									
43. My teammates demonstrate a commitment to quality work and excellence.	4.72	4.89	0.0% n=0	0.0% n=0	0.0% n=0	27.8% n=5	72.2% n=13	0.0% n=0	↓
57. Our organization is committed to quality work and excellence.	4.72	4.89	0.0% n=0	0.0% n=0	0.0% n=0	27.8% n=5	72.2% n=13	0.0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.67	4.89	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↓
<b>Communication</b>									
24. My supervisor effectively communicates his/her expectations.	4.67	4.33	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	4.61	4.44	0.0% n=0	0.0% n=0	0.0% n=0	38.9% n=7	61.1% n=11	0.0% n=0	↑
44. Our team effectively communicates with each other.	4.61	4.78	0.0% n=0	0.0% n=0	5.6% n=1	27.8% n=5	66.7% n=12	0.0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	4.56	4.44	0.0% n=0	0.0% n=0	5.6% n=1	33.3% n=6	61.1% n=11	0.0% n=0	↑
27. My supervisor and I have effective two-way communication.	4.56	4.67	0.0% n=0	0.0% n=0	5.6% n=1	33.3% n=6	61.1% n=11	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	4.33	4.50	0.0% n=0	5.6% n=1	5.6% n=1	38.9% n=7	50.0% n=9	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
<b>Recognition</b>									
48. Our team recognizes each other's efforts and impact.	4.67	4.89	0.0% n=0	0.0% n=0	5.6% n=1	22.2% n=4	72.2% n=13	0.0% n=0	↓
29. My supervisor recognizes me for a job well done.	4.56	4.56	0.0% n=0	0.0% n=0	5.6% n=1	33.3% n=6	61.1% n=11	0.0% n=0	=
18. I have provided meaningful recognition to others in the past 10 days.	4.50	4.56	0.0% n=0	0.0% n=0	11.1% n=2	27.8% n=5	61.1% n=11	0.0% n=0	↓
66. Excellence is recognized in our organization.	4.50	4.56	0.0% n=0	5.6% n=1	0.0% n=0	33.3% n=6	61.1% n=11	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	4.33	4.44	0.0% n=0	11.1% n=2	0.0% n=0	33.3% n=6	55.6% n=10	0.0% n=0	↓
<b>Performance Planning</b>									
17. I have set the right goals for myself to excel in my role/position.	4.67	4.78	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.61	4.67	0.0% n=0	0.0% n=0	0.0% n=0	38.9% n=7	61.1% n=11	0.0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.56	4.67	0.0% n=0	0.0% n=0	0.0% n=0	44.4% n=8	55.6% n=10	0.0% n=0	↓
37. My supervisor motivates me to achieve my goals.	4.50	4.44	0.0% n=0	0.0% n=0	11.1% n=2	27.8% n=5	61.1% n=11	0.0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.44	4.50	0.0% n=0	0.0% n=0	11.1% n=2	33.3% n=6	55.6% n=10	0.0% n=0	↓
<b>Training &amp; Development</b>									
30. My supervisor encourages opportunities for my growth and development.	4.61	4.56	0.0% n=0	0.0% n=0	0.0% n=0	38.9% n=7	61.1% n=11	0.0% n=0	↑
35. My supervisor supports my personal and professional development.	4.61	4.56	0.0% n=0	0.0% n=0	0.0% n=0	38.9% n=7	61.1% n=11	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.50	4.78	0.0% n=0	0.0% n=0	5.6% n=1	38.9% n=7	55.6% n=10	0.0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.39	4.67	5.6% n=1	0.0% n=0	5.6% n=1	27.8% n=5	61.1% n=11	0.0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	4.11	4.56	5.6% n=1	0.0% n=0	22.2% n=4	22.2% n=4	50.0% n=9	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
<b>Career Development</b>									
70. I would like to work at our organization long term.	4.61	4.89	0.0% n=0	0.0% n=0	0.0% n=0	38.9% n=7	61.1% n=11	0.0% n=0	↓
59. I value the career opportunities that I have at our organization.	4.44	5.00	0.0% n=0	0.0% n=0	5.6% n=1	44.4% n=8	50.0% n=9	0.0% n=0	↓
58. Our organization provides the experience and development for me to further my career here.	4.33	4.78	0.0% n=0	0.0% n=0	16.7% n=3	33.3% n=6	50.0% n=9	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	4.31	4.44	0.0% n=0	0.0% n=0	10.0% n=2	35.0% n=7	35.0% n=7	10.0% n=2	↑
60. I have the opportunity to express my career interests at our organization.	4.29	4.78	0.0% n=0	0.0% n=0	21.1% n=4	21.1% n=4	47.4% n=9	5.3% n=1	↓
<b>Engage-Inspire</b>									
53. I am committed to the success of our organization.	4.83	5.00	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓
2. I am fully engaged in the work that I do.	4.72	4.89	0.0% n=0	5.6% n=1	0.0% n=0	11.1% n=2	83.3% n=15	0.0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.67	5.00	0.0% n=0	0.0% n=0	5.6% n=1	22.2% n=4	72.2% n=13	0.0% n=0	↓
12. I am highly committed to and energized by my work.	4.67	4.89	0.0% n=0	0.0% n=0	5.6% n=1	22.2% n=4	72.2% n=13	0.0% n=0	↑
62. I would recommend our organization to a friend as a great place to work.	4.00	5.00	5.6% n=1	0.0% n=0	22.2% n=4	33.3% n=6	38.9% n=7	0.0% n=0	↓
<b>Satisfaction</b>									
46. I am satisfied being a part of our team.	4.67	4.89	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.56	4.78	0.0% n=0	0.0% n=0	0.0% n=0	44.4% n=8	55.6% n=10	0.0% n=0	↓
13. I am satisfied with my role/work.	4.50	4.78	0.0% n=0	0.0% n=0	5.6% n=1	38.9% n=7	55.6% n=10	0.0% n=0	↑
20. I look forward to coming to work every day.	4.06	4.33	0.0% n=0	5.6% n=1	22.2% n=4	33.3% n=6	38.9% n=7	0.0% n=0	↓
<b>Mission Conscious</b>									
22. I am aware and knowledgeable about our organization's mission.	4.83	4.89	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	4.67	4.44	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.67	4.78	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	4.22	4.56	5.6% n=1	5.6% n=1	5.6% n=1	27.8% n=5	55.6% n=10	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
<b>Pride</b>									
4. I feel great pride in the work I do.	4.83	4.89	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.72	4.78	0.0% n=0	0.0% n=0	0.0% n=0	27.8% n=5	72.2% n=13	0.0% n=0	↓
64. I speak of our organization with pride.	4.44	4.89	5.6% n=1	0.0% n=0	0.0% n=0	33.3% n=6	61.1% n=11	0.0% n=0	↓
14. I feel great pride in being a part of our organization.	4.22	4.89	5.6% n=1	0.0% n=0	11.1% n=2	33.3% n=6	50.0% n=9	0.0% n=0	↓
<b>Continuous Improvement</b>									
52. Our team strives to pursue excellence.	4.83	5.00	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓
21. I strive to find a better way every day.	4.67	4.78	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.67	4.89	0.0% n=0	0.0% n=0	5.6% n=1	22.2% n=4	72.2% n=13	0.0% n=0	↓
<b>Innovation</b>									
16. I am continuously seeking ways to improve my overall productivity.	4.83	4.89	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓
42. Our team encourages innovation.	4.67	4.89	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	↓
69. Our organization encourages innovation.	4.61	4.67	0.0% n=0	0.0% n=0	5.6% n=1	27.8% n=5	66.7% n=12	0.0% n=0	↓

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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

4.	I feel great pride in the work I do.	<b>4.83</b>	Pride 4.56
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.83</b>	Innovation 4.70
22.	I am aware and knowledgeable about our organization's mission.	<b>4.83</b>	Mission Conscious 4.60
52.	Our team strives to pursue excellence.	<b>4.83</b>	Continuous Improvement 4.72
53.	I am committed to the success of our organization.	<b>4.83</b>	Engage-Inspire 4.58
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.72</b>	Talent/Fit 4.54
2.	I am fully engaged in the work that I do.	<b>4.72</b>	Engage-Inspire 4.58
43.	My teammates demonstrate a commitment to quality work and excellence.	<b>4.72</b>	Quality 4.70
45.	I feel great pride in the team of which I am a part.	<b>4.72</b>	Pride 4.56
57.	Our organization is committed to quality work and excellence.	<b>4.72</b>	Quality 4.70
72.	Our organization selects highly talented individuals when hiring.	<b>4.72</b>	Talent/Fit 4.54
5.	I have at least one close friend at work.	<b>4.67</b>	Relationships 4.51
8.	I am driven to contribute to the success of our organization.	<b>4.67</b>	Engage-Inspire 4.58
12.	I am highly committed to and energized by my work.	<b>4.67</b>	Engage-Inspire 4.58

October 2018

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
17.	I have set the right goals for myself to excel in my role/position.	<b>4.67</b>	Performance Planning 4.56
21.	I strive to find a better way every day.	<b>4.67</b>	Continuous Improvement 4.72
24.	My supervisor effectively communicates his/her expectations.	<b>4.67</b>	Communication 4.56
41.	My supervisor effectively communicates our organizational mission to me.	<b>4.67</b>	Mission Conscious 4.60
42.	Our team encourages innovation.	<b>4.67</b>	Innovation 4.70
46.	I am satisfied being a part of our team.	<b>4.67</b>	Satisfaction 4.44
47.	I am on a team that encourages each member to surpass expectations.	<b>4.67</b>	Quality 4.70
48.	Our team recognizes each other's efforts and impact.	<b>4.67</b>	Recognition 4.51
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	<b>4.67</b>	Relationships 4.51
55.	I am part of an organization that continues to pursue excellence every day.	<b>4.67</b>	Continuous Improvement 4.72
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	<b>4.67</b>	Mission Conscious 4.60
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.61</b>	Talent/Fit 4.54
23.	I have a supportive coaching relationship with my supervisor.	<b>4.61</b>	Support-Equip 4.51
25.	My supervisor cares about me as a person.	<b>4.61</b>	Relationships 4.51
30.	My supervisor encourages opportunities for my growth and development.	<b>4.61</b>	Training & Development 4.44





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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
34.	My supervisor is actively responsive to my needs.	<b>4.61</b>	Support-Equip 4.51
35.	My supervisor supports my personal and professional development.	<b>4.61</b>	Training & Development 4.44
36.	I have the opportunity to communicate with my supervisor.	<b>4.61</b>	Communication 4.56
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	<b>4.61</b>	Talent/Fit 4.54
44.	Our team effectively communicates with each other.	<b>4.61</b>	Communication 4.56
49.	Our team effectively sets goals to further enhance our performance.	<b>4.61</b>	Performance Planning 4.56
51.	Our team has open and trusting relationships.	<b>4.61</b>	Relationships 4.51
63.	Our organization selects the right people for the right job.	<b>4.61</b>	Talent/Fit 4.54
69.	Our organization encourages innovation.	<b>4.61</b>	Innovation 4.70
70.	I would like to work at our organization long term.	<b>4.61</b>	Career Development 4.40
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.56</b>	Performance Planning 4.56
26.	My supervisor gives me constructive feedback about my work performance.	<b>4.56</b>	Communication 4.56
27.	My supervisor and I have effective two-way communication.	<b>4.56</b>	Communication 4.56
29.	My supervisor recognizes me for a job well done.	<b>4.56</b>	Recognition 4.51
33.	My supervisor is available for me when needs arise.	<b>4.56</b>	Support-Equip 4.51



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
54.	Quality relationships are valued across our organization.	<b>4.56</b>	Relationships 4.51
56.	I feel our organization is a great fit for me.	<b>4.56</b>	Talent/Fit 4.54
73.	Overall, I am very satisfied with our organization as a place to work.	<b>4.56</b>	Satisfaction 4.44
13.	I am satisfied with my role/work.	<b>4.50</b>	Satisfaction 4.44
15.	I am properly trained to achieve excellence in my work.	<b>4.50</b>	Training & Development 4.44
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.50</b>	Recognition 4.51
32.	I have an open and trusting relationship with my supervisor.	<b>4.50</b>	Relationships 4.51
37.	My supervisor motivates me to achieve my goals.	<b>4.50</b>	Performance Planning 4.56
66.	Excellence is recognized in our organization.	<b>4.50</b>	Recognition 4.51
3.	I am provided the core needs necessary for me to excel in my role.	<b>4.44</b>	Support-Equip 4.51
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>4.44</b>	Support-Equip 4.51
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>4.44</b>	Relationships 4.51
40.	In the past three months, my supervisor has discussed my successes and progress with me.	<b>4.44</b>	Performance Planning 4.56
59.	I value the career opportunities that I have at our organization.	<b>4.44</b>	Career Development 4.40
64.	I speak of our organization with pride.	<b>4.44</b>	Pride 4.56



October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

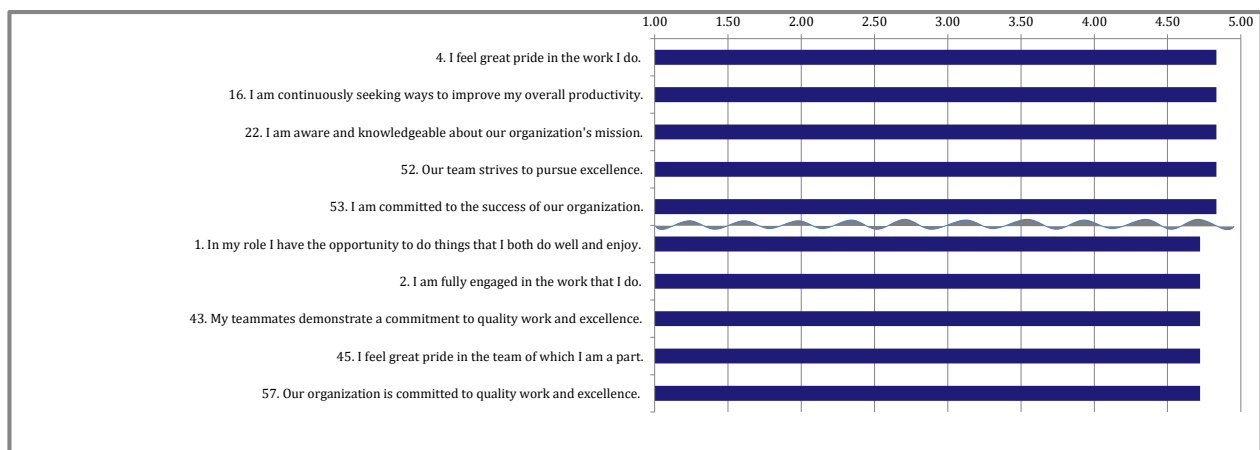
		<u>Mean</u>	<u>Dimension/Mean</u>
6.	I am provided opportunities to further my growth and development.	<b>4.39</b>	Training & Development 4.44
28.	I am provided the opportunity to spend quality time with my supervisor.	<b>4.39</b>	Support-Equip 4.51
9.	I have received meaningful recognition in the past 10 days.	<b>4.33</b>	Recognition 4.51
31.	I am provided personal coaching from my supervisor.	<b>4.33</b>	Relationships 4.51
58.	Our organization provides the experience and development for me to further my career here.	<b>4.33</b>	Career Development 4.40
65.	I feel "in on things" that are happening at our organization.	<b>4.33</b>	Communication 4.56
71.	I am aware of the career opportunities that are available for me at our organization.	<b>4.31</b>	Career Development 4.40
60.	I have the opportunity to express my career interests at our organization.	<b>4.29</b>	Career Development 4.40
14.	I feel great pride in being a part of our organization.	<b>4.22</b>	Pride 4.56
61.	Our organization has a genuine concern and interest about me as a person.	<b>4.22</b>	Relationships 4.51
68.	Business decisions made are consistent with our mission and core values.	<b>4.22</b>	Mission Conscious 4.60
67.	Our organization provides the "right" training for me to excel in my role.	<b>4.11</b>	Training & Development 4.44
20.	I look forward to coming to work every day.	<b>4.06</b>	Satisfaction 4.44
62.	I would recommend our organization to a friend as a great place to work.	<b>4.00</b>	Engage-Inspire 4.58
7.	I have encouraged someone to apply at our organization.	<b>3.88</b>	Talent/Fit 4.54



October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

<b>Top 10 Rank Ordered By Mean</b>		<i>Dimension</i>	<b>Current Mean</b>	<b>Previous Mean</b>	<i>Strongly Disagree (1)</i>	<i>Disagree (2)</i>	<i>Neutral (3)</i>	<i>Agree (4)</i>	<i>Strongly Agree (5)</i>	<i>N/A</i>	<i>(+/-) Change</i>
4. I feel great pride in the work I do.	Pride	4.83	4.89	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.83	4.89	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓	
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.83	4.89	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓	
52. Our team strives to pursue excellence.	Continuous Improvement	4.83	5.00	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓	
53. I am committed to the success of our organization.	Engage-Inspire	4.83	5.00	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=3	83.3% n=15	0.0% n=0	↓	
<hr/>											
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.72	4.67	0.0% n=0	5.6% n=1	0.0% n=0	11.1% n=2	83.3% n=15	0.0% n=0	↑	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.72	4.89	0.0% n=0	5.6% n=1	0.0% n=0	11.1% n=2	83.3% n=15	0.0% n=0	↓	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.72	4.89	0.0% n=0	0.0% n=0	0.0% n=0	27.8% n=5	72.2% n=13	0.0% n=0	↓	
45. I feel great pride in the team of which I am a part.	Pride	4.72	4.78	0.0% n=0	0.0% n=0	0.0% n=0	27.8% n=5	72.2% n=13	0.0% n=0	↓	
57. Our organization is committed to quality work and excellence.	Quality	4.72	4.89	0.0% n=0	0.0% n=0	0.0% n=0	27.8% n=5	72.2% n=13	0.0% n=0	↓	

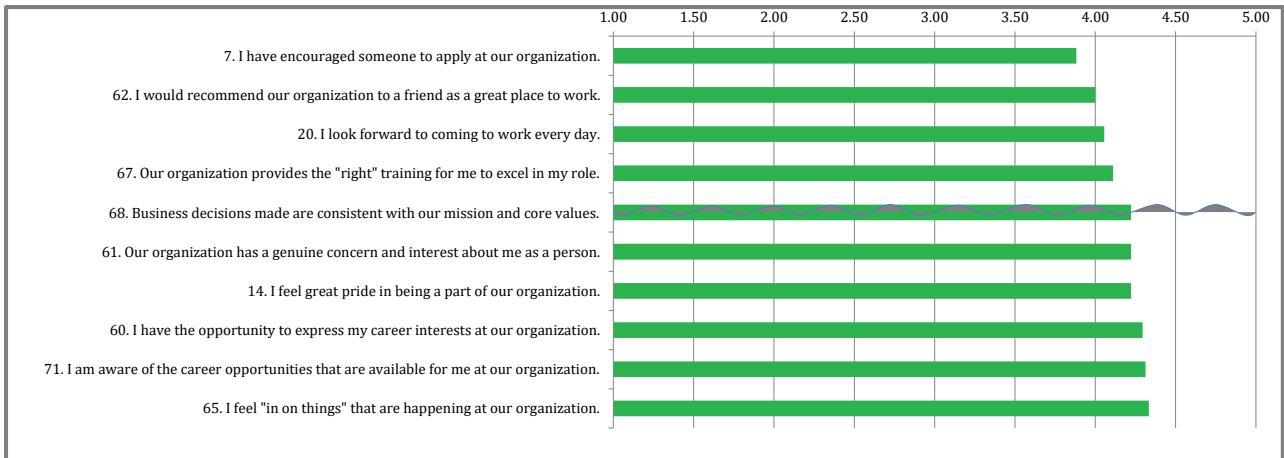




October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

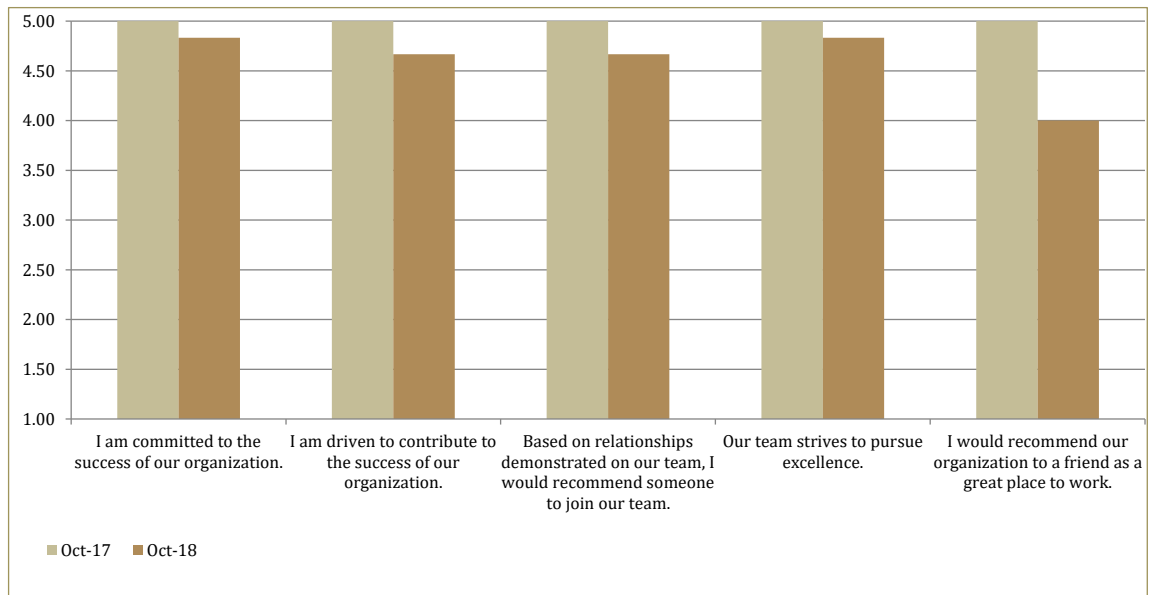
<b>Bottom 10 Rank Ordered By Mean</b>		<i>Dimension</i>	<b>Current Mean</b>	<b>Previous Mean</b>	<i>Strongly Disagree (1)</i>	<i>Disagree (2)</i>	<i>Neutral (3)</i>	<i>Agree (4)</i>	<i>Strongly Agree (5)</i>	<i>N/A</i>	<i>(+/-) Change</i>
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.88	4.63	5.3% n=1	10.5% n=2	10.5% n=2	26.3% n=5	36.8% n=7	5.3% n=1	↓	
62. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.00	5.00	5.6% n=1	0.0% n=0	22.2% n=4	33.3% n=6	38.9% n=7	0.0% n=0	↓	
20. I look forward to coming to work every day.	Satisfaction	4.06	4.33	0.0% n=0	5.6% n=1	22.2% n=4	33.3% n=6	38.9% n=7	0.0% n=0	↓	
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.11	4.56	5.6% n=1	0.0% n=0	22.2% n=4	22.2% n=4	50.0% n=9	0.0% n=0	↓	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.22	4.56	5.6% n=1	5.6% n=1	5.6% n=1	27.8% n=5	55.6% n=10	0.0% n=0	↓	
61. Our organization has a genuine concern and interest about me as a person.	Relationships	4.22	4.56	0.0% n=0	5.6% n=1	16.7% n=3	27.8% n=5	50.0% n=9	0.0% n=0	↓	
14. I feel great pride in being a part of our organization.	Pride	4.22	4.89	5.6% n=1	0.0% n=0	11.1% n=2	33.3% n=6	50.0% n=9	0.0% n=0	↓	
60. I have the opportunity to express my career interests at our organization.	Career Development	4.29	4.78	0.0% n=0	0.0% n=0	21.1% n=4	21.1% n=4	47.4% n=9	5.3% n=1	↓	
71. I am aware of the career opportunities that are available for me at our organization.	Career Development	4.31	4.44	0.0% n=0	0.0% n=0	10.0% n=2	35.0% n=7	35.0% n=7	10.0% n=2	↓	
65. I feel "in on things" that are happening at our organization.	Communication	4.33	4.50	0.0% n=0	5.6% n=1	5.6% n=1	38.9% n=7	50.0% n=9	0.0% n=0	↓	



October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-) Change</u>
<b><u>Previous Top 5 Rank Ordered Questions According to Mean</u></b>					
53.	I am committed to the success of our organization.	Engage-Inspire	5.00	4.83	↓
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	5.00	4.67	↓
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	5.00	4.67	↓
52.	Our team strives to pursue excellence.	Continuous Improvement	5.00	4.83	↓
62.	I would recommend our organization to a friend as a great place to work.	Engage-Inspire	5.00	4.00	↓



October 2018

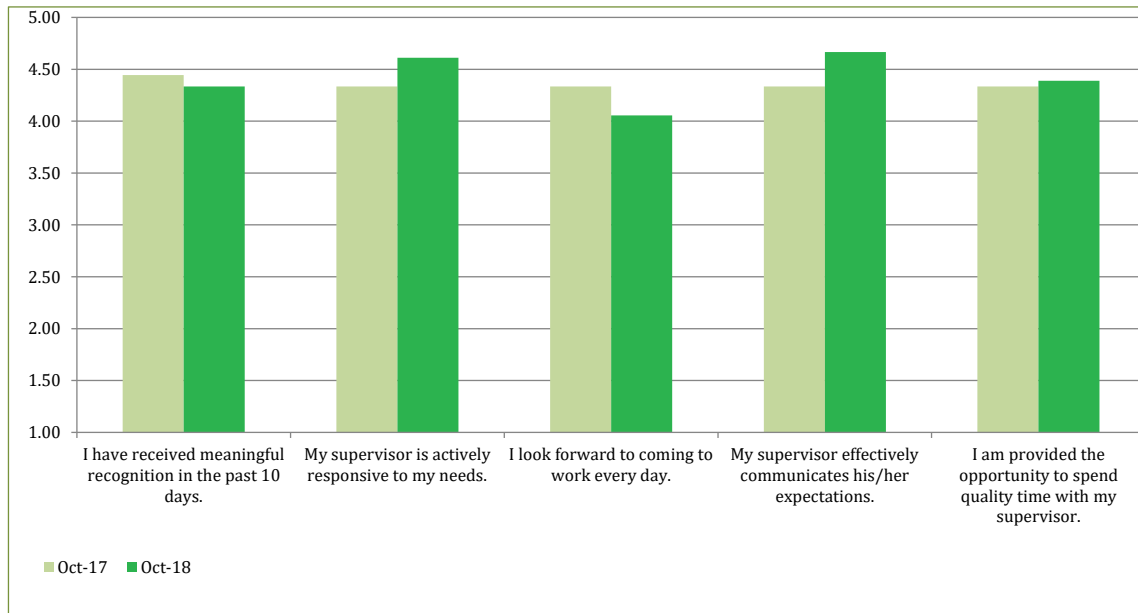
Glen Ellyn District 41: Central Service - Administration Results (N=18)

(+/-)  
Change

Dimension      Oct-17      Oct-18

**Previous Bottom 5 Rank Ordered Questions According to Mean**

			<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
9.	I have received meaningful recognition in the past 10 days.	Recognition	4.44	4.33	↓
34.	My supervisor is actively responsive to my needs.	Support-Equip	4.33	4.61	↑
20.	I look forward to coming to work every day.	Satisfaction	4.33	4.06	↓
24.	My supervisor effectively communicates his/her expectations.	Communication	4.33	4.67	↑
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.33	4.39	↑

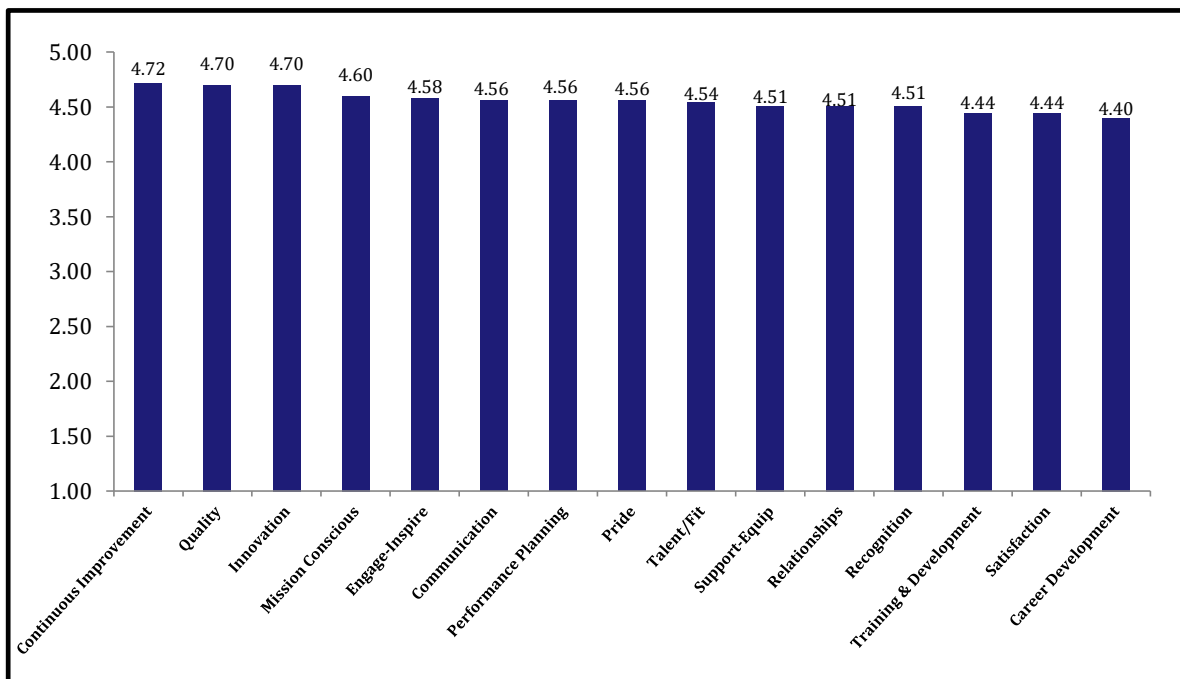




October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.72
Quality	4.70
Innovation	4.70
Mission Conscious	4.60
Engage-Inspire	4.58
Communication	4.56
Performance Planning	4.56
Pride	4.56
Talent/Fit	4.54
Support-Equip	4.51
Relationships	4.51
Recognition	4.51
Training & Development	4.44
Satisfaction	4.44
Career Development	4.40





October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.89	4.72	↓
Quality	4.89	4.70	↓
Innovation	4.81	4.70	↓
Mission Conscious	4.67	4.60	↓
Engage-Inspire	4.96	4.58	↓
Communication	4.53	4.56	↑
Performance Planning	4.61	4.56	↓
Pride	4.86	4.56	↓
Talent/Fit	4.70	4.54	↓
Support-Equip	4.54	4.51	↓
Relationships	4.63	4.51	↓
Recognition	4.60	4.51	↓
Training & Development	4.62	4.44	↓
Satisfaction	4.69	4.44	↓
Career Development	4.78	4.40	↓

October 2018

Glen Ellyn District 41: Central Service - Administration Results (N=18)

**HUMANeX Ventures Cultural Assessment Index<sup>SM</sup>**  
**Satisfaction / Engagement 3x3**

