

InsighteX Cultural Assessment

for Glen Ellyn District 41: Central Service - Administration





October 2018 Glen Ellyn District 41: Central Service - Administration Results (N=18)

		Previous	Strongly				Strongly		(, ()
	Mean	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A	(+/-) Change
Talent/Fit	4.54	4.70	(1)	(2)	(3)	(4)	(3)		
1. In my role I have the opportunity to do things that I both	4.72	4.67	0.0%	5.6%	0.0%	11.1%	83.3%	0.0%	
do well and enjoy.			n=0	n=1	n=0	n=2	n=15	n=0	T
72. Our organization selects highly talented individuals	4.72	4.67	0.0%	0.0%	5.6%	16.7%	77.8%	0.0%	^
when hiring.			n=0	n=0	n=1	n=3	n=14	n=0	ı
11. I am in a role that allows me to maximize my talents	4.61	4.78	0.0%	0.0%	11.1%	16.7%	72.2%	0.0%	1.0
and strengths.			n=0	n=0	n=2	n=3	n=13	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%	0.0%	5.6%	27.8%	66.7%	0.0%	1.
new teammates who will be successful.			n=0	n=0	n=1	n=5	n=12	n=0	•
63. Our organization selects the right people for the right	4.61	4.67	0.0%	0.0%	5.6%	27.8%	66.7%	0.0%	
job.	4.01	4.07	0.0% n=0	n=0	5.6% n=1	27.8% n=5	n=12	0.0% n=0	↓
			11-0	11-0	11-1	11-5	11-12	11-0	
56. I feel our organization is a great fit for me.	4.56	4.88	0.0%	0.0%	5.6%	33.3%	61.1%	0.0%	•
		1.00	n=0	n=0	n=1	n=6	n=11	n=0	\downarrow
7. I have encouraged someone to apply at our organization.	3.88	4.63	5.3%	10.5%	10.5%	26.3%	36.8%	5.3%	
			n=1	n=2	n=2	n=5	n=7	n=1	1
Support-Equip	4.51	4.54							
23. I have a supportive coaching relationship with my supervisor.	4.61	4.67	0.0%	0.0%	0.0%	38.9%	61.1%	0.0%	1
supervisor.			n=0	n=0	n=0	n=7	n=11	n=0	•
34. My supervisor is actively responsive to my needs.	1.61	4.33	0.0%	0.0%	5.6%	27.8%	66.7%	0.0%	
34. My supervisor is actively responsive to my needs.	4.61	4.33	0.0% n=0	n=0	5.6% n=1	27.8% n=5	n=12	0.0% n=0	1
			11-0	11-0	11-1	11-3	11-12	11-0	
33. My supervisor is available for me when needs arise.	4.56	4.56	0.0%	0.0%	11.1%	22.2%	66.7%	0.0%	
	1.50	1100	n=0	n=0	n=2	n=4	n=12	n=0	=
			0	0				0	
3. I am provided the core needs necessary for me to excel	4.44	4.56	0.0%	5.6%	0.0%	38.9%	55.6%	0.0%	•
in my role.			n=0	n=1	n=0	n=7	n=10	n=0	1
19. I am provided the materials, equipment, and	4.44	4.78	0.0%	5.6%	0.0%	38.9%	55.6%	0.0%	
information necessary to effectively perform my job.			n=0	n=1	n=0	n=7	n=10	n=0	4
28. I am provided the opportunity to spend quality time	4.39	4.33	0.0%	0.0%	22.2%	16.7%	61.1%	0.0%	1
with my supervisor.			n=0	n=0	n=4	n=3	n=11	n=0	



October 2018 Glen Ellyn District 41: Central Service - Administration Results (N=18)

Gien Ellyn District 41: Central Service - Administration Res	3un (N-10)		Strongly				Strongly		6.70
	Mean	Previous Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A	(+/-) Change
Relationships	4.51	4.63	(1)	(2)	(5)	(4)	(3)		
5. I have at least one close friend at work.	4.67	4.75	0.0%	0.0%	11.1%	11.1%	77.8%	0.0%	
			n=0	n=0	n=2	n=2	n=14	n=0	1
50. Based on relationships demonstrated on our team, I	4.67	5.00	0.0%	0.0%	5.6%	22.2%	72.2%	0.0%	
would recommend someone to join our team.			n=0	n=0	n=1	n=4	n=13	n=0	1
25. My supervisor cares about me as a person.	4.61	4.44	0.0%	0.0%	11.1%	16.7%	72.2%	0.0%	^
			n=0	n=0	n=2	n=3	n=13	n=0	
51. Our team has open and trusting relationships.	4.61	4.78	0.0%	0.0%	11.1%	16.7%	72.2%	0.0%	
			n=0	n=0	n=2	n=3	n=13	n=0	1
54. Quality relationships are valued across our	4.56	4.78	0.0%	5.6%	0.0%	27.8%	66.7%	0.0%	
organization.			n=0	n=1	n=0	n=5	n=12	n=0	1
32. I have an open and trusting relationship with my	4.50	4.56	0.0%	0.0%	11.1%	27.8%	61.1%	0.0%	
supervisor.			n=0	n=0	n=2	n=5	n=11	n=0	1
38. My supervisor demonstrates effort in establishing and	4.44	4.44	0.0%	0.0%	16.7%	22.2%	61.1%	0.0%	
reinforcing a coaching relationship with me.			n=0	n=0	n=3	n=4	n=11	n=0	=
31. I am provided personal coaching from my supervisor.	4.33	4.44	0.0%	0.0%	22.2%	22.2%	55.6%	0.0%	
			n=0	n=0	n=4	n=4	n=10	n=0	1
61. Our organization has a genuine concern and interest	4.22	4.56	0.0%	5.6%	16.7%	27.8%	50.0%	0.0%	
about me as a person.			n=0	n=1	n=3	n=5	n=9	n=0	1
Quality	4.70	4.89							
43. My teammates demonstrate a commitment to quality	4.72	4.89	0.0%	0.0%	0.0%	27.8%	72.2%	0.0%	
work and excellence.			n=0	n=0	n=0	n=5	n=13	n=0	T
57. Our organization is committed to quality work and	4.72	4.89	0.0%	0.0%	0.0%	27.8%	72.2%	0.0%	
excellence.			n=0	n=0	n=0	n=5	n=13	n=0	1
47. I am on a team that encourages each member to	4.67	4.89	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	
surpass expectations.			n=0	n=0	n=0	n=6	n=12	n=0	1
Communication	4.56	4.53							
24. My supervisor effectively communicates his/her	4.56 4.67	4.53 4.33	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	1
			0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=6	66.7% n=12	0.0% n=0	1
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my									↑
24. My supervisor effectively communicates his/her expectations.	4.67	4.33	n=0	n=0	n=0	n=6	n=12	n=0	↑
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my	4.67	4.33	n=0 0.0%	n=0 0.0%	n=0 0.0%	n=6 38.9%	n=12 61.1%	n=0 0.0%	↑
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my supervisor.	4.67	4.44	n=0 0.0% n=0	n=0 0.0% n=0	n=0 0.0% n=0	n=6 38.9% n=7	n=12 61.1% n=11	n=0 0.0% n=0	↑ ↑ ↓
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my supervisor.	4.67	4.44	n=0 0.0% n=0 0.0%	n=0 0.0% n=0 0.0%	n=0 0.0% n=0 5.6%	n=6 38.9% n=7 27.8%	n=12 61.1% n=11 66.7%	n=0 0.0% n=0 0.0%	↑ ↑ ↓
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my supervisor. 44. Our team effectively communicates with each other.	4.61	4.44	0.0% n=0 0.0% n=0	n=0 0.0% n=0 0.0% n=0	n=0 0.0% n=0 5.6% n=1	n=6 38.9% n=7 27.8% n=5	n=12 61.1% n=11 66.7% n=12	0.0% n=0 0.0% n=0	↑ ↑ ↓
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my supervisor. 44. Our team effectively communicates with each other. 26. My supervisor gives me constructive feedback about	4.61	4.44	0.0% n=0 0.0% n=0	0.0% n=0 0.0% n=0 0.0%	n=0 0.0% n=0 5.6% n=1	n=6 38.9% n=7 27.8% n=5 33.3%	n=12 61.1% n=11 66.7% n=12	0.0% n=0 0.0% n=0	↑ ↑ ↓
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my supervisor. 44. Our team effectively communicates with each other. 26. My supervisor gives me constructive feedback about my work performance.	4.61 4.61 4.56	4.33 4.44 4.78 4.44	n=0 0.0% n=0 0.0% n=0 0.0% n=0	n=0 0.0% n=0 0.0% n=0 0.0% n=0	n=0 0.0% n=0 5.6% n=1 5.6% n=1	n=6 38.9% n=7 27.8% n=5 33.3% n=6	n=12 61.1% n=11 66.7% n=12 61.1% n=11	n=0 0.0% n=0 0.0% n=0 0.0% n=0 0.0% n=0	↑ ↑ ↓ ↑
24. My supervisor effectively communicates his/her expectations. 36. I have the opportunity to communicate with my supervisor. 44. Our team effectively communicates with each other. 26. My supervisor gives me constructive feedback about my work performance.	4.61 4.61 4.56	4.33 4.44 4.78 4.44	n=0 0.0% n=0 0.0% n=0 0.0% n=0 0.0% n=0 0.0%	n=0 0.0% n=0 0.0% n=0 0.0% n=0 0.0% 0.0%	n=0 0.0% n=0 5.6% n=1 5.6% n=1	n=6 38.9% n=7 27.8% n=5 33.3% n=6 33.3%	n=12 61.1% n=11 66.7% n=12 61.1% n=11	n=0 0.0% n=0 0.0% n=0 0.0% n=0 0.0% n=0 0.0%	↑ ↑ ↓ ↓



October 2018 Glen Ellyn District 41: Central Service - Administration Results (N=18)

• • • • • • • • • • • • • • • • • • • •	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
D iti	4.54		(1)	(2)	(3)	(4)	(5)		Chunge
Recognition 48. Our team recognizes each other's efforts and impact.	4.51 4.67	4.60 4.89	0.0%	0.0%	5.6%	22.2%	72.2%	0.0%	
			n=0	n=0	n=1	n=4	n=13	n=0	1
29. My supervisor recognizes me for a job well done.	4.56	4.56	0.0%	0.0%	5.6%	33.3%	61.1%	0.0%	
			n=0	n=0	n=1	n=6	n=11	n=0	=
18. I have provided meaningful recognition to others in the	4.50	4.56	0.0%	0.0%	11.1%	27.8%	61.1%	0.0%	
past 10 days.			n=0	n=0	n=2	n=5	n=11	n=0	•
66. Excellence is recognized in our organization.	4.50	4.56	0.0%	5.6%	0.0%	33.3%	61.1%	0.0%	^
			n=0	n=1	n=0	n=6	n=11	n=0	ı
9. I have received meaningful recognition in the past 10	4.33	4.44	0.0%	11.1%	0.0%	33.3%	55.6%	0.0%	<u> </u>
days.			n=0	n=2	n=0	n=6	n=10	n=0	T
Performance Planning	4.56	4.61							
17. I have set the right goals for myself to excel in my role/position.	4.67	4.78	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	Ţ
, , , , , , , , , , , , , , , , , ,			n=0	n=0	n=0	n=6	n=12	n=0	•
49. Our team effectively sets goals to further enhance our	4.61	4.67	0.0%	0.0%	0.0%	38.9%	61.1%	0.0%	
performance.			n=0	n=0	n=0	n=7	n=11	n=0	•
10. In my current role, I am encouraged to set	4.56	4.67	0.0%	0.0%	0.0%	44.4%	55.6%	0.0%	
motivational/stretch goals for myself.			n=0	n=0	n=0	n=8	n=10	n=0	•
37. My supervisor motivates me to achieve my goals.	4.50	4.44	0.0%	0.0%	11.1%	27.8%	61.1%	0.0%	^
			n=0	n=0	n=2	n=5	n=11	n=0	1
40. In the past three months, my supervisor has discussed	4.44	4.50	0.0%	0.0%	11.1%	33.3%	55.6%	0.0%	
my successes and progress with me.			n=0	n=0	n=2	n=6	n=10	n=0	T
Training & Development	4.44	4.62							
30. My supervisor encourages opportunities for my growth and development.	4.61	4.56	0.0%	0.0%	0.0%	38.9%	61.1%	0.0%	↑
and development.			n=0	n=0	n=0	n=7	n=11	n=0	
35. My supervisor supports my personal and professional	4.61	4.56	0.0%	0.0%	0.0%	38.9%	61.1%	0.0%	^
development.			n=0	n=0	n=0	n=7	n=11	n=0	ı
15. I am properly trained to achieve excellence in my work.	4.50	4.78	0.0%	0.0%	5.6%	38.9%	55.6%	0.0%	
			n=0	n=0	n=1	n=7	n=10	n=0	•
6. I am provided opportunities to further my growth and	4.39	4.67	5.6%	0.0%	5.6%	27.8%	61.1%	0.0%	^
development.			n=1	n=0	n=1	n=5	n=11	n=0	I
67. Our organization provides the "right" training for me to	4.11	4.56	5.6%	0.0%	22.2%	22.2%	50.0%	0.0%	
excel in my role.			n=1	n=0	n=4	n=4	n=9	n=0	•



October 2018 Glen Ellyn District 41: Central Service - Administration Results (N=18)

uten Enyn Disa tet 41. cena at Sel vice - Aummist adon Re.	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Career Development	4.40	4.78							
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	1
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	\
Engage-Inspire	4.58	4.96							
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	1
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	\
Satisfaction	4.44	4.69							
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,Iamverysatisfiedwithourorganizationasaplacetowork.	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	1
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	↓
Mission Conscious	4.60	4.67							
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	1
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	1



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Gien Enyn District 41: Centrul Service - Auministrution Res	suits (N-10)								
	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Pride	4.56	4.86							
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	1
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	1
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	1
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	1
Continuous Improvement	4.72	4.89							
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	1
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	1
Innovation	4.70	4.81							
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	1
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	1
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	\



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



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



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



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

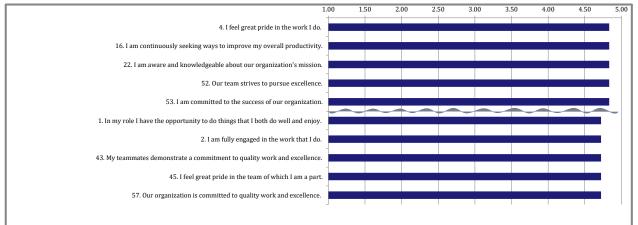


Rank Ordered Questions According to Mean **Mean Dimension/Mean** Training & I am provided opportunities to further my growth and 6. 4.39 Development development. 4.44 I am provided the opportunity to spend quality time with my Support-Equip 28. 4.39 supervisor. 4.51 Recognition I have received meaningful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



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Top 10 Rank Ordered By Mean	Directsion	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
. 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	1
6. I am continuously seeking ways to improve my overall roductivity.	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	1
2. I am aware and knowledgeable about our organization's ission.	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	1
2. 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	\
3. 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	Ţ
In my role I have the opportunity to do things that I both do well d 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	1
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	Ţ
$3.\mathrm{My}$ teammates demonstrate a commitment to quality work and scellence.	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	1
5. 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	1
5. I feel great pride in the team of which I am a part.	Pride Quality	4.72	4.78	0.0%						↓
5. I feel great pride in the team of which I am a part. 7. Our organization is committed to quality work and excellence.		4.72		0.0% n=0 0.0% n=0	n=0 0.0% n=0	n=0 0.0%	n=5 27.8%	n=13 72.2%	n=0 0.0%	5.00





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 $71.\,I\,am\,aw are\,of\,the\,career\,opportunities\,that\,are\,available\,for\,me\,at\,our\,organization.$

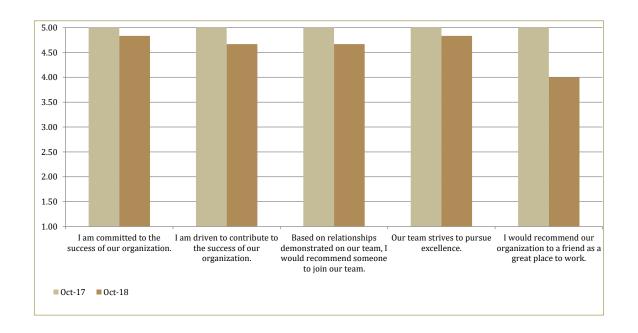
 $65.\,I\,feel$ "in on things" that are happening at our organization.

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	(+/ Chai
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	1
2. I would recommend our organization to a friend as a great ace 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	1
. 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	1
 Our organization provides the "right" training for me to excel in y 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	1
B. Business decisions made are consistent with our mission and re 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	
 Our organization has a genuine concern and interest about me 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	
ł. 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	
. I have the opportunity to express my career interests at our ganization.	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	1
. I am aware of the career opportunities that are available for me 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	1
5. 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	1
		1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00
7. I have encouraged someone to a	apply at our organizat	tion.								
62. I would recommend our organization to a friend	l as a great place to w	ork.								
20.1 look forward to co	oming to work every	day.								
	or mo to overal in my	role.								
67. Our organization provides the "right" training fo	of the to excernifing i	_								
67. Our organization provides the "right" training for the second of the		ues.								_
	mission and core val	-								
68. Business decisions made are consistent with our	mission and core val	son.								



October 2018

<u> Pr</u>	evious Top 5 Rank Ordered Questions According to M	<u>Dimension</u> ean	<u>0ct-17</u>	<u>0ct-18</u>	(+/-) Change
53.	I am committed to the success of our organization.	Engage-Inspire	5.00	4.83	1
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	5.00	4.67	1
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	5.00	4.67	1
52.	Our team strives to pursue excellence.	Continuous Improvement	5.00	4.83	1
62.	I would recommend our organization to a friend as a great place to work.	Engage-Inspire	5.00	4.00	1

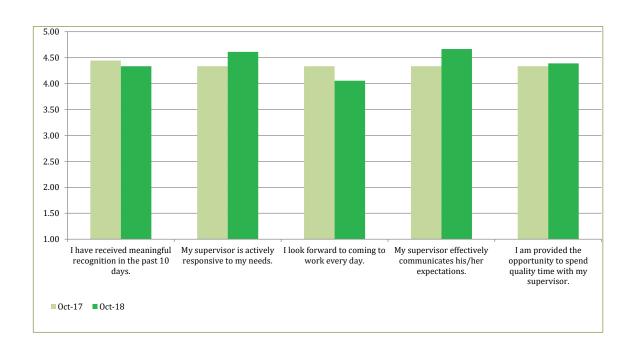




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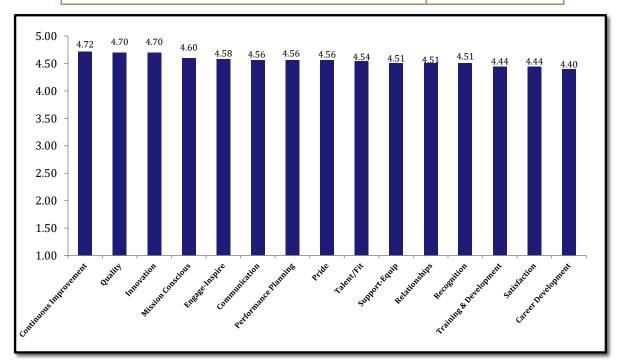
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<u> Pr</u>	evious Bottom 5 Rank Ordered Questions According to	<u>Dimension</u> o Mean	Oct-17	<u>0ct-18</u>	(+/-) Change
9.	I have received meaningful recognition in the past 10 days.	Recognition	4.44	4.33	1
34.	My supervisor is actively responsive to my needs.	Support-Equip	4.33	4.61	1
20.	I look forward to coming to work every day.	Satisfaction	4.33	4.06	1
24.	My supervisor effectively communicates his/her expectations.	Communication	4.33	4.67	1
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.33	4.39	1





Rank Ordered Dimensions by Mean	Dimension Mean
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





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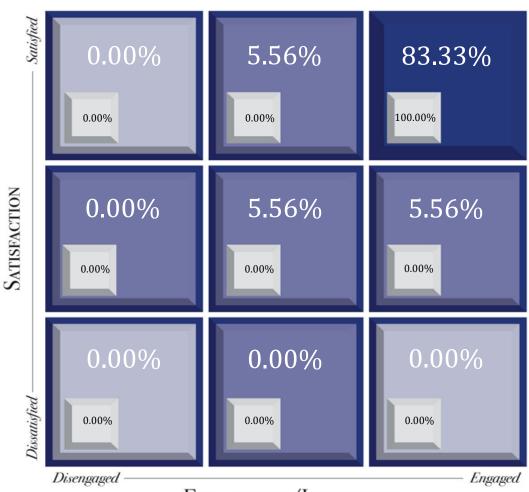
Rank Ordered Dimensions by Mean	<u>Oct-17</u> <u>Mean</u>	<u>Oct-18</u> <u>Mean</u>	<u>(+/-)</u> <u>Change</u>
Continuous Improvement	4.89	4.72	↓ ↓
Quality	4.89	4.70	1
Innovation	4.81	4.70	1
Mission Conscious	4.67	4.60	1
Engage-Inspire	4.96	4.58	1
Communication	4.53	4.56	1
Performance Planning	4.61	4.56	1
Pride	4.86	4.56	1
Talent/Fit	4.70	4.54	1
Support-Equip	4.54	4.51	1
Relationships	4.63	4.51	1
Recognition	4.60	4.51	1
Training & Development	4.62	4.44	1
Satisfaction	4.69	4.44	1
Career Development	4.78	4.40	1



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HUMANeX Ventures Cultural Assessment IndexSM Satisfaction / Engagement 3x3



ENGAGEMENT/INSPIRATION