



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

for Glen Ellyn District 41:  
Central Service - All



October 2018

Glen Ellyn District 41: Central Service - All Results (N=36)

	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.	4.42	4.32	0.0%	2.8%	0.0%	22.2%	75.0%	0.0%	↑
	4.69	4.68	n=0	n=1	n=0	n=8	n=27	n=0	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.58	4.33	0.0%	0.0%	8.3%	25.0%	66.7%	0.0%	↑
			n=0	n=0	n=3	n=9	n=24	n=0	
56. I feel our organization is a great fit for me.	4.56	4.54	0.0%	0.0%	5.6%	33.3%	61.1%	0.0%	↑
			n=0	n=0	n=2	n=12	n=22	n=0	
72. Our organization selects highly talented individuals when hiring.	4.47	4.20	2.8%	0.0%	8.3%	25.0%	63.9%	0.0%	↑
			n=1	n=0	n=3	n=9	n=23	n=0	
11. I am in a role that allows me to maximize my talents and strengths.	4.44	4.24	2.8%	2.8%	5.6%	25.0%	63.9%	0.0%	↑
			n=1	n=1	n=2	n=9	n=23	n=0	
63. Our organization selects the right people for the right job.	4.33	4.08	2.8%	0.0%	11.1%	33.3%	52.8%	0.0%	↑
			n=1	n=0	n=4	n=12	n=19	n=0	
7. I have encouraged someone to apply at our organization.	3.85	4.14	5.3%	10.5%	10.5%	28.9%	34.2%	5.3%	↓
			n=2	n=4	n=4	n=11	n=13	n=2	
<b>Support-Equip</b>									
33. My supervisor is available for me when needs arise.	4.48	4.30	0.0%	0.0%	5.6%	30.6%	63.9%	0.0%	↑
	4.58	4.36	n=0	n=0	n=2	n=11	n=23	n=0	
23. I have a supportive coaching relationship with my supervisor.	4.53	4.32	0.0%	2.8%	2.8%	33.3%	61.1%	0.0%	↑
			n=0	n=1	n=1	n=12	n=22	n=0	
34. My supervisor is actively responsive to my needs.	4.53	4.20	0.0%	2.8%	5.6%	27.8%	63.9%	0.0%	↑
			n=0	n=1	n=2	n=10	n=23	n=0	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.50	4.32	0.0%	2.8%	0.0%	41.7%	55.6%	0.0%	↑
			n=0	n=1	n=0	n=15	n=20	n=0	
3. I am provided the core needs necessary for me to excel in my role.	4.47	4.48	0.0%	2.8%	2.8%	38.9%	55.6%	0.0%	↓
			n=0	n=1	n=1	n=14	n=20	n=0	
28. I am provided the opportunity to spend quality time with my supervisor.	4.26	4.12	0.0%	5.4%	16.2%	21.6%	51.4%	2.7%	↑
			n=0	n=2	n=6	n=8	n=19	n=1	



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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>									
25. My supervisor cares about me as a person.	4.61	4.32	0.0% n=0	0.0% n=0	11.1% n=4	16.7% n=6	72.2% n=26	0.0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.56	4.43	0.0% n=0	2.8% n=1	8.3% n=3	19.4% n=7	69.4% n=25	0.0% n=0	↑
5. I have at least one close friend at work.	4.51	4.38	0.0% n=0	0.0% n=0	10.8% n=4	24.3% n=9	59.5% n=22	2.7% n=1	↑
32. I have an open and trusting relationship with my supervisor.	4.50	4.40	0.0% n=0	0.0% n=0	11.1% n=4	27.8% n=10	61.1% n=22	0.0% n=0	↑
51. Our team has open and trusting relationships.	4.50	4.33	2.8% n=1	0.0% n=0	11.1% n=4	16.7% n=6	69.4% n=25	0.0% n=0	↑
54. Quality relationships are valued across our organization.	4.44	4.36	2.8% n=1	2.8% n=1	2.8% n=1	30.6% n=11	61.1% n=22	0.0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.28	4.16	0.0% n=0	5.6% n=2	16.7% n=6	22.2% n=8	55.6% n=20	0.0% n=0	↑
61. Our organization has a genuine concern and interest about me as a person.	4.19	4.04	2.8% n=1	5.6% n=2	13.9% n=5	25.0% n=9	52.8% n=19	0.0% n=0	↑
31. I am provided personal coaching from my supervisor.	4.17	4.08	2.8% n=1	2.8% n=1	19.4% n=7	25.0% n=9	50.0% n=18	0.0% n=0	↑
<b>Quality</b>									
57. Our organization is committed to quality work and excellence.	4.64	4.44	0.0% n=0	0.0% n=0	5.6% n=2	25.0% n=9	69.4% n=25	0.0% n=0	↑
43. My teammates demonstrate a commitment to quality work and excellence.	4.58	4.50	2.8% n=1	0.0% n=0	5.6% n=2	19.4% n=7	72.2% n=26	0.0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.56	4.29	0.0% n=0	2.8% n=1	5.6% n=2	25.0% n=9	66.7% n=24	0.0% n=0	↑
<b>Communication</b>									
36. I have the opportunity to communicate with my supervisor.	4.58	4.28	0.0% n=0	0.0% n=0	2.8% n=1	36.1% n=13	61.1% n=22	0.0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	4.56	4.16	0.0% n=0	2.8% n=1	2.8% n=1	30.6% n=11	63.9% n=23	0.0% n=0	↑
27. My supervisor and I have effective two-way communication.	4.56	4.52	0.0% n=0	0.0% n=0	5.6% n=2	33.3% n=12	61.1% n=22	0.0% n=0	↑
44. Our team effectively communicates with each other.	4.50	4.33	0.0% n=0	2.8% n=1	8.3% n=3	25.0% n=9	63.9% n=23	0.0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	4.42	4.04	2.8% n=1	0.0% n=0	5.6% n=2	36.1% n=13	55.6% n=20	0.0% n=0	↑
65. I feel "in on things" that are happening at our organization.	4.14	3.88	2.8% n=1	8.3% n=3	5.6% n=2	38.9% n=14	44.4% n=16	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>									
18. I have provided meaningful recognition to others in the past 10 days.	4.56	4.33	0.0% n=0	0.0% n=0	8.3% n=3	27.8% n=10	63.9% n=23	0.0% n=0	↑
48. Our team recognizes each other's efforts and impact.	4.56	4.50	0.0% n=0	2.8% n=1	8.3% n=3	19.4% n=7	69.4% n=25	0.0% n=0	↑
29. My supervisor recognizes me for a job well done.	4.50	4.32	0.0% n=0	2.8% n=1	2.8% n=1	36.1% n=13	58.3% n=21	0.0% n=0	↑
66. Excellence is recognized in our organization.	4.42	4.04	2.8% n=1	2.8% n=1	2.8% n=1	33.3% n=12	58.3% n=21	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	4.25	3.84	2.8% n=1	8.3% n=3	2.8% n=1	33.3% n=12	52.8% n=19	0.0% n=0	↑
<b>Performance Planning</b>									
17. I have set the right goals for myself to excel in my role/position.	4.56	4.52	0.0% n=0	0.0% n=0	2.8% n=1	38.9% n=14	58.3% n=21	0.0% n=0	↑
37. My supervisor motivates me to achieve my goals.	4.40	4.24	0.0% n=0	2.7% n=1	10.8% n=4	27.0% n=10	54.1% n=20	2.7% n=1	↑
49. Our team effectively sets goals to further enhance our performance.	4.39	4.17	0.0% n=0	5.6% n=2	5.6% n=2	33.3% n=12	55.6% n=20	0.0% n=0	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.37	4.00	0.0% n=0	5.4% n=2	5.4% n=2	32.4% n=12	51.4% n=19	2.7% n=1	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.21	3.88	2.6% n=1	5.3% n=2	10.5% n=4	23.7% n=9	47.4% n=18	5.3% n=2	↑
<b>Training &amp; Development</b>									
35. My supervisor supports my personal and professional development.	4.53	4.16	0.0% n=0	0.0% n=0	11.1% n=4	25.0% n=9	63.9% n=23	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.47	4.36	0.0% n=0	0.0% n=0	5.6% n=2	41.7% n=15	52.8% n=19	0.0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	4.42	4.08	2.8% n=1	2.8% n=1	5.6% n=2	27.8% n=10	61.1% n=22	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	4.14	3.92	8.3% n=3	2.8% n=1	13.9% n=5	16.7% n=6	58.3% n=21	0.0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	4.08	3.96	5.6% n=2	0.0% n=0	22.2% n=8	25.0% n=9	47.2% n=17	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.	4.47	4.40	0.0% n=0	2.8% n=1	8.3% n=3	27.8% n=10	61.1% n=22	0.0% n=0	↑
71. I am aware of the career opportunities that are available for me at our organization.	4.15	3.84	2.6% n=1	2.6% n=1	15.8% n=6	26.3% n=10	42.1% n=16	5.3% n=2	↑
59. I value the career opportunities that I have at our organization.	4.14	3.96	5.4% n=2	5.4% n=2	5.4% n=2	32.4% n=12	45.9% n=17	2.7% n=1	↑
58. Our organization provides the experience and development for me to further my career here.	4.06	3.80	8.3% n=3	2.8% n=1	13.9% n=5	25.0% n=9	50.0% n=18	0.0% n=0	↑
60. I have the opportunity to express my career interests at our organization.	4.03	3.84	2.6% n=1	10.3% n=4	12.8% n=5	15.4% n=6	43.6% n=17	7.7% n=3	↑
<b>Engage-Inspire</b>									
53. I am committed to the success of our organization.	4.81	4.64	0.0% n=0	0.0% n=0	0.0% n=0	19.4% n=7	80.6% n=29	0.0% n=0	↑
2. I am fully engaged in the work that I do.	4.67	4.72	0.0% n=0	2.8% n=1	2.8% n=1	19.4% n=7	75.0% n=27	0.0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.67	4.63	0.0% n=0	0.0% n=0	2.8% n=1	27.8% n=10	69.4% n=25	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.63	4.50	0.0% n=0	0.0% n=0	5.4% n=2	24.3% n=9	64.9% n=24	2.7% n=1	↑
62. I would recommend our organization to a friend as a great place to work.	4.14	4.36	5.6% n=2	0.0% n=0	19.4% n=7	25.0% n=9	50.0% n=18	0.0% n=0	↓
<b>Satisfaction</b>									
46. I am satisfied being a part of our team.	4.61	4.46	0.0% n=0	0.0% n=0	2.8% n=1	33.3% n=12	63.9% n=23	0.0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.47	4.40	2.8% n=1	0.0% n=0	2.8% n=1	36.1% n=13	58.3% n=21	0.0% n=0	↑
13. I am satisfied with my role/work.	4.42	4.29	0.0% n=0	0.0% n=0	8.3% n=3	41.7% n=15	50.0% n=18	0.0% n=0	↑
20. I look forward to coming to work every day.	4.19	4.17	0.0% n=0	2.8% n=1	19.4% n=7	33.3% n=12	44.4% n=16	0.0% n=0	↑
<b>Mission Conscious</b>									
22. I am aware and knowledgeable about our organization's mission.	4.69	4.58	0.0% n=0	0.0% n=0	2.8% n=1	25.0% n=9	72.2% n=26	0.0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	4.51	4.13	0.0% n=0	0.0% n=0	8.1% n=3	29.7% n=11	56.8% n=21	2.7% n=1	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.50	4.28	0.0% n=0	0.0% n=0	5.6% n=2	38.9% n=14	55.6% n=20	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	4.14	4.00	5.6% n=2	2.8% n=1	13.9% n=5	27.8% n=10	50.0% n=18	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.	4.78	4.72	0.0% n=0	0.0% n=0	0.0% n=0	22.2% n=8	77.8% n=28	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.67	4.46	0.0% n=0	0.0% n=0	2.8% n=1	27.8% n=10	69.4% n=25	0.0% n=0	↑
64. I speak of our organization with pride.	4.47	4.44	2.8% n=1	0.0% n=0	5.6% n=2	30.6% n=11	61.1% n=22	0.0% n=0	↑
14. I feel great pride in being a part of our organization.	4.42	4.46	2.8% n=1	0.0% n=0	8.3% n=3	30.6% n=11	58.3% n=21	0.0% n=0	↓
<b>Continuous Improvement</b>									
52. Our team strives to pursue excellence.	4.69	4.38	0.0% n=0	0.0% n=0	8.3% n=3	13.9% n=5	77.8% n=28	0.0% n=0	↑
55. I am part of an organization that continues to pursue excellence every day.	4.64	4.48	0.0% n=0	0.0% n=0	8.3% n=3	19.4% n=7	72.2% n=26	0.0% n=0	↑
21. I strive to find a better way every day.	4.58	4.50	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=15	58.3% n=21	0.0% n=0	↑
<b>Innovation</b>									
16. I am continuously seeking ways to improve my overall productivity.	4.78	4.61	0.0% n=0	0.0% n=0	0.0% n=0	22.2% n=8	77.8% n=28	0.0% n=0	↑
69. Our organization encourages innovation.	4.53	4.20	2.8% n=1	0.0% n=0	5.6% n=2	25.0% n=9	66.7% n=24	0.0% n=0	↑
42. Our team encourages innovation.	4.50	4.42	0.0% n=0	2.8% n=1	5.6% n=2	30.6% n=11	61.1% n=22	0.0% n=0	↑



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Glen Ellyn District 41: Central Service - All Results (N=36)

**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

53.	I am committed to the success of our organization.	<b>4.81</b>	Engage-Inspire 4.58
4.	I feel great pride in the work I do.	<b>4.78</b>	Pride 4.58
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.78</b>	Innovation 4.60
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.69</b>	Talent/Fit 4.42
22.	I am aware and knowledgeable about our organization's mission.	<b>4.69</b>	Mission Conscious 4.46
52.	Our team strives to pursue excellence.	<b>4.69</b>	Continuous Improvement 4.64
2.	I am fully engaged in the work that I do.	<b>4.67</b>	Engage-Inspire 4.58
8.	I am driven to contribute to the success of our organization.	<b>4.67</b>	Engage-Inspire 4.58
45.	I feel great pride in the team of which I am a part.	<b>4.67</b>	Pride 4.58
55.	I am part of an organization that continues to pursue excellence every day.	<b>4.64</b>	Continuous Improvement 4.64
57.	Our organization is committed to quality work and excellence.	<b>4.64</b>	Quality 4.59
12.	I am highly committed to and energized by my work.	<b>4.63</b>	Engage-Inspire 4.58
25.	My supervisor cares about me as a person.	<b>4.61</b>	Relationships 4.42
46.	I am satisfied being a part of our team.	<b>4.61</b>	Satisfaction 4.42



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Rank Ordered Questions According to Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
21.	I strive to find a better way every day.	<b>4.58</b>	Continuous Improvement 4.64
33.	My supervisor is available for me when needs arise.	<b>4.58</b>	Support-Equip 4.48
36.	I have the opportunity to communicate with my supervisor.	<b>4.58</b>	Communication 4.46
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	<b>4.58</b>	Talent/Fit 4.42
43.	My teammates demonstrate a commitment to quality work and excellence.	<b>4.58</b>	Quality 4.59
17.	I have set the right goals for myself to excel in my role/position.	<b>4.56</b>	Performance Planning 4.39
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.56</b>	Recognition 4.46
24.	My supervisor effectively communicates his/her expectations.	<b>4.56</b>	Communication 4.46
27.	My supervisor and I have effective two-way communication.	<b>4.56</b>	Communication 4.46
47.	I am on a team that encourages each member to surpass expectations.	<b>4.56</b>	Quality 4.59
48.	Our team recognizes each other's efforts and impact.	<b>4.56</b>	Recognition 4.46
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	<b>4.56</b>	Relationships 4.42
56.	I feel our organization is a great fit for me.	<b>4.56</b>	Talent/Fit 4.42
23.	I have a supportive coaching relationship with my supervisor.	<b>4.53</b>	Support-Equip 4.48
34.	My supervisor is actively responsive to my needs.	<b>4.53</b>	Support-Equip 4.48





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**Rank Ordered Questions According to Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
35.	My supervisor supports my personal and professional development.	<b>4.53</b>	Training & Development 4.33
69.	Our organization encourages innovation.	<b>4.53</b>	Innovation 4.60
5.	I have at least one close friend at work.	<b>4.51</b>	Relationships 4.42
41.	My supervisor effectively communicates our organizational mission to me.	<b>4.51</b>	Mission Conscious 4.46
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>4.50</b>	Support-Equip 4.48
29.	My supervisor recognizes me for a job well done.	<b>4.50</b>	Recognition 4.46
32.	I have an open and trusting relationship with my supervisor.	<b>4.50</b>	Relationships 4.42
42.	Our team encourages innovation.	<b>4.50</b>	Innovation 4.60
44.	Our team effectively communicates with each other.	<b>4.50</b>	Communication 4.46
51.	Our team has open and trusting relationships.	<b>4.50</b>	Relationships 4.42
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	<b>4.50</b>	Mission Conscious 4.46
3.	I am provided the core needs necessary for me to excel in my role.	<b>4.47</b>	Support-Equip 4.48
15.	I am properly trained to achieve excellence in my work.	<b>4.47</b>	Training & Development 4.33
64.	I speak of our organization with pride.	<b>4.47</b>	Pride 4.58
70.	I would like to work at our organization long term.	<b>4.47</b>	Career Development 4.17



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
72.	Our organization selects highly talented individuals when hiring.	<b>4.47</b>	Talent/Fit 4.42
73.	Overall, I am very satisfied with our organization as a place to work.	<b>4.47</b>	Satisfaction 4.42
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.44</b>	Talent/Fit 4.42
54.	Quality relationships are valued across our organization.	<b>4.44</b>	Relationships 4.42
13.	I am satisfied with my role/work.	<b>4.42</b>	Satisfaction 4.42
14.	I feel great pride in being a part of our organization.	<b>4.42</b>	Pride 4.58
26.	My supervisor gives me constructive feedback about my work performance.	<b>4.42</b>	Communication 4.46
30.	My supervisor encourages opportunities for my growth and development.	<b>4.42</b>	Training & Development 4.33
66.	Excellence is recognized in our organization.	<b>4.42</b>	Recognition 4.46
37.	My supervisor motivates me to achieve my goals.	<b>4.40</b>	Performance Planning 4.39
49.	Our team effectively sets goals to further enhance our performance.	<b>4.39</b>	Performance Planning 4.39
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.37</b>	Performance Planning 4.39
63.	Our organization selects the right people for the right job.	<b>4.33</b>	Talent/Fit 4.42
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>4.28</b>	Relationships 4.42
28.	I am provided the opportunity to spend quality time with my supervisor.	<b>4.26</b>	Support-Equip 4.48



October 2018

Glen Ellyn District 41: Central Service - All Results (N=36)

**Rank Ordered Questions According to Mean**

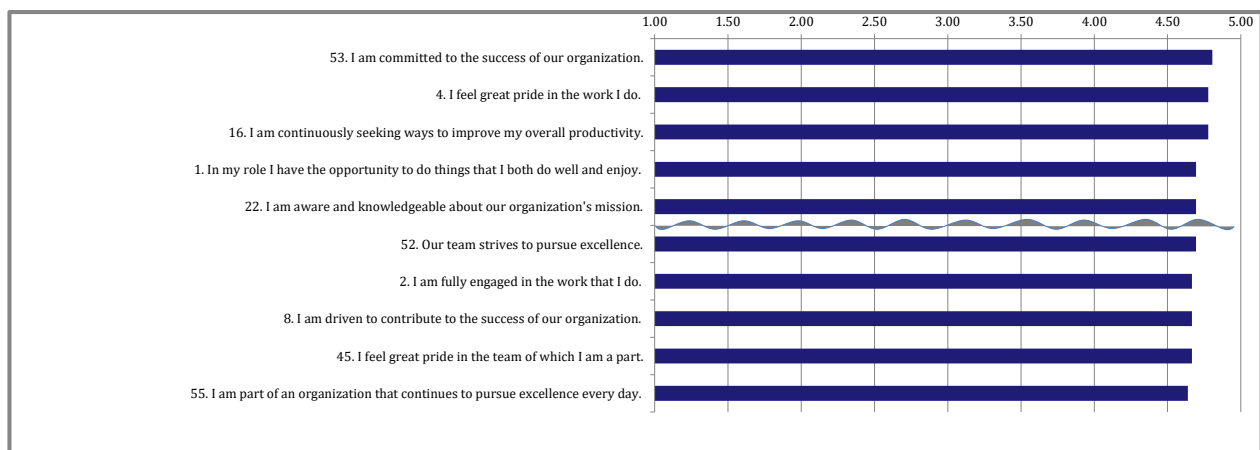
		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
9.	I have received meaningful recognition in the past 10 days.	<b>4.25</b>	Recognition 4.46
40.	In the past three months, my supervisor has discussed my successes and progress with me.	<b>4.21</b>	Performance Planning 4.39
20.	I look forward to coming to work every day.	<b>4.19</b>	Satisfaction 4.42
61.	Our organization has a genuine concern and interest about me as a person.	<b>4.19</b>	Relationships 4.42
31.	I am provided personal coaching from my supervisor.	<b>4.17</b>	Relationships 4.42
71.	I am aware of the career opportunities that are available for me at our organization.	<b>4.15</b>	Career Development 4.17
59.	I value the career opportunities that I have at our organization.	<b>4.14</b>	Career Development 4.17
6.	I am provided opportunities to further my growth and development.	<b>4.14</b>	Training & Development 4.33
62.	I would recommend our organization to a friend as a great place to work.	<b>4.14</b>	Engage-Inspire 4.58
65.	I feel "in on things" that are happening at our organization.	<b>4.14</b>	Communication 4.46
68.	Business decisions made are consistent with our mission and core values.	<b>4.14</b>	Mission Conscious 4.46
67.	Our organization provides the "right" training for me to excel in my role.	<b>4.08</b>	Training & Development 4.33
58.	Our organization provides the experience and development for me to further my career here.	<b>4.06</b>	Career Development 4.17
60.	I have the opportunity to express my career interests at our organization.	<b>4.03</b>	Career Development 4.17
7.	I have encouraged someone to apply at our organization.	<b>3.85</b>	Talent/Fit 4.42



October 2018

Glen Ellyn District 41: Central Service - All Results (N=36)

Top 10 Rank Ordered By Mean	Dimension	Current Mean	Previous Mean	Response Distribution					N/A	(+/-) Change
				Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)		
53. I am committed to the success of our organization.	Engage-Inspire	4.81	4.64	0.0% n=0	0.0% n=0	0.0% n=0	19.4% n=7	80.6% n=29	0.0% n=0	↑
4. I feel great pride in the work I do.	Pride	4.78	4.72	0.0% n=0	0.0% n=0	0.0% n=0	22.2% n=8	77.8% n=28	0.0% n=0	↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.78	4.61	0.0% n=0	0.0% n=0	0.0% n=0	22.2% n=8	77.8% n=28	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.69	4.68	0.0% n=0	2.8% n=1	0.0% n=0	22.2% n=8	75.0% n=27	0.0% n=0	↑
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.69	4.58	0.0% n=0	0.0% n=0	2.8% n=1	25.0% n=9	72.2% n=26	0.0% n=0	↑
<hr/>										
52. Our team strives to pursue excellence.	Continuous Improvement	4.69	4.38	0.0% n=0	0.0% n=0	8.3% n=3	13.9% n=5	77.8% n=28	0.0% n=0	↑
2. I am fully engaged in the work that I do.	Engage-Inspire	4.67	4.72	0.0% n=0	2.8% n=1	2.8% n=1	19.4% n=7	75.0% n=27	0.0% n=0	↓
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.67	4.63	0.0% n=0	0.0% n=0	2.8% n=1	27.8% n=10	69.4% n=25	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	Pride	4.67	4.46	0.0% n=0	0.0% n=0	2.8% n=1	27.8% n=10	69.4% n=25	0.0% n=0	↑
55. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.64	4.48	0.0% n=0	0.0% n=0	8.3% n=3	19.4% n=7	72.2% n=26	0.0% n=0	↑

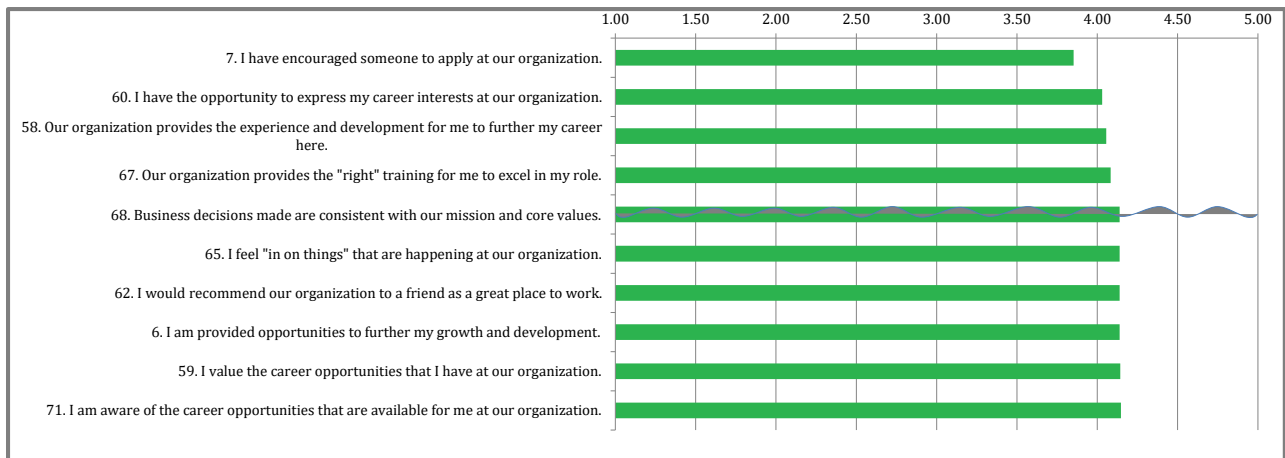




October 2018

Glen Ellyn District 41: Central Service - All Results (N=36)

<b>Bottom 10 Rank Ordered By Mean</b>		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.85	4.14	5.3% n=2	10.5% n=4	10.5% n=4	28.9% n=11	34.2% n=13	5.3% n=2	↓	
60. I have the opportunity to express my career interests at our organization.	Career Development	4.03	3.84	2.6% n=1	10.3% n=4	12.8% n=5	15.4% n=6	43.6% n=17	7.7% n=3	↑	
58. Our organization provides the experience and development for me to further my career here.	Career Development	4.06	3.80	8.3% n=3	2.8% n=1	13.9% n=5	25.0% n=9	50.0% n=18	0.0% n=0	↑	
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.08	3.96	5.6% n=2	0.0% n=0	22.2% n=8	25.0% n=9	47.2% n=17	0.0% n=0	↑	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.14	4.00	5.6% n=2	2.8% n=1	13.9% n=5	27.8% n=10	50.0% n=18	0.0% n=0	↑	
65. I feel "in on things" that are happening at our organization.	Communication	4.14	3.88	2.8% n=1	8.3% n=3	5.6% n=2	38.9% n=14	44.4% n=16	0.0% n=0	↑	
62. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.14	4.36	5.6% n=2	0.0% n=0	19.4% n=7	25.0% n=9	50.0% n=18	0.0% n=0	↓	
6. I am provided opportunities to further my growth and development.	Training & Development	4.14	3.92	8.3% n=3	2.8% n=1	13.9% n=5	16.7% n=6	58.3% n=21	0.0% n=0	↑	
59. I value the career opportunities that I have at our organization.	Career Development	4.14	3.96	5.4% n=2	5.4% n=2	5.4% n=2	32.4% n=12	45.9% n=17	2.7% n=1	↑	
71. I am aware of the career opportunities that are available for me at our organization.	Career Development	4.15	3.84	2.6% n=1	2.6% n=1	15.8% n=6	26.3% n=10	42.1% n=16	5.3% n=2	↑	



October 2018

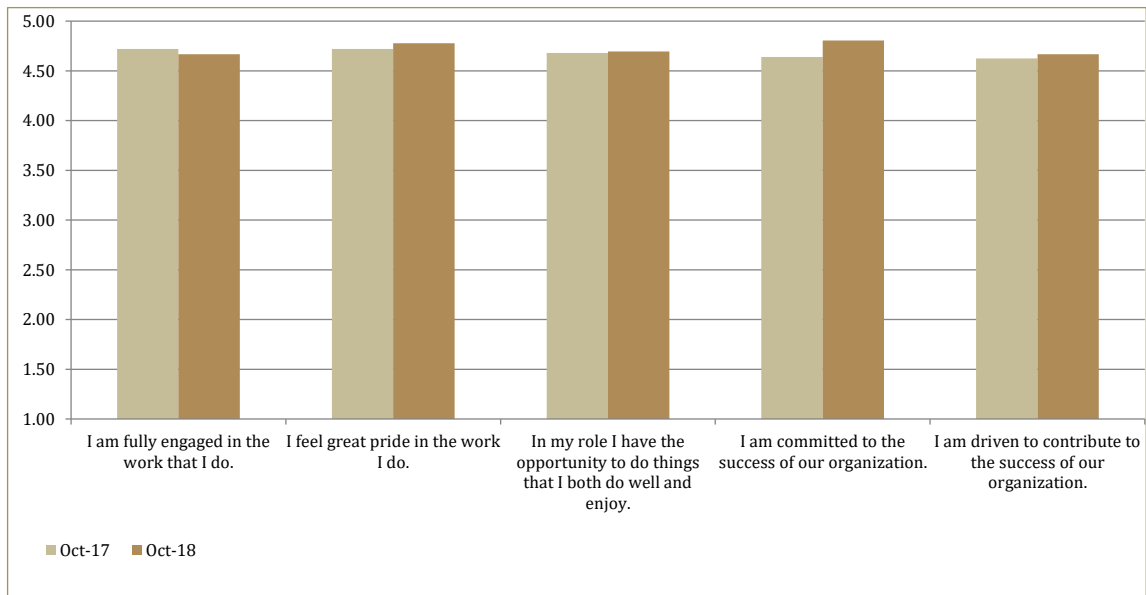
Glen Ellyn District 41: Central Service - All Results (N=36)

(+/-)  
Change

Dimension      Oct-17      Oct-18

Previous Top 5 Rank Ordered Questions According to Mean

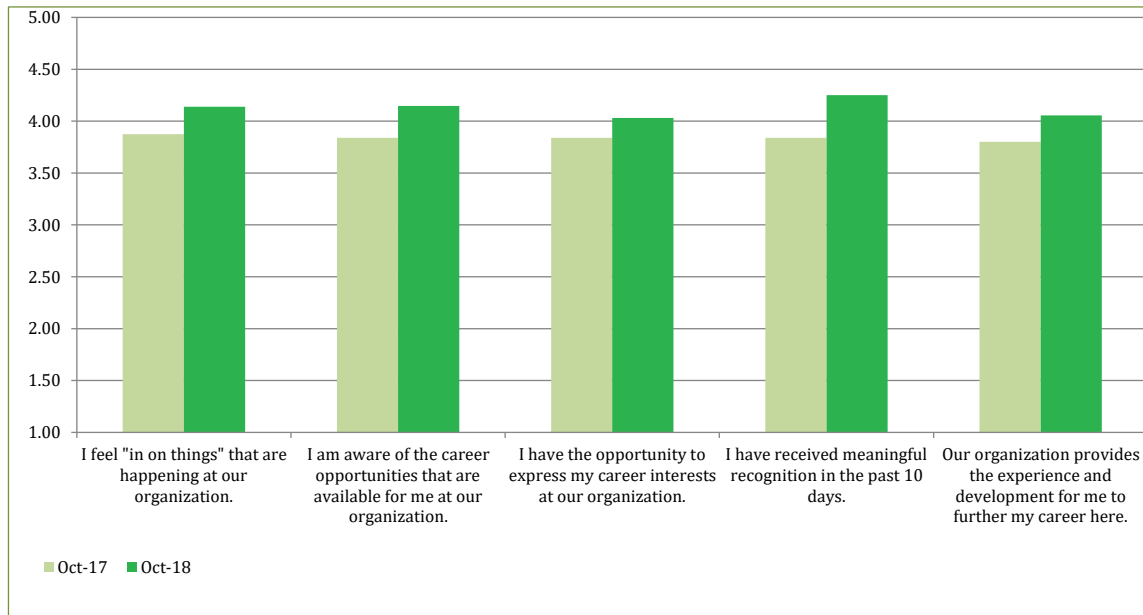
			<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.72	4.67	↓
4.	I feel great pride in the work I do.	Pride	4.72	4.78	↑
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.68	4.69	↑
53.	I am committed to the success of our organization.	Engage-Inspire	4.64	4.81	↑
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	4.63	4.67	↑



October 2018

Glen Ellyn District 41: Central Service - All Results (N=36)

		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<b><i>Previous Bottom 5 Rank Ordered Questions According to Mean</i></b>					
65.	I feel "in on things" that are happening at our organization.	Communication	3.88	4.14	↑
71.	I am aware of the career opportunities that are available for me at our organization.	Career Development	3.84	4.15	↑
60.	I have the opportunity to express my career interests at our organization.	Career Development	3.84	4.03	↑
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.84	4.25	↑
58.	Our organization provides the experience and development for me to further my career here.	Career Development	3.80	4.06	↑

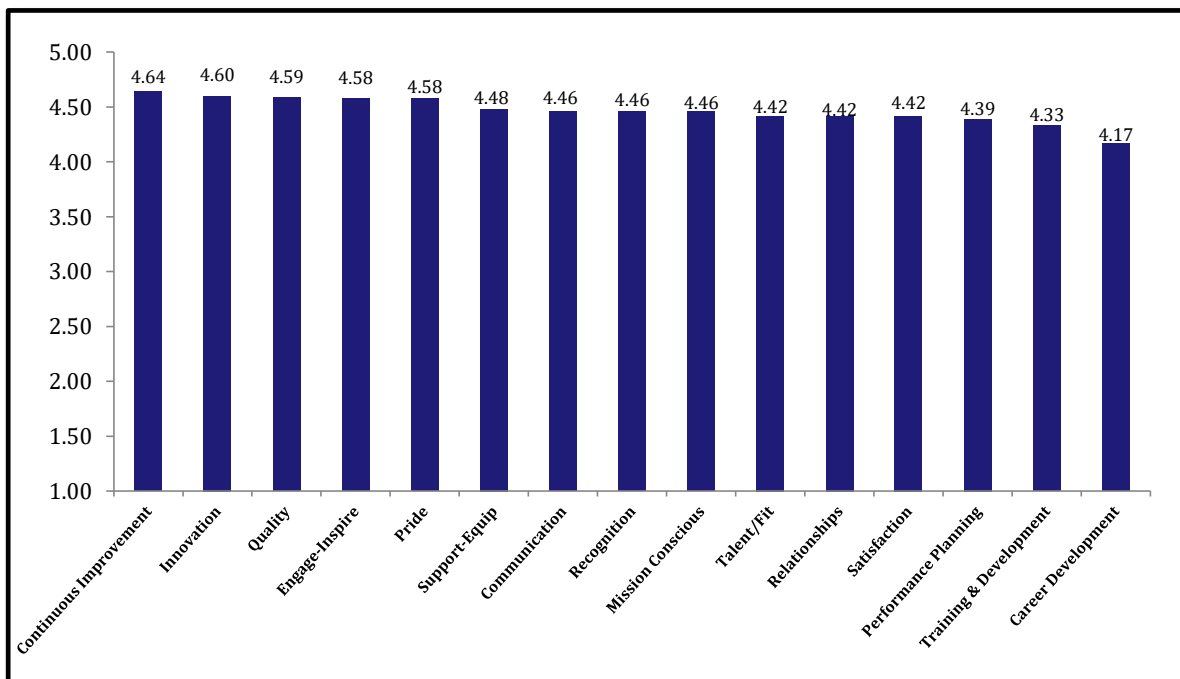




October 2018

Glen Ellyn District 41: Central Service - All Results (N=36)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.64
Innovation	4.60
Quality	4.59
Engage-Inspire	4.58
Pride	4.58
Support-Equip	4.48
Communication	4.46
Recognition	4.46
Mission Conscious	4.46
Talent/Fit	4.42
Relationships	4.42
Satisfaction	4.42
Performance Planning	4.39
Training & Development	4.33
Career Development	4.17





October 2018  
Glen Ellyn District 41: Central Service - All Results (N=36)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.45	4.64	↑
Innovation	4.40	4.60	↑
Quality	4.41	4.59	↑
Engage-Inspire	4.57	4.58	↑
Pride	4.52	4.58	↑
Support-Equip	4.30	4.48	↑
Communication	4.20	4.46	↑
Recognition	4.20	4.46	↑
Mission Conscious	4.25	4.46	↑
Talent/Fit	4.32	4.42	↑
Relationships	4.28	4.42	↑
Satisfaction	4.33	4.42	↑
Performance Planning	4.16	4.39	↑
Training & Development	4.10	4.33	↑
Career Development	3.97	4.17	↑

October 2018

Glen Ellyn District 41: Central Service - All Results (N=36)

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

