



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



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
Relationships									
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	↑
Quality									
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	↑
Communication									
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	↑



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
Recognition									
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	↑
Performance Planning									
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	↑
Training & Development									
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	↑



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
Career Development									
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	↑
Engage-Inspire									
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	↓
Satisfaction									
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	↑
Mission Conscious									
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	↑



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
Pride	4.58	4.52							
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	↓
Continuous Improvement	4.64	4.45							
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	↑
Innovation	4.60	4.40							
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	↑

October 2018

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

October 2018

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

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

October 2018

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

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

October 2018

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

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

October 2018

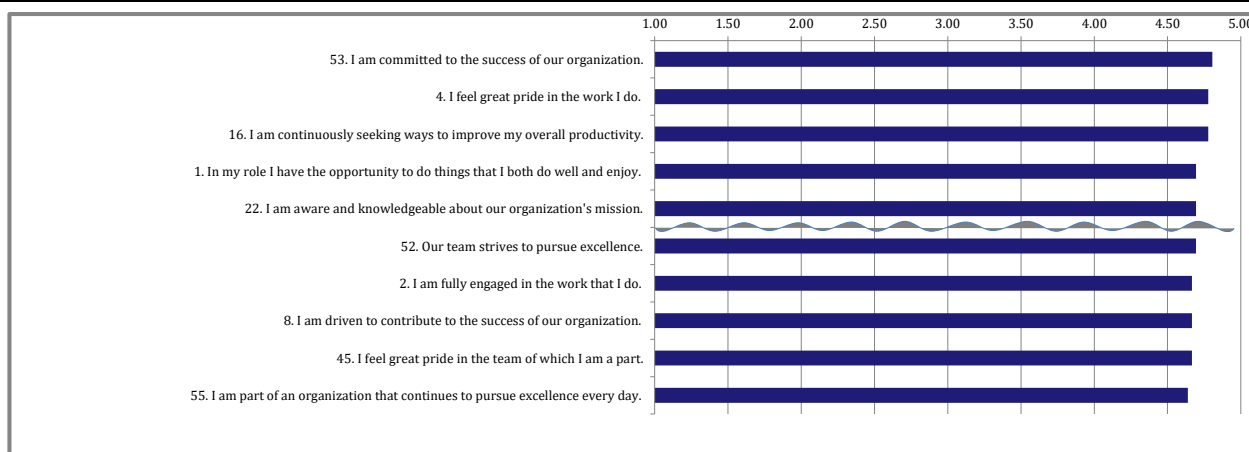
Glen Ellyn District 41: Central Service - All Results (N=36)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
9.	I have received meaningful recognition in the past 10 days.	4.25	Recognition 4.46
40.	In the past three months, my supervisor has discussed my successes and progress with me.	4.21	Performance Planning 4.39
20.	I look forward to coming to work every day.	4.19	Satisfaction 4.42
61.	Our organization has a genuine concern and interest about me as a person.	4.19	Relationships 4.42
31.	I am provided personal coaching from my supervisor.	4.17	Relationships 4.42
71.	I am aware of the career opportunities that are available for me at our organization.	4.15	Career Development 4.17
59.	I value the career opportunities that I have at our organization.	4.14	Career Development 4.17
6.	I am provided opportunities to further my growth and development.	4.14	Training & Development 4.33
62.	I would recommend our organization to a friend as a great place to work.	4.14	Engage-Inspire 4.58
65.	I feel "in on things" that are happening at our organization.	4.14	Communication 4.46
68.	Business decisions made are consistent with our mission and core values.	4.14	Mission Conscious 4.46
67.	Our organization provides the "right" training for me to excel in my role.	4.08	Training & Development 4.33
58.	Our organization provides the experience and development for me to further my career here.	4.06	Career Development 4.17
60.	I have the opportunity to express my career interests at our organization.	4.03	Career Development 4.17
7.	I have encouraged someone to apply at our organization.	3.85	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	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
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	↑
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)

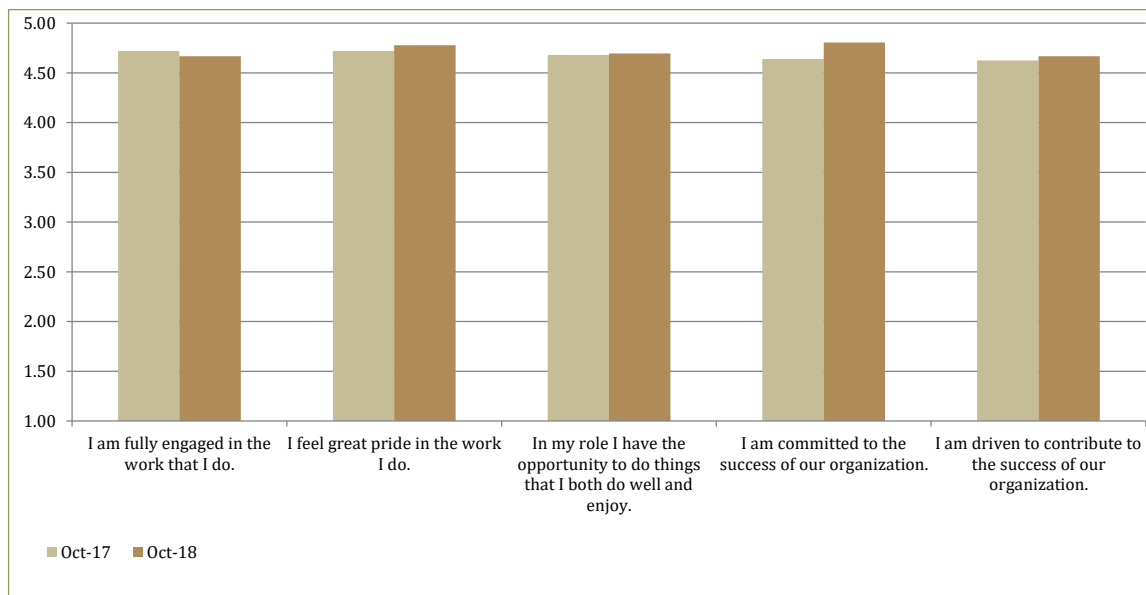
Bottom 10 Rank Ordered By Mean										
	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.85	4.14	5.3% n=2	10.5% n=4	10.5% n=4	28.9% n=11	34.2% n=13	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)

		Dimension	Oct-17	Oct-18	(+/-) Change
<u>Previous Top 5 Rank Ordered Questions According to Mean</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	↑

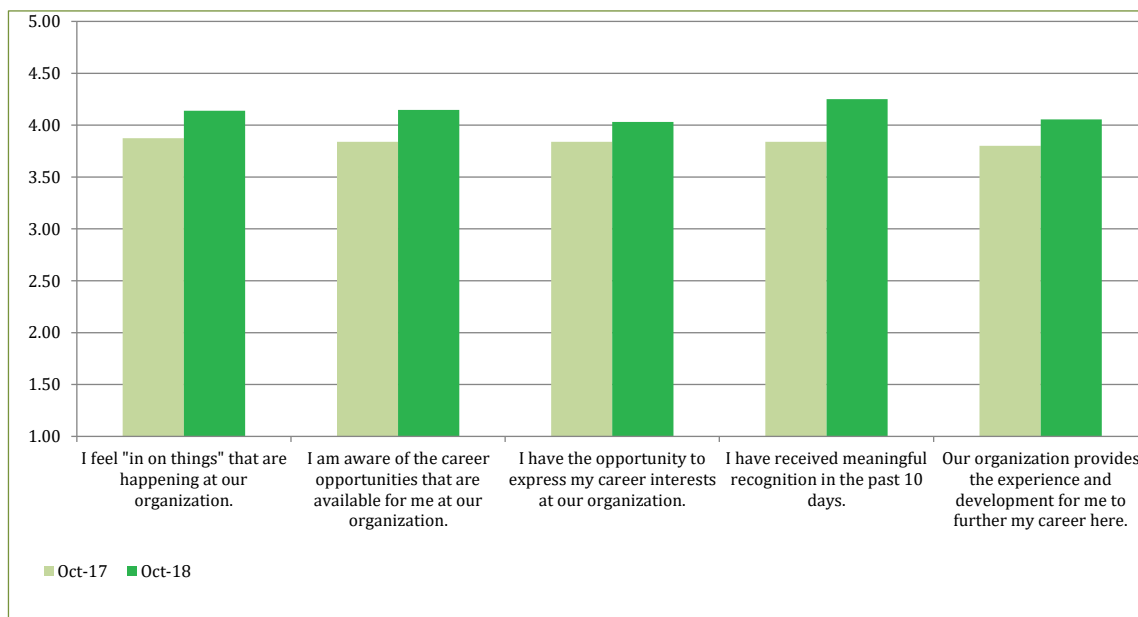




October 2018

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

		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-) Change</u>
<u>Previous Bottom 5 Rank Ordered Questions According to Mean</u>					
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	↑

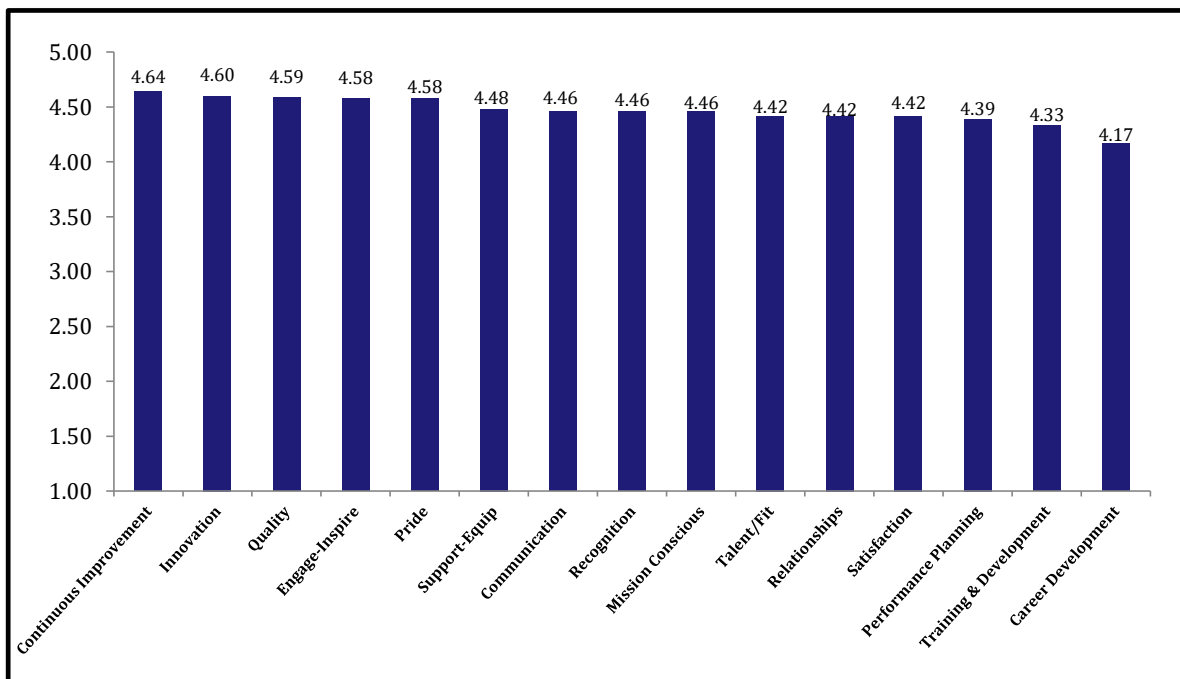




October 2018

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 IndexSM
Satisfaction / Engagement 3x3

