



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Certified Staff - All



October 2018

Glen Ellyn District 41: Certified Staff - All Results (N=222)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit									
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.55	4.53	0.5% n=1	1.4% n=3	1.8% n=4	35.6% n=79	60.8% n=135	0.0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.31	4.29	2.2% n=5	1.3% n=3	11.2% n=25	33.2% n=74	51.1% n=114	0.4% n=1	↑
56. I feel our organization is a great fit for me.	4.25	4.17	0.0% n=0	3.6% n=8	13.5% n=30	36.8% n=82	45.3% n=101	0.4% n=1	↑
72. Our organization selects highly talented individuals when hiring.	4.05	4.09	0.0% n=0	6.2% n=14	17.3% n=39	39.1% n=88	34.7% n=78	1.3% n=3	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.85	4.01	4.2% n=10	6.3% n=15	18.8% n=45	25.1% n=60	31.4% n=75	7.1% n=17	↓
63. Our organization selects the right people for the right job.	3.73	3.76	3.6% n=8	9.4% n=21	22.3% n=50	37.5% n=84	25.4% n=57	0.9% n=2	↓
7. I have encouraged someone to apply at our organization.	3.63	3.63	5.4% n=13	12.1% n=29	15.0% n=36	28.8% n=69	23.8% n=57	7.5% n=18	=
Support-Equip									
33. My supervisor is available for me when needs arise.	3.99	4.15	3.6% n=8	7.6% n=17	15.7% n=35	31.8% n=71	40.4% n=90	0.4% n=1	↓
3. I am provided the core needs necessary for me to excel in my role.	3.94	4.02	2.7% n=6	11.7% n=26	9.0% n=20	41.9% n=93	34.7% n=77	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	3.93	4.09	4.5% n=10	7.6% n=17	16.1% n=36	32.1% n=72	37.9% n=85	0.9% n=2	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.91	3.85	5.4% n=12	9.9% n=22	8.1% n=18	40.8% n=91	35.0% n=78	0.4% n=1	↑
34. My supervisor is actively responsive to my needs.	3.90	4.06	4.9% n=11	8.5% n=19	17.0% n=38	29.6% n=66	39.0% n=87	0.4% n=1	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.59	3.75	6.6% n=15	16.8% n=38	15.5% n=35	28.3% n=64	29.2% n=66	1.8% n=4	↓

October 2018

Glen Ellyn District 41: Certified Staff - All Results (N=222)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships									
5. I have at least one close friend at work.	4.58	4.51	0.5% n=1	2.3% n=5	5.9% n=13	22.1% n=49	69.4% n=154	0.0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.39	4.37	0.4% n=1	3.6% n=8	6.7% n=15	34.4% n=77	53.1% n=119	0.9% n=2	↑
51. Our team has open and trusting relationships.	4.25	4.30	1.8% n=4	4.0% n=9	10.7% n=24	33.5% n=75	48.2% n=108	0.9% n=2	↓
25. My supervisor cares about me as a person.	4.14	4.09	2.3% n=5	6.3% n=14	13.1% n=29	32.0% n=71	46.4% n=103	0.0% n=0	↑
54. Quality relationships are valued across our organization.	3.95	3.88	2.2% n=5	8.0% n=18	13.8% n=31	42.0% n=94	32.1% n=72	0.9% n=2	↑
32. I have an open and trusting relationship with my supervisor.	3.88	3.91	5.9% n=13	9.0% n=20	14.9% n=33	31.5% n=70	38.7% n=86	0.0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.70	3.80	5.4% n=12	11.6% n=26	19.6% n=44	32.1% n=72	29.5% n=66	0.9% n=2	↓
61. Our organization has a genuine concern and interest about me as a person.	3.60	3.40	4.5% n=10	12.1% n=27	24.2% n=54	35.9% n=80	22.4% n=50	0.4% n=1	↑
31. I am provided personal coaching from my supervisor.	3.50	3.59	6.6% n=15	16.7% n=38	18.4% n=42	28.9% n=66	24.1% n=55	2.6% n=6	↓
Quality									
43. My teammates demonstrate a commitment to quality work and excellence.	4.57	4.58	0.0% n=0	1.8% n=4	2.7% n=6	31.7% n=71	62.1% n=139	0.9% n=2	↓
57. Our organization is committed to quality work and excellence.	4.37	4.20	0.0% n=0	3.6% n=8	6.7% n=15	38.1% n=85	50.7% n=113	0.4% n=1	↑
47. I am on a team that encourages each member to surpass expectations.	4.32	4.33	0.9% n=2	2.2% n=5	11.1% n=25	33.2% n=75	49.1% n=111	1.8% n=4	↓
Communication									
44. Our team effectively communicates with each other.	4.33	4.35	0.4% n=1	4.0% n=9	8.5% n=19	34.8% n=78	50.4% n=113	0.9% n=2	↓
36. I have the opportunity to communicate with my supervisor.	4.09	4.24	2.7% n=6	6.7% n=15	13.0% n=29	33.6% n=75	43.0% n=96	0.4% n=1	↓
26. My supervisor gives me constructive feedback about my work performance.	3.96	4.02	3.1% n=7	6.6% n=15	15.5% n=35	36.7% n=83	34.5% n=78	1.8% n=4	↓
27. My supervisor and I have effective two-way communication.	3.95	4.09	5.9% n=13	9.0% n=20	10.8% n=24	33.3% n=74	41.0% n=91	0.0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	3.85	4.03	6.3% n=14	9.0% n=20	13.1% n=29	36.5% n=81	35.1% n=78	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.57	3.37	6.7% n=15	11.7% n=26	21.5% n=48	36.3% n=81	22.9% n=51	0.4% n=1	↑

October 2018

Glen Ellyn District 41: Certified Staff - All Results (N=222)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Recognition									
48. Our team recognizes each other's efforts and impact.	4.40	4.39	0.0% n=0	2.2% n=5	9.8% n=22	32.6% n=73	53.6% n=120	0.9% n=2	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.38	4.34	0.4% n=1	3.6% n=8	6.3% n=14	36.8% n=82	52.0% n=116	0.4% n=1	↑
66. Excellence is recognized in our organization.	3.94	3.82	0.4% n=1	8.1% n=18	16.1% n=36	47.1% n=105	27.4% n=61	0.4% n=1	↓
29. My supervisor recognizes me for a job well done.	3.81	3.97	7.2% n=16	9.9% n=22	13.1% n=29	34.2% n=76	35.6% n=79	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.48	3.54	9.8% n=22	22.3% n=50	6.7% n=15	29.9% n=67	29.5% n=66	0.9% n=2	↓
Performance Planning									
17. I have set the right goals for myself to excel in my role/position.	4.49	4.52	0.0% n=0	0.0% n=0	5.8% n=13	38.6% n=86	54.7% n=122	0.4% n=1	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.30	4.23	0.0% n=0	4.5% n=10	9.9% n=22	36.9% n=82	48.6% n=108	0.0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.25	4.24	0.4% n=1	3.6% n=8	12.9% n=29	34.8% n=78	46.4% n=104	0.9% n=2	↓
37. My supervisor motivates me to achieve my goals.	3.88	4.00	3.5% n=8	8.4% n=19	17.7% n=40	33.2% n=75	33.6% n=76	1.8% n=4	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.75	3.85	6.9% n=16	13.7% n=32	8.2% n=19	28.3% n=66	33.5% n=78	4.7% n=11	↓
Training & Development									
15. I am properly trained to achieve excellence in my work.	4.20	4.18	1.8% n=4	4.5% n=10	9.4% n=21	39.5% n=88	43.9% n=98	0.4% n=1	↑
6. I am provided opportunities to further my growth and development.	4.06	4.02	3.2% n=7	6.3% n=14	8.6% n=19	45.0% n=100	36.9% n=82	0.0% n=0	↑
35. My supervisor supports my personal and professional development.	4.03	4.09	4.5% n=10	5.9% n=13	12.6% n=28	36.0% n=80	41.0% n=91	0.0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.98	3.99	5.0% n=11	6.8% n=15	14.0% n=31	34.2% n=76	40.1% n=89	0.0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.61	3.48	5.8% n=13	12.9% n=29	16.5% n=37	41.1% n=92	21.9% n=49	0.9% n=2	↑

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	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.	4.24	4.27	0.9% n=2	2.2% n=5	15.6% n=35	32.4% n=73	46.2% n=104	1.3% n=3	↓
59. I value the career opportunities that I have at our organization.	4.09	4.18	1.8% n=4	6.3% n=14	12.5% n=28	38.4% n=86	39.3% n=88	0.9% n=2	↓
71. I am aware of the career opportunities that are available for me at our organization.	4.04	4.00	1.3% n=3	8.7% n=20	9.6% n=22	39.3% n=90	34.9% n=80	3.1% n=7	↓
58. Our organization provides the experience and development for me to further my career here.	3.95	3.90	2.7% n=6	10.3% n=23	11.6% n=26	38.4% n=86	35.3% n=79	0.9% n=2	↓
60. I have the opportunity to express my career interests at our organization.	3.81	3.90	3.1% n=7	9.3% n=21	17.2% n=39	39.2% n=89	26.9% n=61	2.2% n=5	↓
Engage-Inspire									
2. I am fully engaged in the work that I do.	4.70	4.71	0.0% n=0	0.9% n=2	0.9% n=2	25.2% n=56	73.0% n=162	0.0% n=0	↓
53. I am committed to the success of our organization.	4.61	4.56	0.0% n=0	0.0% n=0	2.7% n=6	33.2% n=74	63.2% n=141	0.4% n=1	↑
8. I am driven to contribute to the success of our organization.	4.59	4.48	0.0% n=0	0.9% n=2	2.7% n=6	33.3% n=74	63.1% n=140	0.0% n=0	↓
12. I am highly committed to and energized by my work.	4.48	4.52	0.4% n=1	0.9% n=2	4.5% n=10	38.6% n=86	54.7% n=122	0.4% n=1	↓
62. I would recommend our organization to a friend as a great place to work.	3.75	3.73	4.5% n=10	11.2% n=25	17.0% n=38	37.5% n=84	28.1% n=63	0.9% n=2	↑
Satisfaction									
46. I am satisfied being a part of our team.	4.46	4.44	0.0% n=0	3.1% n=7	5.4% n=12	33.0% n=74	56.7% n=127	0.9% n=2	↑
13. I am satisfied with my role/work.	4.29	4.30	0.4% n=1	4.5% n=10	10.3% n=23	35.0% n=78	48.9% n=109	0.4% n=1	↓
20. I look forward to coming to work every day.	4.09	4.13	0.0% n=0	4.5% n=10	18.5% n=41	40.1% n=89	36.9% n=82	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.06	4.02	0.4% n=1	7.1% n=16	14.7% n=33	39.3% n=88	36.6% n=82	0.9% n=2	↑
Mission Conscious									
22. I am aware and knowledgeable about our organization's mission.	4.40	4.44	0.4% n=1	1.8% n=4	5.8% n=13	39.7% n=89	50.4% n=113	0.9% n=2	↓
41. My supervisor effectively communicates our organizational mission to me.	3.90	4.12	4.9% n=11	6.3% n=14	15.2% n=34	38.8% n=87	33.0% n=74	0.9% n=2	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.89	3.92	2.2% n=5	9.0% n=20	14.8% n=33	44.4% n=99	28.7% n=64	0.4% n=1	↓
68. Business decisions made are consistent with our mission and core values.	3.35	3.06	11.1% n=25	10.6% n=24	23.0% n=52	36.7% n=83	15.0% n=34	1.8% n=4	↑

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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Pride									
4. I feel great pride in the work I do.	4.67	4.69	0.0% n=0	0.5% n=1	3.6% n=8	24.8% n=55	71.2% n=158	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.45	4.48	0.0% n=0	1.8% n=4	6.7% n=15	34.8% n=78	54.9% n=123	0.9% n=2	↓
14. I feel great pride in being a part of our organization.	4.17	4.04	1.3% n=3	4.9% n=11	13.0% n=29	36.3% n=81	43.5% n=97	0.4% n=1	↑
64. I speak of our organization with pride.	4.01	3.97	1.3% n=3	4.0% n=9	20.2% n=45	40.4% n=90	33.2% n=74	0.4% n=1	↑
Continuous Improvement									
21. I strive to find a better way every day.	4.53	4.54	0.0% n=0	0.0% n=0	5.0% n=11	36.9% n=82	58.1% n=129	0.0% n=0	↓
52. Our team strives to pursue excellence.	4.51	4.53	0.4% n=1	0.9% n=2	4.9% n=11	33.9% n=76	58.0% n=130	0.9% n=2	↓
55. I am part of an organization that continues to pursue excellence every day.	4.28	4.20	0.0% n=0	4.0% n=9	6.3% n=14	47.1% n=105	41.7% n=93	0.4% n=1	↑
Innovation									
16. I am continuously seeking ways to improve my overall productivity.	4.70	4.64	0.0% n=0	0.0% n=0	1.8% n=4	26.5% n=59	70.9% n=158	0.4% n=1	↑
42. Our team encourages innovation.	4.38	4.35	0.0% n=0	1.3% n=3	7.1% n=16	42.4% n=95	47.3% n=106	0.9% n=2	↑
69. Our organization encourages innovation.	4.01	3.86	1.3% n=3	4.5% n=10	16.1% n=36	46.6% n=104	30.5% n=68	0.4% n=1	↑

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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
2.	I am fully engaged in the work that I do.	4.70	Engage-Inspire 4.43
16.	I am continuously seeking ways to improve my overall productivity.	4.70	Innovation 4.36
4.	I feel great pride in the work I do.	4.67	Pride 4.32
53.	I am committed to the success of our organization.	4.61	Engage-Inspire 4.43
8.	I am driven to contribute to the success of our organization.	4.59	Engage-Inspire 4.43
5.	I have at least one close friend at work.	4.58	Relationships 4.00
43.	My teammates demonstrate a commitment to quality work and excellence.	4.57	Quality 4.42
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.55	Talent/Fit 4.06
21.	I strive to find a better way every day.	4.53	Continuous Improvement 4.44
52.	Our team strives to pursue excellence.	4.51	Continuous Improvement 4.44
17.	I have set the right goals for myself to excel in my role/position.	4.49	Performance Planning 4.14
12.	I am highly committed to and energized by my work.	4.48	Engage-Inspire 4.43
46.	I am satisfied being a part of our team.	4.46	Satisfaction 4.23
45.	I feel great pride in the team of which I am a part.	4.45	Pride 4.32



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
22.	I am aware and knowledgeable about our organization's mission.	4.40	Mission Conscious 3.89
48.	Our team recognizes each other's efforts and impact.	4.40	Recognition 4.00
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.39	Relationships 4.00
42.	Our team encourages innovation.	4.38	Innovation 4.36
18.	I have provided meaningful recognition to others in the past 10 days.	4.38	Recognition 4.00
57.	Our organization is committed to quality work and excellence.	4.37	Quality 4.42
44.	Our team effectively communicates with each other.	4.33	Communication 3.96
47.	I am on a team that encourages each member to surpass expectations.	4.32	Quality 4.42
11.	I am in a role that allows me to maximize my talents and strengths.	4.31	Talent/Fit 4.06
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.30	Performance Planning 4.14
13.	I am satisfied with my role/work.	4.29	Satisfaction 4.23
55.	I am part of an organization that continues to pursue excellence every day.	4.28	Continuous Improvement 4.44
49.	Our team effectively sets goals to further enhance our performance.	4.25	Performance Planning 4.14
56.	I feel our organization is a great fit for me.	4.25	Talent/Fit 4.06
51.	Our team has open and trusting relationships.	4.25	Relationships 4.00



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		<u>Mean</u>	<u>Dimension/Mean</u>
70.	I would like to work at our organization long term.	4.24	Career Development 4.03
15.	I am properly trained to achieve excellence in my work.	4.20	Training & Development 3.98
14.	I feel great pride in being a part of our organization.	4.17	Pride 4.32
25.	My supervisor cares about me as a person.	4.14	Relationships 4.00
20.	I look forward to coming to work every day.	4.09	Satisfaction 4.23
59.	I value the career opportunities that I have at our organization.	4.09	Career Development 4.03
36.	I have the opportunity to communicate with my supervisor.	4.09	Communication 3.96
73.	Overall, I am very satisfied with our organization as a place to work.	4.06	Satisfaction 4.23
6.	I am provided opportunities to further my growth and development.	4.06	Training & Development 3.98
72.	Our organization selects highly talented individuals when hiring.	4.05	Talent/Fit 4.06
71.	I am aware of the career opportunities that are available for me at our organization.	4.04	Career Development 4.03
35.	My supervisor supports my personal and professional development.	4.03	Training & Development 3.98
69.	Our organization encourages innovation.	4.01	Innovation 4.36
64.	I speak of our organization with pride.	4.01	Pride 4.32
33.	My supervisor is available for me when needs arise.	3.99	Support-Equip 3.88



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Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
30.	My supervisor encourages opportunities for my growth and development.	3.98	Training & Development 3.98
26.	My supervisor gives me constructive feedback about my work performance.	3.96	Communication 3.96
54.	Quality relationships are valued across our organization.	3.95	Relationships 4.00
58.	Our organization provides the experience and development for me to further my career here.	3.95	Career Development 4.03
27.	My supervisor and I have effective two-way communication.	3.95	Communication 3.96
3.	I am provided the core needs necessary for me to excel in my role.	3.94	Support-Equip 3.88
66.	Excellence is recognized in our organization.	3.94	Recognition 4.00
23.	I have a supportive coaching relationship with my supervisor.	3.93	Support-Equip 3.88
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.91	Support-Equip 3.88
41.	My supervisor effectively communicates our organizational mission to me.	3.90	Mission Conscious 3.89
34.	My supervisor is actively responsive to my needs.	3.90	Support-Equip 3.88
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	3.89	Mission Conscious 3.89
32.	I have an open and trusting relationship with my supervisor.	3.88	Relationships 4.00
37.	My supervisor motivates me to achieve my goals.	3.88	Performance Planning 4.14
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.85	Talent/Fit 4.06



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

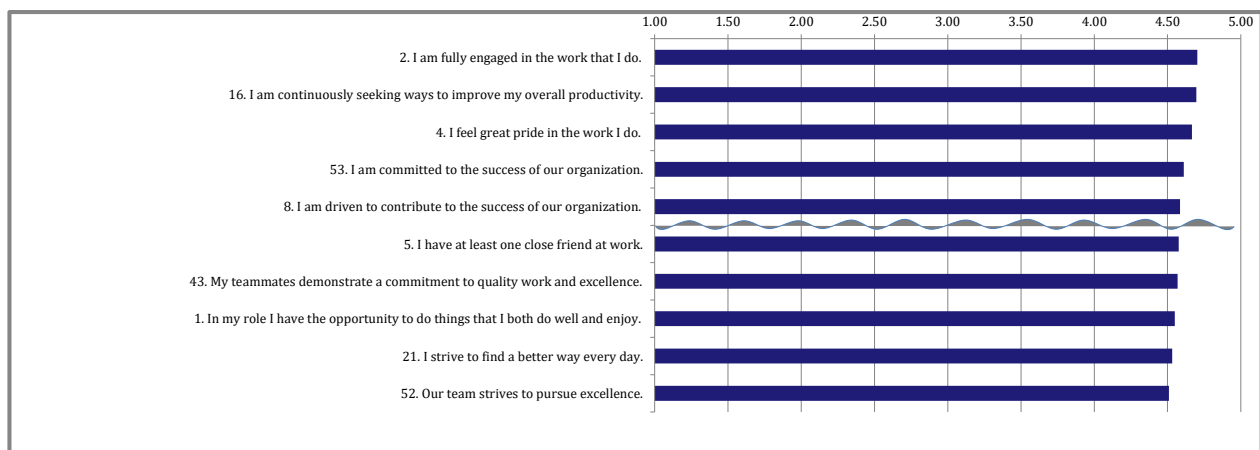
		<u>Mean</u>	<u>Dimension/Mean</u>
24.	My supervisor effectively communicates his/her expectations.	3.85	Communication 3.96
60.	I have the opportunity to express my career interests at our organization.	3.81	Career Development 4.03
29.	My supervisor recognizes me for a job well done.	3.81	Recognition 4.00
62.	I would recommend our organization to a friend as a great place to work.	3.75	Engage-Inspire 4.43
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.75	Performance Planning 4.14
63.	Our organization selects the right people for the right job.	3.73	Talent/Fit 4.06
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.70	Relationships 4.00
7.	I have encouraged someone to apply at our organization.	3.63	Talent/Fit 4.06
67.	Our organization provides the "right" training for me to excel in my role.	3.61	Training & Development 3.98
61.	Our organization has a genuine concern and interest about me as a person.	3.60	Relationships 4.00
28.	I am provided the opportunity to spend quality time with my supervisor.	3.59	Support-Equip 3.88
65.	I feel "in on things" that are happening at our organization.	3.57	Communication 3.96
31.	I am provided personal coaching from my supervisor.	3.50	Relationships 4.00
9.	I have received meaningful recognition in the past 10 days.	3.48	Recognition 4.00
68.	Business decisions made are consistent with our mission and core values.	3.35	Mission Conscious 3.89



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Top 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
2. I am fully engaged in the work that I do.	Engage-Inspire	4.70	4.71	0.0% n=0	0.9% n=2	0.9% n=2	25.2% n=56	73.0% n=162	0.0% n=0	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.70	4.64	0.0% n=0	0.0% n=0	1.8% n=4	26.5% n=59	70.9% n=158	0.4% n=1	↑	
4. I feel great pride in the work I do.	Pride	4.67	4.69	0.0% n=0	0.5% n=1	3.6% n=8	24.8% n=55	71.2% n=158	0.0% n=0	↓	
53. I am committed to the success of our organization.	Engage-Inspire	4.61	4.56	0.0% n=0	0.0% n=0	2.7% n=6	33.2% n=74	63.2% n=141	0.4% n=1	↑	
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.59	4.48	0.0% n=0	0.9% n=2	2.7% n=6	33.3% n=74	63.1% n=140	0.0% n=0	↑	
5. I have at least one close friend at work.	Relationships	4.58	4.51	0.5% n=1	2.3% n=5	5.9% n=13	22.1% n=49	69.4% n=154	0.0% n=0	↑	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.57	4.58	0.0% n=0	1.8% n=4	2.7% n=6	31.7% n=71	62.1% n=139	0.9% n=2	↓	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.55	4.53	0.5% n=1	1.4% n=3	1.8% n=4	35.6% n=79	60.8% n=135	0.0% n=0	↑	
21. I strive to find a better way every day.	Continuous Improvement	4.53	4.54	0.0% n=0	0.0% n=0	5.0% n=11	36.9% n=82	58.1% n=129	0.0% n=0	↓	
52. Our team strives to pursue excellence.	Continuous Improvement	4.51	4.53	0.4% n=1	0.9% n=2	4.9% n=11	33.9% n=76	58.0% n=130	0.9% n=2	↓	

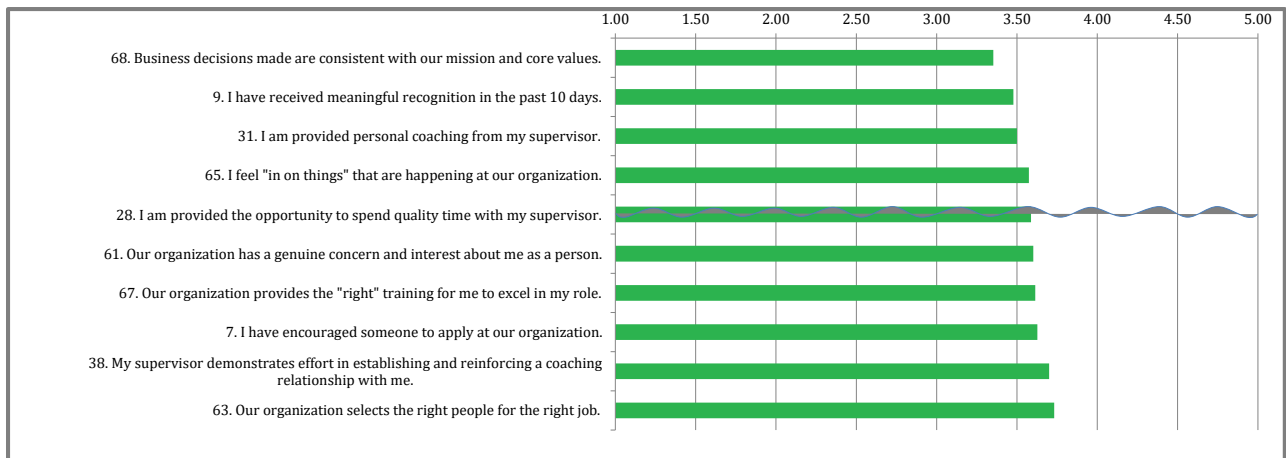




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Glen Ellyn District 41: Certified Staff - All Results (N=222)

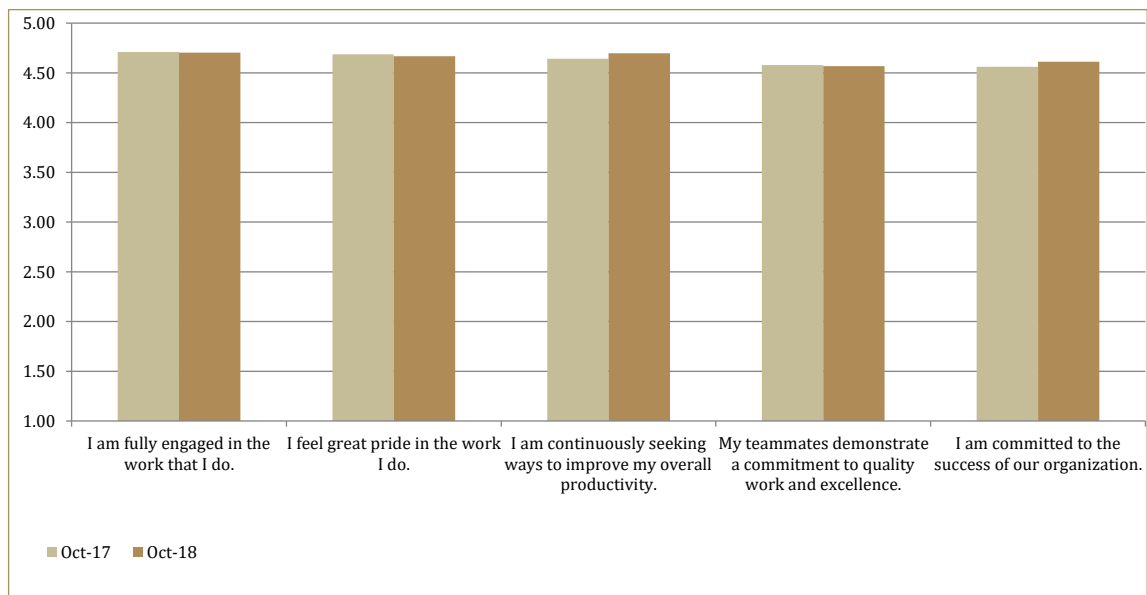
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.35	3.06	11.1% n=25	10.6% n=24	23.0% n=52	36.7% n=83	15.0% n=34	1.8% n=4	↑	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.48	3.54	9.8% n=22	22.3% n=50	6.7% n=15	29.9% n=67	29.5% n=66	0.9% n=2	↓	
31. I am provided personal coaching from my supervisor.	Relationships	3.50	3.59	6.6% n=15	16.7% n=38	18.4% n=42	28.9% n=66	24.1% n=55	2.6% n=6	↓	
65. I feel "in on things" that are happening at our organization.	Communication	3.57	3.37	6.7% n=15	11.7% n=26	21.5% n=48	36.3% n=81	22.9% n=51	0.4% n=1	↑	
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.59	3.75	6.6% n=15	16.8% n=38	15.5% n=35	28.3% n=64	29.2% n=66	1.8% n=4	↓	
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.60	3.40	4.5% n=10	12.1% n=27	24.2% n=54	35.9% n=80	22.4% n=50	0.4% n=1	↑	
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.61	3.48	5.8% n=13	12.9% n=29	16.5% n=37	41.1% n=92	21.9% n=49	0.9% n=2	↑	
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.63	3.63	5.4% n=13	12.1% n=29	15.0% n=36	28.8% n=69	23.8% n=57	7.5% n=18	↓	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.70	3.80	5.4% n=12	11.6% n=26	19.6% n=44	32.1% n=72	29.5% n=66	0.9% n=2	↓	
63. Our organization selects the right people for the right job.	Talent/Fit	3.73	3.76	3.6% n=8	9.4% n=21	22.3% n=50	37.5% n=84	25.4% n=57	0.9% n=2	↓	



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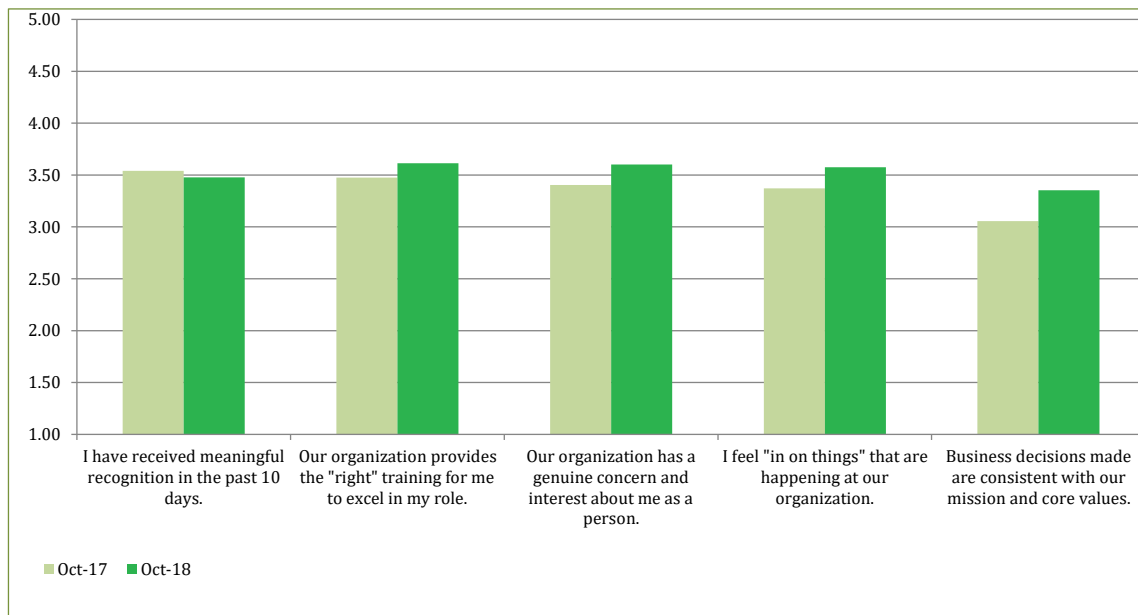
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.70	↓
4.	I feel great pride in the work I do.	Pride	4.69	4.67	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.64	4.70	↑
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.58	4.57	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.56	4.61	↑



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Glen Ellyn District 41: Certified Staff - All Results (N=222)

		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.54	3.48	↓
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	3.48	3.61	↑
61.	Our organization has a genuine concern and interest about me as a person.	Relationships	3.40	3.60	↑
65.	I feel "in on things" that are happening at our organization.	Communication	3.37	3.57	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.06	3.35	↑

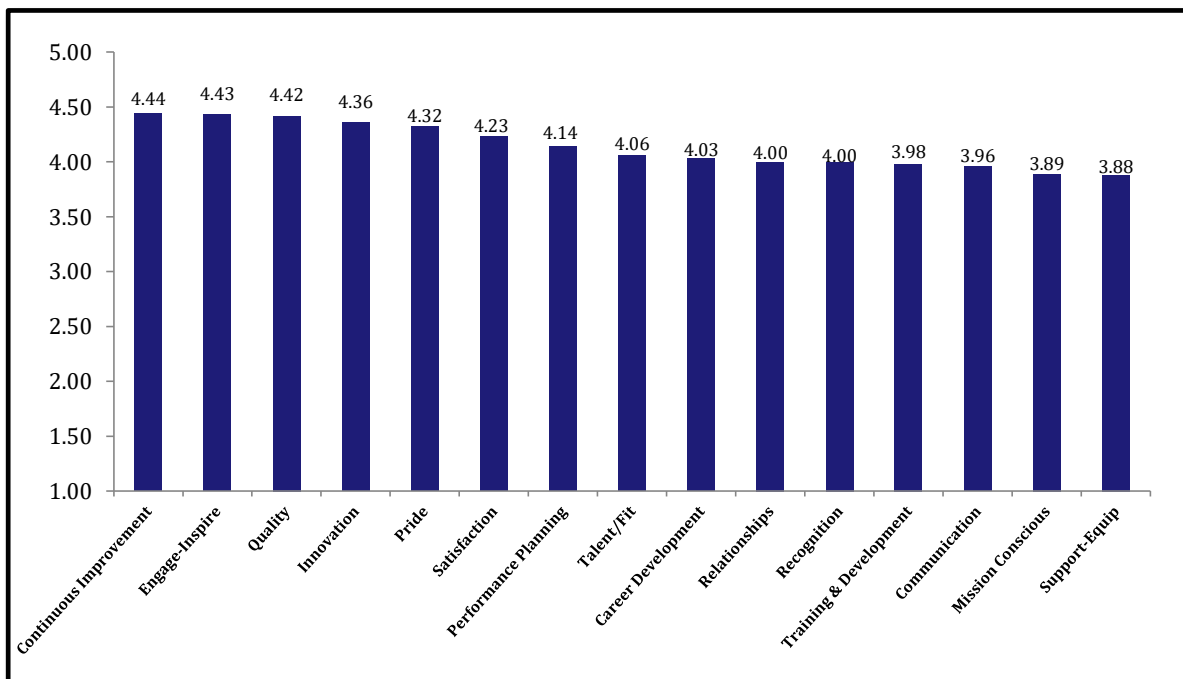




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Glen Ellyn District 41: Certified Staff - All Results (N=222)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.44
Engage-Inspire	4.43
Quality	4.42
Innovation	4.36
Pride	4.32
Satisfaction	4.23
Performance Planning	4.14
Talent/Fit	4.06
Career Development	4.03
Relationships	4.00
Recognition	4.00
Training & Development	3.98
Communication	3.96
Mission Conscious	3.89
Support-Equip	3.88



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Glen Ellyn District 41: Certified Staff - All Results (N=222)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.42	4.44	↑
Engage-Inspire	4.40	4.43	↑
Quality	4.37	4.42	↑
Innovation	4.28	4.36	↑
Pride	4.29	4.32	↑
Satisfaction	4.22	4.23	↑
Performance Planning	4.17	4.14	↓
Talent/Fit	4.08	4.06	↓
Career Development	4.05	4.03	↓
Relationships	3.99	4.00	↑
Recognition	4.01	4.00	↓
Training & Development	3.95	3.98	↑
Communication	4.02	3.96	↓
Mission Conscious	3.89	3.89	=
Support-Equip	3.99	3.88	↓

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Satisfaction / Engagement 3x3

