



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Churchill - All



October 2018

Glen Ellyn District 41: Churchill - All Results (N=60)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit	3.90	4.09							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.46	4.47	1.6% n=1	1.6% n=1	3.3% n=2	34.4% n=21	55.7% n=34	1.6% n=1	↓
56. I feel our organization is a great fit for me.	4.23	4.24	0.0% n=0	3.3% n=2	18.3% n=11	30.0% n=18	48.3% n=29	0.0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.10	4.23	1.7% n=1	6.7% n=4	13.3% n=8	36.7% n=22	41.7% n=25	0.0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	3.77	4.15	0.0% n=0	11.7% n=7	23.3% n=14	41.7% n=25	23.3% n=14	0.0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.61	3.61	4.5% n=3	9.1% n=6	18.2% n=12	31.8% n=21	18.2% n=12	9.1% n=6	=
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.58	4.03	2.9% n=2	5.7% n=4	28.6% n=20	15.7% n=11	18.6% n=13	14.3% n=10	↓
63. Our organization selects the right people for the right job.	3.48	3.83	6.7% n=4	15.0% n=9	21.7% n=13	36.7% n=22	20.0% n=12	0.0% n=0	↓
Support-Equip	3.76	4.01							
3. I am provided the core needs necessary for me to excel in my role.	4.05	4.03	1.7% n=1	6.7% n=4	10.0% n=6	48.3% n=29	33.3% n=20	0.0% n=0	↑
33. My supervisor is available for me when needs arise.	3.93	4.12	1.6% n=1	4.9% n=3	23.0% n=14	36.1% n=22	31.1% n=19	1.6% n=1	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.82	3.85	5.0% n=3	11.7% n=7	13.3% n=8	36.7% n=22	33.3% n=20	0.0% n=0	↓
34. My supervisor is actively responsive to my needs.	3.75	4.22	3.3% n=2	8.2% n=5	26.2% n=16	31.1% n=19	27.9% n=17	1.6% n=1	↓
23. I have a supportive coaching relationship with my supervisor.	3.72	4.11	3.3% n=2	11.7% n=7	23.3% n=14	33.3% n=20	28.3% n=17	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.26	3.72	8.1% n=5	22.6% n=14	19.4% n=12	24.2% n=15	19.4% n=12	3.2% n=2	↓

	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.	4.33	4.42	0.0% n=0	6.7% n=4	8.3% n=5	30.0% n=18	55.0% n=33	0.0% n=0	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.33	4.48	3.2% n=2	3.2% n=2	3.2% n=2	31.7% n=20	49.2% n=31	4.8% n=3	↓
51. Our team has open and trusting relationships.	4.29	4.40	3.2% n=2	4.8% n=3	3.2% n=2	32.3% n=20	50.0% n=31	3.2% n=2	↓
25. My supervisor cares about me as a person.	3.93	4.03	3.3% n=2	5.0% n=3	16.7% n=10	45.0% n=27	30.0% n=18	0.0% n=0	↓
54. Quality relationships are valued across our organization.	3.93	3.88	1.7% n=1	10.0% n=6	15.0% n=9	40.0% n=24	33.3% n=20	0.0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	3.72	3.94	3.3% n=2	6.7% n=4	30.0% n=18	35.0% n=21	25.0% n=15	0.0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	3.53	3.64	3.3% n=2	11.7% n=7	28.3% n=17	41.7% n=25	15.0% n=9	0.0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.52	3.98	6.7% n=4	11.7% n=7	28.3% n=17	30.0% n=18	23.3% n=14	0.0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.25	3.77	9.8% n=6	16.4% n=10	27.9% n=17	24.6% n=15	18.0% n=11	1.6% n=1	↓
Quality									
57. Our organization is committed to quality work and excellence.	4.37	4.26	0.0% n=0	1.7% n=1	6.7% n=4	45.0% n=27	46.7% n=28	0.0% n=0	↑
43. My teammates demonstrate a commitment to quality work and excellence.	4.34	4.57	1.6% n=1	4.9% n=3	1.6% n=1	39.3% n=24	49.2% n=30	1.6% n=1	↓
47. I am on a team that encourages each member to surpass expectations.	4.24	4.42	3.2% n=2	4.8% n=3	4.8% n=3	33.9% n=21	46.8% n=29	3.2% n=2	↓
Communication									
44. Our team effectively communicates with each other.	4.38	4.43	1.6% n=1	3.2% n=2	3.2% n=2	35.5% n=22	50.0% n=31	3.2% n=2	↓
36. I have the opportunity to communicate with my supervisor.	3.98	4.38	3.3% n=2	5.0% n=3	15.0% n=9	43.3% n=26	33.3% n=20	0.0% n=0	↓
27. My supervisor and I have effective two-way communication.	3.85	4.17	5.0% n=3	8.3% n=5	16.7% n=10	36.7% n=22	33.3% n=20	0.0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	3.75	4.08	4.9% n=3	4.9% n=3	27.9% n=17	31.1% n=19	27.9% n=17	1.6% n=1	↓
24. My supervisor effectively communicates his/her expectations.	3.58	4.17	8.3% n=5	13.3% n=8	15.0% n=9	38.3% n=23	25.0% n=15	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.53	3.56	1.7% n=1	20.0% n=12	21.7% n=13	36.7% n=22	20.0% n=12	0.0% n=0	↓

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Glen Ellyn District 41: Churchill - All Results (N=60)

	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.	3.90	4.13	1.6% n=1	3.2% n=2	3.2% n=2	27.0% n=17	55.6% n=35	4.8% n=3	=
18. I have provided meaningful recognition to others in the past 10 days.	4.24	4.23	0.0% n=0	4.9% n=3	11.5% n=7	36.1% n=22	44.3% n=27	1.6% n=1	↑
66. Excellence is recognized in our organization.	3.73	3.92	1.7% n=1	8.3% n=5	23.3% n=14	48.3% n=29	18.3% n=11	0.0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.65	4.17	6.7% n=4	10.0% n=6	20.0% n=12	38.3% n=23	25.0% n=15	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.43	3.88	10.0% n=6	18.3% n=11	13.3% n=8	35.0% n=21	23.3% n=14	0.0% n=0	↓
Performance Planning									
17. I have set the right goals for myself to excel in my role/position.	3.96	4.21	1.7% n=1	1.7% n=1	6.7% n=4	40.0% n=24	50.0% n=30	0.0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.35	4.52	3.2% n=2	4.8% n=3	11.1% n=7	25.4% n=16	46.0% n=29	4.8% n=3	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.18	4.28	5.0% n=3	8.3% n=5	10.0% n=6	35.0% n=21	41.7% n=25	0.0% n=0	↑
37. My supervisor motivates me to achieve my goals.	4.00	4.29	5.0% n=3	8.3% n=5	10.0% n=6	35.0% n=21	41.7% n=25	0.0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.80	4.14	4.9% n=3	6.6% n=4	19.7% n=12	37.7% n=23	27.9% n=17	1.6% n=1	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.40	3.82	7.4% n=5	16.2% n=11	10.3% n=7	23.5% n=16	19.1% n=13	11.8% n=8	↓
Training & Development									
15. I am properly trained to achieve excellence in my work.	3.86	4.08	1.7% n=1	6.7% n=4	6.7% n=4	50.0% n=30	35.0% n=21	0.0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.10	4.18	1.7% n=1	6.7% n=4	6.7% n=4	50.0% n=30	35.0% n=21	0.0% n=0	↓
35. My supervisor supports my personal and professional development.	3.95	4.12	1.7% n=1	10.0% n=6	10.0% n=6	48.3% n=29	30.0% n=18	0.0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.90	4.19	3.3% n=2	6.7% n=4	16.7% n=10	43.3% n=26	30.0% n=18	0.0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	3.68	4.09	6.7% n=4	11.7% n=7	15.0% n=9	40.0% n=24	26.7% n=16	0.0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.65	3.82	0.0% n=0	18.3% n=11	21.7% n=13	36.7% n=22	23.3% n=14	0.0% n=0	↓

	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.	4.08	4.25	1.7% n=1	3.3% n=2	20.0% n=12	35.0% n=21	40.0% n=24	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.85	4.09	1.7% n=1	8.3% n=5	18.3% n=11	46.7% n=28	25.0% n=15	0.0% n=0	↓
59. I value the career opportunities that I have at our organization.	3.83	4.29	0.0% n=0	11.7% n=7	20.0% n=12	41.7% n=25	26.7% n=16	0.0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	3.77	4.06	1.7% n=1	11.7% n=7	20.0% n=12	41.7% n=25	25.0% n=15	0.0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.66	4.06	3.2% n=2	9.7% n=6	22.6% n=14	38.7% n=24	19.4% n=12	3.2% n=2	↓
Engage-Inspire									
53. I am committed to the success of our organization.	4.58	4.59	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=25	58.3% n=35	0.0% n=0	↓
2. I am fully engaged in the work that I do.	4.58	4.61	1.6% n=1	1.6% n=1	1.6% n=1	26.2% n=16	65.6% n=40	1.6% n=1	↓
8. I am driven to contribute to the success of our organization.	4.49	4.52	1.6% n=1	0.0% n=0	1.6% n=1	39.3% n=24	54.1% n=33	1.6% n=1	↑
12. I am highly committed to and energized by my work.	4.42	4.44	0.0% n=0	1.6% n=1	4.9% n=3	41.0% n=25	49.2% n=30	1.6% n=1	↓
62. I would recommend our organization to a friend as a great place to work.	3.80	3.83	5.0% n=3	6.7% n=4	20.0% n=12	40.0% n=24	28.3% n=17	0.0% n=0	↓
Satisfaction									
46. I am satisfied being a part of our team.	4.41	4.46	1.6% n=1	6.6% n=4	0.0% n=0	31.1% n=19	57.4% n=35	1.6% n=1	↓
13. I am satisfied with my role/work.	4.18	4.17	1.7% n=1	6.7% n=4	8.3% n=5	38.3% n=23	45.0% n=27	0.0% n=0	↑
20. I look forward to coming to work every day.	4.08	4.02	1.7% n=1	3.3% n=2	16.7% n=10	41.7% n=25	36.7% n=22	0.0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	3.97	4.03	1.7% n=1	8.3% n=5	11.7% n=7	48.3% n=29	30.0% n=18	0.0% n=0	↓
Mission Conscious									
22. I am aware and knowledgeable about our organization's mission.	4.48	4.55	1.7% n=1	0.0% n=0	1.7% n=1	41.7% n=25	55.0% n=33	0.0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.77	4.06	1.7% n=1	11.7% n=7	18.3% n=11	45.0% n=27	23.3% n=14	0.0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	3.69	4.40	4.9% n=3	8.2% n=5	24.6% n=15	32.8% n=20	26.2% n=16	1.6% n=1	↓
68. Business decisions made are consistent with our mission and core values.	3.29	3.30	9.7% n=6	14.5% n=9	19.4% n=12	38.7% n=24	11.3% n=7	3.2% n=2	↓

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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Pride									
	4.19	4.30							
4. I feel great pride in the work I do.	4.51	4.52	1.6% n=1	1.6% n=1	4.9% n=3	26.2% n=16	62.3% n=38	1.6% n=1	↓
45. I feel great pride in the team of which I am a part.	4.34	4.51	1.6% n=1	4.9% n=3	6.6% n=4	29.5% n=18	54.1% n=33	1.6% n=1	↓
14. I feel great pride in being a part of our organization.	4.02	4.11	1.6% n=1	4.9% n=3	16.4% n=10	41.0% n=25	32.8% n=20	1.6% n=1	↓
64. I speak of our organization with pride.	3.92	4.09	1.7% n=1	6.7% n=4	18.3% n=11	45.0% n=27	28.3% n=17	0.0% n=0	↓
Continuous Improvement									
	4.40	4.43							
21. I strive to find a better way every day.	4.54	4.48	1.6% n=1	0.0% n=0	3.3% n=2	31.1% n=19	60.7% n=37	1.6% n=1	↑
52. Our team strives to pursue excellence.	4.40	4.57	3.2% n=2	3.2% n=2	1.6% n=1	30.6% n=19	54.8% n=34	3.2% n=2	↓
55. I am part of an organization that continues to pursue excellence every day.	4.27	4.24	0.0% n=0	3.3% n=2	6.7% n=4	50.0% n=30	40.0% n=24	0.0% n=0	↑
Innovation									
	4.25	4.28							
16. I am continuously seeking ways to improve my overall productivity.	4.58	4.57	1.7% n=1	0.0% n=0	1.7% n=1	31.7% n=19	65.0% n=39	0.0% n=0	↑
42. Our team encourages innovation.	4.26	4.31	1.6% n=1	3.2% n=2	7.9% n=5	34.9% n=22	42.9% n=27	4.8% n=3	↓
69. Our organization encourages innovation.	3.90	3.95	1.7% n=1	3.3% n=2	25.0% n=15	43.3% n=26	26.7% n=16	0.0% n=0	↓



October 2018

Glen Ellyn District 41: Churchill - All Results (N=60)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

16.	I am continuously seeking ways to improve my overall productivity.	4.58	Innovation 4.25
53.	I am committed to the success of our organization.	4.58	Engage-Inspire 4.37
2.	I am fully engaged in the work that I do.	4.58	Engage-Inspire 4.37
21.	I strive to find a better way every day.	4.54	Continuous Improvement 4.40
4.	I feel great pride in the work I do.	4.51	Pride 4.19
8.	I am driven to contribute to the success of our organization.	4.49	Engage-Inspire 4.37
22.	I am aware and knowledgeable about our organization's mission.	4.48	Mission Conscious 3.81
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.46	Talent/Fit 3.90
48.	Our team recognizes each other's efforts and impact.	4.46	Recognition 3.90
12.	I am highly committed to and energized by my work.	4.42	Engage-Inspire 4.37
46.	I am satisfied being a part of our team.	4.41	Satisfaction 4.16
52.	Our team strives to pursue excellence.	4.40	Continuous Improvement 4.40
44.	Our team effectively communicates with each other.	4.38	Communication 3.84
57.	Our organization is committed to quality work and excellence.	4.37	Quality 4.32



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
17.	I have set the right goals for myself to excel in my role/position.	4.35	Performance Planning 3.96
43.	My teammates demonstrate a commitment to quality work and excellence.	4.34	Quality 4.32
45.	I feel great pride in the team of which I am a part.	4.34	Pride 4.19
5.	I have at least one close friend at work.	4.33	Relationships 3.87
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.33	Relationships 3.87
51.	Our team has open and trusting relationships.	4.29	Relationships 3.87
55.	I am part of an organization that continues to pursue excellence every day.	4.27	Continuous Improvement 4.40
42.	Our team encourages innovation.	4.26	Innovation 4.25
47.	I am on a team that encourages each member to surpass expectations.	4.24	Quality 4.32
18.	I have provided meaningful recognition to others in the past 10 days.	4.24	Recognition 3.90
56.	I feel our organization is a great fit for me.	4.23	Talent/Fit 3.90
13.	I am satisfied with my role/work.	4.18	Satisfaction 4.16
49.	Our team effectively sets goals to further enhance our performance.	4.18	Performance Planning 3.96
11.	I am in a role that allows me to maximize my talents and strengths.	4.10	Talent/Fit 3.90
15.	I am properly trained to achieve excellence in my work.	4.10	Training & Development 3.86



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
20.	I look forward to coming to work every day.	4.08	Satisfaction 4.16
70.	I would like to work at our organization long term.	4.08	Career Development 3.84
3.	I am provided the core needs necessary for me to excel in my role.	4.05	Support-Equip 3.76
14.	I feel great pride in being a part of our organization.	4.02	Pride 4.19
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.00	Performance Planning 3.96
36.	I have the opportunity to communicate with my supervisor.	3.98	Communication 3.84
73.	Overall, I am very satisfied with our organization as a place to work.	3.97	Satisfaction 4.16
6.	I am provided opportunities to further my growth and development.	3.95	Training & Development 3.86
25.	My supervisor cares about me as a person.	3.93	Relationships 3.87
54.	Quality relationships are valued across our organization.	3.93	Relationships 3.87
33.	My supervisor is available for me when needs arise.	3.93	Support-Equip 3.76
64.	I speak of our organization with pride.	3.92	Pride 4.19
35.	My supervisor supports my personal and professional development.	3.90	Training & Development 3.86
69.	Our organization encourages innovation.	3.90	Innovation 4.25
27.	My supervisor and I have effective two-way communication.	3.85	Communication 3.84



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
71.	I am aware of the career opportunities that are available for me at our organization.	3.85	Career Development 3.84
59.	I value the career opportunities that I have at our organization.	3.83	Career Development 3.84
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.82	Support-Equip 3.76
62.	I would recommend our organization to a friend as a great place to work.	3.80	Engage-Inspire 4.37
37.	My supervisor motivates me to achieve my goals.	3.80	Performance Planning 3.96
58.	Our organization provides the experience and development for me to further my career here.	3.77	Career Development 3.84
72.	Our organization selects highly talented individuals when hiring.	3.77	Talent/Fit 3.90
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	3.77	Mission Conscious 3.81
26.	My supervisor gives me constructive feedback about my work performance.	3.75	Communication 3.84
34.	My supervisor is actively responsive to my needs.	3.75	Support-Equip 3.76
66.	Excellence is recognized in our organization.	3.73	Recognition 3.90
23.	I have a supportive coaching relationship with my supervisor.	3.72	Support-Equip 3.76
32.	I have an open and trusting relationship with my supervisor.	3.72	Relationships 3.87
41.	My supervisor effectively communicates our organizational mission to me.	3.69	Mission Conscious 3.81
30.	My supervisor encourages opportunities for my growth and development.	3.68	Training & Development 3.86



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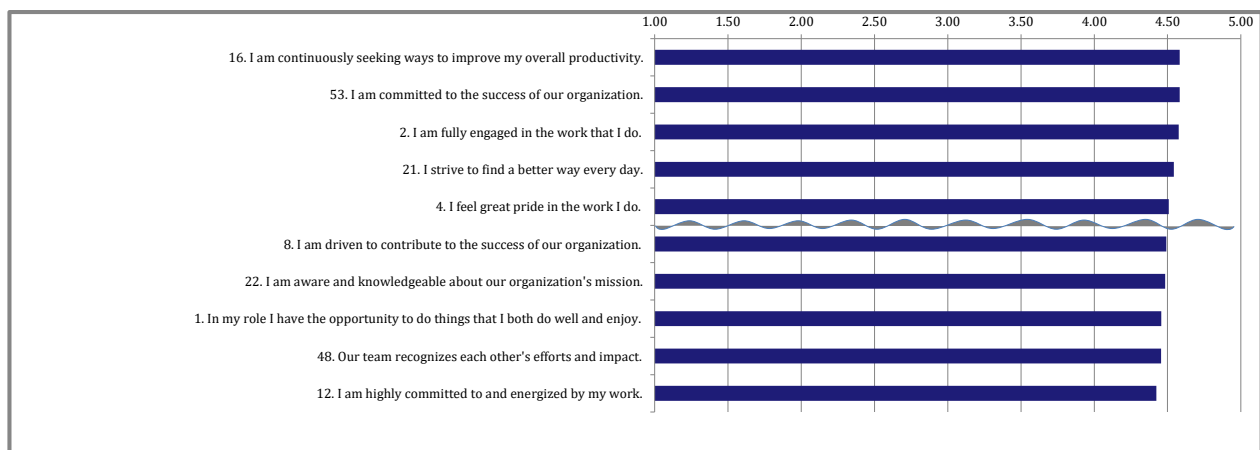
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
60.	I have the opportunity to express my career interests at our organization.	3.66	Career Development 3.84
29.	My supervisor recognizes me for a job well done.	3.65	Recognition 3.90
67.	Our organization provides the "right" training for me to excel in my role.	3.65	Training & Development 3.86
7.	I have encouraged someone to apply at our organization.	3.61	Talent/Fit 3.90
24.	My supervisor effectively communicates his/her expectations.	3.58	Communication 3.84
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.58	Talent/Fit 3.90
61.	Our organization has a genuine concern and interest about me as a person.	3.53	Relationships 3.87
65.	I feel "in on things" that are happening at our organization.	3.53	Communication 3.84
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.52	Relationships 3.87
63.	Our organization selects the right people for the right job.	3.48	Talent/Fit 3.90
9.	I have received meaningful recognition in the past 10 days.	3.43	Recognition 3.90
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.40	Performance Planning 3.96
68.	Business decisions made are consistent with our mission and core values.	3.29	Mission Conscious 3.81
28.	I am provided the opportunity to spend quality time with my supervisor.	3.26	Support-Equip 3.76
31.	I am provided personal coaching from my supervisor.	3.25	Relationships 3.87



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Top 10 Rank Ordered By Mean		<i>Dimension</i>	Current Mean	Previous Mean	<i>Strongly Disagree (1)</i>	<i>Disagree (2)</i>	<i>Neutral (3)</i>	<i>Agree (4)</i>	<i>Strongly Agree (5)</i>	<i>N/A</i>	<i>(+/-) Change</i>
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.58	4.57	1.7% n=1	0.0% n=0	1.7% n=1	31.7% n=19	65.0% n=39	0.0% n=0	↑	
53. I am committed to the success of our organization.	Engage-Inspire	4.58	4.59	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=25	58.3% n=35	0.0% n=0	↓	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.58	4.61	1.6% n=1	1.6% n=1	1.6% n=1	26.2% n=16	65.6% n=40	1.6% n=1	↓	
21. I strive to find a better way every day.	Continuous Improvement	4.54	4.48	1.6% n=1	0.0% n=0	3.3% n=2	31.1% n=19	60.7% n=37	1.6% n=1	↑	
4. I feel great pride in the work I do.	Pride	4.51	4.52	1.6% n=1	1.6% n=1	4.9% n=3	26.2% n=16	62.3% n=38	1.6% n=1	↓	
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.49	4.52	1.6% n=1	0.0% n=0	1.6% n=1	39.3% n=24	54.1% n=33	1.6% n=1	↓	
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.48	4.55	1.7% n=1	0.0% n=0	1.7% n=1	41.7% n=25	55.0% n=33	0.0% n=0	↓	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.46	4.47	1.6% n=1	1.6% n=1	3.3% n=2	34.4% n=21	55.7% n=34	1.6% n=1	↓	
48. Our team recognizes each other's efforts and impact.	Recognition	4.46	4.46	1.6% n=1	3.2% n=2	3.2% n=2	27.0% n=17	55.6% n=35	4.8% n=3	↓	
12. I am highly committed to and energized by my work.	Engage-Inspire	4.42	4.44	0.0% n=0	1.6% n=1	4.9% n=3	41.0% n=25	49.2% n=30	1.6% n=1	↓	

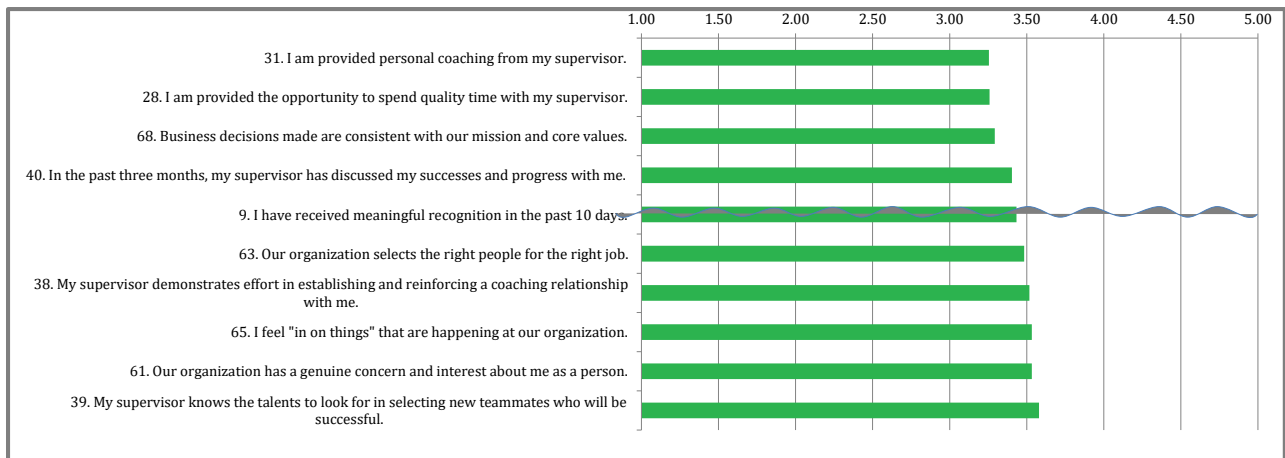




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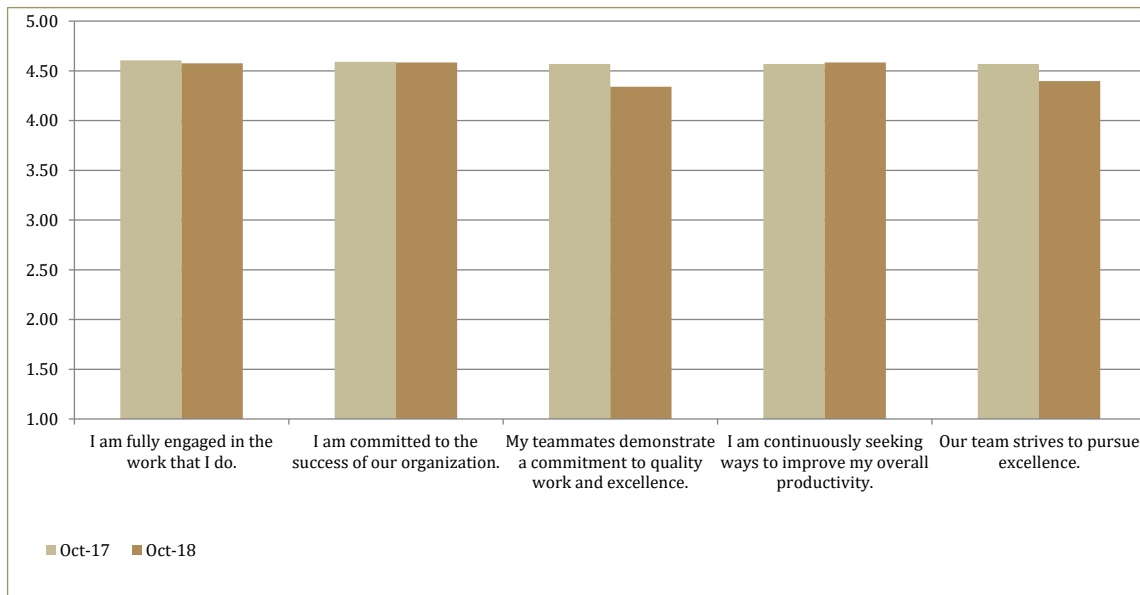
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
31. I am provided personal coaching from my supervisor.	Relationships	3.25	3.77	9.8% n=6	16.4% n=10	27.9% n=17	24.6% n=15	18.0% n=11	1.6% n=1	↓	
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.26	3.72	8.1% n=5	22.6% n=14	19.4% n=12	24.2% n=15	19.4% n=12	3.2% n=2	↓	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.29	3.30	9.7% n=6	14.5% n=9	19.4% n=12	38.7% n=24	11.3% n=7	3.2% n=2	↓	
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.40	3.82	7.4% n=5	16.2% n=11	10.3% n=7	23.5% n=16	19.1% n=13	11.8% n=8	↓	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.43	3.88	10.0% n=6	18.3% n=11	13.3% n=8	35.0% n=21	23.3% n=14	0.0% n=0	↓	
63. Our organization selects the right people for the right job.	Talent/Fit	3.48	3.83	6.7% n=4	15.0% n=9	21.7% n=13	36.7% n=22	20.0% n=12	0.0% n=0	↓	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.52	3.98	6.7% n=4	11.7% n=7	28.3% n=17	30.0% n=18	23.3% n=14	0.0% n=0	↓	
65. I feel "in on things" that are happening at our organization.	Communication	3.53	3.56	1.7% n=1	20.0% n=12	21.7% n=13	36.7% n=22	20.0% n=12	0.0% n=0	↓	
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.53	3.64	3.3% n=2	11.7% n=7	28.3% n=17	41.7% n=25	15.0% n=9	0.0% n=0	↓	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.58	4.03	2.9% n=2	5.7% n=4	28.6% n=20	15.7% n=11	18.6% n=13	14.3% n=10	↓	



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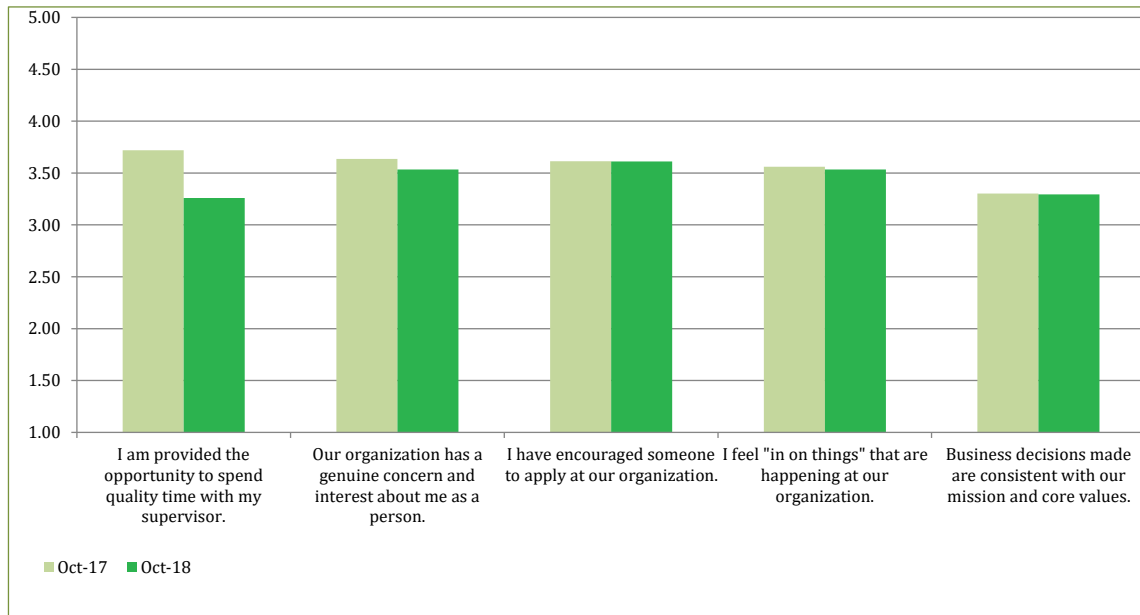
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.61	4.58	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.59	4.58	↓
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.57	4.34	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.57	4.58	↑
52.	Our team strives to pursue excellence.	Continuous Improvement	4.57	4.40	↓



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Glen Ellyn District 41: Churchill - All Results (N=60)

		<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>					
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.72	3.26	↓
61.	Our organization has a genuine concern and interest about me as a person.	Relationships	3.64	3.53	↓
7.	I have encouraged someone to apply at our organization.	Talent/Fit	3.61	3.61	=
65.	I feel "in on things" that are happening at our organization.	Communication	3.56	3.53	↓
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.30	3.29	↓

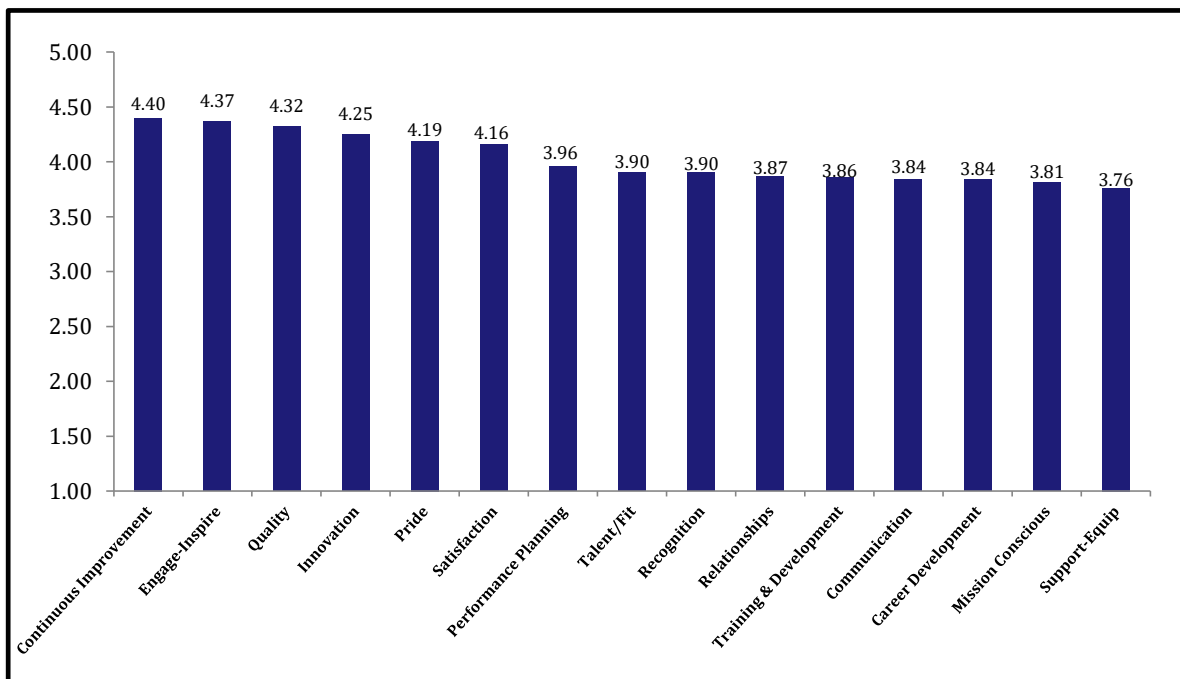




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Glen Ellyn District 41: Churchill - All Results (N=60)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.40
Engage-Inspire	4.37
Quality	4.32
Innovation	4.25
Pride	4.19
Satisfaction	4.16
Performance Planning	3.96
Talent/Fit	3.90
Recognition	3.90
Relationships	3.87
Training & Development	3.86
Communication	3.84
Career Development	3.84
Mission Conscious	3.81
Support-Equip	3.76



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<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.43	4.40	↓
Engage-Inspire	4.40	4.37	↓
Quality	4.41	4.32	↓
Innovation	4.28	4.25	↓
Pride	4.30	4.19	↓
Satisfaction	4.17	4.16	↓
Performance Planning	4.21	3.96	↓
Talent/Fit	4.09	3.90	↓
Recognition	4.13	3.90	↓
Relationships	4.06	3.87	↓
Training & Development	4.08	3.86	↓
Communication	4.13	3.84	↓
Career Development	4.15	3.84	↓
Mission Conscious	4.08	3.81	↓
Support-Equip	4.01	3.76	↓

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Glen Ellyn District 41: Churchill - All Results (N=60)

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

