



# Insight<sup>e</sup>X 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
<b>Talent/Fit</b>	<b>3.90</b>	<b>4.09</b>							
1. In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.46</b>	<b>4.47</b>	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.	<b>4.23</b>	<b>4.24</b>	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.	<b>4.10</b>	<b>4.23</b>	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.	<b>3.77</b>	<b>4.15</b>	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.	<b>3.61</b>	<b>3.61</b>	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.	<b>3.58</b>	<b>4.03</b>	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.	<b>3.48</b>	<b>3.83</b>	6.7% n=4	15.0% n=9	21.7% n=13	36.7% n=22	20.0% n=12	0.0% n=0	↓
<b>Support-Equip</b>	<b>3.76</b>	<b>4.01</b>							
3. I am provided the core needs necessary for me to excel in my role.	<b>4.05</b>	<b>4.03</b>	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.	<b>3.93</b>	<b>4.12</b>	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.	<b>3.82</b>	<b>3.85</b>	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.	<b>3.75</b>	<b>4.22</b>	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.	<b>3.72</b>	<b>4.11</b>	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.	<b>3.26</b>	<b>3.72</b>	8.1% n=5	22.6% n=14	19.4% n=12	24.2% n=15	19.4% n=12	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
<b>Relationships</b>									
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	↓
<b>Quality</b>									
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	↓
<b>Communication</b>									
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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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Recognition</b>									
48. Our team recognizes each other's efforts and impact.	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	=
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	↓
<b>Performance Planning</b>									
17. I have set the right goals for myself to excel in my role/position.	4.35	4.52	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.	4.18	4.28	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.	4.00	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	↑
37. My supervisor motivates me to achieve my goals.	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	↓
<b>Training &amp; Development</b>									
15. I am properly trained to achieve excellence in my work.	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	↓
6. I am provided opportunities to further my growth and 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	↓
35. My supervisor supports my personal and professional 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	↑
30. My supervisor encourages opportunities for my growth and development.	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	↓



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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.	4.08	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	↓
<b>Engage-Inspire</b>									
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	↓
<b>Satisfaction</b>									
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	↓
<b>Mission Conscious</b>									
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
<b>Pride</b>	<b>4.19</b>	<b>4.30</b>							
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	↓
<b>Continuous Improvement</b>	<b>4.40</b>	<b>4.43</b>							
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	↑
<b>Innovation</b>	<b>4.25</b>	<b>4.28</b>							
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	↓

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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

16.	I am continuously seeking ways to improve my overall productivity.	<b>4.58</b>	Innovation 4.25
53.	I am committed to the success of our organization.	<b>4.58</b>	Engage-Inspire 4.37
2.	I am fully engaged in the work that I do.	<b>4.58</b>	Engage-Inspire 4.37
21.	I strive to find a better way every day.	<b>4.54</b>	Continuous Improvement 4.40
4.	I feel great pride in the work I do.	<b>4.51</b>	Pride 4.19
8.	I am driven to contribute to the success of our organization.	<b>4.49</b>	Engage-Inspire 4.37
22.	I am aware and knowledgeable about our organization's mission.	<b>4.48</b>	Mission Conscious 3.81
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.46</b>	Talent/Fit 3.90
48.	Our team recognizes each other's efforts and impact.	<b>4.46</b>	Recognition 3.90
12.	I am highly committed to and energized by my work.	<b>4.42</b>	Engage-Inspire 4.37
46.	I am satisfied being a part of our team.	<b>4.41</b>	Satisfaction 4.16
52.	Our team strives to pursue excellence.	<b>4.40</b>	Continuous Improvement 4.40
44.	Our team effectively communicates with each other.	<b>4.38</b>	Communication 3.84
57.	Our organization is committed to quality work and excellence.	<b>4.37</b>	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.	<b>4.35</b>	Performance Planning 3.96
43.	My teammates demonstrate a commitment to quality work and excellence.	<b>4.34</b>	Quality 4.32
45.	I feel great pride in the team of which I am a part.	<b>4.34</b>	Pride 4.19
5.	I have at least one close friend at work.	<b>4.33</b>	Relationships 3.87
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	<b>4.33</b>	Relationships 3.87
51.	Our team has open and trusting relationships.	<b>4.29</b>	Relationships 3.87
55.	I am part of an organization that continues to pursue excellence every day.	<b>4.27</b>	Continuous Improvement 4.40
42.	Our team encourages innovation.	<b>4.26</b>	Innovation 4.25
47.	I am on a team that encourages each member to surpass expectations.	<b>4.24</b>	Quality 4.32
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.24</b>	Recognition 3.90
56.	I feel our organization is a great fit for me.	<b>4.23</b>	Talent/Fit 3.90
13.	I am satisfied with my role/work.	<b>4.18</b>	Satisfaction 4.16
49.	Our team effectively sets goals to further enhance our performance.	<b>4.18</b>	Performance Planning 3.96
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.10</b>	Talent/Fit 3.90
15.	I am properly trained to achieve excellence in my work.	<b>4.10</b>	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.	<b>4.08</b>	Satisfaction 4.16
70.	I would like to work at our organization long term.	<b>4.08</b>	Career Development 3.84
3.	I am provided the core needs necessary for me to excel in my role.	<b>4.05</b>	Support-Equip 3.76
14.	I feel great pride in being a part of our organization.	<b>4.02</b>	Pride 4.19
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.00</b>	Performance Planning 3.96
36.	I have the opportunity to communicate with my supervisor.	<b>3.98</b>	Communication 3.84
73.	Overall, I am very satisfied with our organization as a place to work.	<b>3.97</b>	Satisfaction 4.16
6.	I am provided opportunities to further my growth and development.	<b>3.95</b>	Training & Development 3.86
25.	My supervisor cares about me as a person.	<b>3.93</b>	Relationships 3.87
54.	Quality relationships are valued across our organization.	<b>3.93</b>	Relationships 3.87
33.	My supervisor is available for me when needs arise.	<b>3.93</b>	Support-Equip 3.76
64.	I speak of our organization with pride.	<b>3.92</b>	Pride 4.19
35.	My supervisor supports my personal and professional development.	<b>3.90</b>	Training & Development 3.86
69.	Our organization encourages innovation.	<b>3.90</b>	Innovation 4.25
27.	My supervisor and I have effective two-way communication.	<b>3.85</b>	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.	<b>3.85</b>	Career Development 3.84
59.	I value the career opportunities that I have at our organization.	<b>3.83</b>	Career Development 3.84
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.82</b>	Support-Equip 3.76
62.	I would recommend our organization to a friend as a great place to work.	<b>3.80</b>	Engage-Inspire 4.37
37.	My supervisor motivates me to achieve my goals.	<b>3.80</b>	Performance Planning 3.96
58.	Our organization provides the experience and development for me to further my career here.	<b>3.77</b>	Career Development 3.84
72.	Our organization selects highly talented individuals when hiring.	<b>3.77</b>	Talent/Fit 3.90
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	<b>3.77</b>	Mission Conscious 3.81
26.	My supervisor gives me constructive feedback about my work performance.	<b>3.75</b>	Communication 3.84
34.	My supervisor is actively responsive to my needs.	<b>3.75</b>	Support-Equip 3.76
66.	Excellence is recognized in our organization.	<b>3.73</b>	Recognition 3.90
23.	I have a supportive coaching relationship with my supervisor.	<b>3.72</b>	Support-Equip 3.76
32.	I have an open and trusting relationship with my supervisor.	<b>3.72</b>	Relationships 3.87
41.	My supervisor effectively communicates our organizational mission to me.	<b>3.69</b>	Mission Conscious 3.81
30.	My supervisor encourages opportunities for my growth and development.	<b>3.68</b>	Training & Development 3.86

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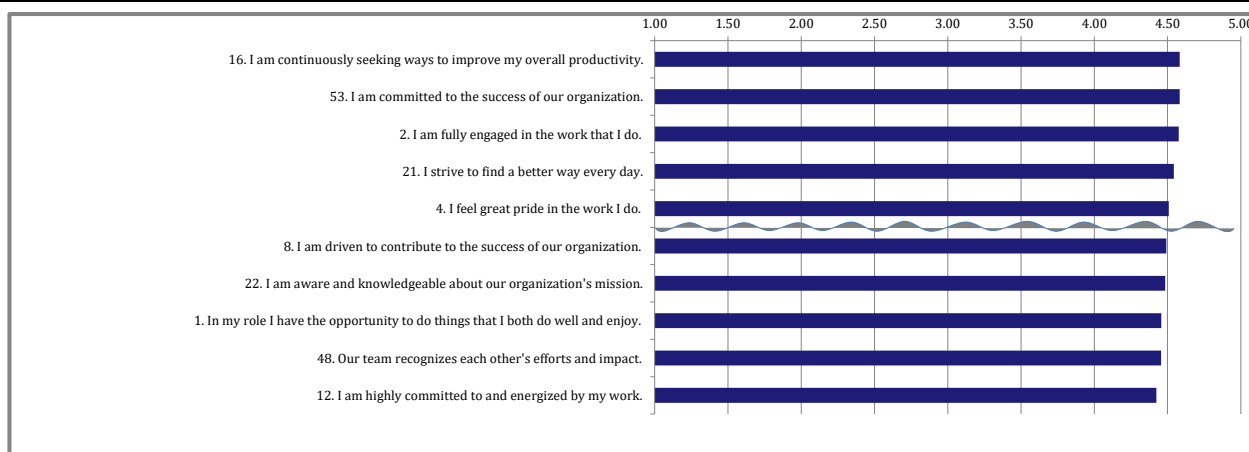
Glen Ellyn District 41: Churchill - All Results (N=60)

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

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

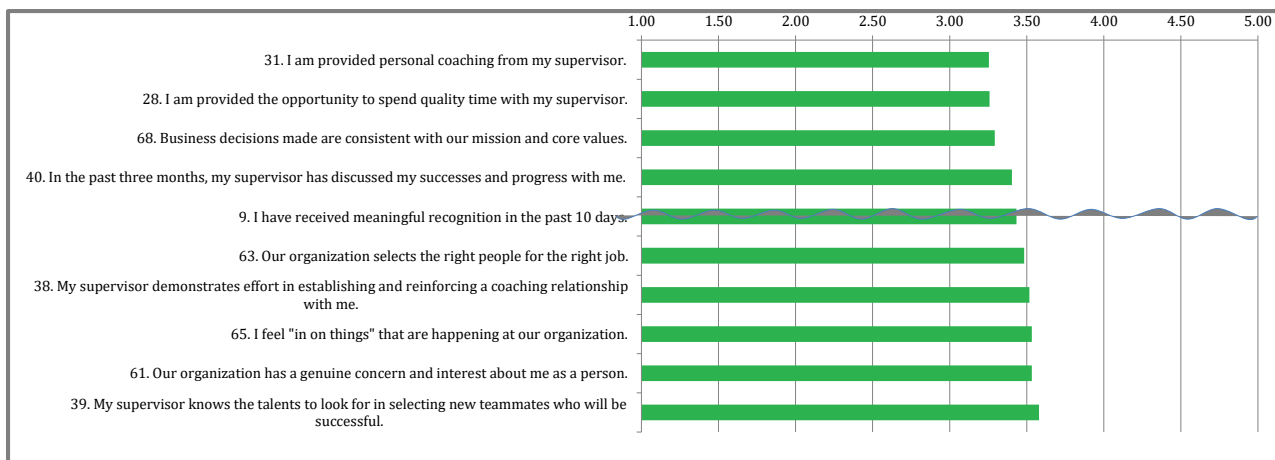
Top 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
16. I am continuously seeking ways to improve my overall productivity.		Innovation	4.58	4.57	1.7% n=1	0.0% n=0	1.7% n=1	31.7% n=19	65.0% n=39	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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Glen Ellyn District 41: Churchill - All Results (N=60)

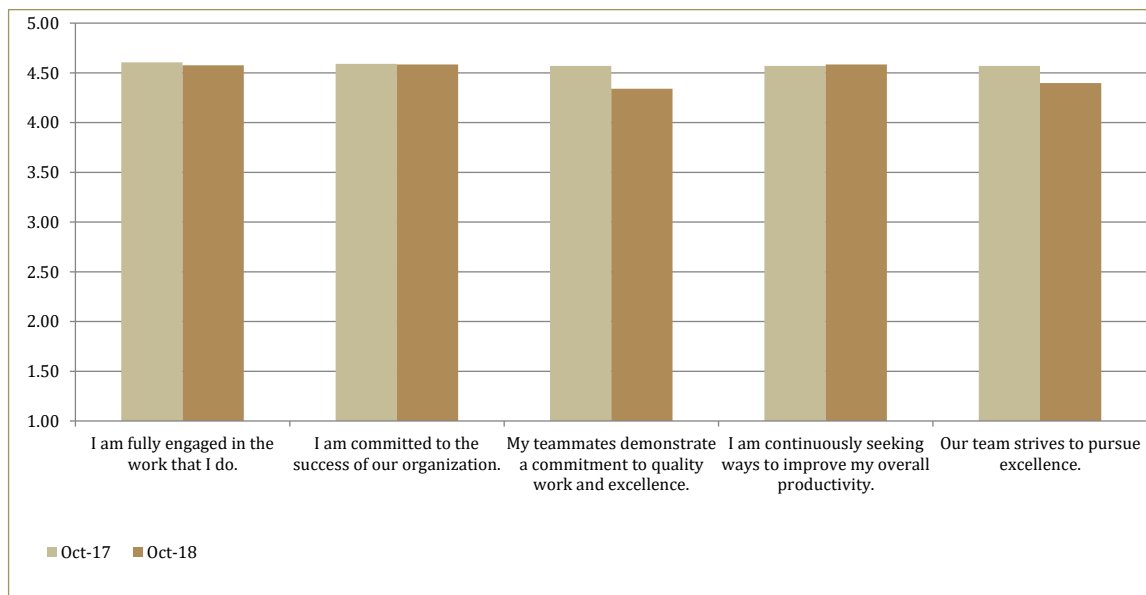
Bottom 10 Rank Ordered By Mean										
	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
31. I am provided personal coaching from my supervisor.	Relationships	3.25	3.77	9.8% n=6	16.4% n=10	27.9% n=17	24.6% n=15	18.0% n=11	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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Glen Ellyn District 41: Churchill - All Results (N=60)

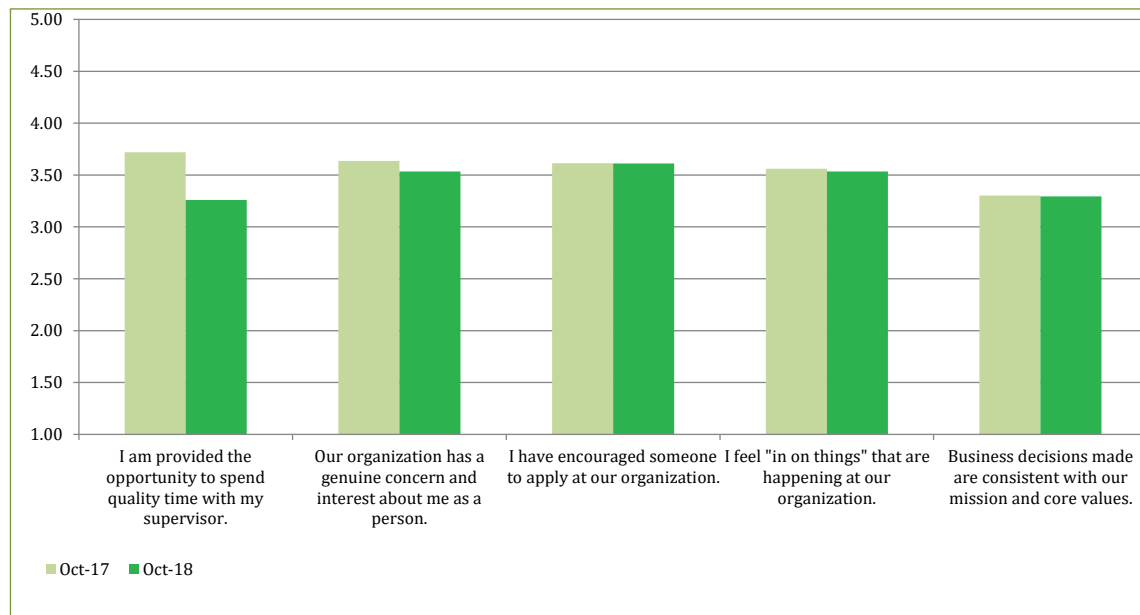
		Dimension	Oct-17	Oct-18	(+/-) Change
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.61	4.58	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.59	4.58	↓
43.	My teammates demonstrate a commitment 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)

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

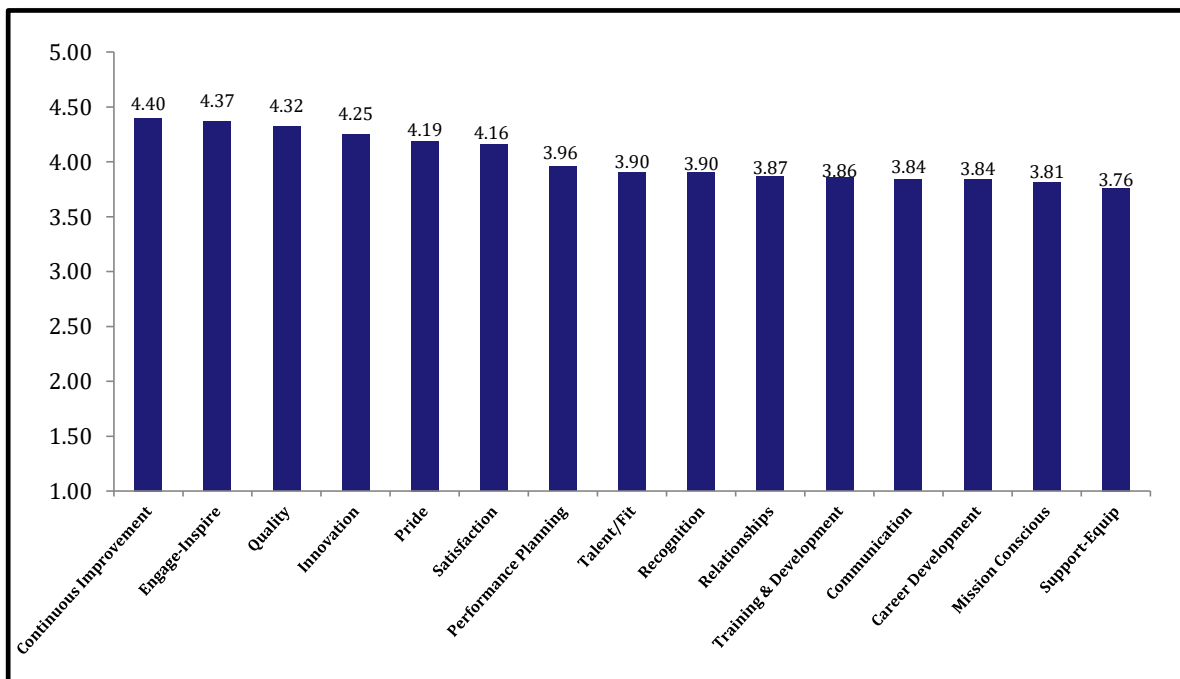




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Glen Ellyn District 41: Churchill - All Results (N=60)

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

<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 Index<sup>SM</sup>**  
**Satisfaction / Engagement 3x3**

