



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

for Glen Ellyn District 41:  
Forest Glen - All



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*Consulting | Training | Coaching | Research | Assessment | Impact<sup>e</sup>X Technology*

October 2018

Glen Ellyn District 41: Forest Glen - All Results (N=57)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Talent/Fit</b>									
1. In my role I have the opportunity to do things that I both do well and enjoy.	3.78	4.01	1.8% n=1	0.0% n=0	5.3% n=3	38.6% n=22	54.4% n=31	0.0% n=0	↓
56. I feel our organization is a great fit for me.	4.05	4.20	1.8% n=1	3.5% n=2	15.8% n=9	45.6% n=26	33.3% n=19	0.0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	3.87	3.90	0.0% n=0	10.0% n=6	13.3% n=8	45.0% n=27	21.7% n=13	5.0% n=3	↓
11. I am in a role that allows me to maximize my talents and strengths.	3.84	4.10	5.2% n=3	5.2% n=3	22.4% n=13	31.0% n=18	32.8% n=19	1.7% n=1	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.48	3.97	10.0% n=6	6.7% n=4	23.3% n=14	30.0% n=18	20.0% n=12	5.0% n=3	↓
7. I have encouraged someone to apply at our organization.	3.38	3.65	8.2% n=5	16.4% n=10	16.4% n=10	26.2% n=16	19.7% n=12	6.6% n=4	↓
63. Our organization selects the right people for the right job.	3.35	3.72	7.0% n=4	12.3% n=7	26.3% n=15	47.4% n=27	7.0% n=4	0.0% n=0	↓
<b>Support-Equip</b>									
23. I have a supportive coaching relationship with my supervisor.	3.37	4.18	8.8% n=5	14.0% n=8	24.6% n=14	36.8% n=21	15.8% n=9	0.0% n=0	↓
33. My supervisor is available for me when needs arise.	3.33	4.21	10.5% n=6	15.8% n=9	19.3% n=11	38.6% n=22	15.8% n=9	0.0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	3.28	3.75	8.8% n=5	22.8% n=13	15.8% n=9	36.8% n=21	15.8% n=9	0.0% n=0	↓
34. My supervisor is actively responsive to my needs.	3.26	4.11	12.3% n=7	15.8% n=9	21.1% n=12	35.1% n=20	15.8% n=9	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.13	3.59	10.3% n=6	24.1% n=14	13.8% n=8	39.7% n=23	8.6% n=5	1.7% n=1	↓
28. I am provided the opportunity to spend quality time with my supervisor.	2.79	3.83	13.8% n=8	32.8% n=19	15.5% n=9	29.3% n=17	5.2% n=3	1.7% n=1	↓

	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.	4.44	4.61	1.8% n=1	5.3% n=3	1.8% n=1	29.8% n=17	61.4% n=35	0.0% n=0	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.28	4.07	0.0% n=0	3.5% n=2	12.3% n=7	36.8% n=21	47.4% n=27	0.0% n=0	↑
51. Our team has open and trusting relationships.	4.12	4.20	1.8% n=1	1.8% n=1	19.3% n=11	36.8% n=21	40.4% n=23	0.0% n=0	↓
25. My supervisor cares about me as a person.	3.82	4.39	1.8% n=1	8.8% n=5	24.6% n=14	35.1% n=20	29.8% n=17	0.0% n=0	↓
54. Quality relationships are valued across our organization.	3.63	3.79	5.2% n=3	10.3% n=6	15.5% n=9	50.0% n=29	15.5% n=9	1.7% n=1	↓
32. I have an open and trusting relationship with my supervisor.	3.37	4.11	12.3% n=7	12.3% n=7	22.8% n=13	31.6% n=18	21.1% n=12	0.0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	2.95	3.16	17.2% n=10	19.0% n=11	22.4% n=13	27.6% n=16	10.3% n=6	1.7% n=1	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	2.89	3.80	16.9% n=10	16.9% n=10	25.4% n=15	27.1% n=16	6.8% n=4	3.4% n=2	↓
31. I am provided personal coaching from my supervisor.	2.72	3.53	13.3% n=8	33.3% n=20	15.0% n=9	21.7% n=13	6.7% n=4	5.0% n=3	↓
<b>Quality</b>									
43. My teammates demonstrate a commitment to quality work and excellence.	4.47	4.52	0.0% n=0	1.8% n=1	7.0% n=4	33.3% n=19	57.9% n=33	0.0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.16	4.21	0.0% n=0	1.7% n=1	16.9% n=10	39.0% n=23	35.6% n=21	3.4% n=2	↓
57. Our organization is committed to quality work and excellence.	3.91	4.07	3.5% n=2	7.0% n=4	12.3% n=7	49.1% n=28	28.1% n=16	0.0% n=0	↓
<b>Communication</b>									
44. Our team effectively communicates with each other.	4.11	4.05	0.0% n=0	8.8% n=5	14.0% n=8	35.1% n=20	42.1% n=24	0.0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	3.46	4.00	7.0% n=4	12.3% n=7	22.8% n=13	43.9% n=25	14.0% n=8	0.0% n=0	↓
36. I have the opportunity to communicate with my supervisor.	3.42	4.30	10.5% n=6	14.0% n=8	14.0% n=8	45.6% n=26	15.8% n=9	0.0% n=0	↓
27. My supervisor and I have effective two-way communication.	3.30	4.18	14.0% n=8	15.8% n=9	17.5% n=10	31.6% n=18	21.1% n=12	0.0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	3.26	4.02	15.8% n=9	10.5% n=6	19.3% n=11	40.4% n=23	14.0% n=8	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.04	3.23	17.5% n=10	14.0% n=8	29.8% n=17	24.6% n=14	14.0% n=8	0.0% n=0	↓



October 2018

Glen Ellyn District 41: Forest Glen - All Results (N=57)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Recognition</b>									
18. I have provided meaningful recognition to others in the past 10 days.	3.65	3.98	0.0%	5.2%	3.4%	36.2%	51.7%	1.7%	↑
	4.39	4.33	n=0	n=3	n=2	n=21	n=30	n=1	
48. Our team recognizes each other's efforts and impact.	4.26	4.21	0.0%	3.5%	14.0%	35.1%	47.4%	0.0%	↑
			n=0	n=2	n=8	n=20	n=27	n=0	
66. Excellence is recognized in our organization.	3.53	3.67	3.5%	12.3%	26.3%	43.9%	14.0%	0.0%	↓
			n=2	n=7	n=15	n=25	n=8	n=0	
29. My supervisor recognizes me for a job well done.	3.11	4.08	15.5%	20.7%	15.5%	27.6%	17.2%	1.7%	↓
			n=9	n=12	n=9	n=16	n=10	n=1	
9. I have received meaningful recognition in the past 10 days.	2.98	3.59	17.5%	28.1%	10.5%	26.3%	17.5%	0.0%	↓
			n=10	n=16	n=6	n=15	n=10	n=0	
<b>Performance Planning</b>									
17. I have set the right goals for myself to excel in my role/position.	4.32	4.33	0.0%	0.0%	8.6%	48.3%	39.7%	1.7%	↓
			n=0	n=0	n=5	n=28	n=23	n=1	
49. Our team effectively sets goals to further enhance our performance.	4.02	4.07	0.0%	3.4%	24.1%	36.2%	32.8%	1.7%	↓
			n=0	n=2	n=14	n=21	n=19	n=1	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.80	4.00	0.0%	12.1%	20.7%	37.9%	25.9%	1.7%	↓
			n=0	n=7	n=12	n=22	n=15	n=1	
37. My supervisor motivates me to achieve my goals.	3.21	3.92	12.1%	12.1%	27.6%	32.8%	12.1%	1.7%	↓
			n=7	n=7	n=16	n=19	n=7	n=1	
40. In the past three months, my supervisor has discussed my successes and progress with me.	2.96	3.73	16.1%	21.0%	8.1%	27.4%	11.3%	8.1%	↓
			n=10	n=13	n=5	n=17	n=7	n=5	
<b>Training &amp; Development</b>									
6. I am provided opportunities to further my growth and development.	3.67	3.92	5.3%	12.3%	12.3%	50.9%	19.3%	0.0%	↓
			n=3	n=7	n=7	n=29	n=11	n=0	
35. My supervisor supports my personal and professional development.	3.47	4.15	12.3%	7.0%	21.1%	40.4%	19.3%	0.0%	↓
			n=7	n=4	n=12	n=23	n=11	n=0	
15. I am properly trained to achieve excellence in my work.	3.39	3.77	6.9%	20.7%	17.2%	31.0%	20.7%	1.7%	↓
			n=4	n=12	n=10	n=18	n=12	n=1	
30. My supervisor encourages opportunities for my growth and development.	3.38	3.85	10.2%	11.9%	22.0%	30.5%	18.6%	3.4%	↓
			n=6	n=7	n=13	n=18	n=11	n=2	
67. Our organization provides the "right" training for me to excel in my role.	2.88	3.21	15.8%	26.3%	17.5%	35.1%	5.3%	0.0%	↓
			n=9	n=15	n=10	n=20	n=3	n=0	

	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.	4.07	4.20	1.7% n=1	1.7% n=1	27.6% n=16	22.4% n=13	43.1% n=25	1.7% n=1	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.76	3.90	3.4% n=2	13.6% n=8	11.9% n=7	37.3% n=22	27.1% n=16	3.4% n=2	↓
59. I value the career opportunities that I have at our organization.	3.58	3.98	6.8% n=4	10.2% n=6	22.0% n=13	30.5% n=18	23.7% n=14	3.4% n=2	↓
58. Our organization provides the experience and development for me to further my career here.	3.35	3.68	7.0% n=4	19.3% n=11	17.5% n=10	43.9% n=25	12.3% n=7	0.0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.24	3.70	8.5% n=5	16.9% n=10	23.7% n=14	32.2% n=19	11.9% n=7	3.4% n=2	↓
<b>Engage-Inspire</b>									
2. I am fully engaged in the work that I do.	4.68	4.77	0.0% n=0	1.8% n=1	5.3% n=3	15.8% n=9	77.2% n=44	0.0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.39	4.49	0.0% n=0	1.7% n=1	6.9% n=4	39.7% n=23	48.3% n=28	1.7% n=1	↓
53. I am committed to the success of our organization.	4.39	4.52	1.8% n=1	0.0% n=0	8.8% n=5	36.8% n=21	52.6% n=30	0.0% n=0	↓
12. I am highly committed to and energized by my work.	4.32	4.52	0.0% n=0	0.0% n=0	10.3% n=6	44.8% n=26	41.4% n=24	1.7% n=1	↓
62. I would recommend our organization to a friend as a great place to work.	3.36	3.57	10.3% n=6	13.8% n=8	19.0% n=11	37.9% n=22	15.5% n=9	1.7% n=1	↓
<b>Satisfaction</b>									
46. I am satisfied being a part of our team.	4.32	4.21	0.0% n=0	3.5% n=2	8.8% n=5	40.4% n=23	47.4% n=27	0.0% n=0	↑
13. I am satisfied with my role/work.	4.11	4.23	0.0% n=0	5.1% n=3	16.9% n=10	33.9% n=20	37.3% n=22	3.4% n=2	↓
20. I look forward to coming to work every day.	4.02	4.11	0.0% n=0	5.2% n=3	22.4% n=13	34.5% n=20	34.5% n=20	1.7% n=1	↓
73. Overall, I am very satisfied with our organization as a place to work.	3.80	4.00	1.7% n=1	8.6% n=5	20.7% n=12	41.4% n=24	24.1% n=14	1.7% n=1	↓
<b>Mission Conscious</b>									
22. I am aware and knowledgeable about our organization's mission.	4.11	4.34	1.7% n=1	5.2% n=3	10.3% n=6	43.1% n=25	36.2% n=21	1.7% n=1	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.48	3.77	6.9% n=4	8.6% n=5	29.3% n=17	34.5% n=20	17.2% n=10	1.7% n=1	↓
41. My supervisor effectively communicates our organizational mission to me.	3.39	4.03	5.2% n=3	13.8% n=8	24.1% n=14	44.8% n=26	8.6% n=5	1.7% n=1	↓
68. Business decisions made are consistent with our mission and core values.	2.87	2.82	20.0% n=12	5.0% n=3	35.0% n=21	26.7% n=16	3.3% n=2	5.0% n=3	↑

October 2018

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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Pride</b>									
4. I feel great pride in the work I do.	4.61	4.69	0.0% n=0	0.0% n=0	5.3% n=3	28.1% n=16	66.7% n=38	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.33	4.30	0.0% n=0	0.0% n=0	12.3% n=7	42.1% n=24	45.6% n=26	0.0% n=0	↑
14. I feel great pride in being a part of our organization.	3.88	3.97	1.7% n=1	8.6% n=5	17.2% n=10	41.4% n=24	27.6% n=16	1.7% n=1	↓
64. I speak of our organization with pride.	3.79	3.84	0.0% n=0	7.0% n=4	26.3% n=15	47.4% n=27	19.3% n=11	0.0% n=0	↓
<b>Continuous Improvement</b>									
21. I strive to find a better way every day.	4.40	4.48	0.0% n=0	0.0% n=0	7.0% n=4	45.6% n=26	47.4% n=27	0.0% n=0	↓
52. Our team strives to pursue excellence.	4.37	4.41	0.0% n=0	0.0% n=0	8.8% n=5	45.6% n=26	45.6% n=26	0.0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	3.86	4.08	1.8% n=1	10.5% n=6	10.5% n=6	54.4% n=31	22.8% n=13	0.0% n=0	↓
<b>Innovation</b>									
16. I am continuously seeking ways to improve my overall productivity.	4.56	4.56	0.0% n=0	1.7% n=1	1.7% n=1	32.2% n=19	57.6% n=34	3.4% n=2	=
42. Our team encourages innovation.	4.18	4.28	0.0% n=0	1.8% n=1	8.8% n=5	59.6% n=34	29.8% n=17	0.0% n=0	↓
69. Our organization encourages innovation.	3.75	3.77	3.4% n=2	5.2% n=3	19.0% n=11	53.4% n=31	15.5% n=9	1.7% n=1	↓



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
2.	I am fully engaged in the work that I do.	<b>4.68</b>	Engage-Inspire 4.23
4.	I feel great pride in the work I do.	<b>4.61</b>	Pride 4.15
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.56</b>	Innovation 4.16
43.	My teammates demonstrate a commitment to quality work and excellence.	<b>4.47</b>	Quality 4.18
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.44</b>	Talent/Fit 3.78
5.	I have at least one close friend at work.	<b>4.44</b>	Relationships 3.59
21.	I strive to find a better way every day.	<b>4.40</b>	Continuous Improvement 4.21
8.	I am driven to contribute to the success of our organization.	<b>4.39</b>	Engage-Inspire 4.23
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.39</b>	Recognition 3.65
53.	I am committed to the success of our organization.	<b>4.39</b>	Engage-Inspire 4.23
52.	Our team strives to pursue excellence.	<b>4.37</b>	Continuous Improvement 4.21
45.	I feel great pride in the team of which I am a part.	<b>4.33</b>	Pride 4.15
12.	I am highly committed to and energized by my work.	<b>4.32</b>	Engage-Inspire 4.23
17.	I have set the right goals for myself to excel in my role/position.	<b>4.32</b>	Performance Planning 3.67



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
46.	I am satisfied being a part of our team.	<b>4.32</b>	Satisfaction 4.06
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	<b>4.28</b>	Relationships 3.59
48.	Our team recognizes each other's efforts and impact.	<b>4.26</b>	Recognition 3.65
42.	Our team encourages innovation.	<b>4.18</b>	Innovation 4.16
47.	I am on a team that encourages each member to surpass expectations.	<b>4.16</b>	Quality 4.18
51.	Our team has open and trusting relationships.	<b>4.12</b>	Relationships 3.59
13.	I am satisfied with my role/work.	<b>4.11</b>	Satisfaction 4.06
22.	I am aware and knowledgeable about our organization's mission.	<b>4.11</b>	Mission Conscious 3.47
44.	Our team effectively communicates with each other.	<b>4.11</b>	Communication 3.43
70.	I would like to work at our organization long term.	<b>4.07</b>	Career Development 3.60
56.	I feel our organization is a great fit for me.	<b>4.05</b>	Talent/Fit 3.78
20.	I look forward to coming to work every day.	<b>4.02</b>	Satisfaction 4.06
49.	Our team effectively sets goals to further enhance our performance.	<b>4.02</b>	Performance Planning 3.67
57.	Our organization is committed to quality work and excellence.	<b>3.91</b>	Quality 4.18
14.	I feel great pride in being a part of our organization.	<b>3.88</b>	Pride 4.15





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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
72.	Our organization selects highly talented individuals when hiring.	<b>3.87</b>	Talent/Fit 3.78
55.	I am part of an organization that continues to pursue excellence every day.	<b>3.86</b>	Continuous Improvement 4.21
11.	I am in a role that allows me to maximize my talents and strengths.	<b>3.84</b>	Talent/Fit 3.78
25.	My supervisor cares about me as a person.	<b>3.82</b>	Relationships 3.59
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>3.80</b>	Performance Planning 3.67
73.	Overall, I am very satisfied with our organization as a place to work.	<b>3.80</b>	Satisfaction 4.06
64.	I speak of our organization with pride.	<b>3.79</b>	Pride 4.15
71.	I am aware of the career opportunities that are available for me at our organization.	<b>3.76</b>	Career Development 3.60
69.	Our organization encourages innovation.	<b>3.75</b>	Innovation 4.16
6.	I am provided opportunities to further my growth and development.	<b>3.67</b>	Training & Development 3.36
54.	Quality relationships are valued across our organization.	<b>3.63</b>	Relationships 3.59
59.	I value the career opportunities that I have at our organization.	<b>3.58</b>	Career Development 3.60
66.	Excellence is recognized in our organization.	<b>3.53</b>	Recognition 3.65
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	<b>3.48</b>	Mission Conscious 3.47
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	<b>3.48</b>	Talent/Fit 3.78



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
35.	My supervisor supports my personal and professional development.	<b>3.47</b>	Training & Development 3.36
26.	My supervisor gives me constructive feedback about my work performance.	<b>3.46</b>	Communication 3.43
36.	I have the opportunity to communicate with my supervisor.	<b>3.42</b>	Communication 3.43
15.	I am properly trained to achieve excellence in my work.	<b>3.39</b>	Training & Development 3.36
41.	My supervisor effectively communicates our organizational mission to me.	<b>3.39</b>	Mission Conscious 3.47
30.	My supervisor encourages opportunities for my growth and development.	<b>3.38</b>	Training & Development 3.36
7.	I have encouraged someone to apply at our organization.	<b>3.38</b>	Talent/Fit 3.78
23.	I have a supportive coaching relationship with my supervisor.	<b>3.37</b>	Support-Equip 3.19
32.	I have an open and trusting relationship with my supervisor.	<b>3.37</b>	Relationships 3.59
62.	I would recommend our organization to a friend as a great place to work.	<b>3.36</b>	Engage-Inspire 4.23
58.	Our organization provides the experience and development for me to further my career here.	<b>3.35</b>	Career Development 3.60
63.	Our organization selects the right people for the right job.	<b>3.35</b>	Talent/Fit 3.78
33.	My supervisor is available for me when needs arise.	<b>3.33</b>	Support-Equip 3.19
27.	My supervisor and I have effective two-way communication.	<b>3.30</b>	Communication 3.43
3.	I am provided the core needs necessary for me to excel in my role.	<b>3.28</b>	Support-Equip 3.19



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Glen Ellyn District 41: Forest Glen - All Results (N=57)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

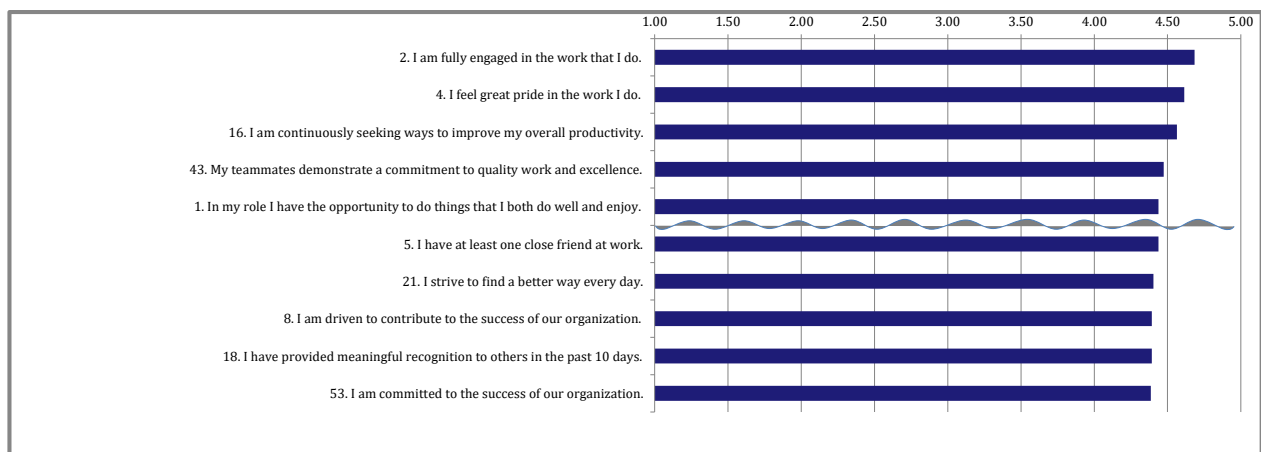
		<u>Mean</u>	<u>Dimension/Mean</u>
24.	My supervisor effectively communicates his/her expectations.	<b>3.26</b>	Communication 3.43
34.	My supervisor is actively responsive to my needs.	<b>3.26</b>	Support-Equip 3.19
60.	I have the opportunity to express my career interests at our organization.	<b>3.24</b>	Career Development 3.60
37.	My supervisor motivates me to achieve my goals.	<b>3.21</b>	Performance Planning 3.67
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.13</b>	Support-Equip 3.19
29.	My supervisor recognizes me for a job well done.	<b>3.11</b>	Recognition 3.65
65.	I feel "in on things" that are happening at our organization.	<b>3.04</b>	Communication 3.43
9.	I have received meaningful recognition in the past 10 days.	<b>2.98</b>	Recognition 3.65
40.	In the past three months, my supervisor has discussed my successes and progress with me.	<b>2.96</b>	Performance Planning 3.67
61.	Our organization has a genuine concern and interest about me as a person.	<b>2.95</b>	Relationships 3.59
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>2.89</b>	Relationships 3.59
67.	Our organization provides the "right" training for me to excel in my role.	<b>2.88</b>	Training & Development 3.36
68.	Business decisions made are consistent with our mission and core values.	<b>2.87</b>	Mission Conscious 3.47
28.	I am provided the opportunity to spend quality time with my supervisor.	<b>2.79</b>	Support-Equip 3.19
31.	I am provided personal coaching from my supervisor.	<b>2.72</b>	Relationships 3.59



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Glen Ellyn District 41: Forest Glen - All Results (N=57)

<b>Top 10 Rank Ordered By Mean</b>		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
2. I am fully engaged in the work that I do.	Engage-Inspire	4.68	4.77	0.0% n=0	1.8% n=1	5.3% n=3	15.8% n=9	77.2% n=44	0.0% n=0	↓	
4. I feel great pride in the work I do.	Pride	4.61	4.69	0.0% n=0	0.0% n=0	5.3% n=3	28.1% n=16	66.7% n=38	0.0% n=0	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.56	4.56	0.0% n=0	1.7% n=1	1.7% n=1	32.2% n=19	57.6% n=34	3.4% n=2	↑	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.47	4.52	0.0% n=0	1.8% n=1	7.0% n=4	33.3% n=19	57.9% 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	4.44	4.54	1.8% n=1	0.0% n=0	5.3% n=3	38.6% n=22	54.4% n=31	0.0% n=0	↓	
5. I have at least one close friend at work.	Relationships	4.44	4.61	1.8% n=1	5.3% n=3	1.8% n=1	29.8% n=17	61.4% n=35	0.0% n=0	↓	
21. I strive to find a better way every day.	Continuous Improvement	4.40	4.48	0.0% n=0	0.0% n=0	7.0% n=4	45.6% n=26	47.4% n=27	0.0% n=0	↓	
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.39	4.49	0.0% n=0	1.7% n=1	6.9% n=4	39.7% n=23	48.3% n=28	1.7% n=1	↓	
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.39	4.33	0.0% n=0	5.2% n=3	3.4% n=2	36.2% n=21	51.7% n=30	1.7% n=1	↑	
53. I am committed to the success of our organization.	Engage-Inspire	4.39	4.52	1.8% n=1	0.0% n=0	8.8% n=5	36.8% n=21	52.6% n=30	0.0% n=0	↓	





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Glen Ellyn District 41: Forest Glen - All Results (N=57)

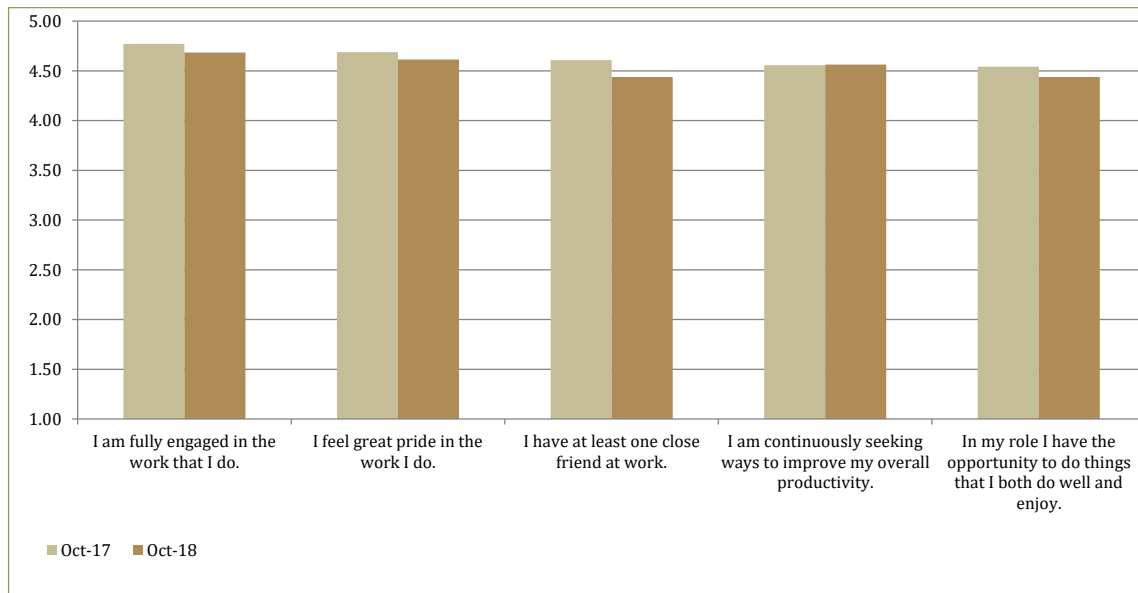
<b>Bottom 10 Rank Ordered By Mean</b>		<i>Dimension</i>	<b>Current Mean</b>	<b>Previous Mean</b>	<i>Strongly Disagree (1)</i>	<i>Disagree (2)</i>	<i>Neutral (3)</i>	<i>Agree (4)</i>	<i>Strongly Agree (5)</i>	<i>N/A</i>	<i>(+/-) Change</i>
31. I am provided personal coaching from my supervisor.	Relationships	2.72	3.53	13.3% n=8	33.3% n=20	15.0% n=9	21.7% n=13	6.7% n=4	5.0% n=3	↓	
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	2.79	3.83	13.8% n=8	32.8% n=19	15.5% n=9	29.3% n=17	5.2% n=3	1.7% n=1	↓	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	2.87	2.82	20.0% n=12	5.0% n=3	35.0% n=21	26.7% n=16	3.3% n=2	5.0% n=3	↑	
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	2.88	3.21	15.8% n=9	26.3% n=15	17.5% n=10	35.1% n=20	5.3% n=3	0.0% n=0	↓	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	2.89	3.80	16.9% n=10	16.9% n=10	25.4% n=15	27.1% n=16	6.8% n=4	3.4% n=2	↓	
61. Our organization has a genuine concern and interest about me as a person.	Relationships	2.95	3.16	17.2% n=10	19.0% n=11	22.4% n=13	27.6% n=16	10.3% n=6	1.7% n=1	↓	
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	2.96	3.73	16.1% n=10	21.0% n=13	8.1% n=5	27.4% n=17	11.3% n=7	8.1% n=5	↓	
9. I have received meaningful recognition in the past 10 days.	Recognition	2.98	3.59	17.5% n=10	28.1% n=16	10.5% n=6	26.3% n=15	17.5% n=10	0.0% n=0	↓	
65. I feel "in on things" that are happening at our organization.	Communication	3.04	3.23	17.5% n=10	14.0% n=8	29.8% n=17	24.6% n=14	14.0% n=8	0.0% n=0	↓	
29. My supervisor recognizes me for a job well done.	Recognition	3.11	4.08	15.5% n=9	20.7% n=12	15.5% n=9	27.6% n=16	17.2% n=10	1.7% n=1	↓	



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Glen Ellyn District 41: Forest Glen - All Results (N=57)

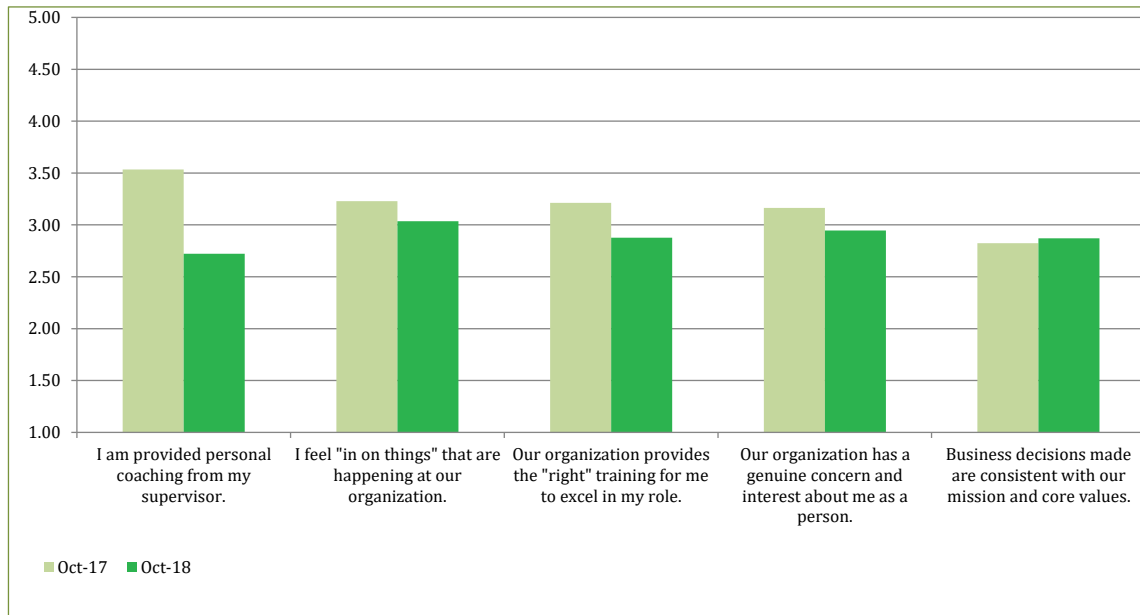
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<b><u>Previous Top 5 Rank Ordered Questions According to Mean</u></b>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.77	4.68	↓
4.	I feel great pride in the work I do.	Pride	4.69	4.61	↓
5.	I have at least one close friend at work.	Relationships	4.61	4.44	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.56	4.56	=
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.54	4.44	↓



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Glen Ellyn District 41: Forest Glen - All Results (N=57)

		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<b><i>Previous Bottom 5 Rank Ordered Questions According to Mean</i></b>					
31.	I am provided personal coaching from my supervisor.	Relationships	3.53	2.72	↓
65.	I feel "in on things" that are happening at our organization.	Communication	3.23	3.04	↓
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	3.21	2.88	↓
61.	Our organization has a genuine concern and interest about me as a person.	Relationships	3.16	2.95	↓
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	2.82	2.87	↑

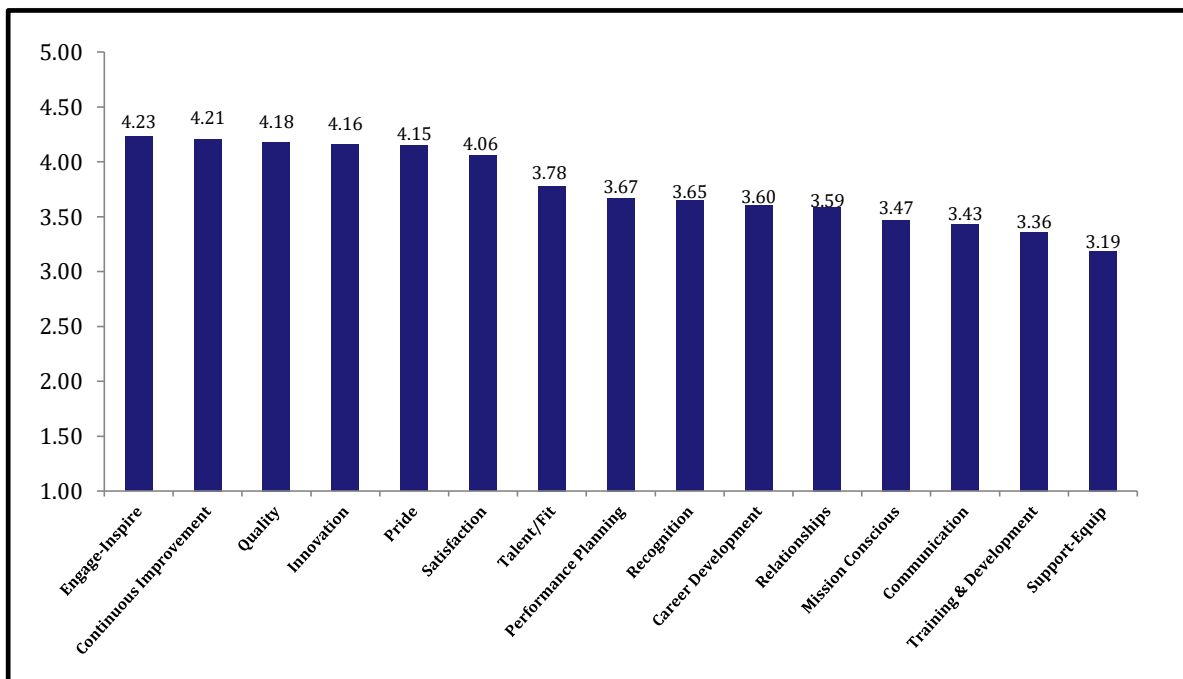




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Glen Ellyn District 41: Forest Glen - All Results (N=57)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.23
Continuous Improvement	4.21
Quality	4.18
Innovation	4.16
Pride	4.15
Satisfaction	4.06
Talent/Fit	3.78
Performance Planning	3.67
Recognition	3.65
Career Development	3.60
Relationships	3.59
Mission Conscious	3.47
Communication	3.43
Training & Development	3.36
Support-Equip	3.19





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Glen Ellyn District 41: Forest Glen - All Results (N=57)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
<b>Engage-Inspire</b>	<b>4.38</b>	<b>4.23</b>	<b>↓</b>
<b>Continuous Improvement</b>	<b>4.32</b>	<b>4.21</b>	<b>↓</b>
<b>Quality</b>	<b>4.27</b>	<b>4.18</b>	<b>↓</b>
<b>Innovation</b>	<b>4.20</b>	<b>4.16</b>	<b>↓</b>
<b>Pride</b>	<b>4.20</b>	<b>4.15</b>	<b>↓</b>
<b>Satisfaction</b>	<b>4.14</b>	<b>4.06</b>	<b>↓</b>
<b>Talent/Fit</b>	<b>4.01</b>	<b>3.78</b>	<b>↓</b>
<b>Performance Planning</b>	<b>4.01</b>	<b>3.67</b>	<b>↓</b>
<b>Recognition</b>	<b>3.98</b>	<b>3.65</b>	<b>↓</b>
<b>Career Development</b>	<b>3.89</b>	<b>3.60</b>	<b>↓</b>
<b>Relationships</b>	<b>3.96</b>	<b>3.59</b>	<b>↓</b>
<b>Mission Conscious</b>	<b>3.76</b>	<b>3.47</b>	<b>↓</b>
<b>Communication</b>	<b>3.96</b>	<b>3.43</b>	<b>↓</b>
<b>Training &amp; Development</b>	<b>3.78</b>	<b>3.36</b>	<b>↓</b>
<b>Support-Equip</b>	<b>3.95</b>	<b>3.19</b>	<b>↓</b>

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Glen Ellyn District 41: Forest Glen - All Results (N=57)

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

