



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Forest Glen - All



Consulting | Training | Coaching | Research | Assessment | Impact^eX 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
Talent/Fit									
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	↓
Support-Equip									
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	↓



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
Relationships									
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	↓
Quality									
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	↓
Communication									
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

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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Recognition									
18. I have provided meaningful recognition to others in the past 10 days.	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	
Performance Planning									
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	
Training & Development									
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
Career Development									
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	↓
Engage-Inspire									
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	↓
Satisfaction									
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	↓
Mission Conscious									
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	↑

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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Pride									
	4.15	4.20							
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	↓
Continuous Improvement									
	4.21	4.32							
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	↓
Innovation									
	4.16	4.20							
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

		<u>Mean</u>	<u>Dimension/Mean</u>
2.	I am fully engaged in the work that I do.	4.68	Engage-Inspire 4.23
4.	I feel great pride in the work I do.	4.61	Pride 4.15
16.	I am continuously seeking ways to improve my overall productivity.	4.56	Innovation 4.16
43.	My teammates demonstrate a commitment to quality work and excellence.	4.47	Quality 4.18
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.44	Talent/Fit 3.78
5.	I have at least one close friend at work.	4.44	Relationships 3.59
21.	I strive to find a better way every day.	4.40	Continuous Improvement 4.21
8.	I am driven to contribute to the success of our organization.	4.39	Engage-Inspire 4.23
18.	I have provided meaningful recognition to others in the past 10 days.	4.39	Recognition 3.65
53.	I am committed to the success of our organization.	4.39	Engage-Inspire 4.23
52.	Our team strives to pursue excellence.	4.37	Continuous Improvement 4.21
45.	I feel great pride in the team of which I am a part.	4.33	Pride 4.15
12.	I am highly committed to and energized by my work.	4.32	Engage-Inspire 4.23
17.	I have set the right goals for myself to excel in my role/position.	4.32	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.	4.32	Satisfaction 4.06
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.28	Relationships 3.59
48.	Our team recognizes each other's efforts and impact.	4.26	Recognition 3.65
42.	Our team encourages innovation.	4.18	Innovation 4.16
47.	I am on a team that encourages each member to surpass expectations.	4.16	Quality 4.18
51.	Our team has open and trusting relationships.	4.12	Relationships 3.59
13.	I am satisfied with my role/work.	4.11	Satisfaction 4.06
22.	I am aware and knowledgeable about our organization's mission.	4.11	Mission Conscious 3.47
44.	Our team effectively communicates with each other.	4.11	Communication 3.43
70.	I would like to work at our organization long term.	4.07	Career Development 3.60
56.	I feel our organization is a great fit for me.	4.05	Talent/Fit 3.78
20.	I look forward to coming to work every day.	4.02	Satisfaction 4.06
49.	Our team effectively sets goals to further enhance our performance.	4.02	Performance Planning 3.67
57.	Our organization is committed to quality work and excellence.	3.91	Quality 4.18
14.	I feel great pride in being a part of our organization.	3.88	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.	3.87	Talent/Fit 3.78
55.	I am part of an organization that continues to pursue excellence every day.	3.86	Continuous Improvement 4.21
11.	I am in a role that allows me to maximize my talents and strengths.	3.84	Talent/Fit 3.78
25.	My supervisor cares about me as a person.	3.82	Relationships 3.59
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.80	Performance Planning 3.67
73.	Overall, I am very satisfied with our organization as a place to work.	3.80	Satisfaction 4.06
64.	I speak of our organization with pride.	3.79	Pride 4.15
71.	I am aware of the career opportunities that are available for me at our organization.	3.76	Career Development 3.60
69.	Our organization encourages innovation.	3.75	Innovation 4.16
6.	I am provided opportunities to further my growth and development.	3.67	Training & Development 3.36
54.	Quality relationships are valued across our organization.	3.63	Relationships 3.59
59.	I value the career opportunities that I have at our organization.	3.58	Career Development 3.60
66.	Excellence is recognized in our organization.	3.53	Recognition 3.65
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	3.48	Mission Conscious 3.47
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.48	Talent/Fit 3.78



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

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



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

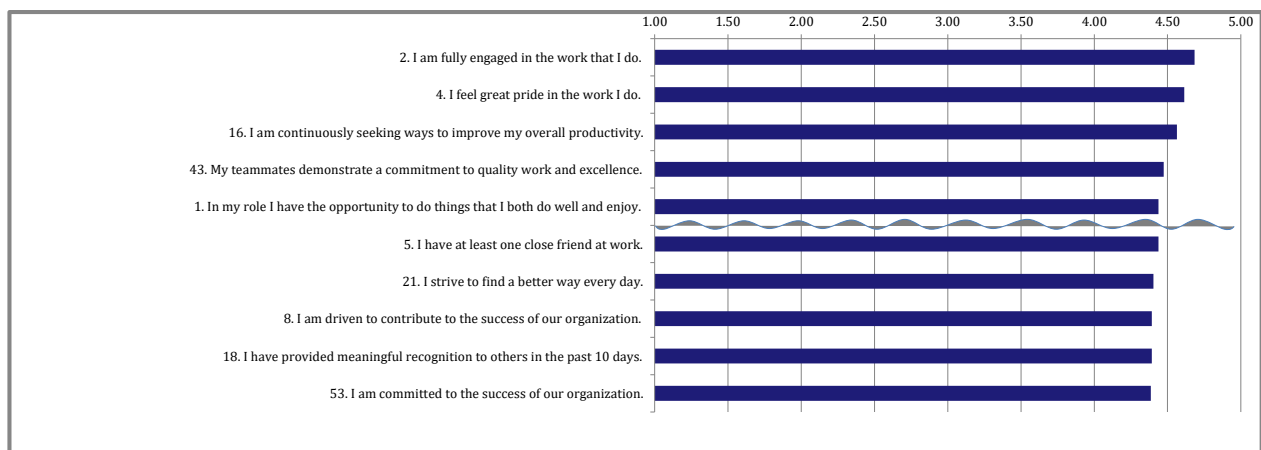
		<u>Mean</u>	<u>Dimension/Mean</u>
24.	My supervisor effectively communicates his/her expectations.	3.26	Communication 3.43
34.	My supervisor is actively responsive to my needs.	3.26	Support-Equip 3.19
60.	I have the opportunity to express my career interests at our organization.	3.24	Career Development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



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

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	4.68	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)

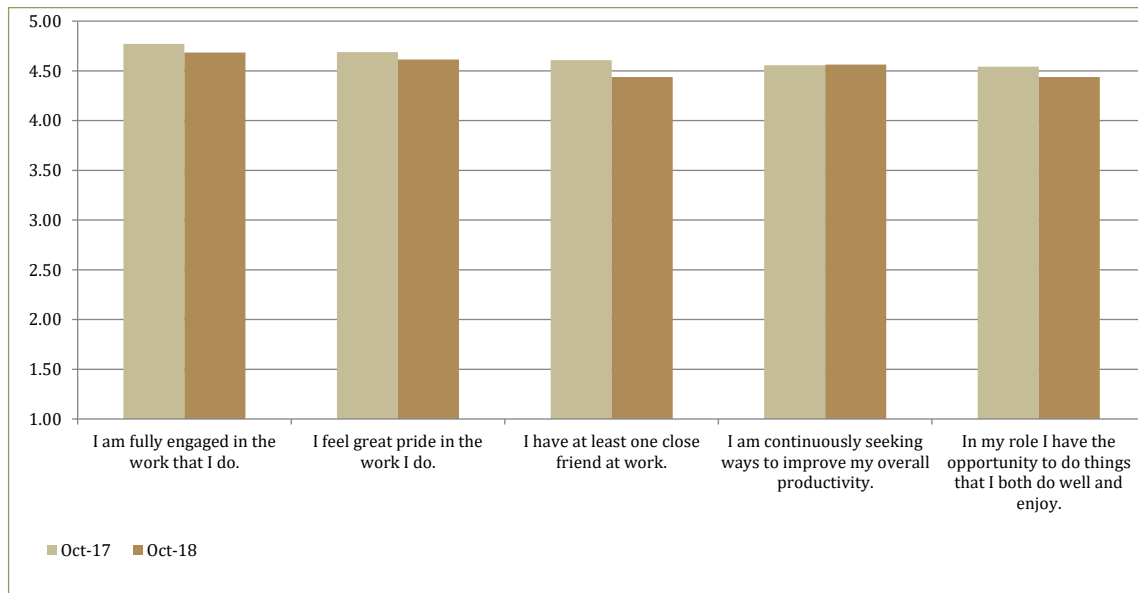
Bottom 10 Rank Ordered By Mean										
	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
31. I am provided personal coaching from my supervisor.	Relationships	2.72	3.53	13.3% n=8	33.3% n=20	15.0% n=9	21.7% n=13	6.7% n=4	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)

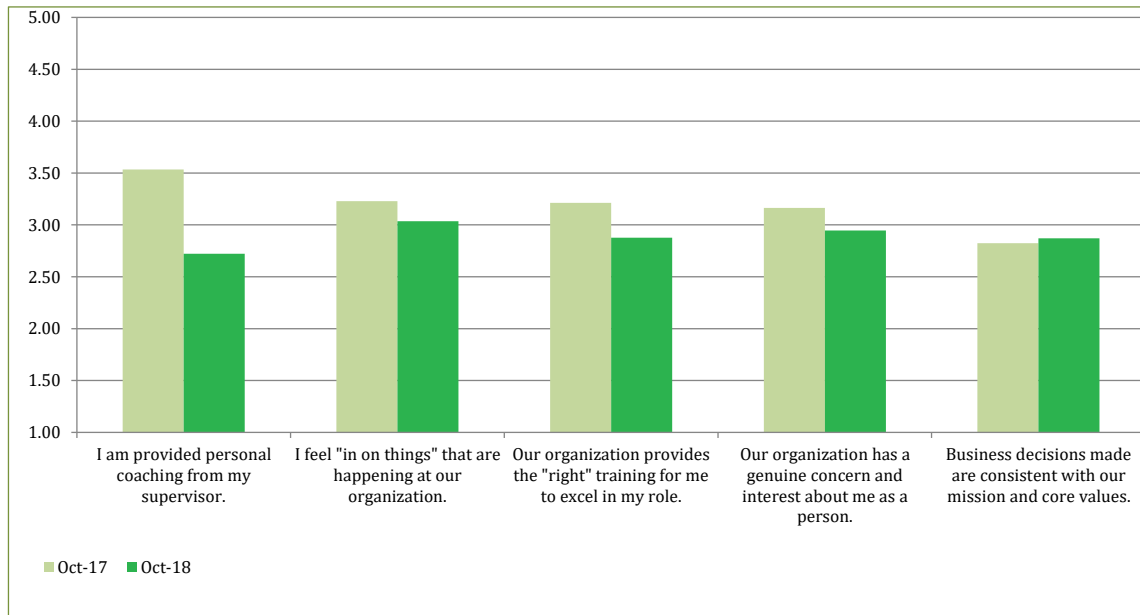
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.77	4.68	↓
4.	I feel great pride in the work I do.	Pride	4.69	4.61	↓
5.	I have at least one close friend 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>
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
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	↑

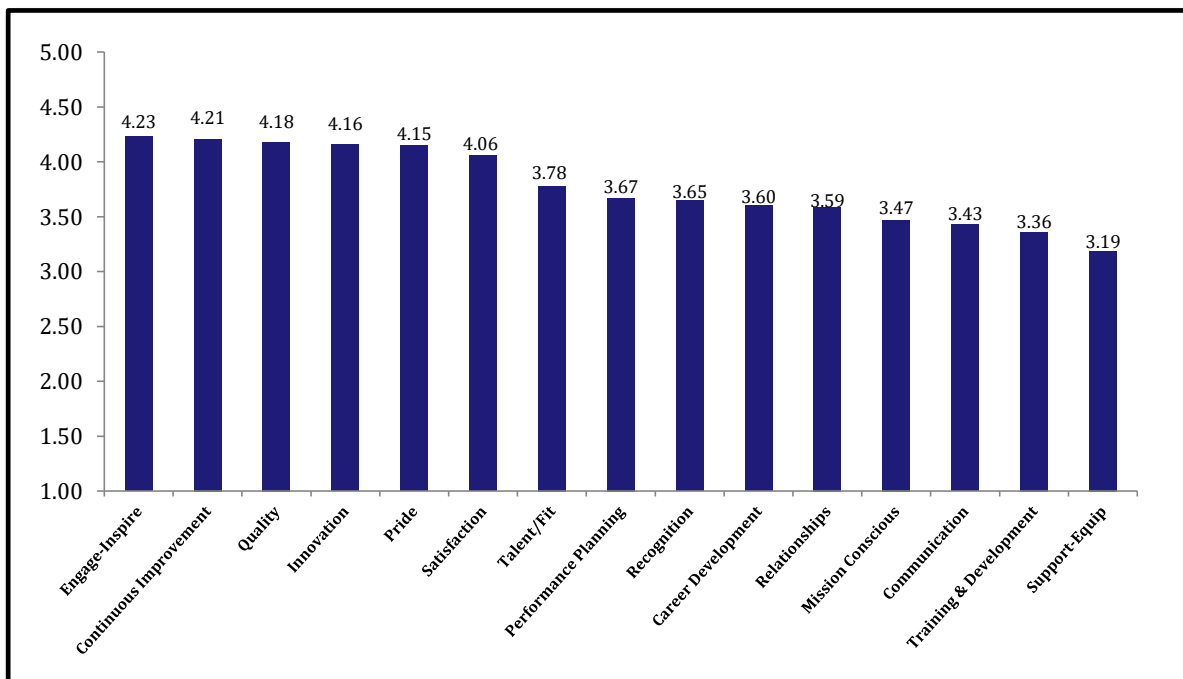




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Glen Ellyn District 41: Forest Glen - All Results (N=57)

<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>
Engage-Inspire	4.38	4.23	↓
Continuous Improvement	4.32	4.21	↓
Quality	4.27	4.18	↓
Innovation	4.20	4.16	↓
Pride	4.20	4.15	↓
Satisfaction	4.14	4.06	↓
Talent/Fit	4.01	3.78	↓
Performance Planning	4.01	3.67	↓
Recognition	3.98	3.65	↓
Career Development	3.89	3.60	↓
Relationships	3.96	3.59	↓
Mission Conscious	3.76	3.47	↓
Communication	3.96	3.43	↓
Training & Development	3.78	3.36	↓
Support-Equip	3.95	3.19	↓

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

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

