



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Franklin - All



Consulting | Training | Coaching | Research | Assessment | Impact^eX Technology

October 2018

Glen Ellyn District 41: Franklin - All Results (N=65)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit									
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.70	4.67	0.0% n=0	0.0% n=0	3.0% n=2	22.7% n=15	71.2% n=47	1.5% n=1	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.38	4.48	1.5% n=1	1.5% n=1	13.8% n=9	23.1% n=15	60.0% n=39	0.0% n=0	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.34	4.48	1.4% n=1	2.9% n=2	10.1% n=7	23.2% n=16	50.7% n=35	5.8% n=4	↓
56. I feel our organization is a great fit for me.	4.31	4.24	0.0% n=0	3.0% n=2	12.1% n=8	33.3% n=22	48.5% n=32	1.5% n=1	↑
72. Our organization selects highly talented individuals when hiring.	4.19	4.21	0.0% n=0	3.0% n=2	19.7% n=13	30.3% n=20	43.9% n=29	1.5% n=1	↓
63. Our organization selects the right people for the right job.	3.89	3.83	1.5% n=1	7.7% n=5	26.2% n=17	29.2% n=19	35.4% n=23	0.0% n=0	↑
7. I have encouraged someone to apply at our organization.	3.72	3.78	1.4% n=1	15.9% n=11	20.3% n=14	18.8% n=13	31.9% n=22	5.8% n=4	↓
Support-Equip									
33. My supervisor is available for me when needs arise.	4.61	4.63	0.0% n=0	0.0% n=0	7.6% n=5	22.7% n=15	66.7% n=44	1.5% n=1	↓
34. My supervisor is actively responsive to my needs.	4.52	4.68	1.5% n=1	0.0% n=0	9.1% n=6	22.7% n=15	63.6% n=42	1.5% n=1	↓
23. I have a supportive coaching relationship with my supervisor.	4.44	4.63	0.0% n=0	3.0% n=2	9.0% n=6	25.4% n=17	56.7% n=38	3.0% n=2	↓
3. I am provided the core needs necessary for me to excel in my role.	4.31	4.17	0.0% n=0	6.1% n=4	13.6% n=9	21.2% n=14	56.1% n=37	1.5% n=1	↑
28. I am provided the opportunity to spend quality time with my supervisor.	4.26	4.24	0.0% n=0	4.6% n=3	12.3% n=8	35.4% n=23	47.7% n=31	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.18	3.90	4.6% n=3	6.2% n=4	3.1% n=2	38.5% n=25	47.7% n=31	0.0% n=0	↑

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships									
25. My supervisor cares about me as a person.	4.61	4.71	0.0% n=0	1.5% n=1	4.5% n=3	24.2% n=16	66.7% n=44	1.5% n=1	↓
32. I have an open and trusting relationship with my supervisor.	4.50	4.56	0.0% n=0	1.5% n=1	7.6% n=5	28.8% n=19	59.1% n=39	1.5% n=1	↓
5. I have at least one close friend at work.	4.44	4.38	1.5% n=1	6.1% n=4	7.6% n=5	15.2% n=10	66.7% n=44	1.5% n=1	↑
51. Our team has open and trusting relationships.	4.42	4.64	1.5% n=1	1.5% n=1	10.6% n=7	24.2% n=16	59.1% n=39	1.5% n=1	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.40	4.72	1.5% n=1	1.5% n=1	11.9% n=8	22.4% n=15	56.7% n=38	3.0% n=2	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.22	4.42	0.0% n=0	4.5% n=3	16.4% n=11	26.9% n=18	46.3% n=31	3.0% n=2	↓
54. Quality relationships are valued across our organization.	4.15	4.10	1.5% n=1	4.6% n=3	16.9% n=11	30.8% n=20	46.2% n=30	0.0% n=0	↑
31. I am provided personal coaching from my supervisor.	4.13	4.11	0.0% n=0	4.5% n=3	20.9% n=14	26.9% n=18	41.8% n=28	3.0% n=2	↑
61. Our organization has a genuine concern and interest about me as a person.	3.98	3.56	3.1% n=2	4.6% n=3	18.5% n=12	38.5% n=25	35.4% n=23	0.0% n=0	↑
Quality									
43. My teammates demonstrate a commitment to quality work and excellence.	4.62	4.74	1.5% n=1	0.0% n=0	1.5% n=1	29.2% n=19	67.7% n=44	0.0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.46	4.64	0.0% n=0	1.5% n=1	13.4% n=9	19.4% n=13	59.7% n=40	3.0% n=2	↓
57. Our organization is committed to quality work and excellence.	4.45	4.25	0.0% n=0	1.5% n=1	10.6% n=7	27.3% n=18	57.6% n=38	1.5% n=1	↑
Communication									
36. I have the opportunity to communicate with my supervisor.	4.59	4.57	0.0% n=0	0.0% n=0	9.0% n=6	20.9% n=14	64.2% n=43	3.0% n=2	↑
27. My supervisor and I have effective two-way communication.	4.56	4.63	0.0% n=0	1.5% n=1	9.1% n=6	19.7% n=13	66.7% n=44	1.5% n=1	↓
44. Our team effectively communicates with each other.	4.55	4.72	0.0% n=0	0.0% n=0	10.8% n=7	23.1% n=15	66.2% n=43	0.0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	4.52	4.67	0.0% n=0	0.0% n=0	9.1% n=6	28.8% n=19	59.1% n=39	1.5% n=1	↓
26. My supervisor gives me constructive feedback about my work performance.	4.42	4.56	0.0% n=0	4.5% n=3	7.6% n=5	27.3% n=18	57.6% n=38	1.5% n=1	↓
65. I feel "in on things" that are happening at our organization.	3.74	3.46	3.1% n=2	6.2% n=4	30.8% n=20	33.8% n=22	26.2% n=17	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
Recognition									
48. Our team recognizes each other's efforts and impact.	4.56	4.79	0.0% n=0	0.0% n=0	10.6% n=7	21.2% n=14	65.2% n=43	1.5% n=1	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.43	4.40	0.0% n=0	3.1% n=2	6.2% n=4	35.4% n=23	55.4% n=36	0.0% n=0	↑
29. My supervisor recognizes me for a job well done.	4.42	4.52	0.0% n=0	1.5% n=1	15.4% n=10	23.1% n=15	60.0% n=39	0.0% n=0	↓
66. Excellence is recognized in our organization.	4.20	3.95	1.5% n=1	3.1% n=2	13.8% n=9	36.9% n=24	44.6% n=29	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.91	4.05	4.5% n=3	16.7% n=11	4.5% n=3	28.8% n=19	42.4% n=28	1.5% n=1	↓
Performance Planning									
17. I have set the right goals for myself to excel in my role/position.	4.60	4.62	0.0% n=0	0.0% n=0	4.5% n=3	28.4% n=19	61.2% n=41	3.0% n=2	↓
49. Our team effectively sets goals to further enhance our performance.	4.52	4.59	1.4% n=1	1.4% n=1	5.8% n=4	20.3% n=14	59.4% n=41	5.8% n=4	↓
37. My supervisor motivates me to achieve my goals.	4.38	4.53	1.4% n=1	0.0% n=0	13.0% n=9	23.2% n=16	50.7% n=35	5.8% n=4	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.30	4.33	3.0% n=2	3.0% n=2	3.0% n=2	40.9% n=27	47.0% n=31	1.5% n=1	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.15	4.45	2.9% n=2	5.9% n=4	13.2% n=9	22.1% n=15	47.1% n=32	4.4% n=3	↓
Training & Development									
35. My supervisor supports my personal and professional development.	4.52	4.60	1.5% n=1	1.5% n=1	9.1% n=6	18.2% n=12	66.7% n=44	1.5% n=1	↓
30. My supervisor encourages opportunities for my growth and development.	4.34	4.51	1.5% n=1	3.1% n=2	12.3% n=8	26.2% n=17	56.9% n=37	0.0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.25	4.22	1.5% n=1	7.6% n=5	6.1% n=4	31.8% n=21	50.0% n=33	1.5% n=1	↓
15. I am properly trained to achieve excellence in my work.	4.23	4.13	1.5% n=1	3.1% n=2	12.3% n=8	36.9% n=24	46.2% n=30	0.0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.71	3.51	10.8% n=7	6.2% n=4	18.5% n=12	30.8% n=20	33.8% n=22	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
Career Development									
70. I would like to work at our organization long term.	4.33	4.37	0.0% n=0	4.5% n=3	10.6% n=7	30.3% n=20	51.5% n=34	1.5% n=1	↓
59. I value the career opportunities that I have at our organization.	4.28	4.26	1.5% n=1	3.0% n=2	9.1% n=6	36.4% n=24	47.0% n=31	1.5% n=1	↑
71. I am aware of the career opportunities that are available for me at our organization.	4.14	4.02	1.5% n=1	4.5% n=3	16.7% n=11	30.3% n=20	43.9% n=29	1.5% n=1	↓
60. I have the opportunity to express my career interests at our organization.	4.11	4.02	3.0% n=2	4.5% n=3	13.6% n=9	33.3% n=22	42.4% n=28	1.5% n=1	↓
58. Our organization provides the experience and development for me to further my career here.	4.10	4.05	1.5% n=1	10.4% n=7	10.4% n=7	26.9% n=18	44.8% n=30	3.0% n=2	↑
Engage-Inspire									
2. I am fully engaged in the work that I do.	4.72	4.75	0.0% n=0	1.5% n=1	1.5% n=1	19.7% n=13	74.2% n=49	1.5% n=1	↓
8. I am driven to contribute to the success of our organization.	4.69	4.50	0.0% n=0	0.0% n=0	3.1% n=2	24.6% n=16	72.3% n=47	0.0% n=0	↑
53. I am committed to the success of our organization.	4.67	4.56	0.0% n=0	0.0% n=0	3.0% n=2	25.8% n=17	68.2% n=45	1.5% n=1	↓
12. I am highly committed to and energized by my work.	4.52	4.56	1.5% n=1	1.5% n=1	4.6% n=3	27.7% n=18	64.6% n=42	0.0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.92	3.81	3.0% n=2	10.6% n=7	15.2% n=10	30.3% n=20	37.9% n=25	1.5% n=1	↑
Satisfaction									
46. I am satisfied being a part of our team.	4.53	4.72	0.0% n=0	1.5% n=1	7.6% n=5	25.8% n=17	62.1% n=41	1.5% n=1	↓
13. I am satisfied with my role/work.	4.40	4.38	0.0% n=0	3.1% n=2	12.3% n=8	26.2% n=17	58.5% n=38	0.0% n=0	↓
20. I look forward to coming to work every day.	4.25	4.37	1.5% n=1	1.5% n=1	18.2% n=12	25.8% n=17	50.0% n=33	1.5% n=1	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.23	4.22	1.5% n=1	1.5% n=1	15.2% n=10	33.3% n=22	45.5% n=30	1.5% n=1	↑
Mission Conscious									
22. I am aware and knowledgeable about our organization's mission.	4.50	4.24	0.0% n=0	0.0% n=0	9.1% n=6	30.3% n=20	57.6% n=38	1.5% n=1	↑
41. My supervisor effectively communicates our organizational mission to me.	4.41	4.33	0.0% n=0	1.5% n=1	9.0% n=6	32.8% n=22	50.7% n=34	3.0% n=2	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.27	4.08	0.0% n=0	0.0% n=0	13.2% n=9	39.7% n=27	38.2% n=26	4.4% n=3	↑
68. Business decisions made are consistent with our mission and core values.	3.70	3.33	6.0% n=4	6.0% n=4	26.9% n=18	26.9% n=18	28.4% n=19	3.0% 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. I feel great pride in the work I do.	4.69	4.78	0.0% n=0	1.5% n=1	6.1% n=4	13.6% n=9	75.8% n=50	1.5% n=1	↓
45. I feel great pride in the team of which I am a part.	4.54	4.72	0.0% n=0	1.5% n=1	6.2% n=4	29.2% n=19	63.1% n=41	0.0% n=0	↓
14. I feel great pride in being a part of our organization.	4.38	4.27	0.0% n=0	3.1% n=2	13.8% n=9	24.6% n=16	58.5% n=38	0.0% n=0	↑
64. I speak of our organization with pride.	4.09	4.06	1.5% n=1	1.5% n=1	21.2% n=14	34.8% n=23	37.9% n=25	1.5% n=1	↑
Continuous Improvement									
21. I strive to find a better way every day.	4.68	4.65	0.0% n=0	0.0% n=0	4.6% n=3	23.1% n=15	72.3% n=47	0.0% n=0	↑
52. Our team strives to pursue excellence.	4.56	4.74	1.5% n=1	0.0% n=0	7.6% n=5	21.2% n=14	66.7% n=44	1.5% n=1	↓
55. I am part of an organization that continues to pursue excellence every day.	4.39	4.29	0.0% n=0	0.0% n=0	9.1% n=6	40.9% n=27	47.0% n=31	1.5% n=1	↑
Innovation									
16. I am continuously seeking ways to improve my overall productivity.	4.66	4.65	0.0% n=0	0.0% n=0	3.1% n=2	27.7% n=18	69.2% n=45	0.0% n=0	↑
42. Our team encourages innovation.	4.51	4.44	0.0% n=0	0.0% n=0	10.8% n=7	27.7% n=18	61.5% n=40	0.0% n=0	↑
69. Our organization encourages innovation.	4.16	3.89	0.0% n=0	4.5% n=3	15.2% n=10	37.9% n=25	39.4% n=26	1.5% n=1	↑

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Glen Ellyn District 41: Franklin - All Results (N=65)

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.	4.72	Engage-Inspire 4.51
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.70	Talent/Fit 4.22
8.	I am driven to contribute to the success of our organization.	4.69	Engage-Inspire 4.51
4.	I feel great pride in the work I do.	4.69	Pride 4.43
21.	I strive to find a better way every day.	4.68	Continuous Improvement 4.54
53.	I am committed to the success of our organization.	4.67	Engage-Inspire 4.51
16.	I am continuously seeking ways to improve my overall productivity.	4.66	Innovation 4.44
43.	My teammates demonstrate a commitment to quality work and excellence.	4.62	Quality 4.51
25.	My supervisor cares about me as a person.	4.61	Relationships 4.32
33.	My supervisor is available for me when needs arise.	4.61	Support-Equip 4.39
17.	I have set the right goals for myself to excel in my role/position.	4.60	Performance Planning 4.39
36.	I have the opportunity to communicate with my supervisor.	4.59	Communication 4.39
27.	My supervisor and I have effective two-way communication.	4.56	Communication 4.39
48.	Our team recognizes each other's efforts and impact.	4.56	Recognition 4.30



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
52.	Our team strives to pursue excellence.	4.56	Continuous Improvement 4.54
44.	Our team effectively communicates with each other.	4.55	Communication 4.39
45.	I feel great pride in the team of which I am a part.	4.54	Pride 4.43
46.	I am satisfied being a part of our team.	4.53	Satisfaction 4.35
49.	Our team effectively sets goals to further enhance our performance.	4.52	Performance Planning 4.39
12.	I am highly committed to and energized by my work.	4.52	Engage-Inspire 4.51
24.	My supervisor effectively communicates his/her expectations.	4.52	Communication 4.39
34.	My supervisor is actively responsive to my needs.	4.52	Support-Equip 4.39
35.	My supervisor supports my personal and professional development.	4.52	Training & Development 4.21
42.	Our team encourages innovation.	4.51	Innovation 4.44
22.	I am aware and knowledgeable about our organization's mission.	4.50	Mission Conscious 4.22
32.	I have an open and trusting relationship with my supervisor.	4.50	Relationships 4.32
47.	I am on a team that encourages each member to surpass expectations.	4.46	Quality 4.51
57.	Our organization is committed to quality work and excellence.	4.45	Quality 4.51
23.	I have a supportive coaching relationship with my supervisor.	4.44	Support-Equip 4.39



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
5.	I have at least one close friend at work.	4.44	Relationships 4.32
18.	I have provided meaningful recognition to others in the past 10 days.	4.43	Recognition 4.30
26.	My supervisor gives me constructive feedback about my work performance.	4.42	Communication 4.39
51.	Our team has open and trusting relationships.	4.42	Relationships 4.32
29.	My supervisor recognizes me for a job well done.	4.42	Recognition 4.30
41.	My supervisor effectively communicates our organizational mission to me.	4.41	Mission Conscious 4.22
13.	I am satisfied with my role/work.	4.40	Satisfaction 4.35
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.40	Relationships 4.32
55.	I am part of an organization that continues to pursue excellence every day.	4.39	Continuous Improvement 4.54
11.	I am in a role that allows me to maximize my talents and strengths.	4.38	Talent/Fit 4.22
14.	I feel great pride in being a part of our organization.	4.38	Pride 4.43
37.	My supervisor motivates me to achieve my goals.	4.38	Performance Planning 4.39
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.34	Talent/Fit 4.22
30.	My supervisor encourages opportunities for my growth and development.	4.34	Training & Development 4.21
70.	I would like to work at our organization long term.	4.33	Career Development 4.19



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
3.	I am provided the core needs necessary for me to excel in my role.	4.31	Support-Equip 4.39
56.	I feel our organization is a great fit for me.	4.31	Talent/Fit 4.22
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.30	Performance Planning 4.39
59.	I value the career opportunities that I have at our organization.	4.28	Career Development 4.19
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.27	Mission Conscious 4.22
28.	I am provided the opportunity to spend quality time with my supervisor.	4.26	Support-Equip 4.39
6.	I am provided opportunities to further my growth and development.	4.25	Training & Development 4.21
20.	I look forward to coming to work every day.	4.25	Satisfaction 4.35
73.	Overall, I am very satisfied with our organization as a place to work.	4.23	Satisfaction 4.35
15.	I am properly trained to achieve excellence in my work.	4.23	Training & Development 4.21
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.22	Relationships 4.32
66.	Excellence is recognized in our organization.	4.20	Recognition 4.30
72.	Our organization selects highly talented individuals when hiring.	4.19	Talent/Fit 4.22
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.18	Support-Equip 4.39
69.	Our organization encourages innovation.	4.16	Innovation 4.44



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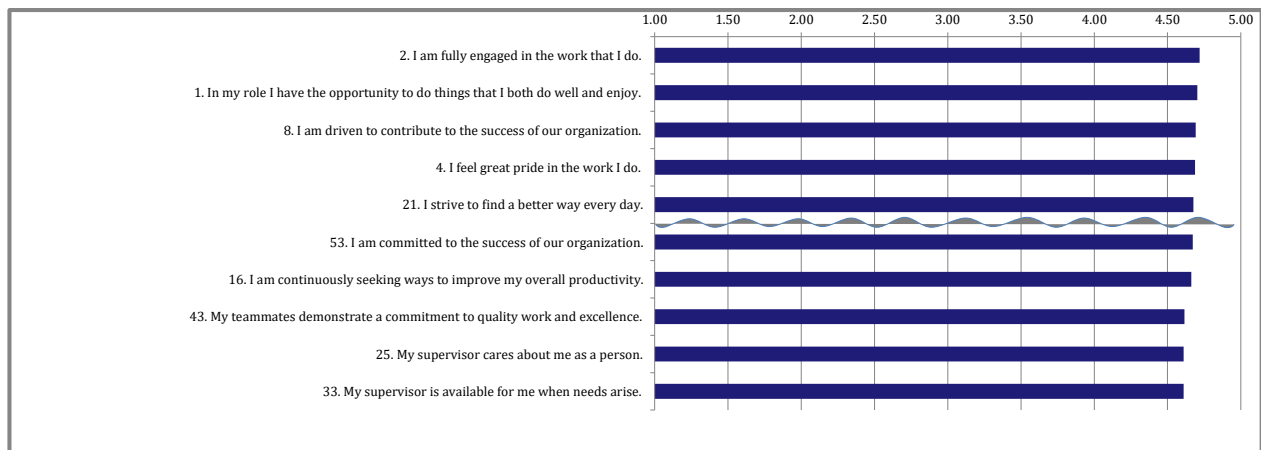
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
54.	Quality relationships are valued across our organization.	4.15	Relationships 4.32
40.	In the past three months, my supervisor has discussed my successes and progress with me.	4.15	Performance Planning 4.39
71.	I am aware of the career opportunities that are available for me at our organization.	4.14	Career Development 4.19
31.	I am provided personal coaching from my supervisor.	4.13	Relationships 4.32
60.	I have the opportunity to express my career interests at our organization.	4.11	Career Development 4.19
58.	Our organization provides the experience and development for me to further my career here.	4.10	Career Development 4.19
64.	I speak of our organization with pride.	4.09	Pride 4.43
61.	Our organization has a genuine concern and interest about me as a person.	3.98	Relationships 4.32
62.	I would recommend our organization to a friend as a great place to work.	3.92	Engage-Inspire 4.51
9.	I have received meaningful recognition in the past 10 days.	3.91	Recognition 4.30
63.	Our organization selects the right people for the right job.	3.89	Talent/Fit 4.22
65.	I feel "in on things" that are happening at our organization.	3.74	Communication 4.39
7.	I have encouraged someone to apply at our organization.	3.72	Talent/Fit 4.22
67.	Our organization provides the "right" training for me to excel in my role.	3.71	Training & Development 4.21
68.	Business decisions made are consistent with our mission and core values.	3.70	Mission Conscious 4.22



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Glen Ellyn District 41: Franklin - All Results (N=65)

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	4.72	4.75	0.0% n=0	1.5% n=1	1.5% n=1	19.7% n=13	74.2% n=49	1.5% n=1	↓	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.70	4.67	0.0% n=0	0.0% n=0	3.0% n=2	22.7% n=15	71.2% n=47	1.5% n=1	↑	
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.69	4.50	0.0% n=0	0.0% n=0	3.1% n=2	24.6% n=16	72.3% n=47	0.0% n=0	↑	
4. I feel great pride in the work I do.	Pride	4.69	4.78	0.0% n=0	1.5% n=1	6.1% n=4	13.6% n=9	75.8% n=50	1.5% n=1	↓	
21. I strive to find a better way every day.	Continuous Improvement	4.68	4.65	0.0% n=0	0.0% n=0	4.6% n=3	23.1% n=15	72.3% n=47	0.0% n=0	↑	
53. I am committed to the success of our organization.	Engage-Inspire	4.67	4.56	0.0% n=0	0.0% n=0	3.0% n=2	25.8% n=17	68.2% n=45	1.5% n=1	↑	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.66	4.65	0.0% n=0	0.0% n=0	3.1% n=2	27.7% n=18	69.2% n=45	0.0% n=0	↑	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.62	4.74	1.5% n=1	0.0% n=0	1.5% n=1	29.2% n=19	67.7% n=44	0.0% n=0	↓	
25. My supervisor cares about me as a person.	Relationships	4.61	4.71	0.0% n=0	1.5% n=1	4.5% n=3	24.2% n=16	66.7% n=44	1.5% n=1	↓	
33. My supervisor is available for me when needs arise.	Support-Equip	4.61	4.63	0.0% n=0	0.0% n=0	7.6% n=5	22.7% n=15	66.7% n=44	1.5% n=1	↓	

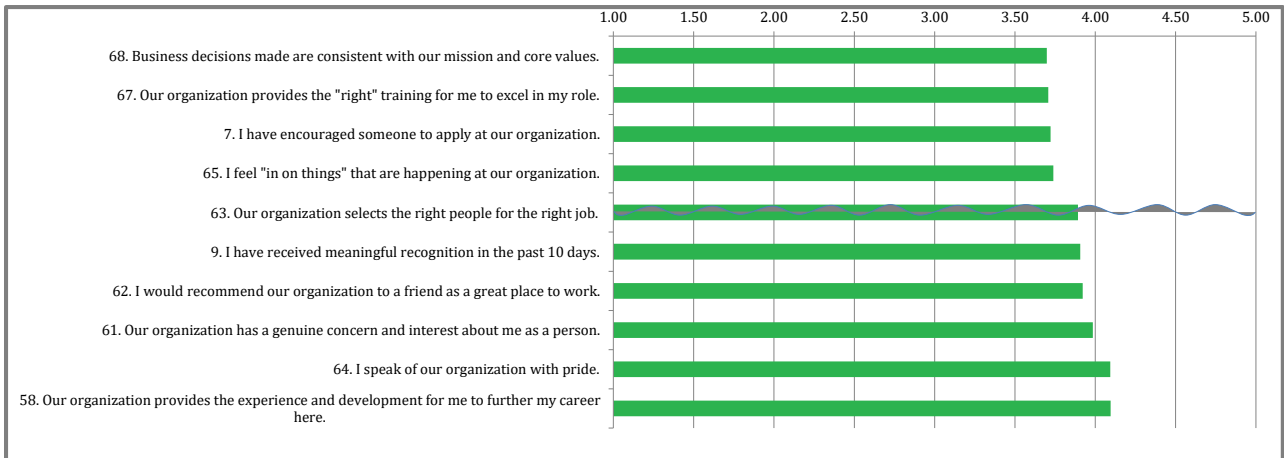




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Glen Ellyn District 41: Franklin - All Results (N=65)

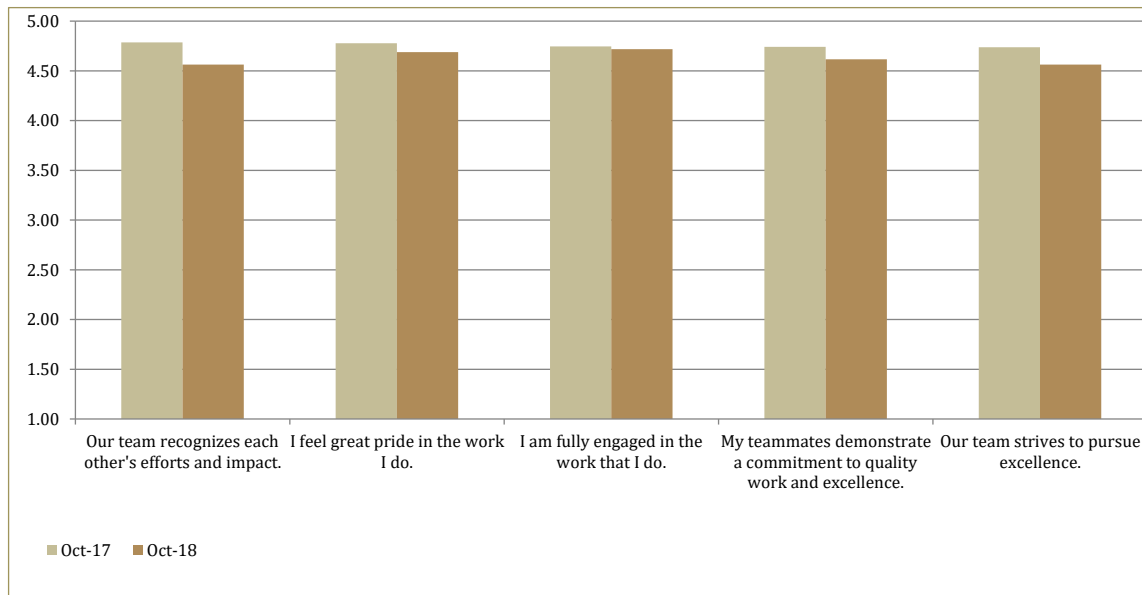
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.70	3.33	6.0% n=4	6.0% n=4	26.9% n=18	26.9% n=18	28.4% n=19	3.0% n=2	↑	
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.71	3.51	10.8% n=7	6.2% n=4	18.5% n=12	30.8% n=20	33.8% n=22	0.0% n=0	↑	
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.72	3.78	1.4% n=1	15.9% n=11	20.3% n=14	18.8% n=13	31.9% n=22	5.8% n=4	↓	
65. I feel "in on things" that are happening at our organization.	Communication	3.74	3.46	3.1% n=2	6.2% n=4	30.8% n=20	33.8% n=22	26.2% n=17	0.0% n=0	↑	
63. Our organization selects the right people for the right job.	Talent/Fit	3.89	3.83	1.5% n=1	7.7% n=5	26.2% n=17	29.2% n=19	35.4% n=23	0.0% n=0	↑	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.91	4.05	4.5% n=3	16.7% n=11	4.5% n=3	28.8% n=19	42.4% n=28	1.5% n=1	↓	
62. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.92	3.81	3.0% n=2	10.6% n=7	15.2% n=10	30.3% n=20	37.9% n=25	1.5% n=1	↑	
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.98	3.56	3.1% n=2	4.6% n=3	18.5% n=12	38.5% n=25	35.4% n=23	0.0% n=0	↑	
64. I speak of our organization with pride.	Pride	4.09	4.06	1.5% n=1	1.5% n=1	21.2% n=14	34.8% n=23	37.9% n=25	1.5% n=1	↑	
58. Our organization provides the experience and development for me to further my career here.	Career Development	4.10	4.05	1.5% n=1	10.4% n=7	10.4% n=7	26.9% n=18	44.8% n=30	3.0% n=2	↑	



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Glen Ellyn District 41: Franklin - All Results (N=65)

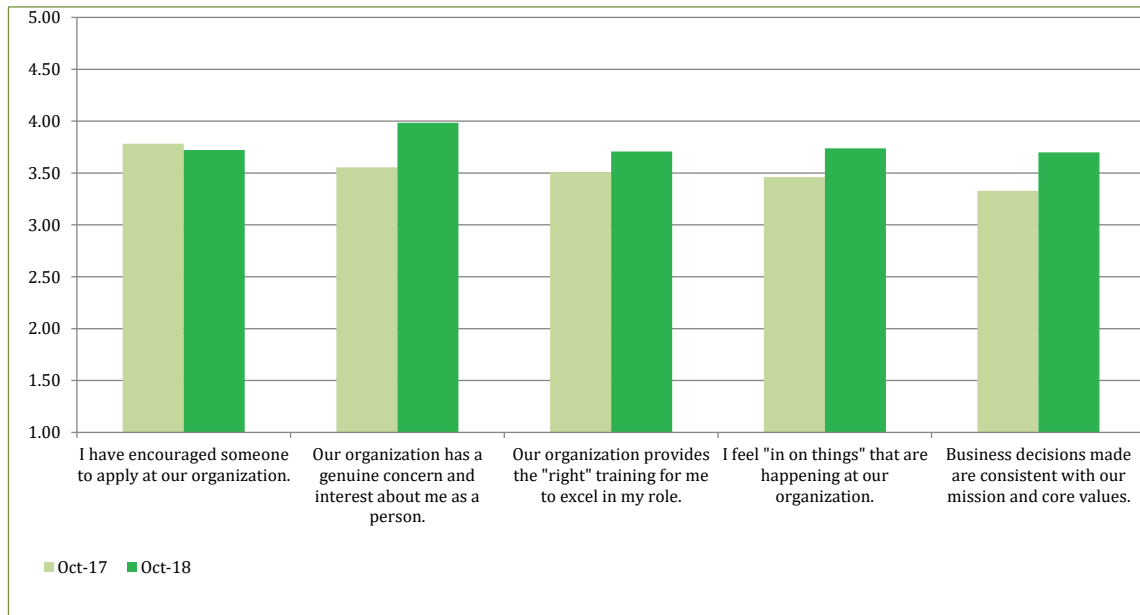
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-) Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
48.	Our team recognizes each other's efforts and impact.	Recognition	4.79	4.56	↓
4.	I feel great pride in the work I do.	Pride	4.78	4.69	↓
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.75	4.72	↓
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.74	4.62	↓
52.	Our team strives to pursue excellence.	Continuous Improvement	4.74	4.56	↓



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Glen Ellyn District 41: Franklin - All Results (N=65)

		<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>					
7.	I have encouraged someone to apply at our organization.	Talent/Fit	3.78	3.72	↓
61.	Our organization has a genuine concern and interest about me as a person.	Relationships	3.56	3.98	↑
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	3.51	3.71	↑
65.	I feel "in on things" that are happening at our organization.	Communication	3.46	3.74	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.33	3.70	↑

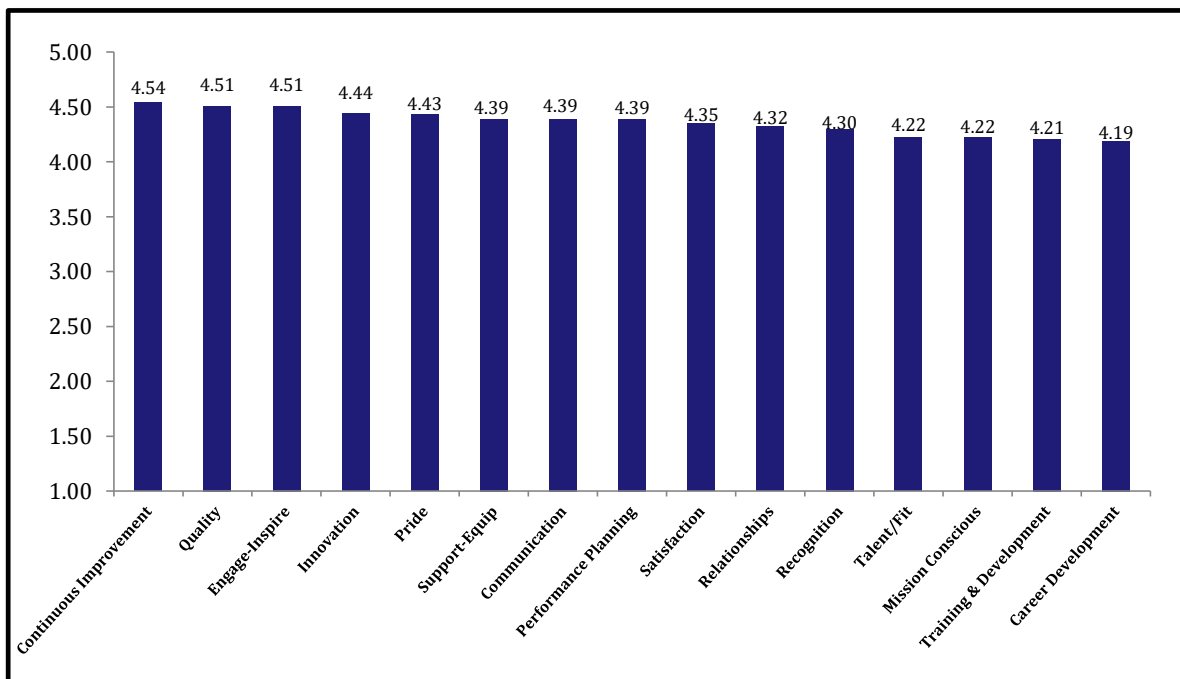




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Glen Ellyn District 41: Franklin - All Results (N=65)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.54
Quality	4.51
Engage-Inspire	4.51
Innovation	4.44
Pride	4.43
Support-Equip	4.39
Communication	4.39
Performance Planning	4.39
Satisfaction	4.35
Relationships	4.32
Recognition	4.30
Talent/Fit	4.22
Mission Conscious	4.22
Training & Development	4.21
Career Development	4.19



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Glen Ellyn District 41: Franklin - All Results (N=65)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.56	4.54	↓
Quality	4.54	4.51	↓
Engage-Inspire	4.43	4.51	↑
Innovation	4.32	4.44	↑
Pride	4.46	4.43	↓
Support-Equip	4.38	4.39	↑
Communication	4.43	4.39	↓
Performance Planning	4.50	4.39	↓
Satisfaction	4.42	4.35	↓
Relationships	4.35	4.32	↓
Recognition	4.34	4.30	↓
Talent/Fit	4.24	4.22	↓
Mission Conscious	4.00	4.22	↑
Training & Development	4.19	4.21	↑
Career Development	4.14	4.19	↑

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

