



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Full District



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

October 2018

Glen Ellyn District 41: Full District Results (N=336)

	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.	4.10	4.12	0.6% n=2	1.2% n=4	2.4% n=8	32.5% n=110	62.1% n=210	0.6% n=2	=
56. I feel our organization is a great fit for me.	4.31	4.24	0.3% n=1	2.4% n=8	12.4% n=42	35.2% n=119	48.5% n=164	0.6% n=2	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.22	4.28	2.7% n=9	3.6% n=12	12.8% n=43	30.3% n=102	50.1% n=169	0.3% n=1	↓
72. Our organization selects highly talented individuals when hiring.	4.11	4.10	0.3% n=1	5.6% n=19	15.2% n=52	37.4% n=128	38.0% n=130	1.8% n=6	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.97	4.08	3.6% n=13	4.2% n=15	17.8% n=64	26.4% n=95	34.7% n=125	6.7% n=24	↓
63. Our organization selects the right people for the right job.	3.81	3.83	3.6% n=12	8.0% n=27	21.3% n=72	36.7% n=124	29.3% n=99	0.6% n=2	↓
7. I have encouraged someone to apply at our organization.	3.68	3.70	4.9% n=18	11.8% n=43	14.0% n=51	28.2% n=103	25.2% n=92	7.9% n=29	↓
Support-Equip									
33. My supervisor is available for me when needs arise.	4.09	4.19	3.5% n=12	5.3% n=18	13.6% n=46	32.2% n=109	43.7% n=148	0.9% n=3	↓
3. I am provided the core needs necessary for me to excel in my role.	4.03	4.02	2.4% n=8	8.9% n=30	9.8% n=33	40.7% n=137	37.7% n=127	0.3% n=1	↑
23. I have a supportive coaching relationship with my supervisor.	4.02	4.14	3.5% n=12	6.8% n=23	14.7% n=50	32.1% n=109	40.6% n=138	1.2% n=4	↓
34. My supervisor is actively responsive to my needs.	3.99	4.14	5.0% n=17	5.9% n=20	15.3% n=52	30.7% n=104	41.3% n=140	0.9% n=3	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.96	3.82	5.0% n=17	8.9% n=30	8.3% n=28	39.5% n=133	37.7% n=127	0.3% n=1	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.63	3.79	6.4% n=22	14.8% n=51	16.0% n=55	28.5% n=98	29.7% n=102	2.3% n=8	↓

	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.	4.49	4.45	0.6% n=2	3.8% n=13	7.1% n=24	22.2% n=75	65.1% n=220	0.6% n=2	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.36	4.39	0.9% n=3	3.2% n=11	8.1% n=28	31.3% n=108	51.3% n=177	2.6% n=9	↓
51. Our team has open and trusting relationships.	4.27	4.33	2.0% n=7	3.5% n=12	10.5% n=36	31.0% n=106	49.4% n=169	1.8% n=6	↓
25. My supervisor cares about me as a person.	4.18	4.17	2.4% n=8	4.5% n=15	13.9% n=47	30.9% n=104	47.8% n=161	0.3% n=1	↑
54. Quality relationships are valued across our organization.	4.04	3.93	2.1% n=7	8.0% n=27	12.1% n=41	38.8% n=131	37.9% n=128	0.6% n=2	↑
32. I have an open and trusting relationship with my supervisor.	3.98	4.01	4.7% n=16	6.5% n=22	15.4% n=52	32.0% n=108	40.7% n=137	0.3% n=1	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.72	3.86	5.3% n=18	10.9% n=37	20.2% n=69	29.9% n=102	30.8% n=105	1.5% n=5	↓
61. Our organization has a genuine concern and interest about me as a person.	3.68	3.49	5.6% n=19	10.4% n=35	20.4% n=69	35.8% n=121	26.6% n=90	0.6% n=2	↑
31. I am provided personal coaching from my supervisor.	3.56	3.67	6.7% n=23	14.8% n=51	18.8% n=65	28.1% n=97	26.4% n=91	2.6% n=9	↓
Quality									
43. My teammates demonstrate a commitment to quality work and excellence.	4.54	4.58	0.9% n=3	1.2% n=4	3.5% n=12	31.2% n=106	60.9% n=207	1.2% n=4	↓
57. Our organization is committed to quality work and excellence.	4.39	4.25	0.6% n=2	2.4% n=8	7.1% n=24	37.0% n=125	51.8% n=175	0.6% n=2	↑
47. I am on a team that encourages each member to surpass expectations.	4.32	4.34	0.9% n=3	2.3% n=8	11.0% n=38	31.8% n=110	48.3% n=167	2.9% n=10	↓
Communication									
44. Our team effectively communicates with each other.	4.37	4.35	0.6% n=2	2.9% n=10	7.9% n=27	34.0% n=116	51.6% n=176	1.5% n=5	↑
36. I have the opportunity to communicate with my supervisor.	4.14	4.26	3.3% n=11	5.3% n=18	10.9% n=37	34.3% n=116	45.0% n=152	0.6% n=2	↓
27. My supervisor and I have effective two-way communication.	4.03	4.17	4.7% n=16	7.4% n=25	11.3% n=38	32.6% n=110	43.3% n=146	0.3% n=1	↓
26. My supervisor gives me constructive feedback about my work performance.	3.99	4.08	2.9% n=10	6.7% n=23	16.1% n=55	34.0% n=116	37.2% n=127	1.5% n=5	↓
24. My supervisor effectively communicates his/her expectations.	3.95	4.09	5.0% n=17	8.0% n=27	12.5% n=42	35.3% n=119	38.6% n=130	0.3% n=1	↓
65. I feel "in on things" that are happening at our organization.	3.66	3.47	5.9% n=20	10.1% n=34	21.1% n=71	36.8% n=124	25.5% n=86	0.3% n=1	↑

October 2018

Glen Ellyn District 41: Full District Results (N=336)

	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.	4.42	4.41	0.3% n=1	2.0% n=7	9.3% n=32	29.7% n=102	54.5% n=187	2.0% n=7	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.39	4.33	0.3% n=1	3.5% n=12	6.8% n=23	34.7% n=118	52.4% n=178	1.2% n=4	↑
66. Excellence is recognized in our organization.	4.01	3.87	1.5% n=5	6.8% n=23	14.8% n=50	42.7% n=144	33.5% n=113	0.3% n=1	↓
29. My supervisor recognizes me for a job well done.	3.89	4.07	5.9% n=20	8.9% n=30	13.6% n=46	32.6% n=110	38.3% n=129	0.3% n=1	↑
9. I have received meaningful recognition in the past 10 days.	3.59	3.66	9.1% n=31	18.9% n=64	6.5% n=22	31.9% n=108	31.9% n=108	0.9% n=3	↓
Performance Planning									
17. I have set the right goals for myself to excel in my role/position.	4.45	4.50	0.3% n=1	0.3% n=1	6.5% n=22	38.2% n=130	52.4% n=178	1.2% n=4	↓
49. Our team effectively sets goals to further enhance our performance.	4.24	4.24	1.2% n=4	3.5% n=12	11.8% n=41	32.9% n=114	44.4% n=154	3.2% n=11	=
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.17	4.17	1.8% n=6	5.9% n=20	10.3% n=35	36.0% n=122	44.2% n=150	0.9% n=3	↓
37. My supervisor motivates me to achieve my goals.	3.92	4.02	4.0% n=14	6.9% n=24	16.4% n=57	31.4% n=109	34.9% n=121	3.2% n=11	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.71	3.89	6.7% n=24	13.1% n=47	10.0% n=36	26.2% n=94	31.2% n=112	6.4% n=23	↓
Training & Development									
15. I am properly trained to achieve excellence in my work.	4.14	4.13	2.1% n=7	5.9% n=20	9.5% n=32	40.4% n=136	41.5% n=140	0.3% n=1	↑
35. My supervisor supports my personal and professional development.	4.05	4.15	4.2% n=14	5.3% n=18	13.4% n=45	34.7% n=117	41.8% n=141	0.3% n=1	↓
6. I am provided opportunities to further my growth and development.	4.03	4.00	3.6% n=12	7.7% n=26	10.1% n=34	39.2% n=132	38.9% n=131	0.3% n=1	↓
30. My supervisor encourages opportunities for my growth and development.	3.96	4.03	4.7% n=16	7.4% n=25	13.9% n=47	33.4% n=113	39.3% n=133	0.6% n=2	↑
67. Our organization provides the "right" training for me to excel in my role.	3.67	3.52	5.9% n=20	11.8% n=40	17.5% n=59	37.0% n=125	26.6% n=90	0.6% n=2	↑



October 2018

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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.	4.27	4.29	0.6% n=2	2.9% n=10	14.7% n=50	30.5% n=104	48.4% n=165	1.5% n=5	↓
59. I value the career opportunities that I have at our organization.	4.05	4.13	2.3% n=8	6.7% n=23	13.4% n=46	34.9% n=120	38.1% n=131	2.3% n=8	↓
71. I am aware of the career opportunities that are available for me at our organization.	4.02	3.98	1.4% n=5	8.1% n=28	11.6% n=40	39.0% n=135	34.1% n=118	2.9% n=10	↓
58. Our organization provides the experience and development for me to further my career here.	3.92	3.85	2.9% n=10	10.6% n=36	13.5% n=46	34.9% n=119	35.2% n=120	1.5% n=5	↑
60. I have the opportunity to express my career interests at our organization.	3.83	3.87	3.4% n=12	8.9% n=31	17.0% n=59	34.8% n=121	29.0% n=101	3.4% n=12	↓
Engage-Inspire									
2. I am fully engaged in the work that I do.	4.67	4.71	0.3% n=1	1.2% n=4	1.8% n=6	24.0% n=81	71.6% n=242	0.6% n=2	↓
53. I am committed to the success of our organization.	4.63	4.57	0.3% n=1	0.0% n=0	2.4% n=8	31.1% n=105	65.1% n=220	0.6% n=2	↑
8. I am driven to contribute to the success of our organization.	4.57	4.50	0.3% n=1	0.6% n=2	3.3% n=11	32.8% n=111	61.8% n=209	0.6% n=2	↓
12. I am highly committed to and energized by my work.	4.49	4.52	0.6% n=2	0.6% n=2	5.6% n=19	34.3% n=117	56.0% n=191	1.5% n=5	↑
62. I would recommend our organization to a friend as a great place to work.	3.84	3.83	4.4% n=15	9.4% n=32	15.9% n=54	35.7% n=121	32.7% n=111	0.9% n=3	↑
Satisfaction									
46. I am satisfied being a part of our team.	4.47	4.45	0.3% n=1	2.3% n=8	5.3% n=18	32.8% n=112	56.3% n=192	1.5% n=5	↑
13. I am satisfied with my role/work.	4.30	4.31	0.6% n=2	3.6% n=12	10.9% n=37	34.0% n=115	49.7% n=168	0.6% n=2	↓
20. I look forward to coming to work every day.	4.16	4.20	0.6% n=2	3.6% n=12	16.9% n=57	36.7% n=124	41.1% n=139	0.6% n=2	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.14	4.10	1.2% n=4	5.6% n=19	11.2% n=38	40.7% n=138	39.5% n=134	0.9% n=3	↑
Mission Conscious									
22. I am aware and knowledgeable about our organization's mission.	4.43	4.40	0.6% n=2	1.8% n=6	6.5% n=22	35.4% n=120	54.0% n=183	0.9% n=3	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.00	3.98	1.8% n=6	6.2% n=21	15.0% n=51	41.3% n=141	32.8% n=112	1.5% n=5	↑
41. My supervisor effectively communicates our organizational mission to me.	3.92	4.11	3.8% n=13	7.0% n=24	15.7% n=54	35.9% n=123	33.5% n=115	2.0% n=7	↓
68. Business decisions made are consistent with our mission and core values.	3.54	3.23	8.7% n=30	9.0% n=31	21.7% n=75	33.6% n=116	21.7% n=75	2.6% n=9	↑

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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.	4.66	4.69	0.3% n=1	0.6% n=2	3.6% n=12	23.1% n=78	71.3% n=241	0.6% n=2	↓
45. I feel great pride in the team of which I am a part.	4.46	4.48	0.3% n=1	1.5% n=5	6.5% n=22	34.4% n=117	55.0% n=187	1.2% n=4	↓
14. I feel great pride in being a part of our organization.	4.22	4.14	1.5% n=5	3.8% n=13	12.7% n=43	34.0% n=115	46.7% n=158	0.6% n=2	↑
64. I speak of our organization with pride.	4.09	4.06	1.5% n=5	3.6% n=12	17.5% n=59	38.8% n=131	37.6% n=127	0.6% n=2	↑
Continuous Improvement									
21. I strive to find a better way every day.	4.53	4.52	0.3% n=1	0.0% n=0	5.0% n=17	35.0% n=118	59.1% n=199	0.3% n=1	↑
52. Our team strives to pursue excellence.	4.50	4.51	0.9% n=3	0.6% n=2	5.6% n=19	31.9% n=109	57.6% n=197	1.8% n=6	↓
55. I am part of an organization that continues to pursue excellence every day.	4.32	4.23	0.3% n=1	3.3% n=11	6.5% n=22	42.9% n=145	45.9% n=155	0.6% n=2	↑
Innovation									
16. I am continuously seeking ways to improve my overall productivity.	4.65	4.60	0.3% n=1	0.3% n=1	2.4% n=8	27.5% n=93	68.3% n=231	0.6% n=2	↑
42. Our team encourages innovation.	4.35	4.32	0.3% n=1	1.8% n=6	8.2% n=28	40.4% n=138	45.9% n=157	1.8% n=6	↑
69. Our organization encourages innovation.	4.09	3.92	1.2% n=4	3.8% n=13	15.6% n=53	41.9% n=142	35.7% n=121	0.9% n=3	↑

October 2018

Glen Ellyn District 41: Full District Results (N=336)

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.	4.67	Engage-Inspire 4.44
4.	I feel great pride in the work I do.	4.66	Pride 4.36
16.	I am continuously seeking ways to improve my overall productivity.	4.65	Innovation 4.36
53.	I am committed to the success of our organization.	4.63	Engage-Inspire 4.44
8.	I am driven to contribute to the success of our organization.	4.57	Engage-Inspire 4.44
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.56	Talent/Fit 4.10
43.	My teammates demonstrate a commitment to quality work and excellence.	4.54	Quality 4.41
21.	I strive to find a better way every day.	4.53	Continuous Improvement 4.45
52.	Our team strives to pursue excellence.	4.50	Continuous Improvement 4.45
5.	I have at least one close friend at work.	4.49	Relationships 4.03
12.	I am highly committed to and energized by my work.	4.49	Engage-Inspire 4.44
46.	I am satisfied being a part of our team.	4.47	Satisfaction 4.27
45.	I feel great pride in the team of which I am a part.	4.46	Pride 4.36
17.	I have set the right goals for myself to excel in my role/position.	4.45	Performance Planning 4.10



October 2018

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
22.	I am aware and knowledgeable about our organization's mission.	4.43	Mission Conscious 3.97
48.	Our team recognizes each other's efforts and impact.	4.42	Recognition 4.06
57.	Our organization is committed to quality work and excellence.	4.39	Quality 4.41
18.	I have provided meaningful recognition to others in the past 10 days.	4.39	Recognition 4.06
44.	Our team effectively communicates with each other.	4.37	Communication 4.02
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.36	Relationships 4.03
42.	Our team encourages innovation.	4.35	Innovation 4.36
55.	I am part of an organization that continues to pursue excellence every day.	4.32	Continuous Improvement 4.45
47.	I am on a team that encourages each member to surpass expectations.	4.32	Quality 4.41
56.	I feel our organization is a great fit for me.	4.31	Talent/Fit 4.10
13.	I am satisfied with my role/work.	4.30	Satisfaction 4.27
70.	I would like to work at our organization long term.	4.27	Career Development 4.02
51.	Our team has open and trusting relationships.	4.27	Relationships 4.03
49.	Our team effectively sets goals to further enhance our performance.	4.24	Performance Planning 4.10
11.	I am in a role that allows me to maximize my talents and strengths.	4.22	Talent/Fit 4.10

October 2018

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
14.	I feel great pride in being a part of our organization.	4.22	Pride 4.36
25.	My supervisor cares about me as a person.	4.18	Relationships 4.03
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.17	Performance Planning 4.10
20.	I look forward to coming to work every day.	4.16	Satisfaction 4.27
15.	I am properly trained to achieve excellence in my work.	4.14	Training & Development 3.97
73.	Overall, I am very satisfied with our organization as a place to work.	4.14	Satisfaction 4.27
36.	I have the opportunity to communicate with my supervisor.	4.14	Communication 4.02
72.	Our organization selects highly talented individuals when hiring.	4.11	Talent/Fit 4.10
33.	My supervisor is available for me when needs arise.	4.09	Support-Equip 3.95
69.	Our organization encourages innovation.	4.09	Innovation 4.36
64.	I speak of our organization with pride.	4.09	Pride 4.36
35.	My supervisor supports my personal and professional development.	4.05	Training & Development 3.97
59.	I value the career opportunities that I have at our organization.	4.05	Career Development 4.02
54.	Quality relationships are valued across our organization.	4.04	Relationships 4.03
3.	I am provided the core needs necessary for me to excel in my role.	4.03	Support-Equip 3.95



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
27.	My supervisor and I have effective two-way communication.	4.03	Communication 4.02
6.	I am provided opportunities to further my growth and development.	4.03	Training & Development 3.97
71.	I am aware of the career opportunities that are available for me at our organization.	4.02	Career Development 4.02
23.	I have a supportive coaching relationship with my supervisor.	4.02	Support-Equip 3.95
66.	Excellence is recognized in our organization.	4.01	Recognition 4.06
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.00	Mission Conscious 3.97
34.	My supervisor is actively responsive to my needs.	3.99	Support-Equip 3.95
26.	My supervisor gives me constructive feedback about my work performance.	3.99	Communication 4.02
32.	I have an open and trusting relationship with my supervisor.	3.98	Relationships 4.03
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.97	Talent/Fit 4.10
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.96	Support-Equip 3.95
30.	My supervisor encourages opportunities for my growth and development.	3.96	Training & Development 3.97
24.	My supervisor effectively communicates his/her expectations.	3.95	Communication 4.02
41.	My supervisor effectively communicates our organizational mission to me.	3.92	Mission Conscious 3.97
37.	My supervisor motivates me to achieve my goals.	3.92	Performance Planning 4.10



October 2018

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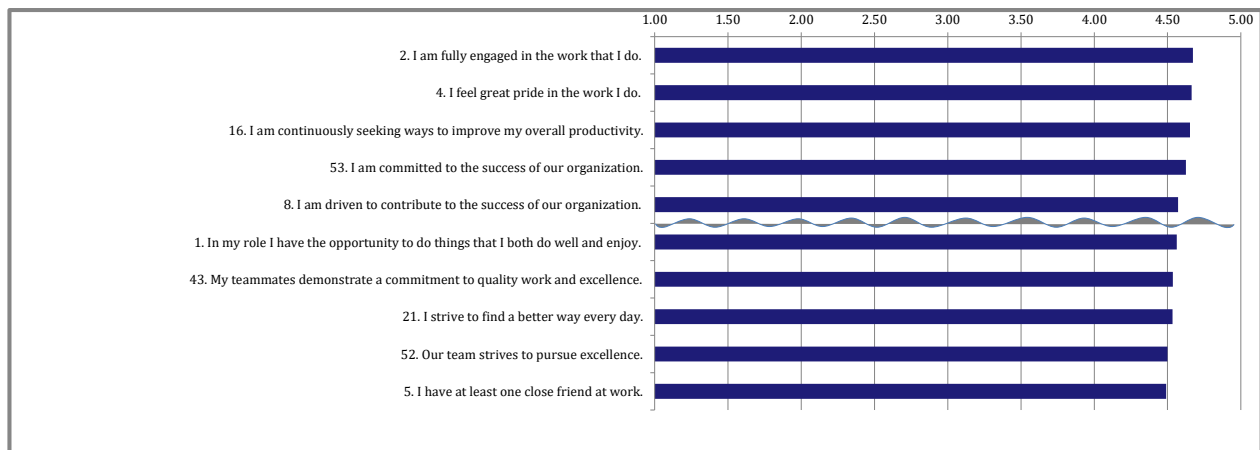
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
58.	Our organization provides the experience and development for me to further my career here.	3.92	Career Development 4.02
29.	My supervisor recognizes me for a job well done.	3.89	Recognition 4.06
62.	I would recommend our organization to a friend as a great place to work.	3.84	Engage-Inspire 4.44
60.	I have the opportunity to express my career interests at our organization.	3.83	Career Development 4.02
63.	Our organization selects the right people for the right job.	3.81	Talent/Fit 4.10
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.72	Relationships 4.03
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.71	Performance Planning 4.10
61.	Our organization has a genuine concern and interest about me as a person.	3.68	Relationships 4.03
7.	I have encouraged someone to apply at our organization.	3.68	Talent/Fit 4.10
67.	Our organization provides the "right" training for me to excel in my role.	3.67	Training & Development 3.97
65.	I feel "in on things" that are happening at our organization.	3.66	Communication 4.02
28.	I am provided the opportunity to spend quality time with my supervisor.	3.63	Support-Equip 3.95
9.	I have received meaningful recognition in the past 10 days.	3.59	Recognition 4.06
31.	I am provided personal coaching from my supervisor.	3.56	Relationships 4.03
68.	Business decisions made are consistent with our mission and core values.	3.54	Mission Conscious 3.97



October 2018

Glen Ellyn District 41: Full District Results (N=336)

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	4.67	4.71	0.3% n=1	1.2% n=4	1.8% n=6	24.0% n=81	71.6% n=242	0.6% n=2	↓	
4. I feel great pride in the work I do.	Pride	4.66	4.69	0.3% n=1	0.6% n=2	3.6% n=12	23.1% n=78	71.3% n=241	0.6% n=2	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.65	4.60	0.3% n=1	0.3% n=1	2.4% n=8	27.5% n=93	68.3% n=231	0.6% n=2	↑	
53. I am committed to the success of our organization.	Engage-Inspire	4.63	4.57	0.3% n=1	0.0% n=0	2.4% n=8	31.1% n=105	65.1% n=220	0.6% n=2	↑	
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.57	4.50	0.3% n=1	0.6% n=2	3.3% n=11	32.8% n=111	61.8% n=209	0.6% n=2	↑	
<hr/>											
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.56	4.56	0.6% n=2	1.2% n=4	2.4% n=8	32.5% n=110	62.1% n=210	0.6% n=2	↑	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.54	4.58	0.9% n=3	1.2% n=4	3.5% n=12	31.2% n=106	60.9% n=207	1.2% n=4	↓	
21. I strive to find a better way every day.	Continuous Improvement	4.53	4.52	0.3% n=1	0.0% n=0	5.0% n=17	35.0% n=118	59.1% n=199	0.3% n=1	↑	
52. Our team strives to pursue excellence.	Continuous Improvement	4.50	4.51	0.9% n=3	0.6% n=2	5.6% n=19	31.9% n=109	57.6% n=197	1.8% n=6	↓	
5. I have at least one close friend at work.	Relationships	4.49	4.45	0.6% n=2	3.8% n=13	7.1% n=24	22.2% n=75	65.1% n=220	0.6% n=2	↑	





October 2018

Glen Ellyn District 41: Full District Results (N=336)

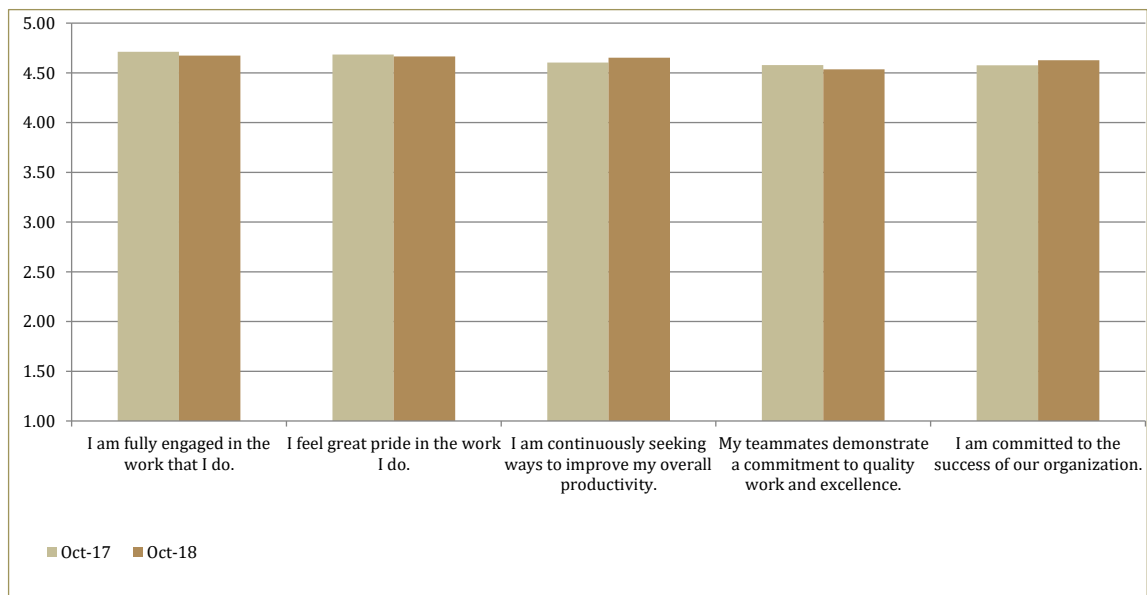
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.54	3.23	8.7% n=30	9.0% n=31	21.7% n=75	33.6% n=116	21.7% n=75	2.6% n=9	↑	
31. I am provided personal coaching from my supervisor.	Relationships	3.56	3.67	6.7% n=23	14.8% n=51	18.8% n=65	28.1% n=97	26.4% n=91	2.6% n=9	↓	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.59	3.66	9.1% n=31	18.9% n=64	6.5% n=22	31.9% n=108	31.9% n=108	0.9% n=3	↓	
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.63	3.79	6.4% n=22	14.8% n=51	16.0% n=55	28.5% n=98	29.7% n=102	2.3% n=8	↓	
65. I feel "in on things" that are happening at our organization.	Communication	3.66	3.47	5.9% n=20	10.1% n=34	21.1% n=71	36.8% n=124	25.5% n=86	0.3% n=1	↑	
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.67	3.52	5.9% n=20	11.8% n=40	17.5% n=59	37.0% n=125	26.6% n=90	0.6% n=2	↑	
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.68	3.70	4.9% n=18	11.8% n=43	14.0% n=51	28.2% n=103	25.2% n=92	7.9% n=29	↓	
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.68	3.49	5.6% n=19	10.4% n=35	20.4% n=69	35.8% n=121	26.6% n=90	0.6% n=2	↑	
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.71	3.89	6.7% n=24	13.1% n=47	10.0% n=36	26.2% n=94	31.2% n=112	6.4% n=23	↓	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.72	3.86	5.3% n=18	10.9% n=37	20.2% n=69	29.9% n=102	30.8% n=105	1.5% n=5	↓	



October 2018

Glen Ellyn District 41: Full District Results (N=336)

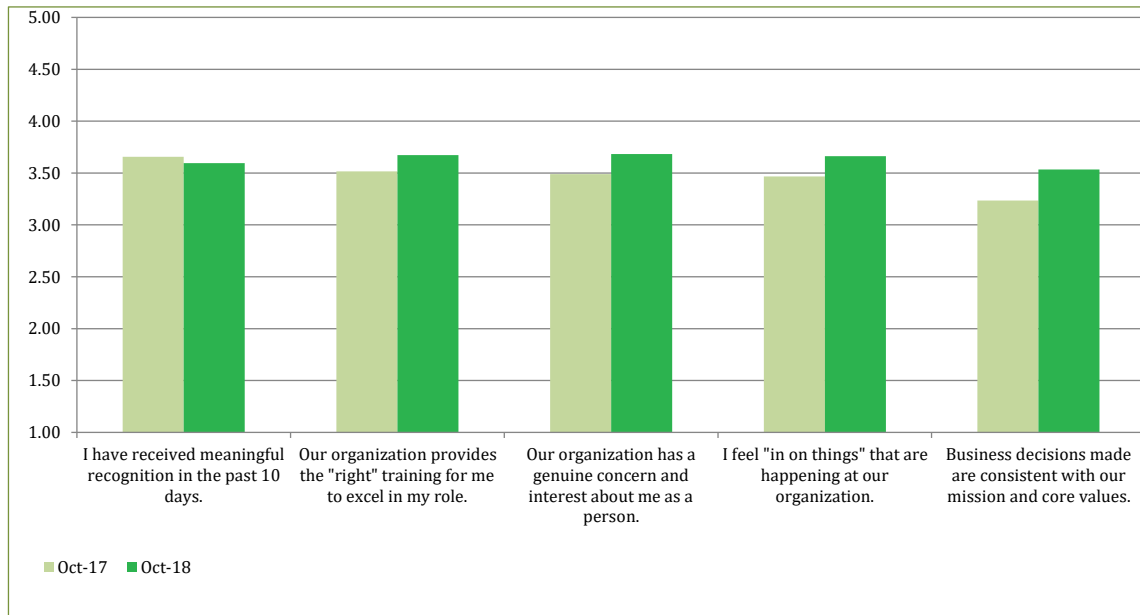
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.67	↓
4.	I feel great pride in the work I do.	Pride	4.69	4.66	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.60	4.65	↑
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.58	4.54	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.57	4.63	↑



October 2018

Glen Ellyn District 41: Full District Results (N=336)

		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-) Change</u>
<i>Previous Bottom 5 Rank Ordered Questions According to Mean</i>					
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.66	3.59	↓
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	3.52	3.67	↑
61.	Our organization has a genuine concern and interest about me as a person.	Relationships	3.49	3.68	↑
65.	I feel "in on things" that are happening at our organization.	Communication	3.47	3.66	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.23	3.54	↑

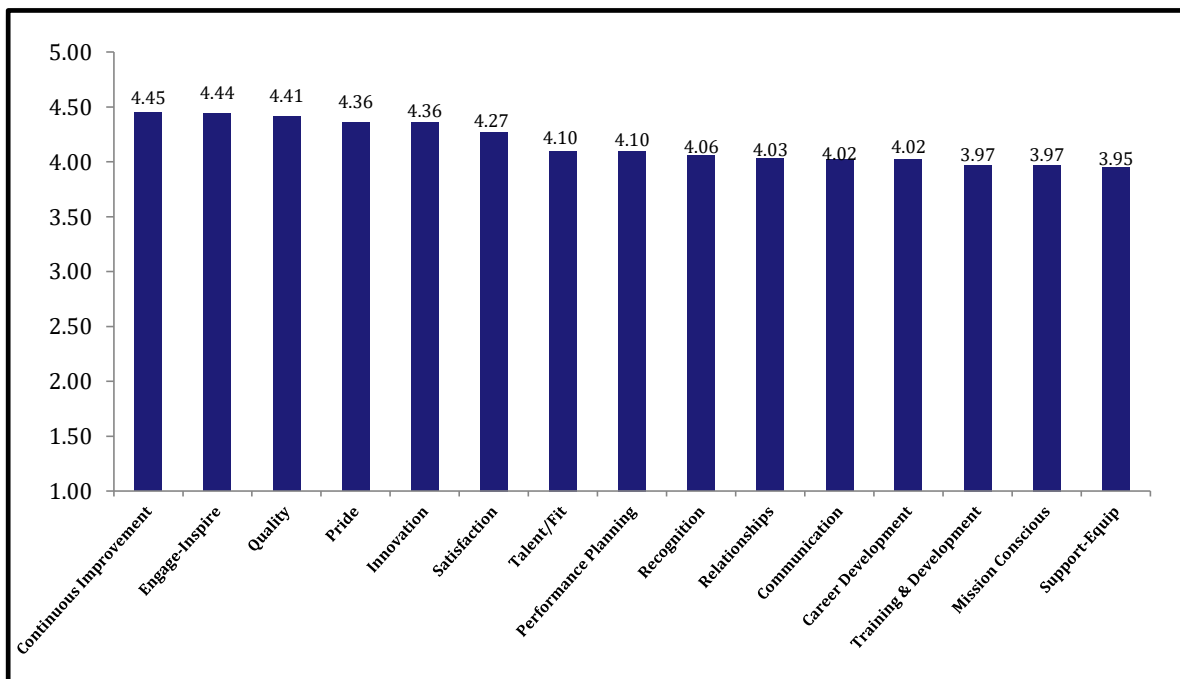




October 2018

Glen Ellyn District 41: Full District Results (N=336)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.45
Engage-Inspire	4.44
Quality	4.41
Pride	4.36
Innovation	4.36
Satisfaction	4.27
Talent/Fit	4.10
Performance Planning	4.10
Recognition	4.06
Relationships	4.03
Communication	4.02
Career Development	4.02
Training & Development	3.97
Mission Conscious	3.97
Support-Equip	3.95



October 2018
Glen Ellyn District 41: Full District Results (N=336)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.42	4.45	↑
Engage-Inspire	4.43	4.44	↑
Quality	4.39	4.41	↑
Pride	4.34	4.36	↑
Innovation	4.28	4.36	↑
Satisfaction	4.26	4.27	↑
Talent/Fit	4.12	4.10	↓
Performance Planning	4.17	4.10	↓
Recognition	4.07	4.06	↓
Relationships	4.03	4.03	=
Communication	4.07	4.02	↓
Career Development	4.02	4.02	=
Training & Development	3.97	3.97	=
Mission Conscious	3.94	3.97	↑
Support-Equip	4.02	3.95	↓

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

