



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Hadley - All



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

October 2018

Glen Ellyn District 41: Hadley - All Results (N=74)

	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.	4.11	4.00	0.0%	2.7%	1.4%	40.5%	55.4%	0.0%	↑
	4.49	4.48	n=0	n=2	n=1	n=30	n=41	n=0	
56. I feel our organization is a great fit for me.	4.40	4.21	0.0%	1.3%	12.0%	30.7%	53.3%	1.3%	↑
			n=0	n=1	n=9	n=23	n=40	n=1	
72. Our organization selects highly talented individuals when hiring.	4.19	4.03	0.0%	5.3%	11.8%	36.8%	40.8%	2.6%	↑
			n=0	n=4	n=9	n=28	n=31	n=2	
11. I am in a role that allows me to maximize my talents and strengths.	4.18	4.20	4.1%	2.7%	12.2%	33.8%	47.3%	0.0%	↓
			n=3	n=2	n=9	n=25	n=35	n=0	
63. Our organization selects the right people for the right job.	3.96	3.72	2.6%	5.3%	15.8%	40.8%	30.3%	2.6%	↑
			n=2	n=4	n=12	n=31	n=23	n=2	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.79	3.64	5.1%	5.1%	17.9%	37.2%	24.4%	5.1%	↑
			n=4	n=4	n=14	n=29	n=19	n=4	
7. I have encouraged someone to apply at our organization.	3.75	3.61	6.2%	8.6%	9.9%	33.3%	24.7%	8.6%	↑
			n=5	n=7	n=8	n=27	n=20	n=7	
Support-Equip									
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.09	3.67	4.1%	5.4%	8.1%	41.9%	40.5%	0.0%	↑
			n=3	n=4	n=6	n=31	n=30	n=0	
3. I am provided the core needs necessary for me to excel in my role.	4.08	3.96	2.7%	6.8%	6.8%	47.3%	36.5%	0.0%	↑
			n=2	n=5	n=5	n=35	n=27	n=0	
23. I have a supportive coaching relationship with my supervisor.	3.96	3.58	6.8%	2.7%	16.2%	36.5%	37.8%	0.0%	↑
			n=5	n=2	n=12	n=27	n=28	n=0	
33. My supervisor is available for me when needs arise.	3.93	3.66	5.4%	6.8%	14.9%	35.1%	37.8%	0.0%	↑
			n=4	n=5	n=11	n=26	n=28	n=0	
34. My supervisor is actively responsive to my needs.	3.82	3.46	8.1%	5.4%	14.9%	39.2%	32.4%	0.0%	↑
			n=6	n=4	n=11	n=29	n=24	n=0	
28. I am provided the opportunity to spend quality time with my supervisor.	3.61	3.15	9.1%	11.7%	13.0%	31.2%	27.3%	3.9%	↑
			n=7	n=9	n=10	n=24	n=21	n=3	

	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.	4.62	4.45	0.0% n=0	2.7% n=2	4.1% n=3	21.6% n=16	71.6% n=53	0.0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.29	4.19	0.0% n=0	3.8% n=3	7.7% n=6	37.2% n=29	41.0% n=32	5.1% n=4	↑
51. Our team has open and trusting relationships.	4.13	4.09	2.6% n=2	5.2% n=4	7.8% n=6	39.0% n=30	37.7% n=29	3.9% n=3	↑
54. Quality relationships are valued across our organization.	4.05	3.85	1.3% n=1	12.0% n=9	8.0% n=6	34.7% n=26	41.3% n=31	1.3% n=1	↑
25. My supervisor cares about me as a person.	3.91	3.48	5.4% n=4	6.8% n=5	14.9% n=11	37.8% n=28	35.1% n=26	0.0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	3.78	3.27	8.1% n=6	9.5% n=7	9.5% n=7	41.9% n=31	31.1% n=23	0.0% n=0	↑
61. Our organization has a genuine concern and interest about me as a person.	3.73	3.46	4.0% n=3	12.0% n=9	18.7% n=14	34.7% n=26	28.0% n=21	1.3% n=1	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.61	3.11	4.1% n=3	17.6% n=13	17.6% n=13	35.1% n=26	25.7% n=19	0.0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.51	3.14	8.0% n=6	17.3% n=13	13.3% n=10	34.7% n=26	24.0% n=18	1.3% n=1	↑
Quality									
43. My teammates demonstrate a commitment to quality work and excellence.	4.54	4.37	0.0% n=0	0.0% n=0	2.6% n=2	37.7% n=29	51.9% n=40	3.9% n=3	↑
57. Our organization is committed to quality work and excellence.	4.52	4.29	0.0% n=0	2.7% n=2	2.7% n=2	33.3% n=25	58.7% n=44	1.3% n=1	↑
47. I am on a team that encourages each member to surpass expectations.	4.21	4.02	1.3% n=1	2.6% n=2	11.5% n=9	34.6% n=27	39.7% n=31	5.1% n=4	↑
Communication									
44. Our team effectively communicates with each other.	4.31	4.14	1.3% n=1	1.3% n=1	5.2% n=4	44.2% n=34	40.3% n=31	3.9% n=3	↑
36. I have the opportunity to communicate with my supervisor.	4.05	3.69	2.7% n=2	8.1% n=6	12.2% n=9	35.1% n=26	41.9% n=31	0.0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	3.95	3.60	2.7% n=2	9.5% n=7	14.9% n=11	36.5% n=27	36.5% n=27	0.0% n=0	↑
27. My supervisor and I have effective two-way communication.	3.86	3.54	6.8% n=5	10.8% n=8	6.8% n=5	40.5% n=30	35.1% n=26	0.0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	3.85	3.57	4.1% n=3	10.8% n=8	14.9% n=11	36.5% n=27	33.8% n=25	0.0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.82	3.37	6.7% n=5	6.7% n=5	13.3% n=10	41.3% n=31	29.3% n=22	1.3% n=1	↑

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Glen Ellyn District 41: Hadley - All Results (N=74)

	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.	4.53	4.34	0.0% n=0	2.7% n=2	4.0% n=3	29.3% n=22	61.3% n=46	1.3% n=1	↑
48. Our team recognizes each other's efforts and impact.	4.34	4.09	0.0% n=0	1.3% n=1	10.4% n=8	36.4% n=28	44.2% n=34	3.9% n=3	↑
66. Excellence is recognized in our organization.	4.08	3.78	0.0% n=0	8.0% n=6	9.3% n=7	46.7% n=35	33.3% n=25	1.3% n=1	↑
29. My supervisor recognizes me for a job well done.	3.77	3.39	8.1% n=6	8.1% n=6	13.5% n=10	39.2% n=29	31.1% n=23	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.56	3.09	9.3% n=7	21.3% n=16	2.7% n=2	33.3% n=25	30.7% n=23	1.3% n=1	↑
Performance Planning									
17. I have set the right goals for myself to excel in my role/position.	4.45	4.48	0.0% n=0	0.0% n=0	8.1% n=6	39.2% n=29	52.7% n=39	0.0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.20	4.00	1.4% n=1	5.4% n=4	12.2% n=9	33.8% n=25	47.3% n=35	0.0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.04	4.00	1.3% n=1	5.2% n=4	11.7% n=9	44.2% n=34	29.9% n=23	3.9% n=3	↑
37. My supervisor motivates me to achieve my goals.	3.74	3.40	3.9% n=3	11.8% n=9	15.8% n=12	36.8% n=28	26.3% n=20	2.6% n=2	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.70	3.42	6.5% n=5	13.0% n=10	11.7% n=9	31.2% n=24	29.9% n=23	3.9% n=3	↑
Training & Development									
15. I am properly trained to achieve excellence in my work.	4.35	4.28	1.4% n=1	1.4% n=1	6.8% n=5	41.9% n=31	48.6% n=36	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	3.89	3.79	5.4% n=4	8.1% n=6	12.2% n=9	40.5% n=30	33.8% n=25	0.0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	3.88	3.54	5.4% n=4	8.1% n=6	13.5% n=10	39.2% n=29	33.8% n=25	0.0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	3.88	3.35	2.6% n=2	9.2% n=7	10.5% n=8	47.4% n=36	25.0% n=19	2.6% n=2	↑
35. My supervisor supports my personal and professional development.	3.77	3.60	5.4% n=4	9.5% n=7	14.9% n=11	43.2% n=32	27.0% n=20	0.0% 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.	4.41	4.27	0.0% n=0	3.9% n=3	5.2% n=4	32.5% n=25	50.6% n=39	3.9% n=3	↑
59. I value the career opportunities that I have at our organization.	4.19	4.03	1.3% n=1	5.3% n=4	6.6% n=5	42.1% n=32	39.5% n=30	2.6% n=2	↑
71. I am aware of the career opportunities that are available for me at our organization.	4.19	3.97	0.0% n=0	7.7% n=6	2.6% n=2	44.9% n=35	34.6% n=27	5.1% n=4	↑
58. Our organization provides the experience and development for me to further my career here.	4.07	3.61	1.3% n=1	10.5% n=8	10.5% n=8	30.3% n=23	42.1% n=32	2.6% n=2	↑
60. I have the opportunity to express my career interests at our organization.	3.89	3.70	2.6% n=2	7.9% n=6	14.5% n=11	42.1% n=32	27.6% n=21	2.6% n=2	↑
Engage-Inspire									
2. I am fully engaged in the work that I do.	4.70	4.62	0.0% n=0	0.0% n=0	0.0% n=0	29.7% n=22	70.3% n=52	0.0% n=0	↑
53. I am committed to the success of our organization.	4.66	4.51	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=25	64.0% n=48	1.3% n=1	↑
8. I am driven to contribute to the success of our organization.	4.51	4.28	0.0% n=0	1.4% n=1	4.1% n=3	36.5% n=27	58.1% n=43	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.51	4.45	1.3% n=1	0.0% n=0	4.0% n=3	34.7% n=26	57.3% n=43	1.3% n=1	↑
62. I would recommend our organization to a friend as a great place to work.	3.97	3.85	1.3% n=1	13.3% n=10	9.3% n=7	36.0% n=27	37.3% n=28	1.3% n=1	↑
Satisfaction									
46. I am satisfied being a part of our team.	4.44	4.30	0.0% n=0	1.3% n=1	7.8% n=6	32.5% n=25	50.6% n=39	3.9% n=3	↑
13. I am satisfied with my role/work.	4.31	4.40	1.4% n=1	4.1% n=3	6.8% n=5	37.8% n=28	50.0% n=37	0.0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.22	4.07	0.0% n=0	6.7% n=5	9.3% n=7	37.3% n=28	44.0% n=33	1.3% n=1	↑
20. I look forward to coming to work every day.	4.18	4.22	0.0% n=0	4.1% n=3	14.9% n=11	40.5% n=30	40.5% n=30	0.0% n=0	↓
Mission Conscious									
22. I am aware and knowledgeable about our organization's mission.	4.34	4.31	0.0% n=0	4.1% n=3	8.1% n=6	37.8% n=28	50.0% n=37	0.0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.04	3.89	1.3% n=1	8.0% n=6	8.0% n=6	48.0% n=36	32.0% n=24	1.3% n=1	↑
68. Business decisions made are consistent with our mission and core values.	3.74	3.24	6.6% n=5	9.2% n=7	14.5% n=11	36.8% n=28	27.6% n=21	2.6% n=2	↑
41. My supervisor effectively communicates our organizational mission to me.	3.73	3.59	9.3% n=7	8.0% n=6	13.3% n=10	36.0% n=27	30.7% n=23	1.3% n=1	↑

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Glen Ellyn District 41: Hadley - All Results (N=74)

	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.	4.68	4.64	0.0% n=0	0.0% n=0	2.7% n=2	27.0% n=20	70.3% n=52	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.41	4.31	0.0% n=0	1.3% n=1	7.8% n=6	35.1% n=27	48.1% n=37	3.9% n=3	↑
14. I feel great pride in being a part of our organization.	4.35	4.07	1.4% n=1	1.4% n=1	9.5% n=7	36.5% n=27	51.4% n=38	0.0% n=0	↑
64. I speak of our organization with pride.	4.16	4.05	1.3% n=1	4.0% n=3	12.0% n=9	40.0% n=30	40.0% n=30	1.3% n=1	↑
Continuous Improvement									
52. Our team strives to pursue excellence.	4.46	4.28	0.0% n=0	0.0% n=0	6.5% n=5	36.4% n=28	49.4% n=38	3.9% n=3	↑
21. I strive to find a better way every day.	4.43	4.43	0.0% n=0	0.0% n=0	6.8% n=5	43.2% n=32	50.0% n=37	0.0% n=0	=
55. I am part of an organization that continues to pursue excellence every day.	4.42	4.21	0.0% n=0	2.7% n=2	1.3% n=1	45.3% n=34	48.0% n=36	1.3% n=1	↑
Innovation									
16. I am continuously seeking ways to improve my overall productivity.	4.64	4.54	0.0% n=0	0.0% n=0	4.1% n=3	28.4% n=21	67.6% n=50	0.0% n=0	↑
42. Our team encourages innovation.	4.24	4.13	0.0% n=0	2.6% n=2	7.8% n=6	46.8% n=36	35.1% n=27	3.9% n=3	↑
69. Our organization encourages innovation.	4.18	4.02	0.0% n=0	4.0% n=3	12.0% n=9	44.0% n=33	37.3% n=28	1.3% 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.	4.70	Engage-Inspire 4.47
4.	I feel great pride in the work I do.	4.68	Pride 4.40
53.	I am committed to the success of our organization.	4.66	Engage-Inspire 4.47
16.	I am continuously seeking ways to improve my overall productivity.	4.64	Innovation 4.35
5.	I have at least one close friend at work.	4.62	Relationships 3.96
43.	My teammates demonstrate a commitment to quality work and excellence.	4.54	Quality 4.43
18.	I have provided meaningful recognition to others in the past 10 days.	4.53	Recognition 4.05
57.	Our organization is committed to quality work and excellence.	4.52	Quality 4.43
8.	I am driven to contribute to the success of our organization.	4.51	Engage-Inspire 4.47
12.	I am highly committed to and energized by my work.	4.51	Engage-Inspire 4.47
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.49	Talent/Fit 4.11
52.	Our team strives to pursue excellence.	4.46	Continuous Improvement 4.44
17.	I have set the right goals for myself to excel in my role/position.	4.45	Performance Planning 4.03
46.	I am satisfied being a part of our team.	4.44	Satisfaction 4.28



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
21.	I strive to find a better way every day.	4.43	Continuous Improvement 4.44
55.	I am part of an organization that continues to pursue excellence every day.	4.42	Continuous Improvement 4.44
45.	I feel great pride in the team of which I am a part.	4.41	Pride 4.40
70.	I would like to work at our organization long term.	4.41	Career Development 4.15
56.	I feel our organization is a great fit for me.	4.40	Talent/Fit 4.11
14.	I feel great pride in being a part of our organization.	4.35	Pride 4.40
15.	I am properly trained to achieve excellence in my work.	4.35	Training & Development 3.95
48.	Our team recognizes each other's efforts and impact.	4.34	Recognition 4.05
22.	I am aware and knowledgeable about our organization's mission.	4.34	Mission Conscious 3.96
13.	I am satisfied with my role/work.	4.31	Satisfaction 4.28
44.	Our team effectively communicates with each other.	4.31	Communication 3.97
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.29	Relationships 3.96
42.	Our team encourages innovation.	4.24	Innovation 4.35
73.	Overall, I am very satisfied with our organization as a place to work.	4.22	Satisfaction 4.28
47.	I am on a team that encourages each member to surpass expectations.	4.21	Quality 4.43



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.20	Performance Planning 4.03
59.	I value the career opportunities that I have at our organization.	4.19	Career Development 4.15
72.	Our organization selects highly talented individuals when hiring.	4.19	Talent/Fit 4.11
71.	I am aware of the career opportunities that are available for me at our organization.	4.19	Career Development 4.15
69.	Our organization encourages innovation.	4.18	Innovation 4.35
11.	I am in a role that allows me to maximize my talents and strengths.	4.18	Talent/Fit 4.11
20.	I look forward to coming to work every day.	4.18	Satisfaction 4.28
64.	I speak of our organization with pride.	4.16	Pride 4.40
51.	Our team has open and trusting relationships.	4.13	Relationships 3.96
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.09	Support-Equip 3.92
66.	Excellence is recognized in our organization.	4.08	Recognition 4.05
3.	I am provided the core needs necessary for me to excel in my role.	4.08	Support-Equip 3.92
58.	Our organization provides the experience and development for me to further my career here.	4.07	Career Development 4.15
54.	Quality relationships are valued across our organization.	4.05	Relationships 3.96
36.	I have the opportunity to communicate with my supervisor.	4.05	Communication 3.97



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
49.	Our team effectively sets goals to further enhance our performance.	4.04	Performance Planning 4.03
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.04	Mission Conscious 3.96
62.	I would recommend our organization to a friend as a great place to work.	3.97	Engage-Inspire 4.47
23.	I have a supportive coaching relationship with my supervisor.	3.96	Support-Equip 3.92
63.	Our organization selects the right people for the right job.	3.96	Talent/Fit 4.11
26.	My supervisor gives me constructive feedback about my work performance.	3.95	Communication 3.97
33.	My supervisor is available for me when needs arise.	3.93	Support-Equip 3.92
25.	My supervisor cares about me as a person.	3.91	Relationships 3.96
6.	I am provided opportunities to further my growth and development.	3.89	Training & Development 3.95
60.	I have the opportunity to express my career interests at our organization.	3.89	Career Development 4.15
30.	My supervisor encourages opportunities for my growth and development.	3.88	Training & Development 3.95
67.	Our organization provides the "right" training for me to excel in my role.	3.88	Training & Development 3.95
27.	My supervisor and I have effective two-way communication.	3.86	Communication 3.97
24.	My supervisor effectively communicates his/her expectations.	3.85	Communication 3.97
34.	My supervisor is actively responsive to my needs.	3.82	Support-Equip 3.92



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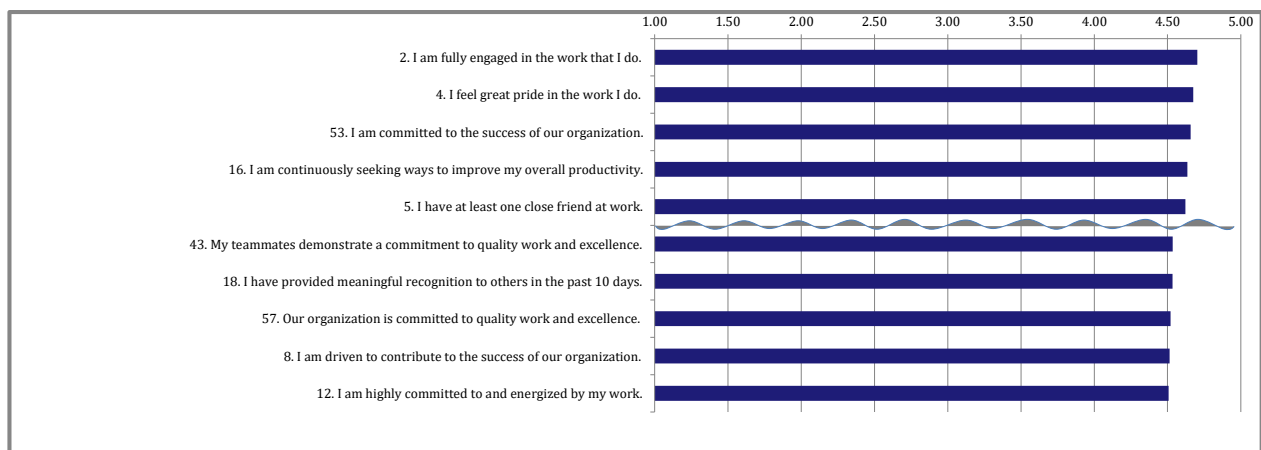
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
65.	I feel "in on things" that are happening at our organization.	3.82	Communication 3.97
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.79	Talent/Fit 4.11
32.	I have an open and trusting relationship with my supervisor.	3.78	Relationships 3.96
29.	My supervisor recognizes me for a job well done.	3.77	Recognition 4.05
35.	My supervisor supports my personal and professional development.	3.77	Training & Development 3.95
7.	I have encouraged someone to apply at our organization.	3.75	Talent/Fit 4.11
37.	My supervisor motivates me to achieve my goals.	3.74	Performance Planning 4.03
68.	Business decisions made are consistent with our mission and core values.	3.74	Mission Conscious 3.96
41.	My supervisor effectively communicates our organizational mission to me.	3.73	Mission Conscious 3.96
61.	Our organization has a genuine concern and interest about me as a person.	3.73	Relationships 3.96
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.70	Performance Planning 4.03
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.61	Relationships 3.96
28.	I am provided the opportunity to spend quality time with my supervisor.	3.61	Support-Equip 3.92
9.	I have received meaningful recognition in the past 10 days.	3.56	Recognition 4.05
31.	I am provided personal coaching from my supervisor.	3.51	Relationships 3.96



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Glen Ellyn District 41: Hadley - All Results (N=74)

Top 10 Rank Ordered By Mean	<i>Dimension</i>	Current Mean	Previous Mean	<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>
2. I am fully engaged in the work that I do.	Engage-Inspire	4.70	4.62	0.0% n=0	0.0% n=0	0.0% n=0	29.7% n=22	70.3% n=52	0.0% n=0	↑
4. I feel great pride in the work I do.	Pride	4.68	4.64	0.0% n=0	0.0% n=0	2.7% n=2	27.0% n=20	70.3% n=52	0.0% n=0	↑
53. I am committed to the success of our organization.	Engage-Inspire	4.66	4.51	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=25	64.0% n=48	1.3% n=1	↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.64	4.54	0.0% n=0	0.0% n=0	4.1% n=3	28.4% n=21	67.6% n=50	0.0% n=0	↑
5. I have at least one close friend at work.	Relationships	4.62	4.45	0.0% n=0	2.7% n=2	4.1% n=3	21.6% n=16	71.6% n=53	0.0% n=0	↑
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.54	4.37	0.0% n=0	0.0% n=0	2.6% n=2	37.7% n=29	51.9% n=40	3.9% n=3	↑
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.53	4.34	0.0% n=0	2.7% n=2	4.0% n=3	29.3% n=22	61.3% n=46	1.3% n=1	↑
57. Our organization is committed to quality work and excellence.	Quality	4.52	4.29	0.0% n=0	2.7% n=2	2.7% n=2	33.3% n=25	58.7% n=44	1.3% n=1	↑
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.51	4.28	0.0% n=0	1.4% n=1	4.1% n=3	36.5% n=27	58.1% n=43	0.0% n=0	↑
12. I am highly committed to and energized by my work.	Engage-Inspire	4.51	4.45	1.3% n=1	0.0% n=0	4.0% n=3	34.7% n=26	57.3% n=43	1.3% n=1	↑





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Glen Ellyn District 41: Hadley - All Results (N=74)

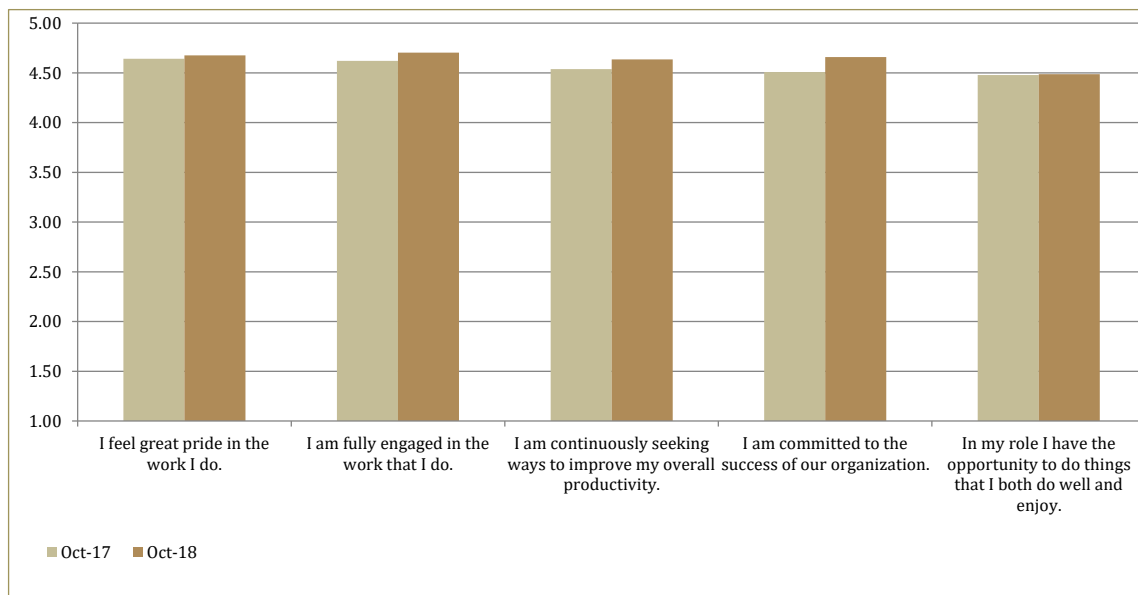
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
31. I am provided personal coaching from my supervisor.	Relationships	3.51	3.14	8.0% n=6	17.3% n=13	13.3% n=10	34.7% n=26	24.0% n=18	1.3% n=1	↑	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.56	3.09	9.3% n=7	21.3% n=16	2.7% n=2	33.3% n=25	30.7% n=23	1.3% n=1	↑	
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.61	3.15	9.1% n=7	11.7% n=9	13.0% n=10	31.2% n=24	27.3% n=21	3.9% n=3	↑	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.61	3.11	4.1% n=3	17.6% n=13	17.6% n=13	35.1% n=26	25.7% n=19	0.0% n=0	↑	
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.70	3.42	6.5% n=5	13.0% n=10	11.7% n=9	31.2% n=24	29.9% n=23	3.9% n=3	↑	
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.73	3.46	4.0% n=3	12.0% n=9	18.7% n=14	34.7% n=26	28.0% n=21	1.3% n=1	↑	
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.73	3.59	9.3% n=7	8.0% n=6	13.3% n=10	36.0% n=27	30.7% n=23	1.3% n=1	↑	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.74	3.24	6.6% n=5	9.2% n=7	14.5% n=11	36.8% n=28	27.6% n=21	2.6% n=2	↑	
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.74	3.40	3.9% n=3	11.8% n=9	15.8% n=12	36.8% n=28	26.3% n=20	2.6% n=2	↑	
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.75	3.61	6.2% n=5	8.6% n=7	9.9% n=8	33.3% n=27	24.7% n=20	8.6% n=7	↑	



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Glen Ellyn District 41: Hadley - All Results (N=74)

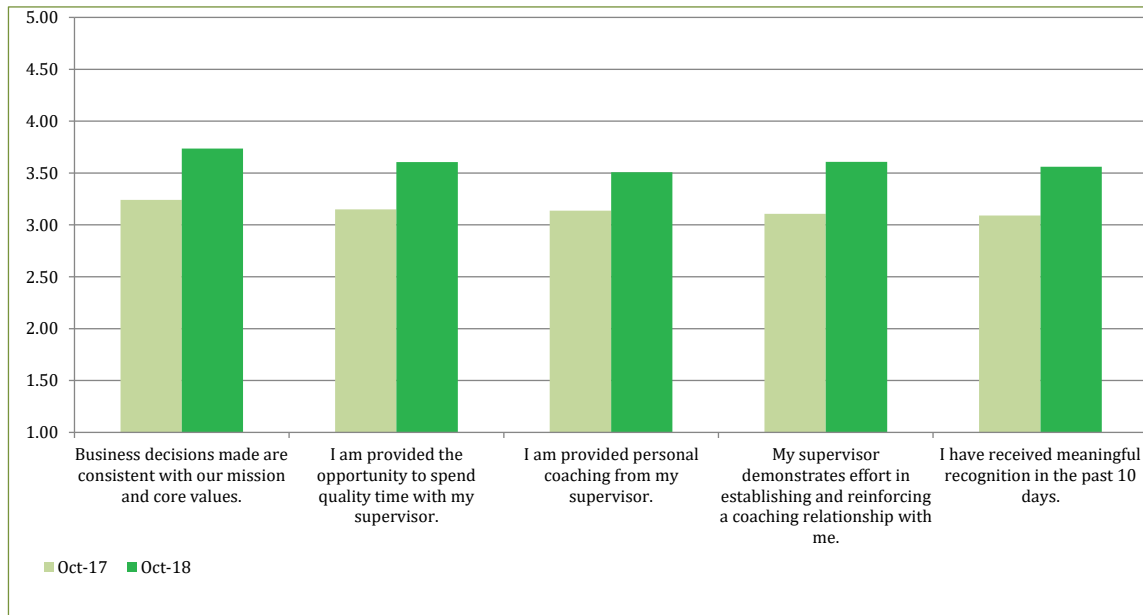
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
4.	I feel great pride in the work I do.	Pride	4.64	4.68	↑
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.62	4.70	↑
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.54	4.64	↑
53.	I am committed to the success of our organization.	Engage-Inspire	4.51	4.66	↑
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.48	4.49	↑



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Glen Ellyn District 41: Hadley - All Results (N=74)

		<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>					
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.24	3.74	↑
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.15	3.61	↑
31.	I am provided personal coaching from my supervisor.	Relationships	3.14	3.51	↑
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.11	3.61	↑
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.09	3.56	↑

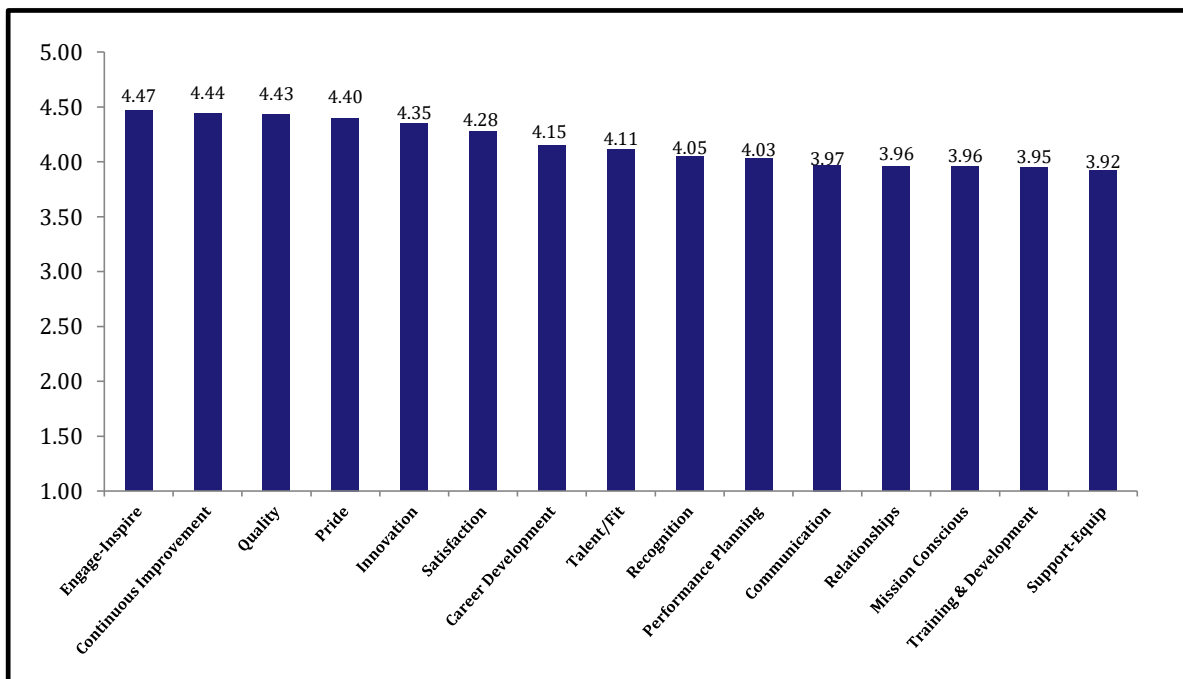




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Glen Ellyn District 41: Hadley - All Results (N=74)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.47
Continuous Improvement	4.44
Quality	4.43
Pride	4.40
Innovation	4.35
Satisfaction	4.28
Career Development	4.15
Talent/Fit	4.11
Recognition	4.05
Performance Planning	4.03
Communication	3.97
Relationships	3.96
Mission Conscious	3.96
Training & Development	3.95
Support-Equip	3.92



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Glen Ellyn District 41: Hadley - All Results (N=74)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.34	4.47	↑
Continuous Improvement	4.31	4.44	↑
Quality	4.23	4.43	↑
Pride	4.27	4.40	↑
Innovation	4.23	4.35	↑
Satisfaction	4.25	4.28	↑
Career Development	3.92	4.15	↑
Talent/Fit	4.00	4.11	↑
Recognition	3.74	4.05	↑
Performance Planning	3.86	4.03	↑
Communication	3.65	3.97	↑
Relationships	3.67	3.96	↑
Mission Conscious	3.77	3.96	↑
Training & Development	3.71	3.95	↑
Support-Equip	3.58	3.92	↑

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Glen Ellyn District 41: Hadley - All Results (N=74)

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

