



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Lincoln - All



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

October 2018

Glen Ellyn District 41: Lincoln - All Results (N=44)

	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.	4.32	4.20	0.0%	0.0%	0.0%	31.8%	68.2%	0.0%	↑
	4.68	4.64	n=0	n=0	n=0	n=14	n=30	n=0	
11. I am in a role that allows me to maximize my talents and strengths.	4.55	4.44	0.0%	2.3%	4.5%	29.5%	63.6%	0.0%	↑
			n=0	n=1	n=2	n=13	n=28	n=0	
56. I feel our organization is a great fit for me.	4.39	4.18	0.0%	2.3%	6.8%	40.9%	50.0%	0.0%	↑
			n=0	n=1	n=3	n=18	n=22	n=0	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.34	4.18	0.0%	2.1%	12.8%	25.5%	46.8%	6.4%	↑
			n=0	n=1	n=6	n=12	n=22	n=3	
72. Our organization selects highly talented individuals when hiring.	4.34	4.23	0.0%	0.0%	11.4%	43.2%	45.5%	0.0%	↑
			n=0	n=0	n=5	n=19	n=20	n=0	
63. Our organization selects the right people for the right job.	4.07	4.02	0.0%	4.5%	25.0%	29.5%	40.9%	0.0%	↑
			n=0	n=2	n=11	n=13	n=18	n=0	
7. I have encouraged someone to apply at our organization.	3.84	3.68	4.0%	10.0%	6.0%	30.0%	26.0%	12.0%	↑
			n=2	n=5	n=3	n=15	n=13	n=6	
Support-Equip									
33. My supervisor is available for me when needs arise.	4.21	4.12	2.2%	2.2%	6.7%	28.9%	55.6%	2.2%	↑
	4.40	4.36	n=1	n=1	n=3	n=13	n=25	n=1	
23. I have a supportive coaching relationship with my supervisor.	4.36	4.18	0.0%	6.5%	6.5%	26.1%	52.2%	4.3%	↑
			n=0	n=3	n=3	n=12	n=24	n=2	
34. My supervisor is actively responsive to my needs.	4.35	4.29	2.2%	2.2%	11.1%	24.4%	55.6%	2.2%	↑
			n=1	n=1	n=5	n=11	n=25	n=1	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.25	3.89	4.5%	0.0%	9.1%	38.6%	47.7%	0.0%	↑
			n=2	n=0	n=4	n=17	n=21	n=0	
3. I am provided the core needs necessary for me to excel in my role.	4.11	4.00	0.0%	6.8%	6.8%	54.5%	31.8%	0.0%	↑
			n=0	n=3	n=3	n=24	n=14	n=0	
28. I am provided the opportunity to spend quality time with my supervisor.	3.81	4.00	4.4%	8.9%	22.2%	24.4%	35.6%	2.2%	↓
			n=2	n=4	n=10	n=11	n=16	n=1	

	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.	4.61	4.44	0.0% n=0	0.0% n=0	13.6% n=6	11.4% n=5	75.0% n=33	0.0% n=0	↑
25. My supervisor cares about me as a person.	4.45	4.27	2.3% n=1	2.3% n=1	11.4% n=5	15.9% n=7	68.2% n=30	0.0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.41	4.49	0.0% n=0	4.5% n=2	4.5% n=2	36.4% n=16	54.5% n=24	0.0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	4.27	4.09	2.3% n=1	6.8% n=3	11.4% n=5	20.5% n=9	59.1% n=26	0.0% n=0	↑
51. Our team has open and trusting relationships.	4.23	4.36	0.0% n=0	6.8% n=3	13.6% n=6	29.5% n=13	50.0% n=22	0.0% n=0	↓
54. Quality relationships are valued across our organization.	4.16	3.84	0.0% n=0	4.5% n=2	11.4% n=5	47.7% n=21	36.4% n=16	0.0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.07	3.93	2.2% n=1	4.4% n=2	15.6% n=7	35.6% n=16	37.8% n=17	2.2% n=1	↑
61. Our organization has a genuine concern and interest about me as a person.	3.89	3.36	2.3% n=1	6.8% n=3	18.2% n=8	45.5% n=20	27.3% n=12	0.0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.76	3.64	4.3% n=2	8.7% n=4	17.4% n=8	34.8% n=16	26.1% n=12	4.3% n=2	↑
Quality									
43. My teammates demonstrate a commitment to quality work and excellence.	4.73	4.78	0.0% n=0	0.0% n=0	4.5% n=2	18.2% n=8	77.3% n=34	0.0% n=0	↓
57. Our organization is committed to quality work and excellence.	4.50	4.33	0.0% n=0	0.0% n=0	4.5% n=2	40.9% n=18	54.5% n=24	0.0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.39	4.51	0.0% n=0	0.0% n=0	11.4% n=5	38.6% n=17	50.0% n=22	0.0% n=0	↓
Communication									
44. Our team effectively communicates with each other.	4.43	4.47	0.0% n=0	2.3% n=1	6.8% n=3	36.4% n=16	54.5% n=24	0.0% n=0	↓
36. I have the opportunity to communicate with my supervisor.	4.41	4.47	2.3% n=1	2.3% n=1	9.1% n=4	25.0% n=11	61.4% n=27	0.0% n=0	↓
27. My supervisor and I have effective two-way communication.	4.30	4.22	0.0% n=0	4.5% n=2	11.4% n=5	34.1% n=15	50.0% n=22	0.0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	4.18	4.02	0.0% n=0	9.1% n=4	9.1% n=4	36.4% n=16	45.5% n=20	0.0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	4.10	4.30	0.0% n=0	6.4% n=3	14.9% n=7	29.8% n=14	36.2% n=17	6.4% n=3	↓
65. I feel "in on things" that are happening at our organization.	3.89	3.58	2.3% n=1	4.5% n=2	20.5% n=9	47.7% n=21	25.0% n=11	0.0% n=0	↑

	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.	4.39	4.49	0.0% n=0	2.3% n=1	9.1% n=4	36.4% n=16	52.3% n=23	0.0% n=0	↓
66. Excellence is recognized in our organization.	4.25	3.98	0.0% n=0	4.5% n=2	9.1% n=4	43.2% n=19	43.2% n=19	0.0% n=0	↑
29. My supervisor recognizes me for a job well done.	4.14	4.16	2.3% n=1	9.1% n=4	9.1% n=4	31.8% n=14	47.7% n=21	0.0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.12	4.38	2.2% n=1	4.4% n=2	8.9% n=4	44.4% n=20	35.6% n=16	2.2% n=1	↑
9. I have received meaningful recognition in the past 10 days.	3.67	3.60	8.9% n=4	15.6% n=7	4.4% n=2	35.6% n=16	31.1% n=14	2.2% n=1	↑
Performance Planning									
17. I have set the right goals for myself to excel in my role/position.	4.49	4.58	0.0% n=0	0.0% n=0	6.7% n=3	35.6% n=16	53.3% n=24	2.2% n=1	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.48	4.36	0.0% n=0	0.0% n=0	9.1% n=4	34.1% n=15	56.8% n=25	0.0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.39	4.36	0.0% n=0	0.0% n=0	11.4% n=5	38.6% n=17	50.0% n=22	0.0% n=0	↑
37. My supervisor motivates me to achieve my goals.	4.29	4.11	0.0% n=0	6.5% n=3	8.7% n=4	28.3% n=13	47.8% n=22	4.3% n=2	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.00	4.12	2.2% n=1	15.2% n=7	4.3% n=2	28.3% n=13	41.3% n=19	4.3% n=2	↓
Training & Development									
35. My supervisor supports my personal and professional development.	4.43	4.29	0.0% n=0	4.5% n=2	4.5% n=2	34.1% n=15	56.8% n=25	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	4.41	4.00	0.0% n=0	2.3% n=1	6.8% n=3	38.6% n=17	52.3% n=23	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.39	4.16	0.0% n=0	2.3% n=1	6.8% n=3	40.9% n=18	50.0% n=22	0.0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	4.30	4.24	0.0% n=0	4.5% n=2	11.4% n=5	34.1% n=15	50.0% n=22	0.0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	4.02	3.49	0.0% n=0	6.8% n=3	18.2% n=8	40.9% n=18	34.1% n=15	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.	4.30	4.31	0.0% n=0	0.0% n=0	18.2% n=8	34.1% n=15	47.7% n=21	0.0% n=0	↓
59. I value the career opportunities that I have at our organization.	4.26	4.16	0.0% n=0	4.3% n=2	17.4% n=8	19.6% n=9	50.0% n=23	4.3% n=2	↑
58. Our organization provides the experience and development for me to further my career here.	4.23	3.89	0.0% n=0	4.4% n=2	8.9% n=4	42.2% n=19	40.0% n=18	2.2% n=1	↑
60. I have the opportunity to express my career interests at our organization.	4.14	3.84	0.0% n=0	4.3% n=2	13.0% n=6	39.1% n=18	34.8% n=16	4.3% n=2	↑
71. I am aware of the career opportunities that are available for me at our organization.	4.05	3.98	0.0% n=0	11.1% n=5	6.7% n=3	44.4% n=20	33.3% n=15	2.2% n=1	↑
Engage-Inspire									
8. I am driven to contribute to the success of our organization.	4.75	4.73	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=11	75.0% n=33	0.0% n=0	↑
53. I am committed to the success of our organization.	4.73	4.71	0.0% n=0	0.0% n=0	2.3% n=1	22.7% n=10	75.0% n=33	0.0% n=0	↑
2. I am fully engaged in the work that I do.	4.68	4.87	0.0% n=0	0.0% n=0	0.0% n=0	31.8% n=14	68.2% n=30	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.60	4.71	0.0% n=0	0.0% n=0	4.4% n=2	28.9% n=13	62.2% n=28	2.2% n=1	↑
62. I would recommend our organization to a friend as a great place to work.	3.95	3.84	2.3% n=1	6.8% n=3	15.9% n=7	43.2% n=19	31.8% n=14	0.0% n=0	↑
Satisfaction									
46. I am satisfied being a part of our team.	4.59	4.60	0.0% n=0	0.0% n=0	2.3% n=1	36.4% n=16	61.4% n=27	0.0% n=0	↓
13. I am satisfied with my role/work.	4.45	4.38	0.0% n=0	0.0% n=0	13.6% n=6	27.3% n=12	59.1% n=26	0.0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.25	4.02	0.0% n=0	6.8% n=3	2.3% n=1	50.0% n=22	40.9% n=18	0.0% n=0	↑
20. I look forward to coming to work every day.	4.23	4.33	0.0% n=0	4.5% n=2	9.1% n=4	45.5% n=20	40.9% n=18	0.0% n=0	↓
Mission Conscious									
22. I am aware and knowledgeable about our organization's mission.	4.60	4.49	0.0% n=0	0.0% n=0	4.4% n=2	28.9% n=13	62.2% n=28	2.2% n=1	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.14	3.98	0.0% n=0	6.8% n=3	13.6% n=6	38.6% n=17	40.9% n=18	0.0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	4.05	4.27	0.0% n=0	8.9% n=4	13.3% n=6	37.8% n=17	35.6% n=16	2.2% n=1	↓
68. Business decisions made are consistent with our mission and core values.	3.61	3.11	2.3% n=1	15.9% n=7	18.2% n=8	45.5% n=20	18.2% n=8	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
Pride									
4. I feel great pride in the work I do.	4.80	4.84	0.0% n=0	0.0% n=0	0.0% n=0	20.5% n=9	79.5% n=35	0.0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.57	4.64	0.0% n=0	0.0% n=0	0.0% n=0	43.2% n=19	56.8% n=25	0.0% n=0	↓
14. I feel great pride in being a part of our organization.	4.32	4.20	2.3% n=1	4.5% n=2	9.1% n=4	27.3% n=12	56.8% n=25	0.0% n=0	↑
64. I speak of our organization with pride.	4.25	4.09	2.3% n=1	0.0% n=0	18.2% n=8	29.5% n=13	50.0% n=22	0.0% n=0	↑
Continuous Improvement									
21. I strive to find a better way every day.	4.61	4.60	0.0% n=0	0.0% n=0	6.8% n=3	25.0% n=11	68.2% n=30	0.0% n=0	↑
52. Our team strives to pursue excellence.	4.61	4.69	0.0% n=0	0.0% n=0	0.0% n=0	38.6% n=17	61.4% n=27	0.0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.48	4.24	0.0% n=0	2.3% n=1	4.5% n=2	36.4% n=16	56.8% n=25	0.0% n=0	↑
Innovation									
16. I am continuously seeking ways to improve my overall productivity.	4.77	4.75	0.0% n=0	0.0% n=0	2.3% n=1	18.2% n=8	79.5% n=35	0.0% n=0	↑
42. Our team encourages innovation.	4.48	4.47	0.0% n=0	0.0% n=0	6.8% n=3	38.6% n=17	54.5% n=24	0.0% n=0	↑
69. Our organization encourages innovation.	4.18	3.82	0.0% n=0	4.5% n=2	13.6% n=6	40.9% n=18	40.9% n=18	0.0% n=0	↑

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Glen Ellyn District 41: Lincoln - All Results (N=44)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
4.	I feel great pride in the work I do.	4.80	Pride 4.48
16.	I am continuously seeking ways to improve my overall productivity.	4.77	Innovation 4.48
8.	I am driven to contribute to the success of our organization.	4.75	Engage-Inspire 4.54
43.	My teammates demonstrate a commitment to quality work and excellence.	4.73	Quality 4.54
53.	I am committed to the success of our organization.	4.73	Engage-Inspire 4.54
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.68	Talent/Fit 4.32
2.	I am fully engaged in the work that I do.	4.68	Engage-Inspire 4.54
5.	I have at least one close friend at work.	4.61	Relationships 4.21
21.	I strive to find a better way every day.	4.61	Continuous Improvement 4.57
52.	Our team strives to pursue excellence.	4.61	Continuous Improvement 4.57
12.	I am highly committed to and energized by my work.	4.60	Engage-Inspire 4.54
22.	I am aware and knowledgeable about our organization's mission.	4.60	Mission Conscious 4.10
46.	I am satisfied being a part of our team.	4.59	Satisfaction 4.38
45.	I feel great pride in the team of which I am a part.	4.57	Pride 4.48



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Glen Ellyn District 41: Lincoln - All Results (N=44)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
11.	I am in a role that allows me to maximize my talents and strengths.	4.55	Talent/Fit 4.32
57.	Our organization is committed to quality work and excellence.	4.50	Quality 4.54
17.	I have set the right goals for myself to excel in my role/position.	4.49	Performance Planning 4.33
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.48	Performance Planning 4.33
42.	Our team encourages innovation.	4.48	Innovation 4.48
55.	I am part of an organization that continues to pursue excellence every day.	4.48	Continuous Improvement 4.57
13.	I am satisfied with my role/work.	4.45	Satisfaction 4.38
25.	My supervisor cares about me as a person.	4.45	Relationships 4.21
35.	My supervisor supports my personal and professional development.	4.43	Training & Development 4.31
44.	Our team effectively communicates with each other.	4.43	Communication 4.22
6.	I am provided opportunities to further my growth and development.	4.41	Training & Development 4.31
36.	I have the opportunity to communicate with my supervisor.	4.41	Communication 4.22
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.41	Relationships 4.21
33.	My supervisor is available for me when needs arise.	4.40	Support-Equip 4.21
15.	I am properly trained to achieve excellence in my work.	4.39	Training & Development 4.31



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Glen Ellyn District 41: Lincoln - All Results (N=44)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
47.	I am on a team that encourages each member to surpass expectations.	4.39	Quality 4.54
48.	Our team recognizes each other's efforts and impact.	4.39	Recognition 4.11
49.	Our team effectively sets goals to further enhance our performance.	4.39	Performance Planning 4.33
56.	I feel our organization is a great fit for me.	4.39	Talent/Fit 4.32
23.	I have a supportive coaching relationship with my supervisor.	4.36	Support-Equip 4.21
34.	My supervisor is actively responsive to my needs.	4.35	Support-Equip 4.21
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.34	Talent/Fit 4.32
72.	Our organization selects highly talented individuals when hiring.	4.34	Talent/Fit 4.32
14.	I feel great pride in being a part of our organization.	4.32	Pride 4.48
27.	My supervisor and I have effective two-way communication.	4.30	Communication 4.22
30.	My supervisor encourages opportunities for my growth and development.	4.30	Training & Development 4.31
70.	I would like to work at our organization long term.	4.30	Career Development 4.20
37.	My supervisor motivates me to achieve my goals.	4.29	Performance Planning 4.33
32.	I have an open and trusting relationship with my supervisor.	4.27	Relationships 4.21
59.	I value the career opportunities that I have at our organization.	4.26	Career Development 4.20



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.25	Support-Equip 4.21
64.	I speak of our organization with pride.	4.25	Pride 4.48
66.	Excellence is recognized in our organization.	4.25	Recognition 4.11
73.	Overall, I am very satisfied with our organization as a place to work.	4.25	Satisfaction 4.38
58.	Our organization provides the experience and development for me to further my career here.	4.23	Career Development 4.20
20.	I look forward to coming to work every day.	4.23	Satisfaction 4.38
51.	Our team has open and trusting relationships.	4.23	Relationships 4.21
24.	My supervisor effectively communicates his/her expectations.	4.18	Communication 4.22
69.	Our organization encourages innovation.	4.18	Innovation 4.48
54.	Quality relationships are valued across our organization.	4.16	Relationships 4.21
60.	I have the opportunity to express my career interests at our organization.	4.14	Career Development 4.20
29.	My supervisor recognizes me for a job well done.	4.14	Recognition 4.11
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.14	Mission Conscious 4.10
18.	I have provided meaningful recognition to others in the past 10 days.	4.12	Recognition 4.11
3.	I am provided the core needs necessary for me to excel in my role.	4.11	Support-Equip 4.21



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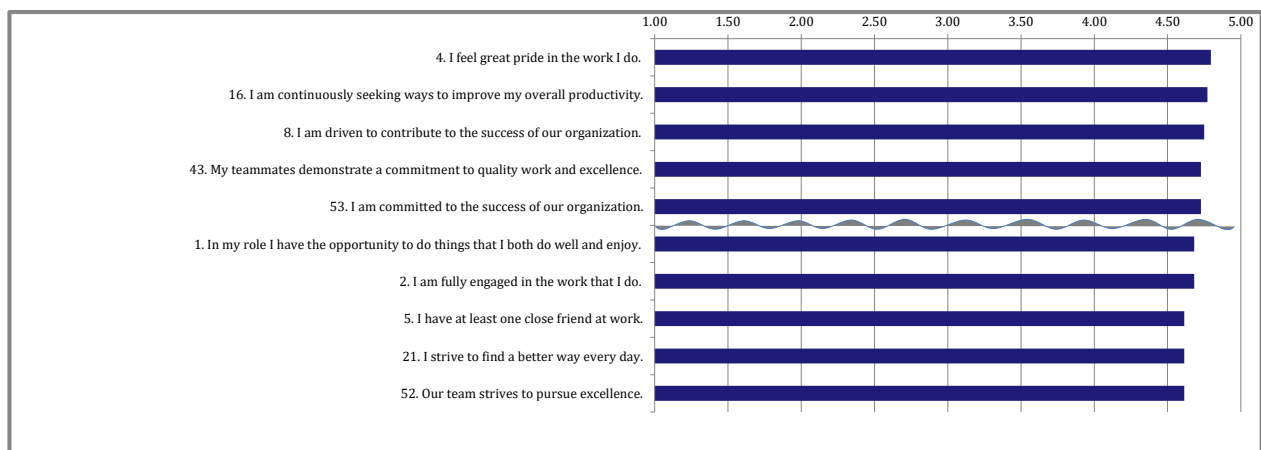
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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
26.	My supervisor gives me constructive feedback about my work performance.	4.10	Communication 4.22
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.07	Relationships 4.21
63.	Our organization selects the right people for the right job.	4.07	Talent/Fit 4.32
41.	My supervisor effectively communicates our organizational mission to me.	4.05	Mission Conscious 4.10
71.	I am aware of the career opportunities that are available for me at our organization.	4.05	Career Development 4.20
67.	Our organization provides the "right" training for me to excel in my role.	4.02	Training & Development 4.31
40.	In the past three months, my supervisor has discussed my successes and progress with me.	4.00	Performance Planning 4.33
62.	I would recommend our organization to a friend as a great place to work.	3.95	Engage-Inspire 4.54
61.	Our organization has a genuine concern and interest about me as a person.	3.89	Relationships 4.21
65.	I feel "in on things" that are happening at our organization.	3.89	Communication 4.22
7.	I have encouraged someone to apply at our organization.	3.84	Talent/Fit 4.32
28.	I am provided the opportunity to spend quality time with my supervisor.	3.81	Support-Equip 4.21
31.	I am provided personal coaching from my supervisor.	3.76	Relationships 4.21
9.	I have received meaningful recognition in the past 10 days.	3.67	Recognition 4.11
68.	Business decisions made are consistent with our mission and core values.	3.61	Mission Conscious 4.10



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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
4. I feel great pride in the work I do.	Pride	4.80	4.84	0.0% n=0	0.0% n=0	0.0% n=0	20.5% n=9	79.5% n=35	0.0% n=0	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.77	4.75	0.0% n=0	0.0% n=0	2.3% n=1	18.2% n=8	79.5% n=35	0.0% n=0	↑	
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.75	4.73	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=11	75.0% n=33	0.0% n=0	↑	
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.73	4.78	0.0% n=0	0.0% n=0	4.5% n=2	18.2% n=8	77.3% n=34	0.0% n=0	↓	
53. I am committed to the success of our organization.	Engage-Inspire	4.73	4.71	0.0% n=0	0.0% n=0	2.3% n=1	22.7% n=10	75.0% 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	4.68	4.64	0.0% n=0	0.0% n=0	0.0% n=0	31.8% n=14	68.2% n=30	0.0% n=0	↑	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.68	4.87	0.0% n=0	0.0% n=0	0.0% n=0	31.8% n=14	68.2% n=30	0.0% n=0	↓	
5. I have at least one close friend at work.	Relationships	4.61	4.44	0.0% n=0	0.0% n=0	13.6% n=6	11.4% n=5	75.0% n=33	0.0% n=0	↑	
21. I strive to find a better way every day.	Continuous Improvement	4.61	4.60	0.0% n=0	0.0% n=0	6.8% n=3	25.0% n=11	68.2% n=30	0.0% n=0	↑	
52. Our team strives to pursue excellence.	Continuous Improvement	4.61	4.69	0.0% n=0	0.0% n=0	0.0% n=0	38.6% n=17	61.4% n=27	0.0% n=0	↓	





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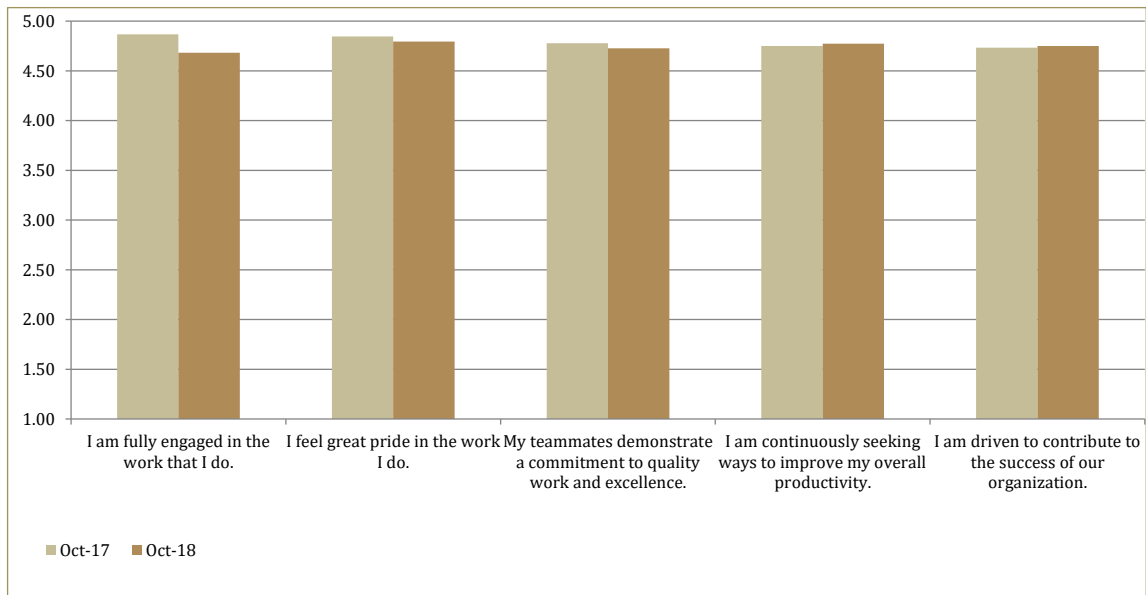
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.		Mission Conscious	3.61	3.11	2.3% n=1	15.9% n=7	18.2% n=8	45.5% n=20	18.2% n=8	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.		Recognition	3.67	3.60	8.9% n=4	15.6% n=7	4.4% n=2	35.6% n=16	31.1% n=14	2.2% n=1	↑
31. I am provided personal coaching from my supervisor.		Relationships	3.76	3.64	4.3% n=2	8.7% n=4	17.4% n=8	34.8% n=16	26.1% n=12	4.3% n=2	↑
28. I am provided the opportunity to spend quality time with my supervisor.		Support-Equip	3.81	4.00	4.4% n=2	8.9% n=4	22.2% n=10	24.4% n=11	35.6% n=16	2.2% n=1	↓
7. I have encouraged someone to apply at our organization.		Talent/Fit	3.84	3.68	4.0% n=2	10.0% n=5	6.0% n=3	30.0% n=15	26.0% n=13	12.0% n=6	↑
65. I feel "in on things" that are happening at our organization.		Communication	3.89	3.58	2.3% n=1	4.5% n=2	20.5% n=9	47.7% n=21	25.0% n=11	0.0% n=0	↑
61. Our organization has a genuine concern and interest about me as a person.		Relationships	3.89	3.36	2.3% n=1	6.8% n=3	18.2% n=8	45.5% n=20	27.3% n=12	0.0% n=0	↑
62. I would recommend our organization to a friend as a great place to work.		Engage-Inspire	3.95	3.84	2.3% n=1	6.8% n=3	15.9% n=7	43.2% n=19	31.8% n=14	0.0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.		Performance Planning	4.00	4.12	2.2% n=1	15.2% n=7	4.3% n=2	28.3% n=13	41.3% n=19	4.3% n=2	↓
67. Our organization provides the "right" training for me to excel in my role.		Training & Development	4.02	3.49	0.0% n=0	6.8% n=3	18.2% n=8	40.9% n=18	34.1% n=15	0.0% n=0	↑



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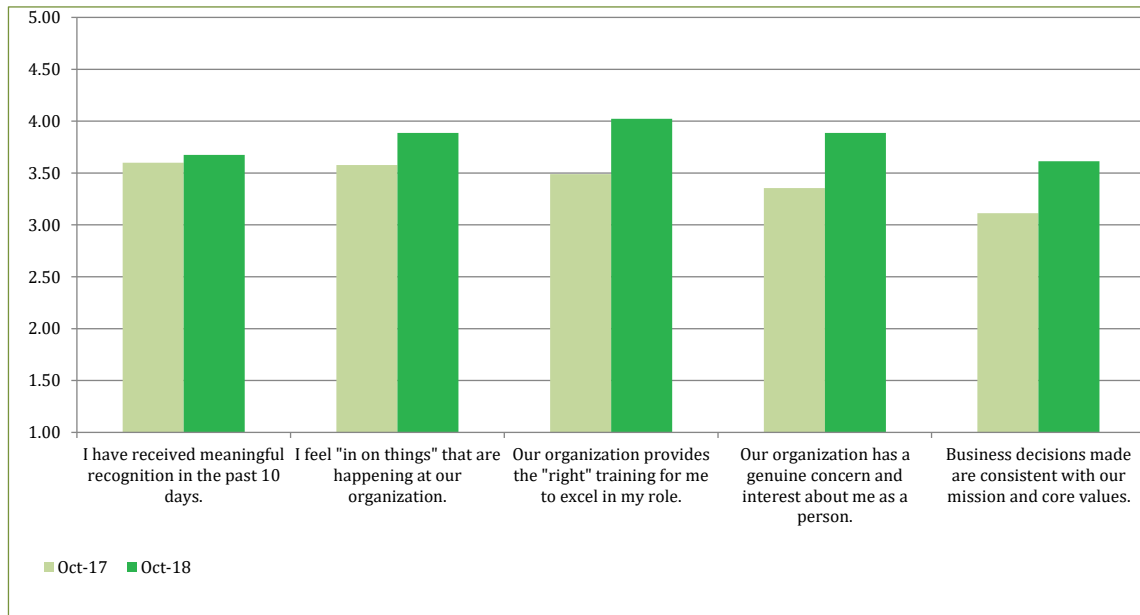
		<u>Dimension</u>	<u>Oct-17</u>	<u>Oct-18</u>	<u>(+/-)</u> <u>Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.87	4.68	↓
4.	I feel great pride in the work I do.	Pride	4.84	4.80	↓
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.78	4.73	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.75	4.77	↑
8.	I am driven to contribute to the success of our organization.	Engage-Inspire	4.73	4.75	↑



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Glen Ellyn District 41: Lincoln - All Results (N=44)

		<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>					
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.60	3.67	↑
65.	I feel "in on things" that are happening at our organization.	Communication	3.58	3.89	↑
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	3.49	4.02	↑
61.	Our organization has a genuine concern and interest about me as a person.	Relationships	3.36	3.89	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.11	3.61	↑

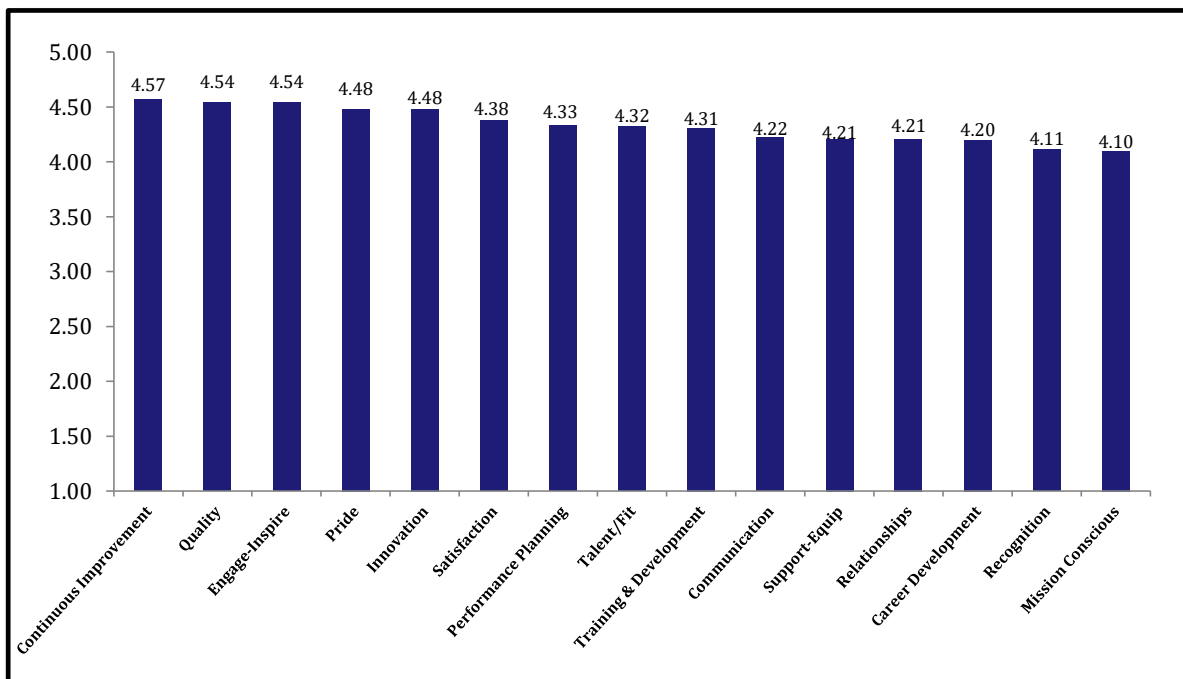




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Glen Ellyn District 41: Lincoln - All Results (N=44)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.57
Quality	4.54
Engage-Inspire	4.54
Pride	4.48
Innovation	4.48
Satisfaction	4.38
Performance Planning	4.33
Talent/Fit	4.32
Training & Development	4.31
Communication	4.22
Support-Equip	4.21
Relationships	4.21
Career Development	4.20
Recognition	4.11
Mission Conscious	4.10



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Glen Ellyn District 41: Lincoln - All Results (N=44)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.51	4.57	↑
Quality	4.54	4.54	=
Engage-Inspire	4.57	4.54	↓
Pride	4.44	4.48	↑
Innovation	4.34	4.48	↑
Satisfaction	4.33	4.38	↑
Performance Planning	4.30	4.33	↑
Talent/Fit	4.20	4.32	↑
Training & Development	4.04	4.31	↑
Communication	4.18	4.22	↑
Support-Equip	4.12	4.21	↑
Relationships	4.05	4.21	↑
Career Development	4.04	4.20	↑
Recognition	4.12	4.11	↓
Mission Conscious	3.97	4.10	↑

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Glen Ellyn District 41: Lincoln - All Results (N=44)

HUMANeX Ventures Cultural Assessment IndexSM
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