



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Lincoln - All





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



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|--|------|---------------|-----------------------|--------------|--------------|---------------|--------------------|-------------|--------------|
| 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 | ↑ |



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|--|------|---------------|-----------------------|--------------|--------------|---------------|--------------------|-------------|--------------|
| 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 | ↑ |



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|--|------|---------------|-----------------------|--------------|--------------|---------------|--------------------|-------------|--------------|
| 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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|---|-------------|---------------|-----------------------|--------------|--------------|---------------|--------------------|-------------|--------------|
| Pride | 4.48 | 4.44 | | | | | | | |
| 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 | 4.57 | 4.51 | | | | | | | |
| 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 | 4.48 | 4.34 | | | | | | | |
| 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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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| | | | |
|-----|---|-------------|--------------------------------|
| 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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| <u>Rank Ordered Questions According to Mean</u> | | <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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|---|--|-------------|-----------------------------------|
| 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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|-----|--|-------------|----------------------------|
| 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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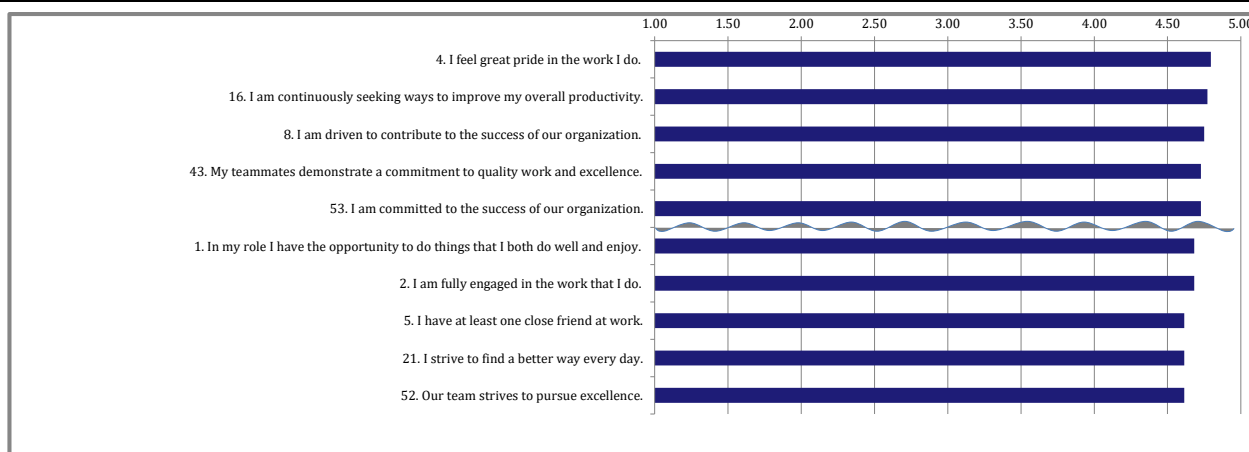
Glen Ellyn District 41: Lincoln - All Results (N=44)

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

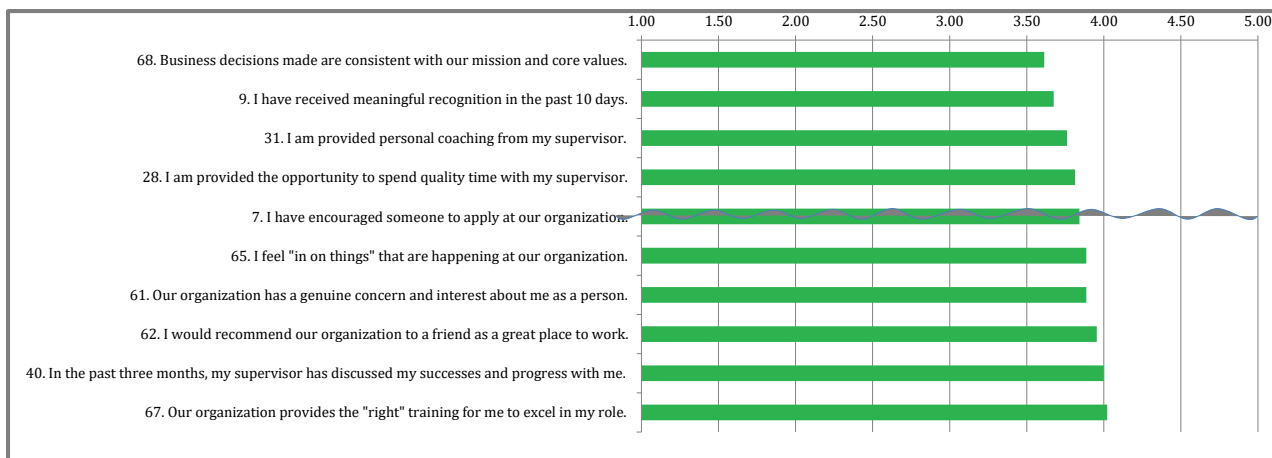
| Top 10 Rank Ordered By Mean | Dimension | Current Mean | Previous Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A | (+/-) Change |
|--|------------------------|--------------|---------------|-----------------------|--------------|--------------|---------------|--------------------|-------------|--------------|
| 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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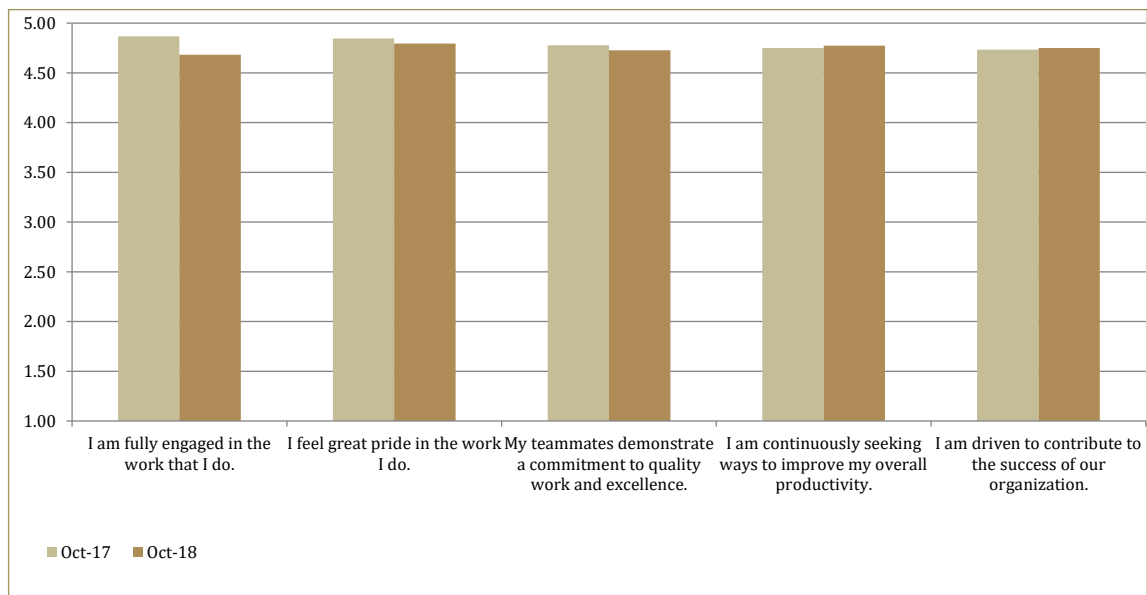
| Bottom 10 Rank Ordered By Mean | | | | | | | | | | |
|--|------------------------|--------------|---------------|-----------------------|--------------|---------------|---------------|--------------------|--------------|--------------|
| | Dimension | Current Mean | Previous Mean | Strongly Disagree (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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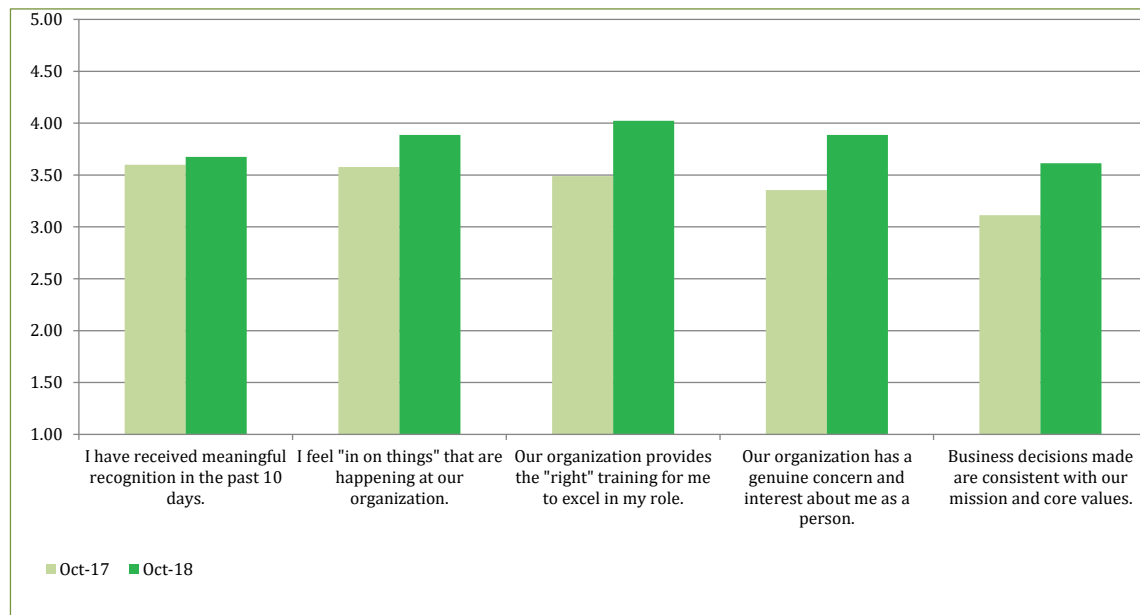
| | | <u>Dimension</u> | <u>Oct-17</u> | <u>Oct-18</u> | <u>(+/-)</u> <u>Change</u> |
|--|---|------------------|---------------|---------------|-------------------------------|
| <u>Previous Top 5 Rank Ordered Questions According to Mean</u> | | | | | |
| 2. | I am fully engaged in the work that I do. | 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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| | | <u>Dimension</u> | <u>Oct-17</u> | <u>Oct-18</u> | <u>(+/-) Change</u> |
|--|--|------------------------|---------------|---------------|-------------------------|
| <u>Previous Bottom 5 Rank Ordered Questions According to Mean</u> | | | | | |
| 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 | ↑ |

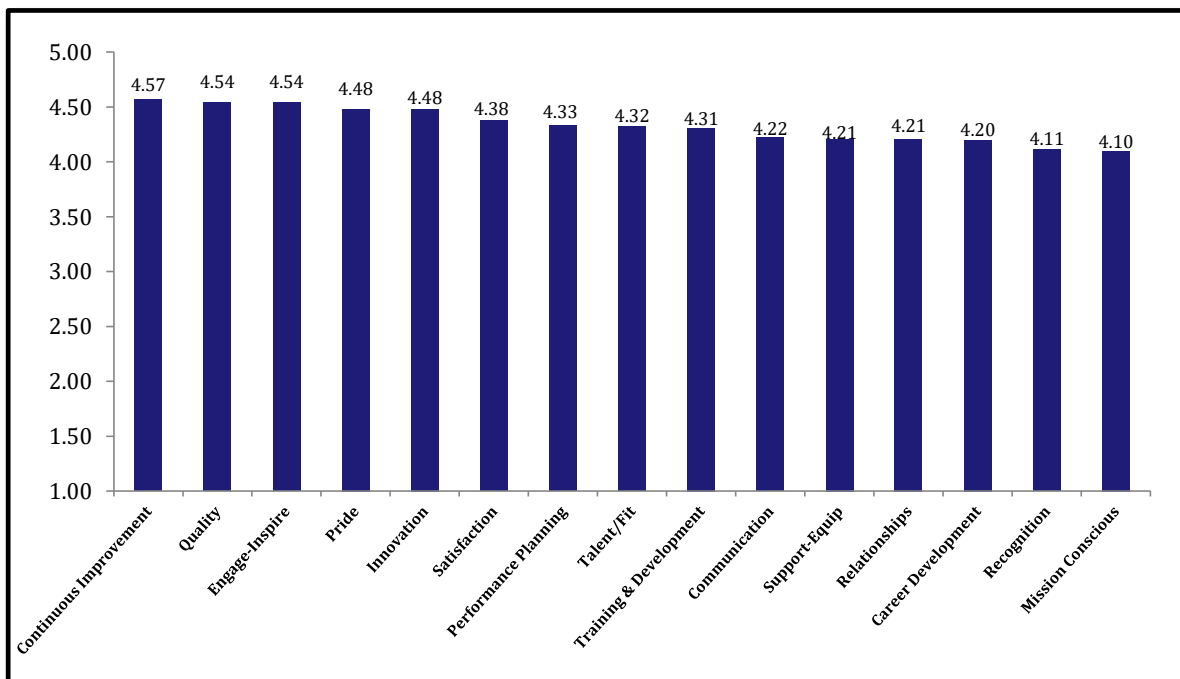




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Glen Ellyn District 41: Lincoln - All Results (N=44)

| <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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| <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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HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

