



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Support Staff - All





October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit	4.12	4.13							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.56	4.63	1.0% n=1	0.0% n=0	4.1% n=4	29.6% n=29	61.2% n=60	2.0% n=2	↓
56. I feel our organization is a great fit for me.	4.40	4.30	1.0% n=1	0.0% n=0	11.3% n=11	32.0% n=31	53.6% n=52	1.0% n=1	↑
72. Our organization selects highly talented individuals when hiring.	4.14	4.04	1.0% n=1	5.1% n=5	12.1% n=12	37.4% n=37	38.4% n=38	3.0% n=3	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.12	4.13	2.9% n=3	0.0% n=0	17.5% n=18	29.1% n=30	36.9% n=38	6.8% n=7	↓
11. I am in a role that allows me to maximize my talents and strengths.	3.96	4.14	4.2% n=4	9.4% n=9	16.7% n=16	26.0% n=25	43.8% n=42	0.0% n=0	↓
63. Our organization selects the right people for the right job.	3.84	3.86	4.2% n=4	6.3% n=6	21.9% n=21	36.5% n=35	31.3% n=30	0.0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.76	3.72	3.8% n=4	11.3% n=12	12.3% n=13	27.4% n=29	26.4% n=28	9.4% n=10	↑
Support-Equip	4.03	3.98							
33. My supervisor is available for me when needs arise.	4.24	4.18	4.1% n=4	1.0% n=1	9.2% n=9	34.7% n=34	46.9% n=46	2.0% n=2	↑
3. I am provided the core needs necessary for me to excel in my role.	4.16	3.94	2.1% n=2	3.1% n=3	13.4% n=13	38.1% n=37	41.2% n=40	1.0% n=1	↑
23. I have a supportive coaching relationship with my supervisor.	4.11	4.18	2.0% n=2	6.1% n=6	14.3% n=14	30.6% n=30	42.9% n=42	2.0% n=2	↓
34. My supervisor is actively responsive to my needs.	4.09	4.25	6.1% n=6	1.0% n=1	13.3% n=13	33.7% n=33	41.8% n=41	2.0% n=2	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.00	3.56	5.2% n=5	7.3% n=7	10.4% n=10	36.5% n=35	40.6% n=39	0.0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.59	3.77	7.0% n=7	13.0% n=13	16.0% n=16	31.0% n=31	25.0% n=25	4.0% n=4	↓



October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

	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.	4.26	4.29	1.0% n=1	8.2% n=8	9.2% n=9	24.5% n=24	53.1% n=52	2.0% n=2	↓
51. Our team has open and trusting relationships.	4.25	4.32	3.0% n=3	3.0% n=3	10.0% n=10	28.0% n=28	48.0% n=48	4.0% n=4	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.24	4.34	1.9% n=2	2.9% n=3	11.7% n=12	26.2% n=27	43.7% n=45	6.8% n=7	↓
25. My supervisor cares about me as a person.	4.19	4.31	3.1% n=3	1.0% n=1	16.5% n=16	30.9% n=30	46.4% n=45	1.0% n=1	↓
54. Quality relationships are valued across our organization.	4.13	3.92	2.1% n=2	8.3% n=8	10.4% n=10	33.3% n=32	45.8% n=44	0.0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	4.11	4.14	3.1% n=3	2.1% n=2	17.5% n=17	34.0% n=33	41.2% n=40	1.0% n=1	↓
61. Our organization has a genuine concern and interest about me as a person.	3.77	3.50	9.3% n=9	7.2% n=7	12.4% n=12	37.1% n=36	32.0% n=31	1.0% n=1	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.63	3.88	6.1% n=6	11.1% n=11	22.2% n=22	26.3% n=26	28.3% n=28	3.0% n=3	↓
31. I am provided personal coaching from my supervisor.	3.54	3.69	8.1% n=8	13.1% n=13	19.2% n=19	27.3% n=27	26.3% n=26	3.0% n=3	↓
Quality									
43. My teammates demonstrate a commitment to quality work and excellence.	4.43	4.53	3.1% n=3	0.0% n=0	6.1% n=6	30.6% n=30	56.1% n=55	2.0% n=2	↓
57. Our organization is committed to quality work and excellence.	4.36	4.25	2.1% n=2	0.0% n=0	9.3% n=9	36.1% n=35	50.5% n=49	1.0% n=1	↑
47. I am on a team that encourages each member to surpass expectations.	4.24	4.27	1.0% n=1	2.9% n=3	12.7% n=13	28.4% n=29	43.1% n=44	5.9% n=6	↓
Communication									
44. Our team effectively communicates with each other.	4.42	4.31	1.0% n=1	1.0% n=1	7.1% n=7	33.3% n=33	51.5% n=51	3.0% n=3	↑
36. I have the opportunity to communicate with my supervisor.	4.17	4.25	5.2% n=5	3.1% n=3	8.2% n=8	35.1% n=34	46.4% n=45	1.0% n=1	↓
27. My supervisor and I have effective two-way communication.	4.13	4.25	3.1% n=3	5.2% n=5	13.4% n=13	30.9% n=30	45.4% n=44	1.0% n=1	↓
24. My supervisor effectively communicates his/her expectations.	4.04	4.17	3.1% n=3	7.2% n=7	13.4% n=13	33.0% n=32	41.2% n=40	1.0% n=1	↓
26. My supervisor gives me constructive feedback about my work performance.	3.94	4.13	3.1% n=3	8.2% n=8	19.6% n=19	27.8% n=27	39.2% n=38	1.0% n=1	↓
65. I feel "in on things" that are happening at our organization.	3.74	3.48	5.2% n=5	7.3% n=7	22.9% n=22	37.5% n=36	27.1% n=26	0.0% n=0	↑



October 2018

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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Recognition									
48. Our team recognizes each other's efforts and impact.	4.42	4.39	1.0% n=1	2.0% n=2	8.9% n=9	24.8% n=25	53.5% n=54	5.0% n=5	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.39	4.23	0.0% n=0	4.0% n=4	7.1% n=7	31.3% n=31	51.5% n=51	3.0% n=3	↑
66. Excellence is recognized in our organization.	4.07	3.86	4.2% n=4	4.2% n=4	14.6% n=14	34.4% n=33	42.7% n=41	0.0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.95	4.21	4.1% n=4	8.2% n=8	16.5% n=16	28.9% n=28	40.2% n=39	1.0% n=1	↑
9. I have received meaningful recognition in the past 10 days.	3.73	3.80	9.3% n=9	12.4% n=12	7.2% n=7	36.1% n=35	33.0% n=32	1.0% n=1	↓
Performance Planning									
17. I have set the right goals for myself to excel in my role/position.	4.32	4.41	1.0% n=1	1.0% n=1	9.1% n=9	38.4% n=38	44.4% n=44	3.0% n=3	↓
49. Our team effectively sets goals to further enhance our performance.	4.11	4.18	2.9% n=3	3.8% n=4	11.4% n=12	27.6% n=29	37.1% n=39	8.6% n=9	↓
37. My supervisor motivates me to achieve my goals.	3.90	3.96	5.8% n=6	4.9% n=5	14.6% n=15	28.2% n=29	33.0% n=34	6.8% n=7	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.80	3.90	6.1% n=6	10.1% n=10	13.1% n=13	32.3% n=32	32.3% n=32	3.0% n=3	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.46	3.82	7.4% n=8	13.9% n=15	13.9% n=15	20.4% n=22	22.2% n=24	11.1% n=12	↓
Training & Development									
35. My supervisor supports my personal and professional development.	4.00	4.19	4.1% n=4	5.2% n=5	17.5% n=17	30.9% n=30	40.2% n=39	1.0% n=1	↓
15. I am properly trained to achieve excellence in my work.	3.93	3.86	3.1% n=3	10.4% n=10	10.4% n=10	42.7% n=41	33.3% n=32	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	3.87	3.85	4.1% n=4	12.4% n=12	14.4% n=14	27.8% n=27	39.2% n=38	1.0% n=1	↑
30. My supervisor encourages opportunities for my growth and development.	3.81	4.05	5.1% n=5	10.2% n=10	16.3% n=16	30.6% n=30	33.7% n=33	2.0% n=2	↑
67. Our organization provides the "right" training for me to excel in my role.	3.73	3.42	6.3% n=6	11.5% n=11	18.8% n=18	30.2% n=29	33.3% n=32	0.0% n=0	↑



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Career Development									
70. I would like to work at our organization long term.	4.27	4.21	0.0% n=0	5.1% n=5	15.3% n=15	24.5% n=24	51.0% n=50	2.0% n=2	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.93	3.84	2.1% n=2	8.2% n=8	16.5% n=16	39.2% n=38	32.0% n=31	1.0% n=1	↑
59. I value the career opportunities that I have at our organization.	3.86	3.81	3.9% n=4	8.8% n=9	16.7% n=17	25.5% n=26	33.3% n=34	5.9% n=6	↑
60. I have the opportunity to express my career interests at our organization.	3.78	3.57	4.9% n=5	9.8% n=10	15.7% n=16	27.5% n=28	30.4% n=31	5.9% n=6	↑
58. Our organization provides the experience and development for me to further my career here.	3.75	3.53	4.0% n=4	13.1% n=13	17.2% n=17	27.3% n=27	32.3% n=32	3.0% n=3	↑
Engage-Inspire									
53. I am committed to the success of our organization.	4.62	4.51	1.0% n=1	0.0% n=0	2.1% n=2	28.9% n=28	66.0% n=64	1.0% n=1	↑
2. I am fully engaged in the work that I do.	4.60	4.71	1.0% n=1	1.0% n=1	4.1% n=4	23.5% n=23	66.3% n=65	2.0% n=2	↓
8. I am driven to contribute to the success of our organization.	4.52	4.44	1.0% n=1	0.0% n=0	4.1% n=4	33.7% n=33	57.1% n=56	2.0% n=2	↑
12. I am highly committed to and energized by my work.	4.49	4.46	1.0% n=1	0.0% n=0	8.0% n=8	27.0% n=27	56.0% n=56	4.0% n=4	↑
62. I would recommend our organization to a friend as a great place to work.	4.03	3.88	4.1% n=4	7.2% n=7	12.4% n=12	32.0% n=31	42.3% n=41	1.0% n=1	↑
Satisfaction									
46. I am satisfied being a part of our team.	4.45	4.40	1.0% n=1	1.0% n=1	6.1% n=6	32.3% n=32	53.5% n=53	3.0% n=3	↑
20. I look forward to coming to work every day.	4.32	4.35	2.0% n=2	1.0% n=1	12.2% n=12	29.6% n=29	51.0% n=50	2.0% n=2	↑
13. I am satisfied with my role/work.	4.31	4.24	1.0% n=1	2.1% n=2	13.4% n=13	30.9% n=30	50.5% n=49	1.0% n=1	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.23	4.20	3.1% n=3	3.1% n=3	5.2% n=5	43.3% n=42	43.3% n=42	1.0% n=1	↑
Mission Conscious									
22. I am aware and knowledgeable about our organization's mission.	4.41	4.18	1.0% n=1	2.1% n=2	9.3% n=9	28.9% n=28	56.7% n=55	1.0% n=1	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.14	3.99	1.0% n=1	1.0% n=1	18.0% n=18	36.0% n=36	36.0% n=36	4.0% n=4	↑
68. Business decisions made are consistent with our mission and core values.	3.84	3.47	4.0% n=4	5.9% n=6	21.8% n=22	27.7% n=28	30.7% n=31	5.0% n=5	↑
41. My supervisor effectively communicates our organizational mission to me.	3.81	3.96	2.0% n=2	9.9% n=10	19.8% n=20	29.7% n=30	28.7% n=29	5.0% n=5	↓



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Pride	4.40	4.38							
4. I feel great pride in the work I do.	4.63	4.64	1.0% n=1	1.0% n=1	4.1% n=4	20.4% n=20	69.4% n=68	2.0% n=2	↓
45. I feel great pride in the team of which I am a part.	4.41	4.44	1.0% n=1	1.0% n=1	7.1% n=7	34.7% n=34	52.0% n=51	2.0% n=2	↓
14. I feel great pride in being a part of our organization.	4.35	4.30	1.0% n=1	2.1% n=2	12.4% n=12	28.9% n=28	53.6% n=52	1.0% n=1	↑
64. I speak of our organization with pride.	4.20	4.13	1.0% n=1	3.1% n=3	14.4% n=14	36.1% n=35	43.3% n=42	1.0% n=1	↑
Continuous Improvement	4.43	4.33							
21. I strive to find a better way every day.	4.52	4.45	1.0% n=1	0.0% n=0	6.2% n=6	30.9% n=30	59.8% n=58	1.0% n=1	↑
52. Our team strives to pursue excellence.	4.41	4.37	2.0% n=2	0.0% n=0	8.0% n=8	30.0% n=30	52.0% n=52	4.0% n=4	↑
55. I am part of an organization that continues to pursue excellence every day.	4.37	4.18	1.0% n=1	2.1% n=2	7.2% n=7	37.1% n=36	50.5% n=49	1.0% n=1	↑
Innovation	4.30	4.18							
16. I am continuously seeking ways to improve my overall productivity.	4.52	4.44	1.0% n=1	1.0% n=1	4.1% n=4	32.0% n=31	59.8% n=58	1.0% n=1	↑
42. Our team encourages innovation.	4.20	4.16	1.0% n=1	3.0% n=3	12.0% n=12	37.0% n=37	39.0% n=39	4.0% n=4	↑
69. Our organization encourages innovation.	4.17	3.95	1.0% n=1	3.1% n=3	16.3% n=16	33.7% n=33	41.8% n=41	2.0% n=2	↑

October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

4.	I feel great pride in the work I do.	4.63	Pride 4.40
53.	I am committed to the success of our organization.	4.62	Engage-Inspire 4.45
2.	I am fully engaged in the work that I do.	4.60	Engage-Inspire 4.45
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.56	Talent/Fit 4.12
8.	I am driven to contribute to the success of our organization.	4.52	Engage-Inspire 4.45
16.	I am continuously seeking ways to improve my overall productivity.	4.52	Innovation 4.30
21.	I strive to find a better way every day.	4.52	Continuous Improvement 4.43
12.	I am highly committed to and energized by my work.	4.49	Engage-Inspire 4.45
46.	I am satisfied being a part of our team.	4.45	Satisfaction 4.33
43.	My teammates demonstrate a commitment to quality work and excellence.	4.43	Quality 4.34
44.	Our team effectively communicates with each other.	4.42	Communication 4.07
48.	Our team recognizes each other's efforts and impact.	4.42	Recognition 4.11
45.	I feel great pride in the team of which I am a part.	4.41	Pride 4.40
52.	Our team strives to pursue excellence.	4.41	Continuous Improvement 4.43

October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

	<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.	4.41	Mission Conscious 4.05
56.	I feel our organization is a great fit for me.	4.40	Talent/Fit 4.12
18.	I have provided meaningful recognition to others in the past 10 days.	4.39	Recognition 4.11
55.	I am part of an organization that continues to pursue excellence every day.	4.37	Continuous Improvement 4.43
57.	Our organization is committed to quality work and excellence.	4.36	Quality 4.34
14.	I feel great pride in being a part of our organization.	4.35	Pride 4.40
17.	I have set the right goals for myself to excel in my role/position.	4.32	Performance Planning 3.93
20.	I look forward to coming to work every day.	4.32	Satisfaction 4.33
13.	I am satisfied with my role/work.	4.31	Satisfaction 4.33
70.	I would like to work at our organization long term.	4.27	Career Development 3.92
5.	I have at least one close friend at work.	4.26	Relationships 4.01
51.	Our team has open and trusting relationships.	4.25	Relationships 4.01
33.	My supervisor is available for me when needs arise.	4.24	Support-Equip 4.03
47.	I am on a team that encourages each member to surpass expectations.	4.24	Quality 4.34
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.24	Relationships 4.01

October 2018

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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
73.	Overall, I am very satisfied with our organization as a place to work.	4.23	Satisfaction 4.33
64.	I speak of our organization with pride.	4.20	Pride 4.40
42.	Our team encourages innovation.	4.20	Innovation 4.30
25.	My supervisor cares about me as a person.	4.19	Relationships 4.01
69.	Our organization encourages innovation.	4.17	Innovation 4.30
36.	I have the opportunity to communicate with my supervisor.	4.17	Communication 4.07
3.	I am provided the core needs necessary for me to excel in my role.	4.16	Support-Equip 4.03
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.14	Mission Conscious 4.05
72.	Our organization selects highly talented individuals when hiring.	4.14	Talent/Fit 4.12
27.	My supervisor and I have effective two-way communication.	4.13	Communication 4.07
54.	Quality relationships are valued across our organization.	4.13	Relationships 4.01
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.12	Talent/Fit 4.12
49.	Our team effectively sets goals to further enhance our performance.	4.11	Performance Planning 3.93
23.	I have a supportive coaching relationship with my supervisor.	4.11	Support-Equip 4.03
32.	I have an open and trusting relationship with my supervisor.	4.11	Relationships 4.01

October 2018

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
34.	My supervisor is actively responsive to my needs.	4.09	Support-Equip 4.03
66.	Excellence is recognized in our organization.	4.07	Recognition 4.11
24.	My supervisor effectively communicates his/her expectations.	4.04	Communication 4.07
62.	I would recommend our organization to a friend as a great place to work.	4.03	Engage-Inspire 4.45
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.00	Support-Equip 4.03
35.	My supervisor supports my personal and professional development.	4.00	Training & Development 3.87
11.	I am in a role that allows me to maximize my talents and strengths.	3.96	Talent/Fit 4.12
29.	My supervisor recognizes me for a job well done.	3.95	Recognition 4.11
26.	My supervisor gives me constructive feedback about my work performance.	3.94	Communication 4.07
15.	I am properly trained to achieve excellence in my work.	3.93	Training & Development 3.87
71.	I am aware of the career opportunities that are available for me at our organization.	3.93	Career Development 3.92
37.	My supervisor motivates me to achieve my goals.	3.90	Performance Planning 3.93
6.	I am provided opportunities to further my growth and development.	3.87	Training & Development 3.87
59.	I value the career opportunities that I have at our organization.	3.86	Career Development 3.92
63.	Our organization selects the right people for the right job.	3.84	Talent/Fit 4.12

October 2018

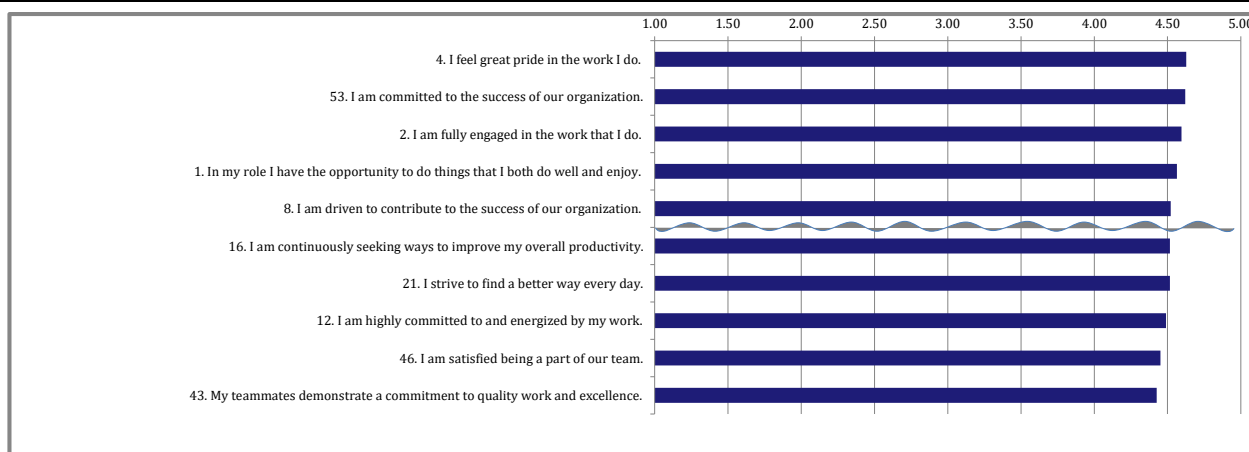
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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
68.	Business decisions made are consistent with our mission and core values.	3.84	Mission Conscious 4.05
41.	My supervisor effectively communicates our organizational mission to me.	3.81	Mission Conscious 4.05
30.	My supervisor encourages opportunities for my growth and development.	3.81	Training & Development 3.87
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.80	Performance Planning 3.93
60.	I have the opportunity to express my career interests at our organization.	3.78	Career Development 3.92
61.	Our organization has a genuine concern and interest about me as a person.	3.77	Relationships 4.01
7.	I have encouraged someone to apply at our organization.	3.76	Talent/Fit 4.12
58.	Our organization provides the experience and development for me to further my career here.	3.75	Career Development 3.92
65.	I feel "in on things" that are happening at our organization.	3.74	Communication 4.07
67.	Our organization provides the "right" training for me to excel in my role.	3.73	Training & Development 3.87
9.	I have received meaningful recognition in the past 10 days.	3.73	Recognition 4.11
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.63	Relationships 4.01
28.	I am provided the opportunity to spend quality time with my supervisor.	3.59	Support-Equip 4.03
31.	I am provided personal coaching from my supervisor.	3.54	Relationships 4.01
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.46	Performance Planning 3.93

October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

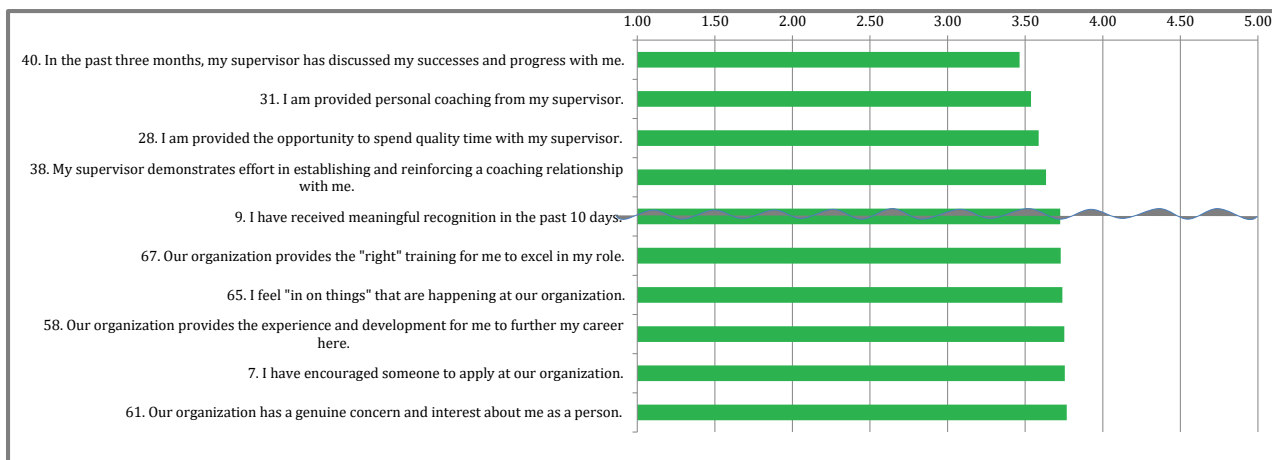
Top 10 Rank Ordered By Mean	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
4. I feel great pride in the work I do.	Pride	4.63	4.64	1.0% n=1	1.0% n=1	4.1% n=4	20.4% n=20	69.4% n=68	2.0% n=2	↓
53. I am committed to the success of our organization.	Engage-Inspire	4.62	4.51	1.0% n=1	0.0% n=0	2.1% n=2	28.9% n=28	66.0% n=64	1.0% n=1	↑
2. I am fully engaged in the work that I do.	Engage-Inspire	4.60	4.71	1.0% n=1	1.0% n=1	4.1% n=4	23.5% n=23	66.3% n=65	2.0% n=2	↓
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.56	4.63	1.0% n=1	0.0% n=0	4.1% n=4	29.6% n=29	61.2% n=60	2.0% n=2	↓
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.52	4.44	1.0% n=1	0.0% n=0	4.1% n=4	33.7% n=33	57.1% n=56	2.0% n=2	↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.52	4.44	1.0% n=1	1.0% n=1	4.1% n=4	32.0% n=31	59.8% n=58	1.0% n=1	↑
21. I strive to find a better way every day.	Continuous Improvement	4.52	4.45	1.0% n=1	0.0% n=0	6.2% n=6	30.9% n=30	59.8% n=58	1.0% n=1	↑
12. I am highly committed to and energized by my work.	Engage-Inspire	4.49	4.46	1.0% n=1	0.0% n=0	8.0% n=8	27.0% n=27	56.0% n=56	4.0% n=4	↑
46. I am satisfied being a part of our team.	Satisfaction	4.45	4.40	1.0% n=1	1.0% n=1	6.1% n=6	32.3% n=32	53.5% n=53	3.0% n=3	↑
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.43	4.53	3.1% n=3	0.0% n=0	6.1% n=6	30.6% n=30	56.1% n=55	2.0% n=2	↓



October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

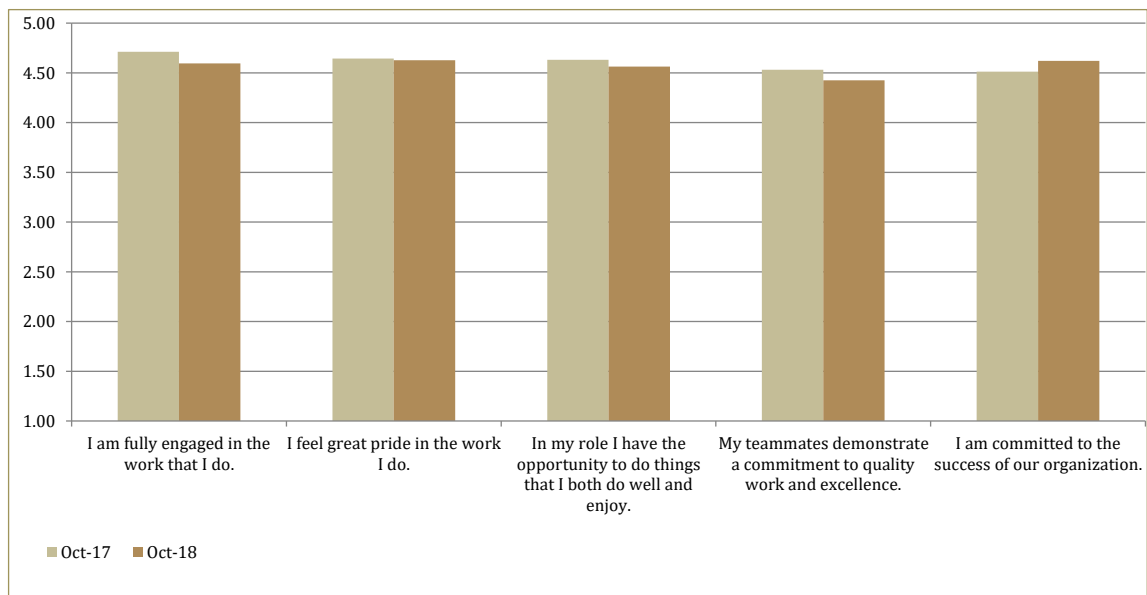
Bottom 10 Rank Ordered By Mean										
	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.46	3.82	7.4% n=8	13.9% n=15	13.9% n=15	20.4% n=22	22.2% n=24	11.1% n=12	↓
31. I am provided personal coaching from my supervisor.	Relationships	3.54	3.69	8.1% n=8	13.1% n=13	19.2% n=19	27.3% n=27	26.3% n=26	3.0% n=3	↓
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.59	3.77	7.0% n=7	13.0% n=13	16.0% n=16	31.0% n=31	25.0% n=25	4.0% n=4	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.63	3.88	6.1% n=6	11.1% n=11	22.2% n=22	26.3% n=26	28.3% n=28	3.0% n=3	↓
9. I have received meaningful recognition in the past 10 days.	Recognition	3.73	3.80	9.3% n=9	12.4% n=12	7.2% n=7	36.1% n=35	33.0% n=32	1.0% n=1	↓
67. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.73	3.42	6.3% n=6	11.5% n=11	18.8% n=18	30.2% n=29	33.3% n=32	0.0% n=0	↑
65. I feel "in on things" that are happening at our organization.	Communication	3.74	3.48	5.2% n=5	7.3% n=7	22.9% n=22	37.5% n=36	27.1% n=26	0.0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	Career Development	3.75	3.53	4.0% n=4	13.1% n=13	17.2% n=17	27.3% n=27	32.3% n=32	3.0% n=3	↑
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.76	3.72	3.8% n=4	11.3% n=12	12.3% n=13	27.4% n=29	26.4% n=28	9.4% n=10	↑
61. Our organization has a genuine concern and interest about me as a person.	Relationships	3.77	3.50	9.3% n=9	7.2% n=7	12.4% n=12	37.1% n=36	32.0% n=31	1.0% n=1	↑



October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

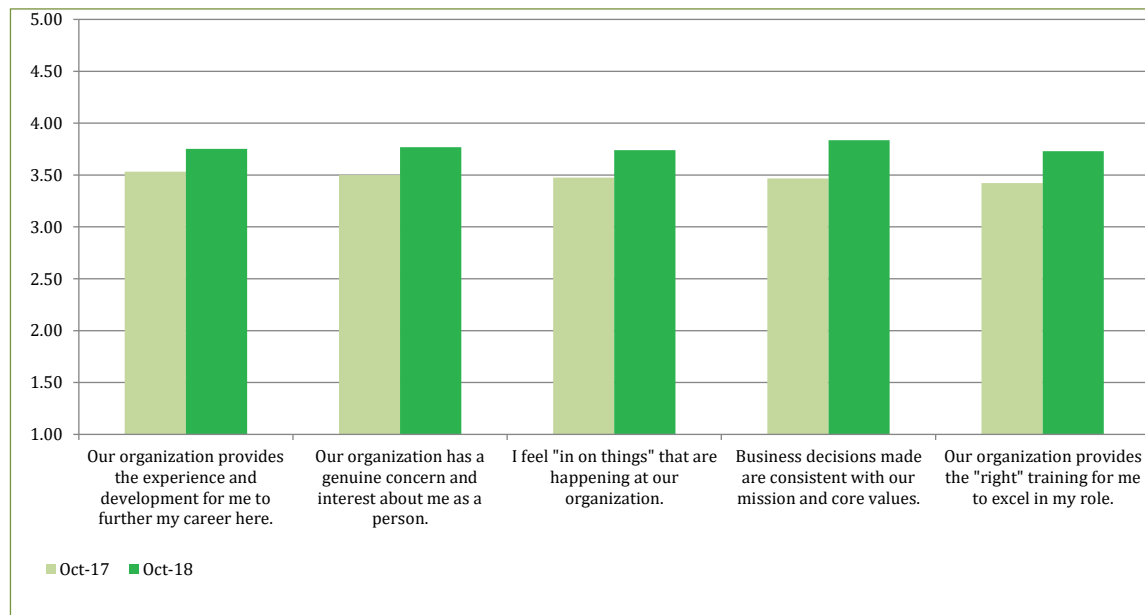
		Dimension	Oct-17	Oct-18	(+/-) Change
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.60	↓
4.	I feel great pride in the work I do.	Pride	4.64	4.63	↓
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.63	4.56	↓
43.	My teammates demonstrate a commitment to quality work and excellence.	Quality	4.53	4.43	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.51	4.62	↑



October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

		<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>					
58.	Our organization provides the experience and development for me to further my career here.	Career Development	3.53	3.75	↑
61.	Our organization has a genuine concern and interest about me as a person.	Relationships	3.50	3.77	↑
65.	I feel "in on things" that are happening at our organization.	Communication	3.48	3.74	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.47	3.84	↑
67.	Our organization provides the "right" training for me to excel in my role.	Training & Development	3.42	3.73	↑

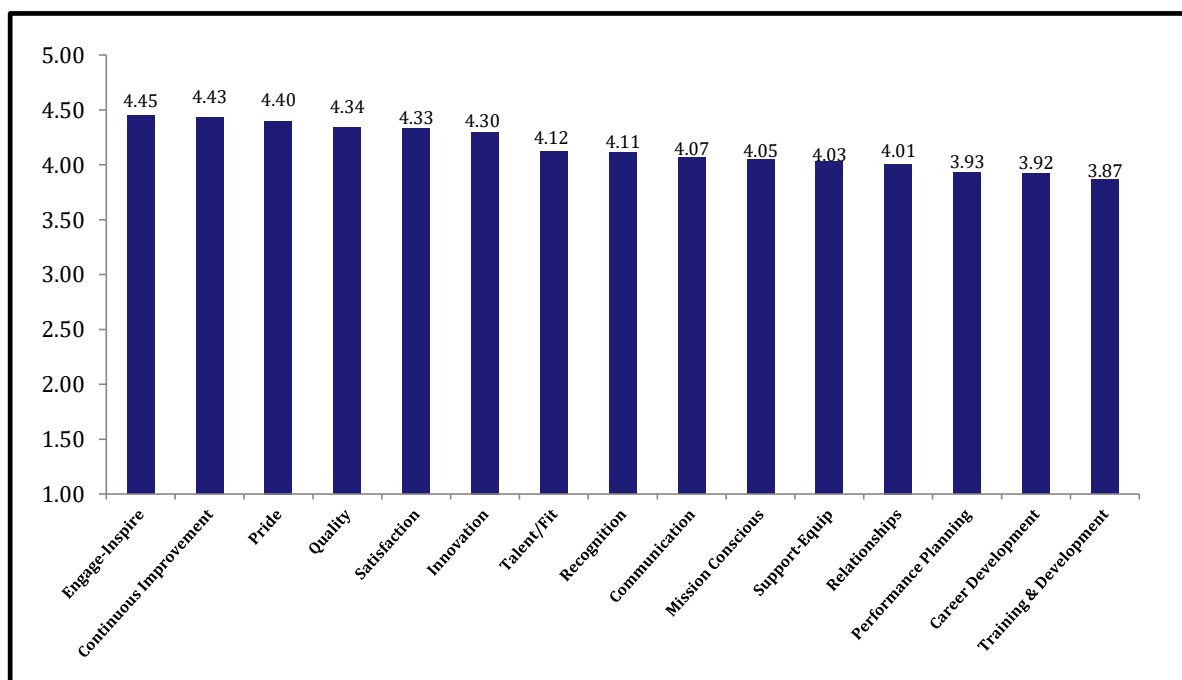




October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.45
Continuous Improvement	4.43
Pride	4.40
Quality	4.34
Satisfaction	4.33
Innovation	4.30
Talent/Fit	4.12
Recognition	4.11
Communication	4.07
Mission Conscious	4.05
Support-Equip	4.03
Relationships	4.01
Performance Planning	3.93
Career Development	3.92
Training & Development	3.87



October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-17 Mean</u>	<u>Oct-18 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.40	4.45	↑
Continuous Improvement	4.33	4.43	↑
Pride	4.38	4.40	↑
Quality	4.35	4.34	↓
Satisfaction	4.30	4.33	↑
Innovation	4.18	4.30	↑
Talent/Fit	4.13	4.12	↓
Recognition	4.09	4.11	↑
Communication	4.09	4.07	↓
Mission Conscious	3.91	4.05	↑
Support-Equip	3.98	4.03	↑
Relationships	4.04	4.01	↓
Performance Planning	4.05	3.93	↓
Career Development	3.80	3.92	↑
Training & Development	3.87	3.87	=

October 2018

Glen Ellyn District 41: Support Staff - All Results (N=96)

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

