

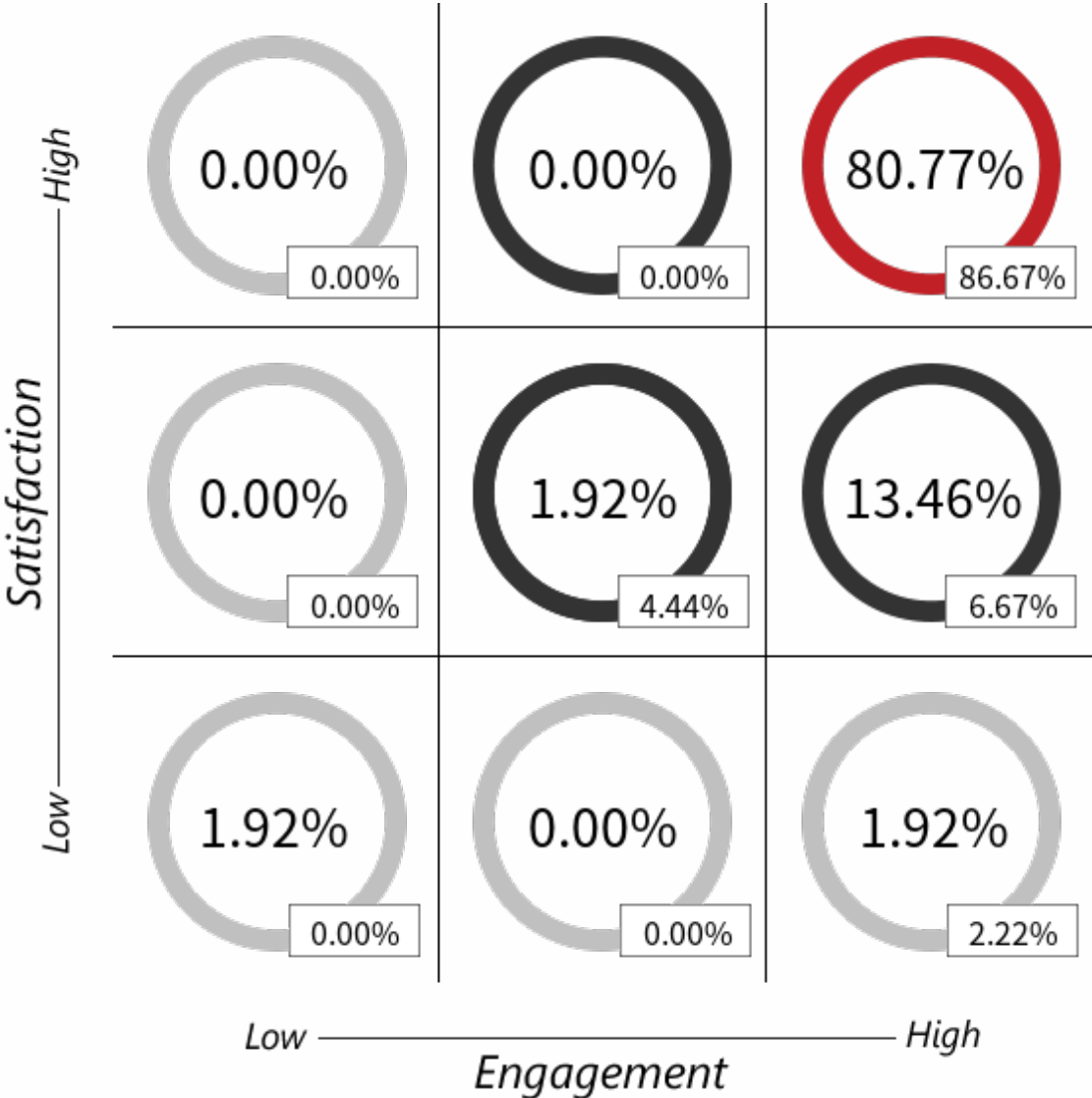
# INSIGHTeX

Glen Ellyn 41

Glen Ellyn 41 - Lincoln

September 2020

Humanex Ventures Cultural Assessment Index  
Satisfaction/Engagement 3x3



## Dimensions (N=52)

	Mean	Previous Mean	(+/-) Change
<b>Dimension</b>			
Engage-Inspire	4.55	4.65	↓
Continuous Improvement	4.53	4.68	↓
Quality	4.49	4.69	↓
Pride	4.44	4.60	↓
Innovation	4.37	4.53	↓
Relationships	4.29	4.34	↓
Satisfaction	4.26	4.40	↓
Recognition	4.24	4.37	↓
Talent & Fit	4.23	4.31	↓
Performance Planning	4.21	4.36	↓
Communication	4.18	4.33	↓
Support-Equip	4.11	4.23	↓
Training & Development	4.06	4.24	↓
Career Development	4.04	4.28	↓
Mission Conscious	3.97	4.22	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Engage-Inspire</b>	<b>4.55</b>	<b>4.65</b>							
8. I am driven to contribute to the success of our organization.	4.77	4.73	0% n=0	0% n=0	1.92% n=1	19.23% n=10	78.85% n=41	0% n=0	↑
53. I am committed to the success of our organization.	4.73	4.82	0% n=0	0% n=0	1.92% n=1	23.08% n=12	75% n=39	0% n=0	↓
2. I am fully engaged in the work that I do.	4.71	4.86	1.92% n=1	0% n=0	1.92% n=1	17.31% n=9	78.85% n=41	0% n=0	↓
12. I am highly committed to and energized by my work.	4.58	4.66	0% n=0	1.92% n=1	1.92% n=1	32.69% n=17	63.46% n=33	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.98	4.20	1.92% n=1	3.85% n=2	21.15% n=11	40.38% n=21	32.69% n=17	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Continuous Improvement</b>	<b>4.53</b>	<b>4.68</b>							
52. Our team strives to pursue excellence.	4.56	4.73	0% n=0	1.92% n=1	3.85% n=2	30.77% n=16	63.46% n=33	0% n=0	↓
21. I strive to find a better way every day.	4.52	4.60	0% n=0	0% n=0	5.77% n=3	36.54% n=19	57.69% n=30	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.50	4.71	1.92% n=1	1.92% n=1	0% n=0	36.54% n=19	59.62% n=31	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Quality</b>	<b>4.49</b>	<b>4.69</b>							
43. My teammates demonstrate a commitment to quality work and excellence.	4.56	4.67	0% n=0	3.85% n=2	3.85% n=2	25% n=13	67.31% n=35	0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.50	4.60	0% n=0	1.92% n=1	5.77% n=3	30.77% n=16	57.69% n=30	0% n=0	↓
57. Our organization is committed to quality work and excellence.	4.40	4.80	1.92% n=1	1.92% n=1	1.92% n=1	42.31% n=22	51.92% n=27	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Pride</b>	<b>4.44</b>	<b>4.60</b>							
4. I feel great pride in the work I do.	4.71	4.77	0% n=0	1.92% n=1	0% n=0	23.08% n=12	75% n=39	0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.63	4.67	0% n=0	0% n=0	3.85% n=2	28.85% n=15	65.38% n=34	0% n=0	↓
14. I feel great pride in being a part of our organization.	4.29	4.48	0% n=0	1.92% n=1	15.38% n=8	34.62% n=18	48.08% n=25	0% n=0	↓
64. I speak of our organization with pride.	4.13	4.49	0% n=0	1.92% n=1	15.38% n=8	50% n=26	32.69% n=17	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Innovation</b>	<b>4.37</b>	<b>4.53</b>							
16. I am continuously seeking ways to improve my overall productivity.	4.79	4.79	0% n=0	0% n=0	0% n=0	21.15% n=11	78.85% n=41	0% n=0	=
42. Our team encourages innovation.	4.44	4.51	0% n=0	1.92% n=1	7.69% n=4	34.62% n=18	55.77% n=29	0% n=0	↓
69. Our organization encourages innovation.	3.88	4.29	3.85% n=2	3.85% n=2	23.08% n=12	38.46% n=20	30.77% n=16	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Relationships</b>	<b>4.29</b>	<b>4.34</b>							
5. I have at least one close friend at work.	4.65	4.66	0% n=0	0% n=0	3.85% n=2	26.92% n=14	69.23% n=36	0% n=0	↓
25. My supervisor cares about me as a person.	4.63	4.63	0% n=0	0% n=0	7.69% n=4	21.15% n=11	71.15% n=37	0% n=0	=
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.48	4.51	0% n=0	1.92% n=1	5.77% n=3	34.62% n=18	57.69% n=30	0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	4.44	4.32	0% n=0	5.77% n=3	5.77% n=3	26.92% n=14	61.54% n=32	0% n=0	↑
51. Our team has open and trusting relationships.	4.33	4.49	0% n=0	5.77% n=3	3.85% n=2	42.31% n=22	48.08% n=25	0% n=0	↓
54. Quality relationships are valued across our organization.	4.23	4.29	1.92% n=1	3.85% n=2	7.69% n=4	42.31% n=22	44.23% n=23	0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.21	4.23	0% n=0	7.69% n=4	11.54% n=6	32.69% n=17	48.08% n=25	0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	3.90	4.04	1.92% n=1	9.62% n=5	15.38% n=8	42.31% n=22	30.77% n=16	0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.75	3.93	0% n=0	15.38% n=8	23.08% n=12	32.69% n=17	28.85% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Satisfaction</b>	<b>4.26</b>	<b>4.40</b>							
46. I am satisfied being a part of our team.	4.59	4.47	0% n=0	1.92% n=1	3.85% n=2	26.92% n=14	65.38% n=34	0% n=0	↑
13. I am satisfied with my role/work.	4.23	4.39	0% n=0	5.77% n=3	3.85% n=2	51.92% n=27	38.46% n=20	0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.15	4.47	1.92% n=1	1.92% n=1	13.46% n=7	44.23% n=23	38.46% n=20	0% n=0	↓
20. I look forward to coming to work every day.	4.06	4.26	0% n=0	5.77% n=3	19.23% n=10	38.46% n=20	36.54% n=19	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Recognition</b>	<b>4.24</b>	<b>4.37</b>							
48. Our team recognizes each other's efforts and impact.	4.49	4.58	0% n=0	1.92% n=1	5.77% n=3	32.69% n=17	57.69% n=30	0% n=0	↓
29. My supervisor recognizes me for a job well done.	4.38	4.44	1.92% n=1	0% n=0	13.46% n=7	26.92% n=14	57.69% n=30	0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.29	4.43	0% n=0	1.92% n=1	7.69% n=4	48.08% n=25	40.38% n=21	0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	4.04	4.00	3.85% n=2	3.85% n=2	15.38% n=8	38.46% n=20	38.46% n=20	0% n=0	↑
66. Excellence is recognized in our organization.	4.00	4.40	1.92% n=1	7.69% n=4	13.46% n=7	42.31% n=22	34.62% n=18	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Talent &amp; Fit</b>	<b>4.23</b>	<b>4.31</b>							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.54	4.68	1.92% n=1	1.92% n=1	1.92% n=1	28.85% n=15	65.38% n=34	0% n=0	↓
56. I feel our organization is a great fit for me.	4.42	4.51	0% n=0	1.92% n=1	5.77% n=3	40.38% n=21	51.92% n=27	0% n=0	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.35	4.19	0% n=0	3.85% n=2	7.69% n=4	32.69% n=17	48.08% n=25	0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.35	4.41	1.92% n=1	0% n=0	7.69% n=4	42.31% n=22	48.08% n=25	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	4.19	4.29	0% n=0	3.85% n=2	13.46% n=7	42.31% n=22	40.38% n=21	0% n=0	↓
63. Our organization selects the right people for the right job.	4.02	4.22	0% n=0	5.77% n=3	15.38% n=8	50% n=26	28.85% n=15	0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.73	3.89	0% n=0	9.62% n=5	28.85% n=15	32.69% n=17	23.08% n=12	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Performance Planning</b>	<b>4.21</b>	<b>4.36</b>							
17. I have set the right goals for myself to excel in my role/position.	4.38	4.58	0% n=0	0% n=0	5.77% n=3	50% n=26	44.23% n=23	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	4.35	4.36	0% n=0	1.92% n=1	9.62% n=5	40.38% n=21	48.08% n=25	0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.29	4.50	0% n=0	3.85% n=2	5.77% n=3	46.15% n=24	42.31% n=22	0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.10	4.28	0% n=0	7.69% n=4	9.62% n=5	48.08% n=25	34.62% n=18	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.95	4.07	1.92% n=1	3.85% n=2	21.15% n=11	26.92% n=14	30.77% n=16	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Communication</b>	<b>4.18</b>	<b>4.33</b>							
27. My supervisor and I have effective two-way communication.	4.54	4.51	0% n=0	5.77% n=3	3.85% n=2	21.15% n=11	69.23% n=36	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	4.54	4.62	0% n=0	3.85% n=2	5.77% n=3	23.08% n=12	67.31% n=35	0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	4.35	4.44	1.92% n=1	5.77% n=3	3.85% n=2	32.69% n=17	55.77% n=29	0% n=0	↓
44. Our team effectively communicates with each other.	4.35	4.33	0% n=0	3.85% n=2	11.54% n=6	28.85% n=15	53.85% n=28	0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	4.21	4.14	0% n=0	5.77% n=3	13.46% n=7	34.62% n=18	46.15% n=24	0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.10	3.93	15.38% n=8	17.31% n=9	25% n=13	26.92% n=14	15.38% n=8	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Support-Equip</b>	<b>4.11</b>	<b>4.23</b>							
33. My supervisor is available for me when needs arise.	4.60	4.64	0% n=0	5.77% n=3	0% n=0	23.08% n=12	71.15% n=37	0% n=0	↓
34. My supervisor is actively responsive to my needs.	4.42	4.49	0% n=0	5.77% n=3	7.69% n=4	25% n=13	61.54% n=32	0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	4.37	4.30	0% n=0	3.85% n=2	7.69% n=4	36.54% n=19	51.92% n=27	0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	4.00	4.25	1.92% n=1	7.69% n=4	17.31% n=9	34.62% n=18	38.46% n=20	0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	3.79	3.93	1.92% n=1	21.15% n=11	3.85% n=2	42.31% n=22	30.77% n=16	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	3.79	5.77% n=3	15.38% n=8	19.23% n=10	42.31% n=22	17.31% n=9	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Training &amp; Development</b>	<b>4.06</b>	<b>4.24</b>							
35. My supervisor supports my personal and professional development.	4.44	4.52	0% n=0	3.85% n=2	7.69% n=4	28.85% n=15	59.62% n=31	0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	4.27	4.21	0% n=0	7.69% n=4	5.77% n=3	38.46% n=20	48.08% n=25	0% n=0	↑
6. I am provided opportunities to further my growth and development.	4.00	4.19	1.92% n=1	3.85% n=2	17.31% n=9	46.15% n=24	30.77% n=16	0% n=0	↓
15. I am properly trained to achieve excellence in my work.	4.00	4.39	3.85% n=2	5.77% n=3	15.38% n=8	36.54% n=19	38.46% n=20	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.60	3.89	3.85% n=2	15.38% n=8	17.31% n=9	44.23% n=23	19.23% n=10	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Career Development</b>	<b>4.04</b>	<b>4.28</b>							
70. I would like to work at our organization long term.	4.40	4.53	0% n=0	0% n=0	11.54% n=6	36.54% n=19	51.92% n=27	0% n=0	↓
58. Our organization provides the experience and development for me to further my career here.	4.04	4.25	1.92% n=1	7.69% n=4	13.46% n=7	38.46% n=20	38.46% n=20	0% n=0	↓
59. I value the career opportunities that I have at our organization.	4.04	4.36	1.92% n=1	1.92% n=1	23.08% n=12	34.62% n=18	36.54% n=19	0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.90	4.23	0% n=0	11.54% n=6	17.31% n=9	38.46% n=20	30.77% n=16	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.80	4.02	1.92% n=1	9.62% n=5	23.08% n=12	34.62% n=18	28.85% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Mission Conscious</b>	<b>3.97</b>	<b>4.22</b>							
22. I am aware and knowledgeable about our organization's mission.	4.25	4.51	0% n=0	1.92% n=1	13.46% n=7	42.31% n=22	42.31% n=22	0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	4.16	4.33	0% n=0	5.77% n=3	9.62% n=5	44.23% n=23	36.54% n=19	0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.00	4.20	0% n=0	7.69% n=4	17.31% n=9	42.31% n=22	32.69% n=17	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.46	3.82	3.85% n=2	9.62% n=5	36.54% n=19	36.54% n=19	13.46% n=7	0% n=0	↓



## Top Items (N=52)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Question</b>									
16. I am continuously seeking ways to improve my overall productivity.	4.79	4.79	0% n=0	0% n=0	0% n=0	21.15% n=11	78.85% n=41	0% n=0	=
8. I am driven to contribute to the success of our organization.	4.77	4.73	0% n=0	0% n=0	1.92% n=1	19.23% n=10	78.85% n=41	0% n=0	↑
53. I am committed to the success of our organization.	4.73	4.82	0% n=0	0% n=0	1.92% n=1	23.08% n=12	75% n=39	0% n=0	↓
2. I am fully engaged in the work that I do.	4.71	4.86	1.92% n=1	0% n=0	1.92% n=1	17.31% n=9	78.85% n=41	0% n=0	↓
4. I feel great pride in the work I do.	4.71	4.77	0% n=0	1.92% n=1	0% n=0	23.08% n=12	75% n=39	0% n=0	↓

## Bottom Items (N=52)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Question</b>									
65. I feel "in on things" that are happening at our organization.	3.10	3.93	15.38% n=8	17.31% n=9	25% n=13	26.92% n=14	15.38% n=8	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.46	3.82	3.85% n=2	9.62% n=5	36.54% n=19	36.54% n=19	13.46% n=7	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	3.79	5.77% n=3	15.38% n=8	19.23% n=10	42.31% n=22	17.31% n=9	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.60	3.89	3.85% n=2	15.38% n=8	17.31% n=9	44.23% n=23	19.23% n=10	0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.73	3.89	0% n=0	9.62% n=5	28.85% n=15	32.69% n=17	23.08% n=12	0% n=0	↓

## Rank Ordered Questions According to Mean (N=52)

	Mean	Previous Mean	(+/-) Change	Dimension
<b>Question</b>				
16. I am continuously seeking ways to improve my overall productivity.	4.79	4.79	=	Innovation
8. I am driven to contribute to the success of our organization.	4.77	4.73	↑	Engage-Inspire
53. I am committed to the success of our organization.	4.73	4.82	↓	Engage-Inspire
2. I am fully engaged in the work that I do.	4.71	4.86	↓	Engage-Inspire
4. I feel great pride in the work I do.	4.71	4.77	↓	Pride
5. I have at least one close friend at work.	4.65	4.66	↓	Relationships
25. My supervisor cares about me as a person.	4.63	4.63	=	Relationships
45. I feel great pride in the team of which I am a part.	4.63	4.67	↓	Pride
33. My supervisor is available for me when needs arise.	4.60	4.64	↓	Support-Equip
46. I am satisfied being a part of our team.	4.59	4.47	↑	Satisfaction
12. I am highly committed to and energized by my work.	4.58	4.66	↓	Engage-Inspire
43. My teammates demonstrate a commitment to quality work and excellence.	4.56	4.67	↓	Quality
52. Our team strives to pursue excellence.	4.56	4.73	↓	Continuous Improvement
27. My supervisor and I have effective two-way communication.	4.54	4.51	↑	Communication
36. I have the opportunity to communicate with my supervisor.	4.54	4.62	↓	Communication
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.54	4.68	↓	Talent & Fit
21. I strive to find a better way every day.	4.52	4.60	↓	Continuous Improvement
47. I am on a team that encourages each member to surpass expectations.	4.50	4.60	↓	Quality
55. I am part of an organization that continues to pursue excellence every day.	4.50	4.71	↓	Continuous Improvement
48. Our team recognizes each other's efforts and impact.	4.49	4.58	↓	Recognition
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.48	4.51	↓	Relationships
42. Our team encourages innovation.	4.44	4.51	↓	Innovation
35. My supervisor supports my personal and professional development.	4.44	4.52	↓	Training & Development
32. I have an open and trusting relationship with my supervisor.	4.44	4.32	↑	Relationships
34. My supervisor is actively responsive to my needs.	4.42	4.49	↓	Support-Equip

56. I feel our organization is a great fit for me.	4.42	4.51	↓	Talent & Fit
57. Our organization is committed to quality work and excellence.	4.40	4.80	↓	Quality
70. I would like to work at our organization long term.	4.40	4.53	↓	Career Development
17. I have set the right goals for myself to excel in my role/position.	4.38	4.58	↓	Performance Planning
29. My supervisor recognizes me for a job well done.	4.38	4.44	↓	Recognition
23. I have a supportive coaching relationship with my supervisor.	4.37	4.30	↑	Support-Equip
24. My supervisor effectively communicates his/her expectations.	4.35	4.44	↓	Communication
37. My supervisor motivates me to achieve my goals.	4.35	4.36	↓	Performance Planning
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.35	4.19	↑	Talent & Fit
11. I am in a role that allows me to maximize my talents and strengths.	4.35	4.41	↓	Talent & Fit
44. Our team effectively communicates with each other.	4.35	4.33	↑	Communication
51. Our team has open and trusting relationships.	4.33	4.49	↓	Relationships
49. Our team effectively sets goals to further enhance our performance.	4.29	4.50	↓	Performance Planning
18. I have provided meaningful recognition to others in the past 10 days.	4.29	4.43	↓	Recognition
14. I feel great pride in being a part of our organization.	4.29	4.48	↓	Pride
30. My supervisor encourages opportunities for my growth and development.	4.27	4.21	↑	Training & Development
22. I am aware and knowledgeable about our organization's mission.	4.25	4.51	↓	Mission Conscious
13. I am satisfied with my role/work.	4.23	4.39	↓	Satisfaction
54. Quality relationships are valued across our organization.	4.23	4.29	↓	Relationships
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.21	4.23	↓	Relationships
26. My supervisor gives me constructive feedback about my work performance.	4.21	4.14	↑	Communication
72. Our organization selects highly talented individuals when hiring.	4.19	4.29	↓	Talent & Fit
41. My supervisor effectively communicates our organizational mission to me.	4.16	4.33	↓	Mission Conscious
73. Overall, I am very satisfied with our organization as a place to work.	4.15	4.47	↓	Satisfaction
64. I speak of our organization with pride.	4.13	4.49	↓	Pride
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.10	4.28	↓	Performance Planning
20. I look forward to coming to work every day.	4.06	4.26	↓	Satisfaction

58. Our organization provides the experience and development for me to further my career here.	4.04	4.25	↓	Career Development
9. I have received meaningful recognition in the past 10 days.	4.04	4.00	↑	Recognition
59. I value the career opportunities that I have at our organization.	4.04	4.36	↓	Career Development
63. Our organization selects the right people for the right job.	4.02	4.22	↓	Talent & Fit
66. Excellence is recognized in our organization.	4.00	4.40	↓	Recognition
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.00	4.20	↓	Mission Conscious
6. I am provided opportunities to further my growth and development.	4.00	4.19	↓	Training & Development
15. I am properly trained to achieve excellence in my work.	4.00	4.39	↓	Training & Development
28. I am provided the opportunity to spend quality time with my supervisor.	4.00	4.25	↓	Support-Equip
62. I would recommend our organization to a friend as a great place to work.	3.98	4.20	↓	Engage-Inspire
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.95	4.07	↓	Performance Planning
61. Our organization has a genuine concern and interest about me as a person.	3.90	4.04	↓	Relationships
71. I am aware of the career opportunities that are available for me at our organization.	3.90	4.23	↓	Career Development
69. Our organization encourages innovation.	3.88	4.29	↓	Innovation
60. I have the opportunity to express my career interests at our organization.	3.80	4.02	↓	Career Development
3. I am provided the core needs necessary for me to excel in my role.	3.79	3.93	↓	Support-Equip
31. I am provided personal coaching from my supervisor.	3.75	3.93	↓	Relationships
7. I have encouraged someone to apply at our organization.	3.73	3.89	↓	Talent & Fit
67. Our organization provides the "right" training for me to excel in my role.	3.60	3.89	↓	Training & Development
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	3.79	↓	Support-Equip
68. Business decisions made are consistent with our mission and core values.	3.46	3.82	↓	Mission Conscious
65. I feel "in on things" that are happening at our organization.	3.10	3.93	↓	Communication