

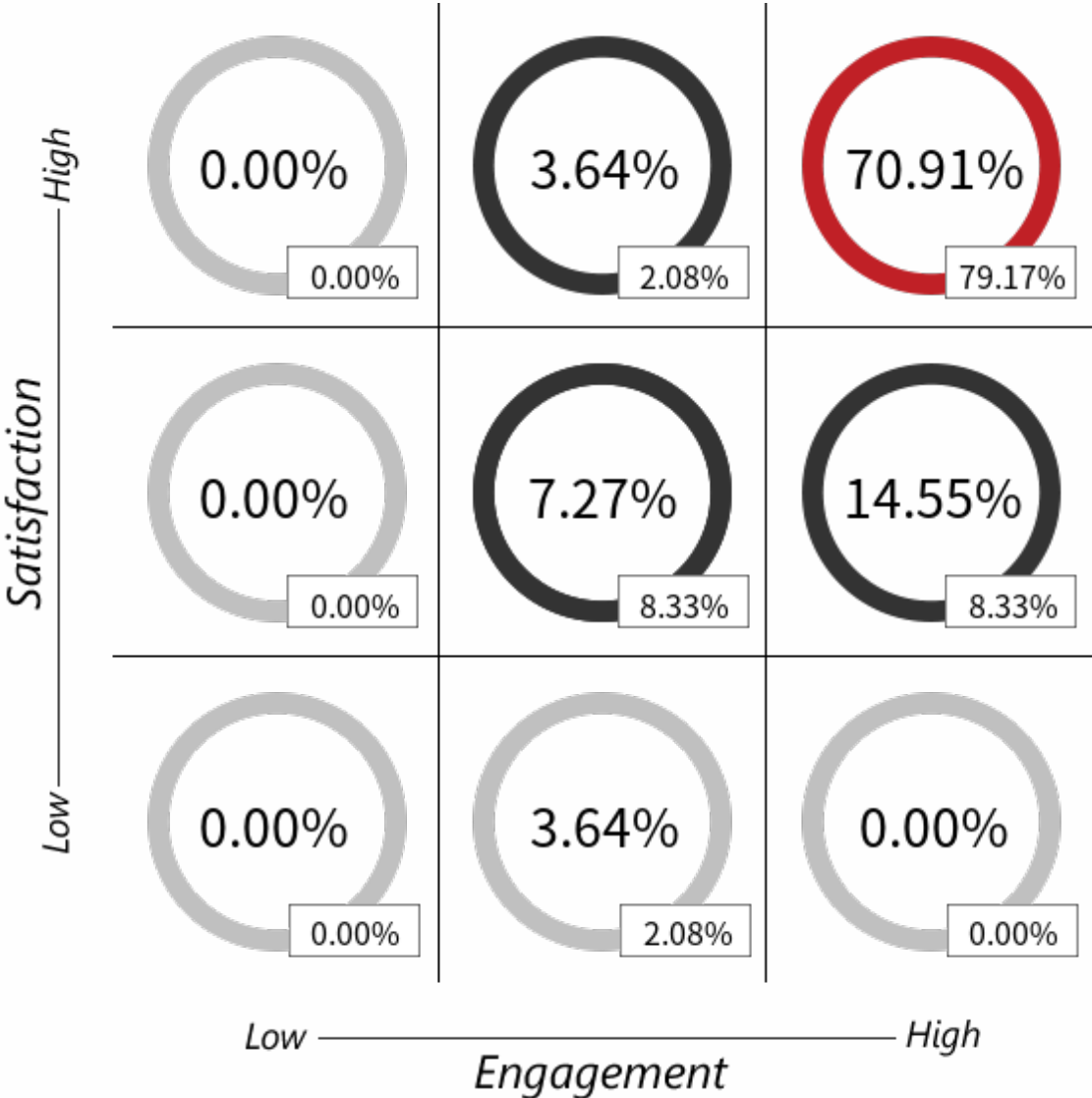
# INSIGHTeX

Glen Ellyn 41

Glen Ellyn 41 - Benjamin Franklin

September 2020

Humanex Ventures Cultural Assessment Index  
Satisfaction/Engagement 3x3



## Dimensions (N=55)

	Mean	Previous Mean	(+/-) Change
<b>Dimension</b>			
Continuous Improvement	4.53	4.56	↓
Quality	4.51	4.51	=
Engage-Inspire	4.47	4.52	↓
Pride	4.45	4.44	↑
Innovation	4.36	4.44	↓
Satisfaction	4.24	4.39	↓
Talent & Fit	4.18	4.26	↓
Relationships	4.14	4.30	↓
Career Development	4.11	4.24	↓
Recognition	4.10	4.21	↓
Performance Planning	4.09	4.32	↓
Mission Conscious	4.06	4.21	↓
Communication	4.04	4.27	↓
Training & Development	4.01	4.25	↓
Support-Equip	3.95	4.21	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Continuous Improvement</b>	<b>4.53</b>	<b>4.56</b>							
52. Our team strives to pursue excellence.	4.61	4.65	0% n=0	1.82% n=1	5.45% n=3	21.82% n=12	69.09% n=38	0% n=0	↓
21. I strive to find a better way every day.	4.55	4.58	0% n=0	0% n=0	3.64% n=2	38.18% n=21	58.18% n=32	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.44	4.44	0% n=0	3.64% n=2	10.91% n=6	23.64% n=13	61.82% n=34	0% n=0	=

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Quality</b>	<b>4.51</b>	<b>4.51</b>							
43. My teammates demonstrate a commitment to quality work and excellence.	4.60	4.59	0% n=0	3.64% n=2	7.27% n=4	14.55% n=8	74.55% n=41	0% n=0	↑
57. Our organization is committed to quality work and excellence.	4.49	4.48	0% n=0	1.82% n=1	10.91% n=6	23.64% n=13	63.64% n=35	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.45	4.47	0% n=0	1.82% n=1	12.73% n=7	23.64% n=13	61.82% n=34	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Engage-Inspire</b>	<b>4.47</b>	<b>4.52</b>							
53. I am committed to the success of our organization.	4.67	4.71	0% n=0	0% n=0	3.64% n=2	25.45% n=14	70.91% n=39	0% n=0	↓
2. I am fully engaged in the work that I do.	4.62	4.71	1.82% n=1	0% n=0	5.45% n=3	20% n=11	72.73% n=40	0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.46	4.60	0% n=0	0% n=0	7.27% n=4	38.18% n=21	52.73% n=29	0% n=0	↓
12. I am highly committed to and energized by my work.	4.45	4.60	0% n=0	0% n=0	9.09% n=5	36.36% n=20	54.55% n=30	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	4.13	4.00	1.82% n=1	3.64% n=2	18.18% n=10	32.73% n=18	43.64% n=24	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Pride</b>	<b>4.45</b>	<b>4.44</b>							
4. I feel great pride in the work I do.	4.69	4.71	0% n=0	0% n=0	3.64% n=2	23.64% n=13	70.91% n=39	0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.58	4.48	0% n=0	1.82% n=1	7.27% n=4	21.82% n=12	69.09% n=38	0% n=0	↑
14. I feel great pride in being a part of our organization.	4.31	4.35	0% n=0	3.64% n=2	14.55% n=8	29.09% n=16	52.73% n=29	0% n=0	↓
64. I speak of our organization with pride.	4.20	4.21	1.82% n=1	1.82% n=1	16.36% n=9	34.55% n=19	45.45% n=25	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Innovation</b>	<b>4.36</b>	<b>4.44</b>							
16. I am continuously seeking ways to improve my overall productivity.	4.65	4.71	0% n=0	0% n=0	3.64% n=2	27.27% n=15	69.09% n=38	0% n=0	↓
42. Our team encourages innovation.	4.40	4.40	0% n=0	3.64% n=2	10.91% n=6	27.27% n=15	58.18% n=32	0% n=0	=
69. Our organization encourages innovation.	4.02	4.22	1.82% n=1	3.64% n=2	10.91% n=6	58.18% n=32	25.45% n=14	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Satisfaction</b>	<b>4.24</b>	<b>4.39</b>							
46. I am satisfied being a part of our team.	4.56	4.51	0% n=0	1.82% n=1	9.09% n=5	20% n=11	69.09% n=38	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.27	4.27	0% n=0	3.64% n=2	9.09% n=5	43.64% n=24	43.64% n=24	0% n=0	=
13. I am satisfied with my role/work.	4.24	4.53	0% n=0	1.82% n=1	12.73% n=7	45.45% n=25	40% n=22	0% n=0	↓
20. I look forward to coming to work every day.	3.89	4.24	1.82% n=1	3.64% n=2	23.64% n=13	45.45% n=25	25.45% n=14	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Talent &amp; Fit</b>	<b>4.18</b>	<b>4.26</b>							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.53	4.63	0% n=0	0% n=0	12.73% n=7	21.82% n=12	65.45% n=36	0% n=0	↓
56. I feel our organization is a great fit for me.	4.51	4.44	0% n=0	0% n=0	5.45% n=3	38.18% n=21	56.36% n=31	0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.29	4.41	0% n=0	3.64% n=2	7.27% n=4	45.45% n=25	43.64% n=24	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	4.11	4.33	0% n=0	3.64% n=2	10.91% n=6	56.36% n=31	29.09% n=16	0% n=0	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.02	4.09	1.82% n=1	5.45% n=3	18.18% n=10	34.55% n=19	36.36% n=20	0% n=0	↓
63. Our organization selects the right people for the right job.	4.00	4.10	1.82% n=1	1.82% n=1	23.64% n=13	40% n=22	32.73% n=18	0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.82	3.83	1.82% n=1	7.27% n=4	25.45% n=14	29.09% n=16	29.09% n=16	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Relationships</b>	<b>4.14</b>	<b>4.30</b>							
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.50	4.53	0% n=0	5.45% n=3	5.45% n=3	21.82% n=12	65.45% n=36	0% n=0	↓
5. I have at least one close friend at work.	4.45	4.65	0% n=0	1.82% n=1	10.91% n=6	27.27% n=15	60% n=33	0% n=0	↓
51. Our team has open and trusting relationships.	4.44	4.45	1.82% n=1	3.64% n=2	5.45% n=3	25.45% n=14	61.82% n=34	0% n=0	↓
54. Quality relationships are valued across our organization.	4.27	4.29	0% n=0	5.45% n=3	9.09% n=5	38.18% n=21	47.27% n=26	0% n=0	↓
25. My supervisor cares about me as a person.	4.20	4.43	0% n=0	9.09% n=5	9.09% n=5	34.55% n=19	47.27% n=26	0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	4.11	4.27	1.82% n=1	3.64% n=2	18.18% n=10	34.55% n=19	41.82% n=23	0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	3.96	4.06	0% n=0	7.27% n=4	21.82% n=12	36.36% n=20	32.73% n=18	0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.85	4.25	1.82% n=1	12.73% n=7	16.36% n=9	36.36% n=20	32.73% n=18	0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.51	3.75	5.45% n=3	18.18% n=10	23.64% n=13	25.45% n=14	27.27% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Career Development</b>	<b>4.11</b>	<b>4.24</b>							
70. I would like to work at our organization long term.	4.35	4.44	1.82% n=1	3.64% n=2	3.64% n=2	40% n=22	50.91% n=28	0% n=0	↓
58. Our organization provides the experience and development for me to further my career here.	4.20	4.30	0% n=0	7.27% n=4	12.73% n=7	32.73% n=18	47.27% n=26	0% n=0	↓
59. I value the career opportunities that I have at our organization.	4.09	4.19	0% n=0	9.09% n=5	12.73% n=7	36.36% n=20	40% n=22	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	4.02	4.19	0% n=0	5.45% n=3	20% n=11	38.18% n=21	32.73% n=18	0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.89	4.08	1.82% n=1	9.09% n=5	16.36% n=9	40% n=22	29.09% n=16	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Recognition</b>	<b>4.10</b>	<b>4.21</b>							
48. Our team recognizes each other's efforts and impact.	4.60	4.49	0% n=0	1.82% n=1	5.45% n=3	23.64% n=13	69.09% n=38	0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.24	4.33	0% n=0	3.64% n=2	10.91% n=6	43.64% n=24	41.82% n=23	0% n=0	↓
66. Excellence is recognized in our organization.	4.16	4.25	1.82% n=1	1.82% n=1	16.36% n=9	38.18% n=21	41.82% n=23	0% n=0	↓
29. My supervisor recognizes me for a job well done.	3.96	4.16	0% n=0	16.36% n=9	7.27% n=4	40% n=22	36.36% n=20	0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.56	3.82	7.27% n=4	14.55% n=8	18.18% n=10	34.55% n=19	25.45% n=14	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Performance Planning</b>	<b>4.09</b>	<b>4.32</b>							
49. Our team effectively sets goals to further enhance our performance.	4.38	4.53	0% n=0	1.82% n=1	7.27% n=4	40% n=22	47.27% n=26	0% n=0	↓
17. I have set the right goals for myself to excel in my role/position.	4.29	4.57	0% n=0	0% n=0	9.09% n=5	52.73% n=29	38.18% n=21	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	4.11	4.34	1.82% n=1	3.64% n=2	20% n=11	30.91% n=17	43.64% n=24	0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	4.20	0% n=0	5.45% n=3	16.36% n=9	47.27% n=26	30.91% n=17	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.63	3.96	1.82% n=1	12.73% n=7	23.64% n=13	29.09% n=16	21.82% n=12	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Mission Conscious</b>	<b>4.06</b>	<b>4.21</b>							
22. I am aware and knowledgeable about our organization's mission.	4.36	4.40	0% n=0	0% n=0	9.09% n=5	45.45% n=25	45.45% n=25	0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.11	4.31	0% n=0	1.82% n=1	21.82% n=12	40% n=22	36.36% n=20	0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	4.00	4.20	1.82% n=1	5.45% n=3	20% n=11	36.36% n=20	36.36% n=20	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.77	3.94	1.82% n=1	3.64% n=2	27.27% n=15	43.64% n=24	18.18% n=10	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Communication</b>	<b>4.04</b>	<b>4.27</b>							
44. Our team effectively communicates with each other.	4.51	4.39	0% n=0	1.82% n=1	9.09% n=5	25.45% n=14	63.64% n=35	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	4.35	4.43	1.82% n=1	0% n=0	12.73% n=7	32.73% n=18	52.73% n=29	0% n=0	↓
27. My supervisor and I have effective two-way communication.	4.04	4.37	1.82% n=1	5.45% n=3	18.18% n=10	36.36% n=20	38.18% n=21	0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	3.91	4.27	1.82% n=1	16.36% n=9	10.91% n=6	30.91% n=17	40% n=22	0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	3.87	4.17	0% n=0	16.36% n=9	10.91% n=6	41.82% n=23	30.91% n=17	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.55	3.98	5.45% n=3	12.73% n=7	25.45% n=14	34.55% n=19	21.82% n=12	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Training &amp; Development</b>	<b>4.01</b>	<b>4.25</b>							
35. My supervisor supports my personal and professional development.	4.25	4.51	1.82% n=1	1.82% n=1	20% n=11	21.82% n=12	54.55% n=30	0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.15	4.37	0% n=0	3.64% n=2	16.36% n=9	40% n=22	38.18% n=21	0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.98	4.33	0% n=0	9.09% n=5	16.36% n=9	41.82% n=23	32.73% n=18	0% n=0	↓
15. I am properly trained to achieve excellence in my work.	3.93	4.06	0% n=0	9.09% n=5	18.18% n=10	43.64% n=24	29.09% n=16	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.73	3.98	1.82% n=1	7.27% n=4	32.73% n=18	32.73% n=18	25.45% n=14	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Support-Equip</b>	<b>3.95</b>	<b>4.21</b>							
33. My supervisor is available for me when needs arise.	4.29	4.43	1.82% n=1	3.64% n=2	14.55% n=8	23.64% n=13	56.36% n=31	0% n=0	↓
34. My supervisor is actively responsive to my needs.	4.11	4.29	1.82% n=1	9.09% n=5	14.55% n=8	25.45% n=14	49.09% n=27	0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	3.98	4.29	5.45% n=3	7.27% n=4	10.91% n=6	36.36% n=20	40% n=22	0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	3.98	4.22	0% n=0	7.27% n=4	14.55% n=8	50.91% n=28	27.27% n=15	0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.71	3.98	3.64% n=2	12.73% n=7	20% n=11	36.36% n=20	27.27% n=15	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.62	4.02	1.82% n=1	10.91% n=6	30.91% n=17	36.36% n=20	20% n=11	0% n=0	↓



## Top Items (N=55)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Question</b>									
4. I feel great pride in the work I do.	4.69	4.71	0% n=0	0% n=0	3.64% n=2	23.64% n=13	70.91% n=39	0% n=0	↓
53. I am committed to the success of our organization.	4.67	4.71	0% n=0	0% n=0	3.64% n=2	25.45% n=14	70.91% n=39	0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.65	4.71	0% n=0	0% n=0	3.64% n=2	27.27% n=15	69.09% n=38	0% n=0	↓
2. I am fully engaged in the work that I do.	4.62	4.71	1.82% n=1	0% n=0	5.45% n=3	20% n=11	72.73% n=40	0% n=0	↓
52. Our team strives to pursue excellence.	4.61	4.65	0% n=0	1.82% n=1	5.45% n=3	21.82% n=12	69.09% n=38	0% n=0	↓

## Bottom Items (N=55)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Question</b>									
31. I am provided personal coaching from my supervisor.	3.51	3.75	5.45% n=3	18.18% n=10	23.64% n=13	25.45% n=14	27.27% n=15	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.55	3.98	5.45% n=3	12.73% n=7	25.45% n=14	34.55% n=19	21.82% n=12	0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.56	3.82	7.27% n=4	14.55% n=8	18.18% n=10	34.55% n=19	25.45% n=14	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.62	4.02	1.82% n=1	10.91% n=6	30.91% n=17	36.36% n=20	20% n=11	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.63	3.96	1.82% n=1	12.73% n=7	23.64% n=13	29.09% n=16	21.82% n=12	0% n=0	↓

## Rank Ordered Questions According to Mean (N=55)

	Mean	Previous Mean	(+/-) Change	Dimension
<b>Question</b>				
4. I feel great pride in the work I do.	4.69	4.71	↓	Pride
53. I am committed to the success of our organization.	4.67	4.71	↓	Engage-Inspire
16. I am continuously seeking ways to improve my overall productivity.	4.65	4.71	↓	Innovation
2. I am fully engaged in the work that I do.	4.62	4.71	↓	Engage-Inspire
52. Our team strives to pursue excellence.	4.61	4.65	↓	Continuous Improvement
48. Our team recognizes each other's efforts and impact.	4.60	4.49	↑	Recognition
43. My teammates demonstrate a commitment to quality work and excellence.	4.60	4.59	↑	Quality
45. I feel great pride in the team of which I am a part.	4.58	4.48	↑	Pride
46. I am satisfied being a part of our team.	4.56	4.51	↑	Satisfaction
21. I strive to find a better way every day.	4.55	4.58	↓	Continuous Improvement
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.53	4.63	↓	Talent & Fit
56. I feel our organization is a great fit for me.	4.51	4.44	↑	Talent & Fit
44. Our team effectively communicates with each other.	4.51	4.39	↑	Communication
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.50	4.53	↓	Relationships
57. Our organization is committed to quality work and excellence.	4.49	4.48	↑	Quality
8. I am driven to contribute to the success of our organization.	4.46	4.60	↓	Engage-Inspire
47. I am on a team that encourages each member to surpass expectations.	4.45	4.47	↓	Quality
12. I am highly committed to and energized by my work.	4.45	4.60	↓	Engage-Inspire
5. I have at least one close friend at work.	4.45	4.65	↓	Relationships
51. Our team has open and trusting relationships.	4.44	4.45	↓	Relationships
55. I am part of an organization that continues to pursue excellence every day.	4.44	4.44	=	Continuous Improvement
42. Our team encourages innovation.	4.40	4.40	=	Innovation
49. Our team effectively sets goals to further enhance our performance.	4.38	4.53	↓	Performance Planning
22. I am aware and knowledgeable about our organization's mission.	4.36	4.40	↓	Mission Conscious
70. I would like to work at our organization long term.	4.35	4.44	↓	Career Development

36. I have the opportunity to communicate with my supervisor.	4.35	4.43	↓	Communication
14. I feel great pride in being a part of our organization.	4.31	4.35	↓	Pride
11. I am in a role that allows me to maximize my talents and strengths.	4.29	4.41	↓	Talent & Fit
33. My supervisor is available for me when needs arise.	4.29	4.43	↓	Support-Equip
17. I have set the right goals for myself to excel in my role/position.	4.29	4.57	↓	Performance Planning
54. Quality relationships are valued across our organization.	4.27	4.29	↓	Relationships
73. Overall, I am very satisfied with our organization as a place to work.	4.27	4.27	=	Satisfaction
35. My supervisor supports my personal and professional development.	4.25	4.51	↓	Training & Development
13. I am satisfied with my role/work.	4.24	4.53	↓	Satisfaction
18. I have provided meaningful recognition to others in the past 10 days.	4.24	4.33	↓	Recognition
64. I speak of our organization with pride.	4.20	4.21	↓	Pride
25. My supervisor cares about me as a person.	4.20	4.43	↓	Relationships
58. Our organization provides the experience and development for me to further my career here.	4.20	4.30	↓	Career Development
66. Excellence is recognized in our organization.	4.16	4.25	↓	Recognition
6. I am provided opportunities to further my growth and development.	4.15	4.37	↓	Training & Development
62. I would recommend our organization to a friend as a great place to work.	4.13	4.00	↑	Engage-Inspire
72. Our organization selects highly talented individuals when hiring.	4.11	4.33	↓	Talent & Fit
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.11	4.31	↓	Mission Conscious
37. My supervisor motivates me to achieve my goals.	4.11	4.34	↓	Performance Planning
34. My supervisor is actively responsive to my needs.	4.11	4.29	↓	Support-Equip
32. I have an open and trusting relationship with my supervisor.	4.11	4.27	↓	Relationships
59. I value the career opportunities that I have at our organization.	4.09	4.19	↓	Career Development
27. My supervisor and I have effective two-way communication.	4.04	4.37	↓	Communication
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	4.20	↓	Performance Planning
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.02	4.09	↓	Talent & Fit
69. Our organization encourages innovation.	4.02	4.22	↓	Innovation
60. I have the opportunity to express my career interests at our organization.	4.02	4.19	↓	Career Development

63. Our organization selects the right people for the right job.	4.00	4.10	↓	Talent & Fit
41. My supervisor effectively communicates our organizational mission to me.	4.00	4.20	↓	Mission Conscious
23. I have a supportive coaching relationship with my supervisor.	3.98	4.29	↓	Support-Equip
3. I am provided the core needs necessary for me to excel in my role.	3.98	4.22	↓	Support-Equip
30. My supervisor encourages opportunities for my growth and development.	3.98	4.33	↓	Training & Development
61. Our organization has a genuine concern and interest about me as a person.	3.96	4.06	↓	Relationships
29. My supervisor recognizes me for a job well done.	3.96	4.16	↓	Recognition
15. I am properly trained to achieve excellence in my work.	3.93	4.06	↓	Training & Development
24. My supervisor effectively communicates his/her expectations.	3.91	4.27	↓	Communication
20. I look forward to coming to work every day.	3.89	4.24	↓	Satisfaction
71. I am aware of the career opportunities that are available for me at our organization.	3.89	4.08	↓	Career Development
26. My supervisor gives me constructive feedback about my work performance.	3.87	4.17	↓	Communication
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.85	4.25	↓	Relationships
7. I have encouraged someone to apply at our organization.	3.82	3.83	↓	Talent & Fit
68. Business decisions made are consistent with our mission and core values.	3.77	3.94	↓	Mission Conscious
67. Our organization provides the "right" training for me to excel in my role.	3.73	3.98	↓	Training & Development
28. I am provided the opportunity to spend quality time with my supervisor.	3.71	3.98	↓	Support-Equip
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.63	3.96	↓	Performance Planning
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.62	4.02	↓	Support-Equip
9. I have received meaningful recognition in the past 10 days.	3.56	3.82	↓	Recognition
65. I feel "in on things" that are happening at our organization.	3.55	3.98	↓	Communication
31. I am provided personal coaching from my supervisor.	3.51	3.75	↓	Relationships