

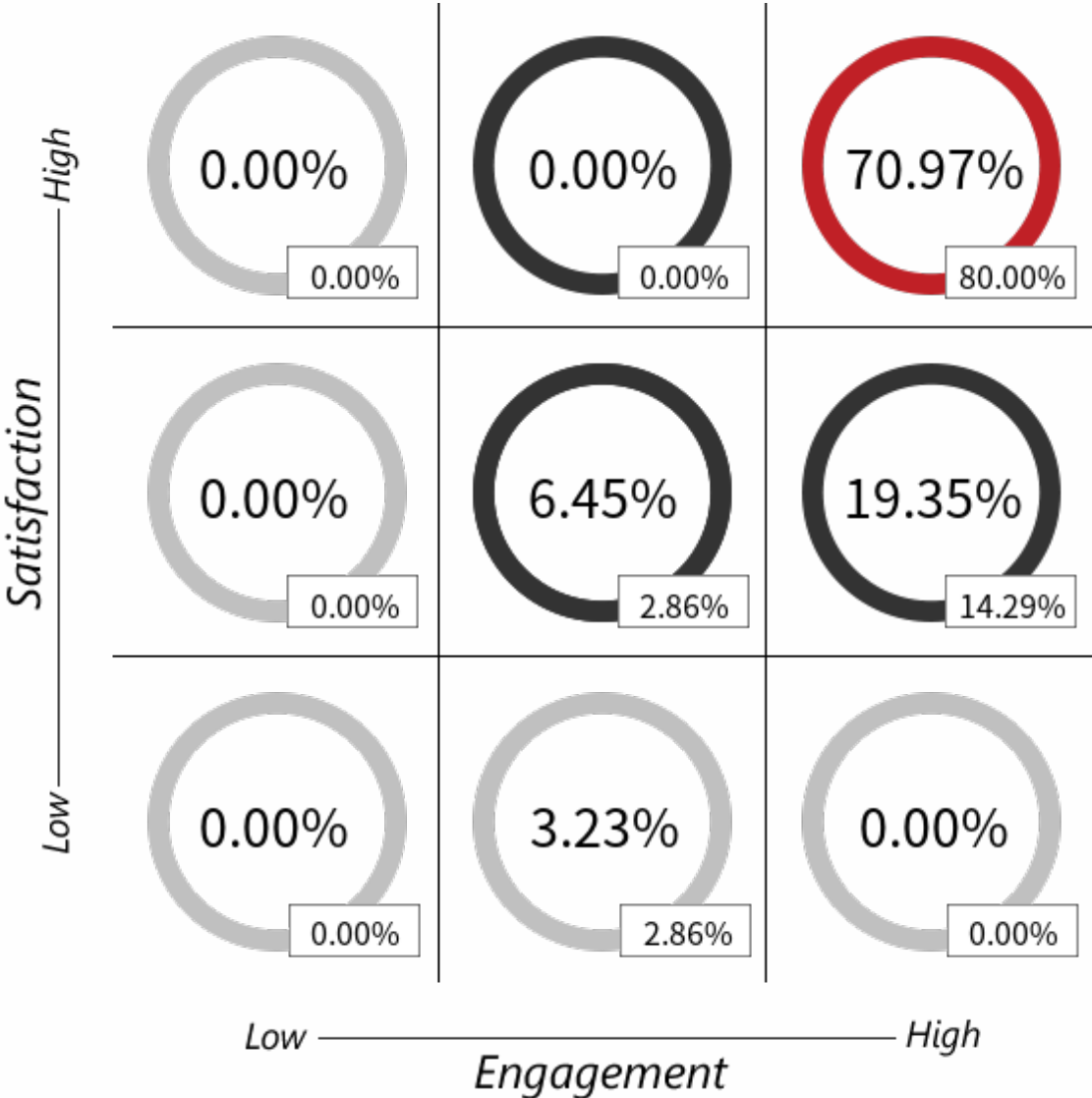
INSIGHTeX

Glen Ellyn 41

Glen Ellyn 41 - Central Services

September 2020

Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3



Dimensions (N=31)

	Mean	Previous Mean	(+/-) Change
Dimension			
Engage-Inspire	4.42	4.55	↓
Pride	4.36	4.53	↓
Continuous Improvement	4.32	4.48	↓
Quality	4.30	4.54	↓
Innovation	4.23	4.45	↓
Support-Equip	4.20	4.40	↓
Talent & Fit	4.15	4.28	↓
Relationships	4.14	4.37	↓
Training & Development	4.12	4.26	↓
Satisfaction	4.10	4.34	↓
Communication	4.06	4.33	↓
Recognition	4.04	4.20	↓
Mission Conscious	4.03	4.27	↓
Performance Planning	4.02	4.33	↓
Career Development	3.87	4.02	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire									
8. I am driven to contribute to the success of our organization.	4.65	4.56	0% n=0	0% n=0	6.45% n=2	22.58% n=7	70.97% n=22	0% n=0	↑
2. I am fully engaged in the work that I do.	4.65	4.71	0% n=0	0% n=0	6.45% n=2	22.58% n=7	70.97% n=22	0% n=0	↓
53. I am committed to the success of our organization.	4.52	4.66	0% n=0	0% n=0	9.68% n=3	29.03% n=9	61.29% n=19	0% n=0	↓
12. I am highly committed to and energized by my work.	4.26	4.59	0% n=0	0% n=0	6.45% n=2	61.29% n=19	32.26% n=10	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	4.03	4.23	0% n=0	3.23% n=1	22.58% n=7	41.94% n=13	32.26% n=10	0% n=0	↓
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride									
4. I feel great pride in the work I do.	4.55	4.66	0% n=0	0% n=0	9.68% n=3	25.81% n=8	64.52% n=20	0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.42	4.54	0% n=0	0% n=0	9.68% n=3	38.71% n=12	51.61% n=16	0% n=0	↓
14. I feel great pride in being a part of our organization.	4.23	4.47	0% n=0	3.23% n=1	12.9% n=4	41.94% n=13	41.94% n=13	0% n=0	↓
64. I speak of our organization with pride.	4.23	4.46	0% n=0	0% n=0	16.13% n=5	45.16% n=14	38.71% n=12	0% n=0	↓
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement									
21. I strive to find a better way every day.	4.35	4.40	0% n=0	0% n=0	0% n=0	64.52% n=20	35.48% n=11	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.32	4.51	0% n=0	0% n=0	12.9% n=4	41.94% n=13	45.16% n=14	0% n=0	↓
52. Our team strives to pursue excellence.	4.29	4.54	0% n=0	0% n=0	12.9% n=4	45.16% n=14	41.94% n=13	0% n=0	↓
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality									
57. Our organization is committed to quality work and excellence.	4.42	4.54	0% n=0	0% n=0	9.68% n=3	38.71% n=12	51.61% n=16	0% n=0	↓
43. My teammates demonstrate a commitment to quality work and excellence.	4.35	4.66	0% n=0	3.23% n=1	9.68% n=3	35.48% n=11	51.61% n=16	0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.13	4.43	0% n=0	6.45% n=2	9.68% n=3	48.39% n=15	35.48% n=11	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation									
	4.23	4.45							
16. I am continuously seeking ways to improve my overall productivity.	4.60	4.63	0% n=0	0% n=0	3.23% n=1	32.26% n=10	61.29% n=19	0% n=0	↓
42. Our team encourages innovation.	4.19	4.41	0% n=0	6.45% n=2	6.45% n=2	48.39% n=15	38.71% n=12	0% n=0	↓
69. Our organization encourages innovation.	3.90	4.31	0% n=0	9.68% n=3	16.13% n=5	48.39% n=15	25.81% n=8	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip									
	4.20	4.40							
3. I am provided the core needs necessary for me to excel in my role.	4.48	4.46	0% n=0	0% n=0	6.45% n=2	38.71% n=12	54.84% n=17	0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.29	4.34	0% n=0	3.23% n=1	6.45% n=2	48.39% n=15	41.94% n=13	0% n=0	↓
33. My supervisor is available for me when needs arise.	4.26	4.49	0% n=0	6.45% n=2	6.45% n=2	41.94% n=13	45.16% n=14	0% n=0	↓
34. My supervisor is actively responsive to my needs.	4.23	4.49	3.23% n=1	6.45% n=2	6.45% n=2	32.26% n=10	51.61% n=16	0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	4.10	4.43	9.68% n=3	0% n=0	9.68% n=3	32.26% n=10	48.39% n=15	0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.81	4.17	9.68% n=3	0% n=0	22.58% n=7	35.48% n=11	32.26% n=10	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit									
	4.15	4.28							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.52	4.46	0% n=0	3.23% n=1	3.23% n=1	32.26% n=10	61.29% n=19	0% n=0	↑
56. I feel our organization is a great fit for me.	4.23	4.43	0% n=0	3.23% n=1	12.9% n=4	41.94% n=13	41.94% n=13	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	4.17	4.41	0% n=0	0% n=0	22.58% n=7	35.48% n=11	38.71% n=12	0% n=0	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.17	4.36	0% n=0	12.9% n=4	9.68% n=3	22.58% n=7	51.61% n=16	0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.06	4.23	6.45% n=2	3.23% n=1	3.23% n=1	51.61% n=16	35.48% n=11	0% n=0	↓
63. Our organization selects the right people for the right job.	4.00	4.18	3.23% n=1	3.23% n=1	16.13% n=5	38.71% n=12	32.26% n=10	0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.93	3.88	0% n=0	9.68% n=3	16.13% n=5	32.26% n=10	29.03% n=9	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships	4.14	4.37							
5. I have at least one close friend at work.	4.50	4.46	0% n=0	3.23% n=1	6.45% n=2	25.81% n=8	61.29% n=19	0% n=0	↑
25. My supervisor cares about me as a person.	4.32	4.43	3.23% n=1	3.23% n=1	9.68% n=3	25.81% n=8	58.06% n=18	0% n=0	↓
54. Quality relationships are valued across our organization.	4.19	4.46	0% n=0	3.23% n=1	19.35% n=6	32.26% n=10	45.16% n=14	0% n=0	↓
51. Our team has open and trusting relationships.	4.16	4.51	0% n=0	6.45% n=2	9.68% n=3	45.16% n=14	38.71% n=12	0% n=0	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.16	4.54	0% n=0	3.23% n=1	16.13% n=5	41.94% n=13	38.71% n=12	0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	4.16	4.51	3.23% n=1	9.68% n=3	6.45% n=2	29.03% n=9	51.61% n=16	0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	4.00	4.14	3.23% n=1	6.45% n=2	16.13% n=5	35.48% n=11	38.71% n=12	0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.93	4.20	3.23% n=1	6.45% n=2	19.35% n=6	32.26% n=10	35.48% n=11	0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.83	4.09	6.45% n=2	3.23% n=1	25.81% n=8	25.81% n=8	35.48% n=11	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	4.12	4.26							
15. I am properly trained to achieve excellence in my work.	4.43	4.34	0% n=0	3.23% n=1	0% n=0	45.16% n=14	48.39% n=15	0% n=0	↑
6. I am provided opportunities to further my growth and development.	4.16	4.12	6.45% n=2	6.45% n=2	3.23% n=1	32.26% n=10	51.61% n=16	0% n=0	↑
35. My supervisor supports my personal and professional development.	4.16	4.34	3.23% n=1	6.45% n=2	6.45% n=2	38.71% n=12	45.16% n=14	0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	4.06	4.31	6.45% n=2	3.23% n=1	19.35% n=6	19.35% n=6	51.61% n=16	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.81	4.21	0% n=0	9.68% n=3	19.35% n=6	51.61% n=16	19.35% n=6	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction	4.10	4.34							
46. I am satisfied being a part of our team.	4.35	4.54	0% n=0	0% n=0	12.9% n=4	38.71% n=12	48.39% n=15	0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.23	4.40	0% n=0	0% n=0	12.9% n=4	51.61% n=16	35.48% n=11	0% n=0	↓
13. I am satisfied with my role/work.	4.03	4.31	0% n=0	6.45% n=2	19.35% n=6	38.71% n=12	35.48% n=11	0% n=0	↓
20. I look forward to coming to work every day.	3.77	4.09	0% n=0	16.13% n=5	9.68% n=3	54.84% n=17	19.35% n=6	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication	4.06	4.33							
36. I have the opportunity to communicate with my supervisor.	4.29	4.54	0% n=0	6.45% n=2	6.45% n=2	38.71% n=12	48.39% n=15	0% n=0	↓
27. My supervisor and I have effective two-way communication.	4.19	4.37	6.45% n=2	0% n=0	9.68% n=3	35.48% n=11	48.39% n=15	0% n=0	↓
44. Our team effectively communicates with each other.	4.19	4.43	0% n=0	3.23% n=1	12.9% n=4	45.16% n=14	38.71% n=12	0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	4.10	4.26	3.23% n=1	3.23% n=1	12.9% n=4	41.94% n=13	38.71% n=12	0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	4.00	4.40	6.45% n=2	9.68% n=3	6.45% n=2	32.26% n=10	45.16% n=14	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.58	3.97	9.68% n=3	9.68% n=3	19.35% n=6	35.48% n=11	25.81% n=8	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition	4.04	4.20							
48. Our team recognizes each other's efforts and impact.	4.35	4.49	0% n=0	3.23% n=1	6.45% n=2	41.94% n=13	48.39% n=15	0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.29	4.29	0% n=0	3.23% n=1	0% n=0	61.29% n=19	35.48% n=11	0% n=0	=
29. My supervisor recognizes me for a job well done.	4.06	4.26	6.45% n=2	3.23% n=1	16.13% n=5	25.81% n=8	48.39% n=15	0% n=0	↓
66. Excellence is recognized in our organization.	3.97	4.14	6.45% n=2	6.45% n=2	6.45% n=2	45.16% n=14	35.48% n=11	0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.52	3.80	12.9% n=4	9.68% n=3	19.35% n=6	29.03% n=9	29.03% n=9	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	4.03	4.27							
22. I am aware and knowledgeable about our organization's mission.	4.30	4.57	0% n=0	3.23% n=1	6.45% n=2	45.16% n=14	41.94% n=13	0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.06	4.15	0% n=0	0% n=0	25.81% n=8	41.94% n=13	32.26% n=10	0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	3.90	4.26	0% n=0	12.9% n=4	16.13% n=5	38.71% n=12	32.26% n=10	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.87	4.09	0% n=0	12.9% n=4	12.9% n=4	45.16% n=14	25.81% n=8	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	4.02	4.33							
17. I have set the right goals for myself to excel in my role/position.	4.32	4.49	0% n=0	0% n=0	0% n=0	67.74% n=21	32.26% n=10	0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.06	4.46	0% n=0	6.45% n=2	12.9% n=4	48.39% n=15	32.26% n=10	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	4.06	4.31	3.23% n=1	6.45% n=2	12.9% n=4	35.48% n=11	41.94% n=13	0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.94	4.38	3.23% n=1	9.68% n=3	6.45% n=2	51.61% n=16	29.03% n=9	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.70	4.00	3.23% n=1	16.13% n=5	16.13% n=5	32.26% n=10	29.03% n=9	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	3.87	4.02							
70. I would like to work at our organization long term.	4.10	4.26	0% n=0	3.23% n=1	12.9% n=4	51.61% n=16	29.03% n=9	0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	4.00	3.94	0% n=0	6.45% n=2	16.13% n=5	32.26% n=10	29.03% n=9	0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.82	3.94	0% n=0	16.13% n=5	12.9% n=4	32.26% n=10	29.03% n=9	0% n=0	↓
58. Our organization provides the experience and development for me to further my career here.	3.79	3.89	3.23% n=1	9.68% n=3	16.13% n=5	38.71% n=12	25.81% n=8	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.66	4.06	3.23% n=1	16.13% n=5	12.9% n=4	38.71% n=12	22.58% n=7	0% n=0	↓

Top Items (N=31)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Question									
8. I am driven to contribute to the success of our organization.	4.65	4.56	0% n=0	0% n=0	6.45% n=2	22.58% n=7	70.97% n=22	0% n=0	↑
2. I am fully engaged in the work that I do.	4.65	4.71	0% n=0	0% n=0	6.45% n=2	22.58% n=7	70.97% n=22	0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.60	4.63	0% n=0	0% n=0	3.23% n=1	32.26% n=10	61.29% n=19	0% n=0	↓
4. I feel great pride in the work I do.	4.55	4.66	0% n=0	0% n=0	9.68% n=3	25.81% n=8	64.52% n=20	0% n=0	↓
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.52	4.46	0% n=0	3.23% n=1	3.23% n=1	32.26% n=10	61.29% n=19	0% n=0	↑
53. I am committed to the success of our organization.	4.52	4.66	0% n=0	0% n=0	9.68% n=3	29.03% n=9	61.29% n=19	0% n=0	↓

Bottom Items (N=31)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Question									
9. I have received meaningful recognition in the past 10 days.	3.52	3.80	12.9% n=4	9.68% n=3	19.35% n=6	29.03% n=9	29.03% n=9	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.58	3.97	9.68% n=3	9.68% n=3	19.35% n=6	35.48% n=11	25.81% n=8	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.66	4.06	3.23% n=1	16.13% n=5	12.9% n=4	38.71% n=12	22.58% n=7	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.70	4.00	3.23% n=1	16.13% n=5	16.13% n=5	32.26% n=10	29.03% n=9	0% n=0	↓
20. I look forward to coming to work every day.	3.77	4.09	0% n=0	16.13% n=5	9.68% n=3	54.84% n=17	19.35% n=6	0% n=0	↓

Rank Ordered Questions According to Mean (N=31)

	Mean	Previous Mean	(+/-) Change	Dimension
8. I am driven to contribute to the success of our organization.	4.65	4.56	↑	Engage-Inspire
2. I am fully engaged in the work that I do.	4.65	4.71	↓	Engage-Inspire
16. I am continuously seeking ways to improve my overall productivity.	4.60	4.63	↓	Innovation
4. I feel great pride in the work I do.	4.55	4.66	↓	Pride
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.52	4.46	↑	Talent & Fit
53. I am committed to the success of our organization.	4.52	4.66	↓	Engage-Inspire
5. I have at least one close friend at work.	4.50	4.46	↑	Relationships
3. I am provided the core needs necessary for me to excel in my role.	4.48	4.46	↑	Support-Equip
15. I am properly trained to achieve excellence in my work.	4.43	4.34	↑	Training & Development
45. I feel great pride in the team of which I am a part.	4.42	4.54	↓	Pride
57. Our organization is committed to quality work and excellence.	4.42	4.54	↓	Quality
43. My teammates demonstrate a commitment to quality work and excellence.	4.35	4.66	↓	Quality
48. Our team recognizes each other's efforts and impact.	4.35	4.49	↓	Recognition
21. I strive to find a better way every day.	4.35	4.40	↓	Continuous Improvement
46. I am satisfied being a part of our team.	4.35	4.54	↓	Satisfaction
55. I am part of an organization that continues to pursue excellence every day.	4.32	4.51	↓	Continuous Improvement
25. My supervisor cares about me as a person.	4.32	4.43	↓	Relationships
17. I have set the right goals for myself to excel in my role/position.	4.32	4.49	↓	Performance Planning
22. I am aware and knowledgeable about our organization's mission.	4.30	4.57	↓	Mission Conscious
52. Our team strives to pursue excellence.	4.29	4.54	↓	Continuous Improvement
18. I have provided meaningful recognition to others in the past 10 days.	4.29	4.29	=	Recognition
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.29	4.34	↓	Support-Equip
36. I have the opportunity to communicate with my supervisor.	4.29	4.54	↓	Communication
12. I am highly committed to and energized by my work.	4.26	4.59	↓	Engage-Inspire
33. My supervisor is available for me when needs arise.	4.26	4.49	↓	Support-Equip

73. Overall, I am very satisfied with our organization as a place to work.	4.23	4.40	↓	Satisfaction
34. My supervisor is actively responsive to my needs.	4.23	4.49	↓	Support-Equip
14. I feel great pride in being a part of our organization.	4.23	4.47	↓	Pride
64. I speak of our organization with pride.	4.23	4.46	↓	Pride
56. I feel our organization is a great fit for me.	4.23	4.43	↓	Talent & Fit
54. Quality relationships are valued across our organization.	4.19	4.46	↓	Relationships
27. My supervisor and I have effective two-way communication.	4.19	4.37	↓	Communication
44. Our team effectively communicates with each other.	4.19	4.43	↓	Communication
42. Our team encourages innovation.	4.19	4.41	↓	Innovation
72. Our organization selects highly talented individuals when hiring.	4.17	4.41	↓	Talent & Fit
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.17	4.36	↓	Talent & Fit
6. I am provided opportunities to further my growth and development.	4.16	4.12	↑	Training & Development
51. Our team has open and trusting relationships.	4.16	4.51	↓	Relationships
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.16	4.54	↓	Relationships
35. My supervisor supports my personal and professional development.	4.16	4.34	↓	Training & Development
32. I have an open and trusting relationship with my supervisor.	4.16	4.51	↓	Relationships
47. I am on a team that encourages each member to surpass expectations.	4.13	4.43	↓	Quality
23. I have a supportive coaching relationship with my supervisor.	4.10	4.43	↓	Support-Equip
26. My supervisor gives me constructive feedback about my work performance.	4.10	4.26	↓	Communication
70. I would like to work at our organization long term.	4.10	4.26	↓	Career Development
49. Our team effectively sets goals to further enhance our performance.	4.06	4.46	↓	Performance Planning
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.06	4.15	↓	Mission Conscious
37. My supervisor motivates me to achieve my goals.	4.06	4.31	↓	Performance Planning
30. My supervisor encourages opportunities for my growth and development.	4.06	4.31	↓	Training & Development
29. My supervisor recognizes me for a job well done.	4.06	4.26	↓	Recognition
11. I am in a role that allows me to maximize my talents and strengths.	4.06	4.23	↓	Talent & Fit
62. I would recommend our organization to a friend as a great place to work.	4.03	4.23	↓	Engage-Inspire

13. I am satisfied with my role/work.	4.03	4.31	↓	Satisfaction
61. Our organization has a genuine concern and interest about me as a person.	4.00	4.14	↓	Relationships
71. I am aware of the career opportunities that are available for me at our organization.	4.00	3.94	↑	Career Development
24. My supervisor effectively communicates his/her expectations.	4.00	4.40	↓	Communication
63. Our organization selects the right people for the right job.	4.00	4.18	↓	Talent & Fit
66. Excellence is recognized in our organization.	3.97	4.14	↓	Recognition
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.94	4.38	↓	Performance Planning
7. I have encouraged someone to apply at our organization.	3.93	3.88	↑	Talent & Fit
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.93	4.20	↓	Relationships
41. My supervisor effectively communicates our organizational mission to me.	3.90	4.26	↓	Mission Conscious
69. Our organization encourages innovation.	3.90	4.31	↓	Innovation
68. Business decisions made are consistent with our mission and core values.	3.87	4.09	↓	Mission Conscious
31. I am provided personal coaching from my supervisor.	3.83	4.09	↓	Relationships
59. I value the career opportunities that I have at our organization.	3.82	3.94	↓	Career Development
67. Our organization provides the "right" training for me to excel in my role.	3.81	4.21	↓	Training & Development
28. I am provided the opportunity to spend quality time with my supervisor.	3.81	4.17	↓	Support-Equip
58. Our organization provides the experience and development for me to further my career here.	3.79	3.89	↓	Career Development
20. I look forward to coming to work every day.	3.77	4.09	↓	Satisfaction
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.70	4.00	↓	Performance Planning
60. I have the opportunity to express my career interests at our organization.	3.66	4.06	↓	Career Development
65. I feel "in on things" that are happening at our organization.	3.58	3.97	↓	Communication
9. I have received meaningful recognition in the past 10 days.	3.52	3.80	↓	Recognition