

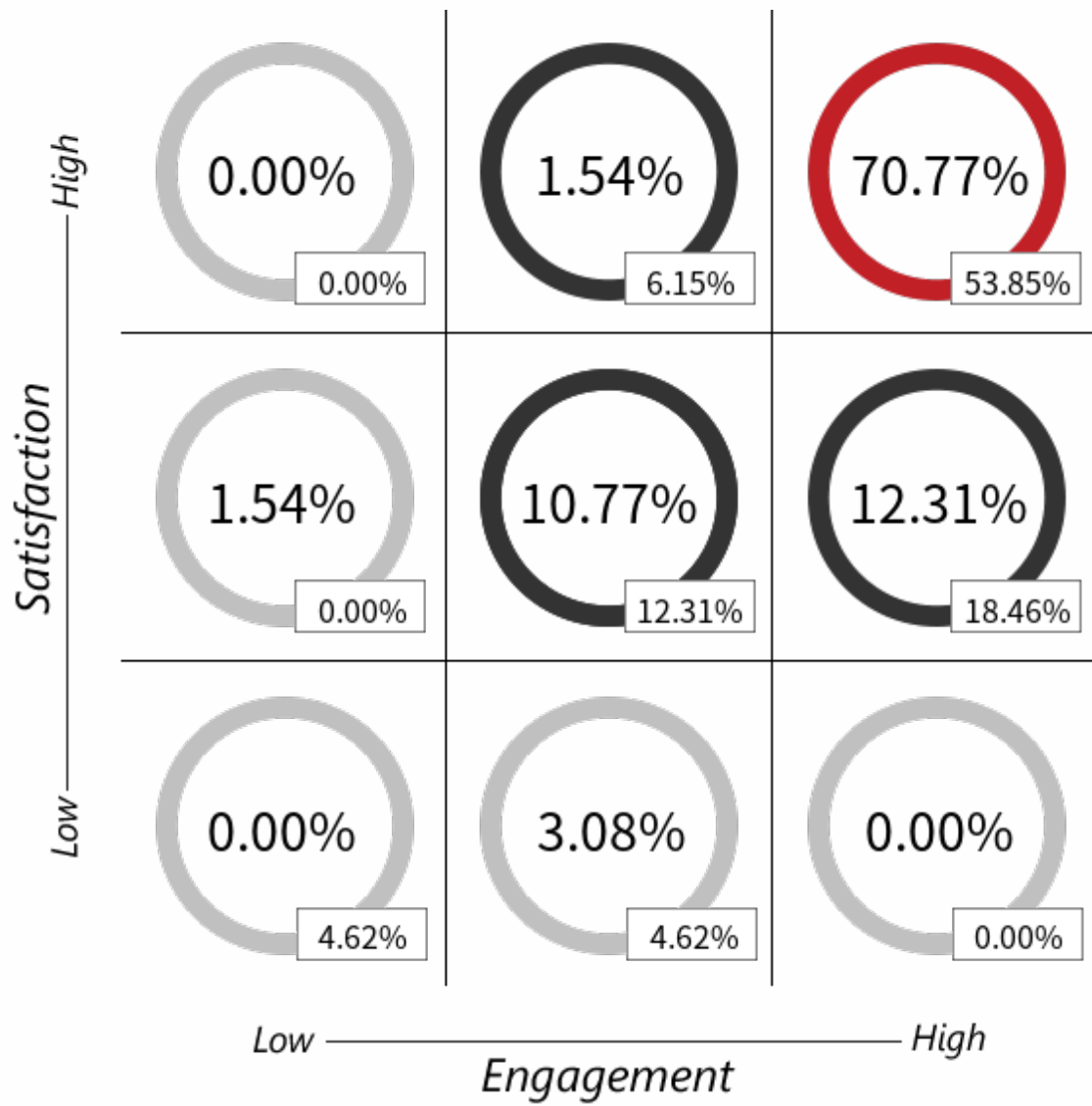
INSIGHTeX

Glen Ellyn 41

Glen Ellyn 41 - Churchill

September 2020

Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3



Dimensions (N=65)

	Mean	Previous Mean	(+/-) Change
Dimension			
Continuous Improvement	4.46	4.27	↑
Quality	4.44	4.27	↑
Engage-Inspire	4.37	4.20	↑
Pride	4.32	4.17	↑
Innovation	4.27	4.20	↑
Satisfaction	4.20	4.01	↑
Relationships	4.01	3.92	↑
Recognition	3.99	3.91	↑
Talent & Fit	3.98	3.90	↑
Performance Planning	3.96	4.07	↓
Communication	3.87	3.86	↑
Career Development	3.87	3.80	↑
Mission Conscious	3.81	3.72	↑
Support-Equip	3.81	3.81	↓
Training & Development	3.73	3.90	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement	4.46	4.27							
52. Our team strives to pursue excellence.	4.55	4.45	0% n=0	0% n=0	4.62% n=3	35.38% n=23	58.46% n=38	0% n=0	↑
21. I strive to find a better way every day.	4.52	4.40	0% n=0	0% n=0	1.54% n=1	44.62% n=29	53.85% n=35	0% n=0	↑
55. I am part of an organization that continues to pursue excellence every day.	4.32	3.95	0% n=0	0% n=0	4.62% n=3	58.46% n=38	36.92% n=24	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality	4.44	4.27							
43. My teammates demonstrate a commitment to quality work and excellence.	4.57	4.42	0% n=0	0% n=0	3.08% n=2	36.92% n=24	60% n=39	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.46	4.34	0% n=0	0% n=0	9.23% n=6	35.38% n=23	55.38% n=36	0% n=0	↑
57. Our organization is committed to quality work and excellence.	4.29	4.06	0% n=0	1.54% n=1	7.69% n=5	50.77% n=33	40% n=26	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire	4.37	4.20							
2. I am fully engaged in the work that I do.	4.71	4.48	0% n=0	0% n=0	1.54% n=1	26.15% n=17	72.31% n=47	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.58	4.30	0% n=0	0% n=0	3.08% n=2	35.38% n=23	61.54% n=40	0% n=0	↑
53. I am committed to the success of our organization.	4.54	4.38	0% n=0	0% n=0	0% n=0	46.15% n=30	53.85% n=35	0% n=0	↑
12. I am highly committed to and energized by my work.	4.38	4.34	0% n=0	3.08% n=2	3.08% n=2	46.15% n=30	47.69% n=31	0% n=0	↑
62. I would recommend our organization to a friend as a great place to work.	3.62	3.50	3.08% n=2	12.31% n=8	26.15% n=17	36.92% n=24	21.54% n=14	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride	4.32	4.17							
4. I feel great pride in the work I do.	4.75	4.59	0% n=0	0% n=0	1.54% n=1	21.54% n=14	76.92% n=50	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.55	4.33	0% n=0	0% n=0	1.54% n=1	41.54% n=27	56.92% n=37	0% n=0	↑
14. I feel great pride in being a part of our organization.	4.05	3.94	0% n=0	7.69% n=5	15.38% n=10	41.54% n=27	35.38% n=23	0% n=0	↑
64. I speak of our organization with pride.	3.92	3.82	1.54% n=1	1.54% n=1	27.69% n=18	41.54% n=27	27.69% n=18	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation	4.27	4.20							
16. I am continuously seeking ways to improve my overall productivity.	4.66	4.50	0% n=0	0% n=0	1.54% n=1	30.77% n=20	66.15% n=43	0% n=0	↑
42. Our team encourages innovation.	4.31	4.28	0% n=0	0% n=0	10.77% n=7	46.15% n=30	41.54% n=27	0% n=0	↑
69. Our organization encourages innovation.	3.85	3.82	0% n=0	10.77% n=7	16.92% n=11	49.23% n=32	23.08% n=15	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction	4.20	4.01							
46. I am satisfied being a part of our team.	4.58	4.30	0% n=0	0% n=0	1.54% n=1	38.46% n=25	60% n=39	0% n=0	↑
13. I am satisfied with my role/work.	4.26	4.14	0% n=0	7.69% n=5	4.62% n=3	41.54% n=27	46.15% n=30	0% n=0	↑
20. I look forward to coming to work every day.	4.00	3.83	0% n=0	7.69% n=5	13.85% n=9	49.23% n=32	29.23% n=19	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	3.94	3.78	0% n=0	7.69% n=5	20% n=13	43.08% n=28	29.23% n=19	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships	4.01	3.92							
51. Our team has open and trusting relationships.	4.53	4.33	0% n=0	0% n=0	3.08% n=2	40% n=26	55.38% n=36	0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.45	4.20	0% n=0	0% n=0	7.69% n=5	38.46% n=25	52.31% n=34	0% n=0	↑
5. I have at least one close friend at work.	4.34	4.23	1.54% n=1	7.69% n=5	4.62% n=3	26.15% n=17	58.46% n=38	0% n=0	↑
54. Quality relationships are valued across our organization.	4.17	3.78	0% n=0	4.62% n=3	13.85% n=9	41.54% n=27	40% n=26	0% n=0	↑
25. My supervisor cares about me as a person.	4.02	4.08	1.54% n=1	3.08% n=2	18.46% n=12	46.15% n=30	30.77% n=20	0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	3.86	3.95	4.62% n=3	4.62% n=3	20% n=13	41.54% n=27	29.23% n=19	0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.68	3.77	6.15% n=4	10.77% n=7	20% n=13	35.38% n=23	27.69% n=18	0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	3.63	3.43	3.08% n=2	12.31% n=8	27.69% n=18	32.31% n=21	24.62% n=16	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.37	3.47	7.69% n=5	16.92% n=11	27.69% n=18	26.15% n=17	21.54% n=14	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition	3.99	3.91							
48. Our team recognizes each other's efforts and impact.	4.51	4.35	0% n=0	0% n=0	4.62% n=3	40% n=26	55.38% n=36	0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.08	4.14	1.54% n=1	4.62% n=3	9.23% n=6	53.85% n=35	30.77% n=20	0% n=0	↓
66. Excellence is recognized in our organization.	3.88	3.66	0% n=0	6.15% n=4	27.69% n=18	40% n=26	27.69% n=18	0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.85	3.82	6.15% n=4	10.77% n=7	7.69% n=5	43.08% n=28	32.31% n=21	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.61	3.60	4.62% n=3	13.85% n=9	18.46% n=12	40% n=26	21.54% n=14	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit	3.98	3.90							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.55	4.46	0% n=0	1.54% n=1	1.54% n=1	36.92% n=24	60% n=39	0% n=0	↑
56. I feel our organization is a great fit for me.	4.15	3.91	0% n=0	4.62% n=3	15.38% n=10	40% n=26	40% n=26	0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.03	4.23	3.08% n=2	7.69% n=5	9.23% n=6	43.08% n=28	36.92% n=24	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	3.97	3.86	0% n=0	4.62% n=3	21.54% n=14	44.62% n=29	27.69% n=18	0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.89	3.84	4.62% n=3	4.62% n=3	16.92% n=11	40% n=26	29.23% n=19	0% n=0	↑
63. Our organization selects the right people for the right job.	3.80	3.63	1.54% n=1	9.23% n=6	21.54% n=14	41.54% n=27	24.62% n=16	0% n=0	↑
7. I have encouraged someone to apply at our organization.	3.50	3.34	1.54% n=1	15.38% n=10	30.77% n=20	24.62% n=16	20% n=13	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	3.96	4.07							
49. Our team effectively sets goals to further enhance our performance.	4.42	4.28	0% n=0	0% n=0	7.69% n=5	41.54% n=27	49.23% n=32	0% n=0	↑
17. I have set the right goals for myself to excel in my role/position.	4.35	4.34	0% n=0	0% n=0	6.15% n=4	52.31% n=34	41.54% n=27	0% n=0	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.85	4.16	0% n=0	10.77% n=7	18.46% n=12	46.15% n=30	24.62% n=16	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	3.72	3.92	6.15% n=4	7.69% n=5	20% n=13	38.46% n=25	26.15% n=17	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.47	3.67	7.69% n=5	13.85% n=9	20% n=13	24.62% n=16	23.08% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication	3.87	3.86							
44. Our team effectively communicates with each other.	4.55	4.30	0% n=0	0% n=0	3.08% n=2	38.46% n=25	58.46% n=38	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	4.18	4.09	1.54% n=1	0% n=0	15.38% n=10	44.62% n=29	38.46% n=25	0% n=0	↑
27. My supervisor and I have effective two-way communication.	3.85	3.92	4.62% n=3	7.69% n=5	13.85% n=9	46.15% n=30	27.69% n=18	0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	3.72	3.77	6.15% n=4	9.23% n=6	15.38% n=10	44.62% n=29	24.62% n=16	0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	3.68	3.77	7.69% n=5	10.77% n=7	13.85% n=9	41.54% n=27	26.15% n=17	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.26	3.28	9.23% n=6	18.46% n=12	26.15% n=17	29.23% n=19	16.92% n=11	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	3.87	3.80							
70. I would like to work at our organization long term.	4.11	3.97	0% n=0	4.62% n=3	15.38% n=10	44.62% n=29	35.38% n=23	0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.89	3.84	0% n=0	12.31% n=8	18.46% n=12	33.85% n=22	32.31% n=21	0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	3.86	3.72	1.54% n=1	7.69% n=5	23.08% n=15	38.46% n=25	29.23% n=19	0% n=0	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.81	3.86	1.54% n=1	7.69% n=5	23.08% n=15	41.54% n=27	24.62% n=16	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.67	3.61	1.54% n=1	18.46% n=12	16.92% n=11	29.23% n=19	27.69% n=18	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	3.81	3.72							
22. I am aware and knowledgeable about our organization's mission.	4.22	4.33	0% n=0	1.54% n=1	10.77% n=7	52.31% n=34	35.38% n=23	0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.91	3.72	0% n=0	6.15% n=4	20% n=13	49.23% n=32	23.08% n=15	0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	3.69	3.54	9.23% n=6	9.23% n=6	10.77% n=7	43.08% n=28	26.15% n=17	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.41	3.30	0% n=0	20% n=13	30.77% n=20	32.31% n=21	13.85% n=9	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip	3.81	3.81							
33. My supervisor is available for me when needs arise.	4.12	3.95	1.54% n=1	1.54% n=1	13.85% n=9	49.23% n=32	33.85% n=22	0% n=0	↑
34. My supervisor is actively responsive to my needs.	4.02	3.97	1.54% n=1	4.62% n=3	18.46% n=12	41.54% n=27	33.85% n=22	0% n=0	↑
3. I am provided the core needs necessary for me to excel in my role.	3.85	3.81	0% n=0	9.23% n=6	18.46% n=12	50.77% n=33	21.54% n=14	0% n=0	↑
23. I have a supportive coaching relationship with my supervisor.	3.77	3.97	4.62% n=3	9.23% n=6	18.46% n=12	40% n=26	27.69% n=18	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.65	3.82	3.08% n=2	18.46% n=12	10.77% n=7	46.15% n=30	21.54% n=14	0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.42	3.32	6.15% n=4	13.85% n=9	36.92% n=24	18.46% n=12	24.62% n=16	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	3.73	3.90							
35. My supervisor supports my personal and professional development.	4.03	4.06	1.54% n=1	4.62% n=3	13.85% n=9	47.69% n=31	30.77% n=20	0% n=0	↓
6. I am provided opportunities to further my growth and development.	3.91	4.06	1.54% n=1	9.23% n=6	15.38% n=10	43.08% n=28	29.23% n=19	0% n=0	↓
15. I am properly trained to achieve excellence in my work.	3.72	3.88	1.54% n=1	15.38% n=10	18.46% n=12	38.46% n=25	26.15% n=17	0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.68	4.03	6.15% n=4	10.77% n=7	20% n=13	35.38% n=23	27.69% n=18	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.30	3.49	1.54% n=1	21.54% n=14	38.46% n=25	24.62% n=16	15.38% n=10	0% n=0	↓

Top Items (N=65)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Question									
4. I feel great pride in the work I do.	4.75	4.59	0% n=0	0% n=0	1.54% n=1	21.54% n=14	76.92% n=50	0% n=0	↑
2. I am fully engaged in the work that I do.	4.71	4.48	0% n=0	0% n=0	1.54% n=1	26.15% n=17	72.31% n=47	0% n=0	↑
16. I am continuously seeking ways to improve my overall productivity.	4.66	4.50	0% n=0	0% n=0	1.54% n=1	30.77% n=20	66.15% n=43	0% n=0	↑
46. I am satisfied being a part of our team.	4.58	4.30	0% n=0	0% n=0	1.54% n=1	38.46% n=25	60% n=39	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.58	4.30	0% n=0	0% n=0	3.08% n=2	35.38% n=23	61.54% n=40	0% n=0	↑

Bottom Items (N=65)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Question									
65. I feel "in on things" that are happening at our organization.	3.26	3.28	9.23% n=6	18.46% n=12	26.15% n=17	29.23% n=19	16.92% n=11	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.30	3.49	1.54% n=1	21.54% n=14	38.46% n=25	24.62% n=16	15.38% n=10	0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.37	3.47	7.69% n=5	16.92% n=11	27.69% n=18	26.15% n=17	21.54% n=14	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.41	3.30	0% n=0	20% n=13	30.77% n=20	32.31% n=21	13.85% n=9	0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.42	3.32	6.15% n=4	13.85% n=9	36.92% n=24	18.46% n=12	24.62% n=16	0% n=0	↑

Rank Ordered Questions According to Mean (N=65)

	Mean	Previous Mean	(+/-) Change	Dimension
4. I feel great pride in the work I do.	4.75	4.59	↑	Pride
2. I am fully engaged in the work that I do.	4.71	4.48	↑	Engage-Inspire
16. I am continuously seeking ways to improve my overall productivity.	4.66	4.50	↑	Innovation
46. I am satisfied being a part of our team.	4.58	4.30	↑	Satisfaction
8. I am driven to contribute to the success of our organization.	4.58	4.30	↑	Engage-Inspire
43. My teammates demonstrate a commitment to quality work and excellence.	4.57	4.42	↑	Quality
44. Our team effectively communicates with each other.	4.55	4.30	↑	Communication
45. I feel great pride in the team of which I am a part.	4.55	4.33	↑	Pride
52. Our team strives to pursue excellence.	4.55	4.45	↑	Continuous Improvement
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.55	4.46	↑	Talent & Fit
53. I am committed to the success of our organization.	4.54	4.38	↑	Engage-Inspire
51. Our team has open and trusting relationships.	4.53	4.33	↑	Relationships
21. I strive to find a better way every day.	4.52	4.40	↑	Continuous Improvement
48. Our team recognizes each other's efforts and impact.	4.51	4.35	↑	Recognition
47. I am on a team that encourages each member to surpass expectations.	4.46	4.34	↑	Quality
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.45	4.20	↑	Relationships
49. Our team effectively sets goals to further enhance our performance.	4.42	4.28	↑	Performance Planning
12. I am highly committed to and energized by my work.	4.38	4.34	↑	Engage-Inspire
17. I have set the right goals for myself to excel in my role/position.	4.35	4.34	↑	Performance Planning
5. I have at least one close friend at work.	4.34	4.23	↑	Relationships
55. I am part of an organization that continues to pursue excellence every day.	4.32	3.95	↑	Continuous Improvement
42. Our team encourages innovation.	4.31	4.28	↑	Innovation
57. Our organization is committed to quality work and excellence.	4.29	4.06	↑	Quality
13. I am satisfied with my role/work.	4.26	4.14	↑	Satisfaction
22. I am aware and knowledgeable about our organization's mission.	4.22	4.33	↓	Mission Conscious

36. I have the opportunity to communicate with my supervisor.	4.18	4.09	↑	Communication
54. Quality relationships are valued across our organization.	4.17	3.78	↑	Relationships
56. I feel our organization is a great fit for me.	4.15	3.91	↑	Talent & Fit
33. My supervisor is available for me when needs arise.	4.12	3.95	↑	Support-Equip
70. I would like to work at our organization long term.	4.11	3.97	↑	Career Development
18. I have provided meaningful recognition to others in the past 10 days.	4.08	4.14	↓	Recognition
14. I feel great pride in being a part of our organization.	4.05	3.94	↑	Pride
35. My supervisor supports my personal and professional development.	4.03	4.06	↓	Training & Development
11. I am in a role that allows me to maximize my talents and strengths.	4.03	4.23	↓	Talent & Fit
34. My supervisor is actively responsive to my needs.	4.02	3.97	↑	Support-Equip
25. My supervisor cares about me as a person.	4.02	4.08	↓	Relationships
20. I look forward to coming to work every day.	4.00	3.83	↑	Satisfaction
72. Our organization selects highly talented individuals when hiring.	3.97	3.86	↑	Talent & Fit
73. Overall, I am very satisfied with our organization as a place to work.	3.94	3.78	↑	Satisfaction
64. I speak of our organization with pride.	3.92	3.82	↑	Pride
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.91	3.72	↑	Mission Conscious
6. I am provided opportunities to further my growth and development.	3.91	4.06	↓	Training & Development
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.89	3.84	↑	Talent & Fit
59. I value the career opportunities that I have at our organization.	3.89	3.84	↑	Career Development
66. Excellence is recognized in our organization.	3.88	3.66	↑	Recognition
58. Our organization provides the experience and development for me to further my career here.	3.86	3.72	↑	Career Development
32. I have an open and trusting relationship with my supervisor.	3.86	3.95	↓	Relationships
69. Our organization encourages innovation.	3.85	3.82	↑	Innovation
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.85	4.16	↓	Performance Planning
3. I am provided the core needs necessary for me to excel in my role.	3.85	3.81	↑	Support-Equip
29. My supervisor recognizes me for a job well done.	3.85	3.82	↑	Recognition
27. My supervisor and I have effective two-way communication.	3.85	3.92	↓	Communication

71. I am aware of the career opportunities that are available for me at our organization.	3.81	3.86	↓	Career Development
63. Our organization selects the right people for the right job.	3.80	3.63	↑	Talent & Fit
23. I have a supportive coaching relationship with my supervisor.	3.77	3.97	↓	Support-Equip
26. My supervisor gives me constructive feedback about my work performance.	3.72	3.77	↓	Communication
15. I am properly trained to achieve excellence in my work.	3.72	3.88	↓	Training & Development
37. My supervisor motivates me to achieve my goals.	3.72	3.92	↓	Performance Planning
41. My supervisor effectively communicates our organizational mission to me.	3.69	3.54	↑	Mission Conscious
30. My supervisor encourages opportunities for my growth and development.	3.68	4.03	↓	Training & Development
24. My supervisor effectively communicates his/her expectations.	3.68	3.77	↓	Communication
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.68	3.77	↓	Relationships
60. I have the opportunity to express my career interests at our organization.	3.67	3.61	↑	Career Development
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.65	3.82	↓	Support-Equip
61. Our organization has a genuine concern and interest about me as a person.	3.63	3.43	↑	Relationships
62. I would recommend our organization to a friend as a great place to work.	3.62	3.50	↑	Engage-Inspire
9. I have received meaningful recognition in the past 10 days.	3.61	3.60	↑	Recognition
7. I have encouraged someone to apply at our organization.	3.50	3.34	↑	Talent & Fit
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.47	3.67	↓	Performance Planning
28. I am provided the opportunity to spend quality time with my supervisor.	3.42	3.32	↑	Support-Equip
68. Business decisions made are consistent with our mission and core values.	3.41	3.30	↑	Mission Conscious
31. I am provided personal coaching from my supervisor.	3.37	3.47	↓	Relationships
67. Our organization provides the "right" training for me to excel in my role.	3.30	3.49	↓	Training & Development
65. I feel "in on things" that are happening at our organization.	3.26	3.28	↓	Communication