

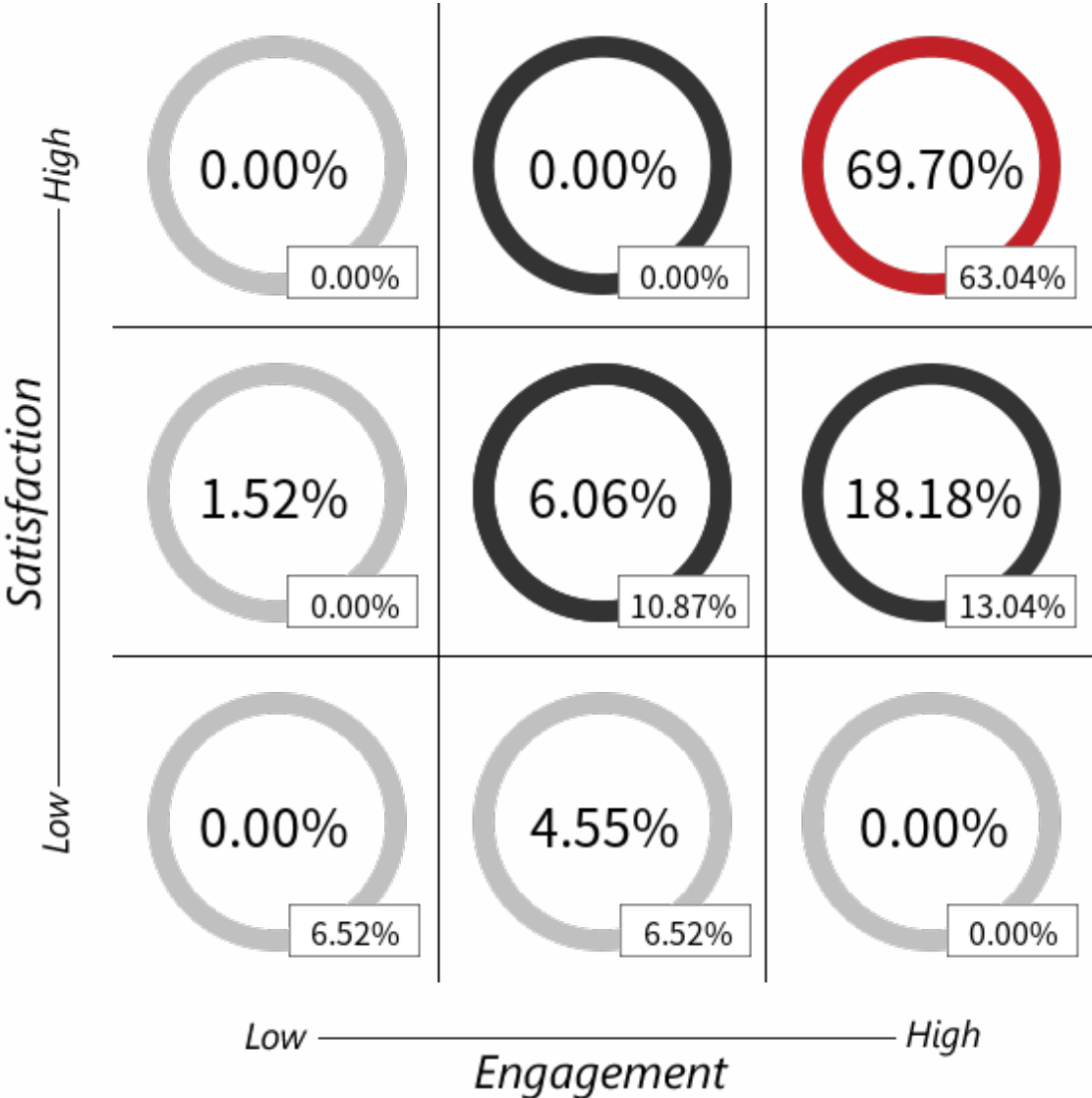
# INSIGHTeX

Glen Ellyn 41

Glen Ellyn 41 - Forest Glen

September 2020

Humanex Ventures Cultural Assessment Index  
Satisfaction/Engagement 3x3



## Dimensions (N=67)

	Mean	Previous Mean	(+/-) Change
Dimension			
Quality	4.42	4.16	↑
Engage-Inspire	4.38	4.19	↑
Continuous Improvement	4.34	4.32	↑
Pride	4.34	4.04	↑
Innovation	4.20	4.17	↑
Satisfaction	4.15	3.88	↑
Talent & Fit	4.01	3.73	↑
Relationships	3.95	3.60	↑
Recognition	3.93	3.67	↑
Career Development	3.93	3.70	↑
Communication	3.89	3.41	↑
Mission Conscious	3.79	3.34	↑
Performance Planning	3.78	3.60	↑
Support-Equip	3.78	3.22	↑
Training & Development	3.75	3.49	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Quality</b>	<b>4.42</b>	<b>4.16</b>							
43. My teammates demonstrate a commitment to quality work and excellence.	4.56	4.48	0% n=0	2.99% n=2	2.99% n=2	29.85% n=20	64.18% n=43	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.37	4.04	1.49% n=1	4.48% n=3	7.46% n=5	31.34% n=21	53.73% n=36	0% n=0	↑
57. Our organization is committed to quality work and excellence.	4.33	3.96	0% n=0	1.49% n=1	5.97% n=4	49.25% n=33	41.79% n=28	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Engage-Inspire</b>	<b>4.38</b>	<b>4.19</b>							
2. I am fully engaged in the work that I do.	4.64	4.47	0% n=0	1.49% n=1	1.49% n=1	28.36% n=19	67.16% n=45	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.55	4.30	0% n=0	0% n=0	4.48% n=3	37.31% n=25	58.21% n=39	0% n=0	↑
53. I am committed to the success of our organization.	4.48	4.52	0% n=0	0% n=0	5.97% n=4	38.81% n=26	55.22% n=37	0% n=0	↓
12. I am highly committed to and energized by my work.	4.33	4.20	0% n=0	2.99% n=2	7.46% n=5	43.28% n=29	46.27% n=31	0% n=0	↑
62. I would recommend our organization to a friend as a great place to work.	3.92	3.47	1.49% n=1	2.99% n=2	23.88% n=16	44.78% n=30	25.37% n=17	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Continuous Improvement</b>	<b>4.34</b>	<b>4.32</b>							
52. Our team strives to pursue excellence.	4.45	4.57	1.49% n=1	1.49% n=1	2.99% n=2	38.81% n=26	55.22% n=37	0% n=0	↓
21. I strive to find a better way every day.	4.32	4.57	0% n=0	0% n=0	8.96% n=6	49.25% n=33	41.79% n=28	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.26	3.83	0% n=0	1.49% n=1	11.94% n=8	44.78% n=30	40.3% n=27	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Pride</b>	<b>4.34</b>	<b>4.04</b>							
45. I feel great pride in the team of which I am a part.	4.58	4.39	0% n=0	0% n=0	8.96% n=6	25.37% n=17	65.67% n=44	0% n=0	↑
4. I feel great pride in the work I do.	4.58	4.43	0% n=0	0% n=0	4.48% n=3	32.84% n=22	62.69% n=42	0% n=0	↑
14. I feel great pride in being a part of our organization.	4.12	3.65	1.49% n=1	1.49% n=1	14.93% n=10	46.27% n=31	34.33% n=23	0% n=0	↑
64. I speak of our organization with pride.	4.09	3.70	0% n=0	1.49% n=1	16.42% n=11	52.24% n=35	28.36% n=19	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Innovation</b>	<b>4.20</b>	<b>4.17</b>							
16. I am continuously seeking ways to improve my overall productivity.	4.45	4.54	0% n=0	0% n=0	5.97% n=4	44.78% n=30	49.25% n=33	0% n=0	↓
42. Our team encourages innovation.	4.29	4.09	0% n=0	2.99% n=2	10.45% n=7	40.3% n=27	44.78% n=30	0% n=0	↑
69. Our organization encourages innovation.	3.85	3.89	0% n=0	1.49% n=1	35.82% n=24	40.3% n=27	22.39% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Satisfaction</b>	<b>4.15</b>	<b>3.88</b>							
46. I am satisfied being a part of our team.	4.53	4.22	0% n=0	1.49% n=1	7.46% n=5	28.36% n=19	62.69% n=42	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.09	3.74	0% n=0	1.49% n=1	17.91% n=12	49.25% n=33	29.85% n=20	0% n=0	↑
13. I am satisfied with my role/work.	4.02	3.80	0% n=0	4.48% n=3	16.42% n=11	50.75% n=34	26.87% n=18	0% n=0	↑
20. I look forward to coming to work every day.	3.97	3.76	0% n=0	4.48% n=3	23.88% n=16	41.79% n=28	29.85% n=20	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Talent &amp; Fit</b>	<b>4.01</b>	<b>3.73</b>							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.32	4.26	1.49% n=1	1.49% n=1	4.48% n=3	47.76% n=32	44.78% n=30	0% n=0	↑
56. I feel our organization is a great fit for me.	4.23	4.02	0% n=0	2.99% n=2	14.93% n=10	40.3% n=27	41.79% n=28	0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.05	3.89	0% n=0	2.99% n=2	17.91% n=12	50.75% n=34	28.36% n=19	0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	4.00	3.73	0% n=0	1.49% n=1	23.88% n=16	49.25% n=33	25.37% n=17	0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.89	3.43	0% n=0	2.99% n=2	28.36% n=19	37.31% n=25	23.88% n=16	0% n=0	↑
63. Our organization selects the right people for the right job.	3.83	3.50	0% n=0	2.99% n=2	28.36% n=19	47.76% n=32	17.91% n=12	0% n=0	↑
7. I have encouraged someone to apply at our organization.	3.77	3.28	2.99% n=2	4.48% n=3	23.88% n=16	32.84% n=22	22.39% n=15	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Relationships</b>									
	<b>3.95</b>	<b>3.60</b>							
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.37	4.13	0% n=0	2.99% n=2	11.94% n=8	29.85% n=20	53.73% n=36	0% n=0	↑
5. I have at least one close friend at work.	4.36	4.46	2.99% n=2	2.99% n=2	10.45% n=7	20.9% n=14	61.19% n=41	0% n=0	↓
51. Our team has open and trusting relationships.	4.24	4.15	0% n=0	5.97% n=4	14.93% n=10	31.34% n=21	47.76% n=32	0% n=0	↑
54. Quality relationships are valued across our organization.	4.14	3.76	0% n=0	4.48% n=3	13.43% n=9	44.78% n=30	35.82% n=24	0% n=0	↑
25. My supervisor cares about me as a person.	3.97	3.80	0% n=0	4.48% n=3	22.39% n=15	43.28% n=29	28.36% n=19	0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	3.85	3.28	0% n=0	4.48% n=3	29.85% n=20	40.3% n=27	23.88% n=16	0% n=0	↑
61. Our organization has a genuine concern and interest about me as a person.	3.67	3.33	1.49% n=1	4.48% n=3	38.81% n=26	37.31% n=25	17.91% n=12	0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.57	2.96	0% n=0	8.96% n=6	40.3% n=27	34.33% n=23	14.93% n=10	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.36	2.55	0% n=0	16.42% n=11	38.81% n=26	29.85% n=20	10.45% n=7	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Recognition</b>									
	<b>3.93</b>	<b>3.67</b>							
48. Our team recognizes each other's efforts and impact.	4.45	4.15	0% n=0	5.97% n=4	7.46% n=5	25.37% n=17	59.7% n=40	0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.12	4.46	1.49% n=1	4.48% n=3	14.93% n=10	37.31% n=25	41.79% n=28	0% n=0	↓
66. Excellence is recognized in our organization.	3.88	3.50	0% n=0	4.48% n=3	23.88% n=16	50.75% n=34	20.9% n=14	0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.82	3.11	0% n=0	5.97% n=4	29.85% n=20	38.81% n=26	23.88% n=16	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.39	3.11	2.99% n=2	25.37% n=17	22.39% n=15	28.36% n=19	20.9% n=14	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Career Development</b>	<b>3.93</b>	<b>3.70</b>							
70. I would like to work at our organization long term.	4.27	4.13	0% n=0	0% n=0	14.93% n=10	41.79% n=28	41.79% n=28	0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.89	3.71	0% n=0	5.97% n=4	29.85% n=20	29.85% n=20	28.36% n=19	0% n=0	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.84	3.61	0% n=0	7.46% n=5	23.88% n=16	40.3% n=27	23.88% n=16	0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	3.82	3.56	0% n=0	7.46% n=5	31.34% n=21	32.84% n=22	26.87% n=18	0% n=0	↑
60. I have the opportunity to express my career interests at our organization.	3.81	3.48	0% n=0	5.97% n=4	28.36% n=19	40.3% n=27	19.4% n=13	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Communication</b>	<b>3.89</b>	<b>3.41</b>							
44. Our team effectively communicates with each other.	4.41	4.07	0% n=0	2.99% n=2	11.94% n=8	25.37% n=17	58.21% n=39	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	4.14	3.72	0% n=0	0% n=0	14.93% n=10	55.22% n=37	28.36% n=19	0% n=0	↑
27. My supervisor and I have effective two-way communication.	4.02	3.26	0% n=0	2.99% n=2	20.9% n=14	46.27% n=31	28.36% n=19	0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	3.86	2.93	0% n=0	4.48% n=3	26.87% n=18	44.78% n=30	22.39% n=15	0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	3.62	3.48	0% n=0	2.99% n=2	43.28% n=29	40.3% n=27	11.94% n=8	0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.30	2.98	5.97% n=4	10.45% n=7	43.28% n=29	28.36% n=19	11.94% n=8	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Mission Conscious</b>	<b>3.79</b>	<b>3.34</b>							
22. I am aware and knowledgeable about our organization's mission.	4.26	4.13	0% n=0	2.99% n=2	5.97% n=4	53.73% n=36	37.31% n=25	0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.86	3.24	4.48% n=3	1.49% n=1	17.91% n=12	53.73% n=36	20.9% n=14	0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	3.63	3.09	0% n=0	8.96% n=6	32.84% n=22	41.79% n=28	14.93% n=10	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.42	2.88	4.48% n=3	11.94% n=8	34.33% n=23	32.84% n=22	13.43% n=9	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Performance Planning</b>	<b>3.78</b>	<b>3.60</b>							
49. Our team effectively sets goals to further enhance our performance.	4.17	4.02	0% n=0	4.48% n=3	13.43% n=9	40.3% n=27	38.81% n=26	0% n=0	↑
17. I have set the right goals for myself to excel in my role/position.	4.12	4.30	0% n=0	1.49% n=1	13.43% n=9	53.73% n=36	29.85% n=20	0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.91	3.46	0% n=0	5.97% n=4	20.9% n=14	47.76% n=32	23.88% n=16	0% n=0	↑
37. My supervisor motivates me to achieve my goals.	3.63	3.20	0% n=0	2.99% n=2	44.78% n=30	34.33% n=23	14.93% n=10	0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.08	3.02	5.97% n=4	16.42% n=11	44.78% n=30	13.43% n=9	10.45% n=7	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Support-Equip</b>	<b>3.78</b>	<b>3.22</b>							
33. My supervisor is available for me when needs arise.	4.09	3.24	0% n=0	0% n=0	20.9% n=14	47.76% n=32	29.85% n=20	0% n=0	↑
34. My supervisor is actively responsive to my needs.	3.97	3.17	0% n=0	4.48% n=3	23.88% n=16	43.28% n=29	28.36% n=19	0% n=0	↑
23. I have a supportive coaching relationship with my supervisor.	3.82	3.17	0% n=0	5.97% n=4	28.36% n=19	40.3% n=27	22.39% n=15	0% n=0	↑
3. I am provided the core needs necessary for me to excel in my role.	3.80	3.57	0% n=0	10.45% n=7	23.88% n=16	38.81% n=26	25.37% n=17	0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.59	3.41	7.46% n=5	8.96% n=6	22.39% n=15	38.81% n=26	22.39% n=15	0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.42	2.74	1.49% n=1	13.43% n=9	38.81% n=26	31.34% n=21	11.94% n=8	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Training &amp; Development</b>	<b>3.75</b>	<b>3.49</b>							
6. I am provided opportunities to further my growth and development.	3.95	3.72	0% n=0	5.97% n=4	16.42% n=11	53.73% n=36	23.88% n=16	0% n=0	↑
35. My supervisor supports my personal and professional development.	3.85	3.69	0% n=0	7.46% n=5	23.88% n=16	44.78% n=30	22.39% n=15	0% n=0	↑
15. I am properly trained to achieve excellence in my work.	3.85	3.52	0% n=0	5.97% n=4	28.36% n=19	41.79% n=28	23.88% n=16	0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	3.65	3.46	0% n=0	4.48% n=3	38.81% n=26	40.3% n=27	13.43% n=9	0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	3.45	3.04	1.49% n=1	10.45% n=7	40.3% n=27	35.82% n=24	11.94% n=8	0% n=0	↑



## Top Items (N=67)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Question</b>									
2. I am fully engaged in the work that I do.	4.64	4.47	0% n=0	1.49% n=1	1.49% n=1	28.36% n=19	67.16% n=45	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.58	4.39	0% n=0	0% n=0	8.96% n=6	25.37% n=17	65.67% n=44	0% n=0	↑
4. I feel great pride in the work I do.	4.58	4.43	0% n=0	0% n=0	4.48% n=3	32.84% n=22	62.69% n=42	0% n=0	↑
43. My teammates demonstrate a commitment to quality work and excellence.	4.56	4.48	0% n=0	2.99% n=2	2.99% n=2	29.85% n=20	64.18% n=43	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.55	4.30	0% n=0	0% n=0	4.48% n=3	37.31% n=25	58.21% n=39	0% n=0	↑

## Bottom Items (N=67)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Question</b>									
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.08	3.02	5.97% n=4	16.42% n=11	44.78% n=30	13.43% n=9	10.45% n=7	0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.30	2.98	5.97% n=4	10.45% n=7	43.28% n=29	28.36% n=19	11.94% n=8	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.36	2.55	0% n=0	16.42% n=11	38.81% n=26	29.85% n=20	10.45% n=7	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.39	3.11	2.99% n=2	25.37% n=17	22.39% n=15	28.36% n=19	20.9% n=14	0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.42	2.74	1.49% n=1	13.43% n=9	38.81% n=26	31.34% n=21	11.94% n=8	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.42	2.88	4.48% n=3	11.94% n=8	34.33% n=23	32.84% n=22	13.43% n=9	0% n=0	↑

## Rank Ordered Questions According to Mean (N=67)

	Mean	Previous Mean	(+/-) Change	Dimension
2. I am fully engaged in the work that I do.	4.64	4.47	↑	Engage-Inspire
45. I feel great pride in the team of which I am a part.	4.58	4.39	↑	Pride
4. I feel great pride in the work I do.	4.58	4.43	↑	Pride
43. My teammates demonstrate a commitment to quality work and excellence.	4.56	4.48	↑	Quality
8. I am driven to contribute to the success of our organization.	4.55	4.30	↑	Engage-Inspire
46. I am satisfied being a part of our team.	4.53	4.22	↑	Satisfaction
53. I am committed to the success of our organization.	4.48	4.52	↓	Engage-Inspire
16. I am continuously seeking ways to improve my overall productivity.	4.45	4.54	↓	Innovation
52. Our team strives to pursue excellence.	4.45	4.57	↓	Continuous Improvement
48. Our team recognizes each other's efforts and impact.	4.45	4.15	↑	Recognition
44. Our team effectively communicates with each other.	4.41	4.07	↑	Communication
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.37	4.13	↑	Relationships
47. I am on a team that encourages each member to surpass expectations.	4.37	4.04	↑	Quality
5. I have at least one close friend at work.	4.36	4.46	↓	Relationships
12. I am highly committed to and energized by my work.	4.33	4.20	↑	Engage-Inspire
57. Our organization is committed to quality work and excellence.	4.33	3.96	↑	Quality
21. I strive to find a better way every day.	4.32	4.57	↓	Continuous Improvement
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.32	4.26	↑	Talent & Fit
42. Our team encourages innovation.	4.29	4.09	↑	Innovation
70. I would like to work at our organization long term.	4.27	4.13	↑	Career Development
22. I am aware and knowledgeable about our organization's mission.	4.26	4.13	↑	Mission Conscious
55. I am part of an organization that continues to pursue excellence every day.	4.26	3.83	↑	Continuous Improvement
51. Our team has open and trusting relationships.	4.24	4.15	↑	Relationships
56. I feel our organization is a great fit for me.	4.23	4.02	↑	Talent & Fit
49. Our team effectively sets goals to further enhance our performance.	4.17	4.02	↑	Performance Planning

54. Quality relationships are valued across our organization.	4.14	3.76	↑	Relationships
36. I have the opportunity to communicate with my supervisor.	4.14	3.72	↑	Communication
18. I have provided meaningful recognition to others in the past 10 days.	4.12	4.46	↓	Recognition
17. I have set the right goals for myself to excel in my role/position.	4.12	4.30	↓	Performance Planning
14. I feel great pride in being a part of our organization.	4.12	3.65	↑	Pride
64. I speak of our organization with pride.	4.09	3.70	↑	Pride
73. Overall, I am very satisfied with our organization as a place to work.	4.09	3.74	↑	Satisfaction
33. My supervisor is available for me when needs arise.	4.09	3.24	↑	Support-Equip
11. I am in a role that allows me to maximize my talents and strengths.	4.05	3.89	↑	Talent & Fit
13. I am satisfied with my role/work.	4.02	3.80	↑	Satisfaction
27. My supervisor and I have effective two-way communication.	4.02	3.26	↑	Communication
72. Our organization selects highly talented individuals when hiring.	4.00	3.73	↑	Talent & Fit
34. My supervisor is actively responsive to my needs.	3.97	3.17	↑	Support-Equip
20. I look forward to coming to work every day.	3.97	3.76	↑	Satisfaction
25. My supervisor cares about me as a person.	3.97	3.80	↑	Relationships
6. I am provided opportunities to further my growth and development.	3.95	3.72	↑	Training & Development
62. I would recommend our organization to a friend as a great place to work.	3.92	3.47	↑	Engage-Inspire
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.91	3.46	↑	Performance Planning
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.89	3.43	↑	Talent & Fit
59. I value the career opportunities that I have at our organization.	3.89	3.71	↑	Career Development
66. Excellence is recognized in our organization.	3.88	3.50	↑	Recognition
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.86	3.24	↑	Mission Conscious
24. My supervisor effectively communicates his/her expectations.	3.86	2.93	↑	Communication
35. My supervisor supports my personal and professional development.	3.85	3.69	↑	Training & Development
32. I have an open and trusting relationship with my supervisor.	3.85	3.28	↑	Relationships
69. Our organization encourages innovation.	3.85	3.89	↓	Innovation
15. I am properly trained to achieve excellence in my work.	3.85	3.52	↑	Training & Development

71. I am aware of the career opportunities that are available for me at our organization.	3.84	3.61	↑	Career Development
63. Our organization selects the right people for the right job.	3.83	3.50	↑	Talent & Fit
29. My supervisor recognizes me for a job well done.	3.82	3.11	↑	Recognition
58. Our organization provides the experience and development for me to further my career here.	3.82	3.56	↑	Career Development
23. I have a supportive coaching relationship with my supervisor.	3.82	3.17	↑	Support-Equip
60. I have the opportunity to express my career interests at our organization.	3.81	3.48	↑	Career Development
3. I am provided the core needs necessary for me to excel in my role.	3.80	3.57	↑	Support-Equip
7. I have encouraged someone to apply at our organization.	3.77	3.28	↑	Talent & Fit
61. Our organization has a genuine concern and interest about me as a person.	3.67	3.33	↑	Relationships
30. My supervisor encourages opportunities for my growth and development.	3.65	3.46	↑	Training & Development
41. My supervisor effectively communicates our organizational mission to me.	3.63	3.09	↑	Mission Conscious
37. My supervisor motivates me to achieve my goals.	3.63	3.20	↑	Performance Planning
26. My supervisor gives me constructive feedback about my work performance.	3.62	3.48	↑	Communication
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.59	3.41	↑	Support-Equip
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.57	2.96	↑	Relationships
67. Our organization provides the "right" training for me to excel in my role.	3.45	3.04	↑	Training & Development
68. Business decisions made are consistent with our mission and core values.	3.42	2.88	↑	Mission Conscious
28. I am provided the opportunity to spend quality time with my supervisor.	3.42	2.74	↑	Support-Equip
9. I have received meaningful recognition in the past 10 days.	3.39	3.11	↑	Recognition
31. I am provided personal coaching from my supervisor.	3.36	2.55	↑	Relationships
65. I feel "in on things" that are happening at our organization.	3.30	2.98	↑	Communication
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.08	3.02	↑	Performance Planning