



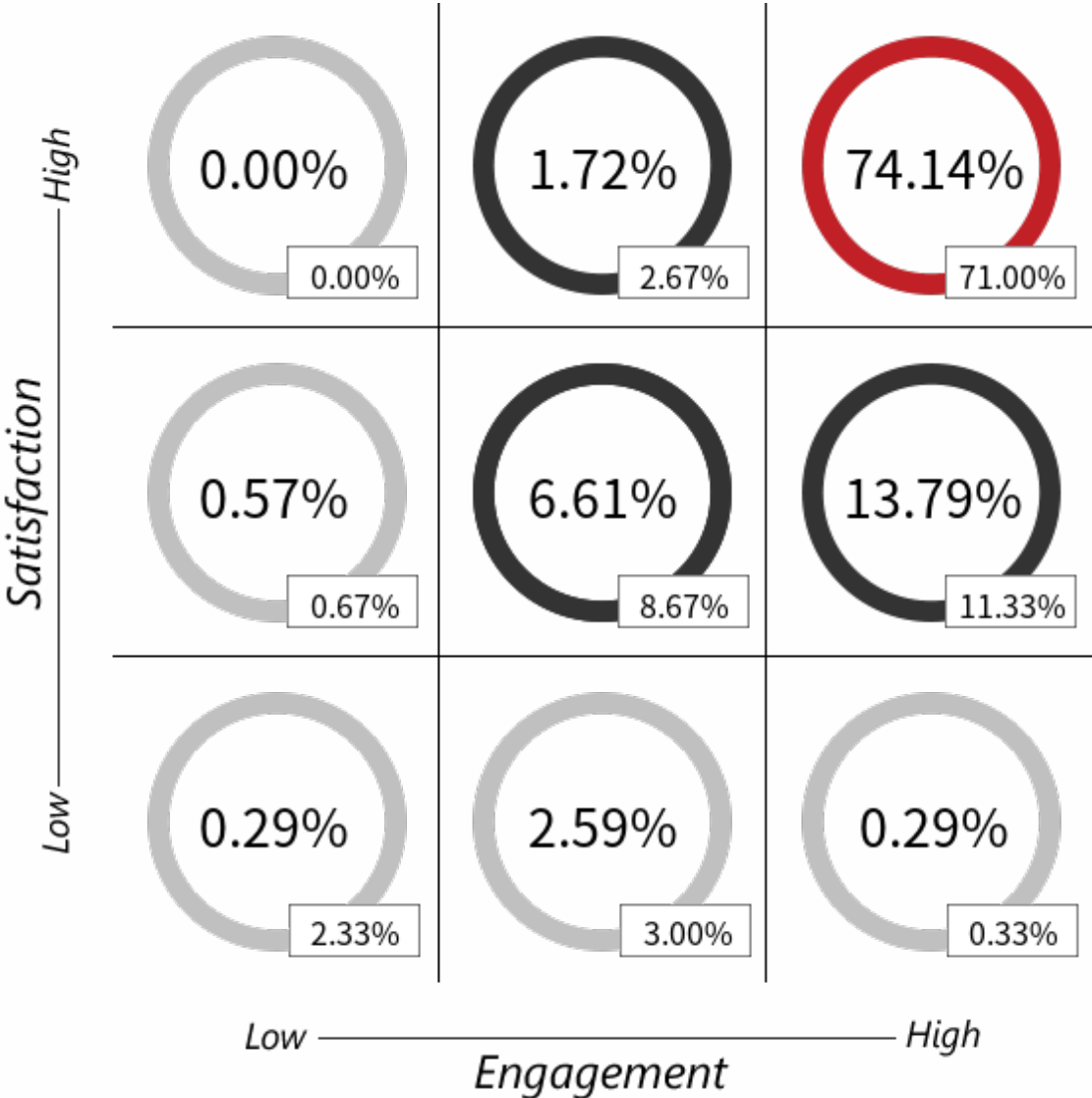
INSIGHTeX

Glen Ellyn 41

Glen Ellyn 41 - Full District

September 2020

Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3



Dimensions (N=349)

	Mean	Previous Mean	(+/-) Change
Dimension			
Quality	4.45	4.40	↑
Engage-Inspire	4.45	4.40	↑
Continuous Improvement	4.44	4.44	=
Pride	4.40	4.33	↑
Innovation	4.30	4.32	↓
Satisfaction	4.23	4.19	↑
Talent & Fit	4.10	4.04	↑
Relationships	4.07	4.02	↑
Recognition	4.04	4.00	↑
Career Development	4.00	3.99	↑
Performance Planning	4.00	4.06	↓
Communication	3.98	3.96	↑
Training & Development	3.93	3.96	↓
Support-Equip	3.93	3.88	↑
Mission Conscious	3.92	3.92	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality	4.45	4.40							
43. My teammates demonstrate a commitment to quality work and excellence.	4.56	4.53	0% n=0	2.01% n=7	4.01% n=14	29.8% n=104	64.18% n=224	0% n=0	↑
57. Our organization is committed to quality work and excellence.	4.40	4.35	0.29% n=1	1.43% n=5	6.3% n=22	41.83% n=146	49.86% n=174	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.39	4.31	0.29% n=1	2.58% n=9	8.6% n=30	34.96% n=122	52.72% n=184	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire	4.45	4.40							
2. I am fully engaged in the work that I do.	4.67	4.62	0.57% n=2	0.57% n=2	2.29% n=8	24.64% n=86	71.63% n=250	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.60	4.46	0% n=0	0% n=0	3.72% n=13	32.66% n=114	63.04% n=220	0% n=0	↑
53. I am committed to the success of our organization.	4.59	4.61	0% n=0	0% n=0	2.87% n=10	34.96% n=122	62.18% n=217	0% n=0	↓
12. I am highly committed to and energized by my work.	4.42	4.44	0% n=0	1.72% n=6	5.73% n=20	41.55% n=145	50.72% n=177	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.95	3.85	1.43% n=5	4.87% n=17	22.92% n=80	38.4% n=134	32.09% n=112	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement	4.44	4.44							
52. Our team strives to pursue excellence.	4.51	4.56	0.29% n=1	1.15% n=4	4.3% n=15	35.82% n=125	57.59% n=201	0% n=0	↓
21. I strive to find a better way every day.	4.45	4.48	0% n=0	0% n=0	4.58% n=16	45.56% n=159	49.86% n=174	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.36	4.28	0.29% n=1	1.43% n=5	7.45% n=26	43.27% n=151	47.28% n=165	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride	4.40	4.33							
4. I feel great pride in the work I do.	4.67	4.63	0% n=0	0.57% n=2	2.87% n=10	24.93% n=87	71.35% n=249	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.56	4.47	0% n=0	0.29% n=1	4.87% n=17	33.52% n=117	61.03% n=213	0% n=0	↑
14. I feel great pride in being a part of our organization.	4.22	4.13	0.29% n=1	3.15% n=11	14.61% n=51	37.82% n=132	43.55% n=152	0% n=0	↑
64. I speak of our organization with pride.	4.14	4.09	0.57% n=2	1.43% n=5	17.48% n=61	43.84% n=153	36.39% n=127	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation	4.30	4.32							
16. I am continuously seeking ways to improve my overall productivity.	4.63	4.61	0% n=0	0% n=0	2.29% n=8	32.95% n=115	63.9% n=223	0% n=0	↑
42. Our team encourages innovation.	4.33	4.30	0% n=0	2.87% n=10	9.17% n=32	39.26% n=137	48.14% n=168	0% n=0	↑
69. Our organization encourages innovation.	3.93	4.06	0.86% n=3	5.16% n=18	19.77% n=69	48.42% n=169	25.79% n=90	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction	4.23	4.19							
46. I am satisfied being a part of our team.	4.54	4.40	0% n=0	0.86% n=3	5.44% n=19	32.95% n=115	60.46% n=211	0% n=0	↑
13. I am satisfied with my role/work.	4.20	4.18	0.29% n=1	4.58% n=16	9.17% n=32	46.7% n=163	38.68% n=135	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.17	4.13	0.29% n=1	2.87% n=10	13.47% n=47	45.85% n=160	37.25% n=130	0% n=0	↑
20. I look forward to coming to work every day.	4.01	4.03	0.29% n=1	5.16% n=18	18.05% n=63	46.13% n=161	30.37% n=106	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit	4.10	4.04							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.50	4.48	0.57% n=2	1.15% n=4	4.01% n=14	35.82% n=125	58.45% n=204	0% n=0	↑
56. I feel our organization is a great fit for me.	4.34	4.24	0% n=0	2.29% n=8	9.74% n=34	40.11% n=140	47.85% n=167	0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.16	4.19	1.72% n=6	3.72% n=13	9.74% n=34	46.13% n=161	38.4% n=134	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	4.06	4.08	0% n=0	3.15% n=11	18.62% n=65	46.7% n=163	30.95% n=108	0% n=0	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.97	3.85	2.01% n=7	6.02% n=21	18.05% n=63	35.53% n=124	33.52% n=117	0% n=0	↑
63. Our organization selects the right people for the right job.	3.90	3.83	0.86% n=3	6.02% n=21	22.06% n=77	42.41% n=148	27.22% n=95	0% n=0	↑
7. I have encouraged someone to apply at our organization.	3.78	3.62	1.15% n=4	8.02% n=28	24.93% n=87	30.66% n=107	24.93% n=87	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships	4.07	4.02							
5. I have at least one close friend at work.	4.46	4.49	0.86% n=3	3.15% n=11	7.74% n=27	24.93% n=87	62.18% n=217	0% n=0	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.42	4.34	0% n=0	2.29% n=8	8.02% n=28	34.96% n=122	53.58% n=187	0% n=0	↑
51. Our team has open and trusting relationships.	4.37	4.34	0.29% n=1	3.44% n=12	7.16% n=25	37.82% n=132	50.43% n=176	0% n=0	↑
54. Quality relationships are valued across our organization.	4.18	4.05	0.57% n=2	3.72% n=13	13.18% n=46	42.41% n=148	39.83% n=139	0% n=0	↑
25. My supervisor cares about me as a person.	4.13	4.13	1.72% n=6	4.87% n=17	14.9% n=52	35.24% n=123	42.98% n=150	0% n=0	=
32. I have an open and trusting relationship with my supervisor.	3.96	3.93	4.01% n=14	5.44% n=19	18.62% n=65	34.1% n=119	37.54% n=131	0% n=0	↑
61. Our organization has a genuine concern and interest about me as a person.	3.79	3.72	2.01% n=7	8.6% n=30	26.36% n=92	34.67% n=121	28.08% n=98	0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.78	3.77	3.15% n=11	10.03% n=35	22.92% n=80	32.66% n=114	30.66% n=107	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.51	3.45	4.3% n=15	15.47% n=54	28.08% n=98	26.65% n=93	23.5% n=82	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition	4.04	4.00							
48. Our team recognizes each other's efforts and impact.	4.51	4.36	0% n=0	2.29% n=8	4.87% n=17	33.24% n=116	59.03% n=206	0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.21	4.31	0.57% n=2	4.01% n=14	10.03% n=35	44.13% n=154	40.69% n=142	0% n=0	↓
66. Excellence is recognized in our organization.	3.97	3.93	1.43% n=5	5.73% n=20	18.91% n=66	42.12% n=147	32.09% n=112	0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.95	3.86	3.72% n=13	7.16% n=25	16.62% n=58	35.53% n=124	36.68% n=128	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.56	3.55	5.73% n=20	16.91% n=59	18.62% n=65	32.95% n=115	25.5% n=89	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	4.00	3.99							
70. I would like to work at our organization long term.	4.27	4.26	0.29% n=1	2.01% n=7	12.89% n=45	39.54% n=138	44.41% n=155	0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	4.01	3.91	1.15% n=4	7.45% n=26	18.34% n=64	35.24% n=123	36.96% n=129	0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.99	3.99	0.29% n=1	8.31% n=29	18.34% n=64	34.67% n=121	34.67% n=121	0% n=0	=
71. I am aware of the career opportunities that are available for me at our organization.	3.91	3.95	0.57% n=2	9.17% n=32	17.19% n=60	39.54% n=138	28.37% n=99	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.83	3.83	0.86% n=3	9.74% n=34	21.78% n=76	35.82% n=125	26.93% n=94	0% n=0	=

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	4.00	4.06							
17. I have set the right goals for myself to excel in my role/position.	4.30	4.44	0% n=0	0.29% n=1	7.16% n=25	54.15% n=189	38.11% n=133	0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.28	4.28	0% n=0	3.15% n=11	9.17% n=32	42.98% n=150	42.69% n=149	0% n=0	=
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.98	4.04	0.86% n=3	6.88% n=24	14.9% n=52	47.56% n=166	29.51% n=103	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	3.91	3.91	2.87% n=10	5.16% n=18	23.21% n=81	34.38% n=120	33.52% n=117	0% n=0	=
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.51	3.64	5.16% n=18	14.33% n=50	24.64% n=86	23.21% n=81	23.5% n=82	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication	3.98	3.96							
44. Our team effectively communicates with each other.	4.44	4.29	0% n=0	2.01% n=7	7.74% n=27	34.1% n=119	55.59% n=194	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	4.24	4.18	1.15% n=4	2.29% n=8	12.03% n=42	40.4% n=141	43.84% n=153	0% n=0	↑
27. My supervisor and I have effective two-way communication.	4.05	3.98	2.58% n=9	5.73% n=20	14.9% n=52	37.54% n=131	38.97% n=136	0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	3.88	3.85	4.01% n=14	9.46% n=33	16.05% n=56	34.96% n=122	35.24% n=123	0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	3.87	3.90	2.29% n=8	8.02% n=28	19.2% n=67	40.11% n=140	29.51% n=103	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.39	3.54	7.74% n=27	14.9% n=52	26.36% n=92	32.95% n=115	18.05% n=63	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	3.93	3.96							
35. My supervisor supports my personal and professional development.	4.08	4.09	1.72% n=6	4.87% n=17	16.33% n=57	37.54% n=131	38.97% n=136	0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.04	4.02	1.72% n=6	6.02% n=21	13.47% n=47	42.69% n=149	34.96% n=122	0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.03	4.04	0.86% n=3	7.16% n=25	15.19% n=53	41.55% n=145	34.67% n=121	0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.90	3.98	2.87% n=10	6.88% n=24	20.06% n=70	37.25% n=130	32.38% n=113	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.62	3.66	1.72% n=6	12.61% n=44	27.79% n=97	38.4% n=134	19.77% n=69	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip	3.93	3.88							
33. My supervisor is available for me when needs arise.	4.18	4.02	1.43% n=5	4.3% n=15	12.61% n=44	38.11% n=133	43.27% n=151	0% n=0	↑
34. My supervisor is actively responsive to my needs.	4.07	3.95	1.72% n=6	6.3% n=22	17.48% n=61	32.66% n=114	41.55% n=145	0% n=0	↑
3. I am provided the core needs necessary for me to excel in my role.	3.99	3.99	0.29% n=1	9.17% n=32	13.18% n=46	45.85% n=160	31.23% n=109	0% n=0	=
23. I have a supportive coaching relationship with my supervisor.	3.94	3.94	4.01% n=14	6.02% n=21	18.34% n=64	34.67% n=121	36.39% n=127	0% n=0	=
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.75	3.84	3.44% n=12	10.89% n=38	17.77% n=62	42.98% n=150	24.93% n=87	0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.62	3.56	4.58% n=16	10.32% n=36	28.65% n=100	30.95% n=108	24.64% n=86	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	3.92	3.92							
22. I am aware and knowledgeable about our organization's mission.	4.29	4.38	0% n=0	2.58% n=9	8.31% n=29	46.99% n=164	41.83% n=146	0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.97	3.95	0.86% n=3	4.58% n=16	19.48% n=68	46.13% n=161	28.37% n=99	0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	3.83	3.76	3.15% n=11	8.31% n=29	19.77% n=69	38.4% n=134	29.23% n=102	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.59	3.58	1.72% n=6	11.46% n=40	29.23% n=102	37.82% n=132	16.91% n=59	0% n=0	↑

Top Items (N=349)

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Question									
2. I am fully engaged in the work that I do.	4.67	4.62	0.57% n=2	0.57% n=2	2.29% n=8	24.64% n=86	71.63% n=250	0% n=0	↑
4. I feel great pride in the work I do.	4.67	4.63	0% n=0	0.57% n=2	2.87% n=10	24.93% n=87	71.35% n=249	0% n=0	↑
16. I am continuously seeking ways to improve my overall productivity.	4.63	4.61	0% n=0	0% n=0	2.29% n=8	32.95% n=115	63.9% n=223	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.60	4.46	0% n=0	0% n=0	3.72% n=13	32.66% n=114	63.04% n=220	0% n=0	↑
53. I am committed to the success of our organization.	4.59	4.61	0% n=0	0% n=0	2.87% n=10	34.96% n=122	62.18% n=217	0% n=0	↓

Bottom Items (N=349)

	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.	3.39	3.54	7.74% n=27	14.9% n=52	26.36% n=92	32.95% n=115	18.05% n=63	0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.51	3.45	4.3% n=15	15.47% n=54	28.08% n=98	26.65% n=93	23.5% n=82	0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.51	3.64	5.16% n=18	14.33% n=50	24.64% n=86	23.21% n=81	23.5% n=82	0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.56	3.55	5.73% n=20	16.91% n=59	18.62% n=65	32.95% n=115	25.5% n=89	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.59	3.58	1.72% n=6	11.46% n=40	29.23% n=102	37.82% n=132	16.91% n=59	0% n=0	↑

Rank Ordered Questions According to Mean (N=349)

	Mean	Previous Mean	(+/-) Change	Dimension
Question				
2. I am fully engaged in the work that I do.	4.67	4.62	↑	Engage-Inspire
4. I feel great pride in the work I do.	4.67	4.63	↑	Pride
16. I am continuously seeking ways to improve my overall productivity.	4.63	4.61	↑	Innovation
8. I am driven to contribute to the success of our organization.	4.60	4.46	↑	Engage-Inspire
53. I am committed to the success of our organization.	4.59	4.61	↓	Engage-Inspire
45. I feel great pride in the team of which I am a part.	4.56	4.47	↑	Pride
43. My teammates demonstrate a commitment to quality work and excellence.	4.56	4.53	↑	Quality
46. I am satisfied being a part of our team.	4.54	4.40	↑	Satisfaction
48. Our team recognizes each other's efforts and impact.	4.51	4.36	↑	Recognition
52. Our team strives to pursue excellence.	4.51	4.56	↓	Continuous Improvement
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.50	4.48	↑	Talent & Fit
5. I have at least one close friend at work.	4.46	4.49	↓	Relationships
21. I strive to find a better way every day.	4.45	4.48	↓	Continuous Improvement
44. Our team effectively communicates with each other.	4.44	4.29	↑	Communication
12. I am highly committed to and energized by my work.	4.42	4.44	↓	Engage-Inspire
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.42	4.34	↑	Relationships
57. Our organization is committed to quality work and excellence.	4.40	4.35	↑	Quality
47. I am on a team that encourages each member to surpass expectations.	4.39	4.31	↑	Quality
51. Our team has open and trusting relationships.	4.37	4.34	↑	Relationships
55. I am part of an organization that continues to pursue excellence every day.	4.36	4.28	↑	Continuous Improvement
56. I feel our organization is a great fit for me.	4.34	4.24	↑	Talent & Fit
42. Our team encourages innovation.	4.33	4.30	↑	Innovation
17. I have set the right goals for myself to excel in my role/position.	4.30	4.44	↓	Performance Planning
22. I am aware and knowledgeable about our organization's mission.	4.29	4.38	↓	Mission Conscious
49. Our team effectively sets goals to further enhance our performance.	4.28	4.28	=	Performance Planning

70. I would like to work at our organization long term.	4.27	4.26	↑	Career Development
36. I have the opportunity to communicate with my supervisor.	4.24	4.18	↑	Communication
14. I feel great pride in being a part of our organization.	4.22	4.13	↑	Pride
18. I have provided meaningful recognition to others in the past 10 days.	4.21	4.31	↓	Recognition
13. I am satisfied with my role/work.	4.20	4.18	↑	Satisfaction
54. Quality relationships are valued across our organization.	4.18	4.05	↑	Relationships
33. My supervisor is available for me when needs arise.	4.18	4.02	↑	Support-Equip
73. Overall, I am very satisfied with our organization as a place to work.	4.17	4.13	↑	Satisfaction
11. I am in a role that allows me to maximize my talents and strengths.	4.16	4.19	↓	Talent & Fit
64. I speak of our organization with pride.	4.14	4.09	↑	Pride
25. My supervisor cares about me as a person.	4.13	4.13	=	Relationships
35. My supervisor supports my personal and professional development.	4.08	4.09	↓	Training & Development
34. My supervisor is actively responsive to my needs.	4.07	3.95	↑	Support-Equip
72. Our organization selects highly talented individuals when hiring.	4.06	4.08	↓	Talent & Fit
27. My supervisor and I have effective two-way communication.	4.05	3.98	↑	Communication
6. I am provided opportunities to further my growth and development.	4.04	4.02	↑	Training & Development
15. I am properly trained to achieve excellence in my work.	4.03	4.04	↓	Training & Development
20. I look forward to coming to work every day.	4.01	4.03	↓	Satisfaction
58. Our organization provides the experience and development for me to further my career here.	4.01	3.91	↑	Career Development
3. I am provided the core needs necessary for me to excel in my role.	3.99	3.99	=	Support-Equip
59. I value the career opportunities that I have at our organization.	3.99	3.99	=	Career Development
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.98	4.04	↓	Performance Planning
66. Excellence is recognized in our organization.	3.97	3.93	↑	Recognition
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.97	3.95	↑	Mission Conscious
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.97	3.85	↑	Talent & Fit
32. I have an open and trusting relationship with my supervisor.	3.96	3.93	↑	Relationships
62. I would recommend our organization to a friend as a great place to work.	3.95	3.85	↑	Engage-Inspire

29. My supervisor recognizes me for a job well done.	3.95	3.86	↑	Recognition
23. I have a supportive coaching relationship with my supervisor.	3.94	3.94	=	Support-Equip
69. Our organization encourages innovation.	3.93	4.06	↓	Innovation
37. My supervisor motivates me to achieve my goals.	3.91	3.91	=	Performance Planning
71. I am aware of the career opportunities that are available for me at our organization.	3.91	3.95	↓	Career Development
63. Our organization selects the right people for the right job.	3.90	3.83	↑	Talent & Fit
30. My supervisor encourages opportunities for my growth and development.	3.90	3.98	↓	Training & Development
24. My supervisor effectively communicates his/her expectations.	3.88	3.85	↑	Communication
26. My supervisor gives me constructive feedback about my work performance.	3.87	3.90	↓	Communication
41. My supervisor effectively communicates our organizational mission to me.	3.83	3.76	↑	Mission Conscious
60. I have the opportunity to express my career interests at our organization.	3.83	3.83	=	Career Development
61. Our organization has a genuine concern and interest about me as a person.	3.79	3.72	↑	Relationships
7. I have encouraged someone to apply at our organization.	3.78	3.62	↑	Talent & Fit
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.78	3.77	↑	Relationships
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.75	3.84	↓	Support-Equip
67. Our organization provides the "right" training for me to excel in my role.	3.62	3.66	↓	Training & Development
28. I am provided the opportunity to spend quality time with my supervisor.	3.62	3.56	↑	Support-Equip
68. Business decisions made are consistent with our mission and core values.	3.59	3.58	↑	Mission Conscious
9. I have received meaningful recognition in the past 10 days.	3.56	3.55	↑	Recognition
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.51	3.64	↓	Performance Planning
31. I am provided personal coaching from my supervisor.	3.51	3.45	↑	Relationships
65. I feel "in on things" that are happening at our organization.	3.39	3.54	↓	Communication