

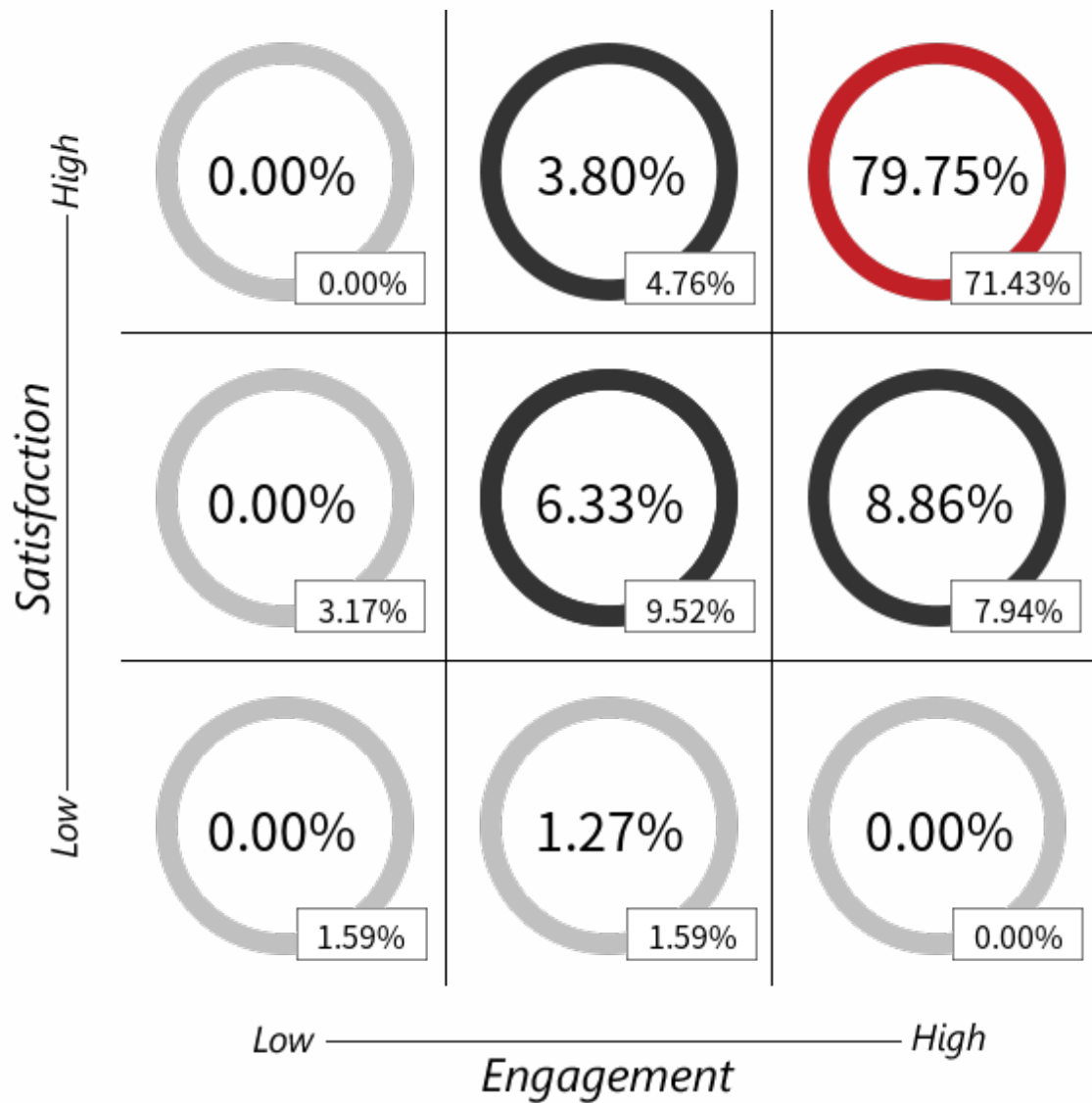
INSIGHTeX

Glen Ellyn 41

Glen Ellyn 41 - Hadley

September 2020

Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3



Dimensions (N=79)

| | Mean | Previous Mean | (+/-) Change |
|------------------------|------|---------------|-----------------|
| Dimension | | | |
| Engage-Inspire | 4.49 | 4.38 | ↑ |
| Quality | 4.48 | 4.32 | ↑ |
| Pride | 4.47 | 4.32 | ↑ |
| Continuous Improvement | 4.43 | 4.43 | ↓ |
| Satisfaction | 4.35 | 4.20 | ↑ |
| Innovation | 4.34 | 4.27 | ↑ |
| Talent & Fit | 4.13 | 3.94 | ↑ |
| Career Development | 4.12 | 3.96 | ↑ |
| Training & Development | 4.04 | 3.79 | ↑ |
| Recognition | 3.99 | 3.82 | ↑ |
| Performance Planning | 3.99 | 3.86 | ↑ |
| Relationships | 3.98 | 3.83 | ↑ |
| Mission Conscious | 3.95 | 3.90 | ↑ |
| Communication | 3.93 | 3.78 | ↑ |
| Support-Equip | 3.89 | 3.70 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|--------------|----------------|----------------|----------------|-----------|--------------|
| Engage-Inspire | 4.49 | 4.38 | | | | | | | |
| 2. I am fully engaged in the work that I do. | 4.67 | 4.59 | 0% n=0 | 1.27% n=1 | 0% n=0 | 29.11% n=23 | 69.62% n=55 | 0% n=0 | ↑ |
| 8. I am driven to contribute to the success of our organization. | 4.62 | 4.40 | 0% n=0 | 0% n=0 | 1.27% n=1 | 35.44% n=28 | 62.03% n=49 | 0% n=0 | ↑ |
| 53. I am committed to the success of our organization. | 4.61 | 4.63 | 0% n=0 | 0% n=0 | 0% n=0 | 39.24% n=31 | 60.76% n=48 | 0% n=0 | ↓ |
| 12. I am highly committed to and energized by my work. | 4.45 | 4.38 | 0% n=0 | 1.27% n=1 | 6.33% n=5 | 37.97% n=30 | 53.16% n=42 | 0% n=0 | ↑ |
| 62. I would recommend our organization to a friend as a great place to work. | 4.09 | 3.92 | 0% n=0 | 2.53% n=2 | 24.05% n=19 | 35.44% n=28 | 37.97% n=30 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|---|-------------|---------------|-------------------|--------------|--------------|----------------|----------------|-----------|--------------|
| Quality | 4.48 | 4.32 | | | | | | | |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.62 | 4.47 | 0% n=0 | 0% n=0 | 1.27% n=1 | 35.44% n=28 | 63.29% n=50 | 0% n=0 | ↑ |
| 57. Our organization is committed to quality work and excellence. | 4.47 | 4.44 | 0% n=0 | 1.27% n=1 | 3.8% n=3 | 41.77% n=33 | 53.16% n=42 | 0% n=0 | ↑ |
| 47. I am on a team that encourages each member to surpass expectations. | 4.34 | 4.05 | 0% n=0 | 2.53% n=2 | 7.59% n=6 | 43.04% n=34 | 46.84% n=37 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|---|-------------|---------------|-------------------|--------------|----------------|----------------|----------------|-----------|--------------|
| Pride | 4.47 | 4.32 | | | | | | | |
| 4. I feel great pride in the work I do. | 4.71 | 4.64 | 0% n=0 | 1.27% n=1 | 1.27% n=1 | 22.78% n=18 | 74.68% n=59 | 0% n=0 | ↑ |
| 45. I feel great pride in the team of which I am a part. | 4.54 | 4.48 | 0% n=0 | 0% n=0 | 1.27% n=1 | 43.04% n=34 | 55.7% n=44 | 0% n=0 | ↑ |
| 14. I feel great pride in being a part of our organization. | 4.33 | 4.06 | 0% n=0 | 1.27% n=1 | 13.92% n=11 | 34.18% n=27 | 49.37% n=39 | 0% n=0 | ↑ |
| 64. I speak of our organization with pride. | 4.30 | 4.11 | 0% n=0 | 1.27% n=1 | 12.66% n=10 | 40.51% n=32 | 45.57% n=36 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|---|-------------|---------------|-------------------|--------------|--------------|----------------|----------------|-----------|--------------|
| Continuous Improvement | 4.43 | 4.43 | | | | | | | |
| 52. Our team strives to pursue excellence. | 4.50 | 4.50 | 0% n=0 | 1.27% n=1 | 1.27% n=1 | 43.04% n=34 | 53.16% n=42 | 0% n=0 | = |
| 21. I strive to find a better way every day. | 4.43 | 4.39 | 0% n=0 | 0% n=0 | 5.06% n=4 | 46.84% n=37 | 48.1% n=38 | 0% n=0 | ↑ |
| 55. I am part of an organization that continues to pursue excellence every day. | 4.35 | 4.40 | 0% n=0 | 1.27% n=1 | 6.33% n=5 | 48.1% n=38 | 44.3% n=35 | 0% n=0 | ↓ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|--------------|----------------|----------------|----------------|-----------|--------------|
| Satisfaction | | | | | | | | | |
| | 4.35 | 4.20 | | | | | | | |
| 46. I am satisfied being a part of our team. | 4.52 | 4.45 | 0% n=0 | 0% n=0 | 2.53% n=2 | 43.04% n=34 | 54.43% n=43 | 0% n=0 | ↑ |
| 73. Overall, I am very satisfied with our organization as a place to work. | 4.35 | 4.27 | 0% n=0 | 1.27% n=1 | 7.59% n=6 | 45.57% n=36 | 45.57% n=36 | 0% n=0 | ↑ |
| 13. I am satisfied with my role/work. | 4.31 | 3.98 | 1.27% n=1 | 2.53% n=2 | 3.8% n=3 | 48.1% n=38 | 43.04% n=34 | 0% n=0 | ↑ |
| 20. I look forward to coming to work every day. | 4.20 | 4.08 | 0% n=0 | 0% n=0 | 15.19% n=12 | 49.37% n=39 | 35.44% n=28 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|-------------|----------------|----------------|----------------|-----------|--------------|
| Innovation | | | | | | | | | |
| | 4.34 | 4.27 | | | | | | | |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.63 | 4.56 | 0% n=0 | 0% n=0 | 0% n=0 | 36.71% n=29 | 62.03% n=49 | 0% n=0 | ↑ |
| 42. Our team encourages innovation. | 4.33 | 4.23 | 0% n=0 | 3.8% n=3 | 7.59% n=6 | 40.51% n=32 | 48.1% n=38 | 0% n=0 | ↑ |
| 69. Our organization encourages innovation. | 4.06 | 4.02 | 0% n=0 | 3.8% n=3 | 13.92% n=11 | 54.43% n=43 | 27.85% n=22 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|---------------|----------------|----------------|----------------|-----------|--------------|
| Talent & Fit | | | | | | | | | |
| | 4.13 | 3.94 | | | | | | | |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.57 | 4.43 | 0% n=0 | 0% n=0 | 1.27% n=1 | 40.51% n=32 | 58.23% n=46 | 0% n=0 | ↑ |
| 56. I feel our organization is a great fit for me. | 4.46 | 4.32 | 0% n=0 | 1.27% n=1 | 5.06% n=4 | 40.51% n=32 | 53.16% n=42 | 0% n=0 | ↑ |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.19 | 4.03 | 1.27% n=1 | 3.8% n=3 | 8.86% n=7 | 45.57% n=36 | 39.24% n=31 | 0% n=0 | ↑ |
| 72. Our organization selects highly talented individuals when hiring. | 4.04 | 4.03 | 0% n=0 | 3.8% n=3 | 18.99% n=15 | 46.84% n=37 | 30.38% n=24 | 0% n=0 | ↑ |
| 7. I have encouraged someone to apply at our organization. | 3.99 | 3.66 | 0% n=0 | 3.8% n=3 | 21.52% n=17 | 32.91% n=26 | 27.85% n=22 | 0% n=0 | ↑ |
| 63. Our organization selects the right people for the right job. | 3.87 | 3.60 | 0% n=0 | 10.13% n=8 | 22.78% n=18 | 36.71% n=29 | 30.38% n=24 | 0% n=0 | ↑ |
| 39. My supervisor knows the talents to look for in selecting new teammates who will be successful. | 3.77 | 3.50 | 3.8% n=3 | 8.86% n=7 | 20.25% n=16 | 37.97% n=30 | 26.58% n=21 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|---------------|----------------|----------------|----------------|-----------|--------------|
| Career Development | 4.12 | 3.96 | | | | | | | |
| 70. I would like to work at our organization long term. | 4.32 | 4.29 | 0% n=0 | 1.27% n=1 | 16.46% n=13 | 30.38% n=24 | 50.63% n=40 | 0% n=0 | ↑ |
| 58. Our organization provides the experience and development for me to further my career here. | 4.20 | 3.82 | 1.27% n=1 | 6.33% n=5 | 11.39% n=9 | 32.91% n=26 | 48.1% n=38 | 0% n=0 | ↑ |
| 59. I value the career opportunities that I have at our organization. | 4.13 | 3.93 | 0% n=0 | 7.59% n=6 | 11.39% n=9 | 39.24% n=31 | 39.24% n=31 | 0% n=0 | ↑ |
| 71. I am aware of the career opportunities that are available for me at our organization. | 4.03 | 3.97 | 0% n=0 | 11.39% n=9 | 7.59% n=6 | 40.51% n=32 | 32.91% n=26 | 0% n=0 | ↑ |
| 60. I have the opportunity to express my career interests at our organization. | 3.92 | 3.79 | 0% n=0 | 6.33% n=5 | 24.05% n=19 | 35.44% n=28 | 29.11% n=23 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|---------------|----------------|----------------|----------------|-----------|--------------|
| Training & Development | 4.04 | 3.79 | | | | | | | |
| 15. I am properly trained to achieve excellence in my work. | 4.37 | 4.18 | 0% n=0 | 2.53% n=2 | 5.06% n=4 | 44.3% n=35 | 46.84% n=37 | 0% n=0 | ↑ |
| 6. I am provided opportunities to further my growth and development. | 4.14 | 3.76 | 2.53% n=2 | 6.33% n=5 | 8.86% n=7 | 36.71% n=29 | 43.04% n=34 | 0% n=0 | ↑ |
| 35. My supervisor supports my personal and professional development. | 3.92 | 3.67 | 3.8% n=3 | 5.06% n=4 | 18.99% n=15 | 39.24% n=31 | 32.91% n=26 | 0% n=0 | ↑ |
| 30. My supervisor encourages opportunities for my growth and development. | 3.92 | 3.73 | 5.06% n=4 | 5.06% n=4 | 16.46% n=13 | 39.24% n=31 | 34.18% n=27 | 0% n=0 | ↑ |
| 67. Our organization provides the "right" training for me to excel in my role. | 3.87 | 3.60 | 1.27% n=1 | 10.13% n=8 | 15.19% n=12 | 46.84% n=37 | 26.58% n=21 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|---|-------------|---------------|-------------------|----------------|----------------|----------------|----------------|-----------|--------------|
| Recognition | 3.99 | 3.82 | | | | | | | |
| 48. Our team recognizes each other's efforts and impact. | 4.56 | 4.21 | 0% n=0 | 1.27% n=1 | 1.27% n=1 | 37.97% n=30 | 59.49% n=47 | 0% n=0 | ↑ |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.28 | 4.27 | 0% n=0 | 5.06% n=4 | 11.39% n=9 | 32.91% n=26 | 49.37% n=39 | 0% n=0 | ↑ |
| 66. Excellence is recognized in our organization. | 3.99 | 3.84 | 1.27% n=1 | 7.59% n=6 | 17.72% n=14 | 37.97% n=30 | 35.44% n=28 | 0% n=0 | ↑ |
| 29. My supervisor recognizes me for a job well done. | 3.78 | 3.60 | 7.59% n=6 | 5.06% n=4 | 21.52% n=17 | 32.91% n=26 | 32.91% n=26 | 0% n=0 | ↑ |
| 9. I have received meaningful recognition in the past 10 days. | 3.35 | 3.16 | 6.33% n=5 | 25.32% n=20 | 17.72% n=14 | 27.85% n=22 | 22.78% n=18 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|----------------|----------------|----------------|----------------|-----------|--------------|
| Performance Planning | 3.99 | 3.86 | | | | | | | |
| 17. I have set the right goals for myself to excel in my role/position. | 4.35 | 4.44 | 0% n=0 | 0% n=0 | 5.06% n=4 | 54.43% n=43 | 40.51% n=32 | 0% n=0 | ↓ |
| 49. Our team effectively sets goals to further enhance our performance. | 4.26 | 4.03 | 0% n=0 | 3.8% n=3 | 8.86% n=7 | 44.3% n=35 | 41.77% n=33 | 0% n=0 | ↑ |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 4.06 | 3.89 | 2.53% n=2 | 3.8% n=3 | 12.66% n=10 | 46.84% n=37 | 34.18% n=27 | 0% n=0 | ↑ |
| 37. My supervisor motivates me to achieve my goals. | 3.82 | 3.59 | 5.06% n=4 | 7.59% n=6 | 22.78% n=18 | 29.11% n=23 | 35.44% n=28 | 0% n=0 | ↑ |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.45 | 3.37 | 7.59% n=6 | 20.25% n=16 | 17.72% n=14 | 20.25% n=16 | 29.11% n=23 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|----------------|----------------|----------------|----------------|-----------|--------------|
| Relationships | 3.98 | 3.83 | | | | | | | |
| 5. I have at least one close friend at work. | 4.50 | 4.53 | 0% n=0 | 2.53% n=2 | 8.86% n=7 | 24.05% n=19 | 63.29% n=50 | 0% n=0 | ↓ |
| 50. Based on relationships demonstrated on our team, I would recommend someone to join our team. | 4.42 | 4.27 | 0% n=0 | 1.27% n=1 | 5.06% n=4 | 43.04% n=34 | 49.37% n=39 | 0% n=0 | ↑ |
| 51. Our team has open and trusting relationships. | 4.38 | 4.20 | 0% n=0 | 1.27% n=1 | 6.33% n=5 | 44.3% n=35 | 46.84% n=37 | 0% n=0 | ↑ |
| 54. Quality relationships are valued across our organization. | 4.10 | 4.00 | 1.27% n=1 | 1.27% n=1 | 16.46% n=13 | 48.1% n=38 | 32.91% n=26 | 0% n=0 | ↑ |
| 25. My supervisor cares about me as a person. | 3.91 | 3.71 | 5.06% n=4 | 7.59% n=6 | 16.46% n=13 | 32.91% n=26 | 37.97% n=30 | 0% n=0 | ↑ |
| 61. Our organization has a genuine concern and interest about me as a person. | 3.73 | 3.58 | 2.53% n=2 | 10.13% n=8 | 29.11% n=23 | 27.85% n=22 | 30.38% n=24 | 0% n=0 | ↑ |
| 38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.66 | 3.46 | 6.33% n=5 | 11.39% n=9 | 24.05% n=19 | 26.58% n=21 | 31.65% n=25 | 0% n=0 | ↑ |
| 32. I have an open and trusting relationship with my supervisor. | 3.63 | 3.57 | 11.39% n=9 | 6.33% n=5 | 21.52% n=17 | 29.11% n=23 | 31.65% n=25 | 0% n=0 | ↑ |
| 31. I am provided personal coaching from my supervisor. | 3.45 | 3.19 | 6.33% n=5 | 16.46% n=13 | 26.58% n=21 | 21.52% n=17 | 25.32% n=20 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|---------------|----------------|----------------|----------------|-----------|--------------|
| Mission Conscious | 3.95 | 3.90 | | | | | | | |
| 22. I am aware and knowledgeable about our organization's mission. | 4.33 | 4.39 | 0% n=0 | 5.06% n=4 | 5.06% n=4 | 41.77% n=33 | 48.1% n=38 | 0% n=0 | ↓ |
| 74. Our organization effectively aligns our day-to-day activities with the organizational mission. | 3.96 | 4.13 | 0% n=0 | 7.59% n=6 | 17.72% n=14 | 45.57% n=36 | 29.11% n=23 | 0% n=0 | ↓ |
| 41. My supervisor effectively communicates our organizational mission to me. | 3.76 | 3.45 | 5.06% n=4 | 8.86% n=7 | 24.05% n=19 | 29.11% n=23 | 32.91% n=26 | 0% n=0 | ↑ |
| 68. Business decisions made are consistent with our mission and core values. | 3.73 | 3.63 | 0% n=0 | 10.13% n=8 | 26.58% n=21 | 40.51% n=32 | 20.25% n=16 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|---|-------------|---------------|-------------------|----------------|----------------|----------------|----------------|-----------|--------------|
| Communication | | | | | | | | | |
| | 3.93 | 3.78 | | | | | | | |
| 44. Our team effectively communicates with each other. | 4.48 | 4.27 | 0% n=0 | 1.27% n=1 | 2.53% n=2 | 43.04% n=34 | 53.16% n=42 | 0% n=0 | ↑ |
| 36. I have the opportunity to communicate with my supervisor. | 4.08 | 3.94 | 2.53% n=2 | 5.06% n=4 | 12.66% n=10 | 41.77% n=33 | 37.97% n=30 | 0% n=0 | ↑ |
| 26. My supervisor gives me constructive feedback about my work performance. | 3.90 | 3.78 | 3.8% n=3 | 8.86% n=7 | 13.92% n=11 | 37.97% n=30 | 32.91% n=26 | 0% n=0 | ↑ |
| 27. My supervisor and I have effective two-way communication. | 3.87 | 3.71 | 3.8% n=3 | 8.86% n=7 | 17.72% n=14 | 35.44% n=28 | 34.18% n=27 | 0% n=0 | ↑ |
| 24. My supervisor effectively communicates his/her expectations. | 3.70 | 3.57 | 6.33% n=5 | 10.13% n=8 | 24.05% n=19 | 26.58% n=21 | 32.91% n=26 | 0% n=0 | ↑ |
| 65. I feel "in on things" that are happening at our organization. | 3.57 | 3.43 | 3.8% n=3 | 17.72% n=14 | 16.46% n=13 | 41.77% n=33 | 20.25% n=16 | 0% n=0 | ↑ |

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|--|-------------|---------------|-------------------|--------------|----------------|----------------|----------------|-----------|--------------|
| Support-Equip | | | | | | | | | |
| | 3.89 | 3.70 | | | | | | | |
| 3. I am provided the core needs necessary for me to excel in my role. | 4.20 | 4.11 | 0% n=0 | 5.06% n=4 | 7.59% n=6 | 49.37% n=39 | 37.97% n=30 | 0% n=0 | ↑ |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 4.01 | 3.82 | 1.27% n=1 | 6.33% n=5 | 13.92% n=11 | 46.84% n=37 | 31.65% n=25 | 0% n=0 | ↑ |
| 33. My supervisor is available for me when needs arise. | 3.91 | 3.66 | 3.8% n=3 | 8.86% n=7 | 13.92% n=11 | 39.24% n=31 | 34.18% n=27 | 0% n=0 | ↑ |
| 34. My supervisor is actively responsive to my needs. | 3.86 | 3.60 | 3.8% n=3 | 7.59% n=6 | 24.05% n=19 | 26.58% n=21 | 36.71% n=29 | 0% n=0 | ↑ |
| 23. I have a supportive coaching relationship with my supervisor. | 3.81 | 3.71 | 6.33% n=5 | 6.33% n=5 | 25.32% n=20 | 24.05% n=19 | 37.97% n=30 | 0% n=0 | ↑ |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 3.55 | 3.29 | 6.33% n=5 | 8.86% n=7 | 29.11% n=23 | 32.91% n=26 | 21.52% n=17 | 0% n=0 | ↑ |

Top Items (N=79)

| | Mean | Previous Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | (+/-) Change |
|---|------|---------------|-------------------|--------------|--------------|----------------|----------------|-----------|--------------|
| Question | | | | | | | | | |
| 4. I feel great pride in the work I do. | 4.71 | 4.64 | 0% n=0 | 1.27% n=1 | 1.27% n=1 | 22.78% n=18 | 74.68% n=59 | 0% n=0 | ↑ |
| 2. I am fully engaged in the work that I do. | 4.67 | 4.59 | 0% n=0 | 1.27% n=1 | 0% n=0 | 29.11% n=23 | 69.62% n=55 | 0% n=0 | ↑ |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.63 | 4.56 | 0% n=0 | 0% n=0 | 0% n=0 | 36.71% n=29 | 62.03% n=49 | 0% n=0 | ↑ |
| 8. I am driven to contribute to the success of our organization. | 4.62 | 4.40 | 0% n=0 | 0% n=0 | 1.27% n=1 | 35.44% n=28 | 62.03% n=49 | 0% n=0 | ↑ |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.62 | 4.47 | 0% n=0 | 0% n=0 | 1.27% n=1 | 35.44% n=28 | 63.29% n=50 | 0% n=0 | ↑ |

Bottom Items (N=79)

| | 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. | 3.35 | 3.16 | 6.33% n=5 | 25.32% n=20 | 17.72% n=14 | 27.85% n=22 | 22.78% n=18 | 0% n=0 | ↑ |
| 31. I am provided personal coaching from my supervisor. | 3.45 | 3.19 | 6.33% n=5 | 16.46% n=13 | 26.58% n=21 | 21.52% n=17 | 25.32% n=20 | 0% n=0 | ↑ |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.45 | 3.37 | 7.59% n=6 | 20.25% n=16 | 17.72% n=14 | 20.25% n=16 | 29.11% n=23 | 0% n=0 | ↑ |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 3.55 | 3.29 | 6.33% n=5 | 8.86% n=7 | 29.11% n=23 | 32.91% n=26 | 21.52% n=17 | 0% n=0 | ↑ |
| 65. I feel "in on things" that are happening at our organization. | 3.57 | 3.43 | 3.8% n=3 | 17.72% n=14 | 16.46% n=13 | 41.77% n=33 | 20.25% n=16 | 0% n=0 | ↑ |

Rank Ordered Questions According to Mean (N=79)

| | Mean | Previous Mean | (+/-) Change | Dimension |
|--|------|---------------|-----------------|------------------------|
| Question | | | | |
| 4. I feel great pride in the work I do. | 4.71 | 4.64 | ↑ | Pride |
| 2. I am fully engaged in the work that I do. | 4.67 | 4.59 | ↑ | Engage-Inspire |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.63 | 4.56 | ↑ | Innovation |
| 8. I am driven to contribute to the success of our organization. | 4.62 | 4.40 | ↑ | Engage-Inspire |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.62 | 4.47 | ↑ | Quality |
| 53. I am committed to the success of our organization. | 4.61 | 4.63 | ↓ | Engage-Inspire |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.57 | 4.43 | ↑ | Talent & Fit |
| 48. Our team recognizes each other's efforts and impact. | 4.56 | 4.21 | ↑ | Recognition |
| 45. I feel great pride in the team of which I am a part. | 4.54 | 4.48 | ↑ | Pride |
| 46. I am satisfied being a part of our team. | 4.52 | 4.45 | ↑ | Satisfaction |
| 5. I have at least one close friend at work. | 4.50 | 4.53 | ↓ | Relationships |
| 52. Our team strives to pursue excellence. | 4.50 | 4.50 | = | Continuous Improvement |
| 44. Our team effectively communicates with each other. | 4.48 | 4.27 | ↑ | Communication |
| 57. Our organization is committed to quality work and excellence. | 4.47 | 4.44 | ↑ | Quality |
| 56. I feel our organization is a great fit for me. | 4.46 | 4.32 | ↑ | Talent & Fit |
| 12. I am highly committed to and energized by my work. | 4.45 | 4.38 | ↑ | Engage-Inspire |
| 21. I strive to find a better way every day. | 4.43 | 4.39 | ↑ | Continuous Improvement |
| 50. Based on relationships demonstrated on our team, I would recommend someone to join our team. | 4.42 | 4.27 | ↑ | Relationships |
| 51. Our team has open and trusting relationships. | 4.38 | 4.20 | ↑ | Relationships |
| 15. I am properly trained to achieve excellence in my work. | 4.37 | 4.18 | ↑ | Training & Development |
| 17. I have set the right goals for myself to excel in my role/position. | 4.35 | 4.44 | ↓ | Performance Planning |
| 55. I am part of an organization that continues to pursue excellence every day. | 4.35 | 4.40 | ↓ | Continuous Improvement |
| 73. Overall, I am very satisfied with our organization as a place to work. | 4.35 | 4.27 | ↑ | Satisfaction |
| 47. I am on a team that encourages each member to surpass expectations. | 4.34 | 4.05 | ↑ | Quality |
| 14. I feel great pride in being a part of our organization. | 4.33 | 4.06 | ↑ | Pride |

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| 42. Our team encourages innovation. | 4.33 | 4.23 | ↑ | Innovation |
| 22. I am aware and knowledgeable about our organization's mission. | 4.33 | 4.39 | ↓ | Mission Conscious |
| 70. I would like to work at our organization long term. | 4.32 | 4.29 | ↑ | Career Development |
| 13. I am satisfied with my role/work. | 4.31 | 3.98 | ↑ | Satisfaction |
| 64. I speak of our organization with pride. | 4.30 | 4.11 | ↑ | Pride |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.28 | 4.27 | ↑ | Recognition |
| 49. Our team effectively sets goals to further enhance our performance. | 4.26 | 4.03 | ↑ | Performance Planning |
| 3. I am provided the core needs necessary for me to excel in my role. | 4.20 | 4.11 | ↑ | Support-Equip |
| 58. Our organization provides the experience and development for me to further my career here. | 4.20 | 3.82 | ↑ | Career Development |
| 20. I look forward to coming to work every day. | 4.20 | 4.08 | ↑ | Satisfaction |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.19 | 4.03 | ↑ | Talent & Fit |
| 6. I am provided opportunities to further my growth and development. | 4.14 | 3.76 | ↑ | Training & Development |
| 59. I value the career opportunities that I have at our organization. | 4.13 | 3.93 | ↑ | Career Development |
| 54. Quality relationships are valued across our organization. | 4.10 | 4.00 | ↑ | Relationships |
| 62. I would recommend our organization to a friend as a great place to work. | 4.09 | 3.92 | ↑ | Engage-Inspire |
| 36. I have the opportunity to communicate with my supervisor. | 4.08 | 3.94 | ↑ | Communication |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 4.06 | 3.89 | ↑ | Performance Planning |
| 69. Our organization encourages innovation. | 4.06 | 4.02 | ↑ | Innovation |
| 72. Our organization selects highly talented individuals when hiring. | 4.04 | 4.03 | ↑ | Talent & Fit |
| 71. I am aware of the career opportunities that are available for me at our organization. | 4.03 | 3.97 | ↑ | Career Development |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 4.01 | 3.82 | ↑ | Support-Equip |
| 7. I have encouraged someone to apply at our organization. | 3.99 | 3.66 | ↑ | Talent & Fit |
| 66. Excellence is recognized in our organization. | 3.99 | 3.84 | ↑ | Recognition |
| 74. Our organization effectively aligns our day-to-day activities with the organizational mission. | 3.96 | 4.13 | ↓ | Mission Conscious |
| 35. My supervisor supports my personal and professional development. | 3.92 | 3.67 | ↑ | Training & Development |
| 30. My supervisor encourages opportunities for my growth and development. | 3.92 | 3.73 | ↑ | Training & Development |
| 60. I have the opportunity to express my career interests at our organization. | 3.92 | 3.79 | ↑ | Career Development |

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| 33. My supervisor is available for me when needs arise. | 3.91 | 3.66 | ↑ | Support-Equip |
| 25. My supervisor cares about me as a person. | 3.91 | 3.71 | ↑ | Relationships |
| 26. My supervisor gives me constructive feedback about my work performance. | 3.90 | 3.78 | ↑ | Communication |
| 27. My supervisor and I have effective two-way communication. | 3.87 | 3.71 | ↑ | Communication |
| 67. Our organization provides the "right" training for me to excel in my role. | 3.87 | 3.60 | ↑ | Training & Development |
| 63. Our organization selects the right people for the right job. | 3.87 | 3.60 | ↑ | Talent & Fit |
| 34. My supervisor is actively responsive to my needs. | 3.86 | 3.60 | ↑ | Support-Equip |
| 37. My supervisor motivates me to achieve my goals. | 3.82 | 3.59 | ↑ | Performance Planning |
| 23. I have a supportive coaching relationship with my supervisor. | 3.81 | 3.71 | ↑ | Support-Equip |
| 29. My supervisor recognizes me for a job well done. | 3.78 | 3.60 | ↑ | Recognition |
| 39. My supervisor knows the talents to look for in selecting new teammates who will be successful. | 3.77 | 3.50 | ↑ | Talent & Fit |
| 41. My supervisor effectively communicates our organizational mission to me. | 3.76 | 3.45 | ↑ | Mission Conscious |
| 68. Business decisions made are consistent with our mission and core values. | 3.73 | 3.63 | ↑ | Mission Conscious |
| 61. Our organization has a genuine concern and interest about me as a person. | 3.73 | 3.58 | ↑ | Relationships |
| 24. My supervisor effectively communicates his/her expectations. | 3.70 | 3.57 | ↑ | Communication |
| 38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.66 | 3.46 | ↑ | Relationships |
| 32. I have an open and trusting relationship with my supervisor. | 3.63 | 3.57 | ↑ | Relationships |
| 65. I feel "in on things" that are happening at our organization. | 3.57 | 3.43 | ↑ | Communication |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 3.55 | 3.29 | ↑ | Support-Equip |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.45 | 3.37 | ↑ | Performance Planning |
| 31. I am provided personal coaching from my supervisor. | 3.45 | 3.19 | ↑ | Relationships |
| 9. I have received meaningful recognition in the past 10 days. | 3.35 | 3.16 | ↑ | Recognition |