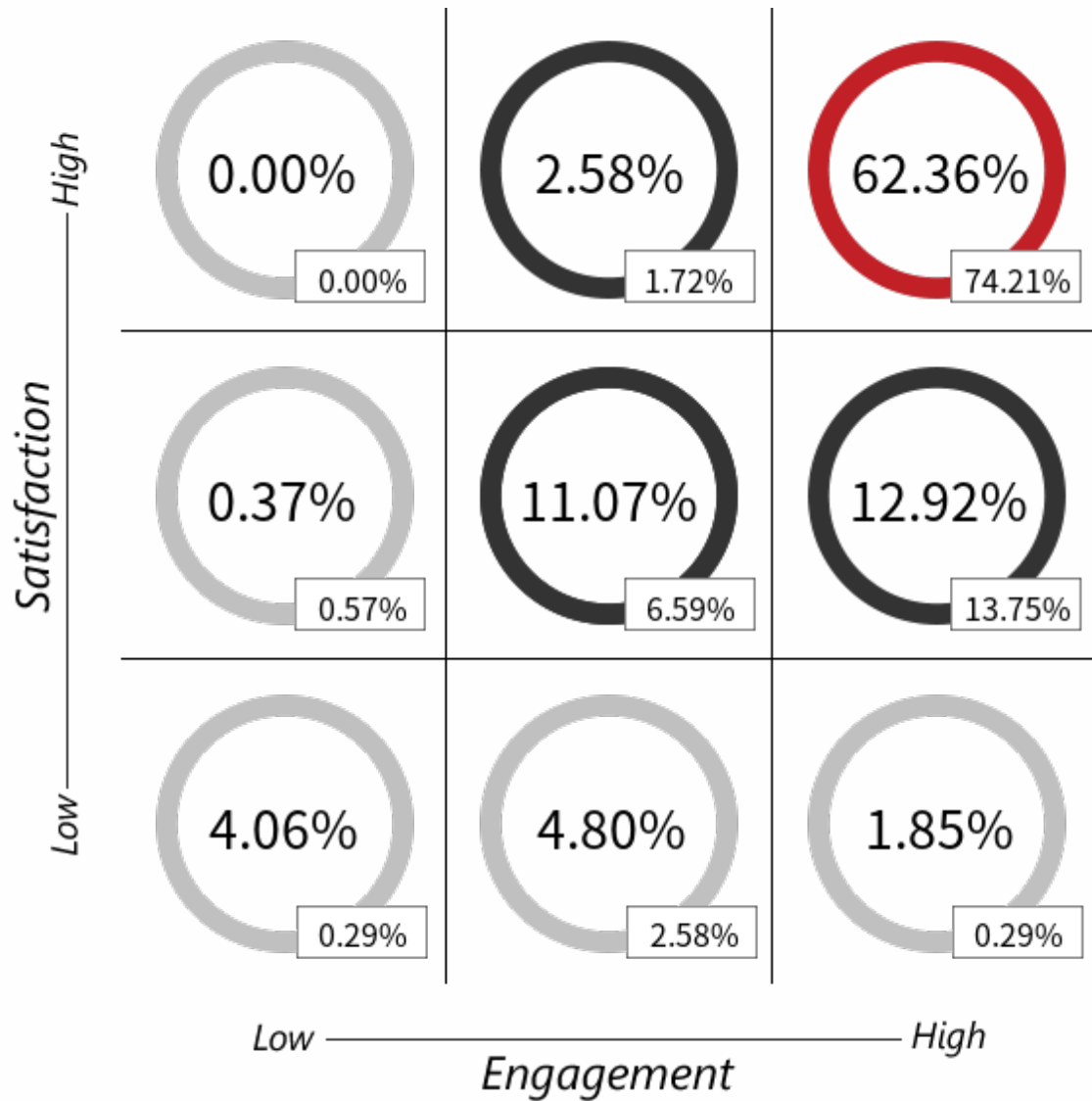




INSIGHTeX DEI+

Glen Ellyn 41
Full District
September 2021

Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3



Dimensions (N=271)

Dimension	Mean
Engage-Inspire	4.28
Quality	4.28
Continuous Improvement	4.28
Pride	4.15
Innovation	4.13
Satisfaction	4.00
Recognition	3.93
Relationships	3.90
Talent & Fit	3.87
Communication	3.85
Performance Planning	3.84
Career Development	3.77
Support-Equip	3.74
Training & Development	3.72
Mission Conscious	3.71

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Engage-Inspire	4.28						
2. I am fully engaged in the work that I do.	4.53	0.74% n=2	1.85% n=5	4.06% n=11	29.89% n=81	63.1% n=171	0.37% n=1
8. I am driven to contribute to the success of our organization.	4.46	0.74% n=2	2.21% n=6	7.38% n=20	27.31% n=74	61.62% n=167	0.74% n=2
53. I am committed to the success of our organization.	4.46	0.37% n=1	1.11% n=3	5.9% n=16	36.9% n=100	55.72% n=151	0% n=0
12. I am highly committed to and energized by my work.	4.33	0.74% n=2	2.58% n=7	9.23% n=25	37.64% n=102	49.82% n=135	0% n=0
62. I would recommend our organization to a friend as a great place to work.	3.62	7.38% n=20	9.96% n=27	22.51% n=61	33.21% n=90	26.57% n=72	0.37% n=1

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Quality	4.28						
43. My teammates demonstrate a commitment to quality work and excellence.	4.45	0.37% n=1	1.48% n=4	7.01% n=19	34.69% n=94	56.09% n=152	0.37% n=1
47. I am on a team that encourages each member to surpass expectations.	4.30	0.74% n=2	4.06% n=11	10.7% n=29	33.21% n=90	50.55% n=137	0.74% n=2
57. Our organization is committed to quality work and excellence.	4.08	2.95% n=8	5.17% n=14	12.18% n=33	38.75% n=105	40.59% n=110	0.37% n=1

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Continuous Improvement	4.28						
21. I strive to find a better way every day.	4.42	0% n=0	0.74% n=2	4.8% n=13	46.13% n=125	47.97% n=130	0.37% n=1
52. Our team strives to pursue excellence.	4.40	0.74% n=2	1.85% n=5	5.9% n=16	39.48% n=107	51.66% n=140	0.37% n=1
55. I am part of an organization that continues to pursue excellence every day.	4.02	2.95% n=8	7.01% n=19	10.7% n=29	42.07% n=114	36.9% n=100	0.37% n=1

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Pride	4.15						
4. I feel great pride in the work I do.	4.49	0.74% n=2	1.11% n=3	5.17% n=14	29.89% n=81	61.62% n=167	1.48% n=4
45. I feel great pride in the team of which I am a part.	4.37	1.11% n=3	2.95% n=8	8.49% n=23	32.1% n=87	54.98% n=149	0.37% n=1
14. I feel great pride in being a part of our organization.	3.90	3.69% n=10	7.38% n=20	19.19% n=52	32.84% n=89	36.53% n=99	0.37% n=1
64. I speak of our organization with pride.	3.83	3.69% n=10	7.75% n=21	20.3% n=55	38.38% n=104	29.89% n=81	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Innovation	4.13						
16. I am continuously seeking ways to improve my overall productivity.	4.56	0.37% n=1	0% n=0	4.8% n=13	32.47% n=88	61.99% n=168	0.37% n=1
42. Our team encourages innovation.	4.17	0.37% n=1	4.8% n=13	12.92% n=35	40.22% n=109	40.96% n=111	0.74% n=2
69. Our organization encourages innovation.	3.66	4.8% n=13	10.7% n=29	17.71% n=48	46.49% n=126	19.93% n=54	0.37% n=1

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Satisfaction	4.00						
46. I am satisfied being a part of our team.	4.37	0.74% n=2	2.58% n=7	9.96% n=27	32.1% n=87	54.24% n=147	0.37% n=1
13. I am satisfied with my role/work.	4.01	1.11% n=3	8.49% n=23	14.39% n=39	40.22% n=109	35.79% n=97	0% n=0
20. I look forward to coming to work every day.	3.83	2.95% n=8	10.33% n=28	16.61% n=45	40.96% n=111	29.15% n=79	0% n=0
73. Overall, I am very satisfied with our organization as a place to work.	3.80	3.69% n=10	8.86% n=24	18.45% n=50	41.7% n=113	27.31% n=74	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Recognition	3.93						
48. Our team recognizes each other's efforts and impact.	4.40	1.11% n=3	2.58% n=7	6.27% n=17	35.42% n=96	54.24% n=147	0.37% n=1
18. I have provided meaningful recognition to others in the past 10 days.	4.24	0.74% n=2	3.32% n=9	7.75% n=21	46.86% n=127	40.96% n=111	0.37% n=1
29. My supervisor recognizes me for a job well done.	3.81	6.27% n=17	8.49% n=23	16.24% n=44	32.84% n=89	35.06% n=95	1.11% n=3
66. Excellence is recognized in our organization.	3.68	4.06% n=11	9.96% n=27	21.4% n=58	41.33% n=112	22.88% n=62	0.37% n=1
9. I have received meaningful recognition in the past 10 days.	3.52	9.96% n=27	15.87% n=43	13.65% n=37	32.47% n=88	27.31% n=74	0.74% n=2

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Relationships	3.90						
5. I have at least one close friend at work.	4.37	0.74% n=2	4.8% n=13	10.33% n=28	22.51% n=61	60.89% n=165	0.74% n=2
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.23	1.11% n=3	4.8% n=13	11.07% n=30	35.06% n=95	47.23% n=128	0.74% n=2
51. Our team has open and trusting relationships.	4.20	1.48% n=4	4.43% n=12	11.81% n=32	37.27% n=101	44.65% n=121	0.37% n=1
25. My supervisor cares about me as a person.	4.06	4.8% n=13	5.54% n=15	11.81% n=32	32.47% n=88	45.02% n=122	0.37% n=1
54. Quality relationships are valued across our organization.	3.96	3.69% n=10	8.12% n=22	11.07% n=30	42.8% n=116	34.32% n=93	0% n=0
32. I have an open and trusting relationship with my supervisor.	3.85	4.8% n=13	8.86% n=24	17.71% n=48	32.47% n=88	35.79% n=97	0.37% n=1
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.63	7.01% n=19	11.44% n=31	18.82% n=51	29.52% n=80	30.63% n=83	2.58% n=7
61. Our organization has a genuine concern and interest about me as a person.	3.46	8.86% n=24	12.92% n=35	22.14% n=60	35.06% n=95	21.03% n=57	0% n=0
31. I am provided personal coaching from my supervisor.	3.30	9.96% n=27	15.13% n=41	24.35% n=66	26.57% n=72	20.66% n=56	3.32% n=9

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Talent & Fit	3.87						
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.41	1.48% n=4	3.32% n=9	4.8% n=13	33.58% n=91	56.46% n=153	0.37% n=1
56. I feel our organization is a great fit for me.	4.05	1.85% n=5	5.17% n=14	18.45% n=50	35.42% n=96	39.11% n=106	0% n=0
11. I am in a role that allows me to maximize my talents and strengths.	4.03	2.58% n=7	7.75% n=21	9.59% n=26	44.65% n=121	35.42% n=96	0% n=0
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.86	5.54% n=15	5.17% n=14	19.19% n=52	35.79% n=97	32.1% n=87	2.21% n=6
72. Our organization selects highly talented individuals when hiring.	3.74	3.69% n=10	5.54% n=15	25.83% n=70	41.7% n=113	22.51% n=61	0.74% n=2
63. Our organization selects the right people for the right job.	3.57	5.17% n=14	9.96% n=27	22.14% n=60	44.28% n=120	17.34% n=47	1.11% n=3
7. I have encouraged someone to apply at our organization.	3.41	7.01% n=19	16.97% n=46	16.61% n=45	28.41% n=77	25.09% n=68	5.9% n=16

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
Communication		3.85						
44. Our team effectively communicates with each other.	4.31	1.11% n=3	4.06% n=11	6.64% n=18	38.38% n=104	49.45% n=134	0.37% n=1	
36. I have the opportunity to communicate with my supervisor.	4.11	3.32% n=9	3.69% n=10	12.55% n=34	39.48% n=107	40.59% n=110	0.37% n=1	
27. My supervisor and I have effective two-way communication.	3.91	7.01% n=19	6.64% n=18	10.7% n=29	36.9% n=100	38.01% n=103	0.74% n=2	
24. My supervisor effectively communicates his/her expectations.	3.83	6.27% n=17	7.75% n=21	15.5% n=42	35.42% n=96	34.69% n=94	0.37% n=1	
26. My supervisor gives me constructive feedback about my work performance.	3.75	5.9% n=16	9.23% n=25	16.97% n=46	35.42% n=96	31% n=84	1.48% n=4	
65. I feel "in on things" that are happening at our organization.	3.21	14.39% n=39	15.5% n=42	20.3% n=55	33.95% n=92	15.87% n=43	0% n=0	

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
Performance Planning		3.84						
17. I have set the right goals for myself to excel in my role/position.	4.28	0.37% n=1	2.58% n=7	6.64% n=18	49.82% n=135	40.59% n=110	0% n=0	
49. Our team effectively sets goals to further enhance our performance.	4.09	0.74% n=2	5.9% n=16	13.65% n=37	42.07% n=114	36.53% n=99	1.11% n=3	
37. My supervisor motivates me to achieve my goals.	3.77	6.27% n=17	8.12% n=22	18.82% n=51	35.79% n=97	30.63% n=83	0.37% n=1	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.77	3.69% n=10	12.18% n=33	16.97% n=46	37.27% n=101	29.89% n=81	0% n=0	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.27	11.07% n=30	16.24% n=44	20.3% n=55	27.31% n=74	20.3% n=55	4.8% n=13	

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
Career Development		3.77						
70. I would like to work at our organization long term.	3.96	3.32% n=9	4.43% n=12	18.82% n=51	35.42% n=96	36.9% n=100	1.11% n=3	
59. I value the career opportunities that I have at our organization.	3.79	4.06% n=11	6.27% n=17	18.82% n=51	38.01% n=103	29.15% n=79	3.69% n=10	
71. I am aware of the career opportunities that are available for me at our organization.	3.74	1.48% n=4	8.86% n=24	21.4% n=58	40.59% n=110	24.72% n=67	2.95% n=8	
58. Our organization provides the experience and development for me to further my career here.	3.70	7.01% n=19	8.86% n=24	18.82% n=51	34.69% n=94	29.52% n=80	1.11% n=3	
60. I have the opportunity to express my career interests at our organization.	3.65	4.43% n=12	8.12% n=22	23.99% n=65	35.42% n=96	23.99% n=65	4.06% n=11	

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Support-Equip	3.74						
33. My supervisor is available for me when needs arise.	4.04	3.32% n=9	6.27% n=17	9.23% n=25	45.02% n=122	35.79% n=97	0.37% n=1
34. My supervisor is actively responsive to my needs.	3.93	3.32% n=9	8.49% n=23	12.92% n=35	40.22% n=109	34.32% n=93	0.74% n=2
23. I have a supportive coaching relationship with my supervisor.	3.82	7.38% n=20	9.59% n=26	9.96% n=27	37.64% n=102	35.06% n=95	0.37% n=1
3. I am provided the core needs necessary for me to excel in my role.	3.64	7.38% n=20	14.39% n=39	10.7% n=29	40.96% n=111	26.2% n=71	0.37% n=1
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	10.33% n=28	12.92% n=35	15.87% n=43	38.01% n=103	22.88% n=62	0% n=0
28. I am provided the opportunity to spend quality time with my supervisor.	3.49	7.38% n=20	15.87% n=43	18.45% n=50	30.63% n=83	25.46% n=69	2.21% n=6

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Training & Development	3.72						
35. My supervisor supports my personal and professional development.	3.98	3.69% n=10	6.27% n=17	14.76% n=40	36.9% n=100	37.64% n=102	0.74% n=2
15. I am properly trained to achieve excellence in my work.	3.83	5.54% n=15	10.7% n=29	13.65% n=37	33.21% n=90	36.53% n=99	0.37% n=1
6. I am provided opportunities to further my growth and development.	3.80	4.06% n=11	9.59% n=26	17.34% n=47	38.01% n=103	30.26% n=82	0.74% n=2
30. My supervisor encourages opportunities for my growth and development.	3.74	6.27% n=17	8.86% n=24	18.82% n=51	34.32% n=93	30.63% n=83	1.11% n=3
67. Our organization provides the "right" training for me to excel in my role.	3.26	10.33% n=28	17.34% n=47	22.51% n=61	35.42% n=96	14.39% n=39	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Mission Conscious	3.71						
22. I am aware and knowledgeable about our organization's mission.	4.21	1.11% n=3	2.58% n=7	9.96% n=27	46.49% n=126	39.85% n=108	0% n=0
41. My supervisor effectively communicates our organizational mission to me.	3.76	4.43% n=12	7.38% n=20	23.25% n=63	37.64% n=102	26.94% n=73	0.37% n=1
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.67	4.43% n=12	10.33% n=28	18.82% n=51	46.13% n=125	19.56% n=53	0.74% n=2
68. Business decisions made are consistent with our mission and core values.	3.21	9.59% n=26	14.39% n=39	26.57% n=72	33.58% n=91	12.55% n=34	3.32% n=9

Top Items (N=271)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Question							
16. I am continuously seeking ways to improve my overall productivity.	4.56	0.37% n=1	0% n=0	4.8% n=13	32.47% n=88	61.99% n=168	0.37% n=1
2. I am fully engaged in the work that I do.	4.53	0.74% n=2	1.85% n=5	4.06% n=11	29.89% n=81	63.1% n=171	0.37% n=1
4. I feel great pride in the work I do.	4.49	0.74% n=2	1.11% n=3	5.17% n=14	29.89% n=81	61.62% n=167	1.48% n=4
8. I am driven to contribute to the success of our organization.	4.46	0.74% n=2	2.21% n=6	7.38% n=20	27.31% n=74	61.62% n=167	0.74% n=2
53. I am committed to the success of our organization.	4.46	0.37% n=1	1.11% n=3	5.9% n=16	36.9% n=100	55.72% n=151	0% n=0

Bottom Items (N=271)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Question							
68. Business decisions made are consistent with our mission and core values.	3.21	9.59% n=26	14.39% n=39	26.57% n=72	33.58% n=91	12.55% n=34	3.32% n=9
65. I feel "in on things" that are happening at our organization.	3.21	14.39% n=39	15.5% n=42	20.3% n=55	33.95% n=92	15.87% n=43	0% n=0
67. Our organization provides the "right" training for me to excel in my role.	3.26	10.33% n=28	17.34% n=47	22.51% n=61	35.42% n=96	14.39% n=39	0% n=0
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.27	11.07% n=30	16.24% n=44	20.3% n=55	27.31% n=74	20.3% n=55	4.8% n=13
31. I am provided personal coaching from my supervisor.	3.30	9.96% n=27	15.13% n=41	24.35% n=66	26.57% n=72	20.66% n=56	3.32% n=9

DEI+ (N=271)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Question							
95. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.66	0% n=0	0.37% n=1	3.69% n=10	22.14% n=60	73.06% n=198	0.74% n=2
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65	0% n=0	0.37% n=1	3.32% n=9	25.46% n=69	70.48% n=191	0.37% n=1
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.63	0% n=0	0.37% n=1	4.06% n=11	28.04% n=76	67.53% n=183	0% n=0
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.60	0.37% n=1	0% n=0	3.32% n=9	29.89% n=81	66.05% n=179	0.37% n=1
82. I value the contributions of all team members.	4.51	0% n=0	0.37% n=1	4.8% n=13	38.01% n=103	56.46% n=153	0.37% n=1
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.29	0% n=0	1.11% n=3	10.7% n=29	43.91% n=119	43.54% n=118	0.74% n=2
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.28	2.21% n=6	1.85% n=5	5.9% n=16	46.13% n=125	43.91% n=119	0% n=0
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.27	1.85% n=5	2.95% n=8	7.38% n=20	38.01% n=103	48.71% n=132	1.11% n=3
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.27	1.48% n=4	2.21% n=6	12.18% n=33	36.53% n=99	47.6% n=129	0% n=0
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.26	1.48% n=4	2.58% n=7	7.01% n=19	46.13% n=125	42.44% n=115	0.37% n=1
97. Our organization is a safe place for people of color to work and be successful.	4.24	0.74% n=2	1.48% n=4	13.28% n=36	39.48% n=107	43.54% n=118	1.48% n=4
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.06	1.48% n=4	5.17% n=14	15.5% n=42	36.9% n=100	39.48% n=107	1.48% n=4
98. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.04	1.85% n=5	5.17% n=14	15.87% n=43	40.96% n=111	36.16% n=98	0% n=0
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	3.97	1.85% n=5	5.17% n=14	15.87% n=43	47.97% n=130	29.15% n=79	0% n=0
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.97	2.21% n=6	4.43% n=12	14.02% n=38	48.71% n=132	29.15% n=79	1.48% n=4
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.90	3.32% n=9	6.27% n=17	18.08% n=49	41.7% n=113	30.63% n=83	0% n=0
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.88	2.58% n=7	6.27% n=17	18.45% n=50	44.28% n=120	28.04% n=76	0.37% n=1
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.82	4.8% n=13	7.75% n=21	16.24% n=44	43.17% n=117	28.04% n=76	0% n=0
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.78	4.06% n=11	12.18% n=33	13.65% n=37	42.07% n=114	28.04% n=76	0% n=0
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.76	4.06% n=11	9.23% n=25	19.93% n=54	40.22% n=109	26.57% n=72	0% n=0
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.72	4.06% n=11	8.49% n=23	23.25% n=63	39.85% n=108	24.35% n=66	0% n=0
81. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	3.70	5.9% n=16	7.75% n=21	21.4% n=58	40.22% n=109	24.35% n=66	0.37% n=1
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.65	5.54% n=15	11.44% n=31	18.08% n=49	42.44% n=115	22.51% n=61	0% n=0

75. Our organization demonstrates quality efforts in building a culture of diversity.	3.65	4.8% n=13	10.33% n=28	22.14% n=60	40.22% n=109	22.51% n=61	0% n=0
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Rank Ordered Questions According to Mean (N=271)

	Mean	Dimension
Question		
16. I am continuously seeking ways to improve my overall productivity.	4.56	Innovation
2. I am fully engaged in the work that I do.	4.53	Engage-Inspire
4. I feel great pride in the work I do.	4.49	Pride
8. I am driven to contribute to the success of our organization.	4.46	Engage-Inspire
53. I am committed to the success of our organization.	4.46	Engage-Inspire
43. My teammates demonstrate a commitment to quality work and excellence.	4.45	Quality
21. I strive to find a better way every day.	4.42	Continuous Improvement
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.41	Talent & Fit
48. Our team recognizes each other's efforts and impact.	4.40	Recognition
52. Our team strives to pursue excellence.	4.40	Continuous Improvement
46. I am satisfied being a part of our team.	4.37	Satisfaction
45. I feel great pride in the team of which I am a part.	4.37	Pride
5. I have at least one close friend at work.	4.37	Relationships
12. I am highly committed to and energized by my work.	4.33	Engage-Inspire
44. Our team effectively communicates with each other.	4.31	Communication
47. I am on a team that encourages each member to surpass expectations.	4.30	Quality
17. I have set the right goals for myself to excel in my role/position.	4.28	Performance Planning
18. I have provided meaningful recognition to others in the past 10 days.	4.24	Recognition
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.23	Relationships
22. I am aware and knowledgeable about our organization's mission.	4.21	Mission Conscious
51. Our team has open and trusting relationships.	4.20	Relationships
42. Our team encourages innovation.	4.17	Innovation
36. I have the opportunity to communicate with my supervisor.	4.11	Communication
49. Our team effectively sets goals to further enhance our performance.	4.09	Performance Planning
57. Our organization is committed to quality work and excellence.	4.08	Quality
25. My supervisor cares about me as a person.	4.06	Relationships
56. I feel our organization is a great fit for me.	4.05	Talent & Fit
33. My supervisor is available for me when needs arise.	4.04	Support-Equip
11. I am in a role that allows me to maximize my talents and strengths.	4.03	Talent & Fit
55. I am part of an organization that continues to pursue excellence every day.	4.02	Continuous Improvement
13. I am satisfied with my role/work.	4.01	Satisfaction

35. My supervisor supports my personal and professional development.	3.98	Training & Development
70. I would like to work at our organization long term.	3.96	Career Development
54. Quality relationships are valued across our organization.	3.96	Relationships
34. My supervisor is actively responsive to my needs.	3.93	Support-Equip
27. My supervisor and I have effective two-way communication.	3.91	Communication
14. I feel great pride in being a part of our organization.	3.90	Pride
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.86	Talent & Fit
32. I have an open and trusting relationship with my supervisor.	3.85	Relationships
15. I am properly trained to achieve excellence in my work.	3.83	Training & Development
64. I speak of our organization with pride.	3.83	Pride
24. My supervisor effectively communicates his/her expectations.	3.83	Communication
20. I look forward to coming to work every day.	3.83	Satisfaction
23. I have a supportive coaching relationship with my supervisor.	3.82	Support-Equip
29. My supervisor recognizes me for a job well done.	3.81	Recognition
6. I am provided opportunities to further my growth and development.	3.80	Training & Development
73. Overall, I am very satisfied with our organization as a place to work.	3.80	Satisfaction
59. I value the career opportunities that I have at our organization.	3.79	Career Development
37. My supervisor motivates me to achieve my goals.	3.77	Performance Planning
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.77	Performance Planning
41. My supervisor effectively communicates our organizational mission to me.	3.76	Mission Conscious
26. My supervisor gives me constructive feedback about my work performance.	3.75	Communication
71. I am aware of the career opportunities that are available for me at our organization.	3.74	Career Development
72. Our organization selects highly talented individuals when hiring.	3.74	Talent & Fit
30. My supervisor encourages opportunities for my growth and development.	3.74	Training & Development
58. Our organization provides the experience and development for me to further my career here.	3.70	Career Development
66. Excellence is recognized in our organization.	3.68	Recognition
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.67	Mission Conscious
69. Our organization encourages innovation.	3.66	Innovation
60. I have the opportunity to express my career interests at our organization.	3.65	Career Development
3. I am provided the core needs necessary for me to excel in my role.	3.64	Support-Equip
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.63	Relationships
62. I would recommend our organization to a friend as a great place to work.	3.62	Engage-Inspire

63. Our organization selects the right people for the right job.	3.57	Talent & Fit
9. I have received meaningful recognition in the past 10 days.	3.52	Recognition
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	Support-Equip
28. I am provided the opportunity to spend quality time with my supervisor.	3.49	Support-Equip
61. Our organization has a genuine concern and interest about me as a person.	3.46	Relationships
7. I have encouraged someone to apply at our organization.	3.41	Talent & Fit
31. I am provided personal coaching from my supervisor.	3.30	Relationships
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.27	Performance Planning
67. Our organization provides the "right" training for me to excel in my role.	3.26	Training & Development
65. I feel "in on things" that are happening at our organization.	3.21	Communication
68. Business decisions made are consistent with our mission and core values.	3.21	Mission Conscious