

INSIGHTeX

for Glen Ellyn District 41:
Hadley - All



October 2019

Glen Ellyn District 41: Hadley - All Results (N=63)

	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
TALENT/FIT									
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.43	4.49	3.2% n=2	3.2% n=2	3.2% n=2	28.6% n=18	61.9% n=39	0.0% n=0	↓
56. I feel our organization is a great fit for me.	4.32	4.40	0.0% n=0	3.2% n=2	15.9% n=10	27.0% n=17	54.0% n=34	0.0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.03	4.18	9.5% n=6	4.8% n=3	4.8% n=3	33.3% n=21	46.0% n=29	1.6% n=1	↓
72. Our organization selects highly talented individuals when hiring.	4.03	4.19	1.6% n=1	3.2% n=2	20.6% n=13	38.1% n=24	34.9% n=22	1.6% n=1	↓
7. I have encouraged someone to apply at our organization.	3.66	3.75	4.8% n=3	14.3% n=9	15.9% n=10	30.2% n=19	27.0% n=17	7.9% n=5	↓
63. Our organization selects the right people for the right job.	3.60	3.96	4.8% n=3	9.5% n=6	31.7% n=20	27.0% n=17	25.4% n=16	1.6% n=1	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.50	3.79	11.1% n=7	9.5% n=6	22.2% n=14	30.2% n=19	25.4% n=16	1.6% n=1	↓
SUPPORT/EQUIP									
3. I am provided the core needs necessary for me to excel in my role.	4.11	4.08	3.2% n=2	6.3% n=4	14.3% n=9	25.4% n=16	47.6% n=30	3.2% n=2	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.82	4.09	6.3% n=4	9.5% n=6	17.5% n=11	25.4% n=16	38.1% n=24	3.2% n=2	↓
23. I have a supportive coaching relationship with my supervisor.	3.71	3.96	7.9% n=5	9.5% n=6	22.2% n=14	23.8% n=15	36.5% n=23	0.0% n=0	↓
33. My supervisor is available for me when needs arise.	3.66	3.93	7.9% n=5	11.1% n=7	14.3% n=9	38.1% n=24	27.0% n=17	1.6% n=1	↓
34. My supervisor is actively responsive to my needs.	3.60	3.82	7.9% n=5	12.7% n=8	19.0% n=12	31.7% n=20	28.6% n=18	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.29	3.61	14.3% n=9	11.1% n=7	27.0% n=17	23.8% n=15	22.2% n=14	1.6% n=1	↓



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
RELATIONSHIPS									
5. I have at least one close friend at work.	4.53	4.62	1.6% n=1	1.6% n=1	7.9% n=5	19.0% n=12	68.3% n=43	1.6% n=1	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.27	4.29	0.0% n=0	4.8% n=3	7.9% n=5	39.7% n=25	42.9% n=27	4.8% n=3	↓
51. Our team has open and trusting relationships.	4.20	4.13	0.0% n=0	3.2% n=2	15.9% n=10	36.5% n=23	41.3% n=26	3.2% n=2	↑
54. Quality relationships are valued across our organization.	4.00	4.05	1.6% n=1	6.3% n=4	14.3% n=9	46.0% n=29	31.7% n=20	0.0% n=0	↓
25. My supervisor cares about me as a person.	3.71	3.91	9.5% n=6	6.3% n=4	22.2% n=14	27.0% n=17	34.9% n=22	0.0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	3.58	3.73	7.9% n=5	7.9% n=5	30.2% n=19	23.8% n=15	28.6% n=18	1.6% n=1	↓
32. I have an open and trusting relationship with my supervisor.	3.57	3.78	12.7% n=8	6.3% n=4	23.8% n=15	25.4% n=16	31.7% n=20	0.0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.46	3.61	6.3% n=4	19.0% n=12	23.8% n=15	23.8% n=15	27.0% n=17	0.0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.19	3.51	11.1% n=7	23.8% n=15	17.5% n=11	30.2% n=19	17.5% n=11	0.0% n=0	↓
QUALITY									
43. My teammates demonstrate a commitment to quality work and excellence.	4.47	4.54	0.0% n=0	1.6% n=1	4.8% n=3	38.1% n=24	54.0% n=34	1.6% n=1	↓
57. Our organization is committed to quality work and excellence.	4.44	4.52	0.0% n=0	1.6% n=1	7.9% n=5	34.9% n=22	55.6% n=35	0.0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.05	4.21	1.6% n=1	4.8% n=3	17.5% n=11	38.1% n=24	36.5% n=23	1.6% n=1	↓
COMMUNICATION									
44. Our team effectively communicates with each other.	4.27	4.31	0.0% n=0	1.6% n=1	11.1% n=7	44.4% n=28	41.3% n=26	1.6% n=1	↓
36. I have the opportunity to communicate with my supervisor.	3.94	4.05	4.8% n=3	9.5% n=6	9.5% n=6	39.7% n=25	36.5% n=23	0.0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	3.78	3.95	7.9% n=5	7.9% n=5	12.7% n=8	41.3% n=26	30.2% n=19	0.0% n=0	↓
27. My supervisor and I have effective two-way communication.	3.71	3.86	6.3% n=4	7.9% n=5	22.2% n=14	34.9% n=22	28.6% n=18	0.0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	3.57	3.85	11.1% n=7	9.5% n=6	19.0% n=12	31.7% n=20	28.6% n=18	0.0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.43	3.82	14.3% n=9	12.7% n=8	14.3% n=9	33.3% n=21	25.4% n=16	0.0% n=0	↓



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
RECOGNITION									
18. I have provided meaningful recognition to others in the past 10 days.	3.82	4.05	4.8% n=3	3.2% n=2	3.2% n=2	36.5% n=23	50.8% n=32	1.6% n=1	↓
48. Our team recognizes each other's efforts and impact.	4.21	4.34	0.0% n=0	3.2% n=2	12.7% n=8	42.9% n=27	39.7% n=25	1.6% n=1	↓
66. Excellence is recognized in our organization.	3.84	4.08	3.2% n=2	9.5% n=6	17.5% n=11	39.7% n=25	30.2% n=19	0.0% n=0	↓
29. My supervisor recognizes me for a job well done.	3.60	3.77	12.7% n=8	11.1% n=7	15.9% n=10	23.8% n=15	36.5% n=23	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.16	3.56	19.0% n=12	23.8% n=15	7.9% n=5	17.5% n=11	30.2% n=19	1.6% n=1	↓
PERFORMANCE PLANNING									
17. I have set the right goals for myself to excel in my role/position.	4.44	4.45	1.6% n=1	1.6% n=1	3.2% n=2	36.5% n=23	54.0% n=34	3.2% n=2	↓
49. Our team effectively sets goals to further enhance our performance.	4.03	4.04	0.0% n=0	4.8% n=3	20.6% n=13	36.5% n=23	33.3% n=21	4.8% n=3	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.89	4.20	3.2% n=2	12.7% n=8	11.1% n=7	36.5% n=23	34.9% n=22	1.6% n=1	↓
37. My supervisor motivates me to achieve my goals.	3.59	3.74	7.9% n=5	14.3% n=9	22.2% n=14	22.2% n=14	33.3% n=21	0.0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.37	3.70	14.3% n=9	17.5% n=11	14.3% n=9	25.4% n=16	28.6% n=18	0.0% n=0	↓
TRAINING & DEVELOPMENT									
15. I am properly trained to achieve excellence in my work.	4.18	4.35	3.2% n=2	4.8% n=3	12.7% n=8	27.0% n=17	49.2% n=31	3.2% n=2	↓
6. I am provided opportunities to further my growth and development.	3.76	3.89	7.9% n=5	12.7% n=8	11.1% n=7	30.2% n=19	36.5% n=23	1.6% n=1	↓
30. My supervisor encourages opportunities for my growth and development.	3.73	3.88	6.3% n=4	17.5% n=11	12.7% n=8	23.8% n=15	39.7% n=25	0.0% n=0	↓
35. My supervisor supports my personal and professional development.	3.67	3.77	6.3% n=4	12.7% n=8	19.0% n=12	31.7% n=20	30.2% n=19	0.0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.60	3.88	9.5% n=6	9.5% n=6	15.9% n=10	41.3% n=26	23.8% n=15	0.0% n=0	↓



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	Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
CAREER DEVELOPMENT									
70. I would like to work at our organization long term.	3.96	4.15	0.0% n=0	3.2% n=2	19.0% n=12	23.8% n=15	54.0% n=34	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.97	4.19	3.2% n=2	9.5% n=6	11.1% n=7	39.7% n=25	36.5% n=23	0.0% n=0	↓
59. I value the career opportunities that I have at our organization.	3.93	4.19	3.2% n=2	7.9% n=5	17.5% n=11	31.7% n=20	36.5% n=23	3.2% n=2	↓
58. Our organization provides the experience and development for me to further my career here.	3.82	4.07	4.8% n=3	15.9% n=10	9.5% n=6	30.2% n=19	38.1% n=24	1.6% n=1	↓
60. I have the opportunity to express my career interests at our organization.	3.79	3.89	4.8% n=3	9.5% n=6	17.5% n=11	34.9% n=22	30.2% n=19	3.2% n=2	↓
ENGAGE-INSPIRE									
53. I am committed to the success of our organization.	4.63	4.66	0.0% n=0	0.0% n=0	1.6% n=1	33.3% n=21	65.1% n=41	0.0% n=0	↓
2. I am fully engaged in the work that I do.	4.59	4.70	1.6% n=1	1.6% n=1	1.6% n=1	25.4% n=16	66.7% n=42	3.2% n=2	↓
8. I am driven to contribute to the success of our organization.	4.40	4.51	1.6% n=1	1.6% n=1	4.8% n=3	38.1% n=24	52.4% n=33	1.6% n=1	↓
12. I am highly committed to and energized by my work.	4.38	4.51	3.2% n=2	0.0% n=0	9.5% n=6	28.6% n=18	55.6% n=35	3.2% n=2	↓
62. I would recommend our organization to a friend as a great place to work.	3.92	3.97	3.2% n=2	4.8% n=3	27.0% n=17	27.0% n=17	38.1% n=24	0.0% n=0	↓
SATISFACTION									
46. I am satisfied being a part of our team.	4.45	4.44	0.0% n=0	0.0% n=0	4.8% n=3	44.4% n=28	49.2% n=31	1.6% n=1	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.27	4.22	0.0% n=0	3.2% n=2	12.7% n=8	38.1% n=24	46.0% n=29	0.0% n=0	↑
20. I look forward to coming to work every day.	4.08	4.18	1.6% n=1	3.2% n=2	12.7% n=8	49.2% n=31	31.7% n=20	1.6% n=1	↓
13. I am satisfied with my role/work.	3.98	4.31	3.2% n=2	7.9% n=5	12.7% n=8	36.5% n=23	36.5% n=23	3.2% n=2	↓
MISSION CONSCIOUS									
22. I am aware and knowledgeable about our organization's mission.	4.39	4.34	1.6% n=1	1.6% n=1	6.3% n=4	36.5% n=23	52.4% n=33	1.6% n=1	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.13	4.04	1.6% n=1	1.6% n=1	19.0% n=12	38.1% n=24	39.7% n=25	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.63	3.74	3.2% n=2	20.6% n=13	15.9% n=10	23.8% n=15	31.7% n=20	4.8% n=3	↓
41. My supervisor effectively communicates our organizational mission to me.	3.45	3.73	11.1% n=7	11.1% n=7	22.2% n=14	30.2% n=19	23.8% n=15	1.6% n=1	↓



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PRIDE									
4. I feel great pride in the work I do.	4.64	4.68	1.6% n=1	3.2% n=2	1.6% n=1	15.9% n=10	74.6% n=47	3.2% n=2	↓
45. I feel great pride in the team of which I am a part.	4.48	4.41	0.0% n=0	0.0% n=0	6.3% n=4	38.1% n=24	54.0% n=34	1.6% n=1	↑
64. I speak of our organization with pride.	4.11	4.16	0.0% n=0	3.2% n=2	22.2% n=14	34.9% n=22	39.7% n=25	0.0% n=0	↓
14. I feel great pride in being a part of our organization.	4.06	4.35	1.6% n=1	3.2% n=2	22.2% n=14	31.7% n=20	39.7% n=25	1.6% n=1	↓
CONTINUOUS IMPROVEMENT									
52. Our team strives to pursue excellence.	4.50	4.46	0.0% n=0	0.0% n=0	6.3% n=4	36.5% n=23	55.6% n=35	1.6% n=1	↑
55. I am part of an organization that continues to pursue excellence every day.	4.40	4.42	0.0% n=0	1.6% n=1	7.9% n=5	39.7% n=25	50.8% n=32	0.0% n=0	↓
21. I strive to find a better way every day.	4.39	4.43	1.6% n=1	0.0% n=0	6.3% n=4	41.3% n=26	49.2% n=31	1.6% n=1	↓
INNOVATION									
16. I am continuously seeking ways to improve my overall productivity.	4.56	4.64	1.6% n=1	1.6% n=1	0.0% n=0	31.7% n=20	61.9% n=39	3.2% n=2	↓
42. Our team encourages innovation.	4.23	4.24	0.0% n=0	3.2% n=2	9.5% n=6	47.6% n=30	38.1% n=24	1.6% n=1	↓
69. Our organization encourages innovation.	4.02	4.18	1.6% n=1	9.5% n=6	11.1% n=7	41.3% n=26	36.5% n=23	0.0% n=0	↓



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

4.	I feel great pride in the work I do.	4.64	Pride 4.32
53.	I am committed to the success of our organization.	4.63	Engage-Inspire 4.38
2.	I am fully engaged in the work that I do.	4.59	Engage-Inspire 4.38
16.	I am continuously seeking ways to improve my overall productivity.	4.56	Innovation 4.26
5.	I have at least one close friend at work.	4.53	Relationships 3.83
52.	Our team strives to pursue excellence.	4.50	Continuous Improvement 4.43
45.	I feel great pride in the team of which I am a part.	4.48	Pride 4.32
43.	My teammates demonstrate a commitment to quality work and excellence.	4.47	Quality 4.32
46.	I am satisfied being a part of our team.	4.45	Satisfaction 4.20
57.	Our organization is committed to quality work and excellence.	4.44	Quality 4.32
17.	I have set the right goals for myself to excel in my role/position.	4.44	Performance Planning 3.86
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.43	Talent/Fit 3.94
8.	I am driven to contribute to the success of our organization.	4.40	Engage-Inspire 4.38



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
55.	I am part of an organization that continues to pursue excellence every day.	4.40	Continuous Improvement 4.43
21.	I strive to find a better way every day.	4.39	Continuous Improvement 4.43
22.	I am aware and knowledgeable about our organization's mission.	4.39	Mission Conscious 3.90
12.	I am highly committed to and energized by my work.	4.38	Engage-Inspire 4.38
56.	I feel our organization is a great fit for me.	4.32	Talent/Fit 3.94
70.	I would like to work at our organization long term.	4.29	Career Development 3.96
18.	I have provided meaningful recognition to others in the past 10 days.	4.27	Recognition 3.82
44.	Our team effectively communicates with each other.	4.27	Communication 3.78
73.	Overall, I am very satisfied with our organization as a place to work.	4.27	Satisfaction 4.20
50.	Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.27	Relationships 3.83
42.	Our team encourages innovation.	4.23	Innovation 4.26
48.	Our team recognizes each other's efforts and impact.	4.21	Recognition 3.82
51.	Our team has open and trusting relationships.	4.20	Relationships 3.83



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
15.	I am properly trained to achieve excellence in my work.	4.18	Training & Development 3.79
74.	Our organization effectively aligns our day-to-day activities with the organizational mission.	4.13	Mission Conscious 3.90
3.	I am provided the core needs necessary for me to excel in my role.	4.11	Support-Equip 3.70
64.	I speak of our organization with pride.	4.11	Pride 4.32
20.	I look forward to coming to work every day.	4.08	Satisfaction 4.20
14.	I feel great pride in being a part of our organization.	4.06	Pride 4.32
47.	I am on a team that encourages each member to surpass expectations.	4.05	Quality 4.32
49.	Our team effectively sets goals to further enhance our performance.	4.03	Performance Planning 3.86
11.	I am in a role that allows me to maximize my talents and strengths.	4.03	Talent/Fit 3.94
72.	Our organization selects highly talented individuals when hiring.	4.03	Talent/Fit 3.94
69.	Our organization encourages innovation.	4.02	Innovation 4.26
54.	Quality relationships are valued across our organization.	4.00	Relationships 3.83
13.	I am satisfied with my role/work.	3.98	Satisfaction 4.20



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71.	I am aware of the career opportunities that are available for me at our organization.	3.97	Career Development 3.96
36.	I have the opportunity to communicate with my supervisor.	3.94	Communication 3.78
59.	I value the career opportunities that I have at our organization.	3.93	Career Development 3.96
62.	I would recommend our organization to a friend as a great place to work.	3.92	Engage-Inspire 4.38
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.89	Performance Planning 3.86
66.	Excellence is recognized in our organization.	3.84	Recognition 3.82
58.	Our organization provides the experience and development for me to further my career here.	3.82	Career Development 3.96
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.82	Support-Equip 3.70
60.	I have the opportunity to express my career interests at our organization.	3.79	Career Development 3.96
26.	My supervisor gives me constructive feedback about my work performance.	3.78	Communication 3.78
6.	I am provided opportunities to further my growth and development.	3.76	Training & Development 3.79
30.	My supervisor encourages opportunities for my growth and development.	3.73	Training & Development 3.79
23.	I have a supportive coaching relationship with my supervisor.	3.71	Support-Equip 3.70



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
25.	My supervisor cares about me as a person.	3.71	Relationships 3.83
27.	My supervisor and I have effective two-way communication.	3.71	Communication 3.78
35.	My supervisor supports my personal and professional development.	3.67	Training & Development 3.79
33.	My supervisor is available for me when needs arise.	3.66	Support-Equip 3.70
7.	I have encouraged someone to apply at our organization.	3.66	Talent/Fit 3.94
68.	Business decisions made are consistent with our mission and core values.	3.63	Mission Conscious 3.90
29.	My supervisor recognizes me for a job well done.	3.60	Recognition 3.82
34.	My supervisor is actively responsive to my needs.	3.60	Support-Equip 3.70
67.	Our organization provides the "right" training for me to excel in my role.	3.60	Training & Development 3.79
63.	Our organization selects the right people for the right job.	3.60	Talent/Fit 3.94
37.	My supervisor motivates me to achieve my goals.	3.59	Performance Planning 3.86
61.	Our organization has a genuine concern and interest about me as a person.	3.58	Relationships 3.83
24.	My supervisor effectively communicates his/her expectations.	3.57	Communication 3.78

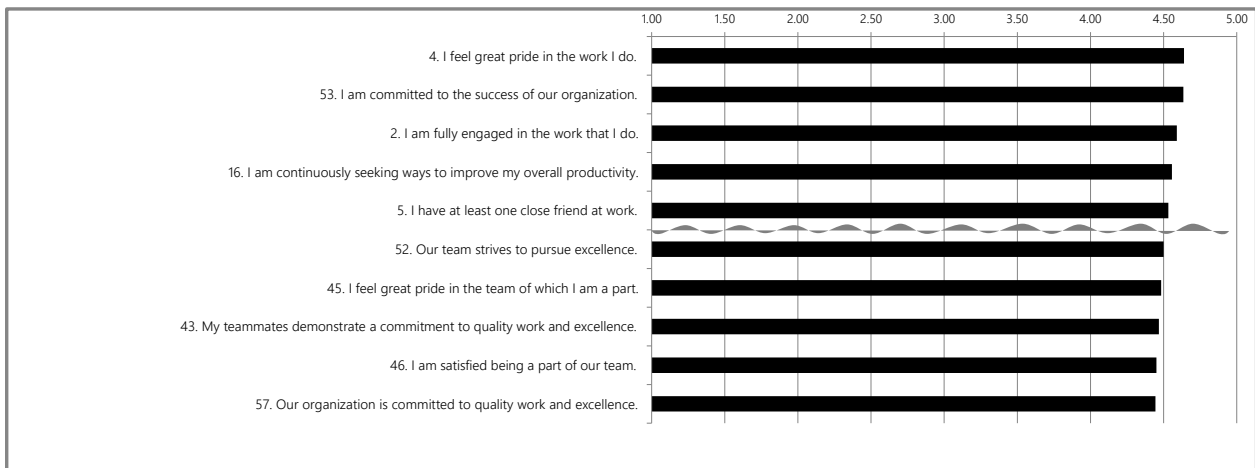


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Glen Ellyn District 41: Hadley - All Results (N=63)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
32.	I have an open and trusting relationship with my supervisor.	3.57	Relationships 3.83
39.	My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.50	Talent/Fit 3.94
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.46	Relationships 3.83
41.	My supervisor effectively communicates our organizational mission to me.	3.45	Mission Conscious 3.90
65.	I feel "in on things" that are happening at our organization.	3.43	Communication 3.78
40.	In the past three months, my supervisor has discussed my successes and progress with me.	3.37	Performance Planning 3.86
28.	I am provided the opportunity to spend quality time with my supervisor.	3.29	Support-Equip 3.70
31.	I am provided personal coaching from my supervisor.	3.19	Relationships 3.83
9.	I have received meaningful recognition in the past 10 days.	3.16	Recognition 3.82

Top 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
4. I feel great pride in the work I do.	Pride	4.64	4.68	1.6% n=1	3.2% n=2	1.6% n=1	15.9% n=10	74.6% n=47	3.2% n=2		↓
53. I am committed to the success of our organization.	Engage-Inspire	4.63	4.66	0.0% n=0	0.0% n=0	1.6% n=1	33.3% n=21	65.1% n=41	0.0% n=0		↓
2. I am fully engaged in the work that I do.	Engage-Inspire	4.59	4.70	1.6% n=1	1.6% n=1	1.6% n=1	25.4% n=16	66.7% n=42	3.2% n=2		↓
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.56	4.64	1.6% n=1	1.6% n=1	0.0% n=0	31.7% n=20	61.9% n=39	3.2% n=2		↓
5. I have at least one close friend at work.	Relationships	4.53	4.62	1.6% n=1	1.6% n=1	7.9% n=5	19.0% n=12	68.3% n=43	1.6% n=1		↓
52. Our team strives to pursue excellence.	Continuous Improvement	4.50	4.46	0.0% n=0	0.0% n=0	6.3% n=4	36.5% n=23	55.6% n=35	1.6% n=1		↑
45. I feel great pride in the team of which I am a part.	Pride	4.48	4.41	0.0% n=0	0.0% n=0	6.3% n=4	38.1% n=24	54.0% n=34	1.6% n=1		↑
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.47	4.54	0.0% n=0	1.6% n=1	4.8% n=3	38.1% n=24	54.0% n=34	1.6% n=1		↓
46. I am satisfied being a part of our team.	Satisfaction	4.45	4.44	0.0% n=0	0.0% n=0	4.8% n=3	44.4% n=28	49.2% n=31	1.6% n=1		↑
57. Our organization is committed to quality work and excellence.	Quality	4.44	4.52	0.0% n=0	1.6% n=1	7.9% n=5	34.9% n=22	55.6% n=35	0.0% n=0		↓

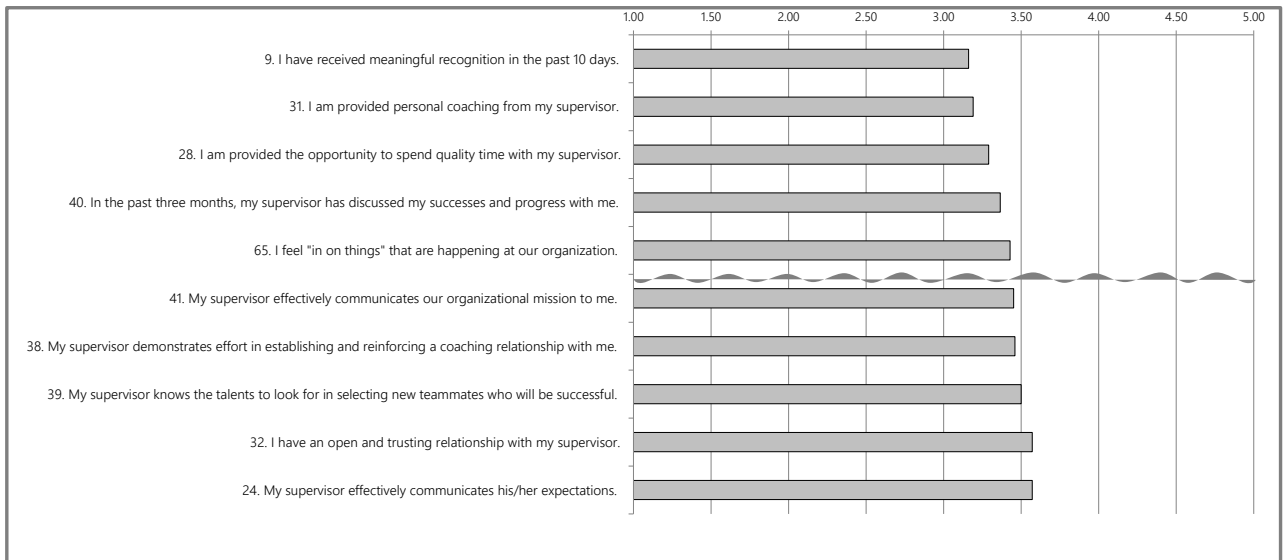




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Glen Ellyn District 41: Hadley - All Results (N=63)

Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
9. I have received meaningful recognition in the past 10 days.	Recognition	3.16	3.56	19.0% n=12	23.8% n=15	7.9% n=5	17.5% n=11	30.2% n=19	1.6% n=1	↓	
31. I am provided personal coaching from my supervisor.	Relationships	3.19	3.51	11.1% n=7	23.8% n=15	17.5% n=11	30.2% n=19	17.5% n=11	0.0% n=0	↓	
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.29	3.61	14.3% n=9	11.1% n=7	27.0% n=17	23.8% n=15	22.2% n=14	1.6% n=1	↓	
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.37	3.70	14.3% n=9	17.5% n=11	14.3% n=9	25.4% n=16	28.6% n=18	0.0% n=0	↓	
65. I feel "in on things" that are happening at our organization.	Communication	3.43	3.82	14.3% n=9	12.7% n=8	14.3% n=9	33.3% n=21	25.4% n=16	0.0% n=0	↓	
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.45	3.73	11.1% n=7	11.1% n=7	22.2% n=14	30.2% n=19	23.8% n=15	1.6% n=1	↓	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.46	3.61	6.3% n=4	19.0% n=12	23.8% n=15	23.8% n=15	27.0% n=17	0.0% n=0	↓	
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.50	3.79	11.1% n=7	9.5% n=6	22.2% n=14	30.2% n=19	25.4% n=16	1.6% n=1	↓	
32. I have an open and trusting relationship with my supervisor.	Relationships	3.57	3.78	12.7% n=8	6.3% n=4	23.8% n=15	25.4% n=16	31.7% n=20	0.0% n=0	↓	
24. My supervisor effectively communicates his/her expectations.	Communication	3.57	3.85	11.1% n=7	9.5% n=6	19.0% n=12	31.7% n=20	28.6% n=18	0.0% n=0	↓	

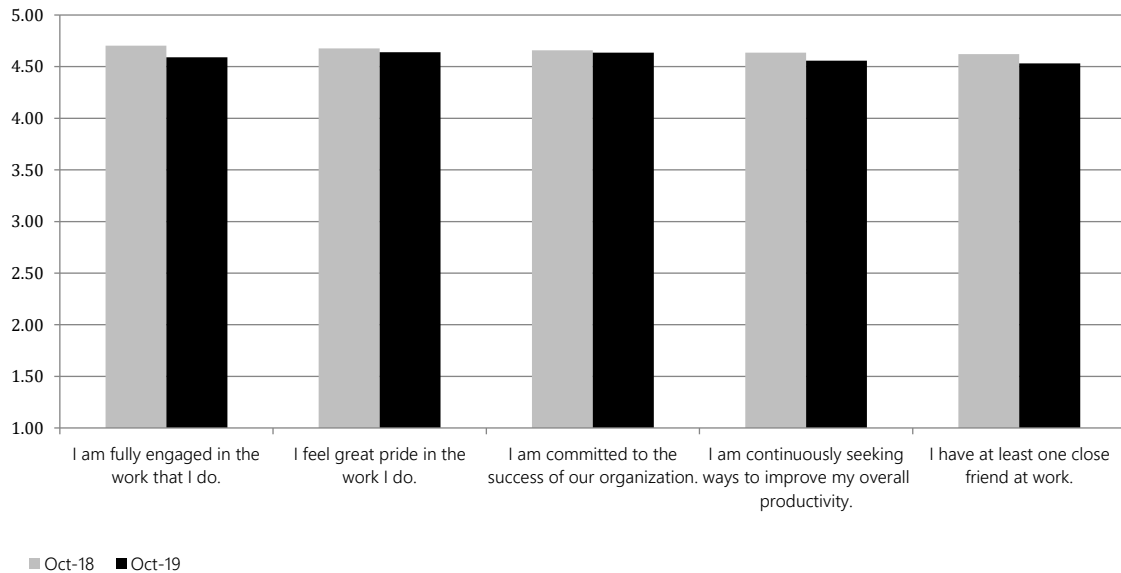




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Glen Ellyn District 41: Hadley - All Results (N=63)

		Dimension	Oct-18	Oct-19	Change
<i>Previous Top 5 Rank Ordered Questions According to Mean</i>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.70	4.59	↓
4.	I feel great pride in the work I do.	Pride	4.68	4.64	↓
53.	I am committed to the success of our organization.	Engage-Inspire	4.66	4.63	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.64	4.56	↓
5.	I have at least one close friend at work.	Relationships	4.62	4.53	↓

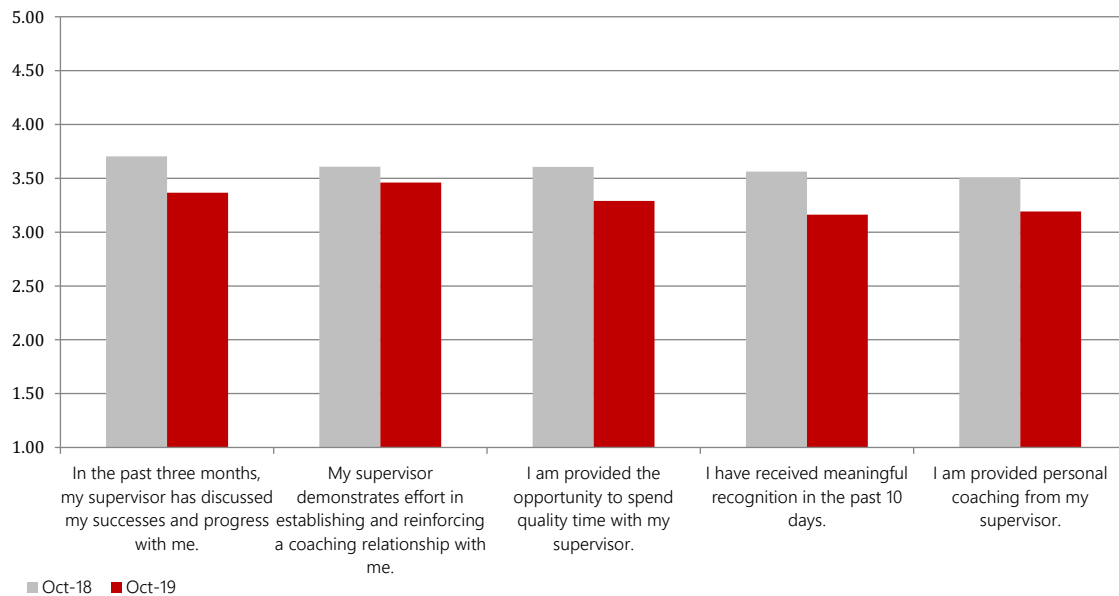




October 2019

Glen Ellyn District 41: Hadley - All Results (N=63)

		<u>Dimension</u>	<u>Oct-18</u>	<u>Oct-19</u>	<u>(+/-)</u> <u>Change</u>
<i><u>Previous Bottom 5 Rank Ordered Questions According to Mean</u></i>					
40.	In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.70	3.37	↓
38.	My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.61	3.46	↓
28.	I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.61	3.29	↓
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.56	3.16	↓
31.	I am provided personal coaching from my supervisor.	Relationships	3.51	3.19	↓

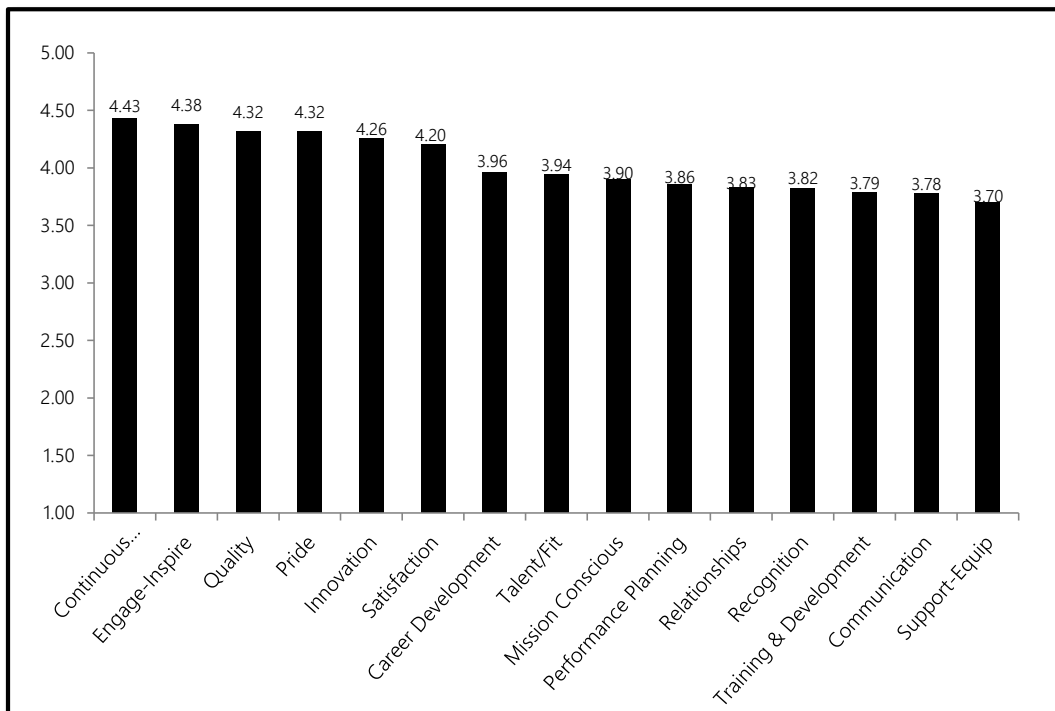




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Glen Ellyn District 41: Hadley - All Results (N=63)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.43
Engage-Inspire	4.38
Quality	4.32
Pride	4.32
Innovation	4.26
Satisfaction	4.20
Career Development	3.96
Talent/Fit	3.94
Mission Conscious	3.90
Performance Planning	3.86
Relationships	3.83
Recognition	3.82
Training & Development	3.79
Communication	3.78
Support-Equip	3.70





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Glen Ellyn District 41: Hadley - All Results (N=63)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-18 Mean</u>	<u>Oct-19 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.44	4.43	↓
Engage-Inspire	4.47	4.38	↓
Quality	4.43	4.32	↓
Pride	4.40	4.32	↓
Innovation	4.35	4.26	↓
Satisfaction	4.28	4.20	↓
Career Development	4.15	3.96	↓
Talent/Fit	4.11	3.94	↓
Mission Conscious	3.96	3.90	↓
Performance Planning	4.03	3.86	↓
Relationships	3.96	3.83	↓
Recognition	4.05	3.82	↓
Training & Development	3.95	3.79	↓
Communication	3.97	3.78	↓
Support-Equip	3.92	3.70	↓



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Glen Ellyn District 41: Hadley - All Results (N=63)

Humanex Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

