



October 2015

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# Insight<sup>e</sup>X Cultural Assessment

for D41:  
Churchill - Support Staff



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*Consulting | Training | Coaching | Research | Assessment | Impact<sup>e</sup>X Technology*

October 2015

D41: Churchill - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Talent/Fit</b>	<b>4.00</b>						
11. I am in a role that allows me to maximize my talents and strengths.	3.86	0.0% n=0	14.3% n=2	21.4% n=3	28.6% n=4	35.7% n=5	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.50	7.1% n=1	0.0% n=0	0.0% n=0	21.4% n=3	71.4% n=10	0.0% n=0
7. I have encouraged someone to apply at D41.	3.86	7.1% n=1	7.1% n=1	21.4% n=3	21.4% n=3	42.9% n=6	0.0% n=0
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.07	0.0% n=0	7.1% n=1	14.3% n=2	42.9% n=6	35.7% n=5	0.0% n=0
56. I feel D41 is a great fit for me.	4.29	7.1% n=1	0.0% n=0	7.1% n=1	28.6% n=4	57.1% n=8	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	3.79	7.1% n=1	0.0% n=0	21.4% n=3	50.0% n=7	21.4% n=3	0.0% n=0
63. D41 selects the right people for the right job.	3.64	7.1% n=1	7.1% n=1	21.4% n=3	42.9% n=6	21.4% n=3	0.0% n=0
<b>Support-Equip</b>	<b>3.98</b>						
3. I am provided the core needs necessary for me to excel in my role.	3.93	7.1% n=1	0.0% n=0	21.4% n=3	35.7% n=5	35.7% n=5	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.14	0.0% n=0	0.0% n=0	21.4% n=3	42.9% n=6	35.7% n=5	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	4.14	7.1% n=1	7.1% n=1	0.0% n=0	35.7% n=5	50.0% n=7	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.71	7.1% n=1	7.1% n=1	28.6% n=4	21.4% n=3	35.7% n=5	0.0% n=0
33. My supervisor/administrator is available for me when needs arise.	3.86	7.1% n=1	7.1% n=1	21.4% n=3	21.4% n=3	42.9% n=6	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	4.07	7.1% n=1	0.0% n=0	14.3% n=2	35.7% n=5	42.9% n=6	0.0% n=0

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D41: Churchill - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Relationships</b>	<b>3.94</b>						
5. I have at least one close friend at work.	<b>4.64</b>	7.1% n=1	0.0% n=0	0.0% n=0	7.1% n=1	85.7% n=12	0.0% n=0
32. I have an open and trusting relationship with my supervisor/administrator.	<b>3.93</b>	7.1% n=1	14.3% n=2	0.0% n=0	35.7% n=5	42.9% n=6	0.0% n=0
25. My supervisor/administrator cares about me as a person.	<b>4.36</b>	7.1% n=1	0.0% n=0	7.1% n=1	21.4% n=3	64.3% n=9	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	<b>3.43</b>	14.3% n=2	7.1% n=1	28.6% n=4	21.4% n=3	28.6% n=4	0.0% n=0
51. My team has open and trusting relationships.	<b>3.93</b>	14.3% n=2	0.0% n=0	0.0% n=0	50.0% n=7	35.7% n=5	0.0% n=0
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>3.86</b>	14.3% n=2	0.0% n=0	7.1% n=1	42.9% n=6	35.7% n=5	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	<b>3.57</b>	7.1% n=1	14.3% n=2	28.6% n=4	14.3% n=2	35.7% n=5	0.0% n=0
54. Quality relationships are valued across our school district.	<b>4.00</b>	7.1% n=1	7.1% n=1	14.3% n=2	21.4% n=3	50.0% n=7	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	<b>3.71</b>	7.1% n=1	7.1% n=1	21.4% n=3	35.7% n=5	28.6% n=4	0.0% n=0
<b>Quality</b>	<b>4.19</b>						
47. I am on a team that encourages each member to surpass expectations.	<b>4.00</b>	7.1% n=1	7.1% n=1	0.0% n=0	50.0% n=7	35.7% n=5	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	<b>4.29</b>	7.1% n=1	0.0% n=0	0.0% n=0	42.9% n=6	50.0% n=7	0.0% n=0
57. D41 is committed to quality work and excellence.	<b>4.29</b>	7.1% n=1	0.0% n=0	0.0% n=0	42.9% n=6	50.0% n=7	0.0% n=0

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D41: Churchill - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Communication</b>	<b>4.02</b>						
36. I have the opportunity to communicate with my supervisor/administrator.	<b>4.14</b>	7.1% n=1	0.0% n=0	7.1% n=1	42.9% n=6	42.9% n=6	0.0% n=0
24. My supervisor/administrator effectively communicates his/her expectations.	<b>4.07</b>	7.1% n=1	0.0% n=0	7.1% n=1	50.0% n=7	35.7% n=5	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.00</b>	7.1% n=1	0.0% n=0	7.1% n=1	57.1% n=8	28.6% n=4	0.0% n=0
27. My supervisor/administrator and I have effective two-way communication.	<b>4.14</b>	7.1% n=1	0.0% n=0	7.1% n=1	42.9% n=6	42.9% n=6	0.0% n=0
65. I feel "in on things" that are happening at D41.	<b>3.64</b>	7.1% n=1	7.1% n=1	21.4% n=3	42.9% n=6	21.4% n=3	0.0% n=0
44. Our team effectively communicates with each other.	<b>4.14</b>	7.1% n=1	7.1% n=1	0.0% n=0	35.7% n=5	50.0% n=7	0.0% n=0
<b>Recognition</b>	<b>4.00</b>						
29. My supervisor/administrator recognizes me for a job well done.	<b>4.14</b>	0.0% n=0	7.1% n=1	14.3% n=2	35.7% n=5	42.9% n=6	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	<b>3.86</b>	0.0% n=0	28.6% n=4	0.0% n=0	28.6% n=4	42.9% n=6	0.0% n=0
66. Excellence is recognized in my school district.	<b>3.79</b>	7.1% n=1	7.1% n=1	14.3% n=2	42.9% n=6	28.6% n=4	0.0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	<b>4.21</b>	0.0% n=0	14.3% n=2	0.0% n=0	35.7% n=5	50.0% n=7	0.0% n=0
48. My team recognizes each other's efforts and impact.	<b>4.00</b>	7.1% n=1	7.1% n=1	0.0% n=0	50.0% n=7	35.7% n=5	0.0% n=0



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	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Performance Planning</b>	<b>4.03</b>						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>3.43</b>	7.1% n=1	21.4% n=3	14.3% n=2	35.7% n=5	21.4% n=3	0.0% n=0
17. I have set the right goals for myself to excel in my role/position.	<b>4.36</b>	7.1% n=1	0.0% n=0	0.0% n=0	35.7% n=5	57.1% n=8	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	<b>4.00</b>	7.1% n=1	0.0% n=0	21.4% n=3	28.6% n=4	42.9% n=6	0.0% n=0
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.29</b>	0.0% n=0	7.1% n=1	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	<b>4.07</b>	7.1% n=1	0.0% n=0	21.4% n=3	21.4% n=3	50.0% n=7	0.0% n=0
<b>Training &amp; Development</b>	<b>3.91</b>						
35. My supervisor/administrator supports my personal and professional development.	<b>3.93</b>	7.1% n=1	7.1% n=1	14.3% n=2	28.6% n=4	42.9% n=6	0.0% n=0
6. I am provided opportunities to further my growth and development.	<b>4.07</b>	0.0% n=0	7.1% n=1	14.3% n=2	42.9% n=6	35.7% n=5	0.0% n=0
15. I am properly trained to achieve excellence in my work.	<b>3.93</b>	0.0% n=0	7.1% n=1	7.1% n=1	71.4% n=10	14.3% n=2	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	<b>3.71</b>	7.1% n=1	0.0% n=0	21.4% n=3	57.1% n=8	14.3% n=2	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	<b>3.93</b>	0.0% n=0	7.1% n=1	21.4% n=3	42.9% n=6	28.6% n=4	0.0% n=0



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	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Career Development</b>	<b>3.99</b>						
70. I would like to work at D41 long term.	4.21	7.1% n=1	0.0% n=0	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
58. D41 provides the experience and development for me to further my career here.	4.07	7.1% n=1	0.0% n=0	28.6% n=4	7.1% n=1	57.1% n=8	0.0% n=0
71. I am aware of the career opportunities that are available for me at D41.	3.64	7.1% n=1	7.1% n=1	28.6% n=4	28.6% n=4	28.6% n=4	0.0% n=0
59. I value the career opportunities that I have at D41.	4.07	7.1% n=1	7.1% n=1	14.3% n=2	14.3% n=2	57.1% n=8	0.0% n=0
60. I have the opportunity to express my career interests at D41.	3.93	7.1% n=1	7.1% n=1	28.6% n=4	0.0% n=0	57.1% n=8	0.0% n=0
<b>Engage-Inspire</b>	<b>4.36</b>						
2. I am fully engaged in the work that I do.	4.64	7.1% n=1	0.0% n=0	0.0% n=0	7.1% n=1	85.7% n=12	0.0% n=0
12. I am highly committed to and energized by my work.	4.29	7.1% n=1	0.0% n=0	7.1% n=1	28.6% n=4	57.1% n=8	0.0% n=0
8. I am driven to contribute to the success of D41.	4.43	7.1% n=1	0.0% n=0	0.0% n=0	28.6% n=4	64.3% n=9	0.0% n=0
53. I am committed to the success of my school district.	4.43	7.1% n=1	0.0% n=0	0.0% n=0	28.6% n=4	64.3% n=9	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	4.00	7.1% n=1	0.0% n=0	21.4% n=3	28.6% n=4	42.9% n=6	0.0% n=0



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D41: Churchill - Support Staff Results (n=14)



	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Satisfaction</b>	<b>4.21</b>						
13. I am satisfied with my role/work.	4.29	0.0% n=0	0.0% n=0	21.4% n=3	28.6% n=4	50.0% n=7	0.0% n=0
46. I am satisfied being a part of my team.	4.21	7.1% n=1	0.0% n=0	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
73. Overall, I am very satisfied with D41 as a place to work.	4.07	7.1% n=1	0.0% n=0	14.3% n=2	35.7% n=5	42.9% n=6	0.0% n=0
20. I look forward to coming to work every day.	4.29	7.1% n=1	0.0% n=0	0.0% n=0	42.9% n=6	50.0% n=7	0.0% n=0
<b>Mission Conscious</b>	<b>3.85</b>						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.86	7.1% n=1	7.1% n=1	14.3% n=2	35.7% n=5	35.7% n=5	0.0% n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.	3.86	7.1% n=1	0.0% n=0	21.4% n=3	42.9% n=6	28.6% n=4	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	4.21	7.1% n=1	0.0% n=0	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.46	7.1% n=1	14.3% n=2	21.4% n=3	28.6% n=4	21.4% n=3	7.1% n=1
<b>Pride</b>	<b>4.32</b>						
4. I feel great pride in the work I do.	4.57	7.1% n=1	0.0% n=0	0.0% n=0	14.3% n=2	78.6% n=11	0.0% n=0
14. I feel great pride in being a part of D41.	4.21	7.1% n=1	0.0% n=0	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.21	7.1% n=1	0.0% n=0	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
64. I speak of D41 with pride.	4.29	7.1% n=1	0.0% n=0	7.1% n=1	28.6% n=4	57.1% n=8	0.0% n=0



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D41: Churchill - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Continuous Improvement</b>	<b>4.26</b>						
52. My team strives to pursue excellence.	<b>4.29</b>	7.1% n=1	0.0% n=0	0.0% n=0	42.9% n=6	50.0% n=7	0.0% n=0
21. I strive to find a better way every day.	<b>4.29</b>	7.1% n=1	0.0% n=0	0.0% n=0	42.9% n=6	50.0% n=7	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	<b>4.21</b>	7.1% n=1	0.0% n=0	0.0% n=0	50.0% n=7	42.9% n=6	0.0% n=0
<b>Innovation</b>	<b>4.12</b>						
69. D41 encourages innovation.	<b>4.00</b>	7.1% n=1	0.0% n=0	21.4% n=3	28.6% n=4	42.9% n=6	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	<b>4.43</b>	7.1% n=1	0.0% n=0	0.0% n=0	28.6% n=4	64.3% n=9	0.0% n=0
42. Our team encourages innovation.	<b>3.93</b>	7.1% n=1	0.0% n=0	21.4% n=3	35.7% n=5	35.7% n=5	0.0% n=0





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D41: Churchill - Support Staff Results (n=14)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
2.	I am fully engaged in the work that I do.	<b>4.64</b>	Engage-Inspire 4.36
5.	I have at least one close friend at work.	<b>4.64</b>	Relationships 3.94
4.	I feel great pride in the work I do.	<b>4.57</b>	Pride 4.32
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.50</b>	Talent/Fit 4.00
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.43</b>	Innovation 4.12
53.	I am committed to the success of my school district.	<b>4.43</b>	Engage-Inspire 4.36
8.	I am driven to contribute to the success of D41.	<b>4.43</b>	Engage-Inspire 4.36
17.	I have set the right goals for myself to excel in my role/position.	<b>4.36</b>	Performance Planning 4.03
25.	My supervisor/administrator cares about me as a person.	<b>4.36</b>	Relationships 3.94
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.29</b>	Quality 4.19
21.	I strive to find a better way every day.	<b>4.29</b>	Continuous Improvement 4.26
52.	My team strives to pursue excellence.	<b>4.29</b>	Continuous Improvement 4.26
12.	I am highly committed to and energized by my work.	<b>4.29</b>	Engage-Inspire 4.36
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.29</b>	Performance Planning 4.03



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D41: Churchill - Support Staff Results (n=14)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
57.	D41 is committed to quality work and excellence.	4.29	Quality 4.19
56.	I feel D41 is a great fit for me.	4.29	Talent/Fit 4.00
64.	I speak of D41 with pride.	4.29	Pride 4.32
13.	I am satisfied with my role/work.	4.29	Satisfaction 4.21
20.	I look forward to coming to work every day.	4.29	Satisfaction 4.21
46.	I am satisfied being a part of my team.	4.21	Satisfaction 4.21
45.	I feel great pride in the team of which I am a part.	4.21	Pride 4.32
70.	I would like to work at D41 long term.	4.21	Career Development 3.99
55.	I am part of a school district that continues to pursue excellence every day.	4.21	Continuous Improvement 4.26
22.	I am aware and knowledgeable about our school district's mission.	4.21	Mission Conscious 3.85
14.	I feel great pride in being a part of D41.	4.21	Pride 4.32
18.	I have provided meaningful recognition to others in the past 10 days.	4.21	Recognition 4.00
44.	Our team effectively communicates with each other.	4.14	Communication 4.02
27.	My supervisor/administrator and I have effective two-way communication.	4.14	Communication 4.02
36.	I have the opportunity to communicate with my supervisor/administrator.	4.14	Communication 4.02



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**D41: Churchill - Support Staff Results (n=14)**

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
34.	My supervisor/administrator is actively responsive to my needs.	<b>4.14</b>	Support-Equip 3.98
29.	My supervisor/administrator recognizes me for a job well done.	<b>4.14</b>	Recognition 4.00
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>4.14</b>	Support-Equip 3.98
59.	I value the career opportunities that I have at D41.	<b>4.07</b>	Career Development 3.99
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>4.07</b>	Support-Equip 3.98
6.	I am provided opportunities to further my growth and development.	<b>4.07</b>	Training & Development 3.91
73.	Overall, I am very satisfied with D41 as a place to work.	<b>4.07</b>	Satisfaction 4.21
58.	D41 provides the experience and development for me to further my career here.	<b>4.07</b>	Career Development 3.99
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.07</b>	Talent/Fit 4.00
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>4.07</b>	Communication 4.02
37.	My supervisor/administrator motivates me to achieve my goals.	<b>4.07</b>	Performance Planning 4.03
48.	My team recognizes each other's efforts and impact.	<b>4.00</b>	Recognition 4.00
69.	D41 encourages innovation.	<b>4.00</b>	Innovation 4.12
47.	I am on a team that encourages each member to surpass expectations.	<b>4.00</b>	Quality 4.19
49.	Our team effectively sets goals to further enhance our performance.	<b>4.00</b>	Performance Planning 4.03



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
54.	Quality relationships are valued across our school district.	<b>4.00</b>	Relationships 3.94
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.00</b>	Communication 4.02
62.	I would recommend D41 to a friend as a great place to work.	<b>4.00</b>	Engage-Inspire 4.36
42.	Our team encourages innovation.	<b>3.93</b>	Innovation 4.12
51.	My team has open and trusting relationships.	<b>3.93</b>	Relationships 3.94
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>3.93</b>	Relationships 3.94
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>3.93</b>	Training & Development 3.91
35.	My supervisor/administrator supports my personal and professional development.	<b>3.93</b>	Training & Development 3.91
15.	I am properly trained to achieve excellence in my work.	<b>3.93</b>	Training & Development 3.91
60.	I have the opportunity to express my career interests at D41.	<b>3.93</b>	Career Development 3.99
3.	I am provided the core needs necessary for me to excel in my role.	<b>3.93</b>	Support-Equip 3.98
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>3.86</b>	Relationships 3.94
11.	I am in a role that allows me to maximize my talents and strengths.	<b>3.86</b>	Talent/Fit 4.00
33.	My supervisor/administrator is available for me when needs arise.	<b>3.86</b>	Support-Equip 3.98
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	<b>3.86</b>	Mission Conscious 3.85



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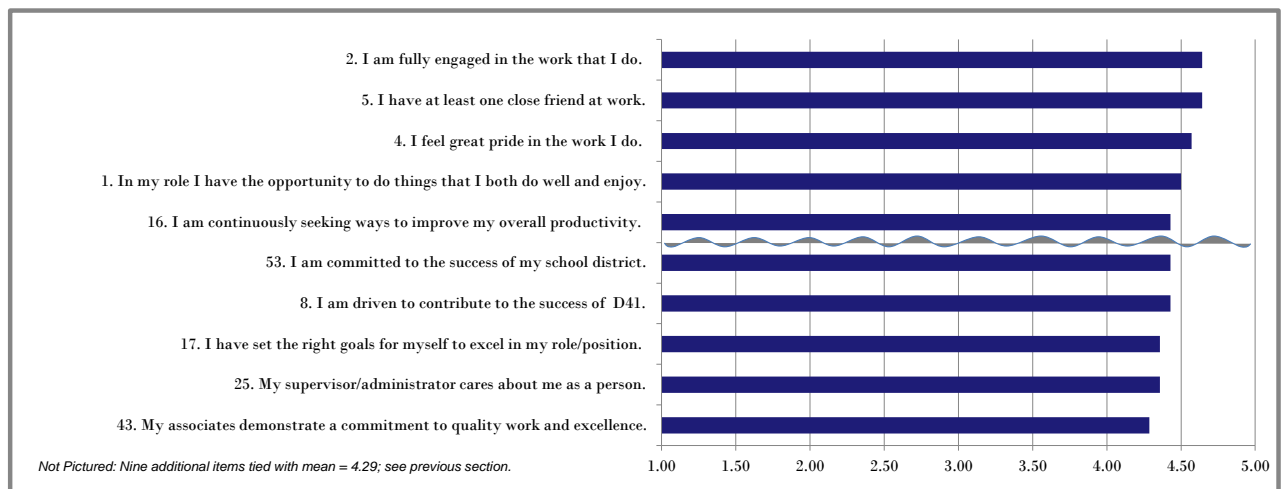
D41: Churchill - Support Staff Results (n=14)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
7.	I have encouraged someone to apply at D41.	<b>3.86</b>	Talent/Fit 4.00
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>3.86</b>	Mission Conscious 3.85
9.	I have received meaningful recognition in the past 10 days.	<b>3.86</b>	Recognition 4.00
72.	Our school district selects highly talented individuals when hiring.	<b>3.79</b>	Talent/Fit 4.00
66.	Excellence is recognized in my school district.	<b>3.79</b>	Recognition 4.00
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.71</b>	Relationships 3.94
67.	D41 provides the "right" training for me to excel in my role.	<b>3.71</b>	Training & Development 3.91
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>3.71</b>	Support-Equip 3.98
71.	I am aware of the career opportunities that are available for me at D41.	<b>3.64</b>	Career Development 3.99
63.	D41 selects the right people for the right job.	<b>3.64</b>	Talent/Fit 4.00
65.	I feel "in on things" that are happening at D41.	<b>3.64</b>	Communication 4.02
61.	D41 has a genuine concern and interest about me as a person.	<b>3.57</b>	Relationships 3.94
68.	Business decisions made are consistent with our mission and core values.	<b>3.46</b>	Mission Conscious 3.85
31.	I am provided personal coaching from my supervisor/administrator.	<b>3.43</b>	Relationships 3.94
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>3.43</b>	Performance Planning 4.03



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Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.64	7.1% n=1	0.0% n=0	0.0% n=0	7.1% n=1	85.7% n=12	0.0% n=0
5. I have at least one close friend at work.	Relationships	4.64	7.1% n=1	0.0% n=0	0.0% n=0	7.1% n=1	85.7% n=12	0.0% n=0
4. I feel great pride in the work I do.	Pride	4.57	7.1% n=1	0.0% n=0	0.0% n=0	14.3% n=2	78.6% n=11	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.50	7.1% n=1	0.0% n=0	0.0% n=0	21.4% n=3	71.4% n=10	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.43	7.1% n=1	0.0% n=0	0.0% n=0	28.6% n=4	64.3% n=9	0.0% n=0
53. I am committed to the success of my school district.	Engage-Inspire	4.43	7.1% n=1	0.0% n=0	0.0% n=0	28.6% n=4	64.3% n=9	0.0% n=0
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.43	7.1% n=1	0.0% n=0	0.0% n=0	28.6% n=4	64.3% n=9	0.0% n=0
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.36	7.1% n=1	0.0% n=0	0.0% n=0	35.7% n=5	57.1% n=8	0.0% n=0
25. My supervisor/administrator cares about me as a person.	Relationships	4.36	7.1% n=1	0.0% n=0	7.1% n=1	21.4% n=3	64.3% n=9	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.29	7.1% n=1	0.0% n=0	0.0% n=0	42.9% n=6	50.0% n=7	0.0% n=0

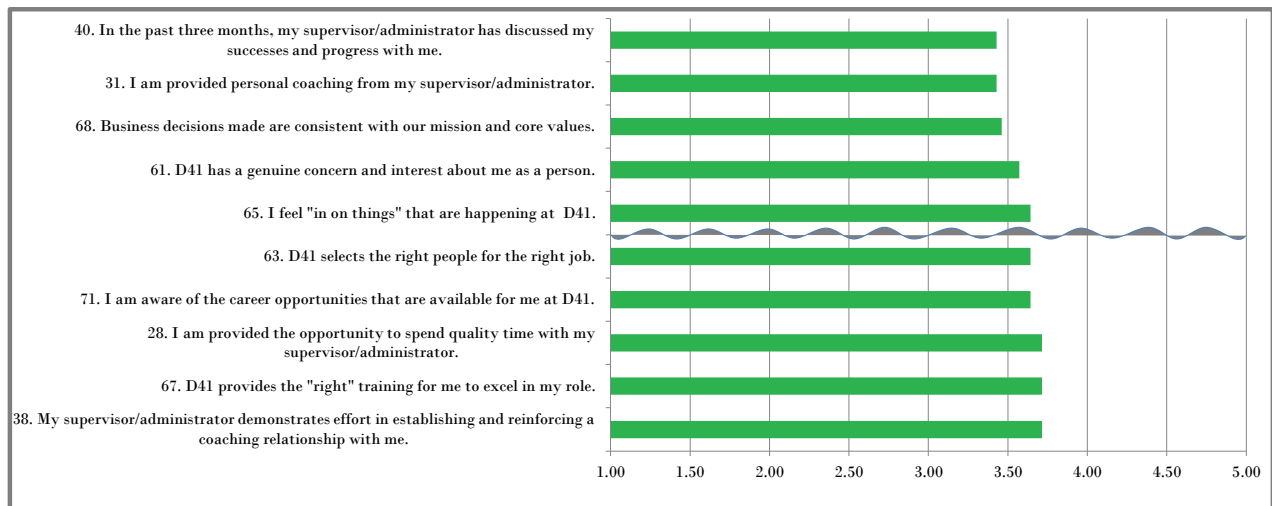




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D41: Churchill - Support Staff Results (n=14)

Bottom 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.43	7.1% n=1	21.4% n=3	14.3% n=2	35.7% n=5	21.4% n=3	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.43	14.3% n=2	7.1% n=1	28.6% n=4	21.4% n=3	28.6% n=4	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.46	7.1% n=1	14.3% n=2	21.4% n=3	28.6% n=4	21.4% n=3	7.1% n=1
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.57	7.1% n=1	14.3% n=2	28.6% n=4	14.3% n=2	35.7% n=5	0.0% n=0
65. I feel "in on things" that are happening at D41.	Communication	3.64	7.1% n=1	7.1% n=1	21.4% n=3	42.9% n=6	21.4% n=3	0.0% n=0
63. D41 selects the right people for the right job.	Talent/Fit	3.64	7.1% n=1	7.1% n=1	21.4% n=3	42.9% n=6	21.4% n=3	0.0% n=0
71. I am aware of the career opportunities that are available for me at D41.	Career Development	3.64	7.1% n=1	7.1% n=1	28.6% n=4	28.6% n=4	28.6% n=4	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.71	7.1% n=1	7.1% n=1	28.6% n=4	21.4% n=3	35.7% n=5	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.71	7.1% n=1	0.0% n=0	21.4% n=3	57.1% n=8	14.3% n=2	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.71	7.1% n=1	7.1% n=1	21.4% n=3	35.7% n=5	28.6% n=4	0.0% n=0

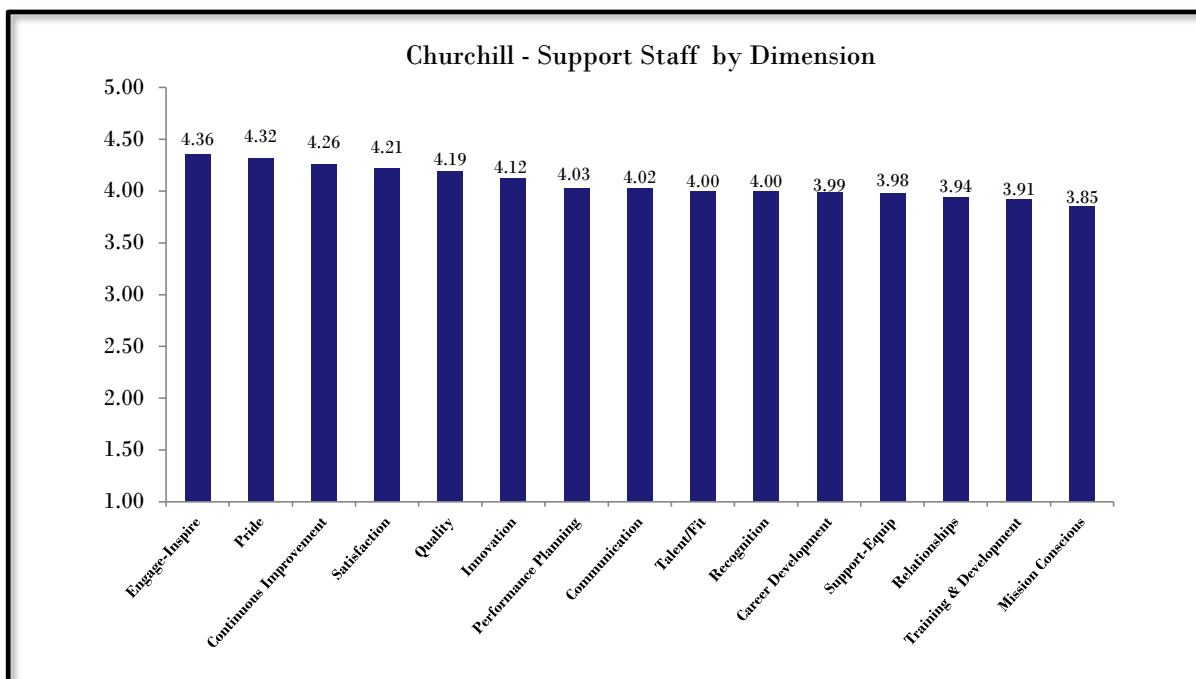




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.36
Pride	4.32
Continuous Improvement	4.26
Satisfaction	4.21
Quality	4.19
Innovation	4.12
Performance Planning	4.03
Communication	4.02
Talent/Fit	4.00
Recognition	4.00
Career Development	3.99
Support-Equip	3.98
Relationships	3.94
Training & Development	3.91
Mission Conscious	3.85







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**HUMANeX Ventures Cultural Assessment Index<sup>SM</sup>**  
**Satisfaction / Engagement 3x3**

