



Insight^eX Cultural Assessment

for Glen Ellyn D41:
Support Staff-All





October 2016

Glen Ellyn D41: Support Staff-All Results (n=56)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit	4.06	4.04							
11. I am in a role that allows me to maximize my talents and strengths.	3.93	3.79	5.4% n=3	3.6% n=2	23.2% n=13	28.6% n=16	39.3% n=22	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.52	4.51	0.0% n=0	5.4% n=3	1.8% n=1	28.6% n=16	64.3% n=36	0.0% n=0	↑
7. I have encouraged someone to apply at Glen Ellyn D41.	3.82	3.70	3.6% n=2	12.5% n=7	14.3% n=8	23.2% n=13	33.9% n=19	12.5% n=7	↑
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.98	4.04	3.6% n=2	3.6% n=2	23.2% n=13	26.8% n=15	39.3% n=22	3.6% n=2	↓
56. I feel Glen Ellyn D41 is a great fit for me.	4.34	4.33	0.0% n=0	1.8% n=1	8.9% n=5	42.9% n=24	46.4% n=26	0.0% n=0	↑
72. Our school district selects highly talented individuals when hiring.	4.04	4.12	0.0% n=0	1.8% n=1	21.4% n=12	46.4% n=26	28.6% n=16	1.8% n=1	↓
63. Glen Ellyn D41 selects the right people for the right job.	3.77	3.77	1.8% n=1	5.4% n=3	21.4% n=12	48.2% n=27	16.1% n=9	7.1% n=4	=
Support-Equip	3.91	3.89							
3. I am provided the core needs necessary for me to excel in my role.	3.89	3.96	1.8% n=1	10.7% n=6	12.5% n=7	46.4% n=26	28.6% n=16	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.69	3.87	7.1% n=4	16.1% n=9	7.1% n=4	37.5% n=21	30.4% n=17	1.8% n=1	↓
34. My supervisor/administrator is actively responsive to my needs.	4.02	4.02	5.4% n=3	8.9% n=5	8.9% n=5	32.1% n=18	44.6% n=25	0.0% n=0	=
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.80	3.61	5.4% n=3	8.9% n=5	16.1% n=9	37.5% n=21	30.4% n=17	1.8% n=1	↑
33. My supervisor/administrator is available for me when needs arise.	3.98	3.85	3.6% n=2	7.1% n=4	14.3% n=8	37.5% n=21	37.5% n=21	0.0% n=0	↑
23. I have a supportive coaching relationship with my supervisor/administrator.	4.15	4.01	1.8% n=1	7.1% n=4	12.5% n=7	30.4% n=17	46.4% n=26	1.8% n=1	↑



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	3.98	3.93							
5. I have at least one close friend at work.	4.42	4.51	1.8% n=1	0.0% n=0	10.7% n=6	28.6% n=16	57.1% n=32	1.8% n=1	↓
32. I have an open and trusting relationship with my supervisor/administrator.	4.07	3.98	1.8% n=1	7.1% n=4	16.1% n=9	32.1% n=18	42.9% n=24	0.0% n=0	↑
25. My supervisor/administrator cares about me as a person.	4.11	4.10	5.4% n=3	3.6% n=2	17.9% n=10	21.4% n=12	51.8% n=29	0.0% n=0	↑
31. I am provided personal coaching from my supervisor/administrator.	3.63	3.48	7.1% n=4	14.3% n=8	16.1% n=9	23.2% n=13	32.1% n=18	7.1% n=4	↑
51. My team has open and trusting relationships.	4.23	4.09	0.0% n=0	8.9% n=5	8.9% n=5	28.6% n=16	48.2% n=27	5.4% n=3	↑
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.21	4.11	3.6% n=2	5.4% n=3	10.7% n=6	23.2% n=13	51.8% n=29	5.4% n=3	↑
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.52	3.60	7.1% n=4	14.3% n=8	21.4% n=12	33.9% n=19	23.2% n=13	0.0% n=0	↓
54. Quality relationships are valued across our school district.	3.77	3.93	0.0% n=0	14.3% n=8	19.6% n=11	41.1% n=23	25.0% n=14	0.0% n=0	↓
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.85	3.57	5.4% n=3	8.9% n=5	14.3% n=8	30.4% n=17	33.9% n=19	7.1% n=4	↑
Quality	4.29	4.26							
47. I am on a team that encourages each member to surpass expectations.	4.15	4.06	0.0% n=0	12.5% n=7	7.1% n=4	28.6% n=16	46.4% n=26	5.4% n=3	↑
43. My associates demonstrate a commitment to quality work and excellence.	4.36	4.38	0.0% n=0	7.1% n=4	3.6% n=2	33.9% n=19	53.6% n=30	1.8% n=1	↓
57. Glen Ellyn D41 is committed to quality work and excellence.	4.34	4.35	0.0% n=0	1.8% n=1	5.4% n=3	50.0% n=28	42.9% n=24	0.0% n=0	↓



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication									
36. I have the opportunity to communicate with my supervisor/administrator.	4.18	4.02	3.6% n=2	3.6% n=2	7.1% n=4	42.9% n=24	42.9% n=24	0.0% n=0	↑
24. My supervisor/administrator effectively communicates his/her expectations.	4.04	4.02	1.8% n=1	7.1% n=4	21.4% n=12	25.0% n=14	44.6% n=25	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.05	3.99	1.8% n=1	8.9% n=5	16.1% n=9	28.6% n=16	44.6% n=25	0.0% n=0	↑
27. My supervisor/administrator and I have effective two-way communication.	4.20	4.07	3.6% n=2	5.4% n=3	8.9% n=5	32.1% n=18	50.0% n=28	0.0% n=0	↑
65. I feel "in on things" that are happening at Glen Ellyn D41.	3.41	3.62	7.1% n=4	17.9% n=10	25.0% n=14	26.8% n=15	23.2% n=13	0.0% n=0	↓
44. Our team effectively communicates with each other.	4.11	4.23	1.8% n=1	8.9% n=5	12.5% n=7	26.8% n=15	46.4% n=26	3.6% n=2	↓
Recognition									
29. My supervisor/administrator recognizes me for a job well done.	3.84	3.94	7.1% n=4	10.7% n=6	12.5% n=7	30.4% n=17	39.3% n=22	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.53	3.54	7.1% n=4	21.4% n=12	16.1% n=9	19.6% n=11	33.9% n=19	1.8% n=1	↓
66. Excellence is recognized in my school district.	3.93	4.04	0.0% n=0	7.1% n=4	21.4% n=12	42.9% n=24	28.6% n=16	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.43	4.26	0.0% n=0	3.6% n=2	3.6% n=2	33.9% n=19	50.0% n=28	8.9% n=5	↑
48. My team recognizes each other's efforts and impact.	4.21	4.17	1.8% n=1	8.9% n=5	7.1% n=4	25.0% n=14	50.0% n=28	7.1% n=4	↑



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning									
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.55	3.42	5.4% n=3	16.1% n=9	19.6% n=11	23.2% n=13	26.8% n=15	8.9% n=5	↑
17. I have set the right goals for myself to excel in my role/position.	4.34	4.30	0.0% n=0	3.6% n=2	7.1% n=4	41.1% n=23	48.2% n=27	0.0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	3.96	4.02	1.8% n=1	10.7% n=6	12.5% n=7	32.1% n=18	35.7% n=20	7.1% n=4	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.86	3.87	5.4% n=3	8.9% n=5	16.1% n=9	33.9% n=19	35.7% n=20	0.0% n=0	↓
37. My supervisor/administrator motivates me to achieve my goals.	3.84	3.88	5.4% n=3	12.5% n=7	14.3% n=8	26.8% n=15	39.3% n=22	1.8% n=1	↓
Training & Development									
35. My supervisor/administrator supports my personal and professional development.	3.93	3.90	3.6% n=2	8.9% n=5	17.9% n=10	30.4% n=17	39.3% n=22	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	3.63	3.84	7.1% n=4	12.5% n=7	16.1% n=9	39.3% n=22	25.0% n=14	0.0% n=0	↓
15. I am properly trained to achieve excellence in my work.	4.02	3.93	5.4% n=3	3.6% n=2	8.9% n=5	48.2% n=27	33.9% n=19	0.0% n=0	↑
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.44	3.62	7.1% n=4	17.9% n=10	19.6% n=11	28.6% n=16	23.2% n=13	3.6% n=2	↓
30. My supervisor/administrator encourages opportunities for my growth and development.	3.76	3.82	5.4% n=3	10.7% n=6	16.1% n=9	35.7% n=20	30.4% n=17	1.8% n=1	↓



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	Current 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 Glen Ellyn D41 long term.	4.25	4.26	0.0% n=0	3.6% n=2	12.5% n=7	39.3% n=22	44.6% n=25	0.0% n=0	↓
58. Glen Ellyn D41 provides the experience and development for me to further my career here.	3.52	3.73	3.6% n=2	17.9% n=10	23.2% n=13	28.6% n=16	23.2% n=13	3.6% n=2	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn D41.	3.83	3.73	5.4% n=3	7.1% n=4	12.5% n=7	41.1% n=23	26.8% n=15	7.1% n=4	↑
59. I value the career opportunities that I have at Glen Ellyn D41.	3.81	3.87	5.4% n=3	7.1% n=4	16.1% n=9	39.3% n=22	28.6% n=16	3.6% n=2	↓
60. I have the opportunity to express my career interests at Glen Ellyn D41.	3.59	3.62	5.4% n=3	10.7% n=6	19.6% n=11	42.9% n=24	17.9% n=10	3.6% n=2	↓
Engage-Inspire									
2. I am fully engaged in the work that I do.	4.65	4.61	0.0% n=0	0.0% n=0	0.0% n=0	33.9% n=19	64.3% n=36	1.8% n=1	↑
12. I am highly committed to and energized by my work.	4.50	4.35	0.0% n=0	1.8% n=1	3.6% n=2	35.7% n=20	55.4% n=31	3.6% n=2	↑
8. I am driven to contribute to the success of Glen Ellyn D41.	4.43	4.39	1.8% n=1	3.6% n=2	1.8% n=1	33.9% n=19	55.4% n=31	3.6% n=2	↑
53. I am committed to the success of my school district.	4.43	4.54	0.0% n=0	1.8% n=1	1.8% n=1	48.2% n=27	48.2% n=27	0.0% n=0	↓
62. I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.82	3.94	7.1% n=4	1.8% n=1	21.4% n=12	41.1% n=23	28.6% n=16	0.0% n=0	↓

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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Satisfaction									
13. I am satisfied with my role/work.	4.16	4.21	3.6% n=2	5.4% n=3	7.1% n=4	39.3% n=22	44.6% n=25	0.0% n=0	↓
46. I am satisfied being a part of my team.	4.38	4.26	1.8% n=1	3.6% n=2	7.1% n=4	26.8% n=15	55.4% n=31	5.4% n=3	↑
73. Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.18	4.22	0.0% n=0	7.1% n=4	3.6% n=2	51.8% n=29	35.7% n=20	1.8% n=1	↓
20. I look forward to coming to work every day.	4.20	4.30	1.8% n=1	3.6% n=2	8.9% n=5	44.6% n=25	41.1% n=23	0.0% n=0	↓
Mission Conscious									
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.73	3.60	3.6% n=2	14.3% n=8	17.9% n=10	32.1% n=18	30.4% n=17	1.8% n=1	↑
74. Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	4.06	4.03	0.0% n=0	0.0% n=0	17.9% n=10	51.8% n=29	23.2% n=13	7.1% n=4	↑
22. I am aware and knowledgeable about our school district's mission.	4.32	4.31	1.8% n=1	3.6% n=2	1.8% n=1	46.4% n=26	46.4% n=26	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.47	3.57	1.8% n=1	17.9% n=10	23.2% n=13	26.8% n=15	17.9% n=10	12.5% n=7	↓
Pride									
4. I feel great pride in the work I do.	4.65	4.58	0.0% n=0	0.0% n=0	1.8% n=1	30.4% n=17	66.1% n=37	1.8% n=1	↑
14. I feel great pride in being a part of Glen Ellyn D41.	4.30	4.29	0.0% n=0	3.6% n=2	12.5% n=7	32.1% n=18	48.2% n=27	3.6% n=2	↑
45. I feel great pride in the team of which I am a part.	4.37	4.31	0.0% n=0	5.4% n=3	7.1% n=4	30.4% n=17	53.6% n=30	3.6% n=2	↑
64. I speak of Glen Ellyn D41 with pride.	4.09	4.25	0.0% n=0	3.6% n=2	14.3% n=8	51.8% n=29	30.4% n=17	0.0% n=0	↓

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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.38	4.33							
52. My team strives to pursue excellence.	4.41	4.29	0.0% n=0	5.4% n=3	5.4% n=3	30.4% n=17	55.4% n=31	3.6% n=2	↑
21. I strive to find a better way every day.	4.49	4.35	0.0% n=0	0.0% n=0	7.1% n=4	35.7% n=20	55.4% n=31	1.8% n=1	↑
55. I am part of a school district that continues to pursue excellence every day.	4.23	4.35	0.0% n=0	3.6% n=2	8.9% n=5	48.2% n=27	39.3% n=22	0.0% n=0	↓
Innovation	4.27	4.17							
69. Glen Ellyn D41 encourages innovation.	4.09	4.08	0.0% n=0	3.6% n=2	16.1% n=9	44.6% n=25	32.1% n=18	3.6% n=2	↑
16. I am continuously seeking ways to improve my overall productivity.	4.59	4.34	0.0% n=0	0.0% n=0	5.4% n=3	28.6% n=16	62.5% n=35	3.6% n=2	↑
42. Our team encourages innovation.	4.10	4.09	0.0% n=0	5.4% n=3	14.3% n=8	35.7% n=20	33.9% n=19	10.7% n=6	↑



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Glen Ellyn D41: Support Staff-All Results (n=56)

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.	4.65	Engage-Inspire 4.36
4.	I feel great pride in the work I do.	4.65	Pride 4.35
16.	I am continuously seeking ways to improve my overall productivity.	4.59	Innovation 4.27
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.52	Talent/Fit 4.06
12.	I am highly committed to and energized by my work.	4.50	Engage-Inspire 4.36
21.	I strive to find a better way every day.	4.49	Continuous Improvement 4.38
18.	I have provided meaningful recognition to others in the past 10 days.	4.43	Recognition 3.98
53.	I am committed to the success of my school district.	4.43	Engage-Inspire 4.36
8.	I am driven to contribute to the success of Glen Ellyn D41.	4.43	Engage-Inspire 4.36
5.	I have at least one close friend at work.	4.42	Relationships 3.98
52.	My team strives to pursue excellence.	4.41	Continuous Improvement 4.38
46.	I am satisfied being a part of my team.	4.38	Satisfaction 4.23
45.	I feel great pride in the team of which I am a part.	4.37	Pride 4.35
43.	My associates demonstrate a commitment to quality work and excellence.	4.36	Quality 4.29



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
17.	I have set the right goals for myself to excel in my role/position.	4.34	Performance Planning 3.91
57.	Glen Ellyn D41 is committed to quality work and excellence.	4.34	Quality 4.29
56.	I feel Glen Ellyn D41 is a great fit for me.	4.34	Talent/Fit 4.06
22.	I am aware and knowledgeable about our school district's mission.	4.32	Mission Conscious 3.91
14.	I feel great pride in being a part of Glen Ellyn D41.	4.30	Pride 4.35
70.	I would like to work at Glen Ellyn D41 long term.	4.25	Career Development 3.80
55.	I am part of a school district that continues to pursue excellence every day.	4.23	Continuous Improvement 4.38
51.	My team has open and trusting relationships.	4.23	Relationships 3.98
48.	My team recognizes each other's efforts and impact.	4.21	Recognition 3.98
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.21	Relationships 3.98
27.	My supervisor/administrator and I have effective two-way communication.	4.20	Communication 4.00
20.	I look forward to coming to work every day.	4.20	Satisfaction 4.23
73.	Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.18	Satisfaction 4.23
36.	I have the opportunity to communicate with my supervisor/administrator.	4.18	Communication 4.00
13.	I am satisfied with my role/work.	4.16	Satisfaction 4.23



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
47.	I am on a team that encourages each member to surpass expectations.	4.15	Quality 4.29
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.15	Support-Equip 3.91
44.	Our team effectively communicates with each other.	4.11	Communication 4.00
25.	My supervisor/administrator cares about me as a person.	4.11	Relationships 3.98
42.	Our team encourages innovation.	4.10	Innovation 4.27
69.	Glen Ellyn D41 encourages innovation.	4.09	Innovation 4.27
64.	I speak of Glen Ellyn D41 with pride.	4.09	Pride 4.35
32.	I have an open and trusting relationship with my supervisor/administrator.	4.07	Relationships 3.98
74.	Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	4.06	Mission Conscious 3.91
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.05	Communication 4.00
72.	Our school district selects highly talented individuals when hiring.	4.04	Talent/Fit 4.06
24.	My supervisor/administrator effectively communicates his/her expectations.	4.04	Communication 4.00
34.	My supervisor/administrator is actively responsive to my needs.	4.02	Support-Equip 3.91
15.	I am properly trained to achieve excellence in my work.	4.02	Training & Development 3.76
33.	My supervisor/administrator is available for me when needs arise.	3.98	Support-Equip 3.91



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.98	Talent/Fit 4.06
49.	Our team effectively sets goals to further enhance our performance.	3.96	Performance Planning 3.91
11.	I am in a role that allows me to maximize my talents and strengths.	3.93	Talent/Fit 4.06
35.	My supervisor/administrator supports my personal and professional development.	3.93	Training & Development 3.76
66.	Excellence is recognized in my school district.	3.93	Recognition 3.98
3.	I am provided the core needs necessary for me to excel in my role.	3.89	Support-Equip 3.91
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.86	Performance Planning 3.91
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.85	Relationships 3.98
29.	My supervisor/administrator recognizes me for a job well done.	3.84	Recognition 3.98
37.	My supervisor/administrator motivates me to achieve my goals.	3.84	Performance Planning 3.91
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	3.83	Career Development 3.80
62.	I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.82	Engage-Inspire 4.36
7.	I have encouraged someone to apply at Glen Ellyn D41.	3.82	Talent/Fit 4.06
59.	I value the career opportunities that I have at Glen Ellyn D41.	3.81	Career Development 3.80
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.80	Support-Equip 3.91



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Glen Ellyn D41: Support Staff-All Results (n=56)

Rank Ordered Questions According to Mean

Mean

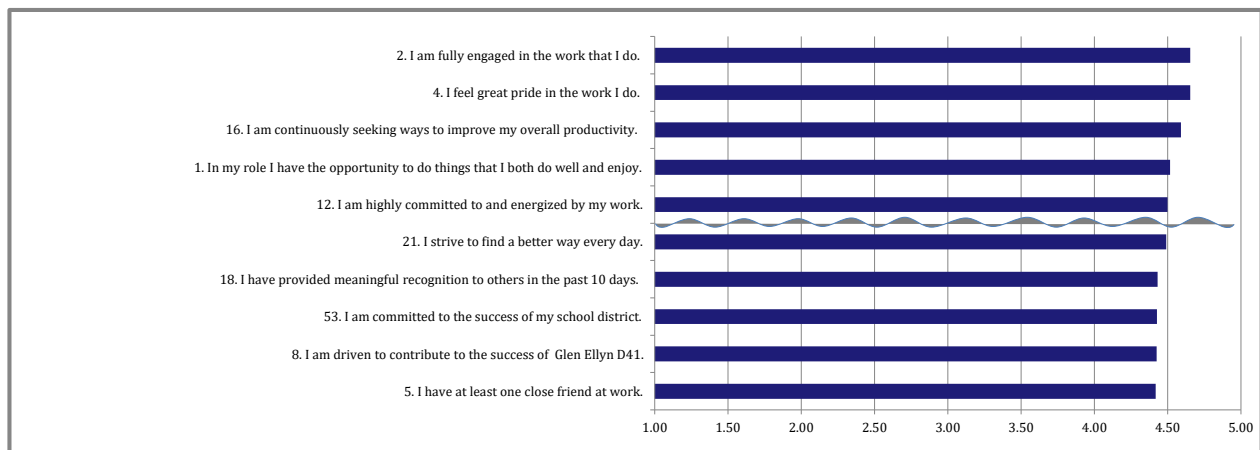
Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
63.	Glen Ellyn D41 selects the right people for the right job.	3.77	Talent/Fit 4.06
54.	Quality relationships are valued across our school district.	3.77	Relationships 3.98
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.76	Training & Development 3.76
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.73	Mission Conscious 3.91
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.69	Support-Equip 3.91
31.	I am provided personal coaching from my supervisor/administrator.	3.63	Relationships 3.98
6.	I am provided opportunities to further my growth and development.	3.63	Training & Development 3.76
60.	I have the opportunity to express my career interests at Glen Ellyn D41.	3.59	Career Development 3.80
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.55	Performance Planning 3.91
9.	I have received meaningful recognition in the past 10 days.	3.53	Recognition 3.98
58.	Glen Ellyn D41 provides the experience and development for me to further my career here.	3.52	Career Development 3.80
61.	Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.52	Relationships 3.98
68.	Business decisions made are consistent with our mission and core values.	3.47	Mission Conscious 3.91
67.	Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.44	Training & Development 3.76
65.	I feel "in on things" that are happening at Glen Ellyn D41.	3.41	Communication 4.00



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Glen Ellyn D41: Support Staff-All Results (n=56)

Top 10 Rank Ordered By Mean	Dimension	Current Mean	Previous Mean	Response Distribution					N/A	(+/-) Change
				Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)		
2. I am fully engaged in the work that I do.	Engage-Inspire	4.65	4.61	0.0% n=0	0.0% n=0	0.0% n=0	33.9% n=19	64.3% n=36	1.8% n=1	↑
4. I feel great pride in the work I do.	Pride	4.65	4.58	0.0% n=0	0.0% n=0	1.8% n=1	30.4% n=17	66.1% n=37	1.8% n=1	↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.59	4.34	0.0% n=0	0.0% n=0	5.4% n=3	28.6% n=16	62.5% n=35	3.6% n=2	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.52	4.51	0.0% n=0	5.4% n=3	1.8% n=1	28.6% n=16	64.3% n=36	0.0% n=0	↑
12. I am highly committed to and energized by my work.	Engage-Inspire	4.50	4.35	0.0% n=0	1.8% n=1	3.6% n=2	35.7% n=20	55.4% n=31	3.6% n=2	↑
21. I strive to find a better way every day.	Continuous Improvement	4.49	4.35	0.0% n=0	0.0% n=0	7.1% n=4	35.7% n=20	55.4% n=31	1.8% n=1	↑
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.43	4.26	0.0% n=0	3.6% n=2	3.6% n=2	33.9% n=19	50.0% n=28	8.9% n=5	↑
53. I am committed to the success of my school district.	Engage-Inspire	4.43	4.54	0.0% n=0	1.8% n=1	1.8% n=1	48.2% n=27	48.2% n=27	0.0% n=0	↓
8. I am driven to contribute to the success of Glen Ellyn D41.	Engage-Inspire	4.43	4.39	1.8% n=1	3.6% n=2	1.8% n=1	33.9% n=19	55.4% n=31	3.6% n=2	↑
5. I have at least one close friend at work.	Relationships	4.42	4.51	1.8% n=1	0.0% n=0	10.7% n=6	28.6% n=16	57.1% n=32	1.8% n=1	↓





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Glen Ellyn D41: Support Staff-All Results (n=56)

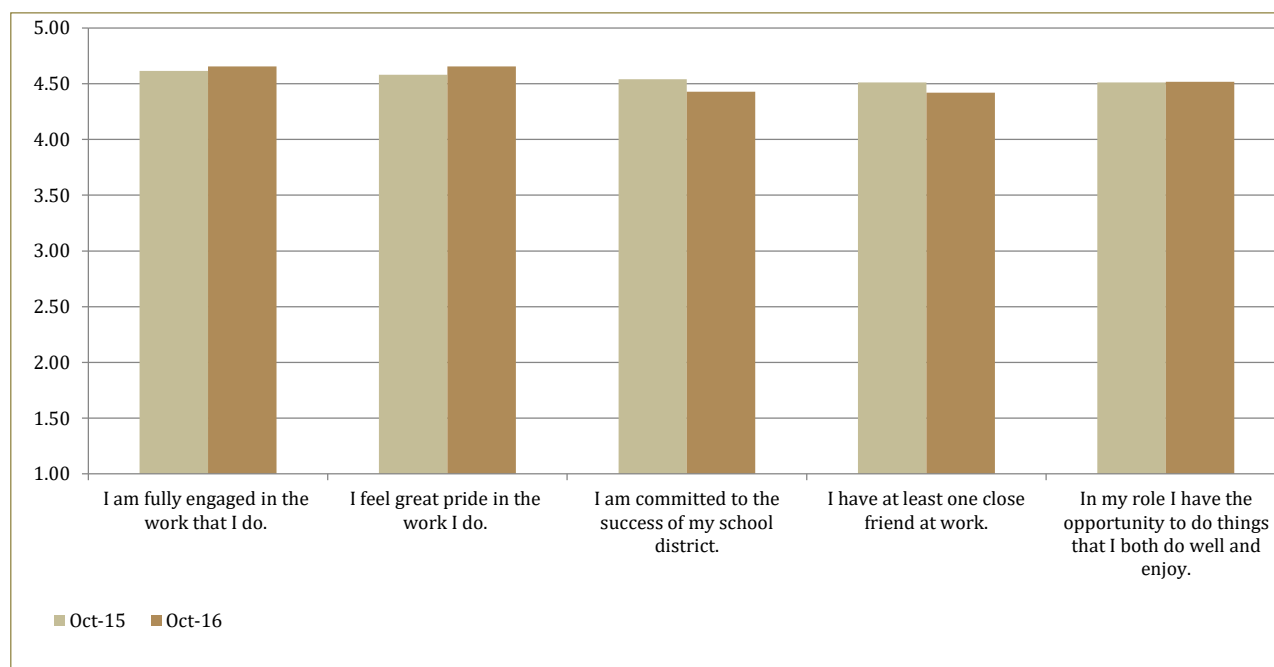
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
65. I feel "in on things" that are happening at Glen Ellyn D41.	Communication	3.41	3.62	7.1% n=4	17.9% n=10	25.0% n=14	26.8% n=15	23.2% n=13	0.0% n=0	↓	
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	Training & Development	3.44	3.62	7.1% n=4	17.9% n=10	19.6% n=11	28.6% n=16	23.2% n=13	3.6% n=2	↓	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.47	3.57	1.8% n=1	17.9% n=10	23.2% n=13	26.8% n=15	17.9% n=10	12.5% n=7	↓	
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	Relationships	3.52	3.60	7.1% n=4	14.3% n=8	21.4% n=12	33.9% n=19	23.2% n=13	0.0% n=0	↓	
58. Glen Ellyn D41 provides the experience and development for me to further my career here.	Career Development	3.52	3.73	3.6% n=2	17.9% n=10	23.2% n=13	28.6% n=16	23.2% n=13	3.6% n=2	↓	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.53	3.54	7.1% n=4	21.4% n=12	16.1% n=9	19.6% n=11	33.9% n=19	1.8% n=1	↓	
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.55	3.42	5.4% n=3	16.1% n=9	19.6% n=11	23.2% n=13	26.8% n=15	8.9% n=5	↑	
60. I have the opportunity to express my career interests at Glen Ellyn D41.	Career Development	3.59	3.62	5.4% n=3	10.7% n=6	19.6% n=11	42.9% n=24	17.9% n=10	3.6% n=2	↓	
6. I am provided opportunities to further my growth and development.	Training & Development	3.63	3.84	7.1% n=4	12.5% n=7	16.1% n=9	39.3% n=22	25.0% n=14	0.0% n=0	↓	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.63	3.48	7.1% n=4	14.3% n=8	16.1% n=9	23.2% n=13	32.1% n=18	7.1% n=4	↑	



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Glen Ellyn D41: Support Staff-All Results (n=56)

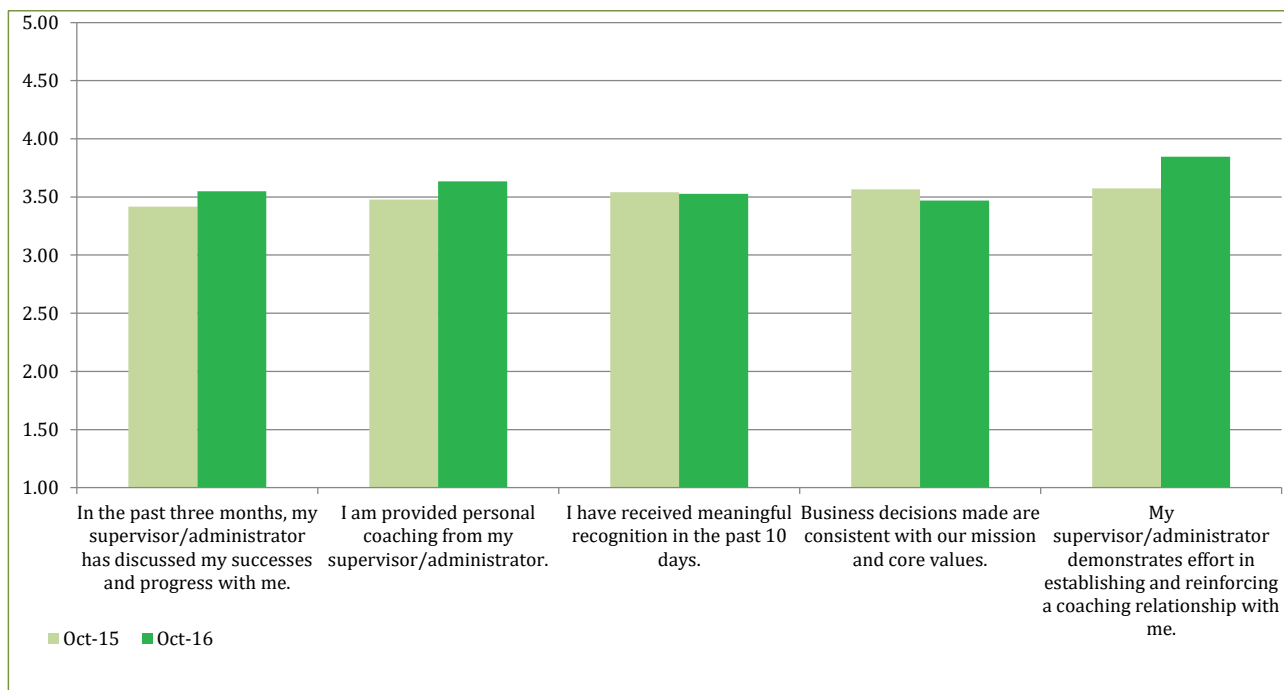
		<u>Dimension</u>	<u>Oct-15</u>	<u>Oct-16</u>	<u>(+/-) Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.61	4.65	↑
4.	I feel great pride in the work I do.	Pride	4.58	4.65	↑
53.	I am committed to the success of my school district.	Engage-Inspire	4.54	4.43	↓
5.	I have at least one close friend at work.	Relationships	4.51	4.42	↓
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.51	4.52	↑



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Glen Ellyn D41: Support Staff-All Results (n=56)

		<u>Dimension</u>	<u>Oct-15</u>	<u>Oct-16</u>	<u>(+/-) Change</u>
<u>Previous Bottom 5 Rank Ordered Questions According to Mean</u>					
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.42	3.55	↑
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.48	3.63	↑
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.54	3.53	↓
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.57	3.47	↓
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.57	3.85	↑

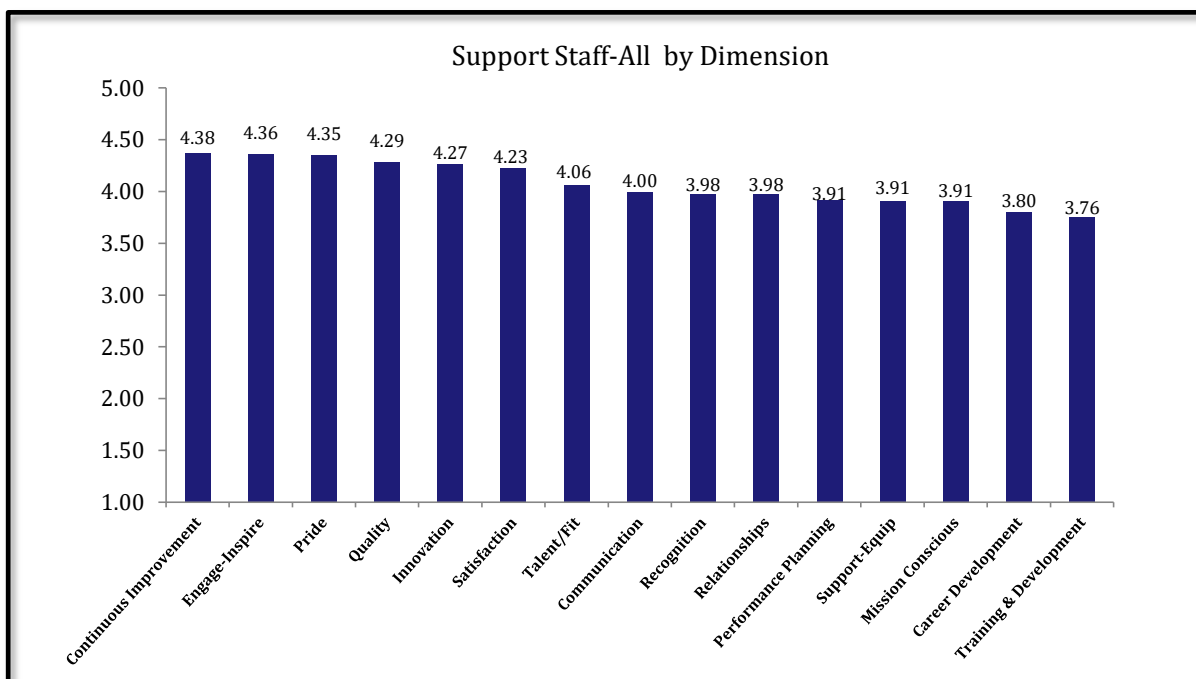




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Glen Ellyn D41: Support Staff-All Results (n=56)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.38
Engage-Inspire	4.36
Pride	4.35
Quality	4.29
Innovation	4.27
Satisfaction	4.23
Talent/Fit	4.06
Communication	4.00
Recognition	3.98
Relationships	3.98
Performance Planning	3.91
Support-Equip	3.91
Mission Conscious	3.91
Career Development	3.80
Training & Development	3.76



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Glen Ellyn D41: Support Staff-All Results (n=56)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-15 Mean</u>	<u>Oct-16 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.33	4.38	↑
Engage-Inspire	4.37	4.36	↓
Pride	4.36	4.35	↓
Quality	4.26	4.29	↑
Innovation	4.17	4.27	↑
Satisfaction	4.25	4.23	↓
Talent/Fit	4.04	4.06	↑
Communication	4.00	4.00	=
Recognition	3.99	3.98	↓
Relationships	3.93	3.98	↑
Performance Planning	3.90	3.91	↑
Support-Equip	3.89	3.91	↑
Mission Conscious	3.89	3.91	↑
Career Development	3.84	3.80	↓
Training & Development	3.82	3.76	↓



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Glen Ellyn D41: Support Staff-All Results (n=56)

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

