



October 2015

Insight^eX Cultural Assessment

for D41:
Full District - Administration



Consulting | Training | Coaching | Research | Assessment | Impact^eX Technology



October 2015

D41: Full District - Administration Results (n=21)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	4.39						
11. I am in a role that allows me to maximize my talents and strengths.	4.43	0.0% n=0	0.0% n=0	14.3% n=3	28.6% n=6	57.1% n=12	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.48	0.0% n=0	0.0% n=0	9.5% n=2	33.3% n=7	57.1% n=12	0.0% n=0
7. I have encouraged someone to apply at D41.	4.25	0.0% n=0	4.8% n=1	9.5% n=2	38.1% n=8	42.9% n=9	4.8% n=1
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.52	0.0% n=0	0.0% n=0	0.0% n=0	47.6% n=10	52.4% n=11	0.0% n=0
56. I feel D41 is a great fit for me.	4.43	0.0% n=0	0.0% n=0	9.5% n=2	38.1% n=8	52.4% n=11	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	4.38	0.0% n=0	0.0% n=0	4.8% n=1	52.4% n=11	42.9% n=9	0.0% n=0
63. D41 selects the right people for the right job.	4.24	0.0% n=0	4.8% n=1	0.0% n=0	61.9% n=13	33.3% n=7	0.0% n=0
Support-Equip	4.43						
3. I am provided the core needs necessary for me to excel in my role.	4.29	0.0% n=0	4.8% n=1	4.8% n=1	47.6% n=10	42.9% n=9	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.48	0.0% n=0	4.8% n=1	0.0% n=0	38.1% n=8	57.1% n=12	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	4.48	0.0% n=0	4.8% n=1	0.0% n=0	38.1% n=8	57.1% n=12	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	4.29	0.0% n=0	4.8% n=1	0.0% n=0	57.1% n=12	38.1% n=8	0.0% n=0
33. My supervisor/administrator is available for me when needs arise.	4.57	0.0% n=0	0.0% n=0	9.5% n=2	23.8% n=5	66.7% n=14	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	4.48	0.0% n=0	0.0% n=0	9.5% n=2	33.3% n=7	57.1% n=12	0.0% n=0

October 2015

D41: Full District - Administration Results (n=21)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	4.33						
5. I have at least one close friend at work.	4.38	0.0% n=0	4.8% n=1	4.8% n=1	38.1% n=8	52.4% n=11	0.0% n=0
32. I have an open and trusting relationship with my supervisor/administrator.	4.52	0.0% n=0	0.0% n=0	4.8% n=1	38.1% n=8	57.1% n=12	0.0% n=0
25. My supervisor/administrator cares about me as a person.	4.38	0.0% n=0	0.0% n=0	9.5% n=2	42.9% n=9	47.6% n=10	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.90	0.0% n=0	14.3% n=3	14.3% n=3	38.1% n=8	33.3% n=7	0.0% n=0
51. My team has open and trusting relationships.	4.48	0.0% n=0	0.0% n=0	4.8% n=1	42.9% n=9	52.4% n=11	0.0% n=0
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.43	0.0% n=0	0.0% n=0	4.8% n=1	47.6% n=10	47.6% n=10	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	4.10	0.0% n=0	4.8% n=1	14.3% n=3	47.6% n=10	33.3% n=7	0.0% n=0
54. Quality relationships are valued across our school district.	4.38	0.0% n=0	0.0% n=0	9.5% n=2	42.9% n=9	47.6% n=10	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	4.38	0.0% n=0	4.8% n=1	4.8% n=1	38.1% n=8	52.4% n=11	0.0% n=0
Quality	4.54						
47. I am on a team that encourages each member to surpass expectations.	4.38	0.0% n=0	4.8% n=1	4.8% n=1	38.1% n=8	52.4% n=11	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	4.62	0.0% n=0	0.0% n=0	0.0% n=0	38.1% n=8	61.9% n=13	0.0% n=0
57. D41 is committed to quality work and excellence.	4.62	0.0% n=0	0.0% n=0	0.0% n=0	38.1% n=8	61.9% n=13	0.0% n=0

October 2015

D41: Full District - Administration Results (n=21)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	4.42						
36. I have the opportunity to communicate with my supervisor/administrator.	4.71	0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0
24. My supervisor/administrator effectively communicates his/her expectations.	4.38	0.0% n=0	4.8% n=1	0.0% n=0	47.6% n=10	47.6% n=10	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.38	0.0% n=0	0.0% n=0	0.0% n=0	61.9% n=13	38.1% n=8	0.0% n=0
27. My supervisor/administrator and I have effective two-way communication.	4.57	0.0% n=0	4.8% n=1	0.0% n=0	28.6% n=6	66.7% n=14	0.0% n=0
65. I feel "in on things" that are happening at D41.	4.19	0.0% n=0	4.8% n=1	14.3% n=3	38.1% n=8	42.9% n=9	0.0% n=0
44. Our team effectively communicates with each other.	4.29	0.0% n=0	4.8% n=1	0.0% n=0	57.1% n=12	38.1% n=8	0.0% n=0
Recognition	4.14						
29. My supervisor/administrator recognizes me for a job well done.	4.38	0.0% n=0	4.8% n=1	4.8% n=1	38.1% n=8	52.4% n=11	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.67	4.8% n=1	9.5% n=2	19.0% n=4	47.6% n=10	19.0% n=4	0.0% n=0
66. Excellence is recognized in my school district.	4.24	0.0% n=0	4.8% n=1	0.0% n=0	61.9% n=13	33.3% n=7	0.0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	4.38	0.0% n=0	0.0% n=0	9.5% n=2	42.9% n=9	47.6% n=10	0.0% n=0
48. My team recognizes each other's efforts and impact.	4.05	0.0% n=0	9.5% n=2	4.8% n=1	57.1% n=12	28.6% n=6	0.0% n=0



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D41: Full District - Administration Results (n=21)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	4.50						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.52	0.0% n=0	9.5% n=2	0.0% n=0	19.0% n=4	71.4% n=15	0.0% n=0
17. I have set the right goals for myself to excel in my role/position.	4.62	0.0% n=0	0.0% n=0	4.8% n=1	28.6% n=6	66.7% n=14	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.33	0.0% n=0	0.0% n=0	9.5% n=2	47.6% n=10	42.9% n=9	0.0% n=0
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.48	0.0% n=0	0.0% n=0	4.8% n=1	42.9% n=9	52.4% n=11	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	4.57	0.0% n=0	0.0% n=0	0.0% n=0	42.9% n=9	57.1% n=12	0.0% n=0
Training & Development	4.36						
35. My supervisor/administrator supports my personal and professional development.	4.57	0.0% n=0	0.0% n=0	4.8% n=1	33.3% n=7	61.9% n=13	0.0% n=0
6. I am provided opportunities to further my growth and development.	4.29	0.0% n=0	4.8% n=1	4.8% n=1	47.6% n=10	42.9% n=9	0.0% n=0
15. I am properly trained to achieve excellence in my work.	4.38	0.0% n=0	0.0% n=0	0.0% n=0	61.9% n=13	38.1% n=8	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	4.05	0.0% n=0	14.3% n=3	0.0% n=0	52.4% n=11	33.3% n=7	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	4.52	0.0% n=0	0.0% n=0	4.8% n=1	38.1% n=8	57.1% n=12	0.0% n=0



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D41: Full District - Administration Results (n=21)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	4.23						
70. I would like to work at D41 long term.	4.35	0.0% n=0	4.8% n=1	9.5% n=2	28.6% n=6	52.4% n=11	4.8% n=1
58. D41 provides the experience and development for me to further my career here.	4.24	0.0% n=0	4.8% n=1	9.5% n=2	42.9% n=9	42.9% n=9	0.0% n=0
71. I am aware of the career opportunities that are available for me at D41.	4.00	0.0% n=0	9.5% n=2	19.0% n=4	28.6% n=6	38.1% n=8	4.8% n=1
59. I value the career opportunities that I have at D41.	4.24	0.0% n=0	4.8% n=1	14.3% n=3	33.3% n=7	47.6% n=10	0.0% n=0
60. I have the opportunity to express my career interests at D41.	4.30	0.0% n=0	4.8% n=1	9.5% n=2	33.3% n=7	47.6% n=10	4.8% n=1
Engage-Inspire	4.58						
2. I am fully engaged in the work that I do.	4.71	0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0
12. I am highly committed to and energized by my work.	4.48	0.0% n=0	0.0% n=0	9.5% n=2	33.3% n=7	57.1% n=12	0.0% n=0
8. I am driven to contribute to the success of D41.	4.86	0.0% n=0	0.0% n=0	0.0% n=0	14.3% n=3	85.7% n=18	0.0% n=0
53. I am committed to the success of my school district.	4.81	0.0% n=0	0.0% n=0	0.0% n=0	19.0% n=4	81.0% n=17	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	4.05	0.0% n=0	9.5% n=2	9.5% n=2	47.6% n=10	33.3% n=7	0.0% n=0



October 2015

D41: Full District - Administration Results (n=21)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.23						
13. I am satisfied with my role/work.	4.14	0.0% n=0	14.3% n=3	0.0% n=0	42.9% n=9	42.9% n=9	0.0% n=0
46. I am satisfied being a part of my team.	4.52	0.0% n=0	0.0% n=0	4.8% n=1	38.1% n=8	57.1% n=12	0.0% n=0
73. Overall, I am very satisfied with D41 as a place to work.	4.29	0.0% n=0	0.0% n=0	9.5% n=2	52.4% n=11	38.1% n=8	0.0% n=0
20. I look forward to coming to work every day.	3.95	0.0% n=0	4.8% n=1	14.3% n=3	61.9% n=13	19.0% n=4	0.0% n=0
Mission Conscious	4.37						
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.38	0.0% n=0	4.8% n=1	9.5% n=2	28.6% n=6	57.1% n=12	0.0% n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.	4.29	0.0% n=0	4.8% n=1	0.0% n=0	57.1% n=12	38.1% n=8	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	4.71	0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	4.10	0.0% n=0	0.0% n=0	14.3% n=3	61.9% n=13	23.8% n=5	0.0% n=0
Pride	4.60						
4. I feel great pride in the work I do.	4.62	0.0% n=0	4.8% n=1	0.0% n=0	23.8% n=5	71.4% n=15	0.0% n=0
14. I feel great pride in being a part of D41.	4.57	0.0% n=0	0.0% n=0	0.0% n=0	42.9% n=9	57.1% n=12	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.67	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=7	66.7% n=14	0.0% n=0
64. I speak of D41 with pride.	4.52	0.0% n=0	0.0% n=0	0.0% n=0	47.6% n=10	52.4% n=11	0.0% n=0



October 2015

D41: Full District - Administration Results (n=21)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.62						
52. My team strives to pursue excellence.	4.52	0.0% n=0	0.0% n=0	0.0% n=0	47.6% n=10	52.4% n=11	0.0% n=0
21. I strive to find a better way every day.	4.52	0.0% n=0	0.0% n=0	0.0% n=0	47.6% n=10	52.4% n=11	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.81	0.0% n=0	0.0% n=0	0.0% n=0	19.0% n=4	81.0% n=17	0.0% n=0
Innovation	4.71						
69. D41 encourages innovation.	4.76	0.0% n=0	0.0% n=0	0.0% n=0	23.8% n=5	76.2% n=16	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	4.86	0.0% n=0	0.0% n=0	0.0% n=0	14.3% n=3	85.7% n=18	0.0% n=0
42. Our team encourages innovation.	4.52	0.0% n=0	0.0% n=0	4.8% n=1	38.1% n=8	57.1% n=12	0.0% n=0



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D41: Full District - Administration Results (n=21)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
16.	I am continuously seeking ways to improve my overall productivity.	4.86	Innovation 4.71
8.	I am driven to contribute to the success of D41.	4.86	Engage-Inspire 4.58
53.	I am committed to the success of my school district.	4.81	Engage-Inspire 4.58
55.	I am part of a school district that continues to pursue excellence every day.	4.81	Continuous Improvement 4.62
69.	D41 encourages innovation.	4.76	Innovation 4.71
2.	I am fully engaged in the work that I do.	4.71	Engage-Inspire 4.58
22.	I am aware and knowledgeable about our school district's mission.	4.71	Mission Conscious 4.37
36.	I have the opportunity to communicate with my supervisor/administrator.	4.71	Communication 4.42
45.	I feel great pride in the team of which I am a part.	4.67	Pride 4.60
4.	I feel great pride in the work I do.	4.62	Pride 4.60
57.	D41 is committed to quality work and excellence.	4.62	Quality 4.54
43.	My associates demonstrate a commitment to quality work and excellence.	4.62	Quality 4.54
17.	I have set the right goals for myself to excel in my role/position.	4.62	Performance Planning 4.50
14.	I feel great pride in being a part of D41.	4.57	Pride 4.60



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D41: Full District - Administration Results (n=21)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
27.	My supervisor/administrator and I have effective two-way communication.	4.57	Communication 4.42
35.	My supervisor/administrator supports my personal and professional development.	4.57	Training & Development 4.36
33.	My supervisor/administrator is available for me when needs arise.	4.57	Support-Equip 4.43
37.	My supervisor/administrator motivates me to achieve my goals.	4.57	Performance Planning 4.50
21.	I strive to find a better way every day.	4.52	Continuous Improvement 4.62
52.	My team strives to pursue excellence.	4.52	Continuous Improvement 4.62
64.	I speak of D41 with pride.	4.52	Pride 4.60
42.	Our team encourages innovation.	4.52	Innovation 4.71
46.	I am satisfied being a part of my team.	4.52	Satisfaction 4.23
32.	I have an open and trusting relationship with my supervisor/administrator.	4.52	Relationships 4.33
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.52	Talent/Fit 4.39
30.	My supervisor/administrator encourages opportunities for my growth and development.	4.52	Training & Development 4.36
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.52	Performance Planning 4.50
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.48	Talent/Fit 4.39
12.	I am highly committed to and energized by my work.	4.48	Engage-Inspire 4.58



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D41: Full District - Administration Results (n=21)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.48	Support-Equip 4.43
51.	My team has open and trusting relationships.	4.48	Relationships 4.33
34.	My supervisor/administrator is actively responsive to my needs.	4.48	Support-Equip 4.43
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.48	Support-Equip 4.43
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.48	Performance Planning 4.50
56.	I feel D41 is a great fit for me.	4.43	Talent/Fit 4.39
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.43	Relationships 4.33
11.	I am in a role that allows me to maximize my talents and strengths.	4.43	Talent/Fit 4.39
5.	I have at least one close friend at work.	4.38	Relationships 4.33
18.	I have provided meaningful recognition to others in the past 10 days.	4.38	Recognition 4.14
25.	My supervisor/administrator cares about me as a person.	4.38	Relationships 4.33
72.	Our school district selects highly talented individuals when hiring.	4.38	Talent/Fit 4.39
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.38	Communication 4.42
24.	My supervisor/administrator effectively communicates his/her expectations.	4.38	Communication 4.42
15.	I am properly trained to achieve excellence in my work.	4.38	Training & Development 4.36



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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.	4.38	Relationships 4.33
29.	My supervisor/administrator recognizes me for a job well done.	4.38	Recognition 4.14
47.	I am on a team that encourages each member to surpass expectations.	4.38	Quality 4.54
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.38	Mission Conscious 4.37
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.38	Relationships 4.33
70.	I would like to work at D41 long term.	4.35	Career Development 4.23
49.	Our team effectively sets goals to further enhance our performance.	4.33	Performance Planning 4.50
60.	I have the opportunity to express my career interests at D41.	4.30	Career Development 4.23
73.	Overall, I am very satisfied with D41 as a place to work.	4.29	Satisfaction 4.23
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	4.29	Mission Conscious 4.37
3.	I am provided the core needs necessary for me to excel in my role.	4.29	Support-Equip 4.43
44.	Our team effectively communicates with each other.	4.29	Communication 4.42
6.	I am provided opportunities to further my growth and development.	4.29	Training & Development 4.36
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	4.29	Support-Equip 4.43
7.	I have encouraged someone to apply at D41.	4.25	Talent/Fit 4.39



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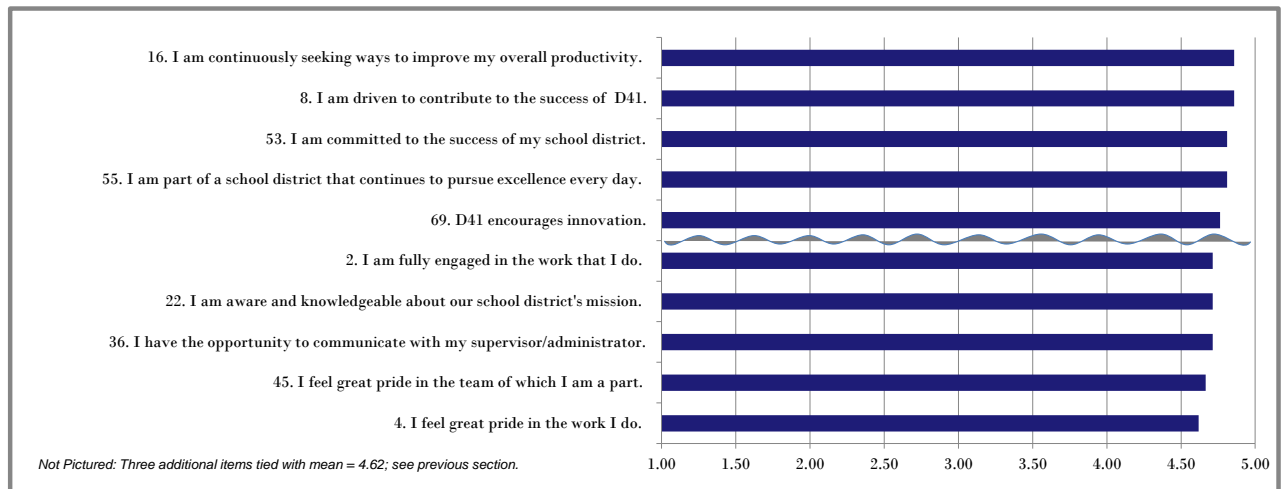
D41: Full District - Administration Results (n=21)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
66.	Excellence is recognized in my school district.	4.24	Recognition 4.14
59.	I value the career opportunities that I have at D41.	4.24	Career Development 4.23
63.	D41 selects the right people for the right job.	4.24	Talent/Fit 4.39
58.	D41 provides the experience and development for me to further my career here.	4.24	Career Development 4.23
65.	I feel "in on things" that are happening at D41.	4.19	Communication 4.42
13.	I am satisfied with my role/work.	4.14	Satisfaction 4.23
68.	Business decisions made are consistent with our mission and core values.	4.10	Mission Conscious 4.37
61.	D41 has a genuine concern and interest about me as a person.	4.10	Relationships 4.33
48.	My team recognizes each other's efforts and impact.	4.05	Recognition 4.14
62.	I would recommend D41 to a friend as a great place to work.	4.05	Engage-Inspire 4.58
67.	D41 provides the "right" training for me to excel in my role.	4.05	Training & Development 4.36
71.	I am aware of the career opportunities that are available for me at D41.	4.00	Career Development 4.23
20.	I look forward to coming to work every day.	3.95	Satisfaction 4.23
31.	I am provided personal coaching from my supervisor/administrator.	3.90	Relationships 4.33
9.	I have received meaningful recognition in the past 10 days.	3.67	Recognition 4.14



October 2015
D41: Full District - Administration Results (n=21)

Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.86	0.0% n=0	0.0% n=0	0.0% n=0	14.3% n=3	85.7% n=18	0.0% n=0
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.86	0.0% n=0	0.0% n=0	0.0% n=0	14.3% n=3	85.7% n=18	0.0% n=0
53. I am committed to the success of my school district.	Engage-Inspire	4.81	0.0% n=0	0.0% n=0	0.0% n=0	19.0% n=4	81.0% n=17	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	Continuous Improvement	4.81	0.0% n=0	0.0% n=0	0.0% n=0	19.0% n=4	81.0% n=17	0.0% n=0
69. D41 encourages innovation.	Innovation	4.76	0.0% n=0	0.0% n=0	0.0% n=0	23.8% n=5	76.2% n=16	0.0% n=0
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71	0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	Mission Conscious	4.71	0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0
36. I have the opportunity to communicate with my supervisor/administrator.	Communication	4.71	0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0
45. I feel great pride in the team of which I am a part.	Pride	4.67	0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=7	66.7% n=14	0.0% n=0
4. I feel great pride in the work I do.	Pride	4.62	0.0% n=0	4.8% n=1	0.0% n=0	23.8% n=5	71.4% n=15	0.0% n=0

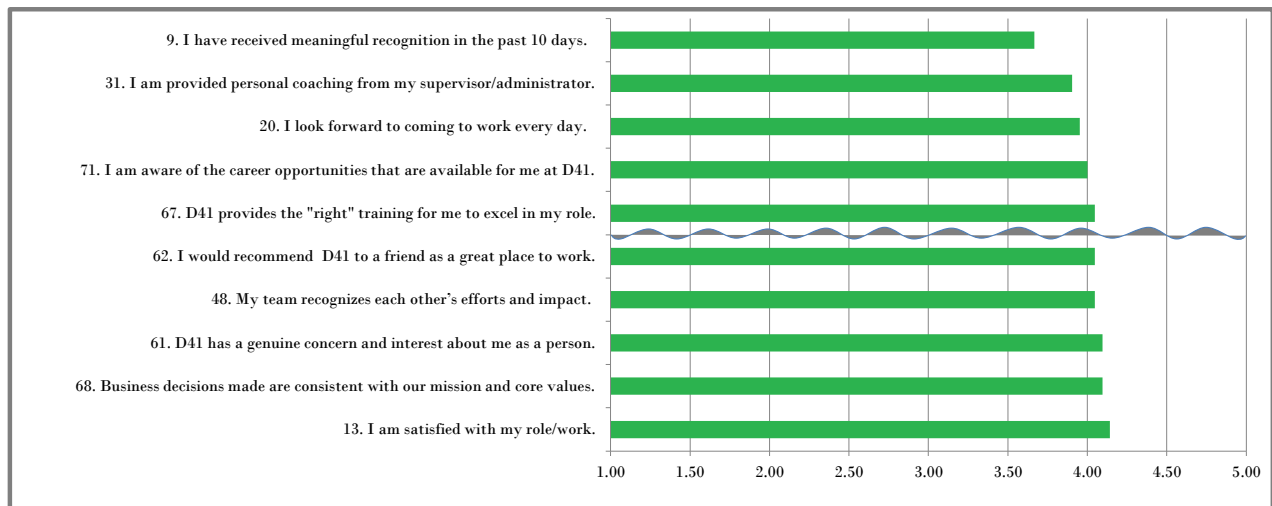




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Statement	Dimension	Mean	Response Distribution					N/A
			Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.67	4.8% n=1	9.5% n=2	19.0% n=4	47.6% n=10	19.0% n=4	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.90	0.0% n=0	14.3% n=3	14.3% n=3	38.1% n=8	33.3% n=7	0.0% n=0
20. I look forward to coming to work every day.	Satisfaction	3.95	0.0% n=0	4.8% n=1	14.3% n=3	61.9% n=13	19.0% n=4	0.0% n=0
71. I am aware of the career opportunities that are available for me at D41.	Career Development	4.00	0.0% n=0	9.5% n=2	19.0% n=4	28.6% n=6	38.1% n=8	4.8% n=1
67. D41 provides the "right" training for me to excel in my role.	Training & Development	4.05	0.0% n=0	14.3% n=3	0.0% n=0	52.4% n=11	33.3% n=7	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	Engage-Inspire	4.05	0.0% n=0	9.5% n=2	9.5% n=2	47.6% n=10	33.3% n=7	0.0% n=0
48. My team recognizes each other's efforts and impact.	Recognition	4.05	0.0% n=0	9.5% n=2	4.8% n=1	57.1% n=12	28.6% n=6	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	Relationships	4.10	0.0% n=0	4.8% n=1	14.3% n=3	47.6% n=10	33.3% n=7	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.10	0.0% n=0	0.0% n=0	14.3% n=3	61.9% n=13	23.8% n=5	0.0% n=0
13. I am satisfied with my role/work.	Satisfaction	4.14	0.0% n=0	14.3% n=3	0.0% n=0	42.9% n=9	42.9% n=9	0.0% n=0

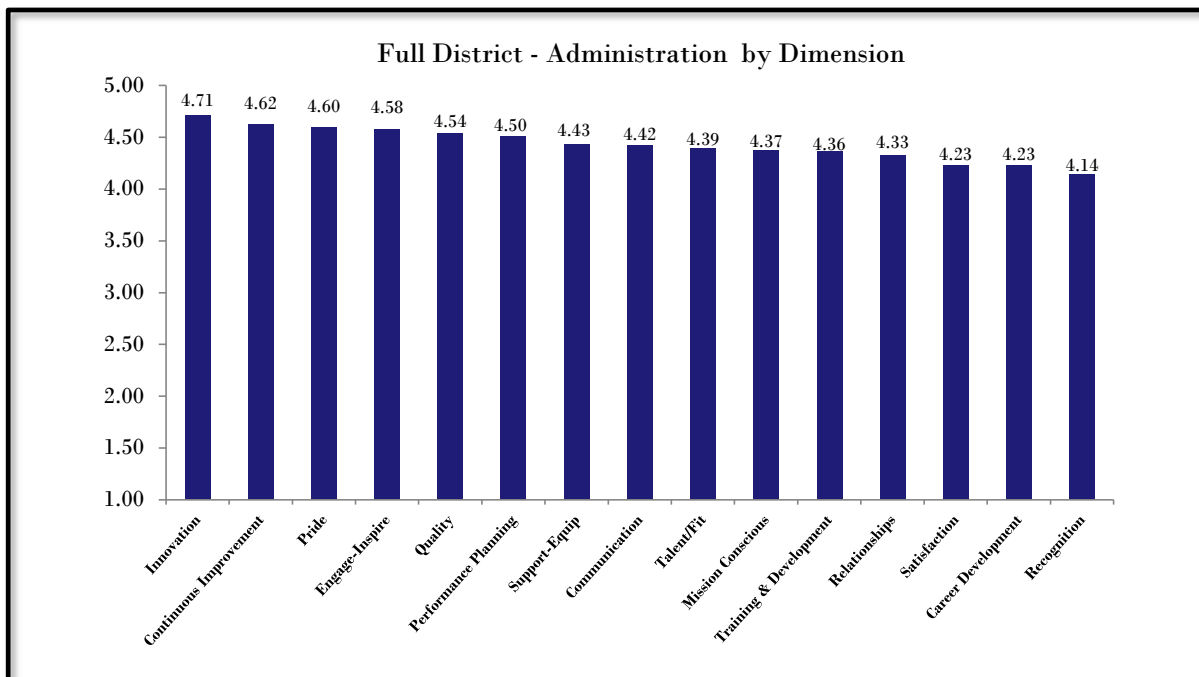




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Innovation	4.71
Continuous Improvement	4.62
Pride	4.60
Engage-Inspire	4.58
Quality	4.54
Performance Planning	4.50
Support-Equip	4.43
Communication	4.42
Talent/Fit	4.39
Mission Conscious	4.37
Training & Development	4.36
Relationships	4.33
Satisfaction	4.23
Career Development	4.23
Recognition	4.14





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