

# InsighteX Cultural Assessment

for Glen Ellyn D41: Administration-All



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	Current	Previous	Strongly	Di	N		Strongly		(+/-)
	Mean	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A	Change
Talent/Fit	4.50	4.39							
11. I am in a role that allows me to maximize my talents	4.43	4.43							=
and strengths.	1.15	1.15	0.0%	4.8%	4.8%	33.3%	57.1%	0.0%	
			n=0	n=1	n=1	n=7	n=12	n=0	
1. In my role I have the opportunity to do things that I both	4.76	4.48							1
do well and enjoy.	4.70	1.10	0.0%	0.0%	4.8%	14.3%	81.0%	0.0%	- 1
			n=0	n=0	n=1	n=3	n=17	n=0	
7. I have encouraged someone to apply at Glen Ellyn D41.	4.33	4.95							1
	4.32	4.25	0.00/	4.00/	4.00/	20 10/	42.00/	0 50/	
			0.0% n=0	4.8% n=1	4.8% n=1	38.1% n=8	42.9% n=9	9.5% n=2	
39. My supervisor/administrator knows the talents to look									1
for in selecting new associates who will be successful.	4.62	4.52							1
			0.0% n=0	0.0% n=0	0.0% n=0	38.1% n=8	61.9% n=13	0.0% n=0	
56. I feel Glen Ellyn D41 is a great fit for me.			11=0	11=0	11=0	11-8	11-13	11=0	•
	4.48	4.43							
			0.0%	4.8%	0.0%	38.1%	57.1%	0.0%	
72. Our school district selects highly talented individuals			n=0	n=1	n=0	n=8	n=12	n=0	•
when hiring.	4.52	4.38							T
			0.0%	0.0%	0.0%	47.6%	52.4%	0.0%	
			n=0	n=0	n=0	n=10	n=11	n=0	
63. Glen Ellyn D41 selects the right people for the right job.	4.33	4.24							1
			0.0%	0.0%	4.8%	57.1%	38.1%	0.0%	
			n=0	n=0	n=1	n=12	n=8	n=0	
Support-Equip	4.53	4.43							
3. I am provided the core needs necessary for me to excel in my role.	4.29	4.29							=
in my role.	,	,	0.0%	0.0%	0.0%	71.4%	28.6%	0.0%	
			n=0	n=0	n=0	n=15	n=6	n=0	
19. I am provided the materials, equipment, and	4.29	4.48							
information necessary to effectively perform my job.	4.29	4.40	0.0%	0.0%	4.8%	61.9%	33.3%	0.0%	•
			n=0	n=0	n=1	n=13	n=7	n=0	
34. My supervisor/administrator is actively responsive to									1
my needs.	4.67	4.48	0.007	0.004	0.00/	00.00/		0.00/	
			0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=7	66.7% n=14	0.0% n=0	
28. I am provided the opportunity to spend quality time			11-0	11=0	11-0	11-7	11-14	11=0	<b>^</b>
with my supervisor/administrator.	4.52	4.29							
			0.0%	0.0%	0.0%	47.6%	52.4%	0.0%	
33. My supervisor/administrator is available for me when			n=0	n=0	n=0	n=10	n=11	n=0	•
needs arise.	4.71	4.57							T
			0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	
			n=0	n=0	n=0	n=6	n=15	n=0	
23. I have a supportive coaching relationship with my supervisor/administrator.	4.71	4.48							T
superviser/autimistrator.			0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	
			n=0	n=0	n=0	n=6	n=15	n=0	





Glen Ellyn D41: Administration-All Results (n=21)									
	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	4.51	4.33							
5. I have at least one close friend at work.	4.35	4.38							$\downarrow$
	1.55	1.50	0.0%	4.8%	14.3%	19.0%	57.1%	4.8%	•
			n=0	n=1	n=3	n=4	n=12	n=1	
32. I have an open and trusting relationship with my supervisor/administrator.	4.67	4.52							1
supervisor/autimistrator.			0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	
			n=0	n=0	n=0	n=7	n=14	n=0	
25. My supervisor/administrator cares about me as a person.	4.71	4.38							1
person.			0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	
			n=0	n=0	n=0	n=6	n=15	n=0	
31. I am provided personal coaching from my	4.24	3.90							1
supervisor/administrator.	1.21	5.70	0.0%	0.0%	14.3%	47.6%	38.1%	0.0%	
			n=0	n=0	n=3	n=10	n=8	n=0	
51. My team has open and trusting relationships.	4.71	4.48							1
	4.71	1.10	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	
			n=0	n=0	n=0	n=6	n=15	n=0	
50. Based on relationships demonstrated on my team, I	4.76	4.43							1
would recommend someone to join this team.	4.70	4.43	0.0%	0.0%	0.0%	23.8%	76.2%	0.0%	
			n=0	n=0	n=0	n=5	n=16	n=0	
61. Glen Ellyn D41 has a genuine concern and interest	4.29	4.10							1
about me as a person.	4.29	4.10	0.0%	0.0%	14.3%	42.9%	42.9%	0.0%	
			n=0	n=0	n=3	n=9	n=9	n=0	
54. Quality relationships are valued across our school	4.24	4.20							
district.	4.24	4.38	0.0%	9.5%	9.5%	28.6%	52.4%	0.0%	×
			n=0	9.3% n=2	9.3% n=2	28.0% n=6	n=11	n=0	
38. My supervisor/administrator demonstrates effort in									1
establishing and reinforcing a coaching relationship with	4.57	4.38	0.00/	0.00/	0.00/	42.00/	F7 10/	0.00/	
			0.0% n=0	0.0% n=0	0.0% n=0	42.9% n=9	57.1% n=12	0.0% n=0	
Quality	4.68	4.54							
47. I am on a team that encourages each member to	4.67	4.20							1
surpass expectations.	4.67	4.38	0.00/	0.00/	0.00/	22.20/	(( 70/	0.00/	1
			0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=7	66.7% n=14	0.0% n=0	
43. My associates demonstrate a commitment to quality									1
work and excellence.	4.71	4.62	0.00/	0.00/	0.00/	20.6%	<b>5</b> 4 407	0.00/	1
			0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0	
57. Glen Ellyn D41 is committed to quality work and			11-0	11-0	11-0	11-0	11-13	11-0	1
excellence.	4.67	4.62							1
			0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	
			n=0	n=0	n=0	n=7	n=14	n=0	





Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
4.53	4.42							
4.62	4.48							1
4.48	4.38	11=0	11=0	II=0	11=8	11=13	<u>n=0</u>	1
		0.0% n=0	0.0% n=0	4.8% n=1	42.9% n=9	52.4% n=11	0.0% n=0	
4.52	4.38							1
		0.0% n=0	0.0% n=0	0.0% n=0	47.6% n=10	52.4% n=11	0.0% n=0	
4.62	4.57							1
		0.0% n=0	0.0% n=0	0.0% n=0	38.1% n=8	61.9% n=13	0.0% n=0	
4.33	4.19							1
		0.0% n=0	0.0% n=0	14.3% n=3	38.1% n=8	47.6% n=10	0.0% n=0	
4.62	4.29							1
		0.0% n=0	0.0% n=0	0.0% n=0	38.1% n=8	61.9% n=13	0.0% n=0	
4.57	4.14							
4.67	4.38							1
		0.0% n=0	0.0% n=0	0.0% n=0	33.3% n=7	66.7% n=14	0.0% n=0	
4.29	3.67							1
		0.0% n=0	4.8% n=1	14.3% n=3	28.6% n=6	52.4% n=11	0.0% n=0	
4.48	4.24							1
		0.0% n=0	0.0% n=0	9.5% n=2	33.3% n=7	57.1% n=12	0.0% n=0	
4.71	4.38							1
		0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0	
4.71	4.05							1
		0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	
	Mean         4.53         4.62         4.48         4.52         4.62         4.62         4.62         4.62         4.62         4.62         4.62         4.62         4.62         4.62         4.62         4.62         4.62         4.57         4.62         4.57         4.62         4.57         4.67         4.29         4.48         4.71	Mean         Mean           4.53         4.42           4.62         4.48           4.62         4.48           4.52         4.38           4.52         4.38           4.62         4.57           4.62         4.57           4.62         4.29           4.62         4.29           4.62         4.29           4.62         4.29           4.67         4.38           4.29         3.67           4.48         4.24           4.71         4.38	Mean         Mean         Disagree (1)           4.53         4.42           4.62         4.48         0.0% n=0           4.48         4.38         0.0% n=0           4.48         4.38         0.0% n=0           4.52         4.38         0.0% n=0           4.52         4.38         0.0% n=0           4.62         4.57         0.0% n=0           4.62         4.29         0.0% n=0           4.62         4.29         0.0% n=0           4.62         4.29         0.0% n=0           4.62         4.29         0.0% n=0           4.48         4.24         0.0% n=0           4.48         4.24         0.0% n=0           4.71         4.38         0.0% n=0	Current Mean         Previous Mean         Disagree (1)         Disagree (2)           4.53         4.42           4.62         4.48         0.0% n=0         0.0% n=0         0.0% n=0           4.48         4.38         0.0% n=0         0.0% n=0         0.0% n=0           4.52         4.38         0.0% n=0         0.0% n=0         0.0% n=0           4.52         4.38         0.0% n=0         0.0% n=0         0.0% n=0           4.62         4.57         0.0% n=0         0.0% n=0         0.0% n=0           4.62         4.29         0.0% n=0         0.0% n=0         0.0% n=0           4.67         4.38         0.0% n=0         0.0% n=0         0.0% n=0         0.0% n=0           4.48         4.24         0.0% n=0         0.0% n=0         0.0% n=0         0.0% n=0           4.71         4.38         0.0% n=0         0.0% n=0         0.0% n=0         0.0% n=0	Current Mean         Previous Mean         Disagree (1)         Disagree (2)         Neutral (3)           4.53         4.42	Current Mean         Previous Mean         Disagree (1)         Disagree (2)         Neutral (3)         Agree (4)           4.53         4.42	Current Mean         Previous Mean         Disagree (1)         Disagree (2)         Neutral (3)         Agree (4)         Agree (5)           4.53         4.42	Current Mean         Previous (1)         Disagree (1)         Disagree (2)         Neutral (3)         Agree (4)         Agree (5)         N/A           4.53         4.42





Glen Ellyn D41: Administration-All Results (n=21)									
	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning	4.61	4.50							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.62	4.52							1
			0.0% n=0	0.0% n=0	0.0% n=0	38.1% n=8	61.9% n=13	0.0% n=0	
17. I have set the right goals for myself to excel in my role/position.	4.57	4.62	11-0	11-0	11-0	11-0	11-13	11-0	↓
			0.0% n=0	0.0% n=0	0.0% n=0	42.9% n=9	57.1% n=12	0.0% n=0	
49. Our team effectively sets goals to further enhance our performance.	4.62	4.33	-	-	-			-	1
			0.0% n=0	0.0% n=0	0.0% n=0	38.1% n=8	61.9% n=13	0.0% n=0	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.57	4.48							1
			0.0% n=0	0.0% n=0	0.0% n=0	42.9% n=9	57.1% n=12	0.0% n=0	
37. My supervisor/administrator motivates me to achieve my goals.	4.67	4.57							1
			0.0% n=0	0.0% n=0	4.8% n=1	23.8% n=5	71.4% n=15	0.0% n=0	
Training & Development	4.49	4.36							
35. My supervisor/administrator supports my personal and professional development.	4.71	4.57							1
			0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0	
6. I am provided opportunities to further my growth and development.	4.43	4.29	•		•				1
			0.0% n=0	0.0% n=0	4.8% n=1	47.6% n=10	47.6% n=10	0.0% n=0	
15. I am properly trained to achieve excellence in my work.	4.57	4.38							1
			0.0% n=0	0.0% n=0	0.0% n=0	42.9% n=9	57.1% n=12	0.0% n=0	
57. Glen Ellyn D41 provides the "right" training for me to excel in my role.	4.24	4.05							1
			0.0% n=0	0.0% n=0	4.8% n=1	66.7% n=14	28.6% n=6	0.0% n=0	
30. My supervisor/administrator encourages opportunities for my growth and development.	4.48	4.52							$\downarrow$
opportunities for my growth and development.									





Glen Ellyn D41: Administration-All Results (n=21)	Current	Duoviou	Strongly				Strongly		$(\cdot, I)$
	Current Mean	Previous Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A	(+/-) Change
Career Development	4.43	4.23							
70. I would like to work at Glen Ellyn D41 long term.	4.40	4.35							1
	4.40	4.55	0.0%	4.8%	14.3%	14.3%	61.9%	4.8%	
			n=0	4.8% n=1	n=3	n=3	n=13	4.8% n=1	
58. Glen Ellyn D41 provides the experience and									1
development for me to further my career here.	4.38	4.24							
			0.0%	0.0%	14.3%	33.3%	52.4%	0.0%	
71. I am aware of the career opportunities that are			n=0	n=0	n=3	n=7	n=11	n=0	•
available for me at Glen Ellyn D41.	4.25	4.00							T
			0.0%	0.0%	19.0%	33.3%	42.9%	4.8%	
			n=0	n=0	n=4	n=7	n=9	n=1	
59. I value the career opportunities that I have at Glen	4.70	4.24							1
Ellyn D41.	4.70	4.24	0.0%	0.0%	0.0%	28.6%	66.7%	4.8%	- 1
			n=0	n=0	n=0	n=6	n=14	n=1	
60. I have the opportunity to express my career interests									1
at Glen Ellyn D41.	4.42	4.30							
			0.0%	0.0%	4.8%	42.9%	42.9%	9.5%	
Europe Incoming	4.50	4 50	n=0	n=0	n=1	n=9	n=9	n=2	
Engage-Inspire 2. I am fully engaged in the work that I do.	4.78	4.58							
2. I ani funy engageu in the work that I to.	4.95	4.71							T
			0.0%	0.0%	0.0%	4.8%	95.2%	0.0%	
			n=0	n=0	n=0	n=1	n=20	n=0	
12. I am highly committed to and energized by my work.	4.71	4.48							1
	4.71	4.40	0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	- 1
			n=0	n=0	n=0	28.0% n=6	n=15	n=0	
8. I am driven to contribute to the success of Glen Ellyn			-	-	-	-		-	1
D41.	4.90	4.86							1
			0.0%	0.0%	0.0%	9.5%	90.5%	0.0%	
53. I am committed to the success of my school district.			n=0	n=0	n=0	n=2	n=19	n=0	
55. Fam committee to the success of my school district.	5.00	4.81							1
			0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	
			n=0	n=0	n=0	n=0	n=21	n=0	
62. I would recommend Glen Ellyn D41 to a friend as a great place to work.	4.33	4.05							1
0 F			0.0%	9.5%	4.8%	28.6%	57.1%	0.0%	
			n=0	n=2	n=1	n=6	n=12	n=0	





olen Enyn D+1. Auministi ution An Results (n=21)			Strongly				Strongly		
	Current Mean	Previous Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A	(+/-) Change
Satisfaction	4.52	4.23							
13. I am satisfied with my role/work.	4.40								1
	4.43	4.14	0.00/	0.00/	4.00/	47 (0/	47 (0)	0.00/	
			0.0% n=0	0.0% n=0	4.8% n=1	47.6% n=10	47.6% n=10	0.0% n=0	
46. I am satisfied being a part of my team.									1
	4.86	4.52							
			0.0% n=0	0.0% n=0	0.0% n=0	14.3% n=3	85.7% n=18	0.0% n=0	
73. Overall, I am very satisfied with Glen Ellyn D41 as a			11-0	11-0	11-0	11-5	11-10	11-0	•
place to work.	4.43	4.29							
			0.0%	4.8%	0.0%	42.9%	52.4%	0.0%	
20. I look forward to coming to work every day.			n=0	n=1	n=0	n=9	n=11	n=0	•
20. I look for ward to conning to work every day.	4.35	3.95							T
			0.0%	0.0%	9.5%	42.9%	42.9%	4.8%	
			n=0	n=0	n=2	n=9	n=9	n=1	
Mission Conscious		4.37							
<ol> <li>My supervisor/administrator effectively communicates our school district's mission to me.</li> </ol>	4.71	4.38							ſ
			0.0%	0.0%	0.0%	28.6%	71.4%	0.0%	
			n=0	n=0	n=0	n=6	n=15	n=0	
74. Glen Ellyn D41 effectively aligns our day-to-day	4 57	4 2 9							1
activities with the school district's mission.	1.57	1.2 )	0.0%	0.0%	0.0%	42.9%	57.1%	0.0%	
			n=0	n=0	n=0	n=9	n=12	n=0	
22. I am aware and knowledgeable about our school	Conscious         4.51         4.37           ator effectively communicates to me.         4.71         4.38 $n=0$ $n=0$ $n=0$ $n=6$ $n=15$ $n=0$ raligns our day-to-day rict's mission.         4.57         4.29 $0.0\%$ $0.0\%$ $0.0\%$ $0.0\%$ $1.6\%$ $71.4\%$ $0.0\%$ geable about our school         4.75         4.71 $0.0\%$ $0.0\%$ $0.0\%$ $0.0\%$ $1.6\%$ $71.4\%$ $0.0\%$ are consistent with our         4.00         4.10 $4.8\%$ $9.5\%$ $9.5\%$ $33.3\%$ $42.9\%$ $0.0\%$ $4.8\%$ $9.5\%$ $9.5\%$ $33.3\%$ $42.9\%$ $0.0\%$		1						
district's mission.	4.75	4./1	0.00/	0.00/	0.00/	22.00/	71 40/	4.00/	
68. Business decisions made are consistent with our									
mission and core values.	4.00	4.10							•
Pride	4.61	4.60	11-1	11-2	11-2	11-7	m=9	11-0	
4. I feel great pride in the work I do.									1
	4.71	4.62							
			0.0%	0.0%	0.0% n=0	28.6%	71.4% n=15	0.0%	
14. I feel great pride in being a part of Glen Ellyn D41.			n=0	n=0	11=0	n=6	n=15	n=0	-
	4.38	4.57							$\checkmark$
			0.0%	0.0%	9.5%	42.9%	47.6%	0.0%	
45. I feel great pride in the team of which I am a part.			n=0	n=0	n=2	n=9	n=10	n=0	•
TO. I TEEL BIEAU PITUE III UIE TEATH OF WHICH FAIL A PART.	4.81	4.67							Т
			0.0%	0.0%	0.0%	19.0%	81.0%	0.0%	
			n=0	n=0	n=0	n=4	n=17	n=0	
64. I speak of Glen Ellyn D41 with pride.	4.52	4.52							=
			0.0%	0.0%	4.8%	38.1%	57.1%	0.0%	
			n=0	n=0	n=1	n=8	n=12	n=0	





Glen Ellyn D41: Administration-All Results (n=21)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.73	4.62							
52. My team strives to pursue excellence.	4.76	4.52							1
			0.0%	0.0%	0.0%	23.8%	76.2%	0.0%	
			n=0	n=0	n=0	n=5	n=16	n=0	
21. I strive to find a better way every day.	4.70	4.52							1
			0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	66.7% n=14	4.8% n=1	
55. I am part of a school district that continues to pursue excellence every day.	4.71	4.81	-			-			$\downarrow$
			0.0% n=0	0.0% n=0	0.0% n=0	28.6% n=6	71.4% n=15	0.0% n=0	
Innovation	4.63	4.71							
69. Glen Ellyn D41 encourages innovation.	4.48	4.76							$\downarrow$
			0.0%	0.0%	4.8%	42.9%	52.4%	0.0%	
			n=0	n=0	n=1	n=9	n=11	n=0	
16. I am continuously seeking ways to improve my overall productivity.	4.76	4.86							$\downarrow$
			0.0%	0.0%	4.8%	14.3%	81.0%	0.0%	
			n=0	n=0	n=1	n=3	n=17	n=0	
42. Our team encourages innovation.	4.67	4.52							1
			0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	
			n=0	n=0	n=0	n=7	n=14	n=0	





**Dimension/Mean** 

<u>Mean</u>

### October 2016 Glen Ellyn D41: Administration-All Results (n=21) Rank Ordered Questions According to Mean

Engage-Inspire 53. I am committed to the success of my school district. 5.00 4.78 Engage-Inspire 2. I am fully engaged in the work that I do. 4.95 4.78 Engage-Inspire 8. I am driven to contribute to the success of Glen Ellyn D41. 4.90 4.78 Satisfaction 46. I am satisfied being a part of my team. 4.86 4.52 Pride 45. 4.81 I feel great pride in the team of which I am a part. 4.61 Innovation 4.76 16. I am continuously seeking ways to improve my overall productivity. 4.63 Continuous 52. 4.76 My team strives to pursue excellence. Improvement 4.73 In my role I have the opportunity to do things that I both do well and Talent/Fit 1. 4.76 enjoy. 4.50 Based on relationships demonstrated on my team, I would recommend Relationships 50. 4.76 someone to join this team. 4.51 **Mission Conscious** 22. I am aware and knowledgeable about our school district's mission. 4.75 4.51 My associates demonstrate a commitment to quality work and Quality 43. 4.71 excellence. 4.68 Engage-Inspire 12. I am highly committed to and energized by my work. 4.71 4.78 Pride I feel great pride in the work I do. 4.71 4. 4.61 Recognition 18. I have provided meaningful recognition to others in the past 10 days. 4.71 4.57





	<b>Rank Ordered Questions According to Mean</b>	<u>Mean</u>	Dimension/Mean
48.	My team recognizes each other's efforts and impact.	4.71	Recognition 4.57
51.	My team has open and trusting relationships.	4.71	Relationships 4.51
33.	My supervisor/administrator is available for me when needs arise.	4.71	Support-Equip 4.53
55.	I am part of a school district that continues to pursue excellence every day.	4.71	Continuous Improvement 4.73
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.71	Mission Conscious 4.51
35.	My supervisor/administrator supports my personal and professional development.	4.71	Training & Development 4.49
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.71	Support-Equip 4.53
25.	My supervisor/administrator cares about me as a person.	4.71	Relationships 4.51
21.	I strive to find a better way every day.	4.70	Continuous Improvement 4.73
59.	I value the career opportunities that I have at Glen Ellyn D41.	4.70	Career Development 4.43
47.	I am on a team that encourages each member to surpass expectations.	4.67	Quality 4.68
42.	Our team encourages innovation.	4.67	Innovation 4.63
57.	Glen Ellyn D41 is committed to quality work and excellence.	4.67	Quality 4.68
34.	My supervisor/administrator is actively responsive to my needs.	4.67	Support-Equip 4.53
29.	My supervisor/administrator recognizes me for a job well done.	4.67	Recognition 4.57





	<b>Rank Ordered Questions According to Mean</b>	<u>Mean</u>	Dimension/Mean
32.	I have an open and trusting relationship with my supervisor/administrator.	4.67	Relationships 4.51
37.	My supervisor/administrator motivates me to achieve my goals.	4.67	Performance Planning 4.61
44.	Our team effectively communicates with each other.	4.62	Communication 4.53
49.	Our team effectively sets goals to further enhance our performance.	4.62	Performance Planning 4.61
36.	I have the opportunity to communicate with my supervisor/administrator.	4.62	Communication 4.53
27.	My supervisor/administrator and I have effective two-way communication.	4.62	Communication 4.53
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.62	Talent/Fit 4.50
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.62	Performance Planning 4.61
17.	I have set the right goals for myself to excel in my role/position.	4.57	Performance Planning 4.61
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.57	Performance Planning 4.61
74.	Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	4.57	Mission Conscious 4.51
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.57	Relationships 4.51
15.	I am properly trained to achieve excellence in my work.	4.57	Training & Development 4.49
72.	Our school district selects highly talented individuals when hiring.	4.52	Talent/Fit 4.50
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.52	Communication 4.53





**Dimension/Mean** 

<u>Mean</u>

	Kank of defed Questions According to Mean	Mean	Dimension/Mean
64.	I speak of Glen Ellyn D41 with pride.	4.52	Pride 4.61
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	4.52	Support-Equip 4.53
69.	Glen Ellyn D41 encourages innovation.	4.48	Innovation 4.63
56.	I feel Glen Ellyn D41 is a great fit for me.	4.48	Talent/Fit 4.50
30.	My supervisor/administrator encourages opportunities for my growth and development.	4.48	Training & Development 4.49
66.	Excellence is recognized in my school district.	4.48	Recognition 4.57
24.	My supervisor/administrator effectively communicates his/her expectations.	4.48	Communication 4.53
13.	I am satisfied with my role/work.	4.43	Satisfaction 4.52
11.	I am in a role that allows me to maximize my talents and strengths.	4.43	Talent/Fit 4.50
6.	I am provided opportunities to further my growth and development.	4.43	Training & Development 4.49
73.	Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.43	Satisfaction 4.52
60.	I have the opportunity to express my career interests at Glen Ellyn D41.	4.42	Career Development 4.43
70.	I would like to work at Glen Ellyn D41 long term.	4.40	Career Development 4.43
14.	I feel great pride in being a part of Glen Ellyn D41.	4.38	Pride 4.61
58.	Glen Ellyn D41 provides the experience and development for me to further my career here.	4.38	Career Development 4.43





	<b>Rank Ordered Questions According to Mean</b>	<u>Mean</u>	Dimension/Mean
5.	I have at least one close friend at work.	4.35	Relationships 4.51
20.	I look forward to coming to work every day.	4.35	Satisfaction 4.52
62.	I would recommend Glen Ellyn D41 to a friend as a great place to work.	4.33	Engage-Inspire 4.78
63.	Glen Ellyn D41 selects the right people for the right job.	4.33	Talent/Fit 4.50
65.	I feel "in on things" that are happening at Glen Ellyn D41.	4.33	Communication 4.53
7.	I have encouraged someone to apply at Glen Ellyn D41.	4.32	Talent/Fit 4.50
3.	I am provided the core needs necessary for me to excel in my role.	4.29	Support-Equip 4.53
9.	I have received meaningful recognition in the past 10 days.	4.29	Recognition 4.57
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.29	Support-Equip 4.53
61.	Glen Ellyn D41 has a genuine concern and interest about me as a person.	4.29	Relationships 4.51
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	4.25	Career Development 4.43
54.	Quality relationships are valued across our school district.	4.24	Relationships 4.51
31.	I am provided personal coaching from my supervisor/administrator.	4.24	Relationships 4.51
67.	Glen Ellyn D41 provides the "right" training for me to excel in my role.	4.24	Training & Development 4.49
68.	Business decisions made are consistent with our mission and core values.	4.00	Mission Conscious 4.51





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
53. I am committed to the success of my school district.	Engage-Inspire	5.00	4.81	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	1
2. I am fully engaged in the work that I do.				n=0	n=0	n=0	n=0	n=21	n=0	
. i ani funy engageu in the work that i do.	Engage-Inspire	4.95	4.71	0.0%	0.0%	0.0%	4.8%	95.2%	0.0%	1
3. I am driven to contribute to the success of Glen Ellyn D41.				n=0	n=0	n=0	n=1	n=20	n=0	
an driven to contribute to the success of their Engli D41.	Engage-Inspire	4.90	4.86	0.0%	0.0%	0.0%	9.5%	90.5%	0.0%	ſ
6. I am satisfied being a part of my team.				n=0	n=0	n=0	n=2	n=19	n=0	
6. I ani sausneu being a part or my team.	Satisfaction	4.86	4.52	0.0%	0.0%	0.0%	14.3%	85.7%	0.0%	1
	-			n=0	n=0	n=0	n=3	n=18	n=0	
I.5. I feel great pride in the team of which I am a part.	Pride	4.81	4.67	0.00/	0.007	0.00/	10.00/	01.00/	0.007	1
				0.0% n=0	0.0% n=0	0.0% n=0	19.0% n=4	81.0% n=17	0.0% n=0	
6. I am continuously seeking ways to improve my overall										
roductivity.	Innovation	4.76	4.86	0.0%	0.0%	4.8%	14.3%	81.0%	0.0%	Ļ
2. My team strives to pursue excellence.		1		n=0	n=0	n=1	n=3	n=17	n=0	
2. My team surves to pursue excenence.	Continuous Improvement	4.76	4.52	0.0%	0.0%	0.0%	23.8%	76.2%	0.0%	ſ
. In my role I have the opportunity to do things that I both do well		1		n=0	n=0	n=0	n=5	n=16	n=0	
ind enjoy.	Talent/Fit	4.76	4.48	0.0%	0.0%	4.8%	14.3%	81.0%	0.0%	ſ
		1		n=0	n=0	n=1	n=3	n=17	n=0	
60. Based on relationships demonstrated on my team, I would ecommend someone to join this team.	Relationships	4.76	4.43	0.0%	0.0%	0.0%	23.8%	76.2%	0.0%	1
		1		n=0	n=0	n=0	n=5	n=16	n=0	
22.1 am aware and knowledgeable about our school district's nission.	Mission Conscious	4.75	4.71	0.0%	0.0%	0.0%	23.8%	71.4%	4.8%	1
				n=0	n=0	n=0	n=5	n=15	n=1	
		. 1					I			
53. I am committed to the	he success of my school	district.								
2. I am fully	v engaged in the work t	hat I do.								
8. I am driven to contribute to	o the success of Glen El	lyn D41.								
46. l am sa	tisfied being a part of n	ny team.								
45. I feel great pride in	1 the team of which I ar	n a part.								
16. I am continuously seeking ways to im	prove my overall prod	uctivity.								-
	m strives to pursue exc	-								
1. In my role I have the opportunity to do thing	gs that I both do well an	d enjoy.								
50. Based on relationships demonstrated on my team, I would re team.		-								

1.00

1.50

2.00

2.50

3.00

3.50

4.00

4.50

5.00



Glen Ellyn D41: Administration-All Results (n=21)





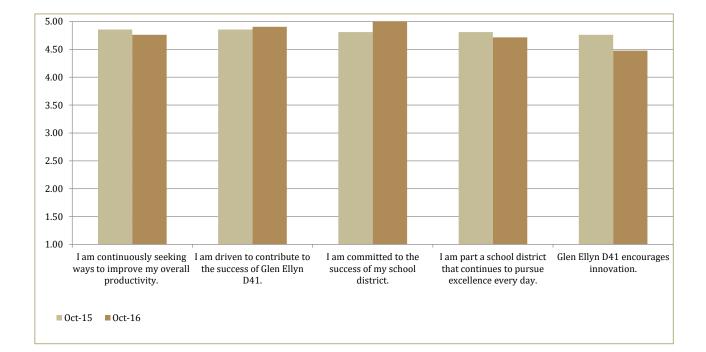


Glen Ellyn D41: Administration-All Results (n=21)



(+/-)

		<b>Dimension</b>	<u>0ct-15</u>	<u>Oct-16</u>	<u>Change</u>	
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>						
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.86	4.76	$\downarrow$	
8.	I am driven to contribute to the success of Glen Ellyn D41.	Engage-Inspire	4.86	4.90	1	
53.	I am committed to the success of my school district.	Engage-Inspire	4.81	5.00	1	
55.	I am part a school district that continues to pursue excellence every day.	Continuous Improvement	4.81	4.71	$\downarrow$	
69.	Glen Ellyn D41 encourages innovation.	Innovation	4.76	4.48	$\downarrow$	



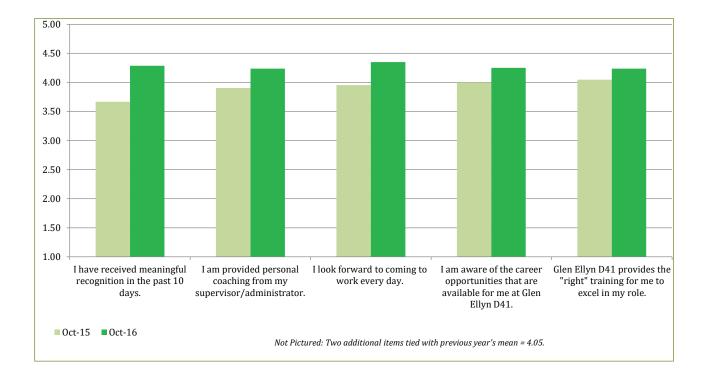


Glen Ellyn D41: Administration-All Results (n=21)



<u>(+/-)</u>

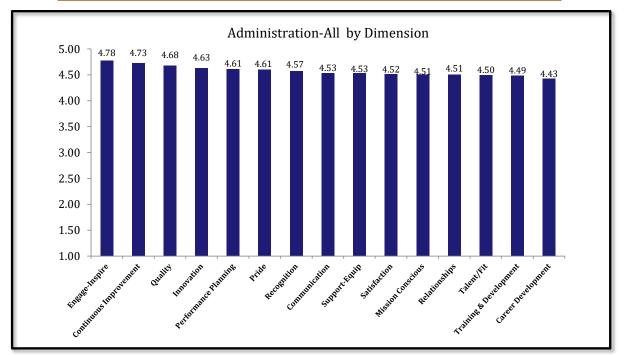
Dimension         Oct-15         Oct-16         Change           Previous Bottom 5         Rank Ordered Questions According to Mean         Oct-16         Change						
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.67	4.29	1	
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.90	4.24	1	
20.	I look forward to coming to work every day.	Satisfaction	3.95	4.35	1	
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	Career Development	4.00	4.25	1	
67.	Glen Ellyn D41 provides the "right" training for me to excel in my role.	Training & Development	4.05	4.24	1	







Rank Ordered Dimensions by Mean	<b>Dimension Mean</b>
Engage-Inspire	4.78
Continuous Improvement	4.73
Quality	4.68
Innovation	4.63
Performance Planning	4.61
Pride	4.61
Recognition	4.57
Communication	4.53
Support-Equip	4.53
Satisfaction	4.52
Mission Conscious	4.51
Relationships	4.51
Talent/Fit	4.50
Training & Development	4.49
Career Development	4.43





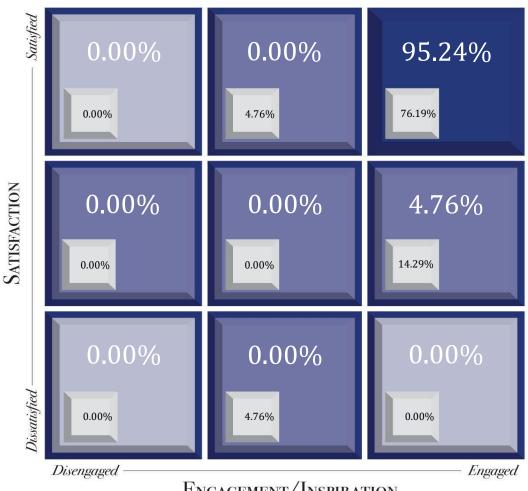


Rank Ordered Dimensions by Mean	<u>Oct-15</u> <u>Mean</u>	<u>Oct-16</u> <u>Mean</u>	<u>(+/-)</u> <u>Change</u>
Engage-Inspire	4.58	4.78	1
Continuous Improvement	4.62	4.73	1
Quality	4.54	4.68	1
Innovation	4.71	4.63	$\downarrow$
Performance Planning	4.50	4.61	1
Pride	4.60	4.61	1
Recognition	4.14	4.57	1
Communication	4.42	4.53	1
Support-Equip	4.43	4.53	1
Satisfaction	4.23	4.52	1
Mission Conscious	4.37	4.51	1
Relationships	4.33	4.51	1
Talent/Fit	4.39	4.50	1
Training & Development	4.36	4.49	1
Career Development	4.23	4.43	1





# HUMANeX Ventures Cultural Assessment Index<sup>™</sup> Satisfaction / Engagement 3x3



ENGAGEMENT/INSPIRATION