



October 2015

Insight^eX Cultural Assessment

for D41:
Certified-All



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



October 2015
 D41: Certified-All Results (n=231)



	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	3.99						
11. I am in a role that allows me to maximize my talents and strengths.	4.11	2.6% n=6	8.2% n=19	7.8% n=18	38.1% n=88	43.3% n=100	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.37	0.4% n=1	3.5% n=8	5.6% n=13	39.8% n=92	50.2% n=116	0.4% n=1
7. I have encouraged someone to apply at D41.	3.59	8.7% n=20	11.3% n=26	15.2% n=35	28.6% n=66	26.4% n=61	10.0% n=23
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.85	3.9% n=9	5.2% n=12	16.0% n=37	46.3% n=107	23.8% n=55	4.8% n=11
56. I feel D41 is a great fit for me.	4.13	2.6% n=6	4.3% n=10	16.0% n=37	31.6% n=73	45.0% n=104	0.4% n=1
72. Our school district selects highly talented individuals when hiring.	4.10	3.0% n=7	2.2% n=5	16.0% n=37	38.5% n=89	39.4% n=91	0.9% n=2
63. D41 selects the right people for the right job.	3.77	4.8% n=11	5.6% n=13	26.0% n=60	34.6% n=80	28.6% n=66	0.4% n=1
Support-Equip	3.68						
3. I am provided the core needs necessary for me to excel in my role.	3.63	2.2% n=5	21.6% n=50	11.3% n=26	40.7% n=94	24.2% n=56	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.45	6.5% n=15	20.3% n=47	16.5% n=38	34.6% n=80	22.1% n=51	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	3.78	3.9% n=9	11.7% n=27	16.0% n=37	39.4% n=91	29.0% n=67	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.34	7.4% n=17	19.9% n=46	18.6% n=43	38.1% n=88	15.2% n=35	0.9% n=2
33. My supervisor/administrator is available for me when needs arise.	4.07	1.7% n=4	5.2% n=12	13.9% n=32	42.9% n=99	35.9% n=83	0.4% n=1
23. I have a supportive coaching relationship with my supervisor/administrator.	3.79	4.8% n=11	10.8% n=25	14.7% n=34	40.3% n=93	29.4% n=68	0.0% n=0

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D41: Certified-All Results (n=231)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	3.85						
5. I have at least one close friend at work.	4.59	0.4% n=1	1.7% n=4	3.9% n=9	26.4% n=61	66.7% n=154	0.9% n=2
32. I have an open and trusting relationship with my supervisor/administrator.	3.70	6.1% n=14	11.3% n=26	17.3% n=40	35.9% n=83	28.6% n=66	0.9% n=2
25. My supervisor/administrator cares about me as a person.	3.88	5.2% n=12	7.4% n=17	16.5% n=38	35.9% n=83	34.6% n=80	0.4% n=1
31. I am provided personal coaching from my supervisor/administrator.	3.24	7.8% n=18	20.8% n=48	23.8% n=55	31.2% n=72	14.3% n=33	2.2% n=5
51. My team has open and trusting relationships.	4.14	1.7% n=4	8.2% n=19	10.4% n=24	33.3% n=77	45.9% n=106	0.4% n=1
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.24	0.9% n=2	6.9% n=16	10.4% n=24	30.7% n=71	50.6% n=117	0.4% n=1
61. D41 has a genuine concern and interest about me as a person.	3.54	9.1% n=21	11.7% n=27	21.6% n=50	31.6% n=73	26.0% n=60	0.0% n=0
54. Quality relationships are valued across our school district.	3.82	4.3% n=10	10.0% n=23	18.2% n=42	33.8% n=78	33.3% n=77	0.4% n=1
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.52	5.6% n=13	12.6% n=29	22.9% n=53	40.7% n=94	17.3% n=40	0.9% n=2
Quality	4.29						
47. I am on a team that encourages each member to surpass expectations.	4.17	0.9% n=2	4.8% n=11	14.3% n=33	36.4% n=84	43.3% n=100	0.4% n=1
43. My associates demonstrate a commitment to quality work and excellence.	4.50	0.4% n=1	1.3% n=3	5.2% n=12	33.3% n=77	59.3% n=137	0.4% n=1
57. D41 is committed to quality work and excellence.	4.19	2.2% n=5	5.2% n=12	9.5% n=22	36.8% n=85	45.5% n=105	0.9% n=2



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D41: Certified-All Results (n=231)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	3.84						
36. I have the opportunity to communicate with my supervisor/administrator.	4.07	0.9% n=2	4.8% n=11	11.7% n=27	51.5% n=119	30.3% n=70	0.9% n=2
24. My supervisor/administrator effectively communicates his/her expectations.	3.69	3.9% n=9	13.9% n=32	18.2% n=42	37.7% n=87	26.4% n=61	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.71	3.9% n=9	10.0% n=23	20.3% n=47	40.7% n=94	23.8% n=55	1.3% n=3
27. My supervisor/administrator and I have effective two-way communication.	3.81	4.8% n=11	8.7% n=20	15.2% n=35	43.7% n=101	27.7% n=64	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.45	10.8% n=25	13.0% n=30	18.6% n=43	34.2% n=79	22.5% n=52	0.9% n=2
44. Our team effectively communicates with each other.	4.29	1.7% n=4	4.8% n=11	7.4% n=17	35.1% n=81	51.1% n=118	0.0% n=0
Recognition	3.79						
29. My supervisor/administrator recognizes me for a job well done.	3.55	6.5% n=15	15.6% n=36	18.6% n=43	35.1% n=81	24.2% n=56	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.06	14.3% n=33	24.2% n=56	16.9% n=39	30.3% n=70	14.3% n=33	0.0% n=0
66. Excellence is recognized in my school district.	3.88	3.0% n=7	7.4% n=17	18.2% n=42	40.7% n=94	30.3% n=70	0.4% n=1
18. I have provided meaningful recognition to others in the past 10 days.	4.17	1.3% n=3	4.3% n=10	5.6% n=13	52.4% n=121	35.5% n=82	0.9% n=2
48. My team recognizes each other's efforts and impact.	4.30	0.9% n=2	3.5% n=8	8.7% n=20	39.0% n=90	48.1% n=111	0.0% n=0



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	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	3.95						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.27	7.4% n=17	23.4% n=54	18.2% n=42	30.7% n=71	16.9% n=39	3.5% n=8
17. I have set the right goals for myself to excel in my role/position.	4.40	0.0% n=0	1.7% n=4	6.5% n=15	42.0% n=97	49.8% n=115	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.16	0.9% n=2	3.5% n=8	12.1% n=28	46.3% n=107	37.2% n=86	0.0% n=0
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.18	0.9% n=2	6.1% n=14	9.5% n=22	41.1% n=95	42.0% n=97	0.4% n=1
37. My supervisor/administrator motivates me to achieve my goals.	3.72	3.0% n=7	11.3% n=26	19.9% n=46	42.0% n=97	23.8% n=55	0.0% n=0
Training & Development	3.94						
35. My supervisor/administrator supports my personal and professional development.	4.01	3.0% n=7	3.5% n=8	14.3% n=33	47.2% n=109	31.2% n=72	0.9% n=2
6. I am provided opportunities to further my growth and development.	4.17	1.3% n=3	5.2% n=12	7.4% n=17	46.8% n=108	39.0% n=90	0.4% n=1
15. I am properly trained to achieve excellence in my work.	4.06	1.3% n=3	10.4% n=24	10.0% n=23	37.7% n=87	40.7% n=94	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.55	6.1% n=14	13.4% n=31	22.1% n=51	36.8% n=85	21.6% n=50	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	3.92	1.7% n=4	9.1% n=21	15.6% n=36	42.4% n=98	31.2% n=72	0.0% n=0



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D41: Certified-All Results (n=231)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	4.06						
70. I would like to work at D41 long term.	4.25	2.6% n=6	3.9% n=9	10.8% n=25	31.6% n=73	51.1% n=118	0.0% n=0
58. D41 provides the experience and development for me to further my career here.	4.00	3.9% n=9	7.4% n=17	15.2% n=35	31.6% n=73	41.6% n=96	0.4% n=1
71. I am aware of the career opportunities that are available for me at D41.	3.97	3.5% n=8	7.4% n=17	14.3% n=33	36.4% n=84	36.4% n=84	2.2% n=5
59. I value the career opportunities that I have at D41.	4.16	3.0% n=7	3.0% n=7	13.0% n=30	36.4% n=84	44.2% n=102	0.4% n=1
60. I have the opportunity to express my career interests at D41.	3.90	4.3% n=10	5.6% n=13	19.0% n=44	36.4% n=84	33.8% n=78	0.9% n=2
Engage-Inspire	4.33						
2. I am fully engaged in the work that I do.	4.66	0.4% n=1	1.7% n=4	2.2% n=5	22.5% n=52	72.3% n=167	0.9% n=2
12. I am highly committed to and energized by my work.	4.34	0.9% n=2	3.0% n=7	6.9% n=16	39.0% n=90	49.8% n=115	0.4% n=1
8. I am driven to contribute to the success of D41.	4.40	0.9% n=2	2.6% n=6	4.3% n=10	39.4% n=91	51.5% n=119	1.3% n=3
53. I am committed to the success of my school district.	4.56	0.4% n=1	0.4% n=1	4.8% n=11	31.2% n=72	62.8% n=145	0.4% n=1
62. I would recommend D41 to a friend as a great place to work.	3.70	7.4% n=17	9.5% n=22	20.8% n=48	29.9% n=69	32.0% n=74	0.4% n=1



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 D41: Certified-All Results (n=231)



	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.01						
13. I am satisfied with my role/work.	4.00	1.3% n=3	8.7% n=20	14.3% n=33	40.3% n=93	35.5% n=82	0.0% n=0
46. I am satisfied being a part of my team.	4.33	1.3% n=3	3.9% n=9	9.1% n=21	31.2% n=72	54.1% n=125	0.4% n=1
73. Overall, I am very satisfied with D41 as a place to work.	3.97	3.0% n=7	7.8% n=18	14.7% n=34	38.1% n=88	36.4% n=84	0.0% n=0
20. I look forward to coming to work every day.	3.75	3.5% n=8	12.1% n=28	17.3% n=40	40.3% n=93	26.8% n=62	0.0% n=0
Mission Conscious	3.79						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.69	3.5% n=8	8.7% n=20	24.2% n=56	42.0% n=97	21.2% n=49	0.4% n=1
74. D41 effectively aligns our day-to-day activities with the school district's mission.	3.82	3.0% n=7	6.9% n=16	21.2% n=49	42.4% n=98	26.0% n=60	0.4% n=1
22. I am aware and knowledgeable about our school district's mission.	4.29	0.4% n=1	3.5% n=8	4.8% n=11	49.8% n=115	41.6% n=96	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.35	7.8% n=18	13.9% n=32	29.4% n=68	29.9% n=69	16.9% n=39	2.2% n=5
Pride	4.19						
4. I feel great pride in the work I do.	4.56	0.0% n=0	2.2% n=5	3.9% n=9	29.0% n=67	64.1% n=148	0.9% n=2
14. I feel great pride in being a part of D41.	3.89	7.4% n=17	5.2% n=12	14.7% n=34	36.4% n=84	36.4% n=84	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.41	0.4% n=1	3.0% n=7	10.0% n=23	28.1% n=65	58.0% n=134	0.4% n=1
64. I speak of D41 with pride.	3.90	5.2% n=12	4.3% n=10	17.7% n=41	40.7% n=94	32.0% n=74	0.0% n=0



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D41: Certified-All Results (n=231)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.35						
52. My team strives to pursue excellence.	4.40	0.4% n=1	2.2% n=5	8.2% n=19	34.6% n=80	54.1% n=125	0.4% n=1
21. I strive to find a better way every day.	4.42	0.0% n=0	0.9% n=2	4.8% n=11	45.5% n=105	48.9% n=113	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.22	2.2% n=5	4.8% n=11	6.9% n=16	41.1% n=95	45.0% n=104	0.0% n=0
Innovation	4.36						
69. D41 encourages innovation.	4.15	2.6% n=6	3.0% n=7	10.8% n=25	43.3% n=100	39.4% n=91	0.9% n=2
16. I am continuously seeking ways to improve my overall productivity.	4.61	0.0% n=0	1.3% n=3	1.7% n=4	31.6% n=73	65.4% n=151	0.0% n=0
42. Our team encourages innovation.	4.31	0.4% n=1	3.9% n=9	8.2% n=19	39.4% n=91	48.1% n=111	0.0% n=0



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D41: Certified-All Results (n=231)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.66	Engage-Inspire 4.33
16.	I am continuously seeking ways to improve my overall productivity.	4.61	Innovation 4.36
5.	I have at least one close friend at work.	4.59	Relationships 3.85
4.	I feel great pride in the work I do.	4.56	Pride 4.19
53.	I am committed to the success of my school district.	4.56	Engage-Inspire 4.33
43.	My associates demonstrate a commitment to quality work and excellence.	4.50	Quality 4.29
21.	I strive to find a better way every day.	4.42	Continuous Improvement 4.35
45.	I feel great pride in the team of which I am a part.	4.41	Pride 4.19
52.	My team strives to pursue excellence.	4.40	Continuous Improvement 4.35
8.	I am driven to contribute to the success of D41.	4.40	Engage-Inspire 4.33
17.	I have set the right goals for myself to excel in my role/position.	4.40	Performance Planning 3.95
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.37	Talent/Fit 3.99
12.	I am highly committed to and energized by my work.	4.34	Engage-Inspire 4.33
46.	I am satisfied being a part of my team.	4.33	Satisfaction 4.01



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D41: Certified-All Results (n=231)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
42.	Our team encourages innovation.	4.31	Innovation 4.36
48.	My team recognizes each other's efforts and impact.	4.30	Recognition 3.79
44.	Our team effectively communicates with each other.	4.29	Communication 3.84
22.	I am aware and knowledgeable about our school district's mission.	4.29	Mission Conscious 3.79
70.	I would like to work at D41 long term.	4.25	Career Development 4.06
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.24	Relationships 3.85
55.	I am part of a school district that continues to pursue excellence every day.	4.22	Continuous Improvement 4.35
57.	D41 is committed to quality work and excellence.	4.19	Quality 4.29
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.18	Performance Planning 3.95
18.	I have provided meaningful recognition to others in the past 10 days.	4.17	Recognition 3.79
6.	I am provided opportunities to further my growth and development.	4.17	Training & Development 3.94
47.	I am on a team that encourages each member to surpass expectations.	4.17	Quality 4.29
59.	I value the career opportunities that I have at D41.	4.16	Career Development 4.06
49.	Our team effectively sets goals to further enhance our performance.	4.16	Performance Planning 3.95
69.	D41 encourages innovation.	4.15	Innovation 4.36



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
51.	My team has open and trusting relationships.	4.14	Relationships 3.85
56.	I feel D41 is a great fit for me.	4.13	Talent/Fit 3.99
11.	I am in a role that allows me to maximize my talents and strengths.	4.11	Talent/Fit 3.99
72.	Our school district selects highly talented individuals when hiring.	4.10	Talent/Fit 3.99
36.	I have the opportunity to communicate with my supervisor/administrator.	4.07	Communication 3.84
33.	My supervisor/administrator is available for me when needs arise.	4.07	Support-Equip 3.68
15.	I am properly trained to achieve excellence in my work.	4.06	Training & Development 3.94
35.	My supervisor/administrator supports my personal and professional development.	4.01	Training & Development 3.94
13.	I am satisfied with my role/work.	4.00	Satisfaction 4.01
58.	D41 provides the experience and development for me to further my career here.	4.00	Career Development 4.06
73.	Overall, I am very satisfied with D41 as a place to work.	3.97	Satisfaction 4.01
71.	I am aware of the career opportunities that are available for me at D41.	3.97	Career Development 4.06
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.92	Training & Development 3.94
60.	I have the opportunity to express my career interests at D41.	3.90	Career Development 4.06
64.	I speak of D41 with pride.	3.90	Pride 4.19



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
14.	I feel great pride in being a part of D41.	3.89	Pride 4.19
66.	Excellence is recognized in my school district.	3.88	Recognition 3.79
25.	My supervisor/administrator cares about me as a person.	3.88	Relationships 3.85
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.85	Talent/Fit 3.99
54.	Quality relationships are valued across our school district.	3.82	Relationships 3.85
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.82	Mission Conscious 3.79
27.	My supervisor/administrator and I have effective two-way communication.	3.81	Communication 3.84
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.79	Support-Equip 3.68
34.	My supervisor/administrator is actively responsive to my needs.	3.78	Support-Equip 3.68
63.	D41 selects the right people for the right job.	3.77	Talent/Fit 3.99
20.	I look forward to coming to work every day.	3.75	Satisfaction 4.01
37.	My supervisor/administrator motivates me to achieve my goals.	3.72	Performance Planning 3.95
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.71	Communication 3.84
32.	I have an open and trusting relationship with my supervisor/administrator.	3.70	Relationships 3.85
62.	I would recommend D41 to a friend as a great place to work.	3.70	Engage-Inspire 4.33



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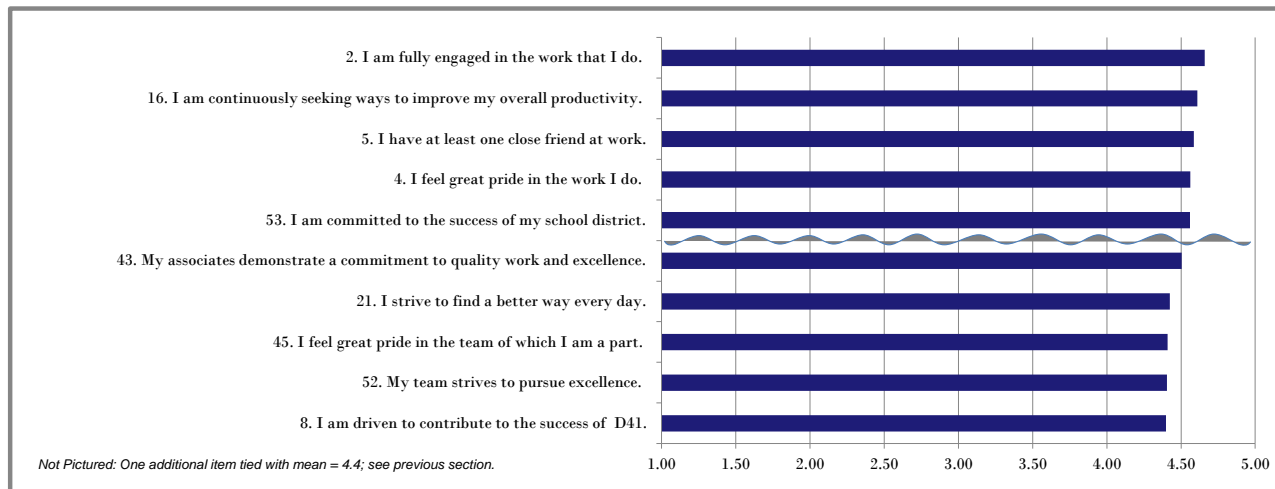
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.69	Mission Conscious 3.79
24.	My supervisor/administrator effectively communicates his/her expectations.	3.69	Communication 3.84
3.	I am provided the core needs necessary for me to excel in my role.	3.63	Support-Equip 3.68
7.	I have encouraged someone to apply at D41.	3.59	Talent/Fit 3.99
29.	My supervisor/administrator recognizes me for a job well done.	3.55	Recognition 3.79
67.	D41 provides the "right" training for me to excel in my role.	3.55	Training & Development 3.94
61.	D41 has a genuine concern and interest about me as a person.	3.54	Relationships 3.85
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.52	Relationships 3.85
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.45	Support-Equip 3.68
65.	I feel "in on things" that are happening at D41.	3.45	Communication 3.84
68.	Business decisions made are consistent with our mission and core values.	3.35	Mission Conscious 3.79
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.34	Support-Equip 3.68
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.27	Performance Planning 3.95
31.	I am provided personal coaching from my supervisor/administrator.	3.24	Relationships 3.85
9.	I have received meaningful recognition in the past 10 days.	3.06	Recognition 3.79



October 2015
D41: Certified-All Results (n=231)



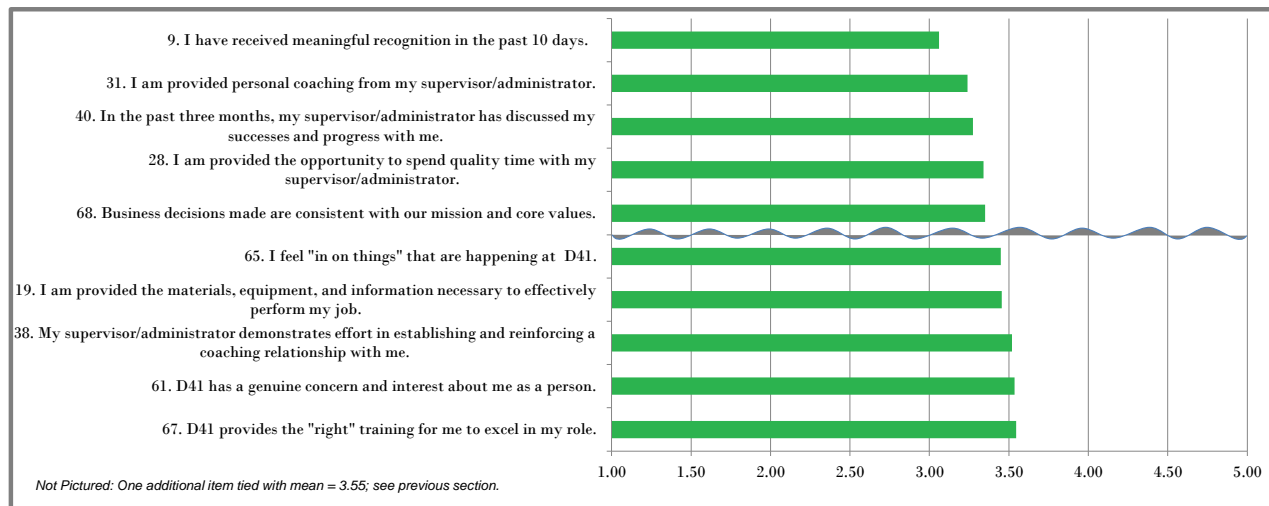
Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.66	0.4% n=1	1.7% n=4	2.2% n=5	22.5% n=52	72.3% n=167	0.9% n=2
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.61	0.0% n=0	1.3% n=3	1.7% n=4	31.6% n=73	65.4% n=151	0.0% n=0
5. I have at least one close friend at work.	Relationships	4.59	0.4% n=1	1.7% n=4	3.9% n=9	26.4% n=61	66.7% n=154	0.9% n=2
4. I feel great pride in the work I do.	Pride	4.56	0.0% n=0	2.2% n=5	3.9% n=9	29.0% n=67	64.1% n=148	0.9% n=2
53. I am committed to the success of my school district.	Engage-Inspire	4.56	0.4% n=1	0.4% n=1	4.8% n=11	31.2% n=72	62.8% n=145	0.4% n=1
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.50	0.4% n=1	1.3% n=3	5.2% n=12	33.3% n=77	59.3% n=137	0.4% n=1
21. I strive to find a better way every day.	Continuous Improvement	4.42	0.0% n=0	0.9% n=2	4.8% n=11	45.5% n=105	48.9% n=113	0.0% n=0
45. I feel great pride in the team of which I am a part.	Pride	4.41	0.4% n=1	3.0% n=7	10.0% n=23	28.1% n=65	58.0% n=134	0.4% n=1
52. My team strives to pursue excellence.	Continuous Improvement	4.40	0.4% n=1	2.2% n=5	8.2% n=19	34.6% n=80	54.1% n=125	0.4% n=1
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.40	0.9% n=2	2.6% n=6	4.3% n=10	39.4% n=91	51.5% n=119	1.3% n=3





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Bottom 10 Rank Ordered By Mean		Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
9. I have received meaningful recognition in the past 10 days.	Recognition	3.06	14.3% n=33	24.2% n=56	16.9% n=39	30.3% n=70	14.3% n=33	0.0% n=0	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.24	7.8% n=18	20.8% n=48	23.8% n=55	31.2% n=72	14.3% n=33	2.2% n=5	
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.27	7.4% n=17	23.4% n=54	18.2% n=42	30.7% n=71	16.9% n=39	3.5% n=8	
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.34	7.4% n=17	19.9% n=46	18.6% n=43	38.1% n=88	15.2% n=35	0.9% n=2	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.35	7.8% n=18	13.9% n=32	29.4% n=68	29.9% n=69	16.9% n=39	2.2% n=5	
65. I feel "in on things" that are happening at D41.	Communication	3.45	10.8% n=25	13.0% n=30	18.6% n=43	34.2% n=79	22.5% n=52	0.9% n=2	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.45	6.5% n=15	20.3% n=47	16.5% n=38	34.6% n=80	22.1% n=51	0.0% n=0	
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.52	5.6% n=13	12.6% n=29	22.9% n=53	40.7% n=94	17.3% n=40	0.9% n=2	
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.54	9.1% n=21	11.7% n=27	21.6% n=50	31.6% n=73	26.0% n=60	0.0% n=0	
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.55	6.1% n=14	13.4% n=31	22.1% n=51	36.8% n=85	21.6% n=50	0.0% n=0	

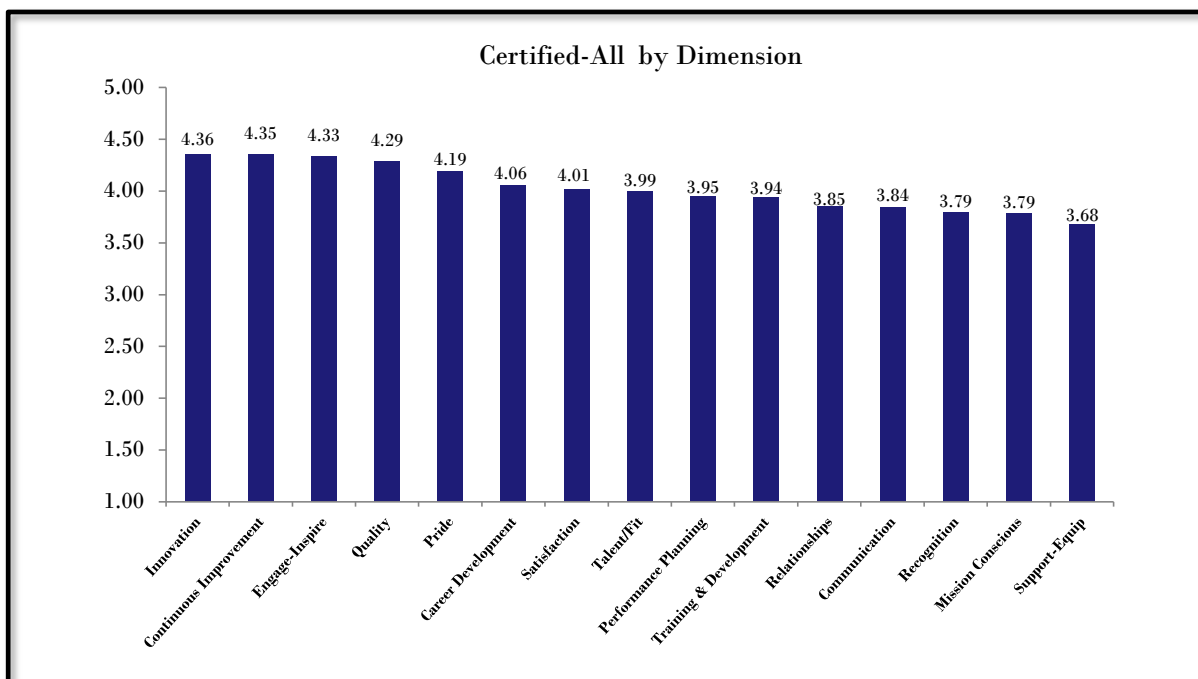




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Innovation	4.36
Continuous Improvement	4.35
Engage-Inspire	4.33
Quality	4.29
Pride	4.19
Career Development	4.06
Satisfaction	4.01
Talent/Fit	3.99
Performance Planning	3.95
Training & Development	3.94
Relationships	3.85
Communication	3.84
Recognition	3.79
Mission Conscious	3.79
Support-Equip	3.68





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Satisfaction / Engagement 3x3

