



Insight^eX Cultural Assessment

for Glen Ellyn D41:
Forest Glen-All



Consulting | Training | Coaching | Research | Assessment | ImpacteX Technology

October 2016
Glen Ellyn D41: Forest Glen-All Results (n=48)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit	4.11	4.07							
11. I am in a role that allows me to maximize my talents and strengths.	4.06	4.06	0.0% n=0	10.4% n=5	12.5% n=6	37.5% n=18	39.6% n=19	0.0% n=0	=
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.54	4.34	0.0% n=0	4.2% n=2	4.2% n=2	25.0% n=12	66.7% n=32	0.0% n=0	↑
7. I have encouraged someone to apply at Glen Ellyn D41.	3.81	3.66	8.3% n=4	8.3% n=4	12.5% n=6	22.9% n=11	37.5% n=18	10.4% n=5	↑
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.96	4.07	2.1% n=1	0.0% n=0	20.8% n=10	47.9% n=23	22.9% n=11	6.3% n=3	↓
56. I feel Glen Ellyn D41 is a great fit for me.	4.40	4.22	2.1% n=1	2.1% n=1	8.3% n=4	29.2% n=14	58.3% n=28	0.0% n=0	↑
72. Our school district selects highly talented individuals when hiring.	4.21	4.23	0.0% n=0	0.0% n=0	14.6% n=7	50.0% n=24	35.4% n=17	0.0% n=0	↓
63. Glen Ellyn D41 selects the right people for the right job.	3.75	3.89	0.0% n=0	10.4% n=5	20.8% n=10	52.1% n=25	16.7% n=8	0.0% n=0	↓
Support-Equip	3.77	3.83							
3. I am provided the core needs necessary for me to excel in my role.	3.54	3.66	4.2% n=2	25.0% n=12	8.3% n=4	37.5% n=18	25.0% n=12	0.0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	3.45	6.3% n=3	20.8% n=10	14.6% n=7	33.3% n=16	25.0% n=12	0.0% n=0	↑
34. My supervisor/administrator is actively responsive to my needs.	4.02	4.16	2.1% n=1	8.3% n=4	6.3% n=3	52.1% n=25	31.3% n=15	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.57	3.59	2.1% n=1	16.7% n=8	20.8% n=10	39.6% n=19	18.8% n=9	2.1% n=1	↓
33. My supervisor/administrator is available for me when needs arise.	4.04	4.22	2.1% n=1	2.1% n=1	14.6% n=7	52.1% n=25	29.2% n=14	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor/administrator.	3.94	3.92	6.3% n=3	2.1% n=1	14.6% n=7	45.8% n=22	31.3% n=15	0.0% n=0	↑



October 2016
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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships									
5. I have at least one close friend at work.	4.43	4.59							↓
			4.2% n=2	2.1% n=1	6.3% n=3	20.8% n=10	64.6% n=31	2.1% n=1	
32. I have an open and trusting relationship with my supervisor/administrator.	3.77	3.84							↓
			6.3% n=3	4.2% n=2	18.8% n=9	45.8% n=22	22.9% n=11	2.1% n=1	
25. My supervisor/administrator cares about me as a person.	4.17	4.11							↑
			2.1% n=1	0.0% n=0	14.6% n=7	45.8% n=22	37.5% n=18	0.0% n=0	
31. I am provided personal coaching from my supervisor/administrator.	3.31	3.35							↓
			4.2% n=2	20.8% n=10	20.8% n=10	37.5% n=18	10.4% n=5	6.3% n=3	
51. My team has open and trusting relationships.	4.34	4.19							↑
			0.0% n=0	0.0% n=0	12.5% n=6	39.6% n=19	45.8% n=22	2.1% n=1	
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.19	4.21							↓
			0.0% n=0	6.3% n=3	16.7% n=8	27.1% n=13	47.9% n=23	2.1% n=1	
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.44	3.63							↓
			6.3% n=3	16.7% n=8	22.9% n=11	35.4% n=17	18.8% n=9	0.0% n=0	
54. Quality relationships are valued across our school district.	3.90	3.94							↓
			2.1% n=1	8.3% n=4	12.5% n=6	52.1% n=25	25.0% n=12	0.0% n=0	
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.57	3.60							↓
			2.1% n=1	16.7% n=8	20.8% n=10	39.6% n=19	18.8% n=9	2.1% n=1	
Quality									
47. I am on a team that encourages each member to surpass expectations.	4.23	4.23							=
			0.0% n=0	8.3% n=4	8.3% n=4	35.4% n=17	47.9% n=23	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	4.58	4.56							↑
			0.0% n=0	0.0% n=0	2.1% n=1	37.5% n=18	60.4% n=29	0.0% n=0	
57. Glen Ellyn D41 is committed to quality work and excellence.	4.35	4.20							↑
			2.1% n=1	0.0% n=0	4.2% n=2	47.9% n=23	45.8% n=22	0.0% n=0	



October 2016
Glen Ellyn D41: Forest Glen-All Results (n=48)

	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.	4.25	4.16	2.1% n=1	0.0% n=0	8.3% n=4	50.0% n=24	39.6% n=19	0.0% n=0	↑
24. My supervisor/administrator effectively communicates his/her expectations.	3.98	3.88	4.2% n=2	4.2% n=2	12.5% n=6	47.9% n=23	31.3% n=15	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.85	3.95	2.1% n=1	2.1% n=1	20.8% n=10	56.3% n=27	16.7% n=8	2.1% n=1	↓
27. My supervisor/administrator and I have effective two-way communication.	4.02	4.09	2.1% n=1	8.3% n=4	8.3% n=4	47.9% n=23	33.3% n=16	0.0% n=0	↓
65. I feel "in on things" that are happening at Glen Ellyn D41.	3.40	3.53	12.5% n=6	6.3% n=3	22.9% n=11	45.8% n=22	12.5% n=6	0.0% n=0	↓
44. Our team effectively communicates with each other.	4.27	4.23	0.0% n=0	6.3% n=3	10.4% n=5	33.3% n=16	50.0% n=24	0.0% n=0	↑
Recognition									
29. My supervisor/administrator recognizes me for a job well done.	3.52	3.77	6.3% n=3	14.6% n=7	16.7% n=8	45.8% n=22	16.7% n=8	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.06	3.22	10.4% n=5	29.2% n=14	16.7% n=8	31.3% n=15	12.5% n=6	0.0% n=0	↓
66. Excellence is recognized in my school district.	3.83	4.06	2.1% n=1	6.3% n=3	20.8% n=10	47.9% n=23	22.9% n=11	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.21	4.27	2.1% n=1	6.3% n=3	2.1% n=1	47.9% n=23	41.7% n=20	0.0% n=0	↓
48. My team recognizes each other's efforts and impact.	4.47	4.41	0.0% n=0	2.1% n=1	4.2% n=2	37.5% n=18	54.2% n=26	2.1% 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
Performance Planning									
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.95	4.01							↑
	3.35	3.25	6.3% n=3	22.9% n=11	10.4% n=5	33.3% n=16	16.7% n=8	10.4% n=5	
17. I have set the right goals for myself to excel in my role/position.	4.29	4.41	0.0% n=0	0.0% n=0	16.7% n=8	37.5% n=18	45.8% n=22	0.0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.15	4.16	0.0% n=0	8.3% n=4	10.4% n=5	37.5% n=18	41.7% n=20	2.1% n=1	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	4.22	0.0% n=0	6.3% n=3	12.5% n=6	52.1% n=25	29.2% n=14	0.0% n=0	↓
37. My supervisor/administrator motivates me to achieve my goals.	3.88	3.95	4.2% n=2	6.3% n=3	14.6% n=7	47.9% n=23	27.1% n=13	0.0% n=0	↓
Training & Development									
35. My supervisor/administrator supports my personal and professional development.	4.10	4.27	2.1% n=1	4.2% n=2	12.5% n=6	43.8% n=21	37.5% n=18	0.0% n=0	↓
6. I am provided opportunities to further my growth and development.	4.09	4.14	4.2% n=2	8.3% n=4	8.3% n=4	31.3% n=15	45.8% n=22	2.1% n=1	↓
15. I am properly trained to achieve excellence in my work.	3.71	4.02	6.3% n=3	16.7% n=8	6.3% n=3	41.7% n=20	29.2% n=14	0.0% n=0	↓
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.38	3.55	8.3% n=4	14.6% n=7	22.9% n=11	39.6% n=19	14.6% n=7	0.0% n=0	↓
30. My supervisor/administrator encourages opportunities for my growth and development.	3.90	4.13	4.2% n=2	4.2% n=2	18.8% n=9	43.8% n=21	29.2% n=14	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
Career Development									
70. I would like to work at Glen Ellyn D41 long term.	4.21	4.30	4.2% n=2	0.0% n=0	16.7% n=8	29.2% n=14	50.0% n=24	0.0% n=0	↓
58. Glen Ellyn D41 provides the experience and development for me to further my career here.	3.77	3.90	4.2% n=2	6.3% n=3	25.0% n=12	37.5% n=18	27.1% n=13	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn D41.	3.94	3.98	2.1% n=1	4.2% n=2	22.9% n=11	39.6% n=19	31.3% n=15	0.0% n=0	↓
59. I value the career opportunities that I have at Glen Ellyn D41.	4.23	4.11	2.1% n=1	0.0% n=0	14.6% n=7	39.6% n=19	43.8% n=21	0.0% n=0	↑
60. I have the opportunity to express my career interests at Glen Ellyn D41.	3.69	3.92	6.3% n=3	12.5% n=6	12.5% n=6	43.8% n=21	25.0% n=12	0.0% n=0	↓
Engage-Inspire									
2. I am fully engaged in the work that I do.	4.75	4.60	0.0% n=0	0.0% n=0	2.1% n=1	20.8% n=10	77.1% n=37	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.44	4.46	0.0% n=0	2.1% n=1	10.4% n=5	29.2% n=14	58.3% n=28	0.0% n=0	↓
8. I am driven to contribute to the success of Glen Ellyn D41.	4.43	4.40	0.0% n=0	2.1% n=1	8.3% n=4	33.3% n=16	54.2% n=26	2.1% n=1	↑
53. I am committed to the success of my school district.	4.58	4.58	0.0% n=0	0.0% n=0	4.2% n=2	33.3% n=16	62.5% n=30	0.0% n=0	=
62. I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.81	3.87	8.3% n=4	4.2% n=2	12.5% n=6	47.9% n=23	27.1% n=13	0.0% n=0	↓

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Glen Ellyn D41: Forest Glen-All Results (n=48)

	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.	4.10	4.13	0.0% n=0	12.5% n=6	8.3% n=4	35.4% n=17	43.8% n=21	0.0% n=0	↓
46. I am satisfied being a part of my team.	4.27	4.32	0.0% n=0	8.3% n=4	8.3% n=4	31.3% n=15	52.1% n=25	0.0% n=0	↓
73. Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.11	4.06	2.1% n=1	8.3% n=4	2.1% n=1	50.0% n=24	35.4% n=17	2.1% n=1	↑
20. I look forward to coming to work every day.	4.21	4.02	2.1% n=1	4.2% n=2	8.3% n=4	41.7% n=20	43.8% n=21	0.0% n=0	↑
Mission Conscious									
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.89	3.78	2.1% n=1	6.3% n=3	10.4% n=5	56.3% n=27	18.8% n=9	6.3% n=3	↑
74. Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	3.83	3.95	4.2% n=2	6.3% n=3	10.4% n=5	58.3% n=28	18.8% n=9	2.1% n=1	↓
22. I am aware and knowledgeable about our school district's mission.	4.27	4.28	0.0% n=0	2.1% n=1	12.5% n=6	41.7% n=20	43.8% n=21	0.0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.00	3.31	10.4% n=5	16.7% n=8	33.3% n=16	20.8% n=10	8.3% n=4	10.4% n=5	↓
Pride									
4. I feel great pride in the work I do.	4.57	4.59	0.0% n=0	2.1% n=1	2.1% n=1	31.3% n=15	62.5% n=30	2.1% n=1	↓
14. I feel great pride in being a part of Glen Ellyn D41.	4.13	4.08	2.1% n=1	2.1% n=1	25.0% n=12	22.9% n=11	47.9% n=23	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.46	4.38	0.0% n=0	2.1% n=1	10.4% n=5	27.1% n=13	60.4% n=29	0.0% n=0	↑
64. I speak of Glen Ellyn D41 with pride.	4.06	4.08	2.1% n=1	4.2% n=2	16.7% n=8	39.6% n=19	37.5% n=18	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	4.47	4.35							
52. My team strives to pursue excellence.	4.56	4.33	0.0% n=0	0.0% n=0	6.3% n=3	31.3% n=15	62.5% n=30	0.0% n=0	↑
21. I strive to find a better way every day.	4.58	4.45	0.0% n=0	0.0% n=0	2.1% n=1	37.5% n=18	60.4% n=29	0.0% n=0	↑
55. I am part of a school district that continues to pursue excellence every day.	4.27	4.27	2.1% n=1	0.0% n=0	8.3% n=4	47.9% n=23	41.7% n=20	0.0% n=0	=
Innovation	4.23	4.39							
69. Glen Ellyn D41 encourages innovation.	3.83	4.19	2.1% n=1	4.2% n=2	22.9% n=11	50.0% n=24	20.8% n=10	0.0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.60	4.59	0.0% n=0	0.0% n=0	6.3% n=3	27.1% n=13	66.7% n=32	0.0% n=0	↑
42. Our team encourages innovation.	4.26	4.38	0.0% n=0	4.2% n=2	10.4% n=5	37.5% n=18	43.8% n=21	4.2% n=2	↓



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.75	Engage-Inspire 4.40
16.	I am continuously seeking ways to improve my overall productivity.	4.60	Innovation 4.23
43.	My associates demonstrate a commitment to quality work and excellence.	4.58	Quality 4.39
53.	I am committed to the success of my school district.	4.58	Engage-Inspire 4.40
21.	I strive to find a better way every day.	4.58	Continuous Improvement 4.47
4.	I feel great pride in the work I do.	4.57	Pride 4.30
52.	My team strives to pursue excellence.	4.56	Continuous Improvement 4.47
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.54	Talent/Fit 4.11
48.	My team recognizes each other's efforts and impact.	4.47	Recognition 3.82
45.	I feel great pride in the team of which I am a part.	4.46	Pride 4.30
12.	I am highly committed to and energized by my work.	4.44	Engage-Inspire 4.40
8.	I am driven to contribute to the success of Glen Ellyn D41.	4.43	Engage-Inspire 4.40
5.	I have at least one close friend at work.	4.43	Relationships 3.90
56.	I feel Glen Ellyn D41 is a great fit for me.	4.40	Talent/Fit 4.11



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
57.	Glen Ellyn D41 is committed to quality work and excellence.	4.35	Quality 4.39
51.	My team has open and trusting relationships.	4.34	Relationships 3.90
17.	I have set the right goals for myself to excel in my role/position.	4.29	Performance Planning 3.95
44.	Our team effectively communicates with each other.	4.27	Communication 3.96
46.	I am satisfied being a part of my team.	4.27	Satisfaction 4.17
22.	I am aware and knowledgeable about our school district's mission.	4.27	Mission Conscious 3.77
55.	I am part of a school district that continues to pursue excellence every day.	4.27	Continuous Improvement 4.47
42.	Our team encourages innovation.	4.26	Innovation 4.23
36.	I have the opportunity to communicate with my supervisor/administrator.	4.25	Communication 3.96
47.	I am on a team that encourages each member to surpass expectations.	4.23	Quality 4.39
59.	I value the career opportunities that I have at Glen Ellyn D41.	4.23	Career Development 3.97
70.	I would like to work at Glen Ellyn D41 long term.	4.21	Career Development 3.97
18.	I have provided meaningful recognition to others in the past 10 days.	4.21	Recognition 3.82
20.	I look forward to coming to work every day.	4.21	Satisfaction 4.17
72.	Our school district selects highly talented individuals when hiring.	4.21	Talent/Fit 4.11



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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.19	Relationships 3.90
25.	My supervisor/administrator cares about me as a person.	4.17	Relationships 3.90
49.	Our team effectively sets goals to further enhance our performance.	4.15	Performance Planning 3.95
14.	I feel great pride in being a part of Glen Ellyn D41.	4.13	Pride 4.30
73.	Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.11	Satisfaction 4.17
35.	My supervisor/administrator supports my personal and professional development.	4.10	Training & Development 3.83
13.	I am satisfied with my role/work.	4.10	Satisfaction 4.17
6.	I am provided opportunities to further my growth and development.	4.09	Training & Development 3.83
11.	I am in a role that allows me to maximize my talents and strengths.	4.06	Talent/Fit 4.11
64.	I speak of Glen Ellyn D41 with pride.	4.06	Pride 4.30
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	Performance Planning 3.95
33.	My supervisor/administrator is available for me when needs arise.	4.04	Support-Equip 3.77
34.	My supervisor/administrator is actively responsive to my needs.	4.02	Support-Equip 3.77
27.	My supervisor/administrator and I have effective two-way communication.	4.02	Communication 3.96
24.	My supervisor/administrator effectively communicates his/her expectations.	3.98	Communication 3.96



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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.	3.96	Talent/Fit 4.11
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.94	Support-Equip 3.77
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	3.94	Career Development 3.97
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.90	Training & Development 3.83
54.	Quality relationships are valued across our school district.	3.90	Relationships 3.90
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.89	Mission Conscious 3.77
37.	My supervisor/administrator motivates me to achieve my goals.	3.88	Performance Planning 3.95
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.85	Communication 3.96
69.	Glen Ellyn D41 encourages innovation.	3.83	Innovation 4.23
66.	Excellence is recognized in my school district.	3.83	Recognition 3.82
74.	Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	3.83	Mission Conscious 3.77
7.	I have encouraged someone to apply at Glen Ellyn D41.	3.81	Talent/Fit 4.11
62.	I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.81	Engage-Inspire 4.40
58.	Glen Ellyn D41 provides the experience and development for me to further my career here.	3.77	Career Development 3.97
32.	I have an open and trusting relationship with my supervisor/administrator.	3.77	Relationships 3.90



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Glen Ellyn D41: Forest Glen-All Results (n=48)

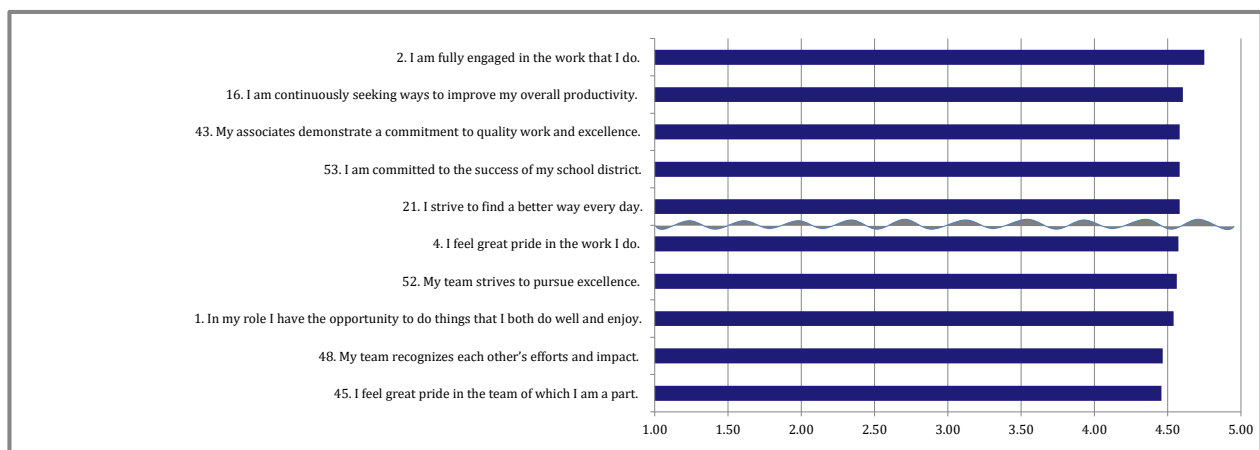
Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
63.	Glen Ellyn D41 selects the right people for the right job.	3.75	Talent/Fit 4.11
15.	I am properly trained to achieve excellence in my work.	3.71	Training & Development 3.83
60.	I have the opportunity to express my career interests at Glen Ellyn D41.	3.69	Career Development 3.97
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.57	Relationships 3.90
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.57	Support-Equip 3.77
3.	I am provided the core needs necessary for me to excel in my role.	3.54	Support-Equip 3.77
29.	My supervisor/administrator recognizes me for a job well done.	3.52	Recognition 3.82
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	Support-Equip 3.77
61.	Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.44	Relationships 3.90
65.	I feel "in on things" that are happening at Glen Ellyn D41.	3.40	Communication 3.96
67.	Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.38	Training & Development 3.83
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.35	Performance Planning 3.95
31.	I am provided personal coaching from my supervisor/administrator.	3.31	Relationships 3.90
9.	I have received meaningful recognition in the past 10 days.	3.06	Recognition 3.82
68.	Business decisions made are consistent with our mission and core values.	3.00	Mission Conscious 3.77

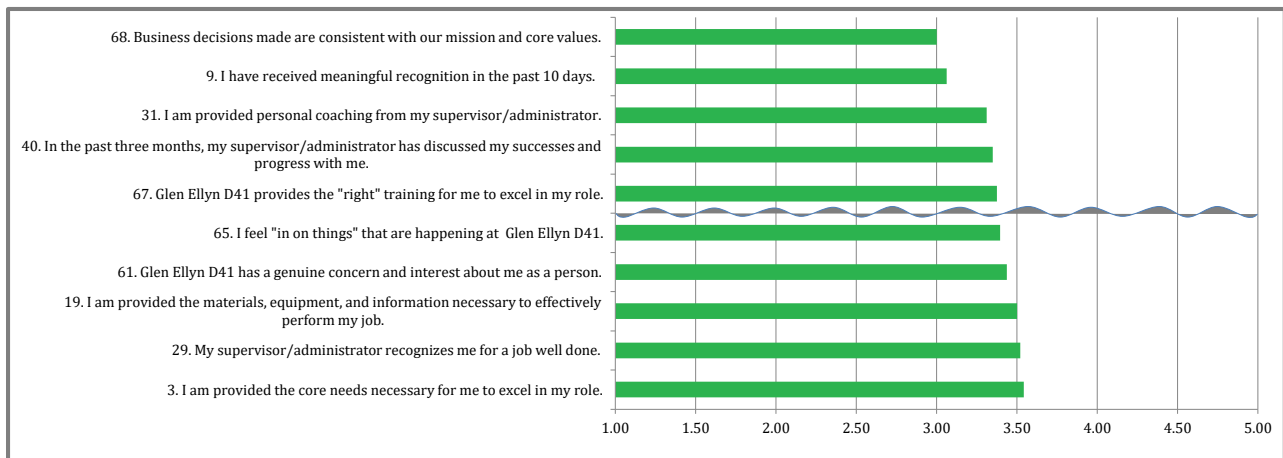
Top 10 Rank Ordered By Mean	Dimension	Current Mean	Previous Mean						N/A	(+/-) Change
				Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)		
2. I am fully engaged in the work that I do.	Engage-Inspire	4.75	4.60	0.0% n=0	0.0% n=0	2.1% n=1	20.8% n=10	77.1% n=37	0.0% n=0	↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.60	4.59	0.0% n=0	0.0% n=0	6.3% n=3	27.1% n=13	66.7% n=32	0.0% n=0	↑
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.58	4.56	0.0% n=0	0.0% n=0	2.1% n=1	37.5% n=18	60.4% n=29	0.0% n=0	↑
53. I am committed to the success of my school district.	Engage-Inspire	4.58	4.58	0.0% n=0	0.0% n=0	4.2% n=2	33.3% n=16	62.5% n=30	0.0% n=0	↑
21. I strive to find a better way every day.	Continuous Improvement	4.58	4.45	0.0% n=0	0.0% n=0	2.1% n=1	37.5% n=18	60.4% n=29	0.0% n=0	↑
4. I feel great pride in the work I do.	Pride	4.57	4.59	0.0% n=0	2.1% n=1	2.1% n=1	31.3% n=15	62.5% n=30	2.1% n=1	↓
52. My team strives to pursue excellence.	Continuous Improvement	4.56	4.33	0.0% n=0	0.0% n=0	6.3% n=3	31.3% n=15	62.5% n=30	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.54	4.34	0.0% n=0	4.2% n=2	4.2% n=2	25.0% n=12	66.7% n=32	0.0% n=0	↑
48. My team recognizes each other's efforts and impact.	Recognition	4.47	4.41	0.0% n=0	2.1% n=1	4.2% n=2	37.5% n=18	54.2% n=26	2.1% n=1	↑
45. I feel great pride in the team of which I am a part.	Pride	4.46	4.38	0.0% n=0	2.1% n=1	10.4% n=5	27.1% n=13	60.4% n=29	0.0% n=0	↑





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Glen Ellyn D41: Forest Glen-All Results (n=48)

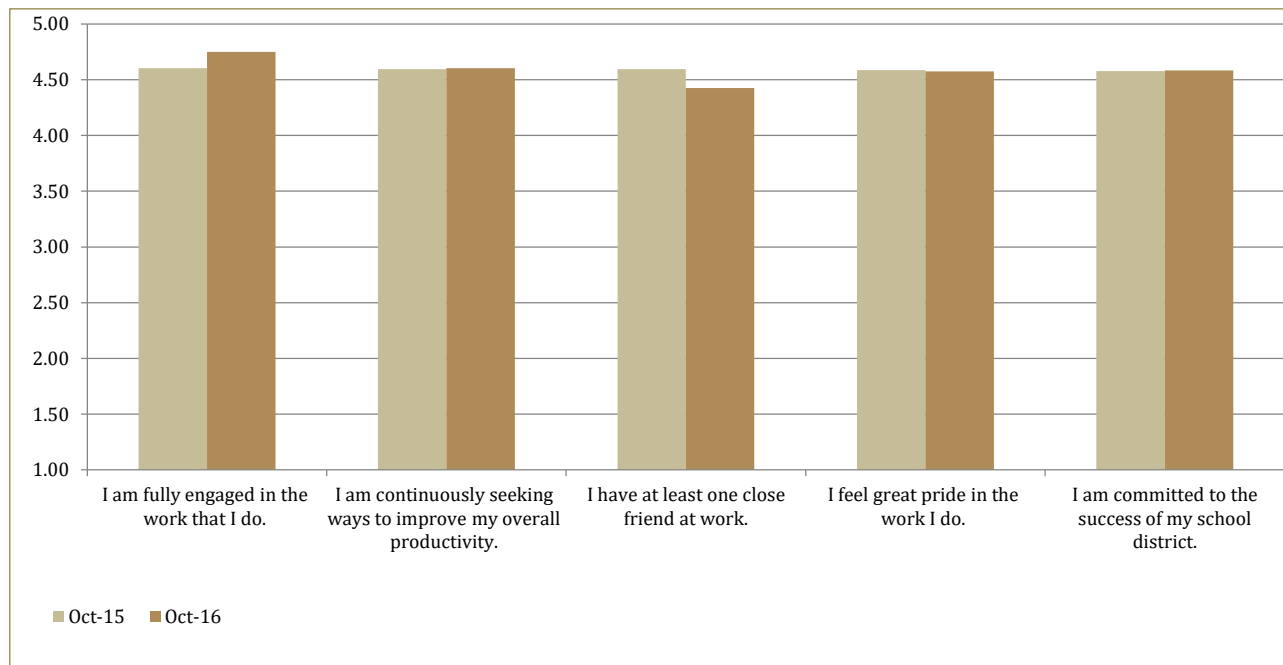
Bottom 10 Rank Ordered By Mean		<i>Dimension</i>	<i>Current Mean</i>	<i>Previous Mean</i>	<i>Strongly Disagree (1)</i>	<i>Disagree (2)</i>	<i>Neutral (3)</i>	<i>Agree (4)</i>	<i>Strongly Agree (5)</i>	<i>N/A</i>	<i>(+/-) Change</i>
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.00	3.31	10.4% n=5	16.7% n=8	33.3% n=16	20.8% n=10	8.3% n=4	10.4% n=5		↓
9. I have received meaningful recognition in the past 10 days.	Recognition	3.06	3.22	10.4% n=5	29.2% n=14	16.7% n=8	31.3% n=15	12.5% n=6	0.0% n=0		↓
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.31	3.35	4.2% n=2	20.8% n=10	20.8% n=10	37.5% n=18	10.4% n=5	6.3% n=3		↓
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.35	3.25	6.3% n=3	22.9% n=11	10.4% n=5	33.3% n=16	16.7% n=8	10.4% n=5		↑
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	Training & Development	3.38	3.55	8.3% n=4	14.6% n=7	22.9% n=11	39.6% n=19	14.6% n=7	0.0% n=0		↓
65. I feel "in on things" that are happening at Glen Ellyn D41.	Communication	3.40	3.53	12.5% n=6	6.3% n=3	22.9% n=11	45.8% n=22	12.5% n=6	0.0% n=0		↓
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	Relationships	3.44	3.63	6.3% n=3	16.7% n=8	22.9% n=11	35.4% n=17	18.8% n=9	0.0% n=0		↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.50	3.45	6.3% n=3	20.8% n=10	14.6% n=7	33.3% n=16	25.0% n=12	0.0% n=0		↑
29. My supervisor/administrator recognizes me for a job well done.	Recognition	3.52	3.77	6.3% n=3	14.6% n=7	16.7% n=8	45.8% n=22	16.7% n=8	0.0% n=0		↓
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.54	3.66	4.2% n=2	25.0% n=12	8.3% n=4	37.5% n=18	25.0% n=12	0.0% n=0		↓



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Glen Ellyn D41: Forest Glen-All Results (n=48)

		<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	4.60	4.75	↑
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.59	4.60	↑
5.	I have at least one close friend at work.	Relationships	4.59	4.43	↓
4.	I feel great pride in the work I do.	Pride	4.59	4.57	↓
53.	I am committed to the success of my school district.	Engage-Inspire	4.58	4.58	=



October 2016

Glen Ellyn D41: Forest Glen-All Results (n=48)

		<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>					
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.22	3.06	↓
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.25	3.35	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.31	3.00	↓
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.35	3.31	↓
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.45	3.50	↑

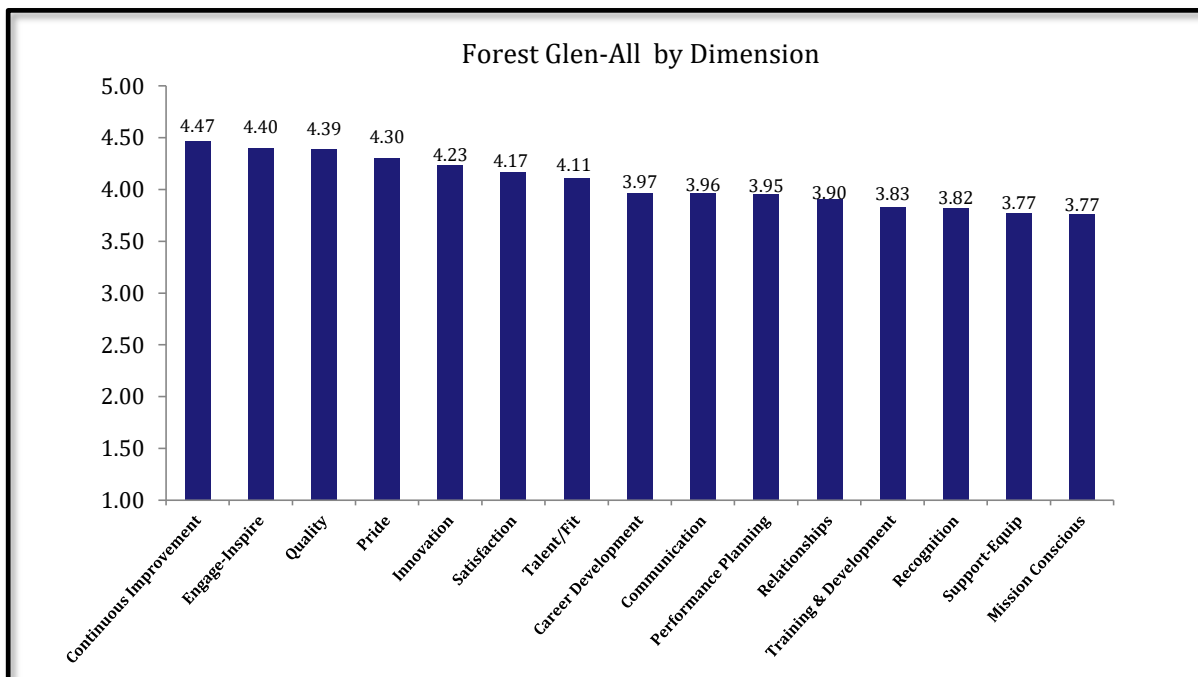




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Glen Ellyn D41: Forest Glen-All Results (n=48)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.47
Engage-Inspire	4.40
Quality	4.39
Pride	4.30
Innovation	4.23
Satisfaction	4.17
Talent/Fit	4.11
Career Development	3.97
Communication	3.96
Performance Planning	3.95
Relationships	3.90
Training & Development	3.83
Recognition	3.82
Support-Equip	3.77
Mission Conscious	3.77



October 2016
Glen Ellyn D41: Forest Glen-All Results (n=48)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-15 Mean</u>	<u>Oct-16 Mean</u>	<u>(+/-) Change</u>
Continuous Improvement	4.35	4.47	↑
Engage-Inspire	4.38	4.40	↑
Quality	4.33	4.39	↑
Pride	4.28	4.30	↑
Innovation	4.39	4.23	↓
Satisfaction	4.13	4.17	↑
Talent/Fit	4.07	4.11	↑
Career Development	4.04	3.97	↓
Communication	3.99	3.96	↓
Performance Planning	4.01	3.95	↓
Relationships	3.94	3.90	↓
Training & Development	4.02	3.83	↓
Recognition	3.94	3.82	↓
Support-Equip	3.83	3.77	↓
Mission Conscious	3.83	3.77	↓



HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

