



October 2015

---

# Insight<sup>e</sup>X Cultural Assessment

for D41:  
Forest Glen-All



---

*Consulting | Training | Coaching | Research | Assessment | Impact<sup>e</sup>X Technology*



October 2015

D41: Forest Glen-All Results (n=64)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Talent/Fit</b>	<b>4.07</b>						
11. I am in a role that allows me to maximize my talents and strengths.	4.06	3.1% n=2	10.9% n=7	7.8% n=5	32.8% n=21	45.3% n=29	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.34	3.1% n=2	1.6% n=1	6.3% n=4	34.4% n=22	51.6% n=33	3.1% n=2
7. I have encouraged someone to apply at D41.	3.66	4.7% n=3	15.6% n=10	12.5% n=8	26.6% n=17	28.1% n=18	12.5% n=8
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.07	3.1% n=2	3.1% n=2	10.9% n=7	43.8% n=28	32.8% n=21	6.3% n=4
56. I feel D41 is a great fit for me.	4.22	4.7% n=3	3.1% n=2	9.4% n=6	31.3% n=20	51.6% n=33	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	4.23	1.6% n=1	0.0% n=0	12.5% n=8	43.8% n=28	39.1% n=25	3.1% n=2
63. D41 selects the right people for the right job.	3.89	3.1% n=2	3.1% n=2	26.6% n=17	34.4% n=22	31.3% n=20	1.6% n=1
<b>Support-Equip</b>	<b>3.83</b>						
3. I am provided the core needs necessary for me to excel in my role.	3.66	1.6% n=1	23.4% n=15	9.4% n=6	39.1% n=25	26.6% n=17	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.45	6.3% n=4	23.4% n=15	14.1% n=9	31.3% n=20	25.0% n=16	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	4.16	3.1% n=2	4.7% n=3	7.8% n=5	42.2% n=27	42.2% n=27	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.59	4.7% n=3	14.1% n=9	20.3% n=13	37.5% n=24	21.9% n=14	1.6% n=1
33. My supervisor/administrator is available for me when needs arise.	4.22	1.6% n=1	4.7% n=3	7.8% n=5	40.6% n=26	43.8% n=28	1.6% n=1
23. I have a supportive coaching relationship with my supervisor/administrator.	3.92	3.1% n=2	12.5% n=8	9.4% n=6	39.1% n=25	35.9% n=23	0.0% n=0



October 2015

D41: Forest Glen-All Results (n=64)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Relationships</b>							
<b>3.94</b>							
5. I have at least one close friend at work.	<b>4.59</b>	1.6% n=1	0.0% n=0	4.7% n=3	25.0% n=16	68.8% n=44	0.0% n=0
32. I have an open and trusting relationship with my supervisor/administrator.	<b>3.84</b>	4.7% n=3	10.9% n=7	15.6% n=10	32.8% n=21	35.9% n=23	0.0% n=0
25. My supervisor/administrator cares about me as a person.	<b>4.11</b>	3.1% n=2	7.8% n=5	9.4% n=6	34.4% n=22	45.3% n=29	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	<b>3.35</b>	7.8% n=5	18.8% n=12	18.8% n=12	37.5% n=24	15.6% n=10	1.6% n=1
51. My team has open and trusting relationships.	<b>4.19</b>	1.6% n=1	1.6% n=1	18.8% n=12	31.3% n=20	45.3% n=29	1.6% n=1
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.21</b>	1.6% n=1	1.6% n=1	17.2% n=11	29.7% n=19	45.3% n=29	4.7% n=3
61. D41 has a genuine concern and interest about me as a person.	<b>3.63</b>	10.9% n=7	12.5% n=8	15.6% n=10	25.0% n=16	35.9% n=23	0.0% n=0
54. Quality relationships are valued across our school district.	<b>3.94</b>	4.7% n=3	7.8% n=5	10.9% n=7	42.2% n=27	34.4% n=22	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	<b>3.60</b>	7.8% n=5	9.4% n=6	18.8% n=12	40.6% n=26	21.9% n=14	1.6% n=1
<b>Quality</b>							
<b>4.33</b>							
47. I am on a team that encourages each member to surpass expectations.	<b>4.23</b>	1.6% n=1	1.6% n=1	15.6% n=10	32.8% n=21	45.3% n=29	3.1% n=2
43. My associates demonstrate a commitment to quality work and excellence.	<b>4.56</b>	1.6% n=1	0.0% n=0	3.1% n=2	31.3% n=20	62.5% n=40	1.6% n=1
57. D41 is committed to quality work and excellence.	<b>4.20</b>	3.1% n=2	4.7% n=3	10.9% n=7	31.3% n=20	50.0% n=32	0.0% n=0



October 2015

D41: Forest Glen-All Results (n=64)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Communication</b>							
<b>3.99</b>							
36. I have the opportunity to communicate with my supervisor/administrator.	<b>4.25</b>	1.6% n=1	3.1% n=2	7.8% n=5	42.2% n=27	43.8% n=28	1.6% n=1
24. My supervisor/administrator effectively communicates his/her expectations.	<b>3.88</b>	3.1% n=2	10.9% n=7	12.5% n=8	42.2% n=27	31.3% n=20	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	<b>3.95</b>	4.7% n=3	3.1% n=2	15.6% n=10	42.2% n=27	31.3% n=20	3.1% n=2
27. My supervisor/administrator and I have effective two-way communication.	<b>4.09</b>	4.7% n=3	4.7% n=3	9.4% n=6	39.1% n=25	42.2% n=27	0.0% n=0
65. I feel "in on things" that are happening at D41.	<b>3.53</b>	9.4% n=6	10.9% n=7	18.8% n=12	39.1% n=25	21.9% n=14	0.0% n=0
44. Our team effectively communicates with each other.	<b>4.23</b>	3.1% n=2	1.6% n=1	9.4% n=6	40.6% n=26	45.3% n=29	0.0% n=0
<b>Recognition</b>							
<b>3.94</b>							
29. My supervisor/administrator recognizes me for a job well done.	<b>3.77</b>	4.7% n=3	12.5% n=8	14.1% n=9	39.1% n=25	29.7% n=19	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	<b>3.22</b>	12.5% n=8	18.8% n=12	17.2% n=11	37.5% n=24	14.1% n=9	0.0% n=0
66. Excellence is recognized in my school district.	<b>4.06</b>	3.1% n=2	6.3% n=4	12.5% n=8	37.5% n=24	40.6% n=26	0.0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	<b>4.27</b>	1.6% n=1	0.0% n=0	3.1% n=2	60.9% n=39	34.4% n=22	0.0% n=0
48. My team recognizes each other's efforts and impact.	<b>4.41</b>	1.6% n=1	0.0% n=0	9.4% n=6	32.8% n=21	54.7% n=35	1.6% n=1



October 2015

D41: Forest Glen-All Results (n=64)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Performance Planning</b>	<b>4.01</b>						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.25	3.1% n=2	31.3% n=20	15.6% n=10	26.6% n=17	17.2% n=11	6.3% n=4
17. I have set the right goals for myself to excel in my role/position.	4.41	1.6% n=1	1.6% n=1	3.1% n=2	42.2% n=27	51.6% n=33	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.16	3.1% n=2	0.0% n=0	18.8% n=12	32.8% n=21	43.8% n=28	1.6% n=1
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.22	3.1% n=2	1.6% n=1	7.8% n=5	43.8% n=28	42.2% n=27	1.6% n=1
37. My supervisor/administrator motivates me to achieve my goals.	3.95	3.1% n=2	4.7% n=3	18.8% n=12	40.6% n=26	32.8% n=21	0.0% n=0
<b>Training &amp; Development</b>	<b>4.02</b>						
35. My supervisor/administrator supports my personal and professional development.	4.27	1.6% n=1	1.6% n=1	12.5% n=8	35.9% n=23	46.9% n=30	1.6% n=1
6. I am provided opportunities to further my growth and development.	4.14	4.7% n=3	3.1% n=2	9.4% n=6	37.5% n=24	43.8% n=28	1.6% n=1
15. I am properly trained to achieve excellence in my work.	4.02	3.1% n=2	9.4% n=6	7.8% n=5	42.2% n=27	37.5% n=24	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.55	6.3% n=4	12.5% n=8	21.9% n=14	39.1% n=25	20.3% n=13	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	4.13	1.6% n=1	7.8% n=5	10.9% n=7	35.9% n=23	43.8% n=28	0.0% n=0



October 2015

D41: Forest Glen-All Results (n=64)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Career Development</b>	<b>4.04</b>						
70. I would like to work at D41 long term.	<b>4.30</b>	6.3% n=4	3.1% n=2	3.1% n=2	29.7% n=19	57.8% n=37	0.0% n=0
58. D41 provides the experience and development for me to further my career here.	<b>3.90</b>	7.8% n=5	3.1% n=2	15.6% n=10	35.9% n=23	35.9% n=23	1.6% n=1
71. I am aware of the career opportunities that are available for me at D41.	<b>3.98</b>	4.7% n=3	7.8% n=5	10.9% n=7	34.4% n=22	39.1% n=25	3.1% n=2
59. I value the career opportunities that I have at D41.	<b>4.11</b>	6.3% n=4	1.6% n=1	14.1% n=9	29.7% n=19	46.9% n=30	1.6% n=1
60. I have the opportunity to express my career interests at D41.	<b>3.92</b>	4.7% n=3	3.1% n=2	20.3% n=13	35.9% n=23	32.8% n=21	3.1% n=2
<b>Engage-Inspire</b>	<b>4.38</b>						
2. I am fully engaged in the work that I do.	<b>4.60</b>	3.1% n=2	0.0% n=0	1.6% n=1	23.4% n=15	70.3% n=45	1.6% n=1
12. I am highly committed to and energized by my work.	<b>4.46</b>	1.6% n=1	3.1% n=2	1.6% n=1	34.4% n=22	57.8% n=37	1.6% n=1
8. I am driven to contribute to the success of D41.	<b>4.40</b>	3.1% n=2	1.6% n=1	3.1% n=2	35.9% n=23	54.7% n=35	1.6% n=1
53. I am committed to the success of my school district.	<b>4.58</b>	1.6% n=1	0.0% n=0	3.1% n=2	29.7% n=19	65.6% n=42	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	<b>3.87</b>	9.4% n=6	10.9% n=7	7.8% n=5	25.0% n=16	45.3% n=29	1.6% n=1



October 2015

D41: Forest Glen-All Results (n=64)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Satisfaction</b>	<b>4.13</b>						
13. I am satisfied with my role/work.	4.13	3.1% n=2	7.8% n=5	6.3% n=4	39.1% n=25	43.8% n=28	0.0% n=0
46. I am satisfied being a part of my team.	4.32	1.6% n=1	1.6% n=1	9.4% n=6	37.5% n=24	48.4% n=31	1.6% n=1
73. Overall, I am very satisfied with D41 as a place to work.	4.06	6.3% n=4	6.3% n=4	6.3% n=4	37.5% n=24	43.8% n=28	0.0% n=0
20. I look forward to coming to work every day.	4.02	3.1% n=2	4.7% n=3	18.8% n=12	34.4% n=22	39.1% n=25	0.0% n=0
<b>Mission Conscious</b>	<b>3.83</b>						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.78	1.6% n=1	9.4% n=6	25.0% n=16	37.5% n=24	26.6% n=17	0.0% n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.	3.95	3.1% n=2	3.1% n=2	14.1% n=9	53.1% n=34	25.0% n=16	1.6% n=1
22. I am aware and knowledgeable about our school district's mission.	4.28	1.6% n=1	4.7% n=3	1.6% n=1	48.4% n=31	43.8% n=28	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.31	9.4% n=6	9.4% n=6	35.9% n=23	26.6% n=17	15.6% n=10	3.1% n=2
<b>Pride</b>	<b>4.28</b>						
4. I feel great pride in the work I do.	4.59	1.6% n=1	1.6% n=1	3.1% n=2	23.4% n=15	68.8% n=44	1.6% n=1
14. I feel great pride in being a part of D41.	4.08	7.8% n=5	6.3% n=4	7.8% n=5	26.6% n=17	51.6% n=33	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.38	1.6% n=1	0.0% n=0	7.8% n=5	39.1% n=25	50.0% n=32	1.6% n=1
64. I speak of D41 with pride.	4.08	6.3% n=4	3.1% n=2	10.9% n=7	35.9% n=23	43.8% n=28	0.0% n=0



October 2015

D41: Forest Glen-All Results (n=64)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Continuous Improvement</b>	<b>4.35</b>						
52. My team strives to pursue excellence.	4.33	1.6% n=1	0.0% n=0	12.5% n=8	34.4% n=22	50.0% n=32	1.6% n=1
21. I strive to find a better way every day.	4.45	1.6% n=1	0.0% n=0	1.6% n=1	45.3% n=29	51.6% n=33	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.27	3.1% n=2	4.7% n=3	4.7% n=3	37.5% n=24	50.0% n=32	0.0% n=0
<b>Innovation</b>	<b>4.39</b>						
69. D41 encourages innovation.	4.19	3.1% n=2	3.1% n=2	9.4% n=6	40.6% n=26	43.8% n=28	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	4.59	1.6% n=1	0.0% n=0	1.6% n=1	31.3% n=20	65.6% n=42	0.0% n=0
42. Our team encourages innovation.	4.38	1.6% n=1	1.6% n=1	9.4% n=6	32.8% n=21	54.7% n=35	0.0% n=0





October 2015

D41: Forest Glen-All Results (n=64)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	<b>4.60</b>	Engage-Inspire 4.38
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.59</b>	Innovation 4.39
5.	I have at least one close friend at work.	<b>4.59</b>	Relationships 3.94
4.	I feel great pride in the work I do.	<b>4.59</b>	Pride 4.28
53.	I am committed to the success of my school district.	<b>4.58</b>	Engage-Inspire 4.38
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.56</b>	Quality 4.33
12.	I am highly committed to and energized by my work.	<b>4.46</b>	Engage-Inspire 4.38
21.	I strive to find a better way every day.	<b>4.45</b>	Continuous Improvement 4.35
48.	My team recognizes each other's efforts and impact.	<b>4.41</b>	Recognition 3.94
17.	I have set the right goals for myself to excel in my role/position.	<b>4.41</b>	Performance Planning 4.01
8.	I am driven to contribute to the success of D41.	<b>4.40</b>	Engage-Inspire 4.38
45.	I feel great pride in the team of which I am a part.	<b>4.38</b>	Pride 4.28
42.	Our team encourages innovation.	<b>4.38</b>	Innovation 4.39
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.34</b>	Talent/Fit 4.07



October 2015

D41: Forest Glen-All Results (n=64)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
52.	My team strives to pursue excellence.	<b>4.33</b>	Continuous Improvement 4.35
46.	I am satisfied being a part of my team.	<b>4.32</b>	Satisfaction 4.13
70.	I would like to work at D41 long term.	<b>4.30</b>	Career Development 4.04
22.	I am aware and knowledgeable about our school district's mission.	<b>4.28</b>	Mission Conscious 3.83
35.	My supervisor/administrator supports my personal and professional development.	<b>4.27</b>	Training & Development 4.02
55.	I am part of a school district that continues to pursue excellence every day.	<b>4.27</b>	Continuous Improvement 4.35
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.27</b>	Recognition 3.94
36.	I have the opportunity to communicate with my supervisor/administrator.	<b>4.25</b>	Communication 3.99
44.	Our team effectively communicates with each other.	<b>4.23</b>	Communication 3.99
47.	I am on a team that encourages each member to surpass expectations.	<b>4.23</b>	Quality 4.33
72.	Our school district selects highly talented individuals when hiring.	<b>4.23</b>	Talent/Fit 4.07
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.22</b>	Performance Planning 4.01
33.	My supervisor/administrator is available for me when needs arise.	<b>4.22</b>	Support-Equip 3.83
56.	I feel D41 is a great fit for me.	<b>4.22</b>	Talent/Fit 4.07
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.21</b>	Relationships 3.94



October 2015

D41: Forest Glen-All Results (n=64)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
57.	D41 is committed to quality work and excellence.	<b>4.20</b>	Quality 4.33
51.	My team has open and trusting relationships.	<b>4.19</b>	Relationships 3.94
69.	D41 encourages innovation.	<b>4.19</b>	Innovation 4.39
49.	Our team effectively sets goals to further enhance our performance.	<b>4.16</b>	Performance Planning 4.01
34.	My supervisor/administrator is actively responsive to my needs.	<b>4.16</b>	Support-Equip 3.83
6.	I am provided opportunities to further my growth and development.	<b>4.14</b>	Training & Development 4.02
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>4.13</b>	Training & Development 4.02
13.	I am satisfied with my role/work.	<b>4.13</b>	Satisfaction 4.13
59.	I value the career opportunities that I have at D41.	<b>4.11</b>	Career Development 4.04
25.	My supervisor/administrator cares about me as a person.	<b>4.11</b>	Relationships 3.94
27.	My supervisor/administrator and I have effective two-way communication.	<b>4.09</b>	Communication 3.99
14.	I feel great pride in being a part of D41.	<b>4.08</b>	Pride 4.28
64.	I speak of D41 with pride.	<b>4.08</b>	Pride 4.28
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.07</b>	Talent/Fit 4.07
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.06</b>	Talent/Fit 4.07



October 2015

D41: Forest Glen-All Results (n=64)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
73.	Overall, I am very satisfied with D41 as a place to work.	<b>4.06</b>	Satisfaction 4.13
66.	Excellence is recognized in my school district.	<b>4.06</b>	Recognition 3.94
15.	I am properly trained to achieve excellence in my work.	<b>4.02</b>	Training & Development 4.02
20.	I look forward to coming to work every day.	<b>4.02</b>	Satisfaction 4.13
71.	I am aware of the career opportunities that are available for me at D41.	<b>3.98</b>	Career Development 4.04
37.	My supervisor/administrator motivates me to achieve my goals.	<b>3.95</b>	Performance Planning 4.01
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	<b>3.95</b>	Mission Conscious 3.83
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>3.95</b>	Communication 3.99
54.	Quality relationships are valued across our school district.	<b>3.94</b>	Relationships 3.94
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>3.92</b>	Support-Equip 3.83
60.	I have the opportunity to express my career interests at D41.	<b>3.92</b>	Career Development 4.04
58.	D41 provides the experience and development for me to further my career here.	<b>3.90</b>	Career Development 4.04
63.	D41 selects the right people for the right job.	<b>3.89</b>	Talent/Fit 4.07
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>3.88</b>	Communication 3.99
62.	I would recommend D41 to a friend as a great place to work.	<b>3.87</b>	Engage-Inspire 4.38



October 2015

D41: Forest Glen-All Results (n=64)

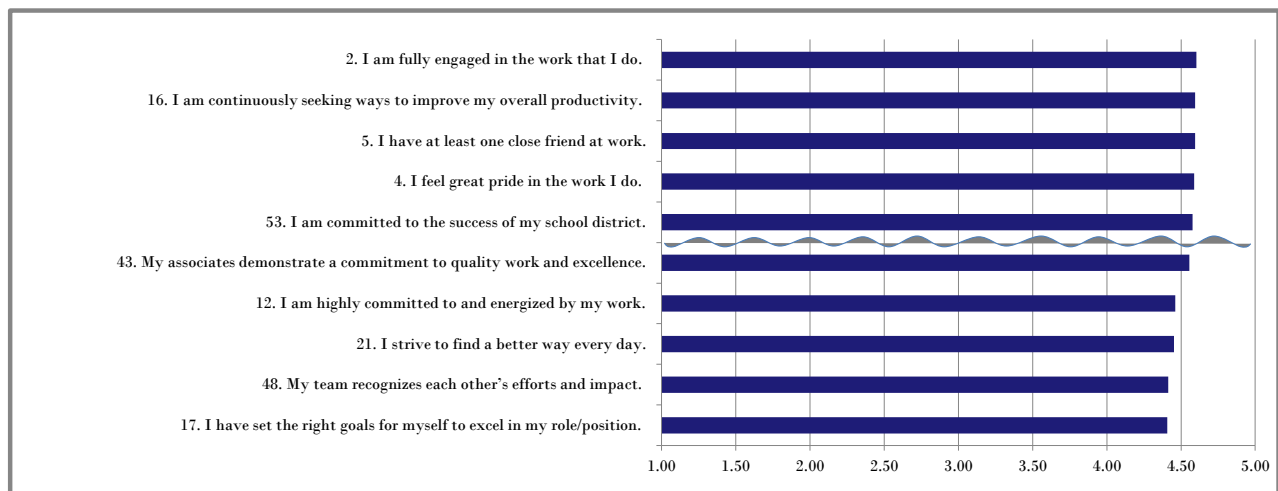
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>3.84</b>	Relationships 3.94
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>3.78</b>	Mission Conscious 3.83
29.	My supervisor/administrator recognizes me for a job well done.	<b>3.77</b>	Recognition 3.94
7.	I have encouraged someone to apply at D41.	<b>3.66</b>	Talent/Fit 4.07
3.	I am provided the core needs necessary for me to excel in my role.	<b>3.66</b>	Support-Equip 3.83
61.	D41 has a genuine concern and interest about me as a person.	<b>3.63</b>	Relationships 3.94
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.60</b>	Relationships 3.94
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>3.59</b>	Support-Equip 3.83
67.	D41 provides the "right" training for me to excel in my role.	<b>3.55</b>	Training & Development 4.02
65.	I feel "in on things" that are happening at D41.	<b>3.53</b>	Communication 3.99
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.45</b>	Support-Equip 3.83
31.	I am provided personal coaching from my supervisor/administrator.	<b>3.35</b>	Relationships 3.94
68.	Business decisions made are consistent with our mission and core values.	<b>3.31</b>	Mission Conscious 3.83
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>3.25</b>	Performance Planning 4.01
9.	I have received meaningful recognition in the past 10 days.	<b>3.22</b>	Recognition 3.94



October 2015  
D41: Forest Glen-All Results (n=64)



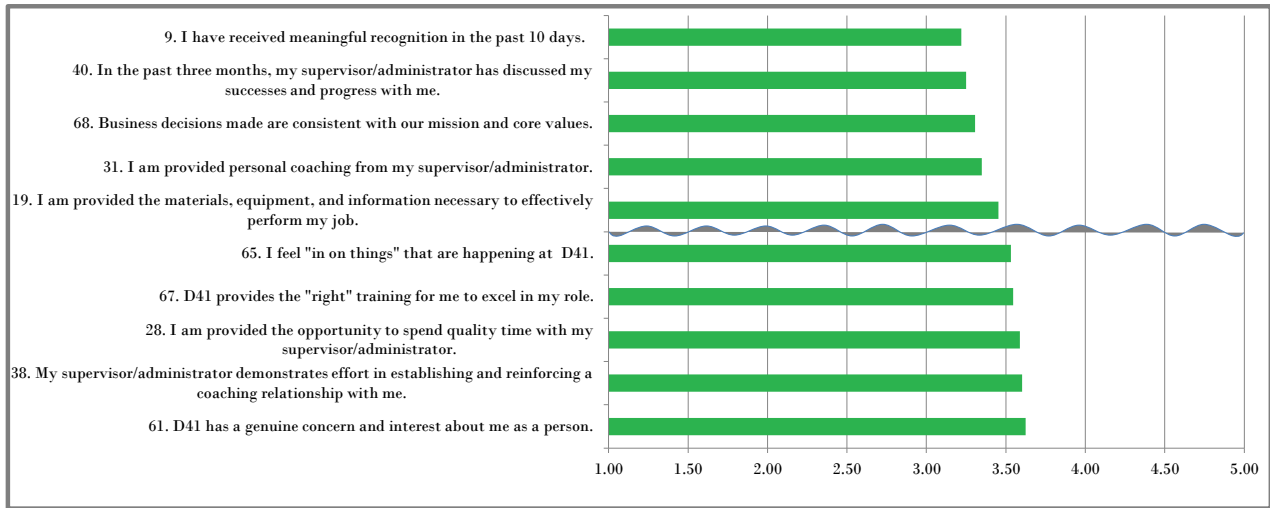
Top 10 Rank Ordered By Mean		Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
2. I am fully engaged in the work that I do.	Engage-Inspire	4.60	3.1% n=2	0.0% n=0	1.6% n=1	23.4% n=15	70.3% n=45	1.6% n=1	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.59	1.6% n=1	0.0% n=0	1.6% n=1	31.3% n=20	65.6% n=42	0.0% n=0	
5. I have at least one close friend at work.	Relationships	4.59	1.6% n=1	0.0% n=0	4.7% n=3	25.0% n=16	68.8% n=44	0.0% n=0	
4. I feel great pride in the work I do.	Pride	4.59	1.6% n=1	1.6% n=1	3.1% n=2	23.4% n=15	68.8% n=44	1.6% n=1	
53. I am committed to the success of my school district.	Engage-Inspire	4.58	1.6% n=1	0.0% n=0	3.1% n=2	29.7% n=19	65.6% n=42	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.56	1.6% n=1	0.0% n=0	3.1% n=2	31.3% n=20	62.5% n=40	1.6% n=1	
12. I am highly committed to and energized by my work.	Engage-Inspire	4.46	1.6% n=1	3.1% n=2	1.6% n=1	34.4% n=22	57.8% n=37	1.6% n=1	
21. I strive to find a better way every day.	Continuous Improvement	4.45	1.6% n=1	0.0% n=0	1.6% n=1	45.3% n=29	51.6% n=33	0.0% n=0	
48. My team recognizes each other's efforts and impact.	Recognition	4.41	1.6% n=1	0.0% n=0	9.4% n=6	32.8% n=21	54.7% n=35	1.6% n=1	
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.41	1.6% n=1	1.6% n=1	3.1% n=2	42.2% n=27	51.6% n=33	0.0% n=0	





October 2015  
D41: Forest Glen-All Results (n=64)

Bottom 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.22	12.5% n=8	18.8% n=12	17.2% n=11	37.5% n=24	14.1% n=9	0.0% n=0
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.25	3.1% n=2	31.3% n=20	15.6% n=10	26.6% n=17	17.2% n=11	6.3% n=4
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.31	9.4% n=6	9.4% n=6	35.9% n=23	26.6% n=17	15.6% n=10	3.1% n=2
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.35	7.8% n=5	18.8% n=12	18.8% n=12	37.5% n=24	15.6% n=10	1.6% n=1
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.45	6.3% n=4	23.4% n=15	14.1% n=9	31.3% n=20	25.0% n=16	0.0% n=0
65. I feel "in on things" that are happening at D41.	Communication	3.53	9.4% n=6	10.9% n=7	18.8% n=12	39.1% n=25	21.9% n=14	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.55	6.3% n=4	12.5% n=8	21.9% n=14	39.1% n=25	20.3% n=13	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.59	4.7% n=3	14.1% n=9	20.3% n=13	37.5% n=24	21.9% n=14	1.6% n=1
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.60	7.8% n=5	9.4% n=6	18.8% n=12	40.6% n=26	21.9% n=14	1.6% n=1
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.63	10.9% n=7	12.5% n=8	15.6% n=10	25.0% n=16	35.9% n=23	0.0% n=0

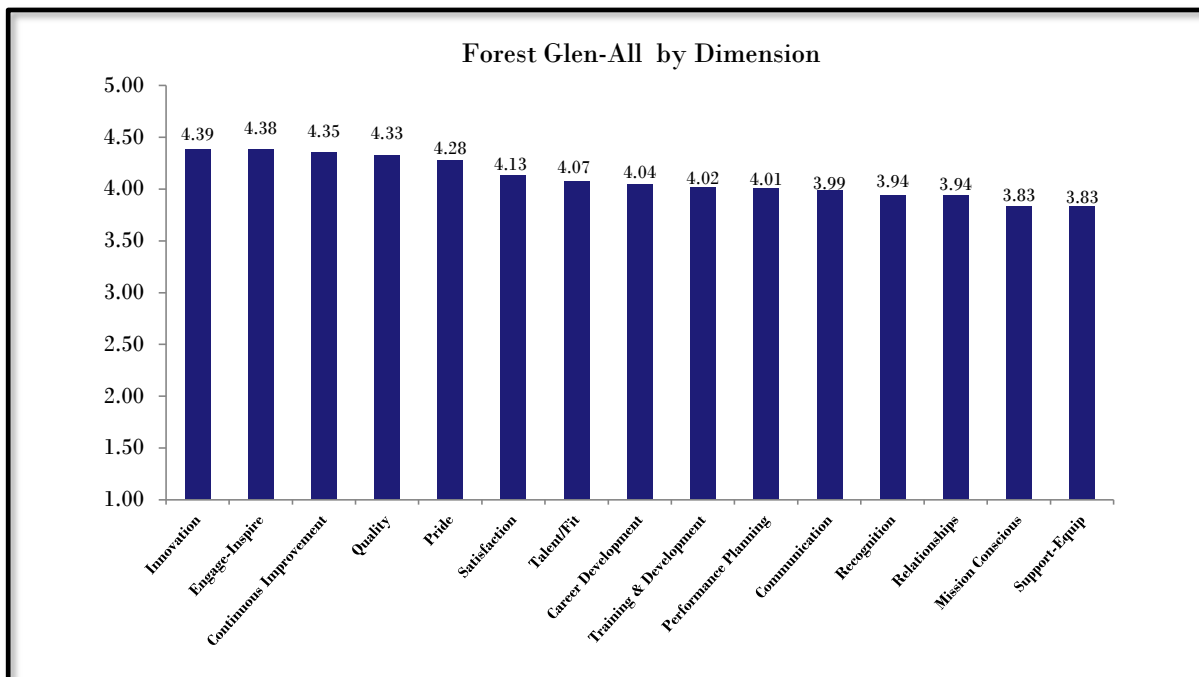




October 2015

D41: Forest Glen-All Results (n=64)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
<b>Innovation</b>	<b>4.39</b>
<b>Engage-Inspire</b>	<b>4.38</b>
<b>Continuous Improvement</b>	<b>4.35</b>
<b>Quality</b>	<b>4.33</b>
<b>Pride</b>	<b>4.28</b>
<b>Satisfaction</b>	<b>4.13</b>
<b>Talent/Fit</b>	<b>4.07</b>
<b>Career Development</b>	<b>4.04</b>
<b>Training &amp; Development</b>	<b>4.02</b>
<b>Performance Planning</b>	<b>4.01</b>
<b>Communication</b>	<b>3.99</b>
<b>Recognition</b>	<b>3.94</b>
<b>Relationships</b>	<b>3.94</b>
<b>Mission Conscious</b>	<b>3.83</b>
<b>Support-Equip</b>	<b>3.83</b>







October 2015

D41: Forest Glen-All Results (n=64)

**HUMANeX Ventures Cultural Assessment Index<sup>SM</sup>**  
**Satisfaction / Engagement 3x3**

