



October 2015

Insight^eX Cultural Assessment

for D41:
Franklin-All



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



October 2015

D41: Franklin-All Results (n=53)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	3.87						
11. I am in a role that allows me to maximize my talents and strengths.	3.87	7.5% n=4	9.4% n=5	7.5% n=4	39.6% n=21	35.8% n=19	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.43	0.0% n=0	3.8% n=2	3.8% n=2	37.7% n=20	54.7% n=29	0.0% n=0
7. I have encouraged someone to apply at D41.	3.32	17.0% n=9	13.2% n=7	13.2% n=7	24.5% n=13	26.4% n=14	5.7% n=3
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.92	3.8% n=2	7.5% n=4	9.4% n=5	45.3% n=24	28.3% n=15	5.7% n=3
56. I feel D41 is a great fit for me.	3.91	5.7% n=3	5.7% n=3	20.8% n=11	28.3% n=15	39.6% n=21	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	3.98	3.8% n=2	3.8% n=2	17.0% n=9	41.5% n=22	34.0% n=18	0.0% n=0
63. D41 selects the right people for the right job.	3.60	7.5% n=4	9.4% n=5	22.6% n=12	35.8% n=19	24.5% n=13	0.0% n=0
Support-Equip	3.69						
3. I am provided the core needs necessary for me to excel in my role.	3.55	5.7% n=3	22.6% n=12	15.1% n=8	24.5% n=13	32.1% n=17	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.40	11.3% n=6	17.0% n=9	18.9% n=10	26.4% n=14	26.4% n=14	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	3.79	1.9% n=1	15.1% n=8	15.1% n=8	37.7% n=20	30.2% n=16	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.58	3.8% n=2	20.8% n=11	11.3% n=6	39.6% n=21	22.6% n=12	1.9% n=1
33. My supervisor/administrator is available for me when needs arise.	3.98	1.9% n=1	9.4% n=5	13.2% n=7	39.6% n=21	35.8% n=19	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	3.87	3.8% n=2	9.4% n=5	15.1% n=8	39.6% n=21	32.1% n=17	0.0% n=0

October 2015

D41: Franklin-All Results (n=53)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	3.87						
5. I have at least one close friend at work.	4.65	0.0% n=0	1.9% n=1	5.7% n=3	17.0% n=9	73.6% n=39	1.9% n=1
32. I have an open and trusting relationship with my supervisor/administrator.	3.96	1.9% n=1	15.1% n=8	9.4% n=5	32.1% n=17	41.5% n=22	0.0% n=0
25. My supervisor/administrator cares about me as a person.	4.21	1.9% n=1	3.8% n=2	13.2% n=7	34.0% n=18	47.2% n=25	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.27	5.7% n=3	22.6% n=12	26.4% n=14	26.4% n=14	17.0% n=9	1.9% n=1
51. My team has open and trusting relationships.	4.17	3.8% n=2	7.5% n=4	9.4% n=5	24.5% n=13	52.8% n=28	1.9% n=1
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.21	1.9% n=1	11.3% n=6	5.7% n=3	24.5% n=13	54.7% n=29	1.9% n=1
61. D41 has a genuine concern and interest about me as a person.	3.28	18.9% n=10	11.3% n=6	15.1% n=8	32.1% n=17	22.6% n=12	0.0% n=0
54. Quality relationships are valued across our school district.	3.64	3.8% n=2	17.0% n=9	17.0% n=9	35.8% n=19	26.4% n=14	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.44	7.5% n=4	15.1% n=8	17.0% n=9	43.4% n=23	15.1% n=8	1.9% n=1
Quality	4.20						
47. I am on a team that encourages each member to surpass expectations.	4.13	1.9% n=1	5.7% n=3	11.3% n=6	37.7% n=20	41.5% n=22	1.9% n=1
43. My associates demonstrate a commitment to quality work and excellence.	4.44	1.9% n=1	1.9% n=1	5.7% n=3	30.2% n=16	58.5% n=31	1.9% n=1
57. D41 is committed to quality work and excellence.	4.02	1.9% n=1	11.3% n=6	7.5% n=4	41.5% n=22	37.7% n=20	0.0% n=0



October 2015

D41: Franklin-All Results (n=53)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	3.82						
36. I have the opportunity to communicate with my supervisor/administrator.	4.09	0.0% n=0	9.4% n=5	9.4% n=5	43.4% n=23	37.7% n=20	0.0% n=0
24. My supervisor/administrator effectively communicates his/her expectations.	3.68	5.7% n=3	9.4% n=5	24.5% n=13	32.1% n=17	28.3% n=15	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.79	3.8% n=2	9.4% n=5	20.8% n=11	34.0% n=18	30.2% n=16	1.9% n=1
27. My supervisor/administrator and I have effective two-way communication.	3.87	1.9% n=1	13.2% n=7	13.2% n=7	39.6% n=21	32.1% n=17	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.17	17.0% n=9	13.2% n=7	22.6% n=12	30.2% n=16	17.0% n=9	0.0% n=0
44. Our team effectively communicates with each other.	4.33	3.8% n=2	5.7% n=3	3.8% n=2	24.5% n=13	58.5% n=31	3.8% n=2
Recognition	3.85						
29. My supervisor/administrator recognizes me for a job well done.	3.72	5.7% n=3	13.2% n=7	15.1% n=8	35.8% n=19	30.2% n=16	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.15	15.1% n=8	22.6% n=12	15.1% n=8	22.6% n=12	22.6% n=12	1.9% n=1
66. Excellence is recognized in my school district.	3.79	1.9% n=1	13.2% n=7	13.2% n=7	47.2% n=25	24.5% n=13	0.0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	4.34	0.0% n=0	1.9% n=1	7.5% n=4	45.3% n=24	45.3% n=24	0.0% n=0
48. My team recognizes each other's efforts and impact.	4.23	1.9% n=1	1.9% n=1	13.2% n=7	35.8% n=19	45.3% n=24	1.9% n=1



October 2015

D41: Franklin-All Results (n=53)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	3.89						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.21	9.4% n=5	24.5% n=13	20.8% n=11	22.6% n=12	20.8% n=11	1.9% n=1
17. I have set the right goals for myself to excel in my role/position.	4.38	0.0% n=0	0.0% n=0	7.5% n=4	47.2% n=25	45.3% n=24	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.08	1.9% n=1	5.7% n=3	13.2% n=7	39.6% n=21	37.7% n=20	1.9% n=1
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	0.0% n=0	13.2% n=7	9.4% n=5	37.7% n=20	39.6% n=21	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	3.74	3.8% n=2	13.2% n=7	15.1% n=8	41.5% n=22	26.4% n=14	0.0% n=0
Training & Development	3.84						
35. My supervisor/administrator supports my personal and professional development.	3.94	3.8% n=2	7.5% n=4	11.3% n=6	43.4% n=23	32.1% n=17	1.9% n=1
6. I am provided opportunities to further my growth and development.	4.15	1.9% n=1	3.8% n=2	11.3% n=6	43.4% n=23	39.6% n=21	0.0% n=0
15. I am properly trained to achieve excellence in my work.	3.85	3.8% n=2	15.1% n=8	13.2% n=7	28.3% n=15	39.6% n=21	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.45	7.5% n=4	13.2% n=7	28.3% n=15	28.3% n=15	22.6% n=12	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	3.81	0.0% n=0	17.0% n=9	11.3% n=6	45.3% n=24	26.4% n=14	0.0% n=0



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D41: Franklin-All Results (n=53)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	3.82						
70. I would like to work at D41 long term.	3.94	3.8% n=2	5.7% n=3	18.9% n=10	34.0% n=18	35.8% n=19	1.9% n=1
58. D41 provides the experience and development for me to further my career here.	3.73	5.7% n=3	13.2% n=7	15.1% n=8	24.5% n=13	34.0% n=18	7.5% n=4
71. I am aware of the career opportunities that are available for me at D41.	3.84	5.7% n=3	3.8% n=2	18.9% n=10	39.6% n=21	28.3% n=15	3.8% n=2
59. I value the career opportunities that I have at D41.	3.90	5.7% n=3	7.5% n=4	7.5% n=4	43.4% n=23	30.2% n=16	5.7% n=3
60. I have the opportunity to express my career interests at D41.	3.69	5.7% n=3	9.4% n=5	20.8% n=11	34.0% n=18	26.4% n=14	3.8% n=2
Engage-Inspire	4.15						
2. I am fully engaged in the work that I do.	4.51	0.0% n=0	3.8% n=2	7.5% n=4	22.6% n=12	66.0% n=35	0.0% n=0
12. I am highly committed to and energized by my work.	4.19	0.0% n=0	7.5% n=4	15.1% n=8	28.3% n=15	49.1% n=26	0.0% n=0
8. I am driven to contribute to the success of D41.	4.25	0.0% n=0	5.7% n=3	11.3% n=6	35.8% n=19	47.2% n=25	0.0% n=0
53. I am committed to the success of my school district.	4.34	1.9% n=1	1.9% n=1	9.4% n=5	34.0% n=18	52.8% n=28	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	3.47	11.3% n=6	13.2% n=7	18.9% n=10	30.2% n=16	26.4% n=14	0.0% n=0



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D41: Franklin-All Results (n=53)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	3.95						
13. I am satisfied with my role/work.	3.96	3.8% n=2	5.7% n=3	18.9% n=10	34.0% n=18	37.7% n=20	0.0% n=0
46. I am satisfied being a part of my team.	4.31	1.9% n=1	7.5% n=4	5.7% n=3	26.4% n=14	56.6% n=30	1.9% n=1
73. Overall, I am very satisfied with D41 as a place to work.	3.79	5.7% n=3	13.2% n=7	11.3% n=6	35.8% n=19	34.0% n=18	0.0% n=0
20. I look forward to coming to work every day.	3.74	7.5% n=4	11.3% n=6	13.2% n=7	35.8% n=19	32.1% n=17	0.0% n=0
Mission Conscious	3.62						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.51	7.5% n=4	9.4% n=5	28.3% n=15	34.0% n=18	20.8% n=11	0.0% n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.	3.57	7.5% n=4	13.2% n=7	17.0% n=9	39.6% n=21	22.6% n=12	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	4.26	1.9% n=1	3.8% n=2	5.7% n=3	43.4% n=23	45.3% n=24	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.12	13.2% n=7	18.9% n=10	20.8% n=11	26.4% n=14	15.1% n=8	5.7% n=3
Pride	4.02						
4. I feel great pride in the work I do.	4.42	0.0% n=0	3.8% n=2	7.5% n=4	30.2% n=16	56.6% n=30	1.9% n=1
14. I feel great pride in being a part of D41.	3.62	15.1% n=8	7.5% n=4	18.9% n=10	17.0% n=9	41.5% n=22	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.38	0.0% n=0	7.5% n=4	7.5% n=4	22.6% n=12	60.4% n=32	1.9% n=1
64. I speak of D41 with pride.	3.66	9.4% n=5	7.5% n=4	18.9% n=10	35.8% n=19	28.3% n=15	0.0% n=0



October 2015

D41: Franklin-All Results (n=53)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.27						
52. My team strives to pursue excellence.	4.38	0.0% n=0	3.8% n=2	9.4% n=5	30.2% n=16	54.7% n=29	1.9% n=1
21. I strive to find a better way every day.	4.32	0.0% n=0	1.9% n=1	7.5% n=4	47.2% n=25	43.4% n=23	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.09	1.9% n=1	7.5% n=4	9.4% n=5	41.5% n=22	39.6% n=21	0.0% n=0
Innovation	4.16						
69. D41 encourages innovation.	3.83	3.8% n=2	7.5% n=4	13.2% n=7	50.9% n=27	22.6% n=12	1.9% n=1
16. I am continuously seeking ways to improve my overall productivity.	4.49	0.0% n=0	0.0% n=0	5.7% n=3	39.6% n=21	54.7% n=29	0.0% n=0
42. Our team encourages innovation.	4.16	1.9% n=1	3.8% n=2	13.2% n=7	35.8% n=19	41.5% n=22	3.8% n=2



October 2015

D41: Franklin-All Results (n=53)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

5.	I have at least one close friend at work.	4.65	Relationships 3.87
2.	I am fully engaged in the work that I do.	4.51	Engage-Inspire 4.15
16.	I am continuously seeking ways to improve my overall productivity.	4.49	Innovation 4.16
43.	My associates demonstrate a commitment to quality work and excellence.	4.44	Quality 4.20
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.43	Talent/Fit 3.87
4.	I feel great pride in the work I do.	4.42	Pride 4.02
45.	I feel great pride in the team of which I am a part.	4.38	Pride 4.02
52.	My team strives to pursue excellence.	4.38	Continuous Improvement 4.27
17.	I have set the right goals for myself to excel in my role/position.	4.38	Performance Planning 3.89
53.	I am committed to the success of my school district.	4.34	Engage-Inspire 4.15
18.	I have provided meaningful recognition to others in the past 10 days.	4.34	Recognition 3.85
44.	Our team effectively communicates with each other.	4.33	Communication 3.82
21.	I strive to find a better way every day.	4.32	Continuous Improvement 4.27
46.	I am satisfied being a part of my team.	4.31	Satisfaction 3.95



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D41: Franklin- All Results (n=53)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
22.	I am aware and knowledgeable about our school district's mission.	4.26	Mission Conscious 3.62
8.	I am driven to contribute to the success of D41.	4.25	Engage-Inspire 4.15
48.	My team recognizes each other's efforts and impact.	4.23	Recognition 3.85
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.21	Relationships 3.87
25.	My supervisor/administrator cares about me as a person.	4.21	Relationships 3.87
12.	I am highly committed to and energized by my work.	4.19	Engage-Inspire 4.15
51.	My team has open and trusting relationships.	4.17	Relationships 3.87
42.	Our team encourages innovation.	4.16	Innovation 4.16
6.	I am provided opportunities to further my growth and development.	4.15	Training & Development 3.84
47.	I am on a team that encourages each member to surpass expectations.	4.13	Quality 4.20
55.	I am part of a school district that continues to pursue excellence every day.	4.09	Continuous Improvement 4.27
36.	I have the opportunity to communicate with my supervisor/administrator.	4.09	Communication 3.82
49.	Our team effectively sets goals to further enhance our performance.	4.08	Performance Planning 3.89
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.04	Performance Planning 3.89
57.	D41 is committed to quality work and excellence.	4.02	Quality 4.20



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D41: Franklin- All Results (n=53)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
72.	Our school district selects highly talented individuals when hiring.	3.98	Talent/Fit 3.87
33.	My supervisor/administrator is available for me when needs arise.	3.98	Support-Equip 3.69
13.	I am satisfied with my role/work.	3.96	Satisfaction 3.95
32.	I have an open and trusting relationship with my supervisor/administrator.	3.96	Relationships 3.87
70.	I would like to work at D41 long term.	3.94	Career Development 3.82
35.	My supervisor/administrator supports my personal and professional development.	3.94	Training & Development 3.84
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.92	Talent/Fit 3.87
56.	I feel D41 is a great fit for me.	3.91	Talent/Fit 3.87
59.	I value the career opportunities that I have at D41.	3.90	Career Development 3.82
27.	My supervisor/administrator and I have effective two-way communication.	3.87	Communication 3.82
11.	I am in a role that allows me to maximize my talents and strengths.	3.87	Talent/Fit 3.87
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.87	Support-Equip 3.69
15.	I am properly trained to achieve excellence in my work.	3.85	Training & Development 3.84
71.	I am aware of the career opportunities that are available for me at D41.	3.84	Career Development 3.82
69.	D41 encourages innovation.	3.83	Innovation 4.16



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D41: Franklin- All Results (n=53)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.81	Training & Development 3.84
34.	My supervisor/administrator is actively responsive to my needs.	3.79	Support-Equip 3.69
73.	Overall, I am very satisfied with D41 as a place to work.	3.79	Satisfaction 3.95
66.	Excellence is recognized in my school district.	3.79	Recognition 3.85
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.79	Communication 3.82
20.	I look forward to coming to work every day.	3.74	Satisfaction 3.95
37.	My supervisor/administrator motivates me to achieve my goals.	3.74	Performance Planning 3.89
58.	D41 provides the experience and development for me to further my career here.	3.73	Career Development 3.82
29.	My supervisor/administrator recognizes me for a job well done.	3.72	Recognition 3.85
60.	I have the opportunity to express my career interests at D41.	3.69	Career Development 3.82
24.	My supervisor/administrator effectively communicates his/her expectations.	3.68	Communication 3.82
64.	I speak of D41 with pride.	3.66	Pride 4.02
54.	Quality relationships are valued across our school district.	3.64	Relationships 3.87
14.	I feel great pride in being a part of D41.	3.62	Pride 4.02
63.	D41 selects the right people for the right job.	3.60	Talent/Fit 3.87



October 2015

D41: Franklin- All Results (n=53)

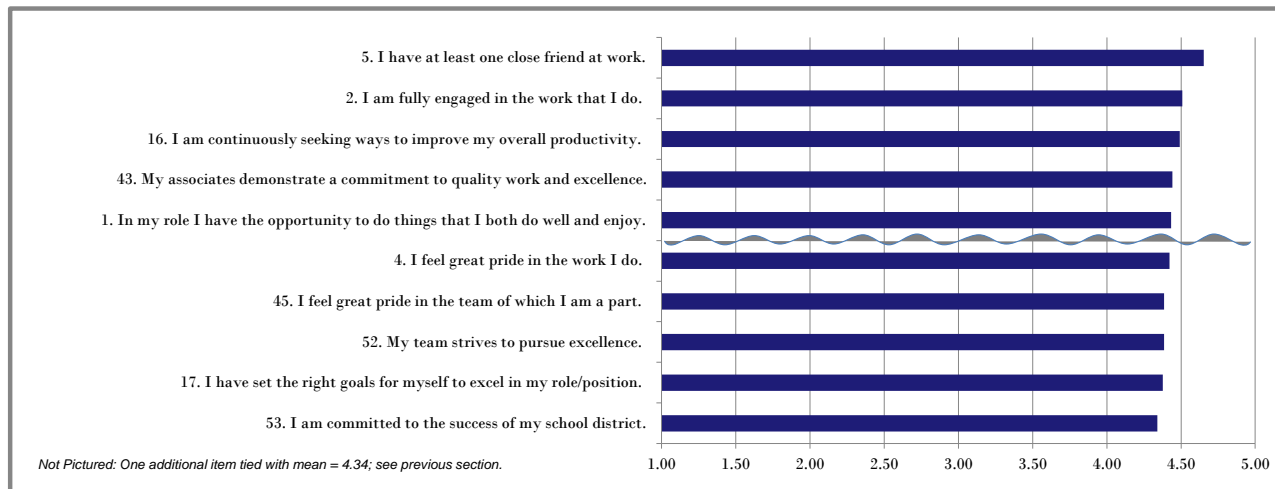
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.58	Support-Equip 3.69
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.57	Mission Conscious 3.62
3.	I am provided the core needs necessary for me to excel in my role.	3.55	Support-Equip 3.69
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.51	Mission Conscious 3.62
62.	I would recommend D41 to a friend as a great place to work.	3.47	Engage-Inspire 4.15
67.	D41 provides the "right" training for me to excel in my role.	3.45	Training & Development 3.84
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.44	Relationships 3.87
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.40	Support-Equip 3.69
7.	I have encouraged someone to apply at D41.	3.32	Talent/Fit 3.87
61.	D41 has a genuine concern and interest about me as a person.	3.28	Relationships 3.87
31.	I am provided personal coaching from my supervisor/administrator.	3.27	Relationships 3.87
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.21	Performance Planning 3.89
65.	I feel "in on things" that are happening at D41.	3.17	Communication 3.82
9.	I have received meaningful recognition in the past 10 days.	3.15	Recognition 3.85
68.	Business decisions made are consistent with our mission and core values.	3.12	Mission Conscious 3.62



October 2015
D41: Franklin-All Results (n=53)



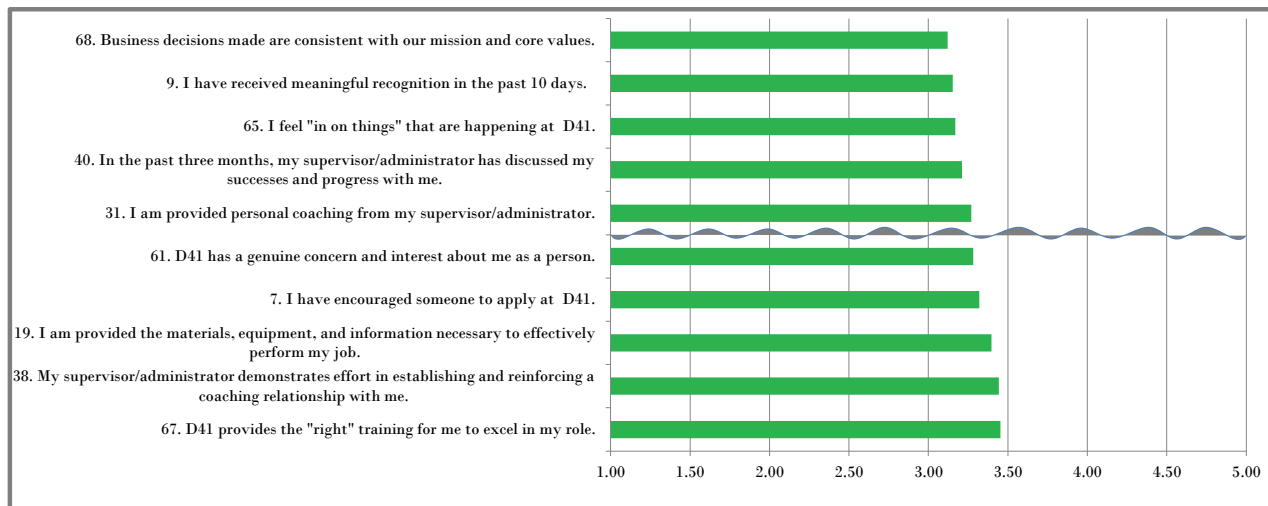
Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
5. I have at least one close friend at work.	Relationships	4.65	0.0% n=0	1.9% n=1	5.7% n=3	17.0% n=9	73.6% n=39	1.9% n=1
2. I am fully engaged in the work that I do.	Engage-Inspire	4.51	0.0% n=0	3.8% n=2	7.5% n=4	22.6% n=12	66.0% n=35	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.49	0.0% n=0	0.0% n=0	5.7% n=3	39.6% n=21	54.7% n=29	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.44	1.9% n=1	1.9% n=1	5.7% n=3	30.2% n=16	58.5% n=31	1.9% n=1
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.43	0.0% n=0	3.8% n=2	3.8% n=2	37.7% n=20	54.7% n=29	0.0% n=0
4. I feel great pride in the work I do.	Pride	4.42	0.0% n=0	3.8% n=2	7.5% n=4	30.2% n=16	56.6% n=30	1.9% n=1
45. I feel great pride in the team of which I am a part.	Pride	4.38	0.0% n=0	7.5% n=4	7.5% n=4	22.6% n=12	60.4% n=32	1.9% n=1
52. My team strives to pursue excellence.	Continuous Improvement	4.38	0.0% n=0	3.8% n=2	9.4% n=5	30.2% n=16	54.7% n=29	1.9% n=1
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.38	0.0% n=0	0.0% n=0	7.5% n=4	47.2% n=25	45.3% n=24	0.0% n=0
53. I am committed to the success of my school district.	Engage-Inspire	4.34	1.9% n=1	1.9% n=1	9.4% n=5	34.0% n=18	52.8% n=28	0.0% n=0





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Bottom 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.12	13.2% n=7	18.9% n=10	20.8% n=11	26.4% n=14	15.1% n=8	5.7% n=3
9. I have received meaningful recognition in the past 10 days.	Recognition	3.15	15.1% n=8	22.6% n=12	15.1% n=8	22.6% n=12	22.6% n=12	1.9% n=1
65. I feel "in on things" that are happening at D41.	Communication	3.17	17.0% n=9	13.2% n=7	22.6% n=12	30.2% n=16	17.0% 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	3.21	9.4% n=5	24.5% n=13	20.8% n=11	22.6% n=12	20.8% n=11	1.9% n=1
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.27	5.7% n=3	22.6% n=12	26.4% n=14	26.4% n=14	17.0% n=9	1.9% n=1
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.28	18.9% n=10	11.3% n=6	15.1% n=8	32.1% n=17	22.6% n=12	0.0% n=0
7. I have encouraged someone to apply at D41.	Talent/Fit	3.32	17.0% n=9	13.2% n=7	13.2% n=7	24.5% n=13	26.4% n=14	5.7% n=3
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.40	11.3% n=6	17.0% n=9	18.9% n=10	26.4% n=14	26.4% n=14	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.44	7.5% n=4	15.1% n=8	17.0% n=9	43.4% n=23	15.1% n=8	1.9% n=1
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.45	7.5% n=4	13.2% n=7	28.3% n=15	28.3% n=15	22.6% n=12	0.0% n=0

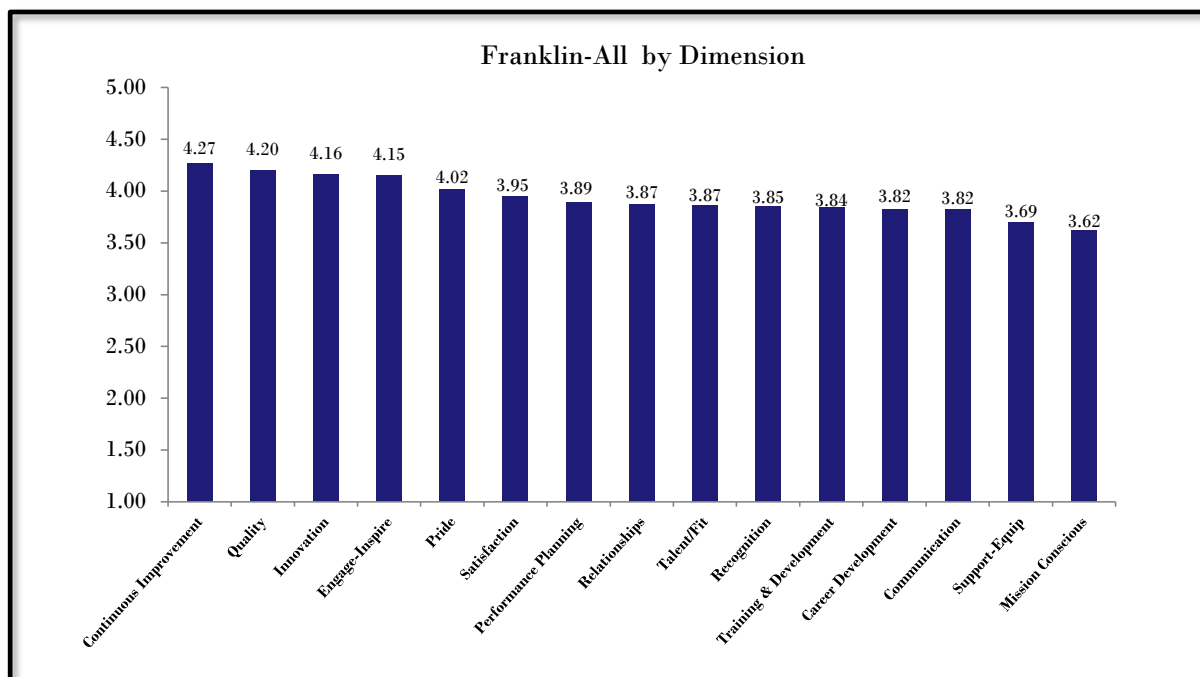




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.27
Quality	4.20
Innovation	4.16
Engage-Inspire	4.15
Pride	4.02
Satisfaction	3.95
Performance Planning	3.89
Relationships	3.87
Talent/Fit	3.87
Recognition	3.85
Training & Development	3.84
Career Development	3.82
Communication	3.82
Support-Equip	3.69
Mission Conscious	3.62





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Satisfaction / Engagement 3x3

