



October 2015

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

for D41:  
Franklin - Support Staff



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



October 2015

D41: Franklin - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Talent/Fit</b>	<b>4.04</b>						
11. I am in a role that allows me to maximize my talents and strengths.	<b>3.64</b>	7.1% n=1	14.3% n=2	7.1% n=1	50.0% n=7	21.4% n=3	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.64</b>	0.0% n=0	0.0% n=0	0.0% n=0	35.7% n=5	64.3% n=9	0.0% n=0
7. I have encouraged someone to apply at D41.	<b>3.67</b>	7.1% n=1	7.1% n=1	14.3% n=2	35.7% n=5	21.4% n=3	14.3% n=2
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.00</b>	0.0% n=0	7.1% n=1	7.1% n=1	57.1% n=8	21.4% n=3	7.1% n=1
56. I feel D41 is a great fit for me.	<b>4.43</b>	0.0% n=0	0.0% n=0	7.1% n=1	42.9% n=6	50.0% n=7	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	<b>4.14</b>	0.0% n=0	0.0% n=0	14.3% n=2	57.1% n=8	28.6% n=4	0.0% n=0
63. D41 selects the right people for the right job.	<b>3.71</b>	0.0% n=0	14.3% n=2	21.4% n=3	42.9% n=6	21.4% n=3	0.0% n=0
<b>Support-Equip</b>	<b>3.77</b>						
3. I am provided the core needs necessary for me to excel in my role.	<b>3.86</b>	0.0% n=0	21.4% n=3	14.3% n=2	21.4% n=3	42.9% n=6	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.57</b>	0.0% n=0	21.4% n=3	21.4% n=3	35.7% n=5	21.4% n=3	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	<b>3.86</b>	0.0% n=0	21.4% n=3	7.1% n=1	35.7% n=5	35.7% n=5	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>3.64</b>	7.1% n=1	14.3% n=2	14.3% n=2	35.7% n=5	28.6% n=4	0.0% n=0
33. My supervisor/administrator is available for me when needs arise.	<b>3.57</b>	0.0% n=0	28.6% n=4	14.3% n=2	28.6% n=4	28.6% n=4	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	<b>4.14</b>	0.0% n=0	7.1% n=1	7.1% n=1	50.0% n=7	35.7% n=5	0.0% n=0

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D41: Franklin - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Relationships</b>	<b>3.84</b>						
5. I have at least one close friend at work.	4.43	0.0% n=0	0.0% n=0	14.3% n=2	28.6% n=4	57.1% n=8	0.0% n=0
32. I have an open and trusting relationship with my supervisor/administrator.	4.14	0.0% n=0	14.3% n=2	0.0% n=0	42.9% n=6	42.9% n=6	0.0% n=0
25. My supervisor/administrator cares about me as a person.	4.21	0.0% n=0	7.1% n=1	14.3% n=2	28.6% n=4	50.0% n=7	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.21	7.1% n=1	28.6% n=4	14.3% n=2	35.7% n=5	14.3% n=2	0.0% n=0
51. My team has open and trusting relationships.	4.31	0.0% n=0	7.1% n=1	7.1% n=1	28.6% n=4	50.0% n=7	7.1% n=1
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.23	0.0% n=0	7.1% n=1	14.3% n=2	21.4% n=3	50.0% n=7	7.1% n=1
61. D41 has a genuine concern and interest about me as a person.	3.14	14.3% n=2	21.4% n=3	14.3% n=2	35.7% n=5	14.3% n=2	0.0% n=0
54. Quality relationships are valued across our school district.	3.64	0.0% n=0	21.4% n=3	14.3% n=2	42.9% n=6	21.4% n=3	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.29	7.1% n=1	14.3% n=2	28.6% n=4	42.9% n=6	7.1% n=1	0.0% n=0
<b>Quality</b>	<b>4.30</b>						
47. I am on a team that encourages each member to surpass expectations.	4.23	0.0% n=0	0.0% n=0	14.3% n=2	42.9% n=6	35.7% n=5	7.1% n=1
43. My associates demonstrate a commitment to quality work and excellence.	4.46	0.0% n=0	7.1% n=1	0.0% n=0	28.6% n=4	57.1% n=8	7.1% n=1
57. D41 is committed to quality work and excellence.	4.21	0.0% n=0	7.1% n=1	7.1% n=1	42.9% n=6	42.9% n=6	0.0% n=0

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D41: Franklin - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Communication</b>	<b>3.94</b>						
36. I have the opportunity to communicate with my supervisor/administrator.	<b>4.00</b>	0.0% n=0	14.3% n=2	7.1% n=1	42.9% n=6	35.7% n=5	0.0% n=0
24. My supervisor/administrator effectively communicates his/her expectations.	<b>3.93</b>	0.0% n=0	0.0% n=0	35.7% n=5	35.7% n=5	28.6% n=4	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.14</b>	0.0% n=0	0.0% n=0	21.4% n=3	42.9% n=6	35.7% n=5	0.0% n=0
27. My supervisor/administrator and I have effective two-way communication.	<b>4.07</b>	0.0% n=0	14.3% n=2	0.0% n=0	50.0% n=7	35.7% n=5	0.0% n=0
65. I feel "in on things" that are happening at D41.	<b>3.29</b>	0.0% n=0	21.4% n=3	35.7% n=5	35.7% n=5	7.1% n=1	0.0% n=0
44. Our team effectively communicates with each other.	<b>4.25</b>	0.0% n=0	14.3% n=2	0.0% n=0	21.4% n=3	50.0% n=7	14.3% n=2
<b>Recognition</b>	<b>4.00</b>						
29. My supervisor/administrator recognizes me for a job well done.	<b>3.79</b>	0.0% n=0	21.4% n=3	0.0% n=0	57.1% n=8	21.4% n=3	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	<b>3.46</b>	0.0% n=0	28.6% n=4	14.3% n=2	28.6% n=4	21.4% n=3	7.1% n=1
66. Excellence is recognized in my school district.	<b>4.00</b>	0.0% n=0	0.0% n=0	14.3% n=2	71.4% n=10	14.3% n=2	0.0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	<b>4.36</b>	0.0% n=0	0.0% n=0	14.3% n=2	35.7% n=5	50.0% n=7	0.0% n=0
48. My team recognizes each other's efforts and impact.	<b>4.38</b>	0.0% n=0	0.0% n=0	14.3% n=2	28.6% n=4	50.0% n=7	7.1% n=1



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D41: Franklin - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Performance Planning</b>	<b>3.87</b>						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>2.92</b>	7.1% n=1	28.6% n=4	28.6% n=4	21.4% n=3	7.1% n=1	7.1% n=1
17. I have set the right goals for myself to excel in my role/position.	<b>4.43</b>	0.0% n=0	0.0% n=0	0.0% n=0	57.1% n=8	42.9% n=6	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	<b>4.31</b>	0.0% n=0	0.0% n=0	14.3% n=2	35.7% n=5	42.9% n=6	7.1% n=1
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>3.86</b>	0.0% n=0	7.1% n=1	21.4% n=3	50.0% n=7	21.4% n=3	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	<b>3.79</b>	0.0% n=0	14.3% n=2	14.3% n=2	50.0% n=7	21.4% n=3	0.0% n=0
<b>Training &amp; Development</b>	<b>3.61</b>						
35. My supervisor/administrator supports my personal and professional development.	<b>3.71</b>	0.0% n=0	21.4% n=3	14.3% n=2	35.7% n=5	28.6% n=4	0.0% n=0
6. I am provided opportunities to further my growth and development.	<b>3.93</b>	0.0% n=0	7.1% n=1	14.3% n=2	57.1% n=8	21.4% n=3	0.0% n=0
15. I am properly trained to achieve excellence in my work.	<b>3.71</b>	0.0% n=0	21.4% n=3	21.4% n=3	21.4% n=3	35.7% n=5	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	<b>3.21</b>	7.1% n=1	21.4% n=3	35.7% n=5	14.3% n=2	21.4% n=3	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	<b>3.50</b>	0.0% n=0	21.4% n=3	21.4% n=3	42.9% n=6	14.3% n=2	0.0% n=0



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D41: Franklin - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Career Development</b>	<b>3.75</b>						
70. I would like to work at D41 long term.	4.15	0.0% n=0	7.1% n=1	7.1% n=1	42.9% n=6	35.7% n=5	7.1% n=1
58. D41 provides the experience and development for me to further my career here.	3.55	0.0% n=0	14.3% n=2	28.6% n=4	14.3% n=2	21.4% n=3	21.4% n=3
71. I am aware of the career opportunities that are available for me at D41.	3.92	0.0% n=0	0.0% n=0	21.4% n=3	50.0% n=7	14.3% n=2	14.3% n=2
59. I value the career opportunities that I have at D41.	3.75	0.0% n=0	14.3% n=2	14.3% n=2	35.7% n=5	21.4% n=3	14.3% n=2
60. I have the opportunity to express my career interests at D41.	3.33	0.0% n=0	21.4% n=3	21.4% n=3	35.7% n=5	7.1% n=1	14.3% n=2
<b>Engage-Inspire</b>	<b>4.37</b>						
2. I am fully engaged in the work that I do.	4.64	0.0% n=0	0.0% n=0	7.1% n=1	21.4% n=3	71.4% n=10	0.0% n=0
12. I am highly committed to and energized by my work.	4.64	0.0% n=0	0.0% n=0	7.1% n=1	21.4% n=3	71.4% n=10	0.0% n=0
8. I am driven to contribute to the success of D41.	4.29	0.0% n=0	0.0% n=0	21.4% n=3	28.6% n=4	50.0% n=7	0.0% n=0
53. I am committed to the success of my school district.	4.43	0.0% n=0	0.0% n=0	14.3% n=2	28.6% n=4	57.1% n=8	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	3.86	0.0% n=0	7.1% n=1	21.4% n=3	50.0% n=7	21.4% n=3	0.0% n=0



October 2015

D41: Franklin - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Satisfaction</b>	<b>4.36</b>						
13. I am satisfied with my role/work.	4.21	0.0% n=0	7.1% n=1	7.1% n=1	42.9% n=6	42.9% n=6	0.0% n=0
46. I am satisfied being a part of my team.	4.38	0.0% n=0	7.1% n=1	0.0% n=0	35.7% n=5	50.0% n=7	7.1% n=1
73. Overall, I am very satisfied with D41 as a place to work.	4.36	0.0% n=0	0.0% n=0	7.1% n=1	50.0% n=7	42.9% n=6	0.0% n=0
20. I look forward to coming to work every day.	4.50	0.0% n=0	0.0% n=0	0.0% n=0	50.0% n=7	50.0% n=7	0.0% n=0
<b>Mission Conscious</b>	<b>3.76</b>						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.29	7.1% n=1	14.3% n=2	28.6% n=4	42.9% n=6	7.1% n=1	0.0% n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.	4.07	0.0% n=0	0.0% n=0	14.3% n=2	64.3% n=9	21.4% n=3	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	4.43	0.0% n=0	0.0% n=0	7.1% n=1	42.9% n=6	50.0% n=7	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.17	0.0% n=0	21.4% n=3	28.6% n=4	35.7% n=5	0.0% n=0	14.3% n=2
<b>Pride</b>	<b>4.36</b>						
4. I feel great pride in the work I do.	4.64	0.0% n=0	0.0% n=0	7.1% n=1	21.4% n=3	71.4% n=10	0.0% n=0
14. I feel great pride in being a part of D41.	4.21	0.0% n=0	7.1% n=1	21.4% n=3	14.3% n=2	57.1% n=8	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.46	0.0% n=0	7.1% n=1	0.0% n=0	28.6% n=4	57.1% n=8	7.1% n=1
64. I speak of D41 with pride.	4.14	0.0% n=0	0.0% n=0	21.4% n=3	42.9% n=6	35.7% n=5	0.0% n=0



October 2015

D41: Franklin - Support Staff Results (n=14)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
<b>Continuous Improvement</b>	<b>4.41</b>						
52. My team strives to pursue excellence.	4.46	0.0% n=0	7.1% n=1	0.0% n=0	28.6% n=4	57.1% n=8	7.1% n=1
21. I strive to find a better way every day.	4.29	0.0% n=0	7.1% n=1	7.1% n=1	35.7% n=5	50.0% n=7	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.50	0.0% n=0	0.0% n=0	0.0% n=0	50.0% n=7	50.0% n=7	0.0% n=0
<b>Innovation</b>	<b>4.28</b>						
69. D41 encourages innovation.	4.00	0.0% n=0	0.0% n=0	14.3% n=2	71.4% n=10	14.3% n=2	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	4.50	0.0% n=0	0.0% n=0	14.3% n=2	21.4% n=3	64.3% n=9	0.0% n=0
42. Our team encourages innovation.	4.33	0.0% n=0	0.0% n=0	21.4% n=3	14.3% n=2	50.0% n=7	14.3% n=2





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D41: Franklin - Support Staff Results (n=14)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	<b>4.64</b>	Engage-Inspire 4.37
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.64</b>	Talent/Fit 4.04
4.	I feel great pride in the work I do.	<b>4.64</b>	Pride 4.36
12.	I am highly committed to and energized by my work.	<b>4.64</b>	Engage-Inspire 4.37
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.50</b>	Innovation 4.28
55.	I am part of a school district that continues to pursue excellence every day.	<b>4.50</b>	Continuous Improvement 4.41
20.	I look forward to coming to work every day.	<b>4.50</b>	Satisfaction 4.36
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.46</b>	Quality 4.30
52.	My team strives to pursue excellence.	<b>4.46</b>	Continuous Improvement 4.41
45.	I feel great pride in the team of which I am a part.	<b>4.46</b>	Pride 4.36
5.	I have at least one close friend at work.	<b>4.43</b>	Relationships 3.84
17.	I have set the right goals for myself to excel in my role/position.	<b>4.43</b>	Performance Planning 3.87
53.	I am committed to the success of my school district.	<b>4.43</b>	Engage-Inspire 4.37
22.	I am aware and knowledgeable about our school district's mission.	<b>4.43</b>	Mission Conscious 3.76



October 2015

D41: Franklin - Suport Staff Results (n=14)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
56.	I feel D41 is a great fit for me.	<b>4.43</b>	Talent/Fit 4.04
46.	I am satisfied being a part of my team.	<b>4.38</b>	Satisfaction 4.36
48.	My team recognizes each other's efforts and impact.	<b>4.38</b>	Recognition 4.00
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.36</b>	Recognition 4.00
73.	Overall, I am very satisfied with D41 as a place to work.	<b>4.36</b>	Satisfaction 4.36
42.	Our team encourages innovation.	<b>4.33</b>	Innovation 4.28
51.	My team has open and trusting relationships.	<b>4.31</b>	Relationships 3.84
49.	Our team effectively sets goals to further enhance our performance.	<b>4.31</b>	Performance Planning 3.87
21.	I strive to find a better way every day.	<b>4.29</b>	Continuous Improvement 4.41
8.	I am driven to contribute to the success of D41.	<b>4.29</b>	Engage-Inspire 4.37
44.	Our team effectively communicates with each other.	<b>4.25</b>	Communication 3.94
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.23</b>	Relationships 3.84
47.	I am on a team that encourages each member to surpass expectations.	<b>4.23</b>	Quality 4.30
25.	My supervisor/administrator cares about me as a person.	<b>4.21</b>	Relationships 3.84
57.	D41 is committed to quality work and excellence.	<b>4.21</b>	Quality 4.30



October 2015

D41: Franklin - Support Staff Results (n=14)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
13.	I am satisfied with my role/work.	<b>4.21</b>	Satisfaction 4.36
14.	I feel great pride in being a part of D41.	<b>4.21</b>	Pride 4.36
70.	I would like to work at D41 long term.	<b>4.15</b>	Career Development 3.75
72.	Our school district selects highly talented individuals when hiring.	<b>4.14</b>	Talent/Fit 4.04
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>4.14</b>	Relationships 3.84
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>4.14</b>	Support-Equip 3.77
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.14</b>	Communication 3.94
64.	I speak of D41 with pride.	<b>4.14</b>	Pride 4.36
27.	My supervisor/administrator and I have effective two-way communication.	<b>4.07</b>	Communication 3.94
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	<b>4.07</b>	Mission Conscious 3.76
36.	I have the opportunity to communicate with my supervisor/administrator.	<b>4.00</b>	Communication 3.94
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.00</b>	Talent/Fit 4.04
69.	D41 encourages innovation.	<b>4.00</b>	Innovation 4.28
66.	Excellence is recognized in my school district.	<b>4.00</b>	Recognition 4.00
6.	I am provided opportunities to further my growth and development.	<b>3.93</b>	Training & Development 3.61



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>3.93</b>	Communication 3.94
71.	I am aware of the career opportunities that are available for me at D41.	<b>3.92</b>	Career Development 3.75
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>3.86</b>	Performance Planning 3.87
34.	My supervisor/administrator is actively responsive to my needs.	<b>3.86</b>	Support-Equip 3.77
3.	I am provided the core needs necessary for me to excel in my role.	<b>3.86</b>	Support-Equip 3.77
62.	I would recommend D41 to a friend as a great place to work.	<b>3.86</b>	Engage-Inspire 4.37
37.	My supervisor/administrator motivates me to achieve my goals.	<b>3.79</b>	Performance Planning 3.87
29.	My supervisor/administrator recognizes me for a job well done.	<b>3.79</b>	Recognition 4.00
59.	I value the career opportunities that I have at D41.	<b>3.75</b>	Career Development 3.75
35.	My supervisor/administrator supports my personal and professional development.	<b>3.71</b>	Training & Development 3.61
15.	I am properly trained to achieve excellence in my work.	<b>3.71</b>	Training & Development 3.61
63.	D41 selects the right people for the right job.	<b>3.71</b>	Talent/Fit 4.04
7.	I have encouraged someone to apply at D41.	<b>3.67</b>	Talent/Fit 4.04
11.	I am in a role that allows me to maximize my talents and strengths.	<b>3.64</b>	Talent/Fit 4.04
54.	Quality relationships are valued across our school district.	<b>3.64</b>	Relationships 3.84



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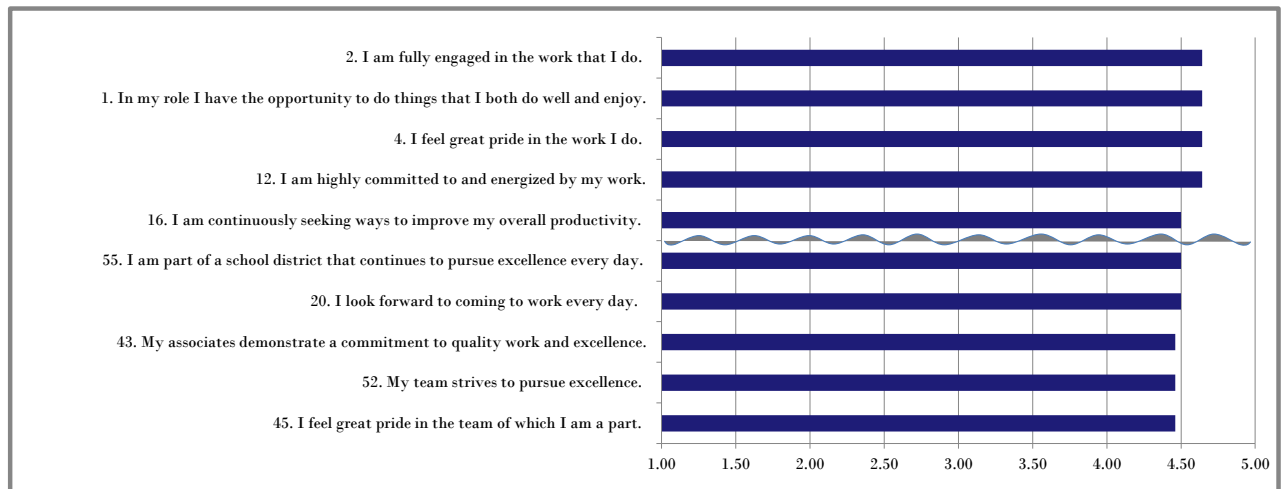
D41: Franklin - Support Staff Results (n=14)

	<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.	<b>3.64</b>	Support-Equip 3.77
33.	My supervisor/administrator is available for me when needs arise.	<b>3.57</b>	Support-Equip 3.77
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.57</b>	Support-Equip 3.77
58.	D41 provides the experience and development for me to further my career here.	<b>3.55</b>	Career Development 3.75
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>3.50</b>	Training & Development 3.61
9.	I have received meaningful recognition in the past 10 days.	<b>3.46</b>	Recognition 4.00
60.	I have the opportunity to express my career interests at D41.	<b>3.33</b>	Career Development 3.75
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>3.29</b>	Mission Conscious 3.76
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.29</b>	Relationships 3.84
65.	I feel "in on things" that are happening at D41.	<b>3.29</b>	Communication 3.94
67.	D41 provides the "right" training for me to excel in my role.	<b>3.21</b>	Training & Development 3.61
31.	I am provided personal coaching from my supervisor/administrator.	<b>3.21</b>	Relationships 3.84
68.	Business decisions made are consistent with our mission and core values.	<b>3.17</b>	Mission Conscious 3.76
61.	D41 has a genuine concern and interest about me as a person.	<b>3.14</b>	Relationships 3.84
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>2.92</b>	Performance Planning 3.87



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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	4.64	0.0% n=0	0.0% n=0	7.1% n=1	21.4% n=3	71.4% n=10	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.64	0.0% n=0	0.0% n=0	0.0% n=0	35.7% n=5	64.3% n=9	0.0% n=0
4. I feel great pride in the work I do.	Pride	4.64	0.0% n=0	0.0% n=0	7.1% n=1	21.4% n=3	71.4% n=10	0.0% n=0
12. I am highly committed to and energized by my work.	Engage-Inspire	4.64	0.0% n=0	0.0% n=0	7.1% n=1	21.4% n=3	71.4% n=10	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.50	0.0% n=0	0.0% n=0	14.3% n=2	21.4% n=3	64.3% n=9	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	Continuous Improvement	4.50	0.0% n=0	0.0% n=0	0.0% n=0	50.0% n=7	50.0% n=7	0.0% n=0
20. I look forward to coming to work every day.	Satisfaction	4.50	0.0% n=0	0.0% n=0	0.0% n=0	50.0% n=7	50.0% n=7	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.46	0.0% n=0	7.1% n=1	0.0% n=0	28.6% n=4	57.1% n=8	7.1% n=1
52. My team strives to pursue excellence.	Continuous Improvement	4.46	0.0% n=0	7.1% n=1	0.0% n=0	28.6% n=4	57.1% n=8	7.1% n=1
45. I feel great pride in the team of which I am a part.	Pride	4.46	0.0% n=0	7.1% n=1	0.0% n=0	28.6% n=4	57.1% n=8	7.1% n=1

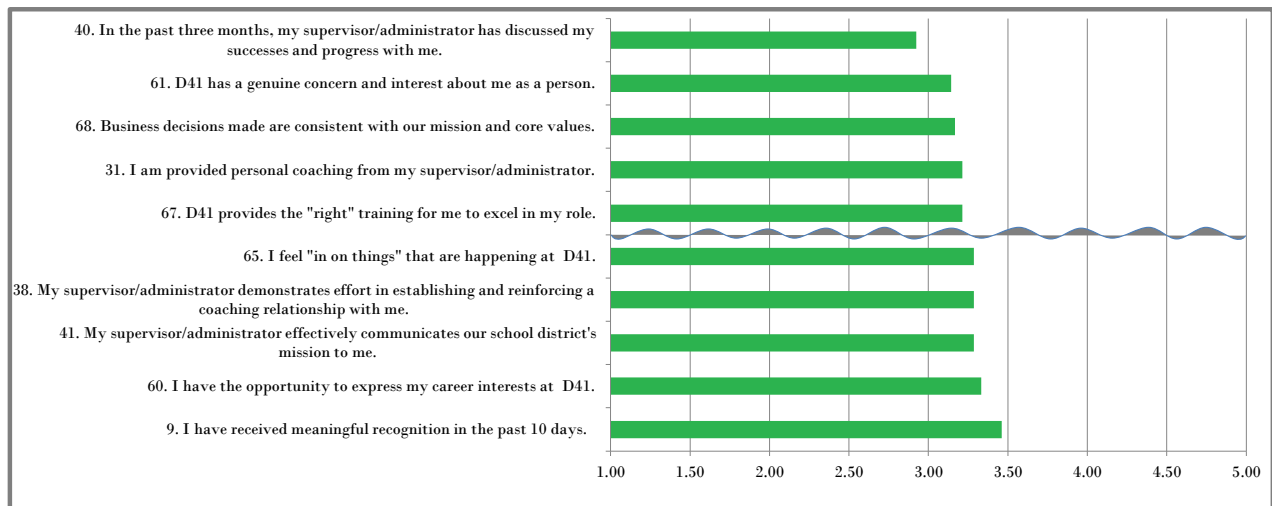




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D41: Franklin - Suport Staff Results (n=14)

<b>Bottom 10 Rank Ordered By Mean</b>		<i>Dimension</i>	<b>Mean</b>	<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>
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	<b>2.92</b>	7.1% n=1	28.6% n=4	28.6% n=4	21.4% n=3	7.1% n=1	7.1% n=1	
61. D41 has a genuine concern and interest about me as a person.	Relationships	<b>3.14</b>	14.3% n=2	21.4% n=3	14.3% n=2	35.7% n=5	14.3% n=2	0.0% n=0	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	<b>3.17</b>	0.0% n=0	21.4% n=3	28.6% n=4	35.7% n=5	0.0% n=0	14.3% n=2	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	<b>3.21</b>	7.1% n=1	28.6% n=4	14.3% n=2	35.7% n=5	14.3% n=2	0.0% n=0	
67. D41 provides the "right" training for me to excel in my role.	Training & Development	<b>3.21</b>	7.1% n=1	21.4% n=3	35.7% n=5	14.3% n=2	21.4% n=3	0.0% n=0	
65. I feel "in on things" that are happening at D41.	Communication	<b>3.29</b>	0.0% n=0	21.4% n=3	35.7% n=5	35.7% n=5	7.1% n=1	0.0% n=0	
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	<b>3.29</b>	7.1% n=1	14.3% n=2	28.6% n=4	42.9% n=6	7.1% n=1	0.0% n=0	
41. My supervisor/administrator effectively communicates our school district's mission to me.	Mission Conscious	<b>3.29</b>	7.1% n=1	14.3% n=2	28.6% n=4	42.9% n=6	7.1% n=1	0.0% n=0	
60. I have the opportunity to express my career interests at D41.	Career Development	<b>3.33</b>	0.0% n=0	21.4% n=3	21.4% n=3	35.7% n=5	7.1% n=1	14.3% n=2	
9. I have received meaningful recognition in the past 10 days.	Recognition	<b>3.46</b>	0.0% n=0	28.6% n=4	14.3% n=2	28.6% n=4	21.4% n=3	7.1% n=1	

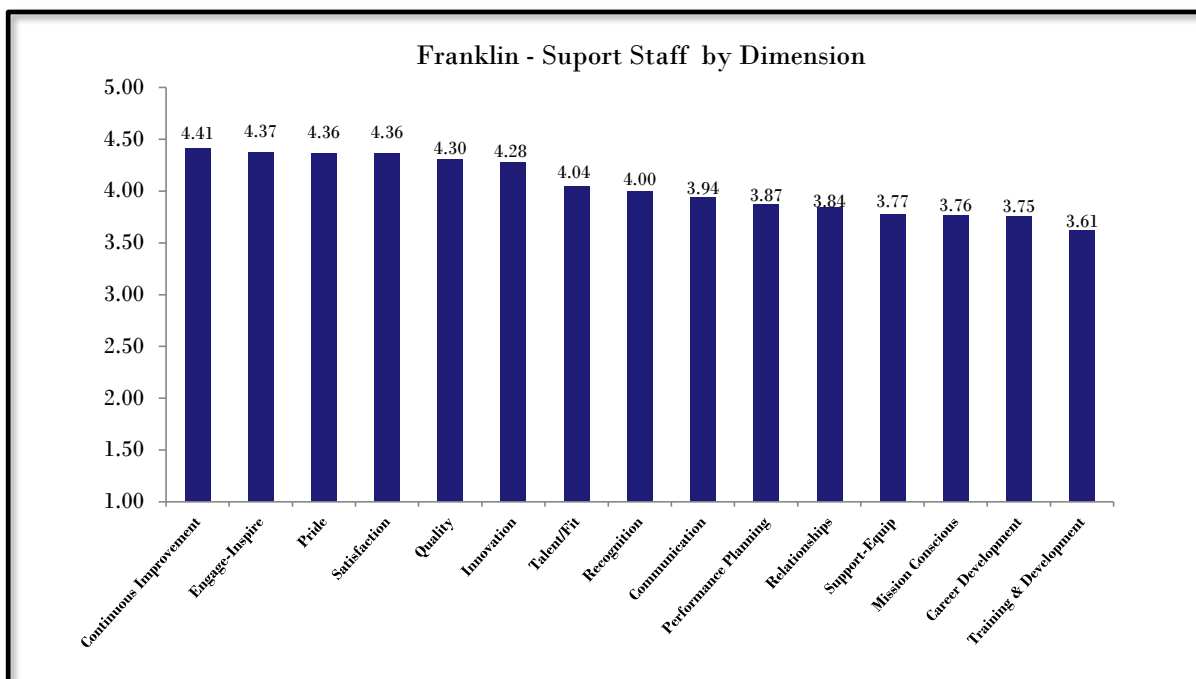




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D41: Franklin - Support Staff Results (n=14)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.41
Engage-Inspire	4.37
Pride	4.36
Satisfaction	4.36
Quality	4.30
Innovation	4.28
Talent/Fit	4.04
Recognition	4.00
Communication	3.94
Performance Planning	3.87
Relationships	3.84
Support-Equip	3.77
Mission Conscious	3.76
Career Development	3.75
Training & Development	3.61







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D41: Franklin - Suport Staff Results (n=14)

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

