



October 2015

Insight^eX Cultural Assessment

for D41:
Full District



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



October 2015
 D41: Full District Results (N=341)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	4.03						
11. I am in a role that allows me to maximize my talents and strengths.	4.05	2.9% n=10	8.8% n=30	10.3% n=35	36.7% n=125	41.3% n=141	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.41	0.9% n=3	2.6% n=9	5.3% n=18	36.7% n=125	54.0% n=184	0.6% n=2
7. I have encouraged someone to apply at D41.	3.66	7.3% n=25	10.3% n=35	16.1% n=55	28.7% n=98	27.9% n=95	9.7% n=33
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.94	3.2% n=11	4.7% n=16	14.7% n=50	44.3% n=151	28.2% n=96	5.0% n=17
56. I feel D41 is a great fit for me.	4.20	2.6% n=9	2.9% n=10	13.2% n=45	34.3% n=117	46.6% n=159	0.3% n=1
72. Our school district selects highly talented individuals when hiring.	4.12	2.6% n=9	1.8% n=6	15.2% n=52	40.2% n=137	38.7% n=132	1.5% n=5
63. D41 selects the right people for the right job.	3.80	3.8% n=13	5.3% n=18	25.8% n=88	36.4% n=124	27.9% n=95	0.9% n=3
Support-Equip	3.78						
3. I am provided the core needs necessary for me to excel in my role.	3.76	2.1% n=7	18.2% n=62	10.3% n=35	41.1% n=140	28.4% n=97	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.62	5.6% n=19	15.8% n=54	15.0% n=51	37.8% n=129	25.8% n=88	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	3.89	3.8% n=13	9.7% n=33	13.5% n=46	40.2% n=137	32.8% n=112	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.47	6.7% n=23	16.1% n=55	19.6% n=67	37.5% n=128	19.4% n=66	0.6% n=2
33. My supervisor/administrator is available for me when needs arise.	4.04	2.3% n=8	5.9% n=20	13.8% n=47	41.1% n=140	36.7% n=125	0.3% n=1
23. I have a supportive coaching relationship with my supervisor/administrator.	3.89	4.1% n=14	8.8% n=30	14.7% n=50	39.0% n=133	33.4% n=114	0.0% n=0



October 2015
 D41: Full District Results (N=341)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships							
3.90							
5. I have at least one close friend at work.	4.55	0.9% n=3	1.8% n=6	4.7% n=16	26.1% n=89	65.7% n=224	0.9% n=3
32. I have an open and trusting relationship with my supervisor/administrator.	3.83	5.0% n=17	9.7% n=33	15.8% n=54	36.1% n=123	32.8% n=112	0.6% n=2
25. My supervisor/administrator cares about me as a person.	3.97	4.4% n=15	7.0% n=24	15.0% n=51	34.3% n=117	39.0% n=133	0.3% n=1
31. I am provided personal coaching from my supervisor/administrator.	3.34	7.0% n=24	19.1% n=65	23.2% n=79	31.1% n=106	17.9% n=61	1.8% n=6
51. My team has open and trusting relationships.	4.15	2.1% n=7	6.5% n=22	10.9% n=37	34.9% n=119	44.6% n=152	1.2% n=4
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.22	1.5% n=5	5.9% n=20	10.9% n=37	31.7% n=108	48.4% n=165	1.8% n=6
61. D41 has a genuine concern and interest about me as a person.	3.59	8.2% n=28	11.1% n=38	22.0% n=75	31.1% n=106	27.6% n=94	0.0% n=0
54. Quality relationships are valued across our school district.	3.89	3.8% n=13	9.1% n=31	16.1% n=55	36.4% n=124	34.3% n=117	0.3% n=1
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.59	5.6% n=19	11.1% n=38	22.9% n=78	39.0% n=133	20.8% n=71	0.6% n=2
Quality							
4.30							
47. I am on a team that encourages each member to surpass expectations.	4.15	1.5% n=5	4.1% n=14	14.4% n=49	36.4% n=124	42.2% n=144	1.5% n=5
43. My associates demonstrate a commitment to quality work and excellence.	4.48	0.9% n=3	1.5% n=5	5.0% n=17	33.7% n=115	58.1% n=198	0.9% n=3
57. D41 is committed to quality work and excellence.	4.26	2.1% n=7	3.8% n=13	7.9% n=27	38.1% n=130	47.5% n=162	0.6% n=2



October 2015
 D41: Full District Results (N=341)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	3.92						
36. I have the opportunity to communicate with my supervisor/administrator.	4.11	1.8% n=6	4.4% n=15	10.0% n=34	48.7% n=166	34.6% n=118	0.6% n=2
24. My supervisor/administrator effectively communicates his/her expectations.	3.82	3.2% n=11	10.9% n=37	16.7% n=57	39.3% n=134	29.9% n=102	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.83	3.5% n=12	8.2% n=28	17.3% n=59	42.8% n=146	27.3% n=93	0.9% n=3
27. My supervisor/administrator and I have effective two-way communication.	3.92	4.1% n=14	7.3% n=25	13.2% n=45	42.8% n=146	32.6% n=111	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.54	8.5% n=29	11.4% n=39	20.8% n=71	35.2% n=120	23.5% n=80	0.6% n=2
44. Our team effectively communicates with each other.	4.28	1.8% n=6	5.0% n=17	7.3% n=25	35.2% n=120	49.9% n=170	0.9% n=3
Recognition	3.87						
29. My supervisor/administrator recognizes me for a job well done.	3.70	5.6% n=19	12.6% n=43	16.7% n=57	36.1% n=123	29.0% n=99	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.22	12.3% n=42	21.7% n=74	15.2% n=52	32.0% n=109	18.2% n=62	0.6% n=2
66. Excellence is recognized in my school district.	3.95	2.6% n=9	6.2% n=21	16.4% n=56	43.1% n=147	31.4% n=107	0.3% n=1
18. I have provided meaningful recognition to others in the past 10 days.	4.21	1.2% n=4	4.1% n=14	6.5% n=22	48.1% n=164	38.7% n=132	1.5% n=5
48. My team recognizes each other's efforts and impact.	4.25	1.5% n=5	3.2% n=11	10.0% n=34	38.7% n=132	45.7% n=156	0.9% n=3



October 2015

D41: Full District Results (N=341)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	3.97						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.39	6.5% n=22	21.1% n=72	18.5% n=63	28.7% n=98	21.4% n=73	3.8% n=13
17. I have set the right goals for myself to excel in my role/position.	4.39	0.6% n=2	1.2% n=4	6.7% n=23	41.9% n=143	49.6% n=169	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.13	1.5% n=5	3.2% n=11	14.1% n=48	41.6% n=142	38.1% n=130	1.5% n=5
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.11	1.8% n=6	6.5% n=22	10.0% n=34	41.9% n=143	39.6% n=135	0.3% n=1
37. My supervisor/administrator motivates me to achieve my goals.	3.82	3.2% n=11	8.8% n=30	19.6% n=67	39.9% n=136	28.4% n=97	0.0% n=0
Training & Development	3.94						
35. My supervisor/administrator supports my personal and professional development.	4.01	3.2% n=11	3.8% n=13	15.5% n=53	42.5% n=145	34.3% n=117	0.6% n=2
6. I am provided opportunities to further my growth and development.	4.09	1.8% n=6	6.7% n=23	9.4% n=32	44.3% n=151	37.5% n=128	0.3% n=1
15. I am properly trained to achieve excellence in my work.	4.05	1.5% n=5	9.4% n=32	11.1% n=38	39.0% n=133	39.0% n=133	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.60	5.3% n=18	11.7% n=40	23.5% n=80	37.2% n=127	22.3% n=76	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	3.93	2.1% n=7	8.2% n=28	17.0% n=58	39.9% n=136	32.8% n=112	0.0% n=0



October 2015

D41: Full District Results (N=341)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	4.01						
70. I would like to work at D41 long term.	4.26	2.6% n=9	3.2% n=11	10.6% n=36	32.3% n=110	50.1% n=171	1.2% n=4
58. D41 provides the experience and development for me to further my career here.	3.95	4.1% n=14	7.3% n=25	17.9% n=61	29.3% n=100	39.6% n=135	1.8% n=6
71. I am aware of the career opportunities that are available for me at D41.	3.91	3.8% n=13	7.9% n=27	16.1% n=55	34.3% n=117	34.6% n=118	3.2% n=11
59. I value the career opportunities that I have at D41.	4.09	2.9% n=10	4.7% n=16	15.0% n=51	33.4% n=114	42.2% n=144	1.8% n=6
60. I have the opportunity to express my career interests at D41.	3.86	4.1% n=14	6.5% n=22	21.7% n=74	32.6% n=111	32.8% n=112	2.3% n=8
Engage-Inspire	4.36						
2. I am fully engaged in the work that I do.	4.65	0.9% n=3	1.2% n=4	2.1% n=7	23.5% n=80	71.6% n=244	0.9% n=3
12. I am highly committed to and energized by my work.	4.35	1.2% n=4	2.6% n=9	7.0% n=24	37.8% n=129	51.0% n=174	0.3% n=1
8. I am driven to contribute to the success of D41.	4.43	1.2% n=4	2.1% n=7	5.0% n=17	36.1% n=123	54.8% n=187	0.9% n=3
53. I am committed to the success of my school district.	4.57	0.9% n=3	0.6% n=2	3.8% n=13	29.9% n=102	64.5% n=220	0.3% n=1
62. I would recommend D41 to a friend as a great place to work.	3.79	5.9% n=20	7.9% n=27	21.7% n=74	30.5% n=104	33.7% n=115	0.3% n=1



October 2015
 D41: Full District Results (N=341)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.09						
13. I am satisfied with my role/work.	4.06	1.2% n=4	7.6% n=26	12.6% n=43	40.8% n=139	37.8% n=129	0.0% n=0
46. I am satisfied being a part of my team.	4.33	1.8% n=6	3.2% n=11	8.8% n=30	32.3% n=110	53.1% n=181	0.9% n=3
73. Overall, I am very satisfied with D41 as a place to work.	4.06	2.9% n=10	5.3% n=18	13.5% n=46	39.9% n=136	38.4% n=131	0.0% n=0
20. I look forward to coming to work every day.	3.91	2.9% n=10	9.1% n=31	14.7% n=50	41.1% n=140	32.3% n=110	0.0% n=0
Mission Conscious	3.85						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.71	3.8% n=13	8.8% n=30	22.9% n=78	39.9% n=136	23.5% n=80	1.2% n=4
74. D41 effectively aligns our day-to-day activities with the school district's mission.	3.90	2.9% n=10	5.0% n=17	18.8% n=64	44.6% n=152	27.9% n=95	0.9% n=3
22. I am aware and knowledgeable about our school district's mission.	4.32	0.9% n=3	2.6% n=9	4.7% n=16	47.2% n=161	44.6% n=152	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.45	6.5% n=22	11.4% n=39	29.0% n=99	31.7% n=108	18.2% n=62	3.2% n=11
Pride	4.26						
4. I feel great pride in the work I do.	4.57	0.6% n=2	1.8% n=6	3.5% n=12	27.9% n=95	65.4% n=223	0.9% n=3
14. I feel great pride in being a part of D41.	4.04	5.9% n=20	4.4% n=15	12.3% n=42	34.9% n=119	42.5% n=145	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.40	1.2% n=4	2.6% n=9	8.5% n=29	29.9% n=102	56.9% n=194	0.9% n=3
64. I speak of D41 with pride.	4.03	4.1% n=14	2.9% n=10	15.2% n=52	41.1% n=140	36.4% n=124	0.3% n=1



October 2015

D41: Full District Results (N=341)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.36						
52. My team strives to pursue excellence.	4.38	0.9% n=3	2.1% n=7	7.9% n=27	35.8% n=122	52.5% n=179	0.9% n=3
21. I strive to find a better way every day.	4.41	0.6% n=2	0.9% n=3	4.7% n=16	44.6% n=152	49.3% n=168	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.29	2.1% n=7	3.8% n=13	5.9% n=20	39.6% n=135	48.7% n=166	0.0% n=0
Innovation	4.33						
69. D41 encourages innovation.	4.17	2.3% n=8	2.3% n=8	12.3% n=42	41.3% n=141	40.8% n=139	0.9% n=3
16. I am continuously seeking ways to improve my overall productivity.	4.55	0.6% n=2	1.2% n=4	3.8% n=13	31.1% n=106	63.3% n=216	0.0% n=0
42. Our team encourages innovation.	4.27	1.2% n=4	3.2% n=11	10.9% n=37	36.7% n=125	47.2% n=161	0.9% n=3



October 2015

D41: Full District Results (N=341)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.65	Engage-Inspire 4.36
4.	I feel great pride in the work I do.	4.57	Pride 4.26
53.	I am committed to the success of my school district.	4.57	Engage-Inspire 4.36
16.	I am continuously seeking ways to improve my overall productivity.	4.55	Innovation 4.33
5.	I have at least one close friend at work.	4.55	Relationships 3.90
43.	My associates demonstrate a commitment to quality work and excellence.	4.48	Quality 4.30
8.	I am driven to contribute to the success of D41.	4.43	Engage-Inspire 4.36
21.	I strive to find a better way every day.	4.41	Continuous Improvement 4.36
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.41	Talent/Fit 4.03
45.	I feel great pride in the team of which I am a part.	4.40	Pride 4.26
17.	I have set the right goals for myself to excel in my role/position.	4.39	Performance Planning 3.97
52.	My team strives to pursue excellence.	4.38	Continuous Improvement 4.36
12.	I am highly committed to and energized by my work.	4.35	Engage-Inspire 4.36
46.	I am satisfied being a part of my team.	4.33	Satisfaction 4.09



October 2015

D41: Full District Results (N=341)

	<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.	4.32	Mission Conscious 3.85
55.	I am part of a school district that continues to pursue excellence every day.	4.29	Continuous Improvement 4.36
44.	Our team effectively communicates with each other.	4.28	Communication 3.92
42.	Our team encourages innovation.	4.27	Innovation 4.33
57.	D41 is committed to quality work and excellence.	4.26	Quality 4.30
70.	I would like to work at D41 long term.	4.26	Career Development 4.01
48.	My team recognizes each other's efforts and impact.	4.25	Recognition 3.87
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.22	Relationships 3.90
18.	I have provided meaningful recognition to others in the past 10 days.	4.21	Recognition 3.87
56.	I feel D41 is a great fit for me.	4.20	Talent/Fit 4.03
69.	D41 encourages innovation.	4.17	Innovation 4.33
47.	I am on a team that encourages each member to surpass expectations.	4.15	Quality 4.30
51.	My team has open and trusting relationships.	4.15	Relationships 3.90
49.	Our team effectively sets goals to further enhance our performance.	4.13	Performance Planning 3.97
72.	Our school district selects highly talented individuals when hiring.	4.12	Talent/Fit 4.03



October 2015

D41: Full District Results (N=341)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.11	Performance Planning 3.97
36.	I have the opportunity to communicate with my supervisor/administrator.	4.11	Communication 3.92
6.	I am provided opportunities to further my growth and development.	4.09	Training & Development 3.94
59.	I value the career opportunities that I have at D41.	4.09	Career Development 4.01
13.	I am satisfied with my role/work.	4.06	Satisfaction 4.09
73.	Overall, I am very satisfied with D41 as a place to work.	4.06	Satisfaction 4.09
11.	I am in a role that allows me to maximize my talents and strengths.	4.05	Talent/Fit 4.03
15.	I am properly trained to achieve excellence in my work.	4.05	Training & Development 3.94
33.	My supervisor/administrator is available for me when needs arise.	4.04	Support-Equip 3.78
14.	I feel great pride in being a part of D41.	4.04	Pride 4.26
64.	I speak of D41 with pride.	4.03	Pride 4.26
35.	My supervisor/administrator supports my personal and professional development.	4.01	Training & Development 3.94
25.	My supervisor/administrator cares about me as a person.	3.97	Relationships 3.90
66.	Excellence is recognized in my school district.	3.95	Recognition 3.87
58.	D41 provides the experience and development for me to further my career here.	3.95	Career Development 4.01



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D41: Full District Results (N=341)

	<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.	3.94	Talent/Fit 4.03
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.93	Training & Development 3.94
27.	My supervisor/administrator and I have effective two-way communication.	3.92	Communication 3.92
71.	I am aware of the career opportunities that are available for me at D41.	3.91	Career Development 4.01
20.	I look forward to coming to work every day.	3.91	Satisfaction 4.09
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.90	Mission Conscious 3.85
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.89	Support-Equip 3.78
34.	My supervisor/administrator is actively responsive to my needs.	3.89	Support-Equip 3.78
54.	Quality relationships are valued across our school district.	3.89	Relationships 3.90
60.	I have the opportunity to express my career interests at D41.	3.86	Career Development 4.01
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.83	Communication 3.92
32.	I have an open and trusting relationship with my supervisor/administrator.	3.83	Relationships 3.90
24.	My supervisor/administrator effectively communicates his/her expectations.	3.82	Communication 3.92
37.	My supervisor/administrator motivates me to achieve my goals.	3.82	Performance Planning 3.97
63.	D41 selects the right people for the right job.	3.80	Talent/Fit 4.03



October 2015

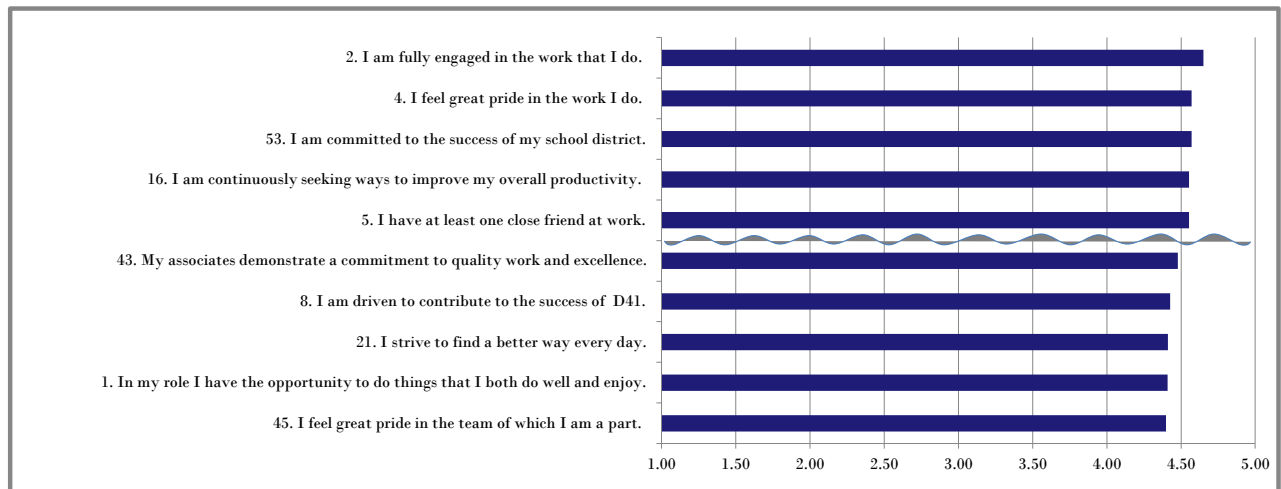
D41: Full District Results (N=341)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
62.	I would recommend D41 to a friend as a great place to work.	3.79	Engage-Inspire 4.36
3.	I am provided the core needs necessary for me to excel in my role.	3.76	Support-Equip 3.78
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.71	Mission Conscious 3.85
29.	My supervisor/administrator recognizes me for a job well done.	3.70	Recognition 3.87
7.	I have encouraged someone to apply at D41.	3.66	Talent/Fit 4.03
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.62	Support-Equip 3.78
67.	D41 provides the "right" training for me to excel in my role.	3.60	Training & Development 3.94
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.59	Relationships 3.90
61.	D41 has a genuine concern and interest about me as a person.	3.59	Relationships 3.90
65.	I feel "in on things" that are happening at D41.	3.54	Communication 3.92
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.47	Support-Equip 3.78
68.	Business decisions made are consistent with our mission and core values.	3.45	Mission Conscious 3.85
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.39	Performance Planning 3.97
31.	I am provided personal coaching from my supervisor/administrator.	3.34	Relationships 3.90
9.	I have received meaningful recognition in the past 10 days.	3.22	Recognition 3.87



October 2015
D41: Full District Results (N=341)

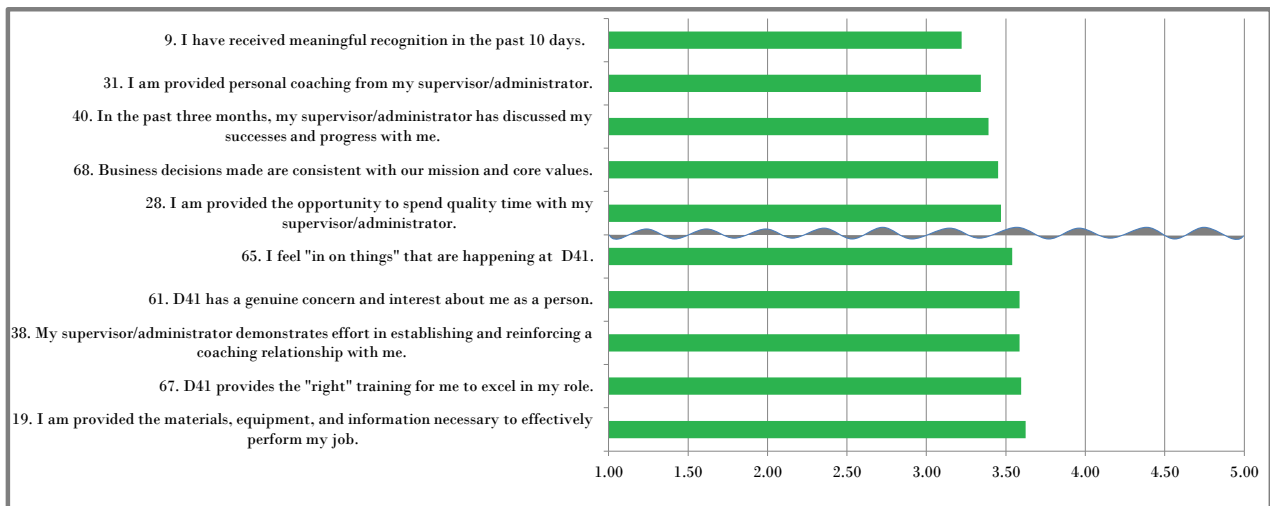
Top 10 Rank Ordered By Mean		Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
2. I am fully engaged in the work that I do.	Engage-Inspire	4.65	0.9% n=3	1.2% n=4	2.1% n=7	23.5% n=80	71.6% n=244	0.9% n=3	
4. I feel great pride in the work I do.	Pride	4.57	0.6% n=2	1.8% n=6	3.5% n=12	27.9% n=95	65.4% n=223	0.9% n=3	
53. I am committed to the success of my school district.	Engage-Inspire	4.57	0.9% n=3	0.6% n=2	3.8% n=13	29.9% n=102	64.5% n=220	0.3% n=1	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.55	0.6% n=2	1.2% n=4	3.8% n=13	31.1% n=106	63.3% n=216	0.0% n=0	
5. I have at least one close friend at work.	Relationships	4.55	0.9% n=3	1.8% n=6	4.7% n=16	26.1% n=89	65.7% n=224	0.9% n=3	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.48	0.9% n=3	1.5% n=5	5.0% n=17	33.7% n=115	58.1% n=198	0.9% n=3	
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.43	1.2% n=4	2.1% n=7	5.0% n=17	36.1% n=123	54.8% n=187	0.9% n=3	
21. I strive to find a better way every day.	Continuous Improvement	4.41	0.6% n=2	0.9% n=3	4.7% n=16	44.6% n=152	49.3% n=168	0.0% n=0	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.41	0.9% n=3	2.6% n=9	5.3% n=18	36.7% n=125	54.0% n=184	0.6% n=2	
45. I feel great pride in the team of which I am a part.	Pride	4.40	1.2% n=4	2.6% n=9	8.5% n=29	29.9% n=102	56.9% n=194	0.9% n=3	





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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)	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.22	12.3% n=42	21.7% n=74	15.2% n=52	32.0% n=109	18.2% n=62	0.6% n=2
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.34	7.0% n=24	19.1% n=65	23.2% n=79	31.1% n=106	17.9% n=61	1.8% n=6
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.39	6.5% n=22	21.1% n=72	18.5% n=63	28.7% n=98	21.4% n=73	3.8% n=13
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.45	6.5% n=22	11.4% n=39	29.0% n=99	31.7% n=108	18.2% n=62	3.2% n=11
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.47	6.7% n=23	16.1% n=55	19.6% n=67	37.5% n=128	19.4% n=66	0.6% n=2
65. I feel "in on things" that are happening at D41.	Communication	3.54	8.5% n=29	11.4% n=39	20.8% n=71	35.2% n=120	23.5% n=80	0.6% n=2
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.59	8.2% n=28	11.1% n=38	22.0% n=75	31.1% n=106	27.6% n=94	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.59	5.6% n=19	11.1% n=38	22.9% n=78	39.0% n=133	20.8% n=71	0.6% n=2
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.60	5.3% n=18	11.7% n=40	23.5% n=80	37.2% n=127	22.3% n=76	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.62	5.6% n=19	15.8% n=54	15.0% n=51	37.8% n=129	25.8% n=88	0.0% n=0

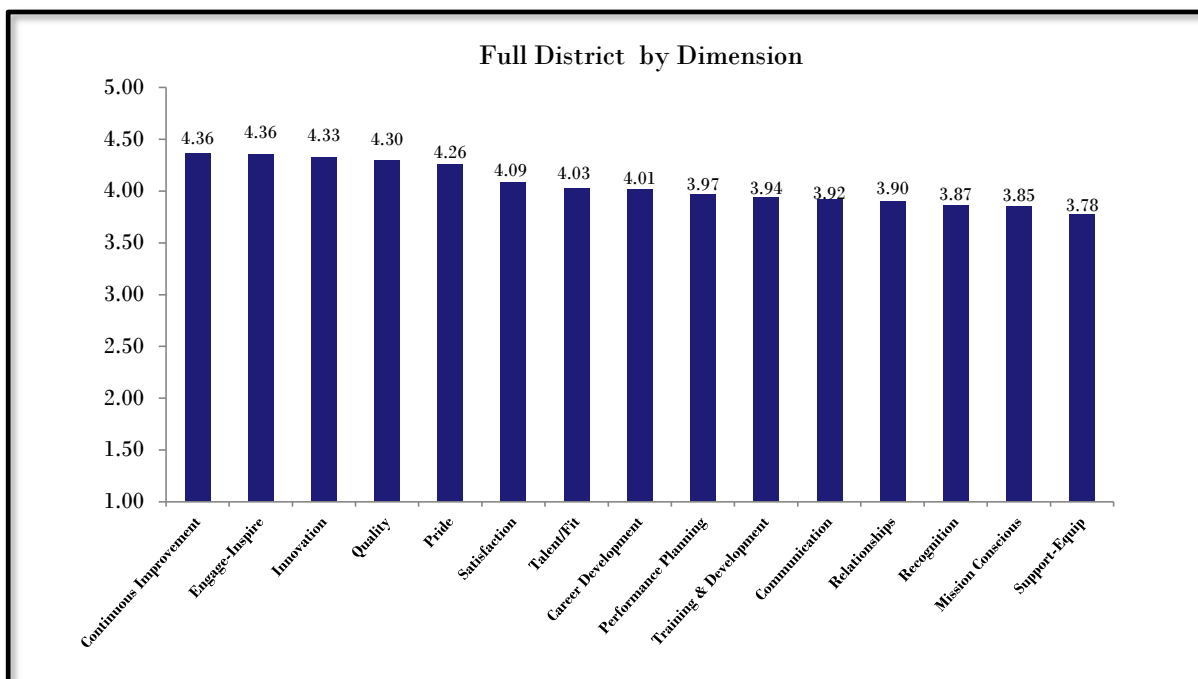




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.36
Engage-Inspire	4.36
Innovation	4.33
Quality	4.30
Pride	4.26
Satisfaction	4.09
Talent/Fit	4.03
Career Development	4.01
Performance Planning	3.97
Training & Development	3.94
Communication	3.92
Relationships	3.90
Recognition	3.87
Mission Conscious	3.85
Support-Equip	3.78





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HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

