

InsighteX Cultural Assessment

for Glen Ellyn D41: Hadley-All







dien Engli D41. Hautey-An Acsauts (n=57)	Current	Previous	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-)
	Mean	Mean	(1)	(2)	(3)	(4)	(5)	N/A	Change
Talent/Fit	4.11	4.06							
11. I am in a role that allows me to maximize my talents	4.02	4.08							Ţ
and strengths.		1.00	3.5%	7.0%	12.3%	38.6%	38.6%	0.0%	•
			n=2	n=4	n=7	n=22	n=22	n=0	
1. In my role I have the opportunity to do things that I both	4.40	4.36							1
do well and enjoy.	1.10	1.50	0.0%	5.3%	3.5%	36.8%	54.4%	0.0%	
			n=0	n=3	n=2	n=21	n=31	n=0	
7. I have encouraged someone to apply at Glen Ellyn D41.	0.04	0.04							1
	3.94	3.81	2.50/	F 20/	12.20/	42.10/	20.10/	0.00/	
			3.5% n=2	5.3% n=3	12.3% n=7	42.1% n=24	28.1% n=16	8.8% n=5	
39. My supervisor/administrator knows the talents to look				0	,		10	0	
for in selecting new associates who will be successful.	3.77	3.83							•
			3.5% n=2	8.8% n=5	21.1% n=12	29.8% n=17	28.1% n=16	8.8% n=5	
56. I feel Glen Ellyn D41 is a great fit for me.			11-4	11-3	11-12	11-1/	11-10	11-3	^
, , , , , , , , , , , , , , , , , , , ,	4.40	4.34							ı
			0.0%	1.8%	5.3%	43.9%	49.1%	0.0%	
72. Our school district selects highly talented individuals			n=0	n=1	n=3	n=25	n=28	n=0	•
2. Our school district selects nighly talented individuals phen hiring.	4.21	4.15							T
			1.8%	0.0%	15.8%	40.4%	42.1%	0.0%	
2. Clan Ellyn D41 calacts the right papels for the right job			n=1	n=0	n=9	n=23	n=24	n=0	
$63. \mbox{Glen Ellyn D41}$ selects the right people for the right job.	3.94	3.83							1
			3.5%	3.5%	17.5%	40.4%	29.8%	5.3%	
			n=2	n=2	n=10	n=23	n=17	n=3	
Support-Equip	3.80	3.68							
3. I am provided the core needs necessary for me to excel in my role.	4.04	3.94							1
iii iiiy Tole.			1.8%	5.3%	12.3%	49.1%	31.6%	0.0%	
			n=1	n=3	n=7	n=28	n=18	n=0	
19. I am provided the materials, equipment, and	3.84	3.81							1
information necessary to effectively perform my job.	3.04	3.01	0.0%	17.5%	10.5%	42.1%	29.8%	0.0%	
			n=0	n=10	n=6	n=24	n=17	n=0	
34. My supervisor/administrator is actively responsive to	0.50	2.62							1
my needs.	3.73	3.63	7 00/	42.20/	40.00/	22.20/	24.607	2.50/	
			7.0% n=4	12.3% n=7	12.3% n=7	33.3% n=19	31.6% n=18	3.5% n=2	
28. I am provided the opportunity to spend quality time									1
with my supervisor/administrator.	3.33	3.19							ı
			8.8%	17.5%	19.3%	35.1%	15.8%	3.5%	
3. My supervisor/administrator is available for me when			n=5	n=10	n=11	n=20	n=9	n=2	^
needs arise.	3.94	3.85							I
			5.3%	7.0%	8.8%	40.4%	33.3%	5.3%	
23. I have a supportive coaching relationship with my			n=3	n=4	n=5	n=23	n=19	n=3	_
23. I have a supportive coaching relationship with my supervisor/administrator.	3.96	3.66							T
. ,			5.3%	7.0%	8.8%	42.1%	35.1%	1.8%	
			n=3	n=4	n=5	n=24	n=20	n=1	





Gien Ellyn D41: Hauley-All Results (H=57)			Chuomalu				Chuomalu		
	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	3.88	3.82							
5. I have at least one close friend at work.	4 27	4.40							.l.
	4.37	4.48	0.0%	5.3%	7.0%	33.3%	E4.40/	0.0%	•
			n=0	5.5% n=3	7.0% n=4	33.3% n=19	54.4% n=31	n=0	
32. I have an open and trusting relationship with my			0	0		17	01	0	1
supervisor/administrator.	3.75	3.55							ı
			7.0%	8.8%	19.3%	29.8%	33.3%	1.8%	
25. My supervisor/administrator cares about me as a			n=4	n=5	n=11	n=17	n=19	n=1	A
person.	3.79	3.58							
•			7.0%	8.8%	15.8%	33.3%	33.3%	1.8%	
			n=4	n=5	n=9	n=19	n=19	n=1	
31. I am provided personal coaching from my	3.28	3.38							\downarrow
supervisor/administrator.	0.20	0.00	7.0%	24.6%	17.5%	26.3%	19.3%	5.3%	•
			n=4	n=14	n=10	n=15	n=11	n=3	
51. My team has open and trusting relationships.									1
	4.29	4.10							- 1
			0.0%	5.3%	10.5%	31.6%	49.1%	3.5%	
50. Based on relationships demonstrated on my team, I			n=0	n=3	n=6	n=18	n=28	n=2	_
would recommend someone to join this team.	4.28	4.19							T
outa recommend someone to Join this team.			1.8%	3.5%	10.5%	29.8%	49.1%	5.3%	
			n=1	n=2	n=6	n=17	n=28	n=3	
61. Glen Ellyn D41 has a genuine concern and interest	3.66	3.73							J
about me as a person.	5.00	5.75	5.3%	8.8%	26.3%	31.6%	26.3%	1.8%	•
			n=3	n=5	n=15	n=18	n=15	n=1	
54. Quality relationships are valued across our school									1
district.	3.96	3.88							ı
			0.0%	7.0%	22.8%	36.8%	33.3%	0.0%	
38. My supervisor/administrator demonstrates effort in			n=0	n=4	n=13	n=21	n=19	n=0	
establishing and reinforcing a coaching relationship with	3.50	3.51							1
			7.0%	15.8%	19.3%	28.1%	24.6%	5.3%	
			n=4	n=9	n=11	n=16	n=14	n=3	
Quality	4.40	4.30							
47. I am on a team that encourages each member to	4.19	4.09							1
surpass expectations.		,	0.0%	7.0%	7.0%	42.1%	38.6%	5.3%	•
			n=0	n=4	n=4	n=24	n=22	n=3	
43. My associates demonstrate a commitment to quality	4 = 0								1
work and excellence.	4.50	4.40							ı
			0.0%	3.5%	1.8%	35.1%	57.9%	1.8%	
57. Glen Ellyn D41 is committed to quality work and			n=0	n=2	n=1	n=20	n=33	n=1	<u> </u>
excellence.	4.51	4.42							T
			0.0%	1.8%	1.8%	40.4%	56.1%	0.0%	
			n=0	n=1	n=1	n=23	n=32	n=0	





Gen Ellyn D41: numey-All Results (H=57)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication	3.89	3.84							
36. I have the opportunity to communicate with my supervisor/administrator.	4.05	3.63							↑
Supervisor) administrator.			3.5% n=2	7.0% n=4	7.0% n=4	45.6% n=26	36.8% n=21	0.0% n=0	
24. My supervisor/administrator effectively communicates his/her expectations.	3.82	3.73							↑
ms/ner expectations.			3.5% n=2	14.0% n=8	14.0% n=8	31.6% n=18	35.1% n=20	1.8% n=1	
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.89	3.67							1
			1.8% n=1	10.5% n=6	15.8% n=9	36.8% n=21	31.6% n=18	3.5% n=2	
27. My supervisor/administrator and I have effective two-way communication.	3.77	3.67	.	0	,	21	10		1
			8.8% n=5	8.8% n=5	12.3% n=7	35.1% n=20	33.3% n=19	1.8% n=1	
65. I feel "in on things" that are happening at Glen Ellyn D41.	3.60	3.71							\downarrow
			3.5% n=2	17.5% n=10	19.3% n=11	35.1% n=20	24.6% n=14	0.0% n=0	
44. Our team effectively communicates with each other.	4.20	4.28							1
			1.8% n=1	3.5% n=2	5.3% n=3	47.4% n=27	36.8% n=21	5.3% n=3	
Recognition	3.86	3.84							
29. My supervisor/administrator recognizes me for a job well done.	3.70	3.48	0.007	10.007	40.50/	25.404	24.604	1.00/	1
			8.8% n=5	12.3% n=7	10.5% n=6	35.1% n=20	31.6% n=18	1.8% n=1	
9. I have received meaningful recognition in the past 10 days.	3.05	3.18							1
			12.3% n=7	26.3% n=15	19.3% n=11	24.6% n=14	15.8% n=9	1.8% n=1	
66. Excellence is recognized in my school district.	4.09	3.96							↑
			0.0% n=0	3.5% n=2	22.8% n=13	35.1% n=20	38.6% n=22	0.0% n=0	
18.I have provided meaningful recognition to others in the past 10 days.	4.23	4.30							\downarrow
			1.8% n=1	3.5% n=2	10.5% n=6	36.8% n=21	45.6% n=26	1.8% n=1	
48. My team recognizes each other's efforts and impact.	4.22	4.29				-			\downarrow
			1.8% n=1	3.5% n=2	8.8% n=5	40.4% n=23	42.1% n=24	3.5% n=2	





uci Eigi D41. Inducy Ali Results (n=57)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning	3.92	3.96							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.35	3.33	12.3%	17.5%	14.0%	29.8%	22.8%	3.5%	1
17. I have set the right goals for myself to excel in my			n=7	n=10	n=8	n=17	n=13	n=2	
role/position.	4.42	4.49							\downarrow
			0.0%	0.0%	7.0%	43.9%	49.1%	0.0%	
49. Our team effectively sets goals to further enhance our			n=0	n=0	n=4	n=25	n=28	n=0	
performance.	4.07	4.20							1
			0.0%	5.3%	14.0%	43.9%	31.6%	5.3%	
10. In my current role, I am encouraged to set			n=0	n=3	n=8	n=25	n=18	n=3	
motivational/stretch goals for myself.	4.00	4.07							1
			3.5%	3.5%	14.0%	47.4%	31.6%	0.0%	
37. My supervisor/administrator motivates me to achieve			n=2	n=2	n=8	n=27	n=18	n=0	•
37. My supervisor/administrator motivates me to achieve ny goals.	3.73	3.70							T
			5.3%	12.3%	15.8%	35.1%	29.8%	1.8%	
Training & Development	3.94	3.95	n=3	n=7	n=9	n=20	n=17	n=1	
35. My supervisor/administrator supports my personal	3.74	3.93							1
and professional development.	3.95	3.88							- 1
			3.5% n=2	8.8% n=5	10.5% n=6	42.1% n=24	33.3% n=19	1.8%	
6. I am provided opportunities to further my growth and			11=2	II=5	11=0	11=24	11=19	n=1	
development.	4.02	4.04							T
			3.5% n=2	5.3% n=3	14.0% n=8	40.4% n=23	36.8% n=21	0.0% n=0	
15. I am properly trained to achieve excellence in my work.			11-4	11-3	11-0	11-23	11-21	11-0	
•	4.23	4.34							V
			1.8% n=1	3.5% n=2	8.8% n=5	42.1% n=24	43.9% n=25	0.0% n=0	
67. Glen Ellyn D41 provides the "right" training for me to			11-1	11-2	11-3	11-2-7	11-23	11-0	
excel in my role.	3.67	3.74							V
			1.8% n=1	12.3% n=7	24.6% n=14	40.4% n=23	21.1% n=12	0.0% n=0	
30. My supervisor/administrator encourages			11-1	11-7	11=1-1	11-23	11-12	11-0	^
opportunities for my growth and development.	3.84	3.73							I
			5.3% n=3	10.5% n=6	8.8% n=5	43.9% n=25	29.8% n=17	1.8% n=1	
			11-3	11-0	11-3	11-23	11-17	11-1	





dien Enyl D41: Hudley-All Results (H=57)	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Career Development	4.10	4.12							
70. I would like to work at Glen Ellyn D41 long term.	4.23	4.33							\downarrow
			1.8%	3.5%	15.8%	28.1%	50.9%	0.0%	
			n=1	n=2	n=9	n=16	n=29	n=0	
58. Glen Ellyn D41 provides the experience and	3.98	4.10							Ţ
development for me to further my career here.	5.70	1.10	0.0%	7.0%	22.8%	35.1%	35.1%	0.0%	•
			n=0	n=4	n=13	n=20	n=20	n=0	
71. I am aware of the career opportunities that are	4.14	3.94							1
available for me at Glen Ellyn D41.	4.14	3.74	1.8%	5.3%	10.5%	40.4%	40.4%	1.8%	
			n=1	n=3	n=6	n=23	n=23	n=1	
59. I value the career opportunities that I have at Glen		4.00							
Ellyn D41.	4.18	4.22	1.00/	F 20/	12.20/	25 10/	45 (0/	0.00/	•
			1.8% n=1	5.3% n=3	12.3% n=7	35.1% n=20	45.6% n=26	0.0% n=0	
60. I have the opportunity to express my career interests			11-1	11-3	11-7	11-20	11-20	11-0	
at Glen Ellyn D41.	3.96	4.00							•
			0.0% n=0	8.8% n=5	15.8% n=9	42.1% n=24	29.8% n=17	3.5% n=2	
Engage-Inspire	4.45	4.40	11-0	11-5	11-9	11-24	11-17	11-2	
2. I am fully engaged in the work that I do.		7.70							1
, , ,	4.79	4.68							- 1
			0.0%	0.0%	0.0%	21.1%	78.9%	0.0%	
12. I am highly committed to and energized by my work.			n=0	n=0	n=0	n=12	n=45	n=0	A
12. I am mgmy commerce to and energized by my work.	4.51	4.38							T
			1.8%	1.8%	1.8%	33.3%	61.4%	0.0%	
O Law delicants contribute to the concess of Class Fillian			n=1	n=1	n=1	n=19	n=35	n=0	
8. I am driven to contribute to the success of Glen Ellyn D41.	4.43	4.38							Ţ
			1.8%	1.8%	7.0%	29.8%	57.9%	1.8%	
			n=1	n=1	n=4	n=17	n=33	n=1	
53. I am committed to the success of my school district.	4.54	4.63							\downarrow
			0.0%	0.0%	1.8%	42.1%	56.1%	0.0%	•
			n=0	n=0	n=1	n=24	n=32	n=0	
62. I would recommend Glen Ellyn D41 to a friend as a	3.98	3.97							1
great place to work.	5.70	3.77	3.5%	1.8%	19.3%	43.9%	31.6%	0.0%	
			5.5 /0	1.0 /0	17.070	10.770	JI.U/U	0.0 /0	





		ъ .	Strongly				Strongly		(()
	Current Mean	Previous Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A	(+/-) Change
Satisfaction	4.20	4.13							
13. I am satisfied with my role/work.	4.40	4.44							1
	4.18	4.11	4.007	F 20/	0.007	42.40/	42.40/	0.007	
			1.8% n=1	5.3% n=3	8.8% n=5	42.1% n=24	42.1% n=24	0.0% n=0	
46. I am satisfied being a part of my team.			11-1	11-5	11-3	11-2-1	11-2-1	11-0	^
0 1	4.41	4.28							- 1
			1.8%	1.8%	1.8%	40.4%	49.1%	5.3%	
73. Overall, I am very satisfied with Glen Ellyn D41 as a			n=1	n=1	n=1	n=23	n=28	n=3	•
place to work.	4.19	4.17							T
•			0.0%	5.3%	12.3%	40.4%	42.1%	0.0%	
			n=0	n=3	n=7	n=23	n=24	n=0	
20. I look forward to coming to work every day.	4.04	3.94							1
			1.8%	5.3%	8.8%	56.1%	28.1%	0.0%	
			n=1	n=3	n=5	n=32	n=16	n=0	
Mission Conscious	3.90	3.91							
41. My supervisor/administrator effectively communicates	3.67	3.65							1
our school district's mission to me.	3.07	3.03	5.3%	7.0%	22.8%	40.4%	21.1%	3.5%	
			n=3	7.0% n=4	n=13	n=23	n=12	3.5% n=2	
4. Glen Ellyn D41 effectively aligns our day-to-day									1
ctivities with the school district's mission.	4.05	4.02							- 1
			0.0%	3.5%	14.0%	52.6%	26.3%	3.5%	
22. I am aware and knowledgeable about our school			n=0	n=2	n=8	n=30	n=15	n=2	
district's mission.	4.35	4.37							1
			1.8%	3.5%	0.0%	47.4%	47.4%	0.0%	
			n=1	n=2	n=0	n=27	n=27	n=0	
68. Business decisions made are consistent with our mission and core values.	3.50	3.60							\downarrow
mission and core varies.			3.5%	14.0%	22.8%	35.1%	15.8%	8.8%	
			n=2	n=8	n=13	n=20	n=9	n=5	
Pride	4.40	4.27							
4. I feel great pride in the work I do.	4.60	4.55							1
	1.00	1.55	1.8%	0.0%	3.5%	26.3%	68.4%	0.0%	
			n=1	n=0	n=2	n=15	n=39	n=0	
14. I feel great pride in being a part of Glen Ellyn D41.	4.00								1
	4.30	4.04	4.007	4.007	0.007	20.604	4= 407	4.007	
			1.8% n=1	1.8% n=1	8.8% n=5	38.6% n=22	47.4% n=27	1.8% n=1	
45. I feel great pride in the team of which I am a part.			11-1	11-1	11-5	11-44	11-47	11-1	^
<u> </u>	4.48	4.37							- 1
			0.0%	1.8%	3.5%	36.8%	52.6%	5.3%	
64 Lancak of Clan Ellym D41 with pride			n=0	n=1	n=2	n=21	n=30	n=3	•
64. I speak of Glen Ellyn D41 with pride.	4.23	4.13							T
			0.0%	3.5%	8.8%	49.1%	38.6%	0.0%	
			n=0	n=2	n=5	n=28	n=22	n=0	





	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.44	4.37							
52. My team strives to pursue excellence.	4.47	4.34							1
			0.0%	1.8%	1.8%	42.1%	50.9%	3.5%	
			n=0	n=1	n=1	n=24	n=29	n=2	
21. I strive to find a better way every day.	4.37	4.42							\downarrow
			0.0%	0.0%	5.3%	52.6%	42.1%	0.0%	
			n=0	n=0	n=3	n=30	n=24	n=0	
55. I am part of a school district that continues to pursue excellence every day.	4.49	4.36							1
accidence every day.			0.0% n=0	1.8% n=1	5.3% n=3	35.1% n=20	57.9% n=33	0.0% n=0	
Innovation	4.32	4.32							
69. Glen Ellyn D41 encourages innovation.	4.07	4.24							1
			0.0% n=0	1.8% n=1	21.1% n=12	42.1% n=24	31.6% n=18	3.5% n=2	
16.I am continuously seeking ways to improve my overall productivity.	4.70	4.56							1
			0.0% n=0	0.0% n=0	3.5% n=2	22.8% n=13	73.7% n=42	0.0% n=0	
42. Our team encourages innovation.	4.17	4.16							1
			0.0% n=0	1.8% n=1	10.5% n=6	52.6% n=30	29.8% n=17	5.3% n=3	





Rank Ordered Questions According to Mean Dimension/Mean <u>Mean</u> Engage-Inspire I am fully engaged in the work that I do. 4.79 2. 4.45 Innovation 16. I am continuously seeking ways to improve my overall productivity. 4.70 4.32 Pride I feel great pride in the work I do. 4.60 4.40 Engage-Inspire I am committed to the success of my school district. 4.54 4.45 Engage-Inspire 4.51 12. I am highly committed to and energized by my work. 4.45 Quality 57. Glen Ellyn D41 is committed to quality work and excellence. 4.51 4.40 My associates demonstrate a commitment to quality work and Quality 43. 4.50 excellence. 4.40 Continuous I am part of a school district that continues to pursue excellence every 55. 4.49 Improvement 4.44 Pride I feel great pride in the team of which I am a part. 4.48 4.40 Continuous 52. My team strives to pursue excellence. 4.47 Improvement Engage-Inspire 8. I am driven to contribute to the success of Glen Ellyn D41. 4.43 4.45 Performance 17. I have set the right goals for myself to excel in my role/position. 4.42 Planning 3.92 Satisfaction I am satisfied being a part of my team. 4.41 46. 4.20 In my role I have the opportunity to do things that I both do well and Talent/Fit 4.40 1. enjoy. 4.11





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
56.	I feel Glen Ellyn D41 is a great fit for me.	4.40	Talent/Fit 4.11
21.	I strive to find a better way every day.	4.37	Continuous Improvement 4.44
5.	I have at least one close friend at work.	4.37	Relationships 3.88
22.	I am aware and knowledgeable about our school district's mission.	4.35	Mission Conscious 3.90
14.	I feel great pride in being a part of Glen Ellyn D41.	4.30	Pride 4.40
51.	My team has open and trusting relationships.	4.29	Relationships 3.88
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.28	Relationships 3.88
18.	I have provided meaningful recognition to others in the past 10 days.	4.23	Recognition 3.86
70.	I would like to work at Glen Ellyn D41 long term.	4.23	Career Development 4.10
15.	I am properly trained to achieve excellence in my work.	4.23	Training & Development 3.94
64.	I speak of Glen Ellyn D41 with pride.	4.23	Pride 4.40
48.	My team recognizes each other's efforts and impact.	4.22	Recognition 3.86
72.	Our school district selects highly talented individuals when hiring.	4.21	Talent/Fit 4.11
44.	Our team effectively communicates with each other.	4.20	Communication 3.89
73.	Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.19	Satisfaction 4.20





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
47.	I am on a team that encourages each member to surpass expectations.	4.19	Quality 4.40
13.	I am satisfied with my role/work.	4.18	Satisfaction 4.20
59.	I value the career opportunities that I have at Glen Ellyn D41.	4.18	Career Development 4.10
42.	Our team encourages innovation.	4.17	Innovation 4.32
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	4.14	Career Development 4.10
66.	Excellence is recognized in my school district.	4.09	Recognition 3.86
49.	Our team effectively sets goals to further enhance our performance.	4.07	Performance Planning 3.92
69.	Glen Ellyn D41 encourages innovation.	4.07	Innovation 4.32
74.	Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	4.05	Mission Conscious 3.90
36.	I have the opportunity to communicate with my supervisor/administrator.	4.05	Communication 3.89
20.	I look forward to coming to work every day.	4.04	Satisfaction 4.20
3.	I am provided the core needs necessary for me to excel in my role.	4.04	Support-Equip 3.80
11.	I am in a role that allows me to maximize my talents and strengths.	4.02	Talent/Fit 4.11
6.	I am provided opportunities to further my growth and development.	4.02	Training & Development 3.94
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.00	Performance Planning 3.92





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
58.	Glen Ellyn D41 provides the experience and development for me to further my career here.	3.98	Career Development 4.10
62.	I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.98	Engage-Inspire 4.45
54.	Quality relationships are valued across our school district.	3.96	Relationships 3.88
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.96	Support-Equip 3.80
60.	I have the opportunity to express my career interests at Glen Ellyn D41.	3.96	Career Development 4.10
35.	My supervisor/administrator supports my personal and professional development.	3.95	Training & Development 3.94
33.	My supervisor/administrator is available for me when needs arise.	3.94	Support-Equip 3.80
63.	Glen Ellyn D41 selects the right people for the right job.	3.94	Talent/Fit 4.11
7.	I have encouraged someone to apply at Glen Ellyn D41.	3.94	Talent/Fit 4.11
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.89	Communication 3.89
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.84	Support-Equip 3.80
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.84	Training & Development 3.94
24.	My supervisor/administrator effectively communicates his/her expectations.	3.82	Communication 3.89
25.	My supervisor/administrator cares about me as a person.	3.79	Relationships 3.88
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.77	Talent/Fit 4.11





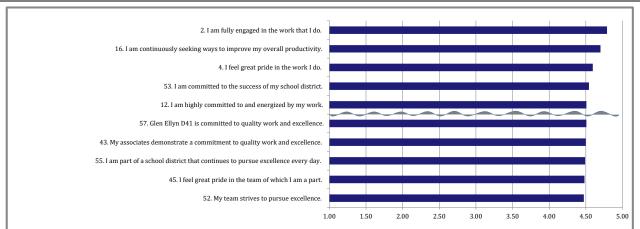
Rank Ordered Questions According to Mean Dimension/Mean Mean My supervisor/administrator and I have effective two-way Communication 27. 3.77 communication. 3.89 I have an open and trusting relationship with my Relationships 32. 3.75 supervisor/administrator. 3.88 Performance 37. My supervisor/administrator motivates me to achieve my goals. 3.73 Planning 3.92 Support-Equip 34. My supervisor/administrator is actively responsive to my needs. 3.73 3.80 Recognition 29. My supervisor/administrator recognizes me for a job well done. 3.70 3.86 My supervisor/administrator effectively communicates our school **Mission Conscious** 41. 3.67 district's mission to me. 3.90 Training & 67. Glen Ellyn D41 provides the "right" training for me to excel in my role. 3.67 Development 3.94 Relationships 61. Glen Ellyn D41 has a genuine concern and interest about me as a person. 3.66 3.88 Communication 65. I feel "in on things" that are happening at Glen Ellyn D41. 3.60 3.89 My supervisor/administrator demonstrates effort in establishing and Relationships 38. 3.50 reinforcing a coaching relationship with me. 3.88 Business decisions made are consistent with our mission and core **Mission Conscious** 68. 3.50 3.90 values. Performance In the past three months, my supervisor/administrator has discussed 40. 3.35 Planning my successes and progress with me. 3.92 I am provided the opportunity to spend quality time with my Support-Equip 28. 3.33 supervisor/administrator. 3.80 Relationships 3.28 31. I am provided personal coaching from my supervisor/administrator. 3.88 Recognition I have received meaningful recognition in the past 10 days. 3.05 3.86







Top 10 Rank Ordered By Mean	Direction	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
2. I am fully engaged in the work that I do.	Engage-Inspire	4.79	4.68							1
				0.0% n=0	0.0% n=0	0.0% n=0	21.1% n=12	78.9% n=45	0.0% n=0	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.70	4.56							1
		_		0.0% n=0	0.0% n=0	3.5% n=2	22.8% n=13	73.7% n=42	0.0% n=0	
4. I feel great pride in the work I do.	Pride	4.60	4.55							1
		_		1.8% n=1	0.0% n=0	3.5% n=2	26.3% n=15	68.4% n=39	0.0% n=0	
53. I am committed to the success of my school district.	Engage-Inspire	4.54	4.63							↓
. I am highly committed to and energized by my work.		1.51	4.03	0.0% n=0	0.0% n=0	1.8% n=1	42.1% n=24	56.1% n=32	0.0% n=0	
. I am highly committed to and energized by my work.	Engage-Inspire	4.51	4.38							1
			1.50	1.8% n=1	1.8% n=1	1.8% n=1	33.3% n=19	61.4% n=35	0.0% n=0	
57. Glen Ellyn D41 is committed to quality work and excellence.	Quality	4.51	4.42							↑
				0.0% n=0	1.8% n=1	1.8% n=1	40.4% n=23	56.1% n=32	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.50	4.40							1
		_		0.0% n=0	3.5% n=2	1.8% n=1	35.1% n=20	57.9% n=33	1.8% n=1	
55. I am part of a school district that continues to pursue excellence every day.	Continuous Improvement	4.49	4.36							1
		_		0.0% n=0	1.8% n=1	5.3% n=3	35.1% n=20	57.9% n=33	0.0% n=0	
45. I feel great pride in the team of which I am a part.	Pride	4.48	4.37							1
L				0.0% n=0	1.8% n=1	3.5% n=2	36.8% n=21	52.6% n=30	5.3% n=3	
52. My team strives to pursue excellence.	Continuous Improvement	4.47	4.34							1
L				0.0% n=0	1.8% n=1	1.8% n=1	42.1% n=24	50.9% n=29	3.5% n=2	







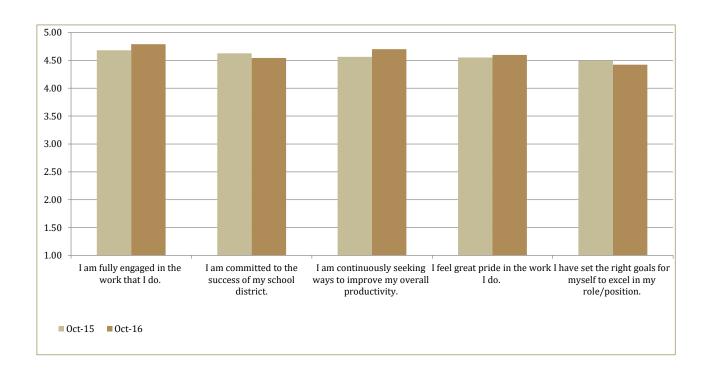


Bottom 10 Rank Ordered By Mean	Differsion	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Chang
eta . I have received meaningful recognition in the past 10 days.	Recognition	3.05	3.18	12.3%	26.3%	19.3%	24.6%	15.8%	1.8%	1
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.28	3.38	n=7	n=15	n=11	n=14	n=9	n=1	\
		•		7.0% n=4	24.6% n=14	17.5% n=10	26.3% n=15	19.3% n=11	5.3% n=3	
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.33	3.19	8.8%	17.5%	19.3%	35.1%	15.8%	3.5%	1
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.35	3.33	n=5	n=10 17.5%	n=11 14.0%	n=20 29.8%	n=9 22.8%	n=2	1
58. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.50	3.60	n=7 3.5% n=2	n=10 14.0% n=8	n=8 22.8% n=13	n=17 35.1% n=20	n=13 15.8% n=9	n=2 8.8% n=5	Ţ
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.50	3.51	7.0%	15.8%	19.3%	28.1%	24.6%	5.3%	↓
55. I feel "in on things" that are happening at Glen Ellyn D41.	Communication	3.60	3.71	n=4 3.5%	n=9 17.5%	n=11 19.3%	n=16 35.1%	n=14 24.6%	n=3	1
51. Glen Ellyn D41 has a genuine concern and interest about me as n person.	Relationships	3.66	3.73	n=2	n=10	n=11 26.3%	n=20 31.6%	n=14 26.3%	n=0	1
57. Glen Ellyn D41 provides the "right" training for me to excel in my role.	Training & Development	3.67	3.74	n=3 1.8% n=1	n=5 12.3% n=7	n=15 24.6% n=14	n=18 40.4% n=23	n=15 21.1% n=12	0.0% n=0	\
41. My supervisor/administrator effectively communicates our chool district's mission to me.	Mission Conscious	3.67	3.65	5.3% n=3	7.0% n=4	22.8% n=13	40.4% n=23	21.1% n=12	3.5% n=2	1
9. I have received meaningful recogn	ition in the past 10 da	ys.								
31.1 am provided personal coaching from my s	upervisor/administra	itor.								
28. I am provided the opportunity to spend quality time with my s 40. In the past three months, my supervisor/administrator has dis		_								
progress with me. 68. Business decisions made are consistent with our	· mission and core val	ues.								
38. My supervisor/administrator demonstrates effort in estal coaching relationship with me.										$\exists \mid$
65. I feel "in on things" that are hap	pening at Glen Ellyn I	041.								
61. Glen Ellyn D41 has a genuine concern and inter	est about me as a per	son.								
67. Glen Ellyn D41 provides the "right" training	-	_								
41. My supervisor/administrator effectively communicates our so me.	chool district's missio	n to								
		1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00





(±/-) <u>Dimension</u> Oct-15 Oct-16 Change <u>Previous Top 5</u> Rank Ordered Questions According to Mean							
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.68	4.79	1		
53.	I am committed to the success of my school district.	Engage-Inspire	4.63	4.54	1		
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.56	4.70	1		
4.	I feel great pride in the work I do.	Pride	4.55	4.60	1		
17.	I have set the right goals for myself to excel in my role/position.	Performance Planning	4.49	4.42	1		

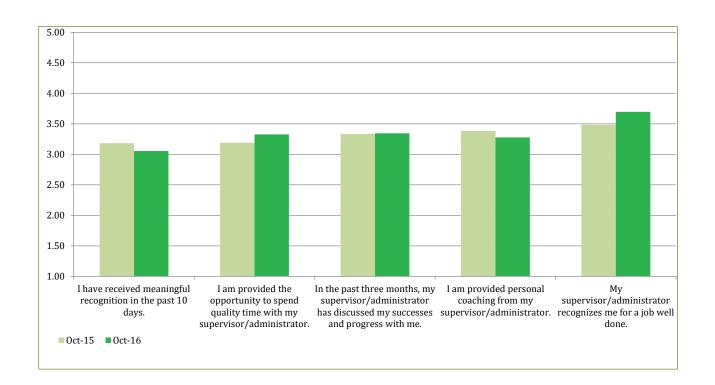








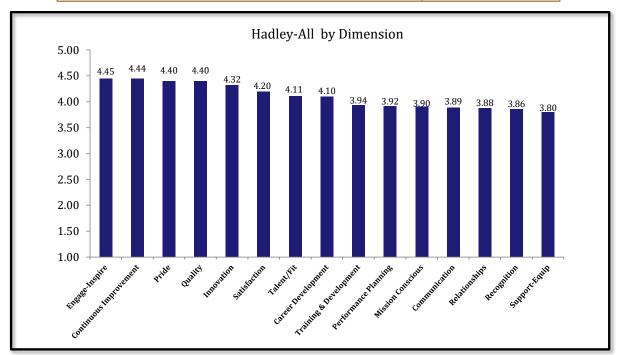
Dimension Oct-15 Oct-16 Change Previous Bottom 5 Rank Ordered Questions According to Mean							
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.18	3.05	1		
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.19	3.33	1		
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.33	3.35	1		
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.38	3.28	1		
29.	My supervisor/administrator recognizes me for a job well done.	Recognition	3.48	3.70	1		







Rank Ordered Dimensions by Mean	Dimension Mean
Engage-Inspire	4.45
Continuous Improvement	4.44
Pride	4.40
Quality	4.40
Innovation	4.32
Satisfaction	4.20
Talent/Fit	4.11
Career Development	4.10
Training & Development	3.94
Performance Planning	3.92
Mission Conscious	3.90
Communication	3.89
Relationships	3.88
Recognition	3.86
Support-Equip	3.80





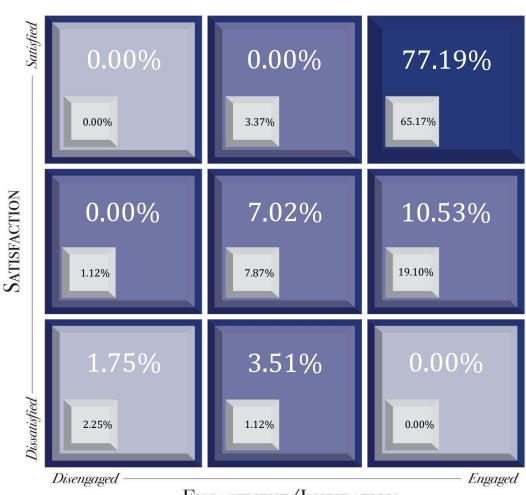


Rank Ordered Dimensions by Mean	<u>Oct-15</u> <u>Mean</u>	<u>Oct-16</u> <u>Mean</u>	<u>(+/-)</u> <u>Change</u>
Engage-Inspire	4.40	4.45	1
Continuous Improvement	4.37	4.44	1
Pride	4.27	4.40	1
Quality	4.30	4.40	1
Innovation	4.32	4.32	=
Satisfaction	4.13	4.20	1
Talent/Fit	4.06	4.11	1
Career Development	4.12	4.10	1
Training & Development	3.95	3.94	1
Performance Planning	3.96	3.92	1
Mission Conscious	3.91	3.90	1
Communication	3.84	3.89	1
Relationships	3.82	3.88	1
Recognition	3.84	3.86	1
Support-Equip	3.68	3.80	1





HUMANeX Ventures Cultural Assessment Index[™] Satisfaction / Engagement 3x3



ENGAGEMENT/INSPIRATION