



October 2015

Insight^eX Cultural Assessment

for D41:
Lincoln-All



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



October 2015

D41: Lincoln-All Results (n=54)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	3.95						
11. I am in a role that allows me to maximize my talents and strengths.	4.06	1.9% n=1	11.1% n=6	7.4% n=4	38.9% n=21	40.7% n=22	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	1.9% n=1	3.7% n=2	44.4% n=24	50.0% n=27	0.0% n=0
7. I have encouraged someone to apply at D41.	3.47	11.1% n=6	11.1% n=6	18.5% n=10	24.1% n=13	25.9% n=14	9.3% n=5
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.75	3.7% n=2	7.4% n=4	18.5% n=10	46.3% n=25	20.4% n=11	3.7% n=2
56. I feel D41 is a great fit for me.	4.07	1.9% n=1	7.4% n=4	13.0% n=7	37.0% n=20	40.7% n=22	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	4.06	3.7% n=2	1.9% n=1	18.5% n=10	37.0% n=20	38.9% n=21	0.0% n=0
63. D41 selects the right people for the right job.	3.76	3.7% n=2	5.6% n=3	29.6% n=16	33.3% n=18	27.8% n=15	0.0% n=0
Support-Equip	3.62						
3. I am provided the core needs necessary for me to excel in my role.	3.44	0.0% n=0	33.3% n=18	5.6% n=3	44.4% n=24	16.7% n=9	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.33	5.6% n=3	27.8% n=15	14.8% n=8	31.5% n=17	20.4% n=11	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	3.76	5.6% n=3	11.1% n=6	18.5% n=10	31.5% n=17	33.3% n=18	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.33	11.1% n=6	13.0% n=7	25.9% n=14	31.5% n=17	18.5% n=10	0.0% n=0
33. My supervisor/administrator is available for me when needs arise.	4.04	3.7% n=2	5.6% n=3	14.8% n=8	35.2% n=19	40.7% n=22	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	3.81	3.7% n=2	13.0% n=7	14.8% n=8	35.2% n=19	33.3% n=18	0.0% n=0



October 2015

D41: Lincoln-All Results (n=54)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships							
	3.80						
5. I have at least one close friend at work.	4.56	0.0% n=0	3.7% n=2	3.7% n=2	25.9% n=14	66.7% n=36	0.0% n=0
32. I have an open and trusting relationship with my supervisor/administrator.	3.63	7.4% n=4	13.0% n=7	16.7% n=9	35.2% n=19	27.8% n=15	0.0% n=0
25. My supervisor/administrator cares about me as a person.	3.89	7.4% n=4	7.4% n=4	14.8% n=8	29.6% n=16	40.7% n=22	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.21	9.3% n=5	20.4% n=11	24.1% n=13	29.6% n=16	14.8% n=8	1.9% n=1
51. My team has open and trusting relationships.	3.96	1.9% n=1	18.5% n=10	9.3% n=5	20.4% n=11	48.1% n=26	1.9% n=1
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.15	0.0% n=0	13.0% n=7	11.1% n=6	22.2% n=12	51.9% n=28	1.9% n=1
61. D41 has a genuine concern and interest about me as a person.	3.43	7.4% n=4	13.0% n=7	29.6% n=16	29.6% n=16	20.4% n=11	0.0% n=0
54. Quality relationships are valued across our school district.	3.89	7.4% n=4	11.1% n=6	11.1% n=6	25.9% n=14	44.4% n=24	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.48	7.4% n=4	11.1% n=6	29.6% n=16	29.6% n=16	22.2% n=12	0.0% n=0
Quality							
	4.29						
47. I am on a team that encourages each member to surpass expectations.	4.15	3.7% n=2	3.7% n=2	13.0% n=7	29.6% n=16	46.3% n=25	3.7% n=2
43. My associates demonstrate a commitment to quality work and excellence.	4.53	0.0% n=0	1.9% n=1	7.4% n=4	25.9% n=14	63.0% n=34	1.9% n=1
57. D41 is committed to quality work and excellence.	4.19	3.7% n=2	3.7% n=2	7.4% n=4	40.7% n=22	44.4% n=24	0.0% n=0



October 2015

D41: Lincoln-All Results (n=54)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	3.80						
36. I have the opportunity to communicate with my supervisor/administrator.	4.09	1.9% n=1	5.6% n=3	9.3% n=5	46.3% n=25	35.2% n=19	1.9% n=1
24. My supervisor/administrator effectively communicates his/her expectations.	3.70	3.7% n=2	16.7% n=9	16.7% n=9	31.5% n=17	31.5% n=17	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.80	3.7% n=2	13.0% n=7	14.8% n=8	37.0% n=20	31.5% n=17	0.0% n=0
27. My supervisor/administrator and I have effective two-way communication.	3.74	3.7% n=2	7.4% n=4	22.2% n=12	44.4% n=24	22.2% n=12	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.37	13.0% n=7	13.0% n=7	20.4% n=11	31.5% n=17	22.2% n=12	0.0% n=0
44. Our team effectively communicates with each other.	4.13	1.9% n=1	9.3% n=5	11.1% n=6	27.8% n=15	48.1% n=26	1.9% n=1
Recognition	3.83						
29. My supervisor/administrator recognizes me for a job well done.	3.63	9.3% n=5	13.0% n=7	16.7% n=9	27.8% n=15	33.3% n=18	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.33	13.0% n=7	16.7% n=9	13.0% n=7	38.9% n=21	18.5% n=10	0.0% n=0
66. Excellence is recognized in my school district.	4.02	3.7% n=2	3.7% n=2	13.0% n=7	44.4% n=24	33.3% n=18	1.9% n=1
18. I have provided meaningful recognition to others in the past 10 days.	4.10	3.7% n=2	3.7% n=2	7.4% n=4	46.3% n=25	35.2% n=19	3.7% n=2
48. My team recognizes each other's efforts and impact.	4.08	1.9% n=1	9.3% n=5	7.4% n=4	40.7% n=22	38.9% n=21	1.9% n=1



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D41: Lincoln-All Results (n=54)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	3.93						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.55	7.4% n=4	13.0% n=7	18.5% n=10	31.5% n=17	24.1% n=13	5.6% n=3
17. I have set the right goals for myself to excel in my role/position.	4.30	0.0% n=0	0.0% n=0	14.8% n=8	40.7% n=22	44.4% n=24	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.08	1.9% n=1	9.3% n=5	11.1% n=6	33.3% n=18	42.6% n=23	1.9% n=1
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.06	1.9% n=1	11.1% n=6	7.4% n=4	38.9% n=21	40.7% n=22	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	3.65	3.7% n=2	14.8% n=8	20.4% n=11	35.2% n=19	25.9% n=14	0.0% n=0
Training & Development	3.88						
35. My supervisor/administrator supports my personal and professional development.	3.91	5.6% n=3	3.7% n=2	18.5% n=10	38.9% n=21	33.3% n=18	0.0% n=0
6. I am provided opportunities to further my growth and development.	4.17	0.0% n=0	3.7% n=2	9.3% n=5	53.7% n=29	33.3% n=18	0.0% n=0
15. I am properly trained to achieve excellence in my work.	3.91	0.0% n=0	14.8% n=8	14.8% n=8	35.2% n=19	35.2% n=19	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.46	11.1% n=6	14.8% n=8	14.8% n=8	35.2% n=19	24.1% n=13	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	3.94	3.7% n=2	9.3% n=5	13.0% n=7	37.0% n=20	37.0% n=20	0.0% n=0



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D41: Lincoln-All Results (n=54)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	3.95						
70. I would like to work at D41 long term.	4.28	0.0% n=0	1.9% n=1	18.5% n=10	27.8% n=15	50.0% n=27	1.9% n=1
58. D41 provides the experience and development for me to further my career here.	3.91	3.7% n=2	13.0% n=7	14.8% n=8	24.1% n=13	42.6% n=23	1.9% n=1
71. I am aware of the career opportunities that are available for me at D41.	3.83	3.7% n=2	5.6% n=3	24.1% n=13	33.3% n=18	29.6% n=16	3.7% n=2
59. I value the career opportunities that I have at D41.	4.13	0.0% n=0	7.4% n=4	18.5% n=10	25.9% n=14	46.3% n=25	1.9% n=1
60. I have the opportunity to express my career interests at D41.	3.60	5.6% n=3	14.8% n=8	22.2% n=12	25.9% n=14	29.6% n=16	1.9% n=1
Engage-Inspire	4.36						
2. I am fully engaged in the work that I do.	4.69	0.0% n=0	1.9% n=1	1.9% n=1	22.2% n=12	74.1% n=40	0.0% n=0
12. I am highly committed to and energized by my work.	4.33	0.0% n=0	5.6% n=3	3.7% n=2	42.6% n=23	48.1% n=26	0.0% n=0
8. I am driven to contribute to the success of D41.	4.54	0.0% n=0	0.0% n=0	7.4% n=4	31.5% n=17	61.1% n=33	0.0% n=0
53. I am committed to the success of my school district.	4.69	0.0% n=0	0.0% n=0	1.9% n=1	27.8% n=15	70.4% n=38	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	3.57	7.4% n=4	9.3% n=5	35.2% n=19	14.8% n=8	33.3% n=18	0.0% n=0



October 2015
D41: Lincoln-All Results (n=54)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.03						
13. I am satisfied with my role/work.	4.00	0.0% n=0	5.6% n=3	22.2% n=12	38.9% n=21	33.3% n=18	0.0% n=0
46. I am satisfied being a part of my team.	4.19	5.6% n=3	3.7% n=2	11.1% n=6	24.1% n=13	53.7% n=29	1.9% n=1
73. Overall, I am very satisfied with D41 as a place to work.	4.04	0.0% n=0	7.4% n=4	16.7% n=9	40.7% n=22	35.2% n=19	0.0% n=0
20. I look forward to coming to work every day.	3.89	1.9% n=1	14.8% n=8	9.3% n=5	40.7% n=22	33.3% n=18	0.0% n=0
Mission Conscious	3.93						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.89	3.7% n=2	3.7% n=2	18.5% n=10	46.3% n=25	25.9% n=14	1.9% n=1
74. D41 effectively aligns our day-to-day activities with the school district's mission.	4.02	0.0% n=0	1.9% n=1	22.2% n=12	48.1% n=26	27.8% n=15	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	4.33	0.0% n=0	1.9% n=1	5.6% n=3	50.0% n=27	42.6% n=23	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.46	5.6% n=3	7.4% n=4	37.0% n=20	29.6% n=16	16.7% n=9	3.7% n=2
Pride	4.20						
4. I feel great pride in the work I do.	4.54	0.0% n=0	1.9% n=1	5.6% n=3	29.6% n=16	63.0% n=34	0.0% n=0
14. I feel great pride in being a part of D41.	4.02	5.6% n=3	3.7% n=2	9.3% n=5	46.3% n=25	35.2% n=19	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.32	3.7% n=2	1.9% n=1	13.0% n=7	20.4% n=11	59.3% n=32	1.9% n=1
64. I speak of D41 with pride.	3.91	5.6% n=3	0.0% n=0	22.2% n=12	42.6% n=23	29.6% n=16	0.0% n=0



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D41: Lincoln-All Results (n=54)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.37						
52. My team strives to pursue excellence.	4.43	0.0% n=0	3.7% n=2	7.4% n=4	29.6% n=16	57.4% n=31	1.9% n=1
21. I strive to find a better way every day.	4.43	0.0% n=0	1.9% n=1	7.4% n=4	37.0% n=20	53.7% n=29	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.26	3.7% n=2	5.6% n=3	1.9% n=1	38.9% n=21	50.0% n=27	0.0% n=0
Innovation	4.40						
69. D41 encourages innovation.	4.19	1.9% n=1	3.7% n=2	13.0% n=7	35.2% n=19	44.4% n=24	1.9% n=1
16. I am continuously seeking ways to improve my overall productivity.	4.61	0.0% n=0	0.0% n=0	5.6% n=3	27.8% n=15	66.7% n=36	0.0% n=0
42. Our team encourages innovation.	4.40	1.9% n=1	3.7% n=2	3.7% n=2	33.3% n=18	55.6% n=30	1.9% n=1



October 2015

D41: Lincoln-All Results (n=54)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
2.	I am fully engaged in the work that I do.	4.69	Engage-Inspire 4.36
53.	I am committed to the success of my school district.	4.69	Engage-Inspire 4.36
16.	I am continuously seeking ways to improve my overall productivity.	4.61	Innovation 4.40
5.	I have at least one close friend at work.	4.56	Relationships 3.80
4.	I feel great pride in the work I do.	4.54	Pride 4.20
8.	I am driven to contribute to the success of D41.	4.54	Engage-Inspire 4.36
43.	My associates demonstrate a commitment to quality work and excellence.	4.53	Quality 4.29
52.	My team strives to pursue excellence.	4.43	Continuous Improvement 4.37
21.	I strive to find a better way every day.	4.43	Continuous Improvement 4.37
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.43	Talent/Fit 3.95
42.	Our team encourages innovation.	4.40	Innovation 4.40
12.	I am highly committed to and energized by my work.	4.33	Engage-Inspire 4.36
22.	I am aware and knowledgeable about our school district's mission.	4.33	Mission Conscious 3.93
45.	I feel great pride in the team of which I am a part.	4.32	Pride 4.20



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D41: Lincoln-All Results (n=54)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
17.	I have set the right goals for myself to excel in my role/position.	4.30	Performance Planning 3.93
70.	I would like to work at D41 long term.	4.28	Career Development 3.95
55.	I am part of a school district that continues to pursue excellence every day.	4.26	Continuous Improvement 4.37
46.	I am satisfied being a part of my team.	4.19	Satisfaction 4.03
69.	D41 encourages innovation.	4.19	Innovation 4.40
57.	D41 is committed to quality work and excellence.	4.19	Quality 4.29
6.	I am provided opportunities to further my growth and development.	4.17	Training & Development 3.88
47.	I am on a team that encourages each member to surpass expectations.	4.15	Quality 4.29
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.15	Relationships 3.80
44.	Our team effectively communicates with each other.	4.13	Communication 3.80
59.	I value the career opportunities that I have at D41.	4.13	Career Development 3.95
18.	I have provided meaningful recognition to others in the past 10 days.	4.10	Recognition 3.83
36.	I have the opportunity to communicate with my supervisor/administrator.	4.09	Communication 3.80
48.	My team recognizes each other's efforts and impact.	4.08	Recognition 3.83
49.	Our team effectively sets goals to further enhance our performance.	4.08	Performance Planning 3.93



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	<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.	4.07	Talent/Fit 3.95
72.	Our school district selects highly talented individuals when hiring.	4.06	Talent/Fit 3.95
11.	I am in a role that allows me to maximize my talents and strengths.	4.06	Talent/Fit 3.95
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.06	Performance Planning 3.93
73.	Overall, I am very satisfied with D41 as a place to work.	4.04	Satisfaction 4.03
33.	My supervisor/administrator is available for me when needs arise.	4.04	Support-Equip 3.62
66.	Excellence is recognized in my school district.	4.02	Recognition 3.83
14.	I feel great pride in being a part of D41.	4.02	Pride 4.20
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	4.02	Mission Conscious 3.93
13.	I am satisfied with my role/work.	4.00	Satisfaction 4.03
51.	My team has open and trusting relationships.	3.96	Relationships 3.80
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.94	Training & Development 3.88
15.	I am properly trained to achieve excellence in my work.	3.91	Training & Development 3.88
64.	I speak of D41 with pride.	3.91	Pride 4.20
35.	My supervisor/administrator supports my personal and professional development.	3.91	Training & Development 3.88



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
58.	D41 provides the experience and development for me to further my career here.	3.91	Career Development 3.95
20.	I look forward to coming to work every day.	3.89	Satisfaction 4.03
54.	Quality relationships are valued across our school district.	3.89	Relationships 3.80
25.	My supervisor/administrator cares about me as a person.	3.89	Relationships 3.80
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.89	Mission Conscious 3.93
71.	I am aware of the career opportunities that are available for me at D41.	3.83	Career Development 3.95
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.81	Support-Equip 3.62
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.80	Communication 3.80
63.	D41 selects the right people for the right job.	3.76	Talent/Fit 3.95
34.	My supervisor/administrator is actively responsive to my needs.	3.76	Support-Equip 3.62
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.75	Talent/Fit 3.95
27.	My supervisor/administrator and I have effective two-way communication.	3.74	Communication 3.80
24.	My supervisor/administrator effectively communicates his/her expectations.	3.70	Communication 3.80
37.	My supervisor/administrator motivates me to achieve my goals.	3.65	Performance Planning 3.93
32.	I have an open and trusting relationship with my supervisor/administrator.	3.63	Relationships 3.80



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D41: Lincoln-All Results (n=54)

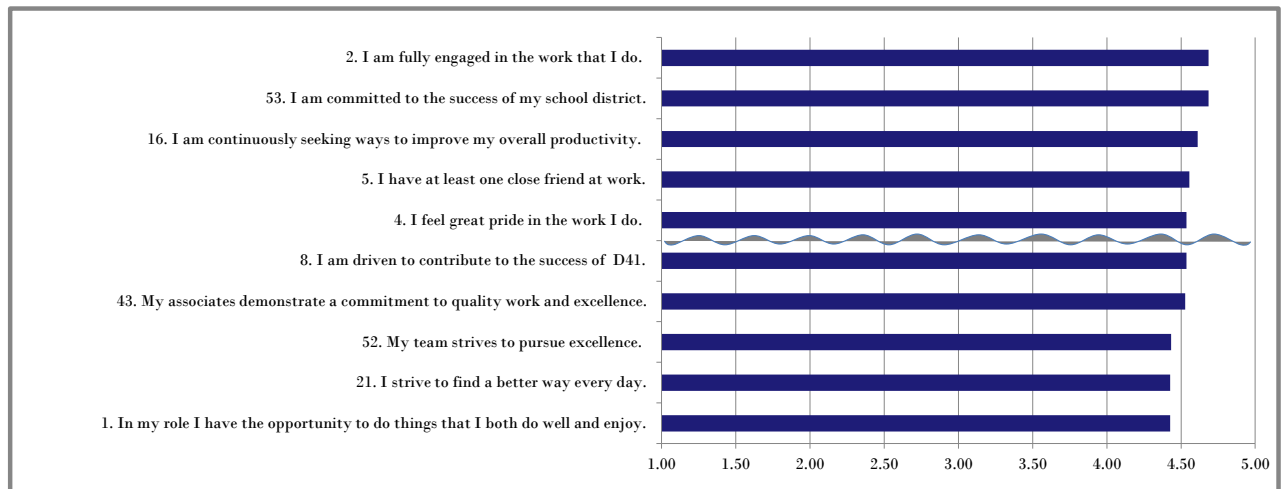
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
29.	My supervisor/administrator recognizes me for a job well done.	3.63	Recognition 3.83
60.	I have the opportunity to express my career interests at D41.	3.60	Career Development 3.95
62.	I would recommend D41 to a friend as a great place to work.	3.57	Engage-Inspire 4.36
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.55	Performance Planning 3.93
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.48	Relationships 3.80
7.	I have encouraged someone to apply at D41.	3.47	Talent/Fit 3.95
67.	D41 provides the "right" training for me to excel in my role.	3.46	Training & Development 3.88
68.	Business decisions made are consistent with our mission and core values.	3.46	Mission Conscious 3.93
3.	I am provided the core needs necessary for me to excel in my role.	3.44	Support-Equip 3.62
61.	D41 has a genuine concern and interest about me as a person.	3.43	Relationships 3.80
65.	I feel "in on things" that are happening at D41.	3.37	Communication 3.80
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.33	Support-Equip 3.62
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.33	Support-Equip 3.62
9.	I have received meaningful recognition in the past 10 days.	3.33	Recognition 3.83
31.	I am provided personal coaching from my supervisor/administrator.	3.21	Relationships 3.80



October 2015
D41: Lincoln-All Results (n=54)



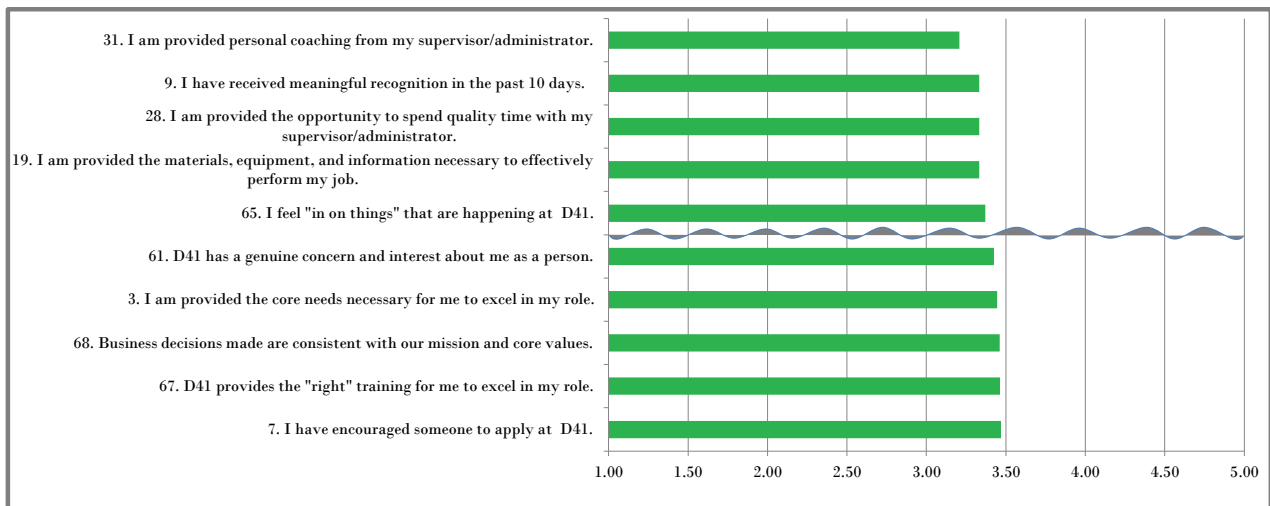
Top 10 Rank Ordered By Mean		Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
2. I am fully engaged in the work that I do.	Engage-Inspire	4.69	0.0% n=0	1.9% n=1	1.9% n=1	22.2% n=12	74.1% n=40	0.0% n=0	
53. I am committed to the success of my school district.	Engage-Inspire	4.69	0.0% n=0	0.0% n=0	1.9% n=1	27.8% n=15	70.4% n=38	0.0% n=0	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.61	0.0% n=0	0.0% n=0	5.6% n=3	27.8% n=15	66.7% n=36	0.0% n=0	
5. I have at least one close friend at work.	Relationships	4.56	0.0% n=0	3.7% n=2	3.7% n=2	25.9% n=14	66.7% n=36	0.0% n=0	
4. I feel great pride in the work I do.	Pride	4.54	0.0% n=0	1.9% n=1	5.6% n=3	29.6% n=16	63.0% n=34	0.0% n=0	
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.54	0.0% n=0	0.0% n=0	7.4% n=4	31.5% n=17	61.1% n=33	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.53	0.0% n=0	1.9% n=1	7.4% n=4	25.9% n=14	63.0% n=34	1.9% n=1	
52. My team strives to pursue excellence.	Continuous Improvement	4.43	0.0% n=0	3.7% n=2	7.4% n=4	29.6% n=16	57.4% n=31	1.9% n=1	
21. I strive to find a better way every day.	Continuous Improvement	4.43	0.0% n=0	1.9% n=1	7.4% n=4	37.0% n=20	53.7% n=29	0.0% n=0	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.43	0.0% n=0	1.9% n=1	3.7% n=2	44.4% n=24	50.0% n=27	0.0% n=0	





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Statement	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.21	9.3% n=5	20.4% n=11	24.1% n=13	29.6% n=16	14.8% n=8	1.9% n=1
9. I have received meaningful recognition in the past 10 days.	Recognition	3.33	13.0% n=7	16.7% n=9	13.0% n=7	38.9% n=21	18.5% n=10	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.33	11.1% n=6	13.0% n=7	25.9% n=14	31.5% n=17	18.5% n=10	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.33	5.6% n=3	27.8% n=15	14.8% n=8	31.5% n=17	20.4% n=11	0.0% n=0
65. I feel "in on things" that are happening at D41.	Communication	3.37	13.0% n=7	13.0% n=7	20.4% n=11	31.5% n=17	22.2% n=12	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.43	7.4% n=4	13.0% n=7	29.6% n=16	29.6% n=16	20.4% n=11	0.0% n=0
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.44	0.0% n=0	33.3% n=18	5.6% n=3	44.4% n=24	16.7% n=9	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.46	5.6% n=3	7.4% n=4	37.0% n=20	29.6% n=16	16.7% n=9	3.7% n=2
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.46	11.1% n=6	14.8% n=8	14.8% n=8	35.2% n=19	24.1% n=13	0.0% n=0
7. I have encouraged someone to apply at D41.	Talent/Fit	3.47	11.1% n=6	11.1% n=6	18.5% n=10	24.1% n=13	25.9% n=14	9.3% n=5

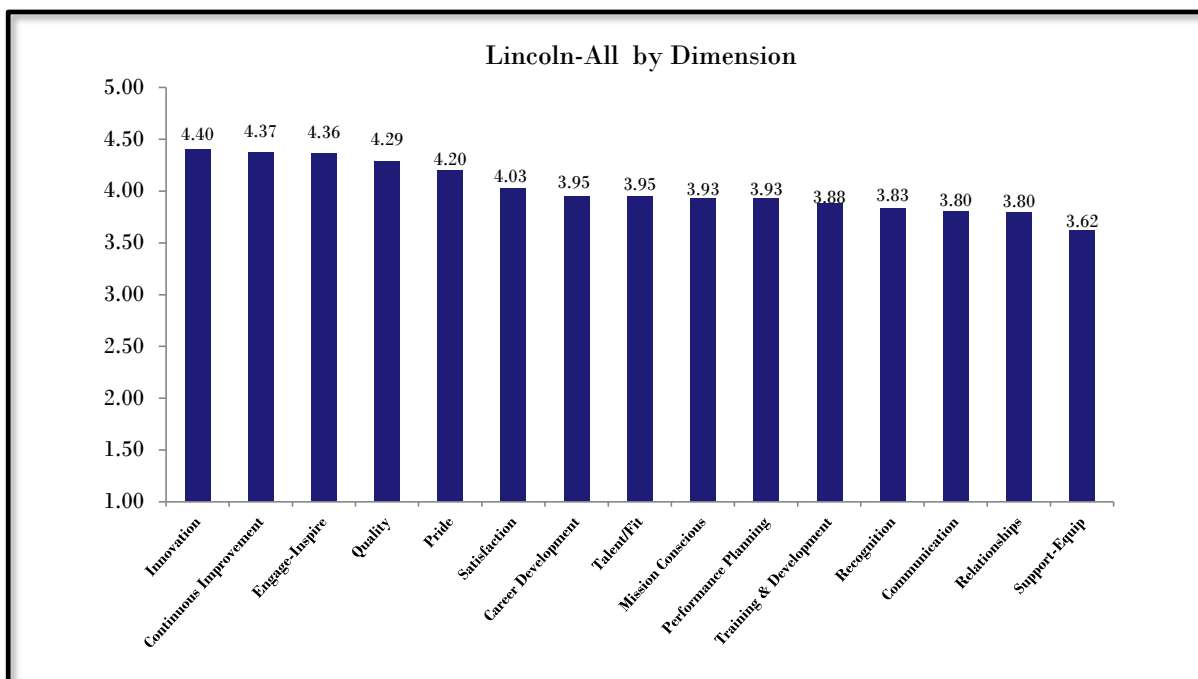




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Innovation	4.40
Continuous Improvement	4.37
Engage-Inspire	4.36
Quality	4.29
Pride	4.20
Satisfaction	4.03
Career Development	3.95
Talent/Fit	3.95
Mission Conscious	3.93
Performance Planning	3.93
Training & Development	3.88
Recognition	3.83
Communication	3.80
Relationships	3.80
Support-Equip	3.62





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Satisfaction / Engagement 3x3

