



October 2015

Insight^eX Cultural Assessment

for D41:
Lincoln - Support Staff



Consulting | Training | Coaching | Research | Assessment | ImpacteX Technology



October 2015

D41: Lincoln - Support Staff Results (n=12)

| | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|---|-------------|-----------------------|--------------|--------------|--------------|--------------------|-------------|
| Talent/Fit | 4.00 | | | | | | |
| 11. I am in a role that allows me to maximize my talents and strengths. | 3.75 | 0.0% n=0 | 16.7% n=2 | 16.7% n=2 | 41.7% n=5 | 25.0% n=3 | 0.0% n=0 |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.58 | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 41.7% n=5 | 58.3% n=7 | 0.0% n=0 |
| 7. I have encouraged someone to apply at D41. | 3.55 | 8.3% n=1 | 8.3% n=1 | 16.7% n=2 | 41.7% n=5 | 16.7% n=2 | 8.3% n=1 |
| 39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 3.73 | 0.0% n=0 | 8.3% n=1 | 16.7% n=2 | 58.3% n=7 | 8.3% n=1 | 8.3% n=1 |
| 56. I feel D41 is a great fit for me. | 4.42 | 0.0% n=0 | 0.0% n=0 | 8.3% n=1 | 41.7% n=5 | 50.0% n=6 | 0.0% n=0 |
| 72. Our school district selects highly talented individuals when hiring. | 4.08 | 0.0% n=0 | 0.0% n=0 | 25.0% n=3 | 41.7% n=5 | 33.3% n=4 | 0.0% n=0 |
| 63. D41 selects the right people for the right job. | 3.83 | 0.0% n=0 | 0.0% n=0 | 41.7% n=5 | 33.3% n=4 | 25.0% n=3 | 0.0% n=0 |
| Support-Equip | 3.69 | | | | | | |
| 3. I am provided the core needs necessary for me to excel in my role. | 3.92 | 0.0% n=0 | 16.7% n=2 | 0.0% n=0 | 58.3% n=7 | 25.0% n=3 | 0.0% n=0 |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.67 | 16.7% n=2 | 0.0% n=0 | 8.3% n=1 | 50.0% n=6 | 25.0% n=3 | 0.0% n=0 |
| 34. My supervisor/administrator is actively responsive to my needs. | 3.75 | 8.3% n=1 | 8.3% n=1 | 8.3% n=1 | 50.0% n=6 | 25.0% n=3 | 0.0% n=0 |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.25 | 8.3% n=1 | 8.3% n=1 | 50.0% n=6 | 16.7% n=2 | 16.7% n=2 | 0.0% n=0 |
| 33. My supervisor/administrator is available for me when needs arise. | 3.50 | 8.3% n=1 | 8.3% n=1 | 25.0% n=3 | 41.7% n=5 | 16.7% n=2 | 0.0% n=0 |
| 23. I have a supportive coaching relationship with my supervisor/administrator. | 4.08 | 0.0% n=0 | 8.3% n=1 | 8.3% n=1 | 50.0% n=6 | 33.3% n=4 | 0.0% n=0 |

October 2015

D41: Lincoln - Support Staff Results (n=12)

| | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|--|-------------|-----------------------|--------------|--------------|--------------|--------------------|--------------|
| Relationships | 3.78 | | | | | | |
| 5. I have at least one close friend at work. | 4.42 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 25.0% n=3 | 58.3% n=7 | 0.0% n=0 |
| 32. I have an open and trusting relationship with my supervisor/administrator. | 3.75 | 0.0% n=0 | 8.3% n=1 | 25.0% n=3 | 50.0% n=6 | 16.7% n=2 | 0.0% n=0 |
| 25. My supervisor/administrator cares about me as a person. | 4.17 | 0.0% n=0 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 50.0% n=6 | 0.0% n=0 |
| 31. I am provided personal coaching from my supervisor/administrator. | 3.08 | 8.3% n=1 | 16.7% n=2 | 41.7% n=5 | 25.0% n=3 | 8.3% n=1 | 0.0% n=0 |
| 51. My team has open and trusting relationships. | 4.00 | 0.0% n=0 | 8.3% n=1 | 16.7% n=2 | 33.3% n=4 | 33.3% n=4 | 8.3% n=1 |
| 50. Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.09 | 0.0% n=0 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 41.7% n=5 | 8.3% n=1 |
| 61. D41 has a genuine concern and interest about me as a person. | 3.42 | 8.3% n=1 | 8.3% n=1 | 41.7% n=5 | 16.7% n=2 | 25.0% n=3 | 0.0% n=0 |
| 54. Quality relationships are valued across our school district. | 3.92 | 8.3% n=1 | 16.7% n=2 | 0.0% n=0 | 25.0% n=3 | 50.0% n=6 | 0.0% n=0 |
| 38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with | 3.25 | 8.3% n=1 | 8.3% n=1 | 41.7% n=5 | 33.3% n=4 | 8.3% n=1 | 0.0% n=0 |
| Quality | 4.21 | | | | | | |
| 47. I am on a team that encourages each member to surpass expectations. | 3.80 | 8.3% n=1 | 0.0% n=0 | 25.0% n=3 | 16.7% n=2 | 33.3% n=4 | 16.7% n=2 |
| 43. My associates demonstrate a commitment to quality work and excellence. | 4.36 | 0.0% n=0 | 0.0% n=0 | 25.0% n=3 | 8.3% n=1 | 58.3% n=7 | 8.3% n=1 |
| 57. D41 is committed to quality work and excellence. | 4.42 | 0.0% n=0 | 0.0% n=0 | 8.3% n=1 | 41.7% n=5 | 50.0% n=6 | 0.0% n=0 |



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|---|-------------|-----------------------|--------------|--------------|--------------|--------------------|--------------|
| Communication | 3.86 | | | | | | |
| 36. I have the opportunity to communicate with my supervisor/administrator. | 3.75 | 8.3% n=1 | 8.3% n=1 | 8.3% n=1 | 50.0% n=6 | 25.0% n=3 | 0.0% n=0 |
| 24. My supervisor/administrator effectively communicates his/her expectations. | 4.00 | 0.0% n=0 | 8.3% n=1 | 16.7% n=2 | 41.7% n=5 | 33.3% n=4 | 0.0% n=0 |
| 26. My supervisor/administrator gives me constructive feedback about my work performance. | 4.00 | 0.0% n=0 | 16.7% n=2 | 0.0% n=0 | 50.0% n=6 | 33.3% n=4 | 0.0% n=0 |
| 27. My supervisor/administrator and I have effective two-way communication. | 3.92 | 0.0% n=0 | 8.3% n=1 | 16.7% n=2 | 50.0% n=6 | 25.0% n=3 | 0.0% n=0 |
| 65. I feel "in on things" that are happening at D41. | 3.58 | 8.3% n=1 | 0.0% n=0 | 41.7% n=5 | 25.0% n=3 | 25.0% n=3 | 0.0% n=0 |
| 44. Our team effectively communicates with each other. | 3.91 | 0.0% n=0 | 8.3% n=1 | 25.0% n=3 | 25.0% n=3 | 33.3% n=4 | 8.3% n=1 |
| Recognition | 4.05 | | | | | | |
| 29. My supervisor/administrator recognizes me for a job well done. | 3.83 | 8.3% n=1 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 41.7% n=5 | 0.0% n=0 |
| 9. I have received meaningful recognition in the past 10 days. | 3.83 | 8.3% n=1 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 41.7% n=5 | 0.0% n=0 |
| 66. Excellence is recognized in my school district. | 4.33 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 33.3% n=4 | 50.0% n=6 | 0.0% n=0 |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.30 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 25.0% n=3 | 41.7% n=5 | 16.7% n=2 |
| 48. My team recognizes each other's efforts and impact. | 4.00 | 8.3% n=1 | 0.0% n=0 | 8.3% n=1 | 41.7% n=5 | 33.3% n=4 | 8.3% n=1 |



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|--|-------------|-----------------------|--------------|--------------|--------------|--------------------|-------------|
| Performance Planning | 3.55 | | | | | | |
| 40. In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.27 | 8.3% n=1 | 8.3% n=1 | 41.7% n=5 | 16.7% n=2 | 16.7% n=2 | 8.3% n=1 |
| 17. I have set the right goals for myself to excel in my role/position. | 4.17 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 50.0% n=6 | 33.3% n=4 | 0.0% n=0 |
| 49. Our team effectively sets goals to further enhance our performance. | 3.36 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 16.7% n=2 | 25.0% n=3 | 8.3% n=1 |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.42 | 8.3% n=1 | 25.0% n=3 | 8.3% n=1 | 33.3% n=4 | 25.0% n=3 | 0.0% n=0 |
| 37. My supervisor/administrator motivates me to achieve my goals. | 3.50 | 8.3% n=1 | 8.3% n=1 | 25.0% n=3 | 41.7% n=5 | 16.7% n=2 | 0.0% n=0 |
| Training & Development | 3.60 | | | | | | |
| 35. My supervisor/administrator supports my personal and professional development. | 3.58 | 8.3% n=1 | 8.3% n=1 | 25.0% n=3 | 33.3% n=4 | 25.0% n=3 | 0.0% n=0 |
| 6. I am provided opportunities to further my growth and development. | 3.67 | 0.0% n=0 | 16.7% n=2 | 16.7% n=2 | 50.0% n=6 | 16.7% n=2 | 0.0% n=0 |
| 15. I am properly trained to achieve excellence in my work. | 3.92 | 0.0% n=0 | 16.7% n=2 | 8.3% n=1 | 41.7% n=5 | 33.3% n=4 | 0.0% n=0 |
| 67. D41 provides the "right" training for me to excel in my role. | 3.33 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 33.3% n=4 | 16.7% n=2 | 0.0% n=0 |
| 30. My supervisor/administrator encourages opportunities for my growth and development. | 3.50 | 8.3% n=1 | 16.7% n=2 | 16.7% n=2 | 33.3% n=4 | 25.0% n=3 | 0.0% n=0 |



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| | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|---|-------------|-----------------------|--------------|--------------|--------------|--------------------|-------------|
| Career Development | 3.73 | | | | | | |
| 70. I would like to work at D41 long term. | 4.18 | 0.0% n=0 | 0.0% n=0 | 25.0% n=3 | 25.0% n=3 | 41.7% n=5 | 8.3% n=1 |
| 58. D41 provides the experience and development for me to further my career here. | 3.64 | 8.3% n=1 | 0.0% n=0 | 41.7% n=5 | 8.3% n=1 | 33.3% n=4 | 8.3% n=1 |
| 71. I am aware of the career opportunities that are available for me at D41. | 3.64 | 8.3% n=1 | 0.0% n=0 | 33.3% n=4 | 25.0% n=3 | 25.0% n=3 | 8.3% n=1 |
| 59. I value the career opportunities that I have at D41. | 3.91 | 0.0% n=0 | 0.0% n=0 | 33.3% n=4 | 33.3% n=4 | 25.0% n=3 | 8.3% n=1 |
| 60. I have the opportunity to express my career interests at D41. | 3.27 | 16.7% n=2 | 8.3% n=1 | 25.0% n=3 | 16.7% n=2 | 25.0% n=3 | 8.3% n=1 |
| Engage-Inspire | 4.23 | | | | | | |
| 2. I am fully engaged in the work that I do. | 4.67 | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 33.3% n=4 | 66.7% n=8 | 0.0% n=0 |
| 12. I am highly committed to and energized by my work. | 4.08 | 0.0% n=0 | 8.3% n=1 | 8.3% n=1 | 50.0% n=6 | 33.3% n=4 | 0.0% n=0 |
| 8. I am driven to contribute to the success of D41. | 4.25 | 0.0% n=0 | 0.0% n=0 | 25.0% n=3 | 25.0% n=3 | 50.0% n=6 | 0.0% n=0 |
| 53. I am committed to the success of my school district. | 4.58 | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 41.7% n=5 | 58.3% n=7 | 0.0% n=0 |
| 62. I would recommend D41 to a friend as a great place to work. | 3.83 | 0.0% n=0 | 0.0% n=0 | 50.0% n=6 | 16.7% n=2 | 33.3% n=4 | 0.0% n=0 |



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| | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|---|------|-----------------------|--------------|--------------|--------------|--------------------|-------------|
| Satisfaction | | | | | | | |
| 4.11 | | | | | | | |
| 13. I am satisfied with my role/work. | 4.17 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 50.0% n=6 | 33.3% n=4 | 0.0% n=0 |
| 46. I am satisfied being a part of my team. | 3.91 | 8.3% n=1 | 0.0% n=0 | 16.7% n=2 | 33.3% n=4 | 33.3% n=4 | 8.3% n=1 |
| 73. Overall, I am very satisfied with D41 as a place to work. | 4.08 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 58.3% n=7 | 25.0% n=3 | 0.0% n=0 |
| 20. I look forward to coming to work every day. | 4.25 | 0.0% n=0 | 8.3% n=1 | 16.7% n=2 | 16.7% n=2 | 58.3% n=7 | 0.0% n=0 |
| Mission Conscious | | | | | | | |
| 3.78 | | | | | | | |
| 41. My supervisor/administrator effectively communicates our school district's mission to me. | 3.45 | 8.3% n=1 | 8.3% n=1 | 25.0% n=3 | 33.3% n=4 | 16.7% n=2 | 8.3% n=1 |
| 74. D41 effectively aligns our day-to-day activities with the school district's mission. | 3.92 | 0.0% n=0 | 0.0% n=0 | 25.0% n=3 | 58.3% n=7 | 16.7% n=2 | 0.0% n=0 |
| 22. I am aware and knowledgeable about our school district's mission. | 4.17 | 0.0% n=0 | 8.3% n=1 | 8.3% n=1 | 41.7% n=5 | 41.7% n=5 | 0.0% n=0 |
| 68. Business decisions made are consistent with our mission and core values. | 3.55 | 0.0% n=0 | 8.3% n=1 | 50.0% n=6 | 8.3% n=1 | 25.0% n=3 | 8.3% n=1 |
| Pride | | | | | | | |
| 4.28 | | | | | | | |
| 4. I feel great pride in the work I do. | 4.58 | 0.0% n=0 | 0.0% n=0 | 8.3% n=1 | 25.0% n=3 | 66.7% n=8 | 0.0% n=0 |
| 14. I feel great pride in being a part of D41. | 4.33 | 0.0% n=0 | 0.0% n=0 | 8.3% n=1 | 50.0% n=6 | 41.7% n=5 | 0.0% n=0 |
| 45. I feel great pride in the team of which I am a part. | 4.00 | 8.3% n=1 | 0.0% n=0 | 16.7% n=2 | 25.0% n=3 | 41.7% n=5 | 8.3% n=1 |
| 64. I speak of D41 with pride. | 4.17 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 50.0% n=6 | 33.3% n=4 | 0.0% n=0 |



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| | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|---|-------------|-----------------------|--------------|--------------|--------------|--------------------|-------------|
| Continuous Improvement | 4.26 | | | | | | |
| 52. My team strives to pursue excellence. | 4.18 | 0.0% n=0 | 0.0% n=0 | 25.0% n=3 | 25.0% n=3 | 41.7% n=5 | 8.3% n=1 |
| 21. I strive to find a better way every day. | 4.25 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 41.7% n=5 | 41.7% n=5 | 0.0% n=0 |
| 55. I am part of a school district that continues to pursue excellence every day. | 4.33 | 0.0% n=0 | 8.3% n=1 | 8.3% n=1 | 25.0% n=3 | 58.3% n=7 | 0.0% n=0 |
| Innovation | 4.09 | | | | | | |
| 69. D41 encourages innovation. | 4.00 | 0.0% n=0 | 0.0% n=0 | 33.3% n=4 | 33.3% n=4 | 33.3% n=4 | 0.0% n=0 |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.25 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 41.7% n=5 | 41.7% n=5 | 0.0% n=0 |
| 42. Our team encourages innovation. | 4.00 | 8.3% n=1 | 0.0% n=0 | 16.7% n=2 | 25.0% n=3 | 41.7% n=5 | 8.3% n=1 |



October 2015

D41: Lincoln - Support Staff Results (n=12)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| | | | |
|-----|---|-------------|-----------------------------------|
| 2. | I am fully engaged in the work that I do. | 4.67 | Engage-Inspire 4.28 |
| 53. | I am committed to the success of my school district. | 4.58 | Engage-Inspire 4.28 |
| 4. | I feel great pride in the work I do. | 4.58 | Pride 4.28 |
| 1. | In my role I have the opportunity to do things that I both do well and enjoy. | 4.58 | Talent/Fit 4.00 |
| 5. | I have at least one close friend at work. | 4.42 | Relationships 3.78 |
| 57. | D41 is committed to quality work and excellence. | 4.42 | Quality 4.21 |
| 56. | I feel D41 is a great fit for me. | 4.42 | Talent/Fit 4.00 |
| 43. | My associates demonstrate a commitment to quality work and excellence. | 4.36 | Quality 4.21 |
| 55. | I am part of a school district that continues to pursue excellence every day. | 4.33 | Continuous Improvement 4.26 |
| 66. | Excellence is recognized in my school district. | 4.33 | Recognition 4.05 |
| 14. | I feel great pride in being a part of D41. | 4.33 | Pride 4.28 |
| 18. | I have provided meaningful recognition to others in the past 10 days. | 4.30 | Recognition 4.05 |
| 16. | I am continuously seeking ways to improve my overall productivity. | 4.25 | Innovation 4.09 |
| 8. | I am driven to contribute to the success of D41. | 4.25 | Engage-Inspire 4.28 |



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| | <u>Rank Ordered Questions According to Mean</u> | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|--|-------------|--------------------------------|
| 21. | I strive to find a better way every day. | 4.25 | Continuous Improvement 4.26 |
| 20. | I look forward to coming to work every day. | 4.25 | Satisfaction 4.11 |
| 52. | My team strives to pursue excellence. | 4.18 | Continuous Improvement 4.26 |
| 70. | I would like to work at D41 long term. | 4.18 | Career Development 3.73 |
| 22. | I am aware and knowledgeable about our school district's mission. | 4.17 | Mission Conscious 3.78 |
| 17. | I have set the right goals for myself to excel in my role/position. | 4.17 | Performance Planning 3.55 |
| 13. | I am satisfied with my role/work. | 4.17 | Satisfaction 4.11 |
| 64. | I speak of D41 with pride. | 4.17 | Pride 4.28 |
| 25. | My supervisor/administrator cares about me as a person. | 4.17 | Relationships 3.78 |
| 50. | Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.09 | Relationships 3.78 |
| 12. | I am highly committed to and energized by my work. | 4.08 | Engage-Inspire 4.28 |
| 72. | Our school district selects highly talented individuals when hiring. | 4.08 | Talent/Fit 4.00 |
| 73. | Overall, I am very satisfied with D41 as a place to work. | 4.08 | Satisfaction 4.11 |
| 23. | I have a supportive coaching relationship with my supervisor/administrator. | 4.08 | Support-Equip 3.69 |
| 42. | Our team encourages innovation. | 4.00 | Innovation 4.09 |



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| <u>Rank Ordered Questions According to Mean</u> | | <u>Mean</u> | <u>Dimension/Mean</u> |
|---|---|-------------|-----------------------------------|
| 45. | I feel great pride in the team of which I am a part. | 4.00 | Pride 4.28 |
| 69. | D41 encourages innovation. | 4.00 | Innovation 4.09 |
| 48. | My team recognizes each other's efforts and impact. | 4.00 | Recognition 4.05 |
| 51. | My team has open and trusting relationships. | 4.00 | Relationships 3.78 |
| 26. | My supervisor/administrator gives me constructive feedback about my work performance. | 4.00 | Communication 3.86 |
| 24. | My supervisor/administrator effectively communicates his/her expectations. | 4.00 | Communication 3.86 |
| 74. | D41 effectively aligns our day-to-day activities with the school district's mission. | 3.92 | Mission Conscious 3.78 |
| 15. | I am properly trained to achieve excellence in my work. | 3.92 | Training & Development 3.60 |
| 54. | Quality relationships are valued across our school district. | 3.92 | Relationships 3.78 |
| 27. | My supervisor/administrator and I have effective two-way communication. | 3.92 | Communication 3.86 |
| 3. | I am provided the core needs necessary for me to excel in my role. | 3.92 | Support-Equip 3.69 |
| 46. | I am satisfied being a part of my team. | 3.91 | Satisfaction 4.11 |
| 59. | I value the career opportunities that I have at D41. | 3.91 | Career Development 3.73 |
| 44. | Our team effectively communicates with each other. | 3.91 | Communication 3.86 |
| 63. | D41 selects the right people for the right job. | 3.83 | Talent/Fit 4.00 |



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| | <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. | 3.83 | Engage-Inspire 4.28 |
| 29. | My supervisor/administrator recognizes me for a job well done. | 3.83 | Recognition 4.05 |
| 9. | I have received meaningful recognition in the past 10 days. | 3.83 | Recognition 4.05 |
| 47. | I am on a team that encourages each member to surpass expectations. | 3.80 | Quality 4.21 |
| 36. | I have the opportunity to communicate with my supervisor/administrator. | 3.75 | Communication 3.86 |
| 11. | I am in a role that allows me to maximize my talents and strengths. | 3.75 | Talent/Fit 4.00 |
| 34. | My supervisor/administrator is actively responsive to my needs. | 3.75 | Support-Equip 3.69 |
| 32. | I have an open and trusting relationship with my supervisor/administrator. | 3.75 | Relationships 3.78 |
| 39. | My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 3.73 | Talent/Fit 4.00 |
| 6. | I am provided opportunities to further my growth and development. | 3.67 | Training & Development 3.60 |
| 19. | I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.67 | Support-Equip 3.69 |
| 58. | D41 provides the experience and development for me to further my career here. | 3.64 | Career Development 3.73 |
| 71. | I am aware of the career opportunities that are available for me at D41. | 3.64 | Career Development 3.73 |
| 35. | My supervisor/administrator supports my personal and professional development. | 3.58 | Training & Development 3.60 |
| 65. | I feel "in on things" that are happening at D41. | 3.58 | Communication 3.86 |



October 2015

D41: Lincoln - Support Staff Results (n=12)

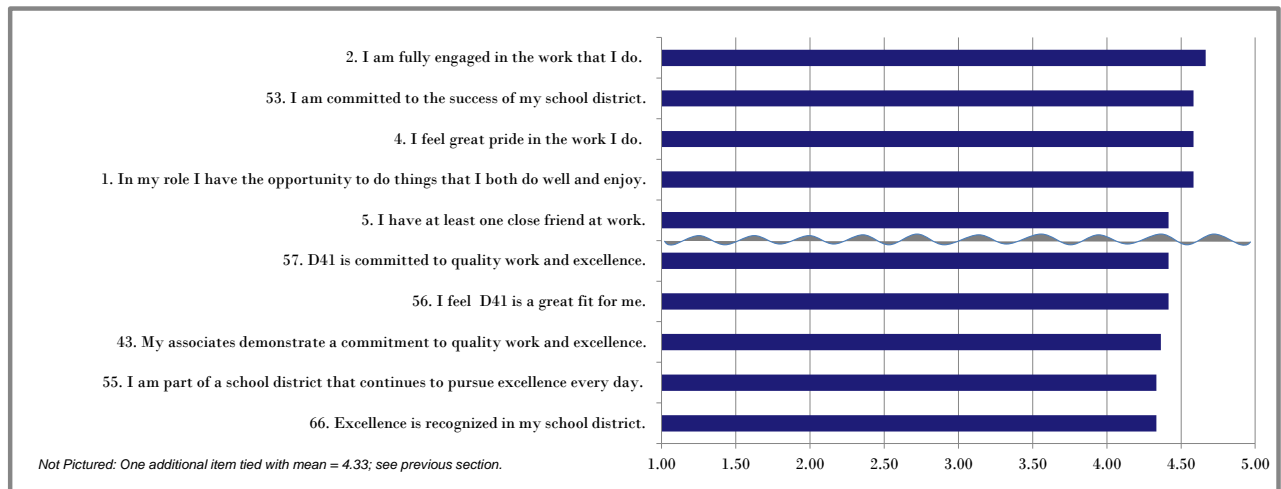
| | <u>Rank Ordered Questions According to Mean</u> | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|--|-------------|-----------------------------------|
| 7. | I have encouraged someone to apply at D41. | 3.55 | Talent/Fit 4.00 |
| 68. | Business decisions made are consistent with our mission and core values. | 3.55 | Mission Conscious 3.78 |
| 33. | My supervisor/administrator is available for me when needs arise. | 3.50 | Support-Equip 3.69 |
| 30. | My supervisor/administrator encourages opportunities for my growth and development. | 3.50 | Training & Development 3.60 |
| 37. | My supervisor/administrator motivates me to achieve my goals. | 3.50 | Performance Planning 3.55 |
| 41. | My supervisor/administrator effectively communicates our school district's mission to me. | 3.45 | Mission Conscious 3.78 |
| 10. | In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.42 | Performance Planning 3.55 |
| 61. | D41 has a genuine concern and interest about me as a person. | 3.42 | Relationships 3.78 |
| 49. | Our team effectively sets goals to further enhance our performance. | 3.36 | Performance Planning 3.55 |
| 67. | D41 provides the "right" training for me to excel in my role. | 3.33 | Training & Development 3.60 |
| 60. | I have the opportunity to express my career interests at D41. | 3.27 | Career Development 3.73 |
| 40. | In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.27 | Performance Planning 3.55 |
| 38. | My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.25 | Relationships 3.78 |
| 28. | I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.25 | Support-Equip 3.69 |
| 31. | I am provided personal coaching from my supervisor/administrator. | 3.08 | Relationships 3.78 |



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| 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 | 4.67 | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 33.3% n=4 | 66.7% n=8 | 0.0% n=0 | |
| 53. I am committed to the success of my school district. | Engage-Inspire | 4.58 | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 41.7% n=5 | 58.3% n=7 | 0.0% n=0 | |
| 4. I feel great pride in the work I do. | Pride | 4.58 | 0.0% n=0 | 0.0% n=0 | 8.3% n=1 | 25.0% n=3 | 66.7% n=8 | 0.0% n=0 | |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | Talent/Fit | 4.58 | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 41.7% n=5 | 58.3% n=7 | 0.0% n=0 | |
| 5. I have at least one close friend at work. | Relationships | 4.42 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 25.0% n=3 | 58.3% n=7 | 0.0% n=0 | |
| 57. D41 is committed to quality work and excellence. | Quality | 4.42 | 0.0% n=0 | 0.0% n=0 | 8.3% n=1 | 41.7% n=5 | 50.0% n=6 | 0.0% n=0 | |
| 56. I feel D41 is a great fit for me. | Talent/Fit | 4.42 | 0.0% n=0 | 0.0% n=0 | 8.3% n=1 | 41.7% n=5 | 50.0% n=6 | 0.0% n=0 | |
| 43. My associates demonstrate a commitment to quality work and excellence. | Quality | 4.36 | 0.0% n=0 | 0.0% n=0 | 25.0% n=3 | 8.3% n=1 | 58.3% n=7 | 8.3% n=1 | |
| 55. I am part of a school district that continues to pursue excellence every day. | Continuous Improvement | 4.33 | 0.0% n=0 | 8.3% n=1 | 8.3% n=1 | 25.0% n=3 | 58.3% n=7 | 0.0% n=0 | |
| 66. Excellence is recognized in my school district. | Recognition | 4.33 | 0.0% n=0 | 0.0% n=0 | 16.7% n=2 | 33.3% n=4 | 50.0% n=6 | 0.0% n=0 | |

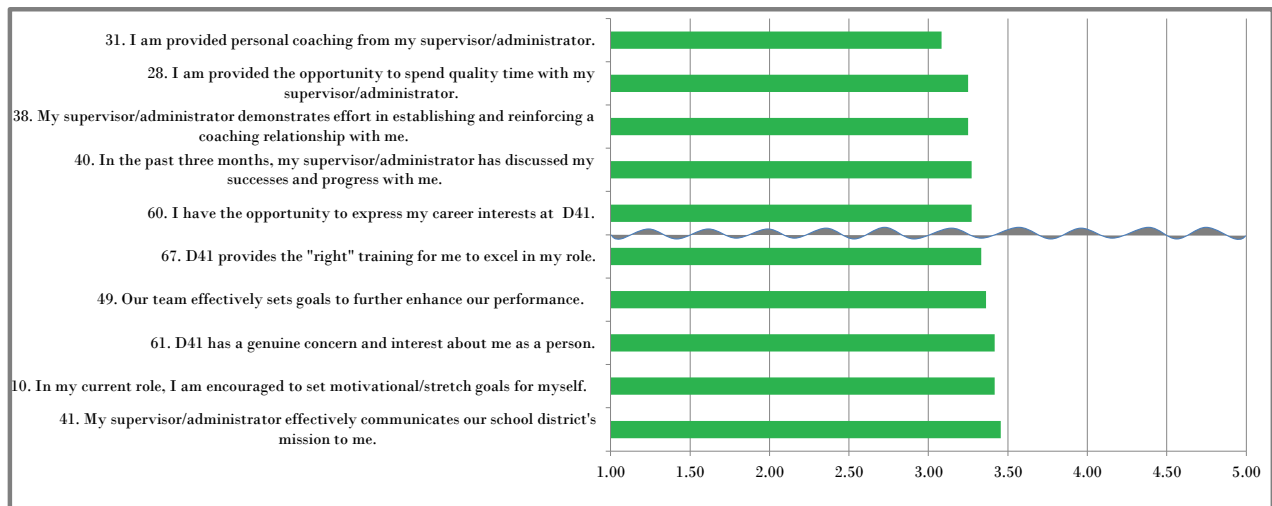




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D41: Lincoln - Support Staff Results (n=12)

| Bottom 10 Rank Ordered By Mean | | Dimension | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|--|------------------------|-----------|--------------|-----------------------|--------------|--------------|--------------|--------------------|-----|
| 31. I am provided personal coaching from my supervisor/administrator. | Relationships | 3.08 | 8.3% n=1 | 16.7% n=2 | 41.7% n=5 | 25.0% n=3 | 8.3% n=1 | 0.0% n=0 | |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | Support-Equip | 3.25 | 8.3% n=1 | 8.3% n=1 | 50.0% n=6 | 16.7% n=2 | 16.7% n=2 | 0.0% n=0 | |
| 38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | Relationships | 3.25 | 8.3% n=1 | 8.3% n=1 | 41.7% n=5 | 33.3% n=4 | 8.3% n=1 | 0.0% n=0 | |
| 40. In the past three months, my supervisor/administrator has discussed my successes and progress with me. | Performance Planning | 3.27 | 8.3% n=1 | 8.3% n=1 | 41.7% n=5 | 16.7% n=2 | 16.7% n=2 | 8.3% n=1 | |
| 60. I have the opportunity to express my career interests at D41. | Career Development | 3.27 | 16.7% n=2 | 8.3% n=1 | 25.0% n=3 | 16.7% n=2 | 25.0% n=3 | 8.3% n=1 | |
| 67. D41 provides the "right" training for me to excel in my role. | Training & Development | 3.33 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 33.3% n=4 | 16.7% n=2 | 0.0% n=0 | |
| 49. Our team effectively sets goals to further enhance our performance. | Performance Planning | 3.36 | 8.3% n=1 | 16.7% n=2 | 25.0% n=3 | 16.7% n=2 | 25.0% n=3 | 8.3% n=1 | |
| 61. D41 has a genuine concern and interest about me as a person. | Relationships | 3.42 | 8.3% n=1 | 8.3% n=1 | 41.7% n=5 | 16.7% n=2 | 25.0% n=3 | 0.0% n=0 | |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | Performance Planning | 3.42 | 8.3% n=1 | 25.0% n=3 | 8.3% n=1 | 33.3% n=4 | 25.0% n=3 | 0.0% n=0 | |
| 41. My supervisor/administrator effectively communicates our school district's mission to me. | Mission Conscious | 3.45 | 8.3% n=1 | 8.3% n=1 | 25.0% n=3 | 33.3% n=4 | 16.7% n=2 | 8.3% n=1 | |

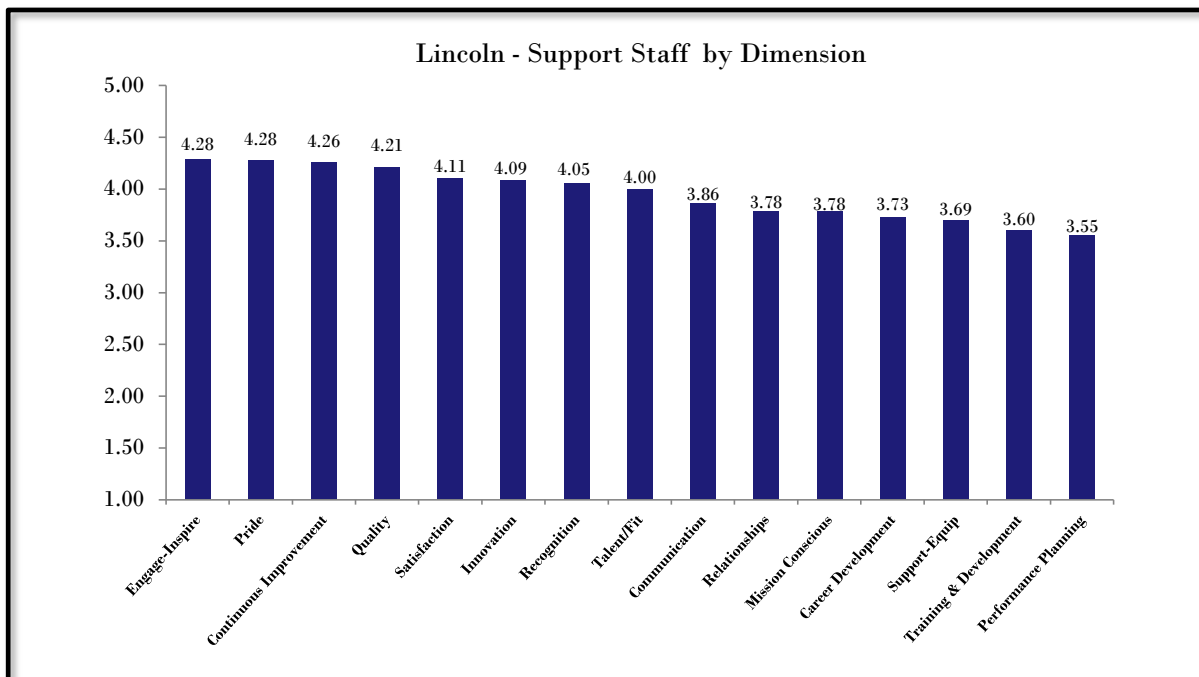




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| <u>Rank Ordered Dimensions by Mean</u> | <u>Dimension Mean</u> |
|--|-----------------------|
| Engage-Inspire | 4.28 |
| Pride | 4.28 |
| Continuous Improvement | 4.26 |
| Quality | 4.21 |
| Satisfaction | 4.11 |
| Innovation | 4.09 |
| Recognition | 4.05 |
| Talent/Fit | 4.00 |
| Communication | 3.86 |
| Relationships | 3.78 |
| Mission Conscious | 3.78 |
| Career Development | 3.73 |
| Support-Equip | 3.69 |
| Training & Development | 3.60 |
| Performance Planning | 3.55 |





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