



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

for Glen Ellyn District 41:  
Central Service - All





October 2017

Glen Ellyn District 41: Central Service - All Results (n=25)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Talent/Fit</b>	<b>4.32</b>	<b>4.37</b>							
11. I am in a role that allows me to maximize my talents and strengths.	4.24	4.33	8.0% n=2	0.0% n=0	12.0% n=3	20.0% n=5	60.0% n=15	0.0% n=0	↓
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.68	4.79	0.0% n=0	0.0% n=0	4.0% n=1	24.0% n=6	72.0% n=18	0.0% n=0	↓
7. I have encouraged someone to apply at Glen Ellyn District 41.	4.14	4.24	0.0% n=0	12.0% n=3	12.0% n=3	16.0% n=4	48.0% n=12	12.0% n=3	↓
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.33	4.33	0.0% n=0	0.0% n=0	20.0% n=5	24.0% n=6	52.0% n=13	4.0% n=1	=
56. I feel Glen Ellyn District 41 is a great fit for me.	4.54	4.58	0.0% n=0	0.0% n=0	8.0% n=2	28.0% n=7	60.0% n=15	4.0% n=1	↓
72. Our school district selects highly talented individuals when hiring.	4.20	4.22	4.0% n=1	4.0% n=1	12.0% n=3	28.0% n=7	52.0% n=13	0.0% n=0	↓
63. Glen Ellyn District 41 selects the right people for the right job.	4.08	4.09	4.0% n=1	0.0% n=0	24.0% n=6	24.0% n=6	44.0% n=11	4.0% n=1	↓
<b>Support-Equip</b>	<b>4.30</b>	<b>4.42</b>							
3. I am provided the core needs necessary for me to excel in my role.	4.48	4.38	0.0% n=0	4.0% n=1	0.0% n=0	40.0% n=10	56.0% n=14	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.32	4.29	0.0% n=0	4.0% n=1	12.0% n=3	32.0% n=8	52.0% n=13	0.0% n=0	↑
34. My supervisor/administrator is actively responsive to my needs.	4.20	4.42	4.0% n=1	0.0% n=0	12.0% n=3	40.0% n=10	44.0% n=11	0.0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	4.12	4.38	0.0% n=0	8.0% n=2	12.0% n=3	40.0% n=10	40.0% n=10	0.0% n=0	↓
33. My supervisor/administrator is available for me when needs arise.	4.36	4.50	0.0% n=0	4.0% n=1	4.0% n=1	44.0% n=11	48.0% n=12	0.0% n=0	↓
23. I have a supportive coaching relationship with my supervisor/administrator.	4.32	4.54	0.0% n=0	8.0% n=2	8.0% n=2	28.0% n=7	56.0% n=14	0.0% n=0	↓



October 2017

Glen Ellyn District 41: Central Service - All Results (n=25)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Relationships</b>	<b>4.28</b>	<b>4.32</b>							
5. I have at least one close friend at work.	4.38	4.61	0.0% n=0	0.0% n=0	16.0% n=4	28.0% n=7	52.0% n=13	4.0% n=1	↓
32. I have an open and trusting relationship with my supervisor/administrator.	4.40	4.42	0.0% n=0	4.0% n=1	4.0% n=1	40.0% n=10	52.0% n=13	0.0% n=0	↓
25. My supervisor/administrator cares about me as a person.	4.32	4.42	0.0% n=0	8.0% n=2	4.0% n=1	36.0% n=9	52.0% n=13	0.0% n=0	↓
31. I am provided personal coaching from my supervisor/administrator.	4.08	4.17	0.0% n=0	8.0% n=2	24.0% n=6	20.0% n=5	48.0% n=12	0.0% n=0	↓
51. My team has open and trusting relationships.	4.33	4.50	0.0% n=0	8.0% n=2	8.0% n=2	24.0% n=6	56.0% n=14	4.0% n=1	↓
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.43	4.50	0.0% n=0	4.0% n=1	12.0% n=3	16.0% n=4	60.0% n=15	8.0% n=2	↓
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	4.04	4.00	4.0% n=1	8.0% n=2	16.0% n=4	24.0% n=6	48.0% n=12	0.0% n=0	↑
54. Quality relationships are valued across our school district.	4.36	4.04	4.0% n=1	0.0% n=0	8.0% n=2	32.0% n=8	56.0% n=14	0.0% n=0	↑
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	4.16	4.22	0.0% n=0	0.0% n=0	28.0% n=7	28.0% n=7	44.0% n=11	0.0% n=0	↓
<b>Quality</b>	<b>4.41</b>	<b>4.46</b>							
47. I am on a team that encourages each member to surpass expectations.	4.29	4.25	0.0% n=0	8.0% n=2	16.0% n=4	12.0% n=3	60.0% n=15	4.0% n=1	↑
43. My associates demonstrate a commitment to quality work and excellence.	4.50	4.63	0.0% n=0	4.0% n=1	4.0% n=1	28.0% n=7	60.0% n=15	4.0% n=1	↓
57. Glen Ellyn District 41 is committed to quality work and excellence.	4.44	4.50	0.0% n=0	0.0% n=0	12.0% n=3	32.0% n=8	56.0% n=14	0.0% n=0	↓



October 2017

Glen Ellyn District 41: Central Service - All Results (n=25)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Communication</b>	<b>4.20</b>	<b>4.36</b>							
36. I have the opportunity to communicate with my supervisor/administrator.	4.28	4.54	0.0% n=0	4.0% n=1	8.0% n=2	44.0% n=11	44.0% n=11	0.0% n=0	↓
24. My supervisor/administrator effectively communicates his/her expectations.	4.16	4.33	0.0% n=0	8.0% n=2	8.0% n=2	44.0% n=11	40.0% n=10	0.0% n=0	↓
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.04	4.38	0.0% n=0	12.0% n=3	12.0% n=3	36.0% n=9	40.0% n=10	0.0% n=0	↓
27. My supervisor/administrator and I have effective two-way communication.	4.52	4.63	0.0% n=0	0.0% n=0	4.0% n=1	40.0% n=10	56.0% n=14	0.0% n=0	↓
65. I feel "in on things" that are happening at Glen Ellyn District 41.	3.88	4.00	8.0% n=2	4.0% n=1	16.0% n=4	32.0% n=8	36.0% n=9	4.0% n=1	↓
44. Our team effectively communicates with each other.	4.33	4.29	4.0% n=1	0.0% n=0	8.0% n=2	32.0% n=8	52.0% n=13	4.0% n=1	↑
<b>Recognition</b>	<b>4.20</b>	<b>4.29</b>							
29. My supervisor/administrator recognizes me for a job well done.	4.32	4.42	0.0% n=0	0.0% n=0	16.0% n=4	36.0% n=9	48.0% n=12	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.84	3.92	4.0% n=1	16.0% n=4	20.0% n=5	12.0% n=3	48.0% n=12	0.0% n=0	↓
66. Excellence is recognized in my school district.	4.04	4.04	8.0% n=2	4.0% n=1	8.0% n=2	36.0% n=9	44.0% n=11	0.0% n=0	=
18. I have provided meaningful recognition to others in the past 10 days.	4.33	4.52	0.0% n=0	0.0% n=0	16.0% n=4	32.0% n=8	48.0% n=12	4.0% n=1	↓
48. My team recognizes each other's efforts and impact.	4.50	4.54	0.0% n=0	0.0% n=0	12.0% n=3	24.0% n=6	60.0% n=15	4.0% n=1	↓



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Performance Planning</b>	<b>4.16</b>	<b>4.28</b>							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.88	4.17	0.0% n=0	16.0% n=4	16.0% n=4	28.0% n=7	36.0% n=9	4.0% n=1	↓
17. I have set the right goals for myself to excel in my role/position.	4.52	4.50	0.0% n=0	0.0% n=0	4.0% n=1	36.0% n=9	52.0% n=13	8.0% n=2	↑
49. Our team effectively sets goals to further enhance our performance.	4.17	4.21	0.0% n=0	8.0% n=2	20.0% n=5	16.0% n=4	52.0% n=13	4.0% n=1	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.00	4.13	8.0% n=2	8.0% n=2	8.0% n=2	28.0% n=7	48.0% n=12	0.0% n=0	↓
37. My supervisor/administrator motivates me to achieve my goals.	4.24	4.38	0.0% n=0	0.0% n=0	24.0% n=6	28.0% n=7	48.0% n=12	0.0% n=0	↓
<b>Training &amp; Development</b>	<b>4.10</b>	<b>4.19</b>							
35. My supervisor/administrator supports my personal and professional development.	4.16	4.29	4.0% n=1	8.0% n=2	12.0% n=3	20.0% n=5	56.0% n=14	0.0% n=0	↓
6. I am provided opportunities to further my growth and development.	3.92	4.00	8.0% n=2	12.0% n=3	8.0% n=2	24.0% n=6	48.0% n=12	0.0% n=0	↓
15. I am properly trained to achieve excellence in my work.	4.36	4.42	0.0% n=0	8.0% n=2	4.0% n=1	32.0% n=8	56.0% n=14	0.0% n=0	↓
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.96	3.96	4.0% n=1	8.0% n=2	16.0% n=4	32.0% n=8	40.0% n=10	0.0% n=0	=
30. My supervisor/administrator encourages opportunities for my growth and development.	4.08	4.29	4.0% n=1	4.0% n=1	20.0% n=5	24.0% n=6	48.0% n=12	0.0% n=0	↓



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Career Development</b>	<b>3.97</b>	<b>4.26</b>							
70. I would like to work at Glen Ellyn District 41 long term.	4.40	4.52	0.0% n=0	0.0% n=0	16.0% n=4	28.0% n=7	56.0% n=14	0.0% n=0	↓
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	3.80	4.13	12.0% n=3	4.0% n=1	16.0% n=4	28.0% n=7	40.0% n=10	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	3.84	4.13	8.0% n=2	8.0% n=2	16.0% n=4	28.0% n=7	40.0% n=10	0.0% n=0	↓
59. I value the career opportunities that I have at Glen Ellyn District 41.	3.96	4.48	12.0% n=3	4.0% n=1	12.0% n=3	16.0% n=4	52.0% n=13	4.0% n=1	↓
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	3.84	4.04	12.0% n=3	8.0% n=2	8.0% n=2	28.0% n=7	44.0% n=11	0.0% n=0	↓
<b>Engage-Inspire</b>	<b>4.57</b>	<b>4.65</b>							
2. I am fully engaged in the work that I do.	4.72	4.70	0.0% n=0	0.0% n=0	0.0% n=0	28.0% n=7	72.0% n=18	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.50	4.67	0.0% n=0	0.0% n=0	4.0% n=1	40.0% n=10	52.0% n=13	4.0% n=1	↓
8. I am driven to contribute to the success of Glen Ellyn District 41.	4.63	4.79	0.0% n=0	0.0% n=0	4.0% n=1	28.0% n=7	64.0% n=16	4.0% n=1	↓
53. I am committed to the success of my school district.	4.64	4.83	0.0% n=0	0.0% n=0	4.0% n=1	28.0% n=7	68.0% n=17	0.0% n=0	↓
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	4.36	4.25	4.0% n=1	0.0% n=0	16.0% n=4	16.0% n=4	64.0% n=16	0.0% n=0	↑



October 2017

Glen Ellyn District 41: Central Service - All Results (n=25)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Satisfaction</b>	<b>4.33</b>	<b>4.43</b>							
13. I am satisfied with my role/work.	4.29	4.46	0.0% n=0	4.0% n=1	12.0% n=3	32.0% n=8	48.0% n=12	4.0% n=1	↓
46. I am satisfied being a part of my team.	4.46	4.58	0.0% n=0	0.0% n=0	16.0% n=4	20.0% n=5	60.0% n=15	4.0% n=1	↓
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.40	4.50	0.0% n=0	4.0% n=1	4.0% n=1	40.0% n=10	52.0% n=13	0.0% n=0	↓
20. I look forward to coming to work every day.	4.17	4.17	0.0% n=0	4.0% n=1	8.0% n=2	52.0% n=13	32.0% n=8	4.0% n=1	=
<b>Mission Conscious</b>	<b>4.25</b>	<b>4.38</b>							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.13	4.38	0.0% n=0	0.0% n=0	24.0% n=6	36.0% n=9	36.0% n=9	4.0% n=1	↓
74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	4.28	4.36	0.0% n=0	8.0% n=2	4.0% n=1	40.0% n=10	48.0% n=12	0.0% n=0	↓
22. I am aware and knowledgeable about our school district's mission.	4.58	4.65	0.0% n=0	0.0% n=0	4.0% n=1	32.0% n=8	60.0% n=15	4.0% n=1	↓
68. Business decisions made are consistent with our mission and core values.	4.00	4.13	4.0% n=1	0.0% n=0	24.0% n=6	32.0% n=8	36.0% n=9	4.0% n=1	↓
<b>Pride</b>	<b>4.52</b>	<b>4.63</b>							
4. I feel great pride in the work I do.	4.72	4.71	0.0% n=0	0.0% n=0	4.0% n=1	20.0% n=5	76.0% n=19	0.0% n=0	↑
14. I feel great pride in being a part of Glen Ellyn District 41.	4.46	4.63	0.0% n=0	4.0% n=1	4.0% n=1	32.0% n=8	56.0% n=14	4.0% n=1	↓
45. I feel great pride in the team of which I am a part.	4.46	4.63	0.0% n=0	0.0% n=0	12.0% n=3	28.0% n=7	56.0% n=14	4.0% n=1	↓
64. I speak of Glen Ellyn District 41 with pride.	4.44	4.54	0.0% n=0	0.0% n=0	16.0% n=4	24.0% n=6	60.0% n=15	0.0% n=0	↓



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Glen Ellyn District 41: Central Service - All Results (n=25)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Continuous Improvement</b>	<b>4.45</b>	<b>4.56</b>							
52. My team strives to pursue excellence.	4.38	4.71	0.0% n=0	8.0% n=2	12.0% n=3	12.0% n=3	64.0% n=16	4.0% n=1	↓
21. I strive to find a better way every day.	4.50	4.52	0.0% n=0	0.0% n=0	4.0% n=1	40.0% n=10	52.0% n=13	4.0% n=1	↓
55. I am part of a school district that continues to pursue excellence every day.	4.48	4.46	0.0% n=0	0.0% n=0	12.0% n=3	28.0% n=7	60.0% n=15	0.0% n=0	↑
<b>Innovation</b>	<b>4.40</b>	<b>4.46</b>							
69. Glen Ellyn District 41 encourages innovation.	4.20	4.29	4.0% n=1	0.0% n=0	12.0% n=3	40.0% n=10	44.0% n=11	0.0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.61	4.75	0.0% n=0	4.0% n=1	0.0% n=0	24.0% n=6	64.0% n=16	8.0% n=2	↓
42. Our team encourages innovation.	4.42	4.33	0.0% n=0	4.0% n=1	12.0% n=3	20.0% n=5	60.0% n=15	4.0% n=1	↑

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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

2.	I am fully engaged in the work that I do.	<b>4.72</b>	Engage-Inspire 4.57
4.	I feel great pride in the work I do.	<b>4.72</b>	Pride 4.52
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.68</b>	Talent/Fit 4.32
53.	I am committed to the success of my school district.	<b>4.64</b>	Engage-Inspire 4.57
8.	I am driven to contribute to the success of Glen Ellyn District 41.	<b>4.63</b>	Engage-Inspire 4.57
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.61</b>	Innovation 4.40
22.	I am aware and knowledgeable about our school district's mission.	<b>4.58</b>	Mission Conscious 4.25
56.	I feel Glen Ellyn District 41 is a great fit for me.	<b>4.54</b>	Talent/Fit 4.32
17.	I have set the right goals for myself to excel in my role/position.	<b>4.52</b>	Performance Planning 4.16
27.	My supervisor/administrator and I have effective two-way communication.	<b>4.52</b>	Communication 4.20
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.50</b>	Quality 4.41
12.	I am highly committed to and energized by my work.	<b>4.50</b>	Engage-Inspire 4.57
21.	I strive to find a better way every day.	<b>4.50</b>	Continuous Improvement 4.45
48.	My team recognizes each other's efforts and impact.	<b>4.50</b>	Recognition 4.20

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
55.	I am part of a school district that continues to pursue excellence every day.	<b>4.48</b>	Continuous Improvement 4.45
3.	I am provided the core needs necessary for me to excel in my role.	<b>4.48</b>	Support-Equip 4.30
45.	I feel great pride in the team of which I am a part.	<b>4.46</b>	Pride 4.52
46.	I am satisfied being a part of my team.	<b>4.46</b>	Satisfaction 4.33
14.	I feel great pride in being a part of Glen Ellyn District 41.	<b>4.46</b>	Pride 4.52
57.	Glen Ellyn District 41 is committed to quality work and excellence.	<b>4.44</b>	Quality 4.41
64.	I speak of Glen Ellyn District 41 with pride.	<b>4.44</b>	Pride 4.52
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.43</b>	Relationships 4.28
42.	Our team encourages innovation.	<b>4.42</b>	Innovation 4.40
70.	I would like to work at Glen Ellyn District 41 long term.	<b>4.40</b>	Career Development 3.97
73.	Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	<b>4.40</b>	Satisfaction 4.33
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>4.40</b>	Relationships 4.28
52.	My team strives to pursue excellence.	<b>4.38</b>	Continuous Improvement 4.45
5.	I have at least one close friend at work.	<b>4.38</b>	Relationships 4.28
33.	My supervisor/administrator is available for me when needs arise.	<b>4.36</b>	Support-Equip 4.30

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
15.	I am properly trained to achieve excellence in my work.	<b>4.36</b>	Training & Development 4.10
54.	Quality relationships are valued across our school district.	<b>4.36</b>	Relationships 4.28
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	<b>4.36</b>	Engage-Inspire 4.57
44.	Our team effectively communicates with each other.	<b>4.33</b>	Communication 4.20
51.	My team has open and trusting relationships.	<b>4.33</b>	Relationships 4.28
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.33</b>	Recognition 4.20
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.33</b>	Talent/Fit 4.32
25.	My supervisor/administrator cares about me as a person.	<b>4.32</b>	Relationships 4.28
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>4.32</b>	Support-Equip 4.30
29.	My supervisor/administrator recognizes me for a job well done.	<b>4.32</b>	Recognition 4.20
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>4.32</b>	Support-Equip 4.30
47.	I am on a team that encourages each member to surpass expectations.	<b>4.29</b>	Quality 4.41
13.	I am satisfied with my role/work.	<b>4.29</b>	Satisfaction 4.33
36.	I have the opportunity to communicate with my supervisor/administrator.	<b>4.28</b>	Communication 4.20
74.	Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	<b>4.28</b>	Mission Conscious 4.25

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Glen Ellyn District 41: Central Service - All Results (n=25)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.24</b>	Talent/Fit 4.32
37.	My supervisor/administrator motivates me to achieve my goals.	<b>4.24</b>	Performance Planning 4.16
34.	My supervisor/administrator is actively responsive to my needs.	<b>4.20</b>	Support-Equip 4.30
72.	Our school district selects highly talented individuals when hiring.	<b>4.20</b>	Talent/Fit 4.32
69.	Glen Ellyn District 41 encourages innovation.	<b>4.20</b>	Innovation 4.40
49.	Our team effectively sets goals to further enhance our performance.	<b>4.17</b>	Performance Planning 4.16
20.	I look forward to coming to work every day.	<b>4.17</b>	Satisfaction 4.33
35.	My supervisor/administrator supports my personal and professional development.	<b>4.16</b>	Training & Development 4.10
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>4.16</b>	Communication 4.20
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>4.16</b>	Relationships 4.28
7.	I have encouraged someone to apply at Glen Ellyn District 41.	<b>4.14</b>	Talent/Fit 4.32
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>4.13</b>	Mission Conscious 4.25
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>4.12</b>	Support-Equip 4.30
63.	Glen Ellyn District 41 selects the right people for the right job.	<b>4.08</b>	Talent/Fit 4.32
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>4.08</b>	Training & Development 4.10

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Glen Ellyn District 41: Central Service - All Results (n=25)

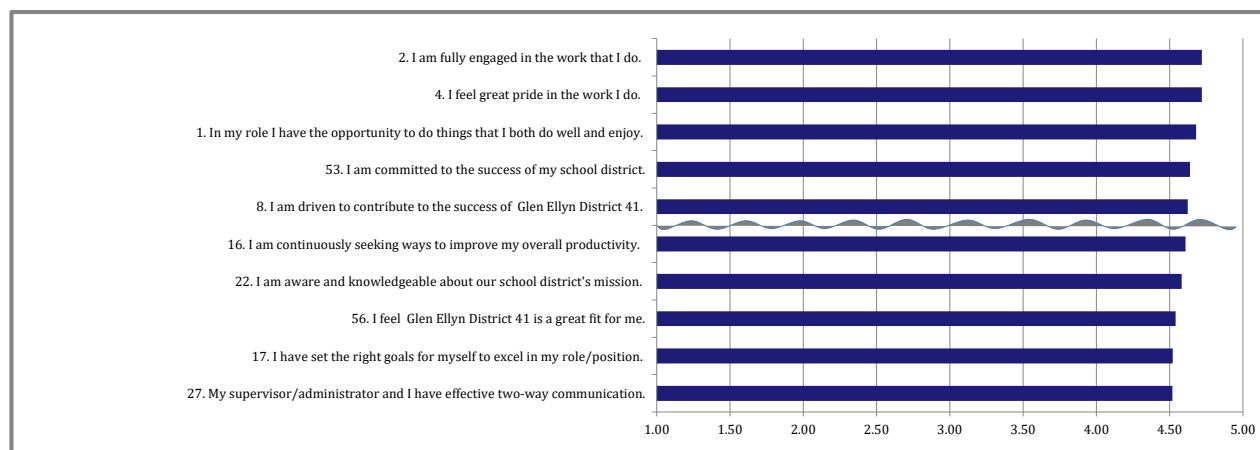
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
31.	I am provided personal coaching from my supervisor/administrator.	<b>4.08</b>	Relationships 4.28
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.04</b>	Communication 4.20
66.	Excellence is recognized in my school district.	<b>4.04</b>	Recognition 4.20
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	<b>4.04</b>	Relationships 4.28
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.00</b>	Performance Planning 4.16
68.	Business decisions made are consistent with our mission and core values.	<b>4.00</b>	Mission Conscious 4.25
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	<b>3.96</b>	Training & Development 4.10
59.	I value the career opportunities that I have at Glen Ellyn District 41.	<b>3.96</b>	Career Development 3.97
6.	I am provided opportunities to further my growth and development.	<b>3.92</b>	Training & Development 4.10
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>3.88</b>	Performance Planning 4.16
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	<b>3.88</b>	Communication 4.20
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	<b>3.84</b>	Career Development 3.97
60.	I have the opportunity to express my career interests at Glen Ellyn District 41.	<b>3.84</b>	Career Development 3.97
9.	I have received meaningful recognition in the past 10 days.	<b>3.84</b>	Recognition 4.20
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	<b>3.80</b>	Career Development 3.97



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Glen Ellyn District 41: Central Service - All Results (n=25)

Top 10 Rank Ordered By Mean		Dimension	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	4.72	4.70	0.0% n=0	0.0% n=0	0.0% n=0	28.0% n=7	72.0% n=18	0.0% n=0		↑
4. I feel great pride in the work I do.	Pride	4.72	4.71	0.0% n=0	0.0% n=0	4.0% n=1	20.0% n=5	76.0% n=19	0.0% n=0		↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.68	4.79	0.0% n=0	0.0% n=0	4.0% n=1	24.0% n=6	72.0% n=18	0.0% n=0		↓
53. I am committed to the success of my school district.	Engage-Inspire	4.64	4.83	0.0% n=0	0.0% n=0	4.0% n=1	28.0% n=7	68.0% n=17	0.0% n=0		↓
8. I am driven to contribute to the success of Glen Ellyn District 41.	Engage-Inspire	4.63	4.79	0.0% n=0	0.0% n=0	4.0% n=1	28.0% n=7	64.0% n=16	4.0% n=1		↓
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.61	4.75	0.0% n=0	4.0% n=1	0.0% n=0	24.0% n=6	64.0% n=16	8.0% n=2		↓
22. I am aware and knowledgeable about our school district's mission.	Mission Conscious	4.58	4.65	0.0% n=0	0.0% n=0	4.0% n=1	32.0% n=8	60.0% n=15	4.0% n=1		↓
56. I feel Glen Ellyn District 41 is a great fit for me.	Talent/Fit	4.54	4.58	0.0% n=0	0.0% n=0	8.0% n=2	28.0% n=7	60.0% n=15	4.0% n=1		↓
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.52	4.50	0.0% n=0	0.0% n=0	4.0% n=1	36.0% n=9	52.0% n=13	8.0% n=2		↑
27. My supervisor/administrator and I have effective two-way communication.	Communication	4.52	4.63	0.0% n=0	0.0% n=0	4.0% n=1	40.0% n=10	56.0% n=14	0.0% n=0		↓

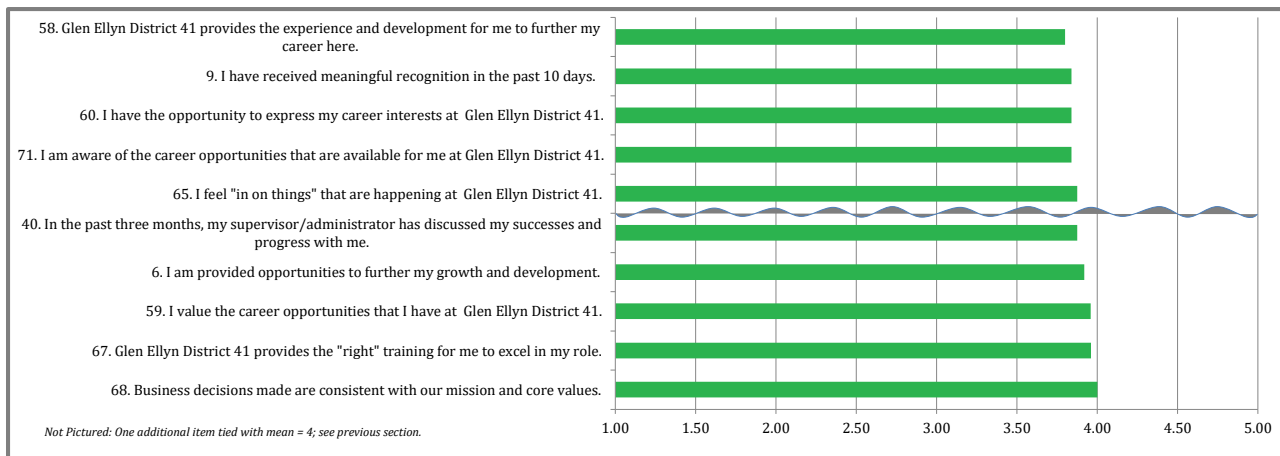




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Glen Ellyn District 41: Central Service - All Results (n=25)

Bottom 10 Rank Ordered By Mean										
	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	Career Development	3.80	4.13	12.0% n=3	4.0% n=1	16.0% n=4	28.0% n=7	40.0% n=10	0.0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	Recognition	3.84	3.92	4.0% n=1	16.0% n=4	20.0% n=5	12.0% n=3	48.0% n=12	0.0% n=0	↓
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	Career Development	3.84	4.04	12.0% n=3	8.0% n=2	8.0% n=2	28.0% n=7	44.0% n=11	0.0% n=0	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	Career Development	3.84	4.13	8.0% n=2	8.0% n=2	16.0% n=4	28.0% n=7	40.0% n=10	0.0% n=0	↓
65. I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.88	4.00	8.0% n=2	4.0% n=1	16.0% n=4	32.0% n=8	36.0% n=9	4.0% n=1	↓
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.88	4.17	0.0% n=0	16.0% n=4	16.0% n=4	28.0% n=7	36.0% n=9	4.0% n=1	↓
6. I am provided opportunities to further my growth and development.	Training & Development	3.92	4.00	8.0% n=2	12.0% n=3	8.0% n=2	24.0% n=6	48.0% n=12	0.0% n=0	↓
59. I value the career opportunities that I have at Glen Ellyn District 41.	Career Development	3.96	4.48	12.0% n=3	4.0% n=1	12.0% n=3	16.0% n=4	52.0% n=13	4.0% n=1	↓
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.96	3.96	4.0% n=1	8.0% n=2	16.0% n=4	32.0% n=8	40.0% n=10	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.00	4.13	4.0% n=1	0.0% n=0	24.0% n=6	32.0% n=8	36.0% n=9	4.0% n=1	↓

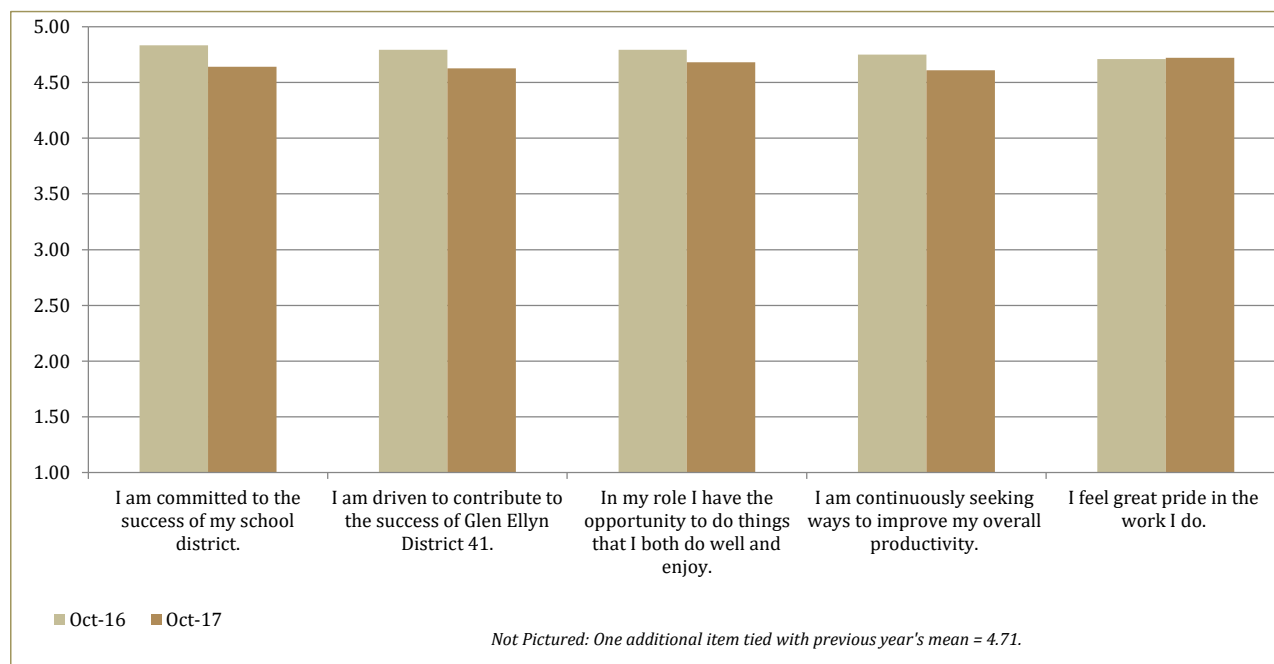




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Glen Ellyn District 41: Central Service - All Results (n=25)

		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-)</u> <u>Change</u>
<b><u>Previous Top 5 Rank Ordered Questions According to Mean</u></b>					
53.	I am committed to the success of my school district.	Engage-Inspire	4.83	4.64	↓
8.	I am driven to contribute to the success of Glen Ellyn District 41.	Engage-Inspire	4.79	4.63	↓
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.79	4.68	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.75	4.61	↓
4.	I feel great pride in the work I do.	Pride	4.71	4.72	↑

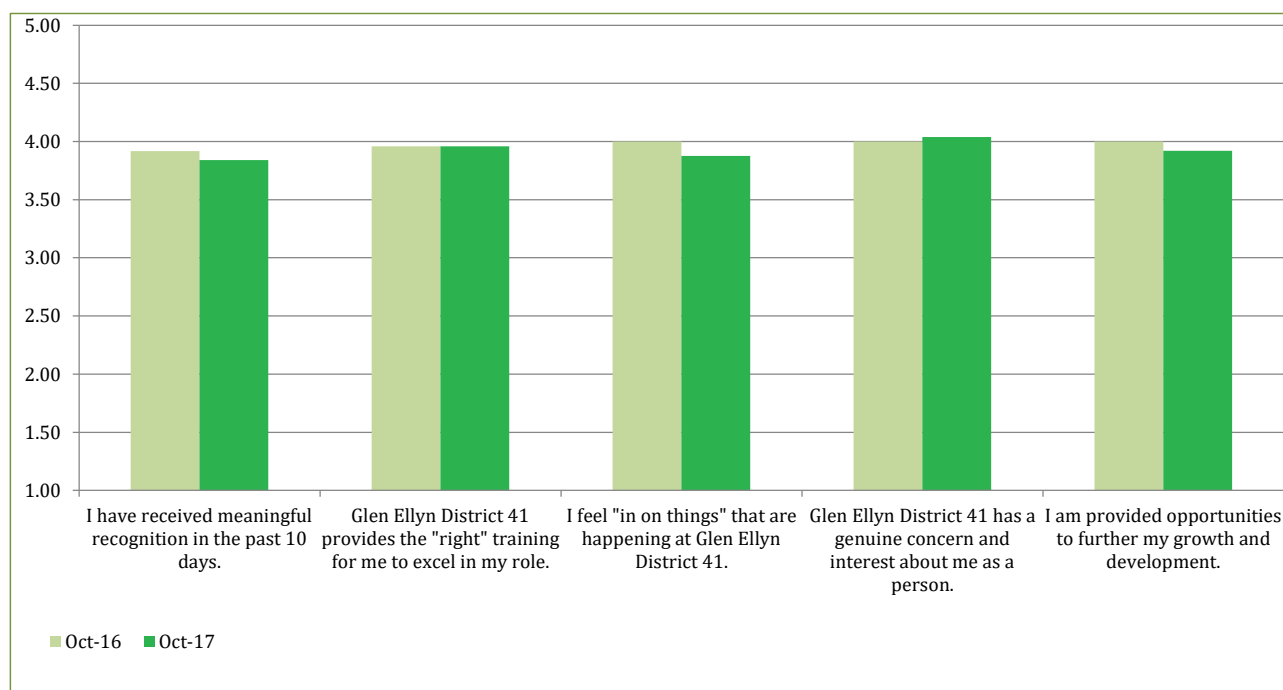




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Glen Ellyn District 41: Central Service - All Results (n=25)

		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-) Change</u>
<b><u>Previous Bottom 5 Rank Ordered Questions According to Mean</u></b>					
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.92	3.84	↓
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.96	3.96	=
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	4.00	3.88	↓
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	Relationships	4.00	4.04	↑
6.	I am provided opportunities to further my growth and development.	Training & Development	4.00	3.92	↓

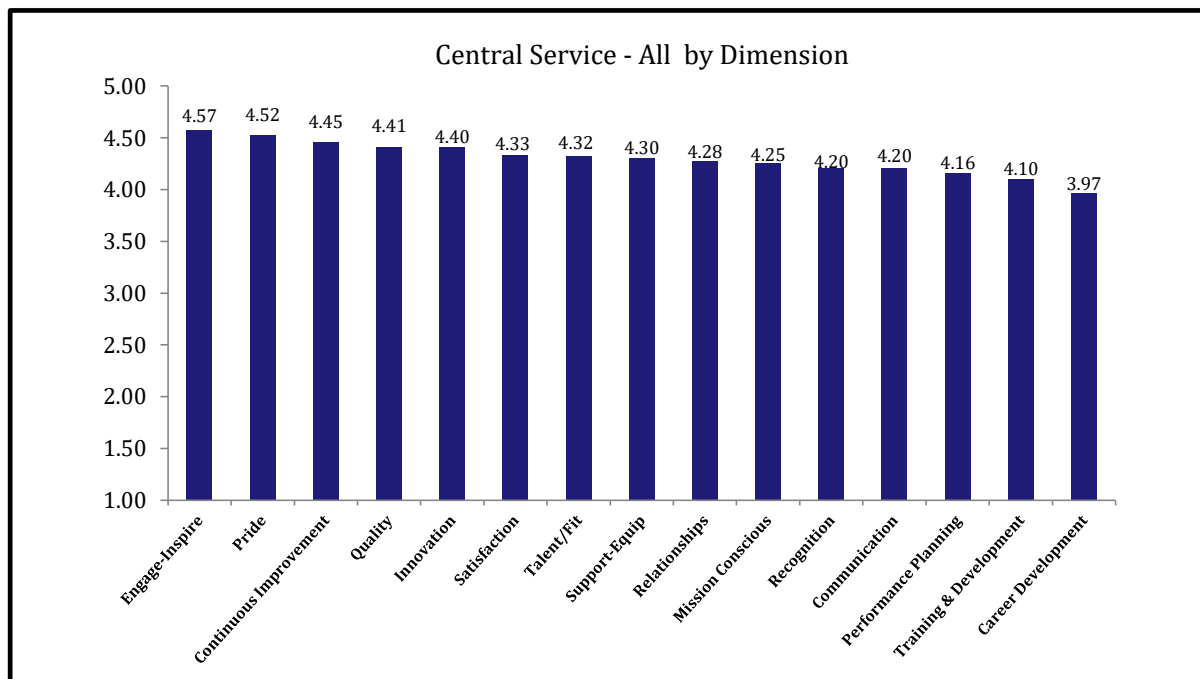




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Glen Ellyn District 41: Central Service - All Results (n=25)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.57
Pride	4.52
Continuous Improvement	4.45
Quality	4.41
Innovation	4.40
Satisfaction	4.33
Talent/Fit	4.32
Support-Equip	4.30
Relationships	4.28
Mission Conscious	4.25
Recognition	4.20
Communication	4.20
Performance Planning	4.16
Training & Development	4.10
Career Development	3.97



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Glen Ellyn District 41: Central Service - All Results (n=25)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-16 Mean</u>	<u>Oct-17 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.65	4.57	↓
Pride	4.63	4.52	↓
Continuous Improvement	4.56	4.45	↓
Quality	4.46	4.41	↓
Innovation	4.46	4.40	↓
Satisfaction	4.43	4.33	↓
Talent/Fit	4.37	4.32	↓
Support-Equip	4.42	4.30	↓
Relationships	4.32	4.28	↓
Mission Conscious	4.38	4.25	↓
Recognition	4.29	4.20	↓
Communication	4.36	4.20	↓
Performance Planning	4.28	4.16	↓
Training & Development	4.19	4.10	↓
Career Development	4.26	3.97	↓



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Glen Ellyn District 41: Central Service - All Results (n=25)



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

