



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Full District





October 2017

Glen Ellyn District 41: Full District Results (N=327)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Talent/Fit	4.12	4.12							
11. I am in a role that allows me to maximize my talents and strengths.	4.28	4.18	1.2% n=4	4.6% n=15	8.6% n=28	36.4% n=119	48.9% n=160	0.3% n=1	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.56	4.50	0.3% n=1	0.9% n=3	3.7% n=12	32.4% n=106	62.7% n=205	0.0% n=0	↑
7. I have encouraged someone to apply at Glen Ellyn District 41.	3.70	3.82	6.1% n=20	9.5% n=31	18.0% n=59	30.3% n=99	27.8% n=91	8.3% n=27	↓
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.08	4.02	1.8% n=6	3.7% n=12	18.3% n=60	32.1% n=105	38.5% n=126	5.5% n=18	↑
56. I feel Glen Ellyn District 41 is a great fit for me.	4.24	4.29	0.9% n=3	2.1% n=7	14.1% n=46	37.6% n=123	45.0% n=147	0.3% n=1	↓
72. Our school district selects highly talented individuals when hiring.	4.10	4.15	1.2% n=4	3.1% n=10	16.5% n=54	41.6% n=136	36.7% n=120	0.9% n=3	↓
63. Glen Ellyn District 41 selects the right people for the right job.	3.83	3.83	3.4% n=11	6.4% n=21	21.1% n=69	40.4% n=132	27.5% n=90	1.2% n=4	=
Support-Equip	4.02	3.97							
3. I am provided the core needs necessary for me to excel in my role.	4.02	3.86	2.4% n=8	6.7% n=22	11.0% n=36	45.9% n=150	33.9% n=111	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.82	3.75	5.8% n=19	9.5% n=31	12.5% n=41	41.6% n=136	30.6% n=100	0.0% n=0	↑
34. My supervisor/administrator is actively responsive to my needs.	4.14	4.11	2.1% n=7	5.2% n=17	13.1% n=43	35.2% n=115	44.0% n=144	0.3% n=1	↑
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.79	3.75	4.0% n=13	12.2% n=40	18.0% n=59	30.9% n=101	33.9% n=111	0.9% n=3	↑
33. My supervisor/administrator is available for me when needs arise.	4.19	4.21	1.5% n=5	4.6% n=15	13.5% n=44	33.6% n=110	46.5% n=152	0.3% n=1	↓
23. I have a supportive coaching relationship with my supervisor/administrator.	4.14	4.15	1.8% n=6	7.6% n=25	9.2% n=30	37.3% n=122	44.0% n=144	0.0% n=0	↓



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Glen Ellyn District 41: Full District Results (N=327)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Relationships	4.03	4.04							
5. I have at least one close friend at work.	4.45	4.48	0.9% n=3	2.8% n=9	9.2% n=30	23.9% n=78	62.4% n=204	0.9% n=3	↓
32. I have an open and trusting relationship with my supervisor/administrator.	4.01	4.06	4.0% n=13	7.3% n=24	14.1% n=46	32.7% n=107	41.6% n=136	0.3% n=1	↓
25. My supervisor/administrator cares about me as a person.	4.17	4.21	2.4% n=8	5.8% n=19	11.6% n=38	32.4% n=106	47.7% n=156	0.0% n=0	↓
31. I am provided personal coaching from my supervisor/administrator.	3.67	3.57	3.4% n=11	14.7% n=48	20.2% n=66	32.4% n=106	27.2% n=89	2.1% n=7	↑
51. My team has open and trusting relationships.	4.33	4.38	1.2% n=4	4.3% n=14	6.4% n=21	35.2% n=115	51.4% n=168	1.5% n=5	↓
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.39	4.36	1.5% n=5	2.8% n=9	7.6% n=25	30.0% n=98	55.4% n=181	2.8% n=9	↑
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.49	3.58	9.2% n=30	13.1% n=43	21.1% n=69	32.7% n=107	23.9% n=78	0.0% n=0	↓
54. Quality relationships are valued across our school district.	3.93	3.91	2.8% n=9	8.0% n=26	15.6% n=51	40.7% n=133	32.7% n=107	0.3% n=1	↑
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.86	3.83	2.4% n=8	9.5% n=31	20.8% n=68	32.1% n=105	33.6% n=110	1.5% n=5	↑
Quality	4.39	4.40							
47. I am on a team that encourages each member to surpass expectations.	4.34	4.31	1.2% n=4	1.8% n=6	11.0% n=36	31.8% n=104	52.0% n=170	2.1% n=7	↑
43. My associates demonstrate a commitment to quality work and excellence.	4.58	4.59	0.9% n=3	0.6% n=2	3.7% n=12	29.1% n=95	64.8% n=212	0.9% n=3	↓
57. Glen Ellyn District 41 is committed to quality work and excellence.	4.25	4.31	1.5% n=5	2.4% n=8	10.4% n=34	40.4% n=132	45.0% n=147	0.3% n=1	↓



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Glen Ellyn District 41: Full District Results (N=327)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Communication	4.07	4.07							
36. I have the opportunity to communicate with my supervisor/administrator.	4.26	4.31	1.2% n=4	4.0% n=13	9.5% n=31	37.9% n=124	47.4% n=155	0.0% n=0	↓
24. My supervisor/administrator effectively communicates his/her expectations.	4.09	4.07	1.5% n=5	8.6% n=28	12.2% n=40	34.6% n=113	43.1% n=141	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.08	4.04	1.5% n=5	7.0% n=23	13.1% n=43	36.7% n=120	40.1% n=131	1.5% n=5	↑
27. My supervisor/administrator and I have effective two-way communication.	4.17	4.15	1.2% n=4	7.0% n=23	10.4% n=34	36.7% n=120	44.6% n=146	0.0% n=0	↑
65. I feel "in on things" that are happening at Glen Ellyn District 41.	3.47	3.52	8.0% n=26	13.5% n=44	21.4% n=70	37.9% n=124	19.0% n=62	0.3% n=1	↓
44. Our team effectively communicates with each other.	4.35	4.35	0.9% n=3	3.7% n=12	7.0% n=23	34.9% n=114	51.7% n=169	1.8% n=6	=
Recognition	4.07	4.00							
29. My supervisor/administrator recognizes me for a job well done.	4.07	3.91	3.4% n=11	7.0% n=23	13.8% n=45	30.6% n=100	45.0% n=147	0.3% n=1	↑
9. I have received meaningful recognition in the past 10 days.	3.66	3.44	8.9% n=29	14.7% n=48	11.3% n=37	31.8% n=104	33.0% n=108	0.3% n=1	↑
66. Excellence is recognized in my school district.	3.87	3.95	3.4% n=11	7.0% n=23	18.3% n=60	41.9% n=137	29.4% n=96	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.33	4.33	0.3% n=1	2.8% n=9	7.3% n=24	42.5% n=139	46.8% n=153	0.3% n=1	=
48. My team recognizes each other's efforts and impact.	4.41	4.38	1.8% n=6	1.8% n=6	5.8% n=19	33.3% n=109	55.0% n=180	2.1% n=7	↑



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Performance Planning	4.17	4.10							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.89	3.67	3.7% n=12	11.9% n=39	13.1% n=43	32.1% n=105	37.0% n=121	2.1% n=7	↑
17. I have set the right goals for myself to excel in my role/position.	4.50	4.45	0.6% n=2	0.6% n=2	3.4% n=11	38.5% n=126	56.3% n=184	0.6% n=2	↑
49. Our team effectively sets goals to further enhance our performance.	4.24	4.22	0.9% n=3	3.7% n=12	12.2% n=40	34.9% n=114	46.2% n=151	2.1% n=7	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.17	4.14	2.1% n=7	4.9% n=16	11.6% n=38	36.4% n=119	45.0% n=147	0.0% n=0	↑
37. My supervisor/administrator motivates me to achieve my goals.	4.02	4.00	2.4% n=8	6.4% n=21	18.3% n=60	31.5% n=103	41.0% n=134	0.3% n=1	↑
Training & Development	3.97	3.97							
35. My supervisor/administrator supports my personal and professional development.	4.15	4.17	2.4% n=8	4.6% n=15	12.5% n=41	35.8% n=117	44.0% n=144	0.6% n=2	↓
6. I am provided opportunities to further my growth and development.	4.00	4.07	2.8% n=9	8.6% n=28	10.1% n=33	42.8% n=140	35.8% n=117	0.0% n=0	↓
15. I am properly trained to achieve excellence in my work.	4.13	4.02	2.8% n=9	6.7% n=22	9.2% n=30	37.9% n=124	43.4% n=142	0.0% n=0	↑
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.52	3.55	8.6% n=28	12.5% n=41	19.6% n=64	37.0% n=121	22.0% n=72	0.3% n=1	↓
30. My supervisor/administrator encourages opportunities for my growth and development.	4.03	4.03	2.8% n=9	6.4% n=21	15.6% n=51	34.6% n=113	40.1% n=131	0.6% n=2	=



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Glen Ellyn District 41: Full District Results (N=327)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Career Development	4.02	4.04							
70. I would like to work at Glen Ellyn District 41 long term.	4.29	4.26	1.2% n=4	1.2% n=4	16.2% n=53	30.3% n=99	50.8% n=166	0.3% n=1	↑
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	3.85	3.88	5.2% n=17	8.0% n=26	17.1% n=56	34.3% n=112	33.9% n=111	1.5% n=5	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	3.98	4.01	2.1% n=7	4.6% n=15	18.0% n=59	42.2% n=138	31.8% n=104	1.2% n=4	↓
59. I value the career opportunities that I have at Glen Ellyn District 41.	4.13	4.16	2.1% n=7	5.2% n=17	13.1% n=43	34.6% n=113	42.8% n=140	2.1% n=7	↓
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	3.87	3.86	3.1% n=10	8.3% n=27	18.0% n=59	37.6% n=123	30.6% n=100	2.4% n=8	↑
Engage-Inspire	4.43	4.42							
2. I am fully engaged in the work that I do.	4.71	4.71	0.3% n=1	0.0% n=0	0.9% n=3	25.7% n=84	72.8% n=238	0.3% n=1	=
12. I am highly committed to and energized by my work.	4.52	4.48	0.3% n=1	0.6% n=2	4.3% n=14	35.8% n=117	58.4% n=191	0.6% n=2	↑
8. I am driven to contribute to the success of Glen Ellyn District 41.	4.50	4.50	0.6% n=2	0.9% n=3	5.2% n=17	34.3% n=112	58.4% n=191	0.6% n=2	=
53. I am committed to the success of my school district.	4.57	4.60	0.0% n=0	0.6% n=2	4.3% n=14	32.1% n=105	63.0% n=206	0.0% n=0	↓
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.83	3.82	4.9% n=16	6.1% n=20	22.0% n=72	35.2% n=115	31.5% n=103	0.3% n=1	↑



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Glen Ellyn District 41: Full District Results (N=327)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Satisfaction	4.26	4.21							
13. I am satisfied with my role/work.	4.31	4.17							↑
			0.0% n=0	4.0% n=13	8.9% n=29	39.4% n=129	47.4% n=155	0.3% n=1	
46. I am satisfied being a part of my team.	4.45	4.46							↓
			0.9% n=3	2.4% n=8	7.3% n=24	28.7% n=94	59.3% n=194	1.2% n=4	
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.10	4.12							↓
			1.5% n=5	3.7% n=12	16.2% n=53	40.7% n=133	37.9% n=124	0.0% n=0	
20. I look forward to coming to work every day.	4.20	4.09							↑
			0.6% n=2	2.8% n=9	11.9% n=39	45.3% n=148	39.1% n=128	0.3% n=1	
Mission Conscious	3.94	3.94							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.11	3.95							↑
			2.1% n=7	3.7% n=12	14.4% n=47	38.8% n=127	39.4% n=129	1.5% n=5	
74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	3.98	3.98							=
			1.8% n=6	5.5% n=18	15.3% n=50	45.6% n=149	30.0% n=98	1.8% n=6	
22. I am aware and knowledgeable about our school district's mission.	4.40	4.38							↑
			0.6% n=2	1.2% n=4	4.3% n=14	45.6% n=149	48.0% n=157	0.3% n=1	
68. Business decisions made are consistent with our mission and core values.	3.23	3.41							↓
			9.2% n=30	17.1% n=56	27.2% n=89	25.4% n=83	16.2% n=53	4.9% n=16	
Pride	4.34	4.33							
4. I feel great pride in the work I do.	4.69	4.60							↑
			0.6% n=2	0.0% n=0	2.4% n=8	24.2% n=79	72.8% n=238	0.0% n=0	
14. I feel great pride in being a part of Glen Ellyn District 41.	4.14	4.15							↓
			2.1% n=7	5.2% n=17	11.9% n=39	37.3% n=122	43.1% n=141	0.3% n=1	
45. I feel great pride in the team of which I am a part.	4.48	4.52							↓
			0.6% n=2	2.4% n=8	6.4% n=21	28.4% n=93	60.9% n=199	1.2% n=4	
64. I speak of Glen Ellyn District 41 with pride.	4.06	4.07							↓
			1.5% n=5	4.9% n=16	18.0% n=59	37.3% n=122	37.9% n=124	0.3% n=1	



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Glen Ellyn District 41: Full District Results (N=327)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
Continuous Improvement	4.42	4.45							
52. My team strives to pursue excellence.	4.51	4.55	0.9% n=3	1.8% n=6	2.8% n=9	33.0% n=108	59.6% n=195	1.8% n=6	↓
21. I strive to find a better way every day.	4.52	4.52	0.6% n=2	0.0% n=0	4.6% n=15	36.1% n=118	58.1% n=190	0.6% n=2	=
55. I am part of a school district that continues to pursue excellence every day.	4.23	4.27	1.2% n=4	2.1% n=7	9.8% n=32	45.9% n=150	41.0% n=134	0.0% n=0	↓
Innovation	4.28	4.35							
69. Glen Ellyn District 41 encourages innovation.	3.92	4.06	3.4% n=11	5.8% n=19	17.1% n=56	42.2% n=138	30.9% n=101	0.6% n=2	↓
16. I am continuously seeking ways to improve my overall productivity.	4.60	4.69	0.6% n=2	0.6% n=2	2.4% n=8	30.0% n=98	65.1% n=213	1.2% n=4	↓
42. Our team encourages innovation.	4.32	4.29	0.9% n=3	2.8% n=9	8.3% n=27	38.2% n=125	48.0% n=157	1.8% n=6	↑

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Glen Ellyn District 41: Full District Results (N=327)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.71	Engage-Inspire 4.43
4.	I feel great pride in the work I do.	4.69	Pride 4.34
16.	I am continuously seeking ways to improve my overall productivity.	4.60	Innovation 4.28
43.	My associates demonstrate a commitment to quality work and excellence.	4.58	Quality 4.39
53.	I am committed to the success of my school district.	4.57	Engage-Inspire 4.43
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.56	Talent/Fit 4.12
12.	I am highly committed to and energized by my work.	4.52	Engage-Inspire 4.43
21.	I strive to find a better way every day.	4.52	Continuous Improvement 4.42
52.	My team strives to pursue excellence.	4.51	Continuous Improvement 4.42
17.	I have set the right goals for myself to excel in my role/position.	4.50	Performance Planning 4.17
8.	I am driven to contribute to the success of Glen Ellyn District 41.	4.50	Engage-Inspire 4.43
45.	I feel great pride in the team of which I am a part.	4.48	Pride 4.34
5.	I have at least one close friend at work.	4.45	Relationships 4.03
46.	I am satisfied being a part of my team.	4.45	Satisfaction 4.26

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
48.	My team recognizes each other's efforts and impact.	4.41	Recognition 4.07
22.	I am aware and knowledgeable about our school district's mission.	4.40	Mission Conscious 3.94
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.39	Relationships 4.03
44.	Our team effectively communicates with each other.	4.35	Communication 4.07
47.	I am on a team that encourages each member to surpass expectations.	4.34	Quality 4.39
51.	My team has open and trusting relationships.	4.33	Relationships 4.03
18.	I have provided meaningful recognition to others in the past 10 days.	4.33	Recognition 4.07
42.	Our team encourages innovation.	4.32	Innovation 4.28
13.	I am satisfied with my role/work.	4.31	Satisfaction 4.26
70.	I would like to work at Glen Ellyn District 41 long term.	4.29	Career Development 4.02
11.	I am in a role that allows me to maximize my talents and strengths.	4.28	Talent/Fit 4.12
36.	I have the opportunity to communicate with my supervisor/administrator.	4.26	Communication 4.07
57.	Glen Ellyn District 41 is committed to quality work and excellence.	4.25	Quality 4.39
49.	Our team effectively sets goals to further enhance our performance.	4.24	Performance Planning 4.17
56.	I feel Glen Ellyn District 41 is a great fit for me.	4.24	Talent/Fit 4.12

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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.	4.23	Continuous Improvement 4.42
20.	I look forward to coming to work every day.	4.20	Satisfaction 4.26
33.	My supervisor/administrator is available for me when needs arise.	4.19	Support-Equip 4.02
25.	My supervisor/administrator cares about me as a person.	4.17	Relationships 4.03
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.17	Performance Planning 4.17
27.	My supervisor/administrator and I have effective two-way communication.	4.17	Communication 4.07
35.	My supervisor/administrator supports my personal and professional development.	4.15	Training & Development 3.97
14.	I feel great pride in being a part of Glen Ellyn District 41.	4.14	Pride 4.34
34.	My supervisor/administrator is actively responsive to my needs.	4.14	Support-Equip 4.02
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.14	Support-Equip 4.02
59.	I value the career opportunities that I have at Glen Ellyn District 41.	4.13	Career Development 4.02
15.	I am properly trained to achieve excellence in my work.	4.13	Training & Development 3.97
41.	My supervisor/administrator effectively communicates our school district's mission to me.	4.11	Mission Conscious 3.94
72.	Our school district selects highly talented individuals when hiring.	4.10	Talent/Fit 4.12
73.	Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.10	Satisfaction 4.26

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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
24.	My supervisor/administrator effectively communicates his/her expectations.	4.09	Communication 4.07
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.08	Communication 4.07
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.08	Talent/Fit 4.12
29.	My supervisor/administrator recognizes me for a job well done.	4.07	Recognition 4.07
64.	I speak of Glen Ellyn District 41 with pride.	4.06	Pride 4.34
30.	My supervisor/administrator encourages opportunities for my growth and development.	4.03	Training & Development 3.97
37.	My supervisor/administrator motivates me to achieve my goals.	4.02	Performance Planning 4.17
3.	I am provided the core needs necessary for me to excel in my role.	4.02	Support-Equip 4.02
32.	I have an open and trusting relationship with my supervisor/administrator.	4.01	Relationships 4.03
6.	I am provided opportunities to further my growth and development.	4.00	Training & Development 3.97
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	3.98	Career Development 4.02
74.	Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	3.98	Mission Conscious 3.94
54.	Quality relationships are valued across our school district.	3.93	Relationships 4.03
69.	Glen Ellyn District 41 encourages innovation.	3.92	Innovation 4.28
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.89	Performance Planning 4.17

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Glen Ellyn District 41: Full District Results (N=327)

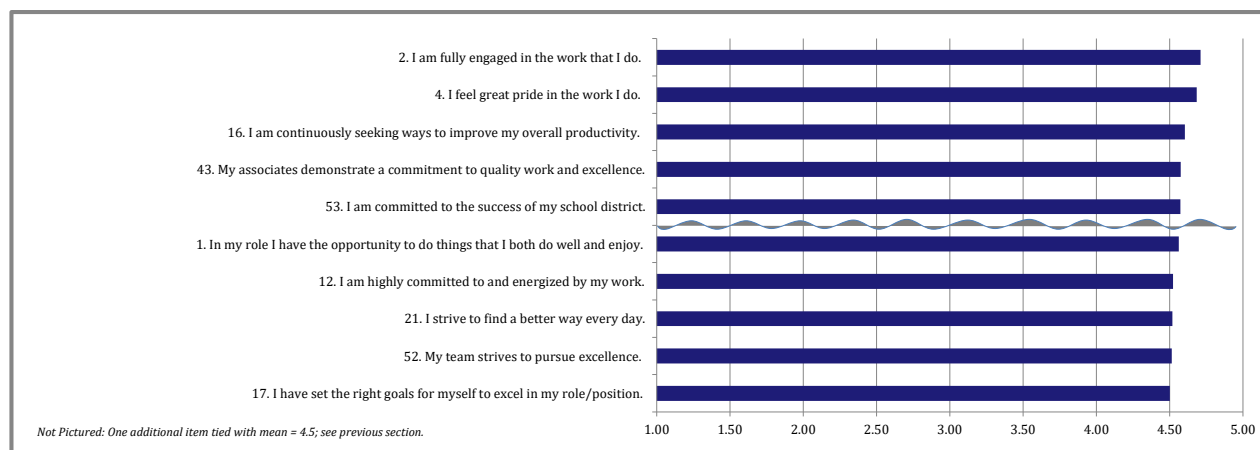
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
66.	Excellence is recognized in my school district.	3.87	Recognition 4.07
60.	I have the opportunity to express my career interests at Glen Ellyn District 41.	3.87	Career Development 4.02
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.86	Relationships 4.03
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	3.85	Career Development 4.02
63.	Glen Ellyn District 41 selects the right people for the right job.	3.83	Talent/Fit 4.12
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.83	Engage-Inspire 4.43
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.82	Support-Equip 4.02
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.79	Support-Equip 4.02
7.	I have encouraged someone to apply at Glen Ellyn District 41.	3.70	Talent/Fit 4.12
31.	I am provided personal coaching from my supervisor/administrator.	3.67	Relationships 4.03
9.	I have received meaningful recognition in the past 10 days.	3.66	Recognition 4.07
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.52	Training & Development 3.97
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.49	Relationships 4.03
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	3.47	Communication 4.07
68.	Business decisions made are consistent with our mission and core values.	3.23	Mission Conscious 3.94



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Glen Ellyn District 41: Full District Results (N=327)

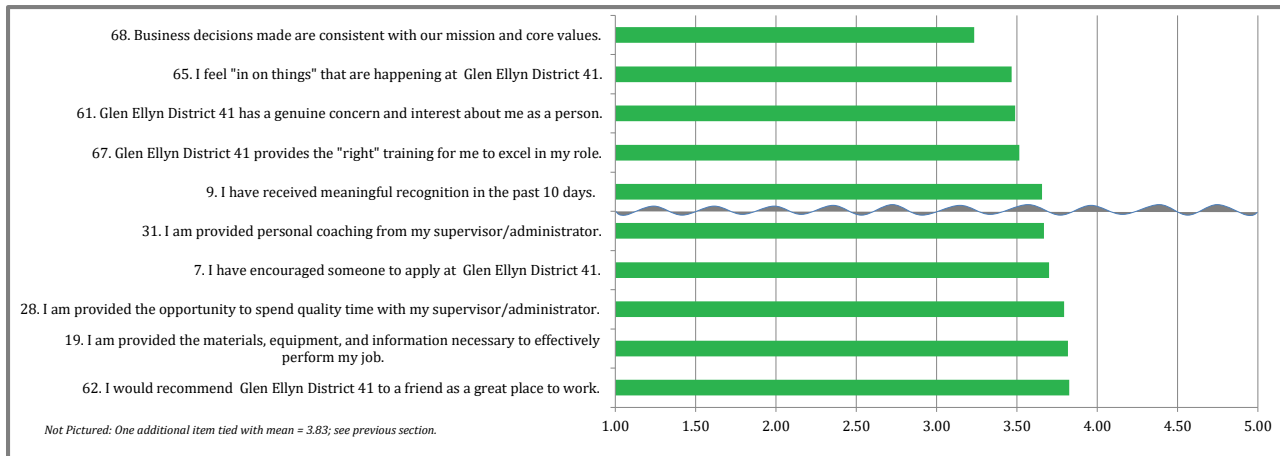
Top 10 Rank Ordered By Mean										
	Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.71							↑
				0.3% n=1	0.0% n=0	0.9% n=3	25.7% n=84	72.8% n=238	0.3% n=1	
4. I feel great pride in the work I do.	Pride	4.69	4.60							↑
				0.6% n=2	0.0% n=0	2.4% n=8	24.2% n=79	72.8% n=238	0.0% n=0	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.60	4.69							↓
				0.6% n=2	0.6% n=2	2.4% n=8	30.0% n=98	65.1% n=213	1.2% n=4	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.58	4.59							↓
				0.9% n=3	0.6% n=2	3.7% n=12	29.1% n=95	64.8% n=212	0.9% n=3	
53. I am committed to the success of my school district.	Engage-Inspire	4.57	4.60							↓
				0.0% n=0	0.6% n=2	4.3% n=14	32.1% n=105	63.0% n=206	0.0% n=0	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.56	4.50							↑
				0.3% n=1	0.9% n=3	3.7% n=12	32.4% n=106	62.7% n=205	0.0% n=0	
12. I am highly committed to and energized by my work.	Engage-Inspire	4.52	4.48							↑
				0.3% n=1	0.6% n=2	4.3% n=14	35.8% n=117	58.4% n=191	0.6% n=2	
21. I strive to find a better way every day.	Continuous Improvement	4.52	4.52							↑
				0.6% n=2	0.0% n=0	4.6% n=15	36.1% n=118	58.1% n=190	0.6% n=2	
52. My team strives to pursue excellence.	Continuous Improvement	4.51	4.55							↓
				0.9% n=3	1.8% n=6	2.8% n=9	33.0% n=108	59.6% n=195	1.8% n=6	
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.50	4.45							↑
				0.6% n=2	0.6% n=2	3.4% n=11	38.5% n=126	56.3% n=184	0.6% n=2	



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Glen Ellyn District 41: Full District Results (N=327)

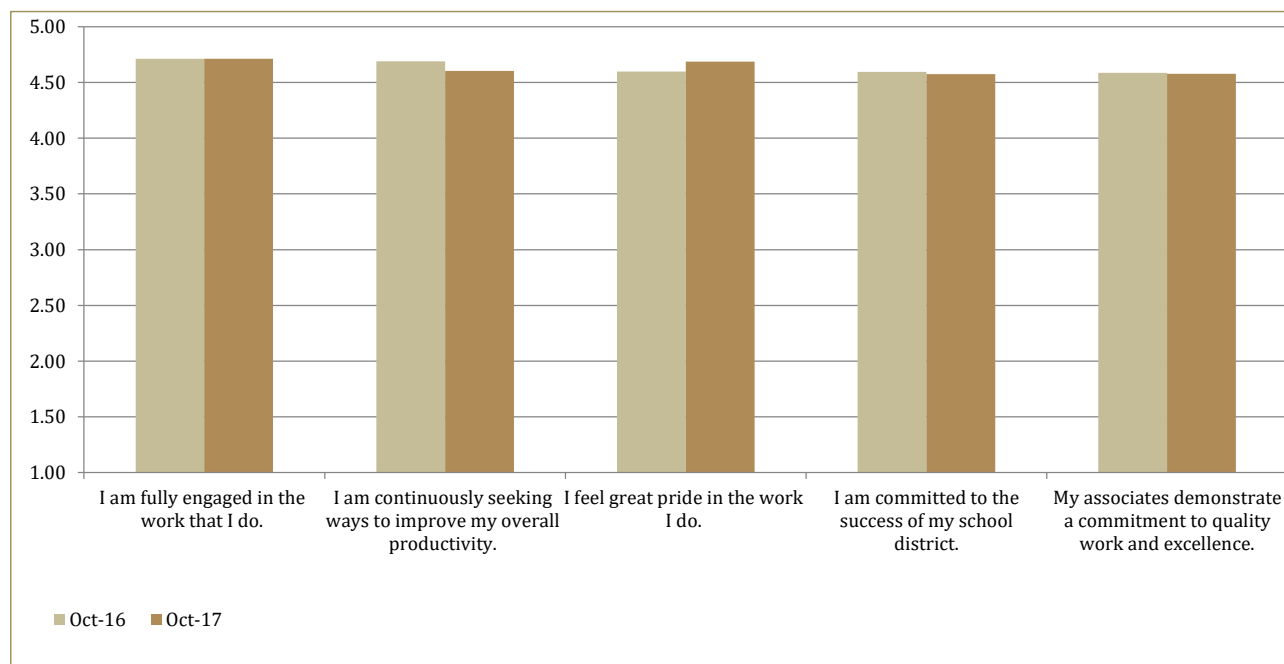
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.		Mission Conscious	3.23	3.41	9.2% n=30	17.1% n=56	27.2% n=89	25.4% n=83	16.2% n=53	4.9% n=16	↓
65. I feel "in on things" that are happening at Glen Ellyn District 41.		Communication	3.47	3.52	8.0% n=26	13.5% n=44	21.4% n=70	37.9% n=124	19.0% n=62	0.3% n=1	↓
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.		Relationships	3.49	3.58	9.2% n=30	13.1% n=43	21.1% n=69	32.7% n=107	23.9% n=78	0.0% n=0	↓
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.		Training & Development	3.52	3.55	8.6% n=28	12.5% n=41	19.6% n=64	37.0% n=121	22.0% n=72	0.3% n=1	↓
9. I have received meaningful recognition in the past 10 days.		Recognition	3.66	3.44	8.9% n=29	14.7% n=48	11.3% n=37	31.8% n=104	33.0% n=108	0.3% n=1	↑
<hr/>											
31. I am provided personal coaching from my supervisor/administrator.		Relationships	3.67	3.57	3.4% n=11	14.7% n=48	20.2% n=66	32.4% n=106	27.2% n=89	2.1% n=7	↑
7. I have encouraged someone to apply at Glen Ellyn District 41.		Talent/Fit	3.70	3.82	6.1% n=20	9.5% n=31	18.0% n=59	30.3% n=99	27.8% n=91	8.3% n=27	↓
28. I am provided the opportunity to spend quality time with my supervisor/administrator.		Support-Equip	3.79	3.75	4.0% n=13	12.2% n=40	18.0% n=59	30.9% n=101	33.9% n=111	0.9% n=3	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.		Support-Equip	3.82	3.75	5.8% n=19	9.5% n=31	12.5% n=41	41.6% n=136	30.6% n=100	0.0% n=0	↑
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.		Engage-Inspire	3.83	3.82	4.9% n=16	6.1% n=20	22.0% n=72	35.2% n=115	31.5% n=103	0.3% n=1	↑



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Glen Ellyn District 41: Full District Results (N=327)

		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-) Change</u>
<u>Previous Top 5 Rank Ordered Questions According to Mean</u>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.71	=
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.69	4.60	↓
4.	I feel great pride in the work I do.	Pride	4.60	4.69	↑
53.	I am committed to the success of my school district.	Engage-Inspire	4.60	4.57	↓
43.	My associates demonstrate a commitment to quality work and excellence.	Quality	4.59	4.58	↓





October 2017

Glen Ellyn District 41: Full District Results (N=327)

(+/-)
Change

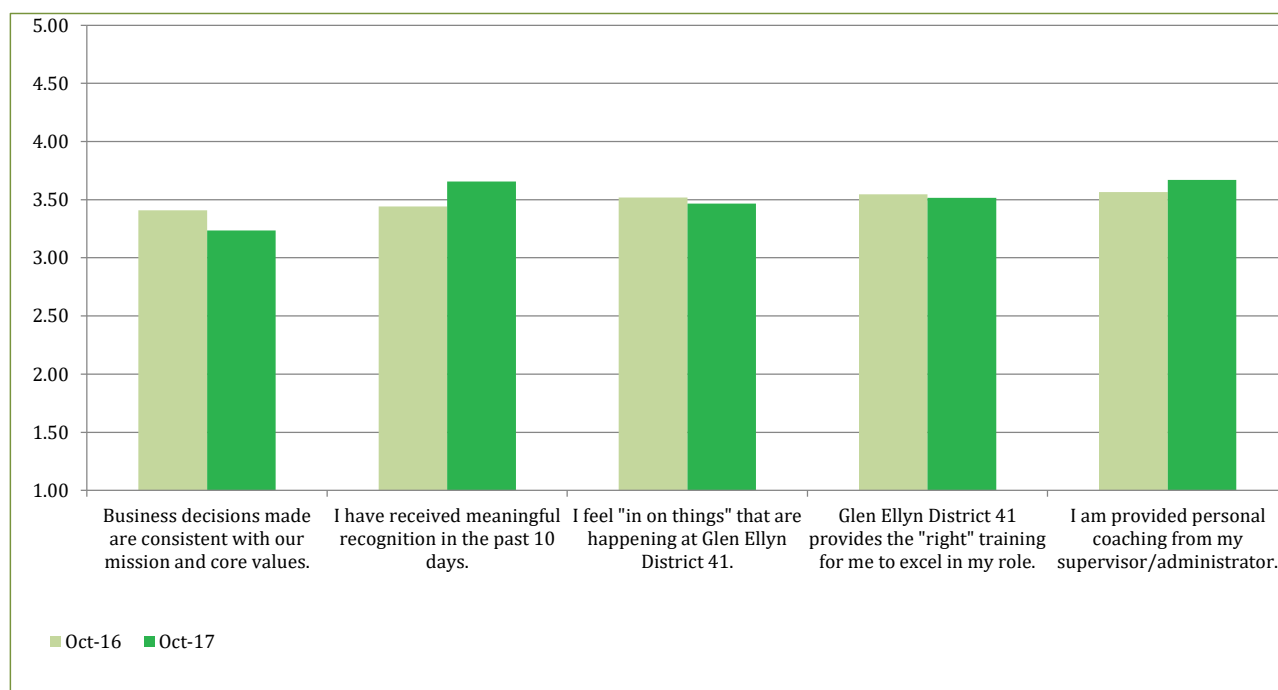
Dimension

Oct-16

Oct-17

Previous Bottom 5 Rank Ordered Questions According to Mean

68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.41	3.23	↓
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.44	3.66	↑
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.52	3.47	↓
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.55	3.52	↓
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.57	3.67	↑

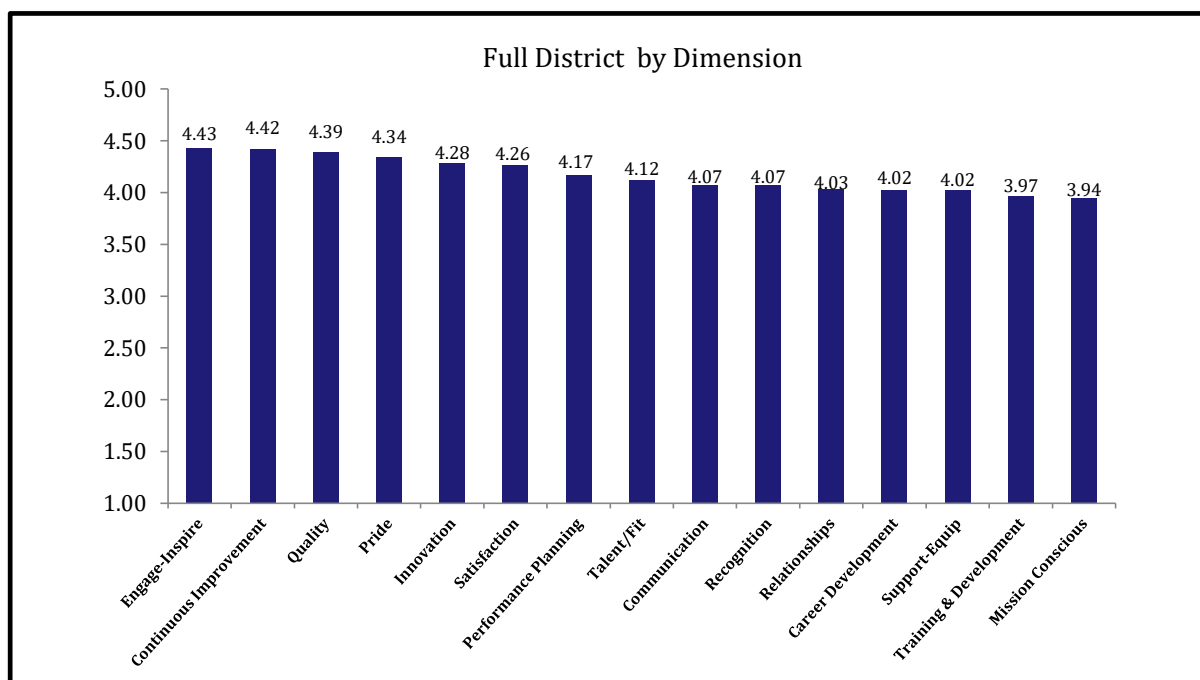




October 2017

Glen Ellyn District 41: Full District Results (N=327)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.43
Continuous Improvement	4.42
Quality	4.39
Pride	4.34
Innovation	4.28
Satisfaction	4.26
Performance Planning	4.17
Talent/Fit	4.12
Communication	4.07
Recognition	4.07
Relationships	4.03
Career Development	4.02
Support-Equip	4.02
Training & Development	3.97
Mission Conscious	3.94



October 2017

Glen Ellyn District 41: Full District Results (N=327)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-16 Mean</u>	<u>Oct-17 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.42	4.43	↑
Continuous Improvement	4.45	4.42	↓
Quality	4.40	4.39	↓
Pride	4.33	4.34	↑
Innovation	4.35	4.28	↓
Satisfaction	4.21	4.26	↑
Performance Planning	4.10	4.17	↑
Talent/Fit	4.12	4.12	=
Communication	4.07	4.07	=
Recognition	4.00	4.07	↑
Relationships	4.04	4.03	↓
Career Development	4.04	4.02	↓
Support-Equip	3.97	4.02	↑
Training & Development	3.97	3.97	=
Mission Conscious	3.94	3.94	=

HUMANeX Ventures Cultural Assessment IndexSM

Satisfaction / Engagement 3x3

