



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Hadley - All





October 2017

Glen Ellyn District 41: Hadley - All Results (n=67)

| | Current Mean | Previous Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A | (+/-) Change |
|---|-----------------|------------------|-----------------------------|-----------------|----------------|---------------|--------------------------|--------------|-----------------|
| Talent/Fit | 4.00 | 4.11 | | | | | | | |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.20 | 4.02 | | | | | | | ↑ |
| | | | 1.5% n=1 | 6.0% n=4 | 7.5% n=5 | 40.3% n=27 | 43.3% n=29 | 1.5% n=1 | |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.48 | 4.40 | | | | | | | ↑ |
| | | | 1.5% n=1 | 1.5% n=1 | 6.0% n=4 | 29.9% n=20 | 61.2% n=41 | 0.0% n=0 | |
| 7. I have encouraged someone to apply at Glen Ellyn District 41. | 3.61 | 3.94 | | | | | | | ↓ |
| | | | 9.0% n=6 | 3.0% n=2 | 22.4% n=15 | 32.8% n=22 | 20.9% n=14 | 11.9% n=8 | |
| 39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 3.64 | 3.77 | | | | | | | ↓ |
| | | | 7.5% n=5 | 4.5% n=3 | 20.9% n=14 | 38.8% n=26 | 19.4% n=13 | 9.0% n=6 | |
| 56. I feel Glen Ellyn District 41 is a great fit for me. | 4.21 | 4.40 | | | | | | | ↓ |
| | | | 1.5% n=1 | 0.0% n=0 | 16.4% n=11 | 40.3% n=27 | 41.8% n=28 | 0.0% n=0 | |
| 72. Our school district selects highly talented individuals when hiring. | 4.03 | 4.21 | | | | | | | ↓ |
| | | | 1.5% n=1 | 4.5% n=3 | 20.9% n=14 | 34.3% n=23 | 37.3% n=25 | 1.5% n=1 | |
| 63. Glen Ellyn District 41 selects the right people for the right job. | 3.72 | 3.94 | | | | | | | ↓ |
| | | | 1.5% n=1 | 7.5% n=5 | 28.4% n=19 | 38.8% n=26 | 20.9% n=14 | 3.0% n=2 | |
| Support-Equip | 3.58 | 3.80 | | | | | | | |
| 3. I am provided the core needs necessary for me to excel in my role. | 3.96 | 4.04 | | | | | | | ↓ |
| | | | 7.5% n=5 | 4.5% n=3 | 9.0% n=6 | 43.3% n=29 | 35.8% n=24 | 0.0% n=0 | |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.67 | 3.84 | | | | | | | ↓ |
| | | | 9.0% n=6 | 10.4% n=7 | 16.4% n=11 | 32.8% n=22 | 31.3% n=21 | 0.0% n=0 | |
| 34. My supervisor/administrator is actively responsive to my needs. | 3.46 | 3.73 | | | | | | | ↓ |
| | | | 7.5% n=5 | 14.9% n=10 | 25.4% n=17 | 28.4% n=19 | 23.9% n=16 | 0.0% n=0 | |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.15 | 3.33 | | | | | | | ↓ |
| | | | 13.4% n=9 | 22.4% n=15 | 20.9% n=14 | 22.4% n=15 | 20.9% n=14 | 0.0% n=0 | |
| 33. My supervisor/administrator is available for me when needs arise. | 3.66 | 3.94 | | | | | | | ↓ |
| | | | 7.5% n=5 | 6.0% n=4 | 25.4% n=17 | 35.8% n=24 | 25.4% n=17 | 0.0% n=0 | |
| 23. I have a supportive coaching relationship with my supervisor/administrator. | 3.58 | 3.96 | | | | | | | ↓ |
| | | | 7.5% n=5 | 17.9% n=12 | 10.4% n=7 | 37.3% n=25 | 26.9% n=18 | 0.0% n=0 | |



October 2017

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|--|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| Relationships | 3.67 | 3.88 | | | | | | | |
| 5. I have at least one close friend at work. | 4.45 | 4.37 | | | | | | | ↑ |
| | | | 0.0% n=0 | 3.0% n=2 | 9.0% n=6 | 26.9% n=18 | 59.7% n=40 | 1.5% n=1 | |
| 32. I have an open and trusting relationship with my supervisor/administrator. | 3.27 | 3.75 | | | | | | | ↓ |
| | | | 14.9% n=10 | 14.9% n=10 | 22.4% n=15 | 23.9% n=16 | 23.9% n=16 | 0.0% n=0 | |
| 25. My supervisor/administrator cares about me as a person. | 3.48 | 3.79 | | | | | | | ↓ |
| | | | 9.0% n=6 | 14.9% n=10 | 19.4% n=13 | 32.8% n=22 | 23.9% n=16 | 0.0% n=0 | |
| 31. I am provided personal coaching from my supervisor/administrator. | 3.14 | 3.28 | | | | | | | ↓ |
| | | | 11.9% n=8 | 23.9% n=16 | 19.4% n=13 | 25.4% n=17 | 17.9% n=12 | 1.5% n=1 | |
| 51. My team has open and trusting relationships. | 4.09 | 4.29 | | | | | | | ↓ |
| | | | 3.0% n=2 | 6.0% n=4 | 9.0% n=6 | 41.8% n=28 | 38.8% n=26 | 1.5% n=1 | |
| 50. Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.19 | 4.28 | | | | | | | ↓ |
| | | | 4.5% n=3 | 4.5% n=3 | 10.4% n=7 | 25.4% n=17 | 50.7% n=34 | 4.5% n=3 | |
| 61. Glen Ellyn District 41 has a genuine concern and interest about me as a person. | 3.46 | 3.66 | | | | | | | ↓ |
| | | | 4.5% n=3 | 20.9% n=14 | 22.4% n=15 | 28.4% n=19 | 23.9% n=16 | 0.0% n=0 | |
| 54. Quality relationships are valued across our school district. | 3.85 | 3.96 | | | | | | | ↓ |
| | | | 3.0% n=2 | 7.5% n=5 | 19.4% n=13 | 40.3% n=27 | 28.4% n=19 | 1.5% n=1 | |
| 38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with | 3.11 | 3.50 | | | | | | | ↓ |
| | | | 11.9% n=8 | 25.4% n=17 | 17.9% n=12 | 23.9% n=16 | 17.9% n=12 | 3.0% n=2 | |
| Quality | 4.23 | 4.40 | | | | | | | |
| 47. I am on a team that encourages each member to surpass expectations. | 4.02 | 4.19 | | | | | | | ↓ |
| | | | 4.5% n=3 | 3.0% n=2 | 11.9% n=8 | 43.3% n=29 | 32.8% n=22 | 4.5% n=3 | |
| 43. My associates demonstrate a commitment to quality work and excellence. | 4.37 | 4.50 | | | | | | | ↓ |
| | | | 4.5% n=3 | 0.0% n=0 | 4.5% n=3 | 35.8% n=24 | 55.2% n=37 | 0.0% n=0 | |
| 57. Glen Ellyn District 41 is committed to quality work and excellence. | 4.29 | 4.51 | | | | | | | ↓ |
| | | | 1.5% n=1 | 0.0% n=0 | 14.9% n=10 | 34.3% n=23 | 47.8% n=32 | 1.5% n=1 | |



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|---|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| Communication | 3.65 | 3.89 | | | | | | | |
| 36. I have the opportunity to communicate with my supervisor/administrator. | 3.69 | 4.05 | 6.0% n=4 | 9.0% n=6 | 20.9% n=14 | 38.8% n=26 | 25.4% n=17 | 0.0% n=0 | ↓ |
| 24. My supervisor/administrator effectively communicates his/her expectations. | 3.57 | 3.82 | 6.0% n=4 | 17.9% n=12 | 16.4% n=11 | 32.8% n=22 | 26.9% n=18 | 0.0% n=0 | ↓ |
| 26. My supervisor/administrator gives me constructive feedback about my work performance. | 3.60 | 3.89 | 7.5% n=5 | 13.4% n=9 | 17.9% n=12 | 34.3% n=23 | 26.9% n=18 | 0.0% n=0 | ↓ |
| 27. My supervisor/administrator and I have effective two-way communication. | 3.54 | 3.77 | 6.0% n=4 | 17.9% n=12 | 16.4% n=11 | 35.8% n=24 | 23.9% n=16 | 0.0% n=0 | ↓ |
| 65. I feel "in on things" that are happening at Glen Ellyn District 41. | 3.37 | 3.60 | 9.0% n=6 | 13.4% n=9 | 23.9% n=16 | 38.8% n=26 | 14.9% n=10 | 0.0% n=0 | ↓ |
| 44. Our team effectively communicates with each other. | 4.14 | 4.20 | 0.0% n=0 | 6.0% n=4 | 13.4% n=9 | 38.8% n=26 | 38.8% n=26 | 3.0% n=2 | ↓ |
| Recognition | 3.74 | 3.86 | | | | | | | |
| 29. My supervisor/administrator recognizes me for a job well done. | 3.39 | 3.70 | 10.4% n=7 | 19.4% n=13 | 17.9% n=12 | 25.4% n=17 | 26.9% n=18 | 0.0% n=0 | ↓ |
| 9. I have received meaningful recognition in the past 10 days. | 3.09 | 3.05 | 20.9% n=14 | 19.4% n=13 | 6.0% n=4 | 34.3% n=23 | 17.9% n=12 | 1.5% n=1 | ↑ |
| 66. Excellence is recognized in my school district. | 3.78 | 4.09 | 3.0% n=2 | 7.5% n=5 | 26.9% n=18 | 34.3% n=23 | 28.4% n=19 | 0.0% n=0 | ↓ |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.34 | 4.23 | 1.5% n=1 | 3.0% n=2 | 4.5% n=3 | 41.8% n=28 | 49.3% n=33 | 0.0% n=0 | ↑ |
| 48. My team recognizes each other's efforts and impact. | 4.09 | 4.22 | 4.5% n=3 | 6.0% n=4 | 6.0% n=4 | 38.8% n=26 | 40.3% n=27 | 4.5% n=3 | ↓ |



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|--|-----------------|------------------|-----------------------------|-----------------|----------------|---------------|--------------------------|-------------|-----------------|
| Performance Planning | 3.86 | 3.92 | | | | | | | |
| 40. In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.42 | 3.35 | 10.4% n=7 | 14.9% n=10 | 16.4% n=11 | 35.8% n=24 | 20.9% n=14 | 1.5% n=1 | ↑ |
| 17. I have set the right goals for myself to excel in my role/position. | 4.48 | 4.42 | 3.0% n=2 | 0.0% n=0 | 1.5% n=1 | 37.3% n=25 | 58.2% n=39 | 0.0% n=0 | ↑ |
| 49. Our team effectively sets goals to further enhance our performance. | 4.00 | 4.07 | 4.5% n=3 | 4.5% n=3 | 13.4% n=9 | 37.3% n=25 | 35.8% n=24 | 4.5% n=3 | ↓ |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 4.00 | 4.00 | 7.5% n=5 | 1.5% n=1 | 16.4% n=11 | 32.8% n=22 | 41.8% n=28 | 0.0% n=0 | = |
| 37. My supervisor/administrator motivates me to achieve my goals. | 3.40 | 3.73 | 10.4% n=7 | 14.9% n=10 | 20.9% n=14 | 31.3% n=21 | 22.4% n=15 | 0.0% n=0 | ↓ |
| Training & Development | 3.71 | 3.94 | | | | | | | |
| 35. My supervisor/administrator supports my personal and professional development. | 3.60 | 3.95 | 10.4% n=7 | 9.0% n=6 | 16.4% n=11 | 38.8% n=26 | 25.4% n=17 | 0.0% n=0 | ↓ |
| 6. I am provided opportunities to further my growth and development. | 3.79 | 4.02 | 7.5% n=5 | 7.5% n=5 | 13.4% n=9 | 41.8% n=28 | 29.9% n=20 | 0.0% n=0 | ↓ |
| 15. I am properly trained to achieve excellence in my work. | 4.28 | 4.23 | 4.5% n=3 | 1.5% n=1 | 4.5% n=3 | 40.3% n=27 | 49.3% n=33 | 0.0% n=0 | ↑ |
| 67. Glen Ellyn District 41 provides the "right" training for me to excel in my role. | 3.35 | 3.67 | 9.0% n=6 | 13.4% n=9 | 29.9% n=20 | 26.9% n=18 | 19.4% n=13 | 1.5% n=1 | ↓ |
| 30. My supervisor/administrator encourages opportunities for my growth and development. | 3.54 | 3.84 | 10.4% n=7 | 14.9% n=10 | 13.4% n=9 | 32.8% n=22 | 28.4% n=19 | 0.0% n=0 | ↓ |



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|--|-----------------|------------------|-----------------------------|-----------------|----------------|---------------|--------------------------|-------------|-----------------|
| Career Development | 3.92 | 4.10 | | | | | | | |
| 70. I would like to work at Glen Ellyn District 41 long term. | 4.27 | 4.23 | | | | | | | ↑ |
| | | | 1.5% n=1 | 0.0% n=0 | 20.9% n=14 | 25.4% n=17 | 52.2% n=35 | 0.0% n=0 | |
| 58. Glen Ellyn District 41 provides the experience and development for me to further my career here. | 3.61 | 3.98 | | | | | | | ↓ |
| | | | 7.5% n=5 | 11.9% n=8 | 23.9% n=16 | 23.9% n=16 | 31.3% n=21 | 1.5% n=1 | |
| 71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41. | 3.97 | 4.14 | | | | | | | ↓ |
| | | | 1.5% n=1 | 4.5% n=3 | 20.9% n=14 | 37.3% n=25 | 31.3% n=21 | 4.5% n=3 | |
| 59. I value the career opportunities that I have at Glen Ellyn District 41. | 4.03 | 4.18 | | | | | | | ↓ |
| | | | 3.0% n=2 | 4.5% n=3 | 19.4% n=13 | 29.9% n=20 | 40.3% n=27 | 3.0% n=2 | |
| 60. I have the opportunity to express my career interests at Glen Ellyn District 41. | 3.70 | 3.96 | | | | | | | ↓ |
| | | | 4.5% n=3 | 9.0% n=6 | 23.9% n=16 | 29.9% n=20 | 26.9% n=18 | 6.0% n=4 | |
| Engage-Inspire | 4.34 | 4.45 | | | | | | | |
| 2. I am fully engaged in the work that I do. | 4.62 | 4.79 | | | | | | | ↓ |
| | | | 1.5% n=1 | 0.0% n=0 | 0.0% n=0 | 31.3% n=21 | 65.7% n=44 | 1.5% n=1 | |
| 12. I am highly committed to and energized by my work. | 4.45 | 4.51 | | | | | | | ↓ |
| | | | 1.5% n=1 | 0.0% n=0 | 4.5% n=3 | 40.3% n=27 | 53.7% n=36 | 0.0% n=0 | |
| 8. I am driven to contribute to the success of Glen Ellyn District 41. | 4.28 | 4.43 | | | | | | | ↓ |
| | | | 1.5% n=1 | 3.0% n=2 | 7.5% n=5 | 41.8% n=28 | 46.3% n=31 | 0.0% n=0 | |
| 53. I am committed to the success of my school district. | 4.51 | 4.54 | | | | | | | ↓ |
| | | | 0.0% n=0 | 1.5% n=1 | 6.0% n=4 | 32.8% n=22 | 59.7% n=40 | 0.0% n=0 | |
| 62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. | 3.85 | 3.98 | | | | | | | ↓ |
| | | | 4.5% n=3 | 1.5% n=1 | 28.4% n=19 | 35.8% n=24 | 29.9% n=20 | 0.0% n=0 | |



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|---|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| Satisfaction | 4.25 | 4.20 | | | | | | | |
| 13. I am satisfied with my role/work. | 4.40 | 4.18 | | | | | | | ↑ |
| | | | 0.0% n=0 | 1.5% n=1 | 7.5% n=5 | 40.3% n=27 | 50.7% n=34 | 0.0% n=0 | |
| 46. I am satisfied being a part of my team. | 4.30 | 4.41 | | | | | | | ↓ |
| | | | 3.0% n=2 | 4.5% n=3 | 7.5% n=5 | 29.9% n=20 | 55.2% n=37 | 0.0% n=0 | |
| 73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work. | 4.07 | 4.19 | | | | | | | ↓ |
| | | | 1.5% n=1 | 1.5% n=1 | 17.9% n=12 | 46.3% n=31 | 32.8% n=22 | 0.0% n=0 | |
| 20. I look forward to coming to work every day. | 4.22 | 4.04 | | | | | | | ↑ |
| | | | 0.0% n=0 | 3.0% n=2 | 11.9% n=8 | 44.8% n=30 | 40.3% n=27 | 0.0% n=0 | |
| Mission Conscious | 3.77 | 3.90 | | | | | | | |
| 41. My supervisor/administrator effectively communicates our school district's mission to me. | 3.59 | 3.67 | | | | | | | ↓ |
| | | | 7.5% n=5 | 9.0% n=6 | 22.4% n=15 | 37.3% n=25 | 22.4% n=15 | 1.5% n=1 | |
| 74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission. | 3.89 | 4.05 | | | | | | | ↓ |
| | | | 1.5% n=1 | 3.0% n=2 | 22.4% n=15 | 46.3% n=31 | 22.4% n=15 | 4.5% n=3 | |
| 22. I am aware and knowledgeable about our school district's mission. | 4.31 | 4.35 | | | | | | | ↓ |
| | | | 1.5% n=1 | 1.5% n=1 | 4.5% n=3 | 49.3% n=33 | 43.3% n=29 | 0.0% n=0 | |
| 68. Business decisions made are consistent with our mission and core values. | 3.24 | 3.50 | | | | | | | ↓ |
| | | | 6.0% n=4 | 16.4% n=11 | 32.8% n=22 | 23.9% n=16 | 13.4% n=9 | 7.5% n=5 | |
| Pride | 4.27 | 4.40 | | | | | | | |
| 4. I feel great pride in the work I do. | 4.64 | 4.60 | | | | | | | ↑ |
| | | | 1.5% n=1 | 0.0% n=0 | 3.0% n=2 | 23.9% n=16 | 71.6% n=48 | 0.0% n=0 | |
| 14. I feel great pride in being a part of Glen Ellyn District 41. | 4.07 | 4.30 | | | | | | | ↓ |
| | | | 3.0% n=2 | 6.0% n=4 | 7.5% n=5 | 47.8% n=32 | 35.8% n=24 | 0.0% n=0 | |
| 45. I feel great pride in the team of which I am a part. | 4.31 | 4.48 | | | | | | | ↓ |
| | | | 1.5% n=1 | 6.0% n=4 | 7.5% n=5 | 29.9% n=20 | 55.2% n=37 | 0.0% n=0 | |
| 64. I speak of Glen Ellyn District 41 with pride. | 4.05 | 4.23 | | | | | | | ↓ |
| | | | 3.0% n=2 | 1.5% n=1 | 14.9% n=10 | 47.8% n=32 | 31.3% n=21 | 1.5% n=1 | |



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|---|-----------------|------------------|-----------------------------|-----------------|----------------|---------------|--------------------------|-------------|-----------------|
| Continuous Improvement | 4.31 | 4.44 | | | | | | | |
| 52. My team strives to pursue excellence. | 4.28 | 4.47 | | | | | | | ↓ |
| | | | 3.0% n=2 | 3.0% n=2 | 4.5% n=3 | 40.3% n=27 | 46.3% n=31 | 3.0% n=2 | |
| 21. I strive to find a better way every day. | 4.43 | 4.37 | | | | | | | ↑ |
| | | | 1.5% n=1 | 0.0% n=0 | 10.4% n=7 | 29.9% n=20 | 58.2% n=39 | 0.0% n=0 | |
| 55. I am part of a school district that continues to pursue excellence every day. | 4.21 | 4.49 | | | | | | | ↓ |
| | | | 1.5% n=1 | 0.0% n=0 | 13.4% n=9 | 46.3% n=31 | 38.8% n=26 | 0.0% n=0 | |
| Innovation | 4.23 | 4.32 | | | | | | | |
| 69. Glen Ellyn District 41 encourages innovation. | 4.02 | 4.07 | | | | | | | ↓ |
| | | | 3.0% n=2 | 3.0% n=2 | 19.4% n=13 | 35.8% n=24 | 35.8% n=24 | 3.0% n=2 | |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.54 | 4.70 | | | | | | | ↓ |
| | | | 3.0% n=2 | 0.0% n=0 | 1.5% n=1 | 31.3% n=21 | 64.2% n=43 | 0.0% n=0 | |
| 42. Our team encourages innovation. | 4.13 | 4.17 | | | | | | | ↓ |
| | | | 4.5% n=3 | 1.5% n=1 | 6.0% n=4 | 49.3% n=33 | 34.3% n=23 | 4.5% n=3 | |

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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| | | | |
|-----|---|-------------|-----------------------------------|
| 4. | I feel great pride in the work I do. | 4.64 | Pride 4.27 |
| 2. | I am fully engaged in the work that I do. | 4.62 | Engage-Inspire 4.34 |
| 16. | I am continuously seeking ways to improve my overall productivity. | 4.54 | Innovation 4.23 |
| 53. | I am committed to the success of my school district. | 4.51 | Engage-Inspire 4.34 |
| 1. | In my role I have the opportunity to do things that I both do well and enjoy. | 4.48 | Talent/Fit 4.00 |
| 17. | I have set the right goals for myself to excel in my role/position. | 4.48 | Performance Planning 3.86 |
| 5. | I have at least one close friend at work. | 4.45 | Relationships 3.67 |
| 12. | I am highly committed to and energized by my work. | 4.45 | Engage-Inspire 4.34 |
| 21. | I strive to find a better way every day. | 4.43 | Continuous Improvement 4.31 |
| 13. | I am satisfied with my role/work. | 4.40 | Satisfaction 4.25 |
| 43. | My associates demonstrate a commitment to quality work and excellence. | 4.37 | Quality 4.23 |
| 18. | I have provided meaningful recognition to others in the past 10 days. | 4.34 | Recognition 3.74 |
| 45. | I feel great pride in the team of which I am a part. | 4.31 | Pride 4.27 |
| 22. | I am aware and knowledgeable about our school district's mission. | 4.31 | Mission Conscious 3.77 |

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| <u>Rank Ordered Questions According to Mean</u> | | <u>Mean</u> | <u>Dimension/Mean</u> |
|---|--|-------------|--------------------------------|
| 46. | I am satisfied being a part of my team. | 4.30 | Satisfaction 4.25 |
| 57. | Glen Ellyn District 41 is committed to quality work and excellence. | 4.29 | Quality 4.23 |
| 8. | I am driven to contribute to the success of Glen Ellyn District 41. | 4.28 | Engage-Inspire 4.34 |
| 15. | I am properly trained to achieve excellence in my work. | 4.28 | Training & Development 3.71 |
| 52. | My team strives to pursue excellence. | 4.28 | Continuous Improvement 4.31 |
| 70. | I would like to work at Glen Ellyn District 41 long term. | 4.27 | Career Development 3.92 |
| 20. | I look forward to coming to work every day. | 4.22 | Satisfaction 4.25 |
| 55. | I am part of a school district that continues to pursue excellence every day. | 4.21 | Continuous Improvement 4.31 |
| 56. | I feel Glen Ellyn District 41 is a great fit for me. | 4.21 | Talent/Fit 4.00 |
| 11. | I am in a role that allows me to maximize my talents and strengths. | 4.20 | Talent/Fit 4.00 |
| 50. | Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.19 | Relationships 3.67 |
| 44. | Our team effectively communicates with each other. | 4.14 | Communication 3.65 |
| 42. | Our team encourages innovation. | 4.13 | Innovation 4.23 |
| 48. | My team recognizes each other's efforts and impact. | 4.09 | Recognition 3.74 |
| 51. | My team has open and trusting relationships. | 4.09 | Relationships 3.67 |

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Glen Ellyn District 41: Hadley - All Results (n=67)

| | <u>Rank Ordered Questions According to Mean</u> | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|---|-------------|-----------------------------------|
| 14. | I feel great pride in being a part of Glen Ellyn District 41. | 4.07 | Pride 4.27 |
| 73. | Overall, I am very satisfied with Glen Ellyn District 41 as a place to work. | 4.07 | Satisfaction 4.25 |
| 64. | I speak of Glen Ellyn District 41 with pride. | 4.05 | Pride 4.27 |
| 59. | I value the career opportunities that I have at Glen Ellyn District 41. | 4.03 | Career Development 3.92 |
| 72. | Our school district selects highly talented individuals when hiring. | 4.03 | Talent/Fit 4.00 |
| 47. | I am on a team that encourages each member to surpass expectations. | 4.02 | Quality 4.23 |
| 69. | Glen Ellyn District 41 encourages innovation. | 4.02 | Innovation 4.23 |
| 49. | Our team effectively sets goals to further enhance our performance. | 4.00 | Performance Planning 3.86 |
| 10. | In my current role, I am encouraged to set motivational/stretch goals for myself. | 4.00 | Performance Planning 3.86 |
| 71. | I am aware of the career opportunities that are available for me at Glen Ellyn District 41. | 3.97 | Career Development 3.92 |
| 3. | I am provided the core needs necessary for me to excel in my role. | 3.96 | Support-Equip 3.58 |
| 74. | Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission. | 3.89 | Mission Conscious 3.77 |
| 62. | I would recommend Glen Ellyn District 41 to a friend as a great place to work. | 3.85 | Engage-Inspire 4.34 |
| 54. | Quality relationships are valued across our school district. | 3.85 | Relationships 3.67 |
| 6. | I am provided opportunities to further my growth and development. | 3.79 | Training & Development 3.71 |

October 2017

Glen Ellyn District 41: Hadley - All Results (n=67)

| | <u>Rank Ordered Questions According to Mean</u> | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|---|-------------|--------------------------------|
| 66. | Excellence is recognized in my school district. | 3.78 | Recognition 3.74 |
| 63. | Glen Ellyn District 41 selects the right people for the right job. | 3.72 | Talent/Fit 4.00 |
| 60. | I have the opportunity to express my career interests at Glen Ellyn District 41. | 3.70 | Career Development 3.92 |
| 36. | I have the opportunity to communicate with my supervisor/administrator. | 3.69 | Communication 3.65 |
| 19. | I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.67 | Support-Equip 3.58 |
| 33. | My supervisor/administrator is available for me when needs arise. | 3.66 | Support-Equip 3.58 |
| 39. | My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 3.64 | Talent/Fit 4.00 |
| 7. | I have encouraged someone to apply at Glen Ellyn District 41. | 3.61 | Talent/Fit 4.00 |
| 58. | Glen Ellyn District 41 provides the experience and development for me to further my career here. | 3.61 | Career Development 3.92 |
| 35. | My supervisor/administrator supports my personal and professional development. | 3.60 | Training & Development 3.71 |
| 26. | My supervisor/administrator gives me constructive feedback about my work performance. | 3.60 | Communication 3.65 |
| 41. | My supervisor/administrator effectively communicates our school district's mission to me. | 3.59 | Mission Conscious 3.77 |
| 23. | I have a supportive coaching relationship with my supervisor/administrator. | 3.58 | Support-Equip 3.58 |
| 24. | My supervisor/administrator effectively communicates his/her expectations. | 3.57 | Communication 3.65 |
| 27. | My supervisor/administrator and I have effective two-way communication. | 3.54 | Communication 3.65 |

October 2017

Glen Ellyn District 41: Hadley - All Results (n=67)

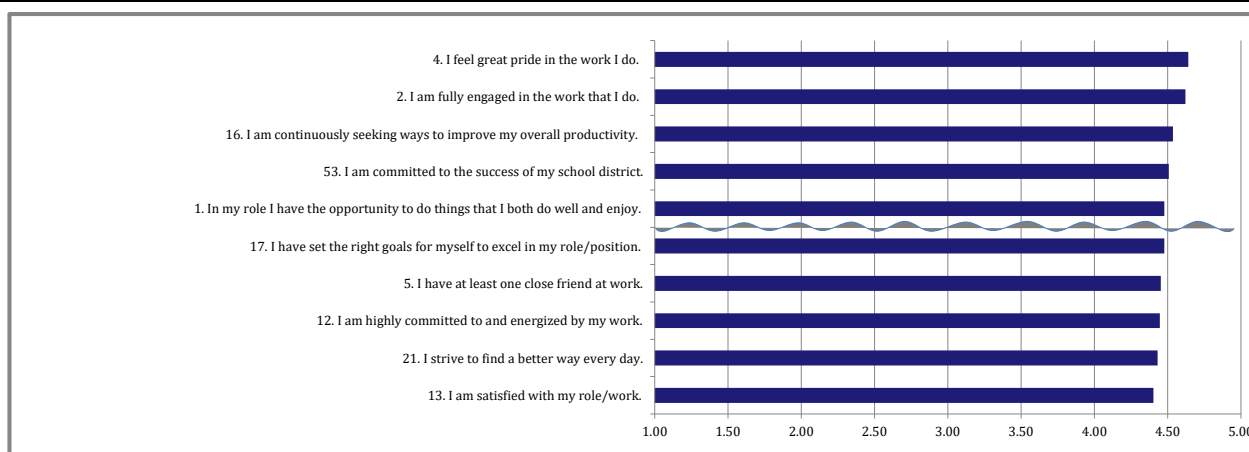
| <u>Rank Ordered Questions According to Mean</u> | | <u>Mean</u> | <u>Dimension/Mean</u> |
|---|--|-------------|--------------------------------|
| 30. | My supervisor/administrator encourages opportunities for my growth and development. | 3.54 | Training & Development 3.71 |
| 25. | My supervisor/administrator cares about me as a person. | 3.48 | Relationships 3.67 |
| 34. | My supervisor/administrator is actively responsive to my needs. | 3.46 | Support-Equip 3.58 |
| 61. | Glen Ellyn District 41 has a genuine concern and interest about me as a person. | 3.46 | Relationships 3.67 |
| 40. | In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.42 | Performance Planning 3.86 |
| 37. | My supervisor/administrator motivates me to achieve my goals. | 3.40 | Performance Planning 3.86 |
| 29. | My supervisor/administrator recognizes me for a job well done. | 3.39 | Recognition 3.74 |
| 65. | I feel "in on things" that are happening at Glen Ellyn District 41. | 3.37 | Communication 3.65 |
| 67. | Glen Ellyn District 41 provides the "right" training for me to excel in my role. | 3.35 | Training & Development 3.71 |
| 32. | I have an open and trusting relationship with my supervisor/administrator. | 3.27 | Relationships 3.67 |
| 68. | Business decisions made are consistent with our mission and core values. | 3.24 | Mission Conscious 3.77 |
| 28. | I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.15 | Support-Equip 3.58 |
| 31. | I am provided personal coaching from my supervisor/administrator. | 3.14 | Relationships 3.67 |
| 38. | My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.11 | Relationships 3.67 |
| 9. | I have received meaningful recognition in the past 10 days. | 3.09 | Recognition 3.74 |



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Glen Ellyn District 41: Hadley - All Results (n=67)

| 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 |
|--|------------------------|-----------|--------------|---------------|-----------------------|--------------|---------------|---------------|--------------------|-----|--------------|
| 4. I feel great pride in the work I do. | Pride | 4.64 | 4.60 | 1.5% n=1 | 0.0% n=0 | 3.0% n=2 | 23.9% n=16 | 71.6% n=48 | 0.0% n=0 | | ↑ |
| 2. I am fully engaged in the work that I do. | Engage-Inspire | 4.62 | 4.79 | 1.5% n=1 | 0.0% n=0 | 0.0% n=0 | 31.3% n=21 | 65.7% n=44 | 1.5% n=1 | | ↓ |
| 16. I am continuously seeking ways to improve my overall productivity. | Innovation | 4.54 | 4.70 | 3.0% n=2 | 0.0% n=0 | 1.5% n=1 | 31.3% n=21 | 64.2% n=43 | 0.0% n=0 | | ↓ |
| 53. I am committed to the success of my school district. | Engage-Inspire | 4.51 | 4.54 | 0.0% n=0 | 1.5% n=1 | 6.0% n=4 | 32.8% n=22 | 59.7% n=40 | 0.0% n=0 | | ↓ |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | Talent/Fit | 4.48 | 4.40 | 1.5% n=1 | 1.5% n=1 | 6.0% n=4 | 29.9% n=20 | 61.2% n=41 | 0.0% n=0 | | ↑ |
| 17. I have set the right goals for myself to excel in my role/position. | Performance Planning | 4.48 | 4.42 | 3.0% n=2 | 0.0% n=0 | 1.5% n=1 | 37.3% n=25 | 58.2% n=39 | 0.0% n=0 | | ↑ |
| 5. I have at least one close friend at work. | Relationships | 4.45 | 4.37 | 0.0% n=0 | 3.0% n=2 | 9.0% n=6 | 26.9% n=18 | 59.7% n=40 | 1.5% n=1 | | ↑ |
| 12. I am highly committed to and energized by my work. | Engage-Inspire | 4.45 | 4.51 | 1.5% n=1 | 0.0% n=0 | 4.5% n=3 | 40.3% n=27 | 53.7% n=36 | 0.0% n=0 | | ↓ |
| 21. I strive to find a better way every day. | Continuous Improvement | 4.43 | 4.37 | 1.5% n=1 | 0.0% n=0 | 10.4% n=7 | 29.9% n=20 | 58.2% n=39 | 0.0% n=0 | | ↑ |
| 13. I am satisfied with my role/work. | Satisfaction | 4.40 | 4.18 | 0.0% n=0 | 1.5% n=1 | 7.5% n=5 | 40.3% n=27 | 50.7% n=34 | 0.0% n=0 | | ↑ |

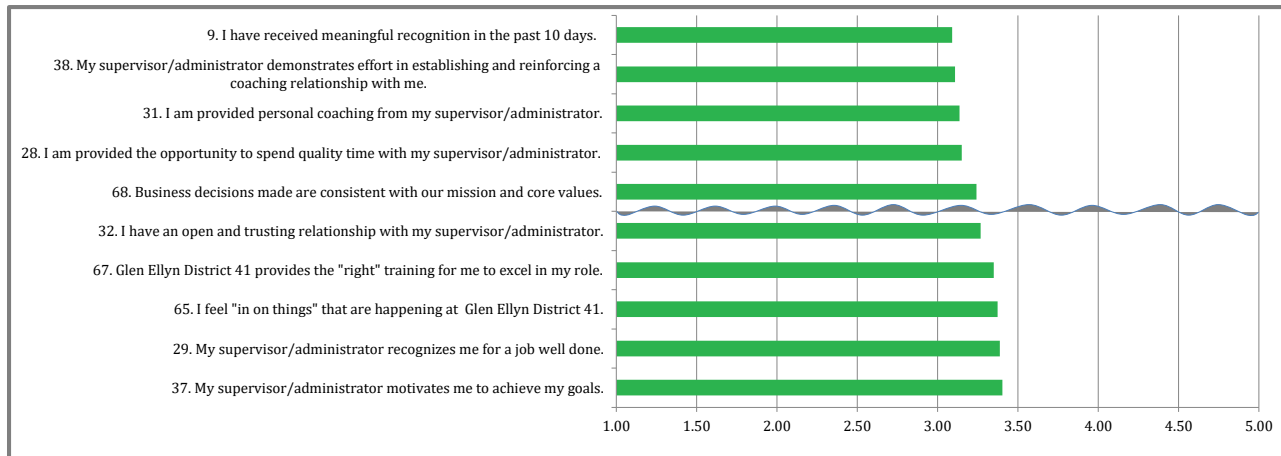




October 2017

Glen Ellyn District 41: Hadley - All Results (n=67)

| 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 |
| 9. I have received meaningful recognition in the past 10 days. | Recognition | 3.09 | 3.05 | 20.9% n=14 | 19.4% n=13 | 6.0% n=4 | 34.3% n=23 | 17.9% n=12 | 1.5% n=1 | ↑ |
| 38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | Relationships | 3.11 | 3.50 | 11.9% n=8 | 25.4% n=17 | 17.9% n=12 | 23.9% n=16 | 17.9% n=12 | 3.0% n=2 | ↓ |
| 31. I am provided personal coaching from my supervisor/administrator. | Relationships | 3.14 | 3.28 | 11.9% n=8 | 23.9% n=16 | 19.4% n=13 | 25.4% n=17 | 17.9% n=12 | 1.5% n=1 | ↓ |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | Support-Equip | 3.15 | 3.33 | 13.4% n=9 | 22.4% n=15 | 20.9% n=14 | 22.4% n=15 | 20.9% n=14 | 0.0% n=0 | ↓ |
| 68. Business decisions made are consistent with our mission and core values. | Mission Conscious | 3.24 | 3.50 | 6.0% n=4 | 16.4% n=11 | 32.8% n=22 | 23.9% n=16 | 13.4% n=9 | 7.5% n=5 | ↓ |
| 32. I have an open and trusting relationship with my supervisor/administrator. | Relationships | 3.27 | 3.75 | 14.9% n=10 | 14.9% n=10 | 22.4% n=15 | 23.9% n=16 | 23.9% n=16 | 0.0% n=0 | ↓ |
| 67. Glen Ellyn District 41 provides the "right" training for me to excel in my role. | Training & Development | 3.35 | 3.67 | 9.0% n=6 | 13.4% n=9 | 29.9% n=20 | 26.9% n=18 | 19.4% n=13 | 1.5% n=1 | ↓ |
| 65. I feel "in on things" that are happening at Glen Ellyn District 41. | Communication | 3.37 | 3.60 | 9.0% n=6 | 13.4% n=9 | 23.9% n=16 | 38.8% n=26 | 14.9% n=10 | 0.0% n=0 | ↓ |
| 29. My supervisor/administrator recognizes me for a job well done. | Recognition | 3.39 | 3.70 | 10.4% n=7 | 19.4% n=13 | 17.9% n=12 | 25.4% n=17 | 26.9% n=18 | 0.0% n=0 | ↓ |
| 37. My supervisor/administrator motivates me to achieve my goals. | Performance Planning | 3.40 | 3.73 | 10.4% n=7 | 14.9% n=10 | 20.9% n=14 | 31.3% n=21 | 22.4% n=15 | 0.0% n=0 | ↓ |





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Glen Ellyn District 41: Hadley - All Results (n=67)

(+/-)
Change

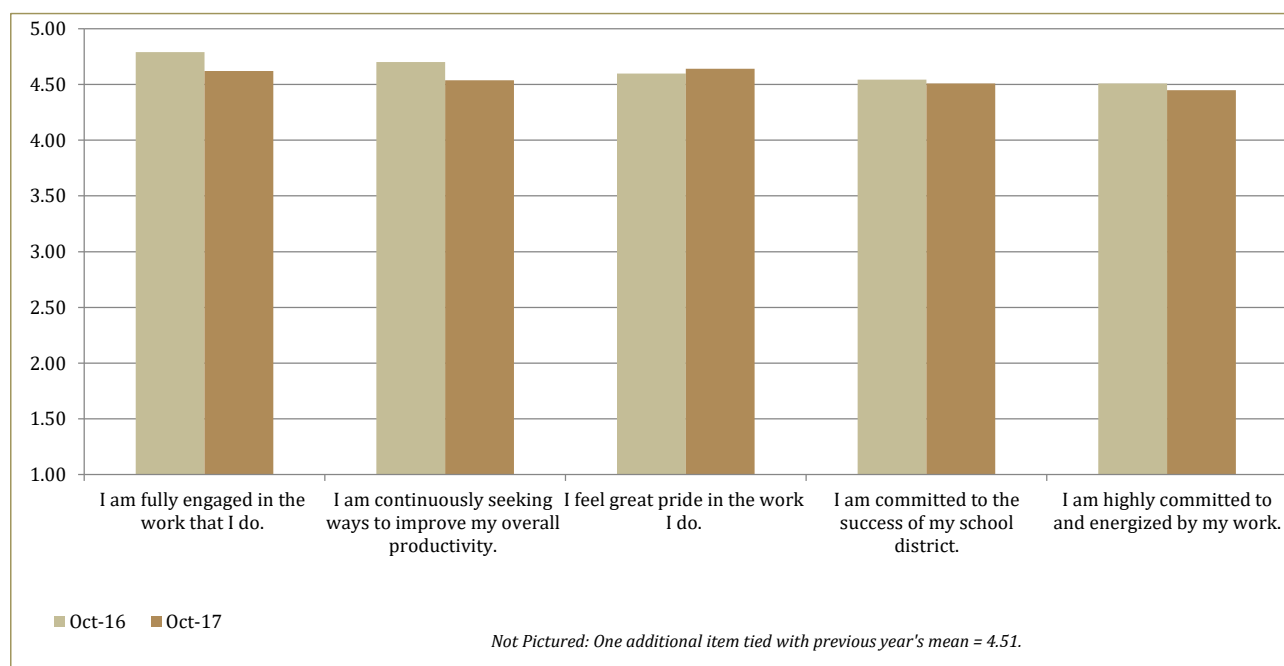
Dimension

Oct-16

Oct-17

Previous Top 5 Rank Ordered Questions According to Mean

| | | | | | |
|-----|--|----------------|------|------|---|
| 2. | I am fully engaged in the work that I do. | Engage-Inspire | 4.79 | 4.62 | ↓ |
| 16. | I am continuously seeking ways to improve my overall productivity. | Innovation | 4.70 | 4.54 | ↓ |
| 4. | I feel great pride in the work I do. | Pride | 4.60 | 4.64 | ↑ |
| 53. | I am committed to the success of my school district. | Engage-Inspire | 4.54 | 4.51 | ↓ |
| 12. | I am highly committed to and energized by my work. | Engage-Inspire | 4.51 | 4.45 | ↓ |



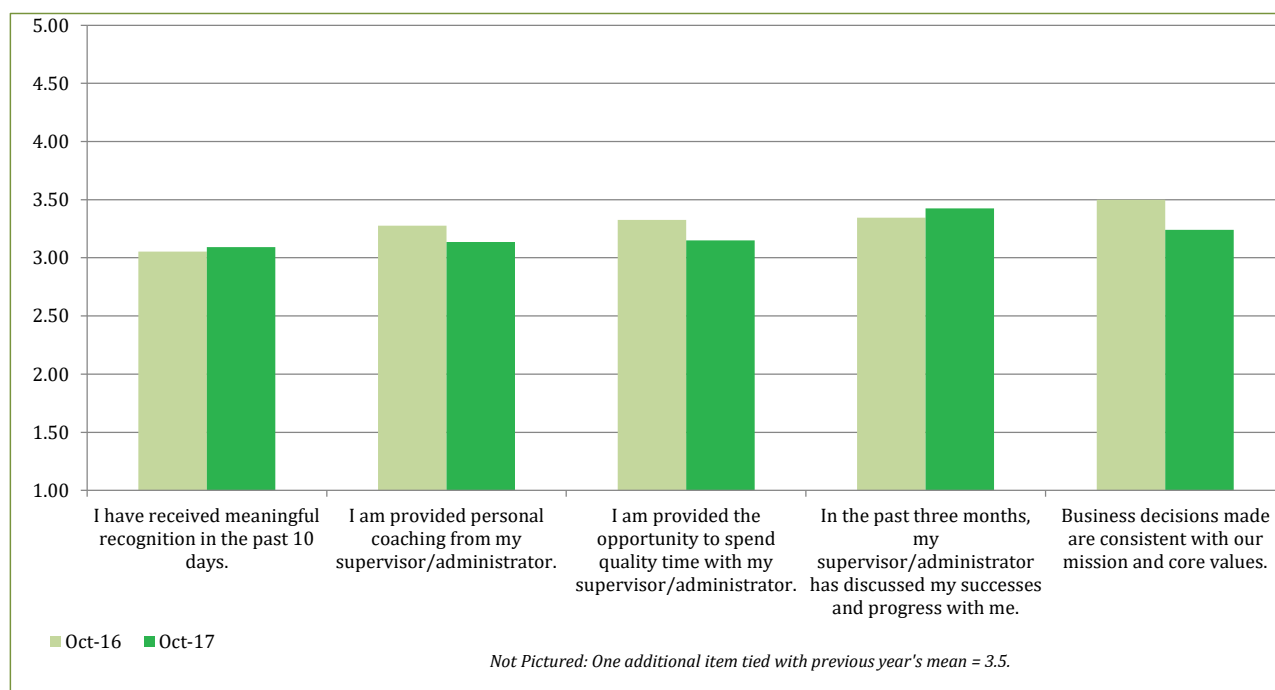


October 2017

Glen Ellyn District 41: Hadley - All Results (n=67)

| | | <u>Dimension</u> | <u>Oct-16</u> | <u>Oct-17</u> | <u>(+/-) Change</u> |
|--|--|------------------|---------------|---------------|-------------------------|
| <u>Previous Bottom 5 Rank Ordered Questions According to Mean</u> | | | | | |

| | | | | | |
|-----|--|----------------------|------|------|---|
| 9. | I have received meaningful recognition in the past 10 days. | Recognition | 3.05 | 3.09 | ↑ |
| 31. | I am provided personal coaching from my supervisor/administrator. | Relationships | 3.28 | 3.14 | ↓ |
| 28. | I am provided the opportunity to spend quality time with my supervisor/administrator. | Support-Equip | 3.33 | 3.15 | ↓ |
| 40. | In the past three months, my supervisor/administrator has discussed my successes and progress with me. | Performance Planning | 3.35 | 3.42 | ↑ |
| 68. | Business decisions made are consistent with our mission and core values. | Mission Conscious | 3.50 | 3.24 | ↓ |

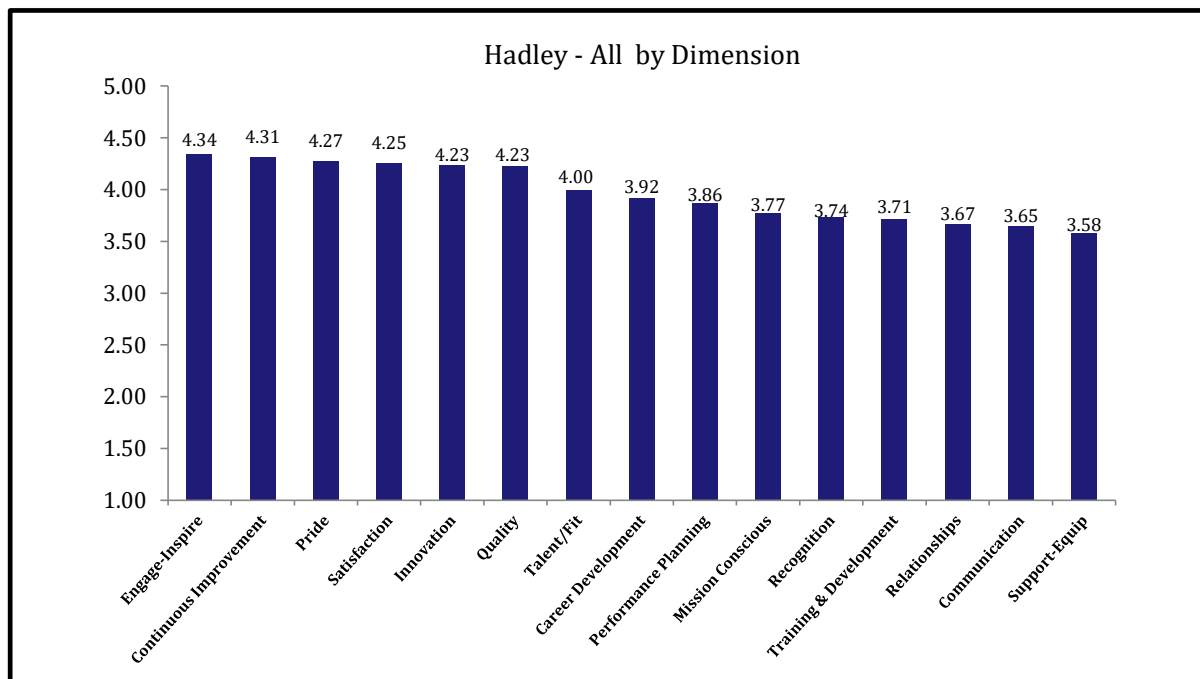




October 2017

Glen Ellyn District 41: Hadley - All Results (n=67)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Dimension Mean</u> |
|--|-----------------------|
| Engage-Inspire | 4.34 |
| Continuous Improvement | 4.31 |
| Pride | 4.27 |
| Satisfaction | 4.25 |
| Innovation | 4.23 |
| Quality | 4.23 |
| Talent/Fit | 4.00 |
| Career Development | 3.92 |
| Performance Planning | 3.86 |
| Mission Conscious | 3.77 |
| Recognition | 3.74 |
| Training & Development | 3.71 |
| Relationships | 3.67 |
| Communication | 3.65 |
| Support-Equip | 3.58 |



October 2017

Glen Ellyn District 41: Hadley - All Results (n=67)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Oct-16 Mean</u> | <u>Oct-17 Mean</u> | <u>(+/-) Change</u> |
|--|------------------------|------------------------|-------------------------|
| Engage-Inspire | 4.45 | 4.34 | ↓ |
| Continuous Improvement | 4.44 | 4.31 | ↓ |
| Pride | 4.40 | 4.27 | ↓ |
| Satisfaction | 4.20 | 4.25 | ↑ |
| Innovation | 4.32 | 4.23 | ↓ |
| Quality | 4.40 | 4.23 | ↓ |
| Talent/Fit | 4.11 | 4.00 | ↓ |
| Career Development | 4.10 | 3.92 | ↓ |
| Performance Planning | 3.92 | 3.86 | ↓ |
| Mission Conscious | 3.90 | 3.77 | ↓ |
| Recognition | 3.86 | 3.74 | ↓ |
| Training & Development | 3.94 | 3.71 | ↓ |
| Relationships | 3.88 | 3.67 | ↓ |
| Communication | 3.89 | 3.65 | ↓ |
| Support-Equip | 3.80 | 3.58 | ↓ |



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Glen Ellyn District 41: Hadley - All Results (n=67)



HUMANeX Ventures Cultural Assessment IndexSM Satisfaction / Engagement 3x3

