



Insight^eX Cultural Assessment

for Glen Ellyn District 41:
Support Staff - All





October 2017

Glen Ellyn District 41: Support Staff - All Results (n=84)

| | Current Mean | Previous Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A | (+/-) Change |
|---|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|--------------|--------------|
| Talent/Fit | 4.13 | 4.06 | | | | | | | |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.14 | 3.93 | | | | | | | ↑ |
| | | | 2.4% n=2 | 6.0% n=5 | 8.3% n=7 | 40.5% n=34 | 41.7% n=35 | 1.2% n=1 | |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.63 | 4.52 | | | | | | | ↑ |
| | | | 0.0% n=0 | 0.0% n=0 | 6.0% n=5 | 25.0% n=21 | 69.0% n=58 | 0.0% n=0 | |
| 7. I have encouraged someone to apply at Glen Ellyn District 41. | 3.72 | 3.82 | | | | | | | ↓ |
| | | | 6.0% n=5 | 10.7% n=9 | 15.5% n=13 | 27.4% n=23 | 29.8% n=25 | 10.7% n=9 | |
| 39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 4.13 | 3.98 | | | | | | | ↑ |
| | | | 0.0% n=0 | 1.2% n=1 | 23.8% n=20 | 28.6% n=24 | 38.1% n=32 | 8.3% n=7 | |
| 56. I feel Glen Ellyn District 41 is a great fit for me. | 4.30 | 4.34 | | | | | | | ↓ |
| | | | 0.0% n=0 | 3.6% n=3 | 14.3% n=12 | 31.0% n=26 | 51.2% n=43 | 0.0% n=0 | |
| 72. Our school district selects highly talented individuals when hiring. | 4.04 | 4.04 | | | | | | | = |
| | | | 1.2% n=1 | 3.6% n=3 | 21.4% n=18 | 36.9% n=31 | 35.7% n=30 | 1.2% n=1 | |
| 63. Glen Ellyn District 41 selects the right people for the right job. | 3.86 | 3.77 | | | | | | | ↑ |
| | | | 3.6% n=3 | 6.0% n=5 | 22.6% n=19 | 32.1% n=27 | 32.1% n=27 | 3.6% n=3 | |
| Support-Equip | 3.98 | 3.91 | | | | | | | |
| 3. I am provided the core needs necessary for me to excel in my role. | 3.94 | 3.89 | | | | | | | ↑ |
| | | | 2.4% n=2 | 11.9% n=10 | 11.9% n=10 | 36.9% n=31 | 36.9% n=31 | 0.0% n=0 | |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.56 | 3.69 | | | | | | | ↓ |
| | | | 10.7% n=9 | 13.1% n=11 | 14.3% n=12 | 33.3% n=28 | 28.6% n=24 | 0.0% n=0 | |
| 34. My supervisor/administrator is actively responsive to my needs. | 4.25 | 4.02 | | | | | | | ↑ |
| | | | 1.2% n=1 | 2.4% n=2 | 11.9% n=10 | 39.3% n=33 | 45.2% n=38 | 0.0% n=0 | |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.77 | 3.80 | | | | | | | ↓ |
| | | | 2.4% n=2 | 15.5% n=13 | 17.9% n=15 | 29.8% n=25 | 33.3% n=28 | 1.2% n=1 | |
| 33. My supervisor/administrator is available for me when needs arise. | 4.18 | 3.98 | | | | | | | ↑ |
| | | | 0.0% n=0 | 7.1% n=6 | 10.7% n=9 | 39.3% n=33 | 42.9% n=36 | 0.0% n=0 | |
| 23. I have a supportive coaching relationship with my supervisor/administrator. | 4.18 | 4.15 | | | | | | | ↑ |
| | | | 0.0% n=0 | 11.9% n=10 | 4.8% n=4 | 36.9% n=31 | 46.4% n=39 | 0.0% n=0 | |



October 2017

Glen Ellyn District 41: Support Staff - All Results (n=84)

| | Current Mean | Previous Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A | (+/-) Change |
|--|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| Relationships | 4.04 | 3.98 | | | | | | | |
| 5. I have at least one close friend at work. | 4.29 | 4.42 | | | | | | | ↓ |
| | | | 2.4% n=2 | 3.6% n=3 | 10.7% n=9 | 29.8% n=25 | 53.6% n=45 | 0.0% n=0 | |
| 32. I have an open and trusting relationship with my supervisor/administrator. | 4.14 | 4.07 | | | | | | | ↑ |
| | | | 0.0% n=0 | 7.1% n=6 | 13.1% n=11 | 38.1% n=32 | 41.7% n=35 | 0.0% n=0 | |
| 25. My supervisor/administrator cares about me as a person. | 4.31 | 4.11 | | | | | | | ↑ |
| | | | 0.0% n=0 | 6.0% n=5 | 8.3% n=7 | 34.5% n=29 | 51.2% n=43 | 0.0% n=0 | |
| 31. I am provided personal coaching from my supervisor/administrator. | 3.69 | 3.63 | | | | | | | ↑ |
| | | | 2.4% n=2 | 16.7% n=14 | 20.2% n=17 | 29.8% n=25 | 29.8% n=25 | 1.2% n=1 | |
| 51. My team has open and trusting relationships. | 4.32 | 4.23 | | | | | | | ↑ |
| | | | 0.0% n=0 | 4.8% n=4 | 9.5% n=8 | 31.0% n=26 | 48.8% n=41 | 6.0% n=5 | |
| 50. Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.34 | 4.21 | | | | | | | ↑ |
| | | | 1.2% n=1 | 0.0% n=0 | 11.9% n=10 | 31.0% n=26 | 46.4% n=39 | 9.5% n=8 | |
| 61. Glen Ellyn District 41 has a genuine concern and interest about me as a person. | 3.50 | 3.52 | | | | | | | ↓ |
| | | | 11.9% n=10 | 14.3% n=12 | 17.9% n=15 | 23.8% n=20 | 32.1% n=27 | 0.0% n=0 | |
| 54. Quality relationships are valued across our school district. | 3.92 | 3.77 | | | | | | | ↑ |
| | | | 3.6% n=3 | 8.3% n=7 | 15.5% n=13 | 36.9% n=31 | 34.5% n=29 | 1.2% n=1 | |
| 38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with | 3.88 | 3.85 | | | | | | | ↑ |
| | | | 0.0% n=0 | 13.1% n=11 | 22.6% n=19 | 26.2% n=22 | 36.9% n=31 | 1.2% n=1 | |
| Quality | 4.35 | 4.29 | | | | | | | |
| 47. I am on a team that encourages each member to surpass expectations. | 4.27 | 4.15 | | | | | | | ↑ |
| | | | 1.2% n=1 | 2.4% n=2 | 14.3% n=12 | 26.2% n=22 | 47.6% n=40 | 8.3% n=7 | |
| 43. My associates demonstrate a commitment to quality work and excellence. | 4.53 | 4.36 | | | | | | | ↑ |
| | | | 1.2% n=1 | 0.0% n=0 | 3.6% n=3 | 33.3% n=28 | 58.3% n=49 | 3.6% n=3 | |
| 57. Glen Ellyn District 41 is committed to quality work and excellence. | 4.25 | 4.34 | | | | | | | ↓ |
| | | | 0.0% n=0 | 2.4% n=2 | 14.3% n=12 | 38.1% n=32 | 44.0% n=37 | 1.2% 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 |
|---|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| Communication | 4.09 | 4.00 | | | | | | | |
| 36. I have the opportunity to communicate with my supervisor/administrator. | 4.25 | 4.18 | 0.0% n=0 | 4.8% n=4 | 11.9% n=10 | 36.9% n=31 | 46.4% n=39 | 0.0% n=0 | ↑ |
| 24. My supervisor/administrator effectively communicates his/her expectations. | 4.17 | 4.04 | 1.2% n=1 | 9.5% n=8 | 9.5% n=8 | 31.0% n=26 | 48.8% n=41 | 0.0% n=0 | ↑ |
| 26. My supervisor/administrator gives me constructive feedback about my work performance. | 4.13 | 4.05 | 0.0% n=0 | 9.5% n=8 | 8.3% n=7 | 40.5% n=34 | 40.5% n=34 | 1.2% n=1 | ↑ |
| 27. My supervisor/administrator and I have effective two-way communication. | 4.25 | 4.20 | 0.0% n=0 | 7.1% n=6 | 7.1% n=6 | 39.3% n=33 | 46.4% n=39 | 0.0% n=0 | ↑ |
| 65. I feel "in on things" that are happening at Glen Ellyn District 41. | 3.48 | 3.41 | 8.3% n=7 | 11.9% n=10 | 22.6% n=19 | 38.1% n=32 | 19.0% n=16 | 0.0% n=0 | ↑ |
| 44. Our team effectively communicates with each other. | 4.31 | 4.11 | 1.2% n=1 | 2.4% n=2 | 9.5% n=8 | 33.3% n=28 | 46.4% n=39 | 7.1% n=6 | ↑ |
| Recognition | 4.09 | 3.98 | | | | | | | |
| 29. My supervisor/administrator recognizes me for a job well done. | 4.21 | 3.84 | 1.2% n=1 | 3.6% n=3 | 15.5% n=13 | 32.1% n=27 | 47.6% n=40 | 0.0% n=0 | ↑ |
| 9. I have received meaningful recognition in the past 10 days. | 3.80 | 3.53 | 3.6% n=3 | 17.9% n=15 | 11.9% n=10 | 28.6% n=24 | 38.1% n=32 | 0.0% n=0 | ↑ |
| 66. Excellence is recognized in my school district. | 3.86 | 3.93 | 4.8% n=4 | 9.5% n=8 | 17.9% n=15 | 31.0% n=26 | 36.9% n=31 | 0.0% n=0 | ↓ |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.23 | 4.43 | 0.0% n=0 | 3.6% n=3 | 10.7% n=9 | 44.0% n=37 | 40.5% n=34 | 1.2% n=1 | ↓ |
| 48. My team recognizes each other's efforts and impact. | 4.39 | 4.21 | 2.4% n=2 | 1.2% n=1 | 7.1% n=6 | 28.6% n=24 | 52.4% n=44 | 8.3% n=7 | ↑ |



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|--|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| Performance Planning | 4.05 | 3.91 | | | | | | | |
| 40. In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.82 | 3.55 | 2.4% n=2 | 15.5% n=13 | 15.5% n=13 | 28.6% n=24 | 35.7% n=30 | 2.4% n=2 | ↑ |
| 17. I have set the right goals for myself to excel in my role/position. | 4.41 | 4.34 | 0.0% n=0 | 0.0% n=0 | 4.8% n=4 | 47.6% n=40 | 45.2% n=38 | 2.4% n=2 | ↑ |
| 49. Our team effectively sets goals to further enhance our performance. | 4.18 | 3.96 | 1.2% n=1 | 3.6% n=3 | 14.3% n=12 | 31.0% n=26 | 41.7% n=35 | 8.3% n=7 | ↑ |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.90 | 3.86 | 2.4% n=2 | 11.9% n=10 | 14.3% n=12 | 35.7% n=30 | 35.7% n=30 | 0.0% n=0 | ↑ |
| 37. My supervisor/administrator motivates me to achieve my goals. | 3.96 | 3.84 | 0.0% n=0 | 10.7% n=9 | 20.2% n=17 | 31.0% n=26 | 38.1% n=32 | 0.0% n=0 | ↑ |
| Training & Development | 3.87 | 3.76 | | | | | | | |
| 35. My supervisor/administrator supports my personal and professional development. | 4.19 | 3.93 | 1.2% n=1 | 6.0% n=5 | 13.1% n=11 | 32.1% n=27 | 47.6% n=40 | 0.0% n=0 | ↑ |
| 6. I am provided opportunities to further my growth and development. | 3.85 | 3.63 | 3.6% n=3 | 13.1% n=11 | 11.9% n=10 | 38.1% n=32 | 33.3% n=28 | 0.0% n=0 | ↑ |
| 15. I am properly trained to achieve excellence in my work. | 3.86 | 4.02 | 4.8% n=4 | 9.5% n=8 | 15.5% n=13 | 35.7% n=30 | 34.5% n=29 | 0.0% n=0 | ↓ |
| 67. Glen Ellyn District 41 provides the "right" training for me to excel in my role. | 3.42 | 3.44 | 13.1% n=11 | 11.9% n=10 | 17.9% n=15 | 32.1% n=27 | 23.8% n=20 | 1.2% n=1 | ↓ |
| 30. My supervisor/administrator encourages opportunities for my growth and development. | 4.05 | 3.76 | 1.2% n=1 | 8.3% n=7 | 17.9% n=15 | 29.8% n=25 | 42.9% n=36 | 0.0% n=0 | ↑ |



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|--|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|-------------|--------------|
| Career Development | 3.80 | 3.80 | | | | | | | |
| 70. I would like to work at Glen Ellyn District 41 long term. | 4.21 | 4.25 | 1.2% n=1 | 2.4% n=2 | 20.2% n=17 | 26.2% n=22 | 50.0% n=42 | 0.0% n=0 | ↓ |
| 58. Glen Ellyn District 41 provides the experience and development for me to further my career here. | 3.53 | 3.52 | 9.5% n=8 | 11.9% n=10 | 19.0% n=16 | 26.2% n=22 | 27.4% n=23 | 6.0% n=5 | ↑ |
| 71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41. | 3.84 | 3.83 | 4.8% n=4 | 6.0% n=5 | 16.7% n=14 | 41.7% n=35 | 27.4% n=23 | 3.6% n=3 | ↑ |
| 59. I value the career opportunities that I have at Glen Ellyn District 41. | 3.81 | 3.81 | 4.8% n=4 | 8.3% n=7 | 20.2% n=17 | 26.2% n=22 | 33.3% n=28 | 7.1% n=6 | = |
| 60. I have the opportunity to express my career interests at Glen Ellyn District 41. | 3.57 | 3.59 | 8.3% n=7 | 10.7% n=9 | 17.9% n=15 | 33.3% n=28 | 23.8% n=20 | 6.0% n=5 | ↓ |
| Engage-Inspire | 4.40 | 4.36 | | | | | | | |
| 2. I am fully engaged in the work that I do. | 4.71 | 4.65 | 0.0% n=0 | 0.0% n=0 | 1.2% n=1 | 26.2% n=22 | 71.4% n=60 | 1.2% n=1 | ↑ |
| 12. I am highly committed to and energized by my work. | 4.46 | 4.50 | 0.0% n=0 | 1.2% n=1 | 6.0% n=5 | 36.9% n=31 | 53.6% n=45 | 2.4% n=2 | ↓ |
| 8. I am driven to contribute to the success of Glen Ellyn District 41. | 4.44 | 4.43 | 0.0% n=0 | 1.2% n=1 | 7.1% n=6 | 36.9% n=31 | 52.4% n=44 | 2.4% n=2 | ↑ |
| 53. I am committed to the success of my school district. | 4.51 | 4.43 | 0.0% n=0 | 0.0% n=0 | 7.1% n=6 | 34.5% n=29 | 58.3% n=49 | 0.0% n=0 | ↑ |
| 62. I would recommend Glen Ellyn District 41 to a friend as a great place to work. | 3.88 | 3.82 | 4.8% n=4 | 6.0% n=5 | 21.4% n=18 | 32.1% n=27 | 35.7% n=30 | 0.0% n=0 | ↑ |



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|---|--------------|---------------|-----------------------|--------------|---------------|---------------|--------------------|--------------|--------------|
| Satisfaction | 4.30 | 4.23 | | | | | | | |
| 13. I am satisfied with my role/work. | 4.24 | 4.16 | | | | | | | ↑ |
| | | | 0.0% n=0 | 6.0% n=5 | 10.7% n=9 | 35.7% n=30 | 46.4% n=39 | 1.2% n=1 | |
| 46. I am satisfied being a part of my team. | 4.40 | 4.38 | | | | | | | ↑ |
| | | | 1.2% n=1 | 1.2% n=1 | 9.5% n=8 | 29.8% n=25 | 53.6% n=45 | 4.8% n=4 | |
| 73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work. | 4.20 | 4.18 | | | | | | | ↑ |
| | | | 0.0% n=0 | 3.6% n=3 | 19.0% n=16 | 31.0% n=26 | 46.4% n=39 | 0.0% n=0 | |
| 20. I look forward to coming to work every day. | 4.35 | 4.20 | | | | | | | ↑ |
| | | | 1.2% n=1 | 1.2% n=1 | 6.0% n=5 | 44.0% n=37 | 46.4% n=39 | 1.2% n=1 | |
| Mission Conscious | 3.91 | 3.91 | | | | | | | |
| 41. My supervisor/administrator effectively communicates our school district's mission to me. | 3.96 | 3.73 | | | | | | | ↑ |
| | | | 1.2% n=1 | 7.1% n=6 | 19.0% n=16 | 35.7% n=30 | 33.3% n=28 | 3.6% n=3 | |
| 74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission. | 3.99 | 4.06 | | | | | | | ↓ |
| | | | 0.0% n=0 | 7.1% n=6 | 17.9% n=15 | 38.1% n=32 | 31.0% n=26 | 6.0% n=5 | |
| 22. I am aware and knowledgeable about our school district's mission. | 4.18 | 4.32 | | | | | | | ↓ |
| | | | 1.2% n=1 | 1.2% n=1 | 9.5% n=8 | 53.6% n=45 | 33.3% n=28 | 1.2% n=1 | |
| 68. Business decisions made are consistent with our mission and core values. | 3.47 | 3.47 | | | | | | | = |
| | | | 4.8% n=4 | 10.7% n=9 | 31.0% n=26 | 23.8% n=20 | 19.0% n=16 | 10.7% n=9 | |
| Pride | 4.38 | 4.35 | | | | | | | |
| 4. I feel great pride in the work I do. | 4.64 | 4.65 | | | | | | | ↓ |
| | | | 1.2% n=1 | 0.0% n=0 | 3.6% n=3 | 23.8% n=20 | 71.4% n=60 | 0.0% n=0 | |
| 14. I feel great pride in being a part of Glen Ellyn District 41. | 4.30 | 4.30 | | | | | | | = |
| | | | 1.2% n=1 | 4.8% n=4 | 7.1% n=6 | 35.7% n=30 | 50.0% n=42 | 1.2% n=1 | |
| 45. I feel great pride in the team of which I am a part. | 4.44 | 4.37 | | | | | | | ↑ |
| | | | 1.2% n=1 | 2.4% n=2 | 4.8% n=4 | 32.1% n=27 | 54.8% n=46 | 4.8% n=4 | |
| 64. I speak of Glen Ellyn District 41 with pride. | 4.13 | 4.09 | | | | | | | ↑ |
| | | | 0.0% n=0 | 2.4% n=2 | 21.4% n=18 | 35.7% n=30 | 39.3% n=33 | 1.2% n=1 | |



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|---|-----------------|------------------|-----------------------------|-----------------|----------------|---------------|--------------------------|-------------|-----------------|
| Continuous Improvement | 4.33 | 4.38 | | | | | | | |
| 52. My team strives to pursue excellence. | 4.37 | 4.41 | | | | | | | ↓ |
| | | | 1.2% n=1 | 2.4% n=2 | 4.8% n=4 | 36.9% n=31 | 47.6% n=40 | 7.1% n=6 | |
| 21. I strive to find a better way every day. | 4.45 | 4.49 | | | | | | | ↓ |
| | | | 0.0% n=0 | 0.0% n=0 | 7.1% n=6 | 40.5% n=34 | 51.2% n=43 | 1.2% n=1 | |
| 55. I am part of a school district that continues to pursue excellence every day. | 4.18 | 4.23 | | | | | | | ↓ |
| | | | 0.0% n=0 | 2.4% n=2 | 15.5% n=13 | 44.0% n=37 | 38.1% n=32 | 0.0% n=0 | |
| Innovation | 4.18 | 4.27 | | | | | | | |
| 69. Glen Ellyn District 41 encourages innovation. | 3.95 | 4.09 | | | | | | | ↓ |
| | | | 1.2% n=1 | 4.8% n=4 | 20.2% n=17 | 44.0% n=37 | 28.6% n=24 | 1.2% n=1 | |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.44 | 4.59 | | | | | | | ↓ |
| | | | 0.0% n=0 | 2.4% n=2 | 2.4% n=2 | 42.9% n=36 | 50.0% n=42 | 2.4% n=2 | |
| 42. Our team encourages innovation. | 4.16 | 4.10 | | | | | | | ↑ |
| | | | 1.2% n=1 | 3.6% n=3 | 15.5% n=13 | 32.1% n=27 | 41.7% n=35 | 6.0% n=5 | |

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Rank Ordered Questions According to Mean

Mean

Dimension/Mean

| | | | |
|-----|---|-------------|-----------------------------------|
| 2. | I am fully engaged in the work that I do. | 4.71 | Engage-Inspire 4.40 |
| 4. | I feel great pride in the work I do. | 4.64 | Pride 4.38 |
| 1. | In my role I have the opportunity to do things that I both do well and enjoy. | 4.63 | Talent/Fit 4.13 |
| 43. | My associates demonstrate a commitment to quality work and excellence. | 4.53 | Quality 4.35 |
| 53. | I am committed to the success of my school district. | 4.51 | Engage-Inspire 4.40 |
| 12. | I am highly committed to and energized by my work. | 4.46 | Engage-Inspire 4.40 |
| 21. | I strive to find a better way every day. | 4.45 | Continuous Improvement 4.33 |
| 16. | I am continuously seeking ways to improve my overall productivity. | 4.44 | Innovation 4.18 |
| 8. | I am driven to contribute to the success of Glen Ellyn District 41. | 4.44 | Engage-Inspire 4.40 |
| 45. | I feel great pride in the team of which I am a part. | 4.44 | Pride 4.38 |
| 17. | I have set the right goals for myself to excel in my role/position. | 4.41 | Performance Planning 4.05 |
| 46. | I am satisfied being a part of my team. | 4.40 | Satisfaction 4.30 |
| 48. | My team recognizes each other's efforts and impact. | 4.39 | Recognition 4.09 |
| 52. | My team strives to pursue excellence. | 4.37 | Continuous Improvement 4.33 |

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| | <u>Rank Ordered Questions According to Mean</u> | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|--|-------------|-----------------------|
| 20. | I look forward to coming to work every day. | 4.35 | Satisfaction 4.30 |
| 50. | Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.34 | Relationships 4.04 |
| 51. | My team has open and trusting relationships. | 4.32 | Relationships 4.04 |
| 25. | My supervisor/administrator cares about me as a person. | 4.31 | Relationships 4.04 |
| 44. | Our team effectively communicates with each other. | 4.31 | Communication 4.09 |
| 14. | I feel great pride in being a part of Glen Ellyn District 41. | 4.30 | Pride 4.38 |
| 56. | I feel Glen Ellyn District 41 is a great fit for me. | 4.30 | Talent/Fit 4.13 |
| 5. | I have at least one close friend at work. | 4.29 | Relationships 4.04 |
| 47. | I am on a team that encourages each member to surpass expectations. | 4.27 | Quality 4.35 |
| 57. | Glen Ellyn District 41 is committed to quality work and excellence. | 4.25 | Quality 4.35 |
| 36. | I have the opportunity to communicate with my supervisor/administrator. | 4.25 | Communication 4.09 |
| 27. | My supervisor/administrator and I have effective two-way communication. | 4.25 | Communication 4.09 |
| 34. | My supervisor/administrator is actively responsive to my needs. | 4.25 | Support-Equip 3.98 |
| 13. | I am satisfied with my role/work. | 4.24 | Satisfaction 4.30 |
| 18. | I have provided meaningful recognition to others in the past 10 days. | 4.23 | Recognition 4.09 |

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Glen Ellyn District 41: Support Staff - All Results (n=84)

| | <u>Rank Ordered Questions According to Mean</u> | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|---|-------------|--------------------------------|
| 70. | I would like to work at Glen Ellyn District 41 long term. | 4.21 | Career Development 3.80 |
| 29. | My supervisor/administrator recognizes me for a job well done. | 4.21 | Recognition 4.09 |
| 73. | Overall, I am very satisfied with Glen Ellyn District 41 as a place to work. | 4.20 | Satisfaction 4.30 |
| 35. | My supervisor/administrator supports my personal and professional development. | 4.19 | Training & Development 3.87 |
| 49. | Our team effectively sets goals to further enhance our performance. | 4.18 | Performance Planning 4.05 |
| 22. | I am aware and knowledgeable about our school district's mission. | 4.18 | Mission Conscious 3.91 |
| 55. | I am part of a school district that continues to pursue excellence every day. | 4.18 | Continuous Improvement 4.33 |
| 33. | My supervisor/administrator is available for me when needs arise. | 4.18 | Support-Equip 3.98 |
| 23. | I have a supportive coaching relationship with my supervisor/administrator. | 4.18 | Support-Equip 3.98 |
| 24. | My supervisor/administrator effectively communicates his/her expectations. | 4.17 | Communication 4.09 |
| 42. | Our team encourages innovation. | 4.16 | Innovation 4.18 |
| 11. | I am in a role that allows me to maximize my talents and strengths. | 4.14 | Talent/Fit 4.13 |
| 32. | I have an open and trusting relationship with my supervisor/administrator. | 4.14 | Relationships 4.04 |
| 26. | My supervisor/administrator gives me constructive feedback about my work performance. | 4.13 | Communication 4.09 |
| 64. | I speak of Glen Ellyn District 41 with pride. | 4.13 | Pride 4.38 |

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Glen Ellyn District 41: Support Staff - All Results (n=84)

| <u>Rank Ordered Questions According to Mean</u> | | <u>Mean</u> | <u>Dimension/Mean</u> |
|---|--|-------------|--------------------------------|
| 39. | My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 4.13 | Talent/Fit 4.13 |
| 30. | My supervisor/administrator encourages opportunities for my growth and development. | 4.05 | Training & Development 3.87 |
| 72. | Our school district selects highly talented individuals when hiring. | 4.04 | Talent/Fit 4.13 |
| 74. | Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission. | 3.99 | Mission Conscious 3.91 |
| 37. | My supervisor/administrator motivates me to achieve my goals. | 3.96 | Performance Planning 4.05 |
| 41. | My supervisor/administrator effectively communicates our school district's mission to me. | 3.96 | Mission Conscious 3.91 |
| 69. | Glen Ellyn District 41 encourages innovation. | 3.95 | Innovation 4.18 |
| 3. | I am provided the core needs necessary for me to excel in my role. | 3.94 | Support-Equip 3.98 |
| 54. | Quality relationships are valued across our school district. | 3.92 | Relationships 4.04 |
| 10. | In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.90 | Performance Planning 4.05 |
| 62. | I would recommend Glen Ellyn District 41 to a friend as a great place to work. | 3.88 | Engage-Inspire 4.40 |
| 38. | My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.88 | Relationships 4.04 |
| 63. | Glen Ellyn District 41 selects the right people for the right job. | 3.86 | Talent/Fit 4.13 |
| 15. | I am properly trained to achieve excellence in my work. | 3.86 | Training & Development 3.87 |
| 66. | Excellence is recognized in my school district. | 3.86 | Recognition 4.09 |

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Glen Ellyn District 41: Support Staff - All Results (n=84)

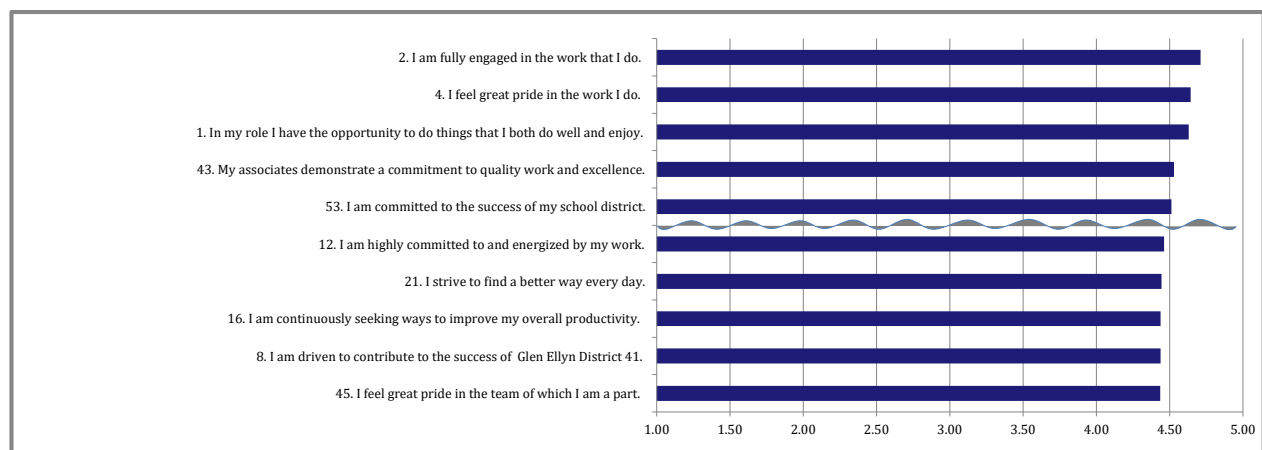
| | <u>Rank Ordered Questions According to Mean</u> | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|--|-------------|--------------------------------|
| 6. | I am provided opportunities to further my growth and development. | 3.85 | Training & Development 3.87 |
| 71. | I am aware of the career opportunities that are available for me at Glen Ellyn District 41. | 3.84 | Career Development 3.80 |
| 40. | In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.82 | Performance Planning 4.05 |
| 59. | I value the career opportunities that I have at Glen Ellyn District 41. | 3.81 | Career Development 3.80 |
| 9. | I have received meaningful recognition in the past 10 days. | 3.80 | Recognition 4.09 |
| 28. | I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.77 | Support-Equip 3.98 |
| 7. | I have encouraged someone to apply at Glen Ellyn District 41. | 3.72 | Talent/Fit 4.13 |
| 31. | I am provided personal coaching from my supervisor/administrator. | 3.69 | Relationships 4.04 |
| 60. | I have the opportunity to express my career interests at Glen Ellyn District 41. | 3.57 | Career Development 3.80 |
| 19. | I am provided the materials, equipment, and information necessary to effectively perform my job. | 3.56 | Support-Equip 3.98 |
| 58. | Glen Ellyn District 41 provides the experience and development for me to further my career here. | 3.53 | Career Development 3.80 |
| 61. | Glen Ellyn District 41 has a genuine concern and interest about me as a person. | 3.50 | Relationships 4.04 |
| 65. | I feel "in on things" that are happening at Glen Ellyn District 41. | 3.48 | Communication 4.09 |
| 68. | Business decisions made are consistent with our mission and core values. | 3.47 | Mission Conscious 3.91 |
| 67. | Glen Ellyn District 41 provides the "right" training for me to excel in my role. | 3.42 | Training & Development 3.87 |



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Glen Ellyn District 41: Support Staff - All Results (n=84)

| 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 | 4.65 | 0.0% n=0 | 0.0% n=0 | 1.2% n=1 | 26.2% n=22 | 71.4% n=60 | 1.2% n=1 | ↑ |
| 4. I feel great pride in the work I do. | Pride | 4.64 | 4.65 | 1.2% n=1 | 0.0% n=0 | 3.6% n=3 | 23.8% n=20 | 71.4% n=60 | 0.0% n=0 | ↓ |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | Talent/Fit | 4.63 | 4.52 | 0.0% n=0 | 0.0% n=0 | 6.0% n=5 | 25.0% n=21 | 69.0% n=58 | 0.0% n=0 | ↑ |
| 43. My associates demonstrate a commitment to quality work and excellence. | Quality | 4.53 | 4.36 | 1.2% n=1 | 0.0% n=0 | 3.6% n=3 | 33.3% n=28 | 58.3% n=49 | 3.6% n=3 | ↑ |
| 53. I am committed to the success of my school district. | Engage-Inspire | 4.51 | 4.43 | 0.0% n=0 | 0.0% n=0 | 7.1% n=6 | 34.5% n=29 | 58.3% n=49 | 0.0% n=0 | ↑ |
| 12. I am highly committed to and energized by my work. | Engage-Inspire | 4.46 | 4.50 | 0.0% n=0 | 1.2% n=1 | 6.0% n=5 | 36.9% n=31 | 53.6% n=45 | 2.4% n=2 | ↓ |
| 21. I strive to find a better way every day. | Continuous Improvement | 4.45 | 4.49 | 0.0% n=0 | 0.0% n=0 | 7.1% n=6 | 40.5% n=34 | 51.2% n=43 | 1.2% n=1 | ↓ |
| 16. I am continuously seeking ways to improve my overall productivity. | Innovation | 4.44 | 4.59 | 0.0% n=0 | 2.4% n=2 | 2.4% n=2 | 42.9% n=36 | 50.0% n=42 | 2.4% n=2 | ↓ |
| 8. I am driven to contribute to the success of Glen Ellyn District 41. | Engage-Inspire | 4.44 | 4.43 | 0.0% n=0 | 1.2% n=1 | 7.1% n=6 | 36.9% n=31 | 52.4% n=44 | 2.4% n=2 | ↑ |
| 45. I feel great pride in the team of which I am a part. | Pride | 4.44 | 4.37 | 1.2% n=1 | 2.4% n=2 | 4.8% n=4 | 32.1% n=27 | 54.8% n=46 | 4.8% n=4 | ↑ |

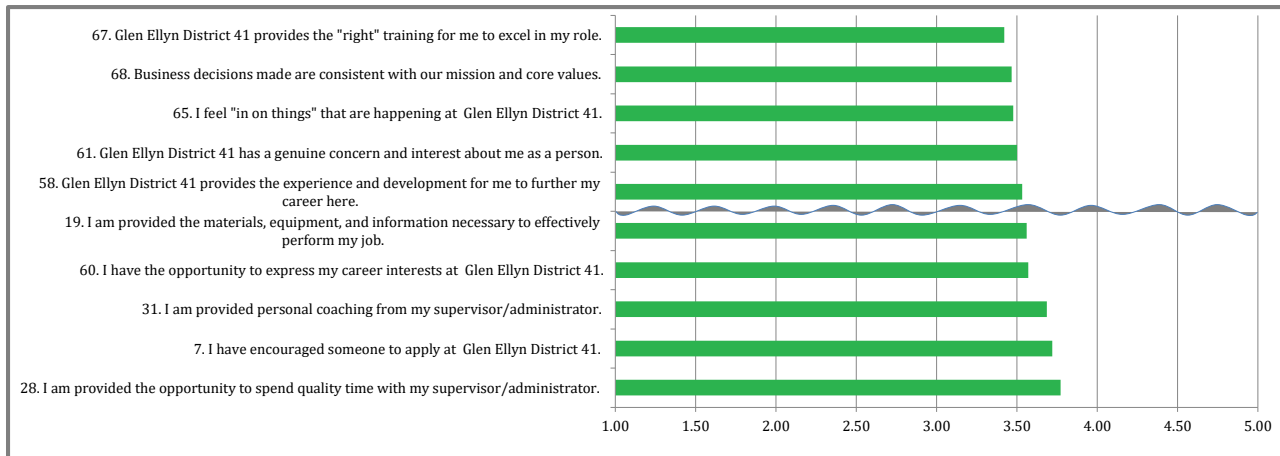




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Glen Ellyn District 41: Support Staff - All Results (n=84)

| 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 |
|--|------------------------|--------------|---------------|-----------------------|---------------|---------------|---------------|--------------------|--------------|--------------|
| 67. Glen Ellyn District 41 provides the "right" training for me to excel in my role. | Training & Development | 3.42 | 3.44 | 13.1% n=11 | 11.9% n=10 | 17.9% n=15 | 32.1% n=27 | 23.8% n=20 | 1.2% n=1 | ↓ |
| 68. Business decisions made are consistent with our mission and core values. | Mission Conscious | 3.47 | 3.47 | 4.8% n=4 | 10.7% n=9 | 31.0% n=26 | 23.8% n=20 | 19.0% n=16 | 10.7% n=9 | ↓ |
| 65. I feel "in on things" that are happening at Glen Ellyn District 41. | Communication | 3.48 | 3.41 | 8.3% n=7 | 11.9% n=10 | 22.6% n=19 | 38.1% n=32 | 19.0% n=16 | 0.0% n=0 | ↑ |
| 61. Glen Ellyn District 41 has a genuine concern and interest about me as a person. | Relationships | 3.50 | 3.52 | 11.9% n=10 | 14.3% n=12 | 17.9% n=15 | 23.8% n=20 | 32.1% n=27 | 0.0% n=0 | ↓ |
| 58. Glen Ellyn District 41 provides the experience and development for me to further my career here. | Career Development | 3.53 | 3.52 | 9.5% n=8 | 11.9% n=10 | 19.0% n=16 | 26.2% n=22 | 27.4% n=23 | 6.0% n=5 | ↑ |
| <hr/> | | | | | | | | | | |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | Support-Equip | 3.56 | 3.69 | 10.7% n=9 | 13.1% n=11 | 14.3% n=12 | 33.3% n=28 | 28.6% n=24 | 0.0% n=0 | ↓ |
| 60. I have the opportunity to express my career interests at Glen Ellyn District 41. | Career Development | 3.57 | 3.59 | 8.3% n=7 | 10.7% n=9 | 17.9% n=15 | 33.3% n=28 | 23.8% n=20 | 6.0% n=5 | ↓ |
| 31. I am provided personal coaching from my supervisor/administrator. | Relationships | 3.69 | 3.63 | 2.4% n=2 | 16.7% n=14 | 20.2% n=17 | 29.8% n=25 | 29.8% n=25 | 1.2% n=1 | ↑ |
| 7. I have encouraged someone to apply at Glen Ellyn District 41. | Talent/Fit | 3.72 | 3.82 | 6.0% n=5 | 10.7% n=9 | 15.5% n=13 | 27.4% n=23 | 29.8% n=25 | 10.7% n=9 | ↓ |
| 28. I am provided the opportunity to spend quality time with my supervisor/administrator. | Support-Equip | 3.77 | 3.80 | 2.4% n=2 | 15.5% n=13 | 17.9% n=15 | 29.8% n=25 | 33.3% n=28 | 1.2% n=1 | ↓ |

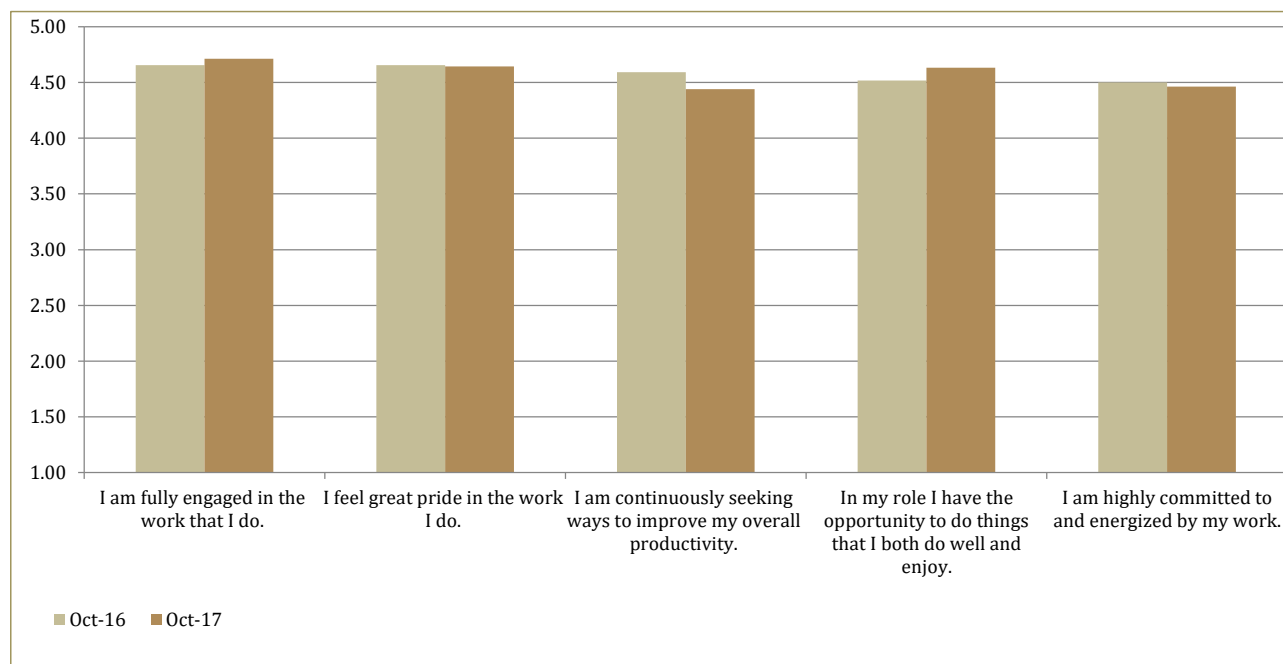




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Glen Ellyn District 41: Support Staff - All Results (n=84)

| | | <u>Dimension</u> | <u>Oct-16</u> | <u>Oct-17</u> | <u>(+/-)</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 | 4.65 | 4.71 | ↑ |
| 4. | I feel great pride in the work I do. | Pride | 4.65 | 4.64 | ↓ |
| 16. | I am continuously seeking ways to improve my overall productivity. | Innovation | 4.59 | 4.44 | ↓ |
| 1. | In my role I have the opportunity to do things that I both do well and enjoy. | Talent/Fit | 4.52 | 4.63 | ↑ |
| 12. | I am highly committed to and energized by my work. | Engage-Inspire | 4.50 | 4.46 | ↓ |

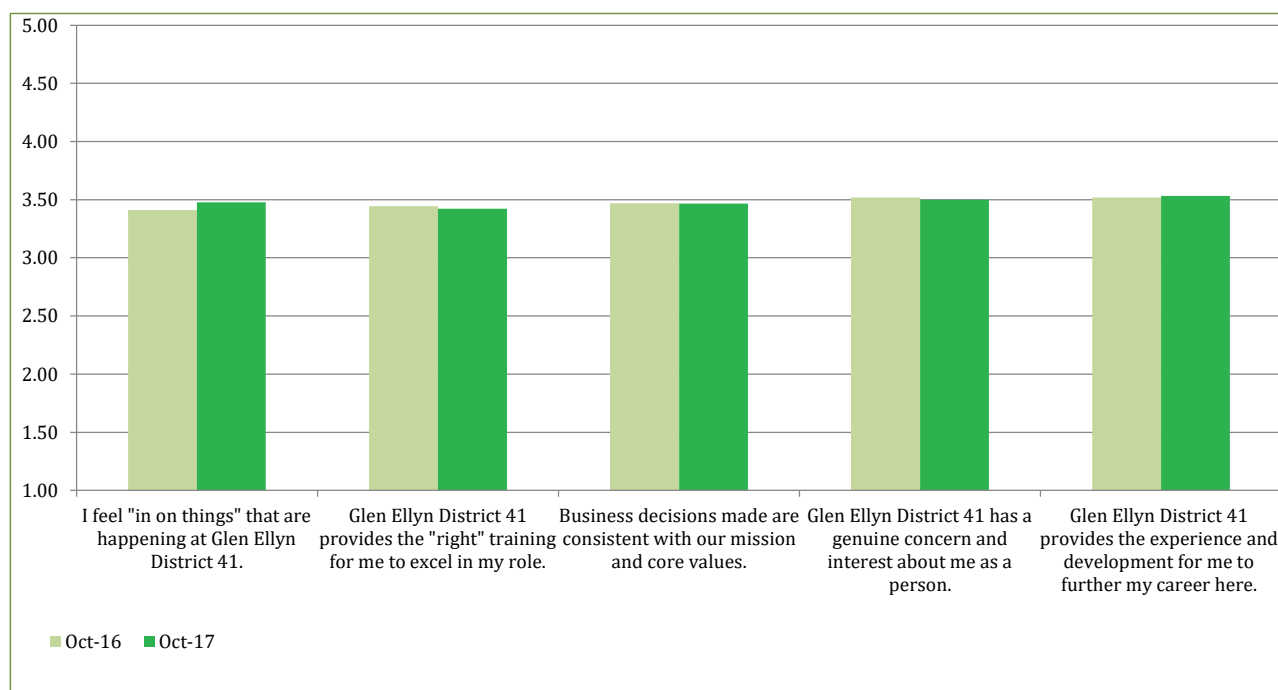




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Glen Ellyn District 41: Support Staff - All Results (n=84)

| | | <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> | | | | | |
| 65. | I feel "in on things" that are happening at Glen Ellyn District 41. | Communication | 3.41 | 3.48 | ↑ |
| 67. | Glen Ellyn District 41 provides the "right" training for me to excel in my role. | Training & Development | 3.44 | 3.42 | ↓ |
| 68. | Business decisions made are consistent with our mission and core values. | Mission Conscious | 3.47 | 3.47 | = |
| 61. | Glen Ellyn District 41 has a genuine concern and interest about me as a person. | Relationships | 3.52 | 3.50 | ↓ |
| 58. | Glen Ellyn District 41 provides the experience and development for me to further my career here. | Career Development | 3.52 | 3.53 | ↑ |

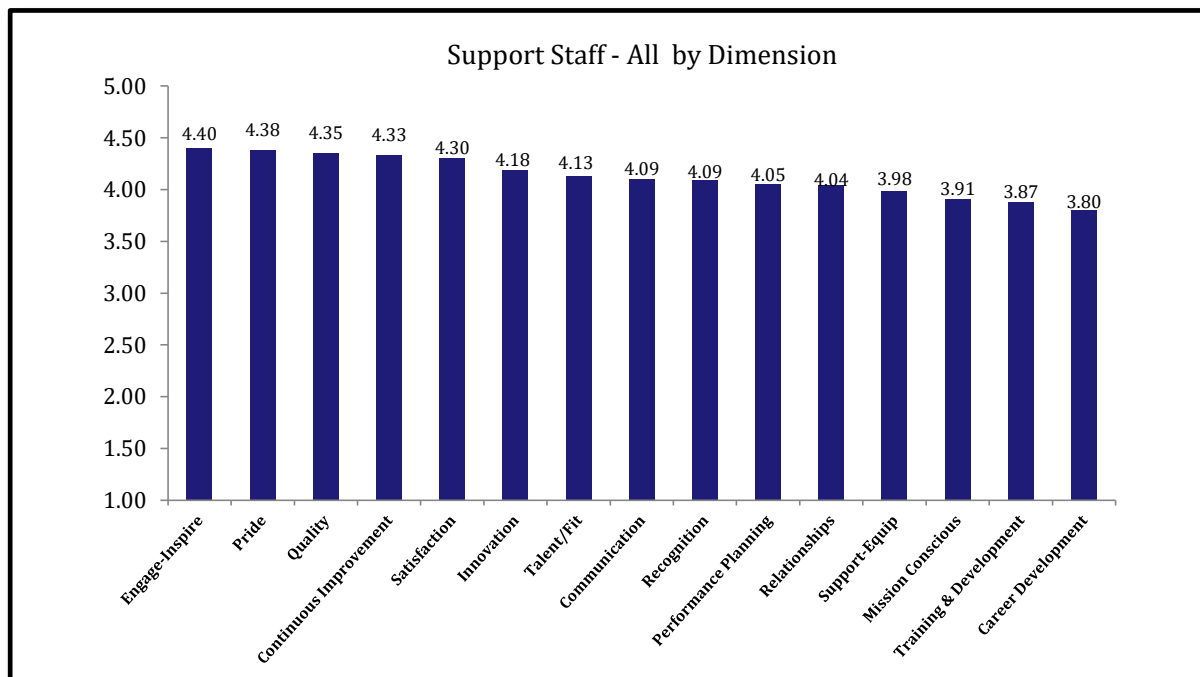




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Glen Ellyn District 41: Support Staff - All Results (n=84)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Dimension Mean</u> |
|--|-----------------------|
| Engage-Inspire | 4.40 |
| Pride | 4.38 |
| Quality | 4.35 |
| Continuous Improvement | 4.33 |
| Satisfaction | 4.30 |
| Innovation | 4.18 |
| Talent/Fit | 4.13 |
| Communication | 4.09 |
| Recognition | 4.09 |
| Performance Planning | 4.05 |
| Relationships | 4.04 |
| Support-Equip | 3.98 |
| Mission Conscious | 3.91 |
| Training & Development | 3.87 |
| Career Development | 3.80 |



October 2017

Glen Ellyn District 41: Support Staff - All Results (n=84)

| <u>Rank Ordered Dimensions by Mean</u> | <u>Oct-16 Mean</u> | <u>Oct-17 Mean</u> | <u>(+/-) Change</u> |
|--|------------------------|------------------------|-------------------------|
| Engage-Inspire | 4.36 | 4.40 | ↑ |
| Pride | 4.35 | 4.38 | ↑ |
| Quality | 4.29 | 4.35 | ↑ |
| Continuous Improvement | 4.38 | 4.33 | ↓ |
| Satisfaction | 4.23 | 4.30 | ↑ |
| Innovation | 4.27 | 4.18 | ↓ |
| Talent/Fit | 4.06 | 4.13 | ↑ |
| Communication | 4.00 | 4.09 | ↑ |
| Recognition | 3.98 | 4.09 | ↑ |
| Performance Planning | 3.91 | 4.05 | ↑ |
| Relationships | 3.98 | 4.04 | ↑ |
| Support-Equip | 3.91 | 3.98 | ↑ |
| Mission Conscious | 3.91 | 3.91 | = |
| Training & Development | 3.76 | 3.87 | ↑ |
| Career Development | 3.80 | 3.80 | = |

HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

