



October 2015

Insight^eX Cultural Assessment

for D41:
Central Service - Support Staff



Consulting | Training | Coaching | Research | Assessment | Impact^eX Technology



October 2015

D41: Central Service - Support Staff Results (n=12)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	4.09						
11. I am in a role that allows me to maximize my talents and strengths.	3.67	8.3% n=1	16.7% n=2	8.3% n=1	33.3% n=4	33.3% n=4	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.75	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	75.0% n=9	0.0% n=0
7. I have encouraged someone to apply at D41.	3.70	0.0% n=0	8.3% n=1	41.7% n=5	0.0% n=0	33.3% n=4	16.7% n=2
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.27	8.3% n=1	0.0% n=0	8.3% n=1	16.7% n=2	58.3% n=7	8.3% n=1
56. I feel D41 is a great fit for me.	4.42	0.0% n=0	0.0% n=0	0.0% n=0	58.3% n=7	41.7% n=5	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	4.08	8.3% n=1	0.0% n=0	8.3% n=1	41.7% n=5	41.7% n=5	0.0% n=0
63. D41 selects the right people for the right job.	3.67	8.3% n=1	0.0% n=0	25.0% n=3	50.0% n=6	16.7% n=2	0.0% n=0
Support-Equip	4.21						
3. I am provided the core needs necessary for me to excel in my role.	4.42	0.0% n=0	8.3% n=1	0.0% n=0	33.3% n=4	58.3% n=7	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.17	8.3% n=1	0.0% n=0	0.0% n=0	50.0% n=6	41.7% n=5	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	4.42	0.0% n=0	0.0% n=0	8.3% n=1	41.7% n=5	50.0% n=6	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	4.00	8.3% n=1	0.0% n=0	8.3% n=1	50.0% n=6	33.3% n=4	0.0% n=0
33. My supervisor/administrator is available for me when needs arise.	4.00	0.0% n=0	8.3% n=1	25.0% n=3	25.0% n=3	41.7% n=5	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	4.25	0.0% n=0	0.0% n=0	16.7% n=2	41.7% n=5	41.7% n=5	0.0% n=0



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D41: Central Service - Support Staff Results (n=12)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	4.02						
5. I have at least one close friend at work.	4.75	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	75.0% n=9	0.0% n=0
32. I have an open and trusting relationship with my supervisor/administrator.	4.33	0.0% n=0	0.0% n=0	8.3% n=1	50.0% n=6	41.7% n=5	0.0% n=0
25. My supervisor/administrator cares about me as a person.	4.08	0.0% n=0	8.3% n=1	16.7% n=2	33.3% n=4	41.7% n=5	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.42	8.3% n=1	25.0% n=3	8.3% n=1	33.3% n=4	25.0% n=3	0.0% n=0
51. My team has open and trusting relationships.	4.25	0.0% n=0	0.0% n=0	8.3% n=1	58.3% n=7	33.3% n=4	0.0% n=0
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.33	0.0% n=0	0.0% n=0	8.3% n=1	50.0% n=6	41.7% n=5	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	3.42	8.3% n=1	16.7% n=2	16.7% n=2	41.7% n=5	16.7% n=2	0.0% n=0
54. Quality relationships are valued across our school district.	3.75	0.0% n=0	8.3% n=1	25.0% n=3	50.0% n=6	16.7% n=2	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.83	0.0% n=0	8.3% n=1	25.0% n=3	41.7% n=5	25.0% n=3	0.0% n=0
Quality	4.39						
47. I am on a team that encourages each member to surpass expectations.	4.17	0.0% n=0	0.0% n=0	16.7% n=2	50.0% n=6	33.3% n=4	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0
57. D41 is committed to quality work and excellence.	4.42	0.0% n=0	0.0% n=0	0.0% n=0	58.3% n=7	41.7% n=5	0.0% n=0



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D41: Central Service - Support Staff Results (n=12)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication		4.11					
36. I have the opportunity to communicate with my supervisor/administrator.	4.25	0.0% n=0	8.3% n=1	0.0% n=0	50.0% n=6	41.7% n=5	0.0% n=0
24. My supervisor/administrator effectively communicates his/her expectations.	4.25	0.0% n=0	8.3% n=1	0.0% n=0	50.0% n=6	41.7% n=5	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.00	0.0% n=0	8.3% n=1	16.7% n=2	41.7% n=5	33.3% n=4	0.0% n=0
27. My supervisor/administrator and I have effective two-way communication.	4.25	0.0% n=0	8.3% n=1	0.0% n=0	50.0% n=6	41.7% n=5	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.50	8.3% n=1	16.7% n=2	16.7% n=2	33.3% n=4	25.0% n=3	0.0% n=0
44. Our team effectively communicates with each other.	4.42	0.0% n=0	0.0% n=0	8.3% n=1	41.7% n=5	50.0% n=6	0.0% n=0
Recognition		3.92					
29. My supervisor/administrator recognizes me for a job well done.	4.33	0.0% n=0	0.0% n=0	8.3% n=1	50.0% n=6	41.7% n=5	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	2.92	25.0% n=3	25.0% n=3	0.0% n=0	33.3% n=4	16.7% n=2	0.0% n=0
66. Excellence is recognized in my school district.	4.08	0.0% n=0	0.0% n=0	25.0% n=3	41.7% n=5	33.3% n=4	0.0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	4.08	0.0% n=0	8.3% n=1	8.3% n=1	50.0% n=6	33.3% n=4	0.0% n=0
48. My team recognizes each other's efforts and impact.	4.17	0.0% n=0	0.0% n=0	25.0% n=3	33.3% n=4	41.7% n=5	0.0% n=0



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D41: Central Service - Support Staff Results (n=12)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	3.80						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.73	8.3% n=1	0.0% n=0	25.0% n=3	33.3% n=4	25.0% n=3	8.3% n=1
17. I have set the right goals for myself to excel in my role/position.	3.92	0.0% n=0	0.0% n=0	25.0% n=3	58.3% n=7	16.7% n=2	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	3.92	0.0% n=0	0.0% n=0	33.3% n=4	41.7% n=5	25.0% n=3	0.0% n=0
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.42	8.3% n=1	16.7% n=2	16.7% n=2	41.7% n=5	16.7% n=2	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	4.00	0.0% n=0	8.3% n=1	16.7% n=2	41.7% n=5	33.3% n=4	0.0% n=0
Training & Development	3.72						
35. My supervisor/administrator supports my personal and professional development.	4.08	0.0% n=0	0.0% n=0	25.0% n=3	41.7% n=5	33.3% n=4	0.0% n=0
6. I am provided opportunities to further my growth and development.	3.42	8.3% n=1	25.0% n=3	16.7% n=2	16.7% n=2	33.3% n=4	0.0% n=0
15. I am properly trained to achieve excellence in my work.	3.67	8.3% n=1	8.3% n=1	16.7% n=2	41.7% n=5	25.0% n=3	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.50	8.3% n=1	0.0% n=0	41.7% n=5	33.3% n=4	16.7% n=2	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	3.92	0.0% n=0	0.0% n=0	33.3% n=4	41.7% n=5	25.0% n=3	0.0% n=0



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	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	3.59						
70. I would like to work at D41 long term.	4.27	0.0% n=0	0.0% n=0	16.7% n=2	33.3% n=4	41.7% n=5	8.3% n=1
58. D41 provides the experience and development for me to further my career here.	3.25	0.0% n=0	33.3% n=4	33.3% n=4	8.3% n=1	25.0% n=3	0.0% n=0
71. I am aware of the career opportunities that are available for me at D41.	3.55	0.0% n=0	25.0% n=3	16.7% n=2	25.0% n=3	25.0% n=3	8.3% n=1
59. I value the career opportunities that I have at D41.	3.42	0.0% n=0	25.0% n=3	33.3% n=4	16.7% n=2	25.0% n=3	0.0% n=0
60. I have the opportunity to express my career interests at D41.	3.50	0.0% n=0	8.3% n=1	58.3% n=7	8.3% n=1	25.0% n=3	0.0% n=0
Engage-Inspire	4.46						
2. I am fully engaged in the work that I do.	4.82	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=2	75.0% n=9	8.3% n=1
12. I am highly committed to and energized by my work.	4.33	0.0% n=0	0.0% n=0	8.3% n=1	50.0% n=6	41.7% n=5	0.0% n=0
8. I am driven to contribute to the success of D41.	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0
53. I am committed to the success of my school district.	4.75	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	75.0% n=9	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	3.83	0.0% n=0	0.0% n=0	41.7% n=5	33.3% n=4	25.0% n=3	0.0% n=0



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D41: Central Service - Support Staff Results (n=12)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.29						
13. I am satisfied with my role/work.	4.17	0.0% n=0	8.3% n=1	8.3% n=1	41.7% n=5	41.7% n=5	0.0% n=0
46. I am satisfied being a part of my team.	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0
73. Overall, I am very satisfied with D41 as a place to work.	4.25	0.0% n=0	0.0% n=0	8.3% n=1	58.3% n=7	33.3% n=4	0.0% n=0
20. I look forward to coming to work every day.	4.17	0.0% n=0	0.0% n=0	16.7% n=2	50.0% n=6	33.3% n=4	0.0% n=0
Mission Conscious	3.83						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.58	8.3% n=1	8.3% n=1	16.7% n=2	50.0% n=6	16.7% n=2	0.0% n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.	3.75	8.3% n=1	0.0% n=0	25.0% n=3	41.7% n=5	25.0% n=3	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	4.42	0.0% n=0	0.0% n=0	8.3% n=1	41.7% n=5	50.0% n=6	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.58	8.3% n=1	0.0% n=0	41.7% n=5	25.0% n=3	25.0% n=3	0.0% n=0
Pride	4.53						
4. I feel great pride in the work I do.	4.73	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	66.7% n=8	8.3% n=1
14. I feel great pride in being a part of D41.	4.67	0.0% n=0	0.0% n=0	8.3% n=1	16.7% n=2	75.0% n=9	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0
64. I speak of D41 with pride.	4.17	0.0% n=0	0.0% n=0	16.7% n=2	50.0% n=6	33.3% n=4	0.0% n=0



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D41: Central Service - Support Staff Results (n=12)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.31						
52. My team strives to pursue excellence.	4.33	0.0% n=0	0.0% n=0	8.3% n=1	50.0% n=6	41.7% n=5	0.0% n=0
21. I strive to find a better way every day.	4.25	0.0% n=0	0.0% n=0	8.3% n=1	58.3% n=7	33.3% n=4	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.33	0.0% n=0	0.0% n=0	8.3% n=1	50.0% n=6	41.7% n=5	0.0% n=0
Innovation	4.06						
69. D41 encourages innovation.	4.08	0.0% n=0	0.0% n=0	25.0% n=3	41.7% n=5	33.3% n=4	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	4.17	0.0% n=0	0.0% n=0	16.7% n=2	50.0% n=6	33.3% n=4	0.0% n=0
42. Our team encourages innovation.	3.92	0.0% n=0	8.3% n=1	25.0% n=3	33.3% n=4	33.3% n=4	0.0% n=0



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D41: Central Service - Support Staff Results (n=12)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
2.	I am fully engaged in the work that I do.	4.82	Engage-Inspire 4.46
53.	I am committed to the success of my school district.	4.75	Engage-Inspire 4.46
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.75	Talent/Fit 4.09
5.	I have at least one close friend at work.	4.75	Relationships 4.02
4.	I feel great pride in the work I do.	4.73	Pride 4.53
14.	I feel great pride in being a part of D41.	4.67	Pride 4.53
8.	I am driven to contribute to the success of D41.	4.58	Engage-Inspire 4.46
45.	I feel great pride in the team of which I am a part.	4.58	Pride 4.53
46.	I am satisfied being a part of my team.	4.58	Satisfaction 4.29
43.	My associates demonstrate a commitment to quality work and excellence.	4.58	Quality 4.39
57.	D41 is committed to quality work and excellence.	4.42	Quality 4.39
22.	I am aware and knowledgeable about our school district's mission.	4.42	Mission Conscious 3.83
56.	I feel D41 is a great fit for me.	4.42	Talent/Fit 4.09
3.	I am provided the core needs necessary for me to excel in my role.	4.42	Support-Equip 4.21



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D41: Central Service - Support Staff Results (n=12)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
34.	My supervisor/administrator is actively responsive to my needs.	4.42	Support-Equip 4.21
44.	Our team effectively communicates with each other.	4.42	Communication 4.11
55.	I am part of a school district that continues to pursue excellence every day.	4.33	Continuous Improvement 4.31
52.	My team strives to pursue excellence.	4.33	Continuous Improvement 4.31
32.	I have an open and trusting relationship with my supervisor/administrator.	4.33	Relationships 4.02
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.33	Relationships 4.02
12.	I am highly committed to and energized by my work.	4.33	Engage-Inspire 4.46
29.	My supervisor/administrator recognizes me for a job well done.	4.33	Recognition 3.92
70.	I would like to work at D41 long term.	4.27	Career Development 3.59
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.27	Talent/Fit 4.09
73.	Overall, I am very satisfied with D41 as a place to work.	4.25	Satisfaction 4.29
36.	I have the opportunity to communicate with my supervisor/administrator.	4.25	Communication 4.11
21.	I strive to find a better way every day.	4.25	Continuous Improvement 4.31
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.25	Support-Equip 4.21
51.	My team has open and trusting relationships.	4.25	Relationships 4.02



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
27.	My supervisor/administrator and I have effective two-way communication.	4.25	Communication 4.11
24.	My supervisor/administrator effectively communicates his/her expectations.	4.25	Communication 4.11
64.	I speak of D41 with pride.	4.17	Pride 4.53
16.	I am continuously seeking ways to improve my overall productivity.	4.17	Innovation 4.06
47.	I am on a team that encourages each member to surpass expectations.	4.17	Quality 4.39
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	4.17	Support-Equip 4.21
20.	I look forward to coming to work every day.	4.17	Satisfaction 4.29
48.	My team recognizes each other's efforts and impact.	4.17	Recognition 3.92
13.	I am satisfied with my role/work.	4.17	Satisfaction 4.29
69.	D41 encourages innovation.	4.08	Innovation 4.06
66.	Excellence is recognized in my school district.	4.08	Recognition 3.92
35.	My supervisor/administrator supports my personal and professional development.	4.08	Training & Development 3.72
25.	My supervisor/administrator cares about me as a person.	4.08	Relationships 4.02
18.	I have provided meaningful recognition to others in the past 10 days.	4.08	Recognition 3.92
72.	Our school district selects highly talented individuals when hiring.	4.08	Talent/Fit 4.09



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
33.	My supervisor/administrator is available for me when needs arise.	4.00	Support-Equip 4.21
37.	My supervisor/administrator motivates me to achieve my goals.	4.00	Performance Planning 3.80
26.	My supervisor/administrator gives me constructive feedback about my work performance.	4.00	Communication 4.11
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	4.00	Support-Equip 4.21
17.	I have set the right goals for myself to excel in my role/position.	3.92	Performance Planning 3.80
42.	Our team encourages innovation.	3.92	Innovation 4.06
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.92	Training & Development 3.72
49.	Our team effectively sets goals to further enhance our performance.	3.92	Performance Planning 3.80
62.	I would recommend D41 to a friend as a great place to work.	3.83	Engage-Inspire 4.46
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.83	Relationships 4.02
54.	Quality relationships are valued across our school district.	3.75	Relationships 4.02
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.75	Mission Conscious 3.83
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.73	Performance Planning 3.80
7.	I have encouraged someone to apply at D41.	3.70	Talent/Fit 4.09
11.	I am in a role that allows me to maximize my talents and strengths.	3.67	Talent/Fit 4.09



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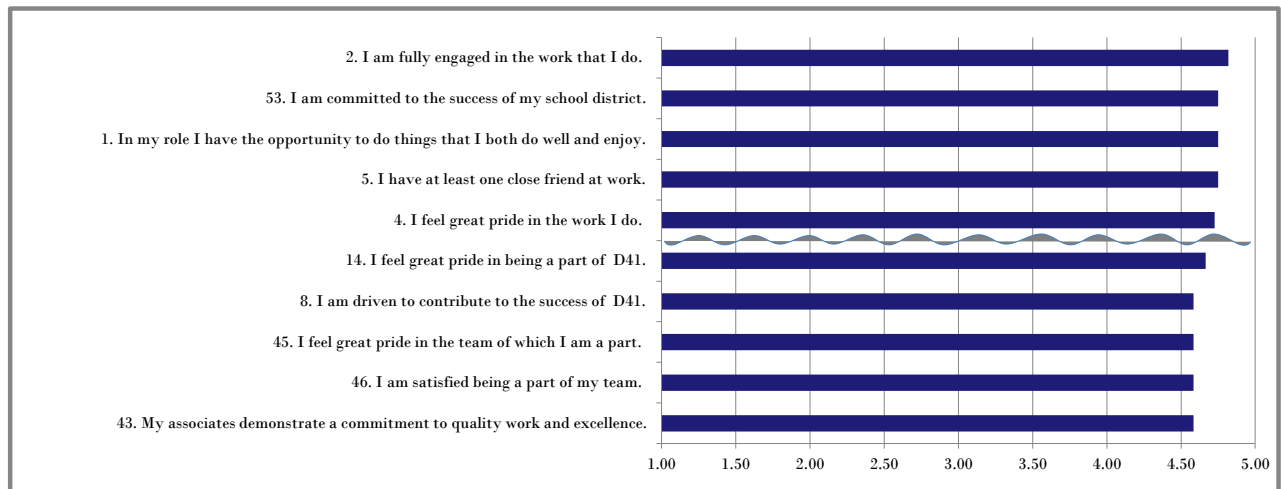
<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
15.	I am properly trained to achieve excellence in my work.	3.67	Training & Development 3.72
63.	D41 selects the right people for the right job.	3.67	Talent/Fit 4.09
68.	Business decisions made are consistent with our mission and core values.	3.58	Mission Conscious 3.83
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.58	Mission Conscious 3.83
71.	I am aware of the career opportunities that are available for me at D41.	3.55	Career Development 3.59
67.	D41 provides the "right" training for me to excel in my role.	3.50	Training & Development 3.72
60.	I have the opportunity to express my career interests at D41.	3.50	Career Development 3.59
65.	I feel "in on things" that are happening at D41.	3.50	Communication 4.11
59.	I value the career opportunities that I have at D41.	3.42	Career Development 3.59
61.	D41 has a genuine concern and interest about me as a person.	3.42	Relationships 4.02
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.42	Performance Planning 3.80
6.	I am provided opportunities to further my growth and development.	3.42	Training & Development 3.72
31.	I am provided personal coaching from my supervisor/administrator.	3.42	Relationships 4.02
58.	D41 provides the experience and development for me to further my career here.	3.25	Career Development 3.59
9.	I have received meaningful recognition in the past 10 days.	2.92	Recognition 3.92



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D41: Central Service - Support Staff Results (n=12)

Top 10 Rank Ordered By Mean		Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
2. I am fully engaged in the work that I do.	Engage-Inspire	4.82	0.0% n=0	0.0% n=0	0.0% n=0	16.7% n=2	75.0% n=9	8.3% n=1	
53. I am committed to the success of my school district.	Engage-Inspire	4.75	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	75.0% n=9	0.0% n=0	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.75	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	75.0% n=9	0.0% n=0	
5. I have at least one close friend at work.	Relationships	4.75	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	75.0% n=9	0.0% n=0	
4. I feel great pride in the work I do.	Pride	4.73	0.0% n=0	0.0% n=0	0.0% n=0	25.0% n=3	66.7% n=8	8.3% n=1	
14. I feel great pride in being a part of D41.	Pride	4.67	0.0% n=0	0.0% n=0	8.3% n=1	16.7% n=2	75.0% n=9	0.0% n=0	
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0	
45. I feel great pride in the team of which I am a part.	Pride	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0	
46. I am satisfied being a part of my team.	Satisfaction	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.58	0.0% n=0	0.0% n=0	0.0% n=0	41.7% n=5	58.3% n=7	0.0% n=0	

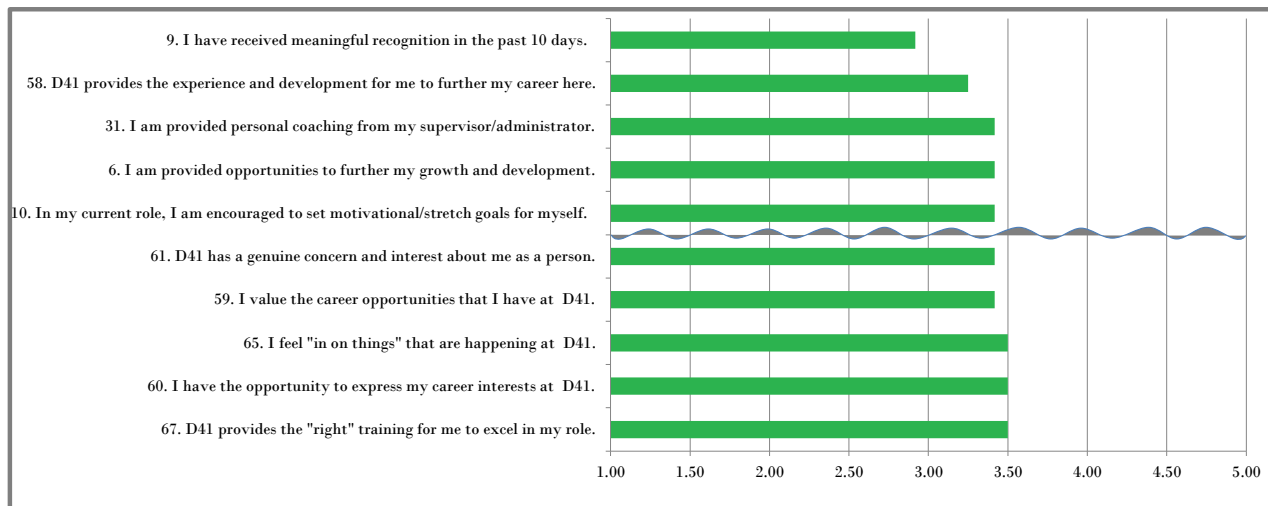




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D41: Central Service - Support Staff Results (n=12)

Bottom 10 Rank Ordered By Mean		<i>Dimension</i>	Mean	<i>Strongly Disagree (1)</i>	<i>Disagree (2)</i>	<i>Neutral (3)</i>	<i>Agree (4)</i>	<i>Strongly Agree (5)</i>	<i>N/A</i>
9. I have received meaningful recognition in the past 10 days.	Recognition	2.92	25.0% n=3	25.0% n=3	0.0% n=0	33.3% n=4	16.7% n=2	0.0% n=0	
58. D41 provides the experience and development for me to further my career here.	Career Development	3.25	0.0% n=0	33.3% n=4	33.3% n=4	8.3% n=1	25.0% n=3	0.0% n=0	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.42	8.3% n=1	25.0% n=3	8.3% n=1	33.3% n=4	25.0% n=3	0.0% n=0	
6. I am provided opportunities to further my growth and development.	Training & Development	3.42	8.3% n=1	25.0% n=3	16.7% n=2	16.7% n=2	33.3% n=4	0.0% n=0	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.42	8.3% n=1	16.7% n=2	16.7% n=2	41.7% n=5	16.7% n=2	0.0% n=0	
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.42	8.3% n=1	16.7% n=2	16.7% n=2	41.7% n=5	16.7% n=2	0.0% n=0	
59. I value the career opportunities that I have at D41.	Career Development	3.42	0.0% n=0	25.0% n=3	33.3% n=4	16.7% n=2	25.0% n=3	0.0% n=0	
65. I feel "in on things" that are happening at D41.	Communication	3.50	8.3% n=1	16.7% n=2	16.7% n=2	33.3% n=4	25.0% n=3	0.0% n=0	
60. I have the opportunity to express my career interests at D41.	Career Development	3.50	0.0% n=0	8.3% n=1	58.3% n=7	8.3% n=1	25.0% n=3	0.0% n=0	
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.50	8.3% n=1	0.0% n=0	41.7% n=5	33.3% n=4	16.7% n=2	0.0% n=0	

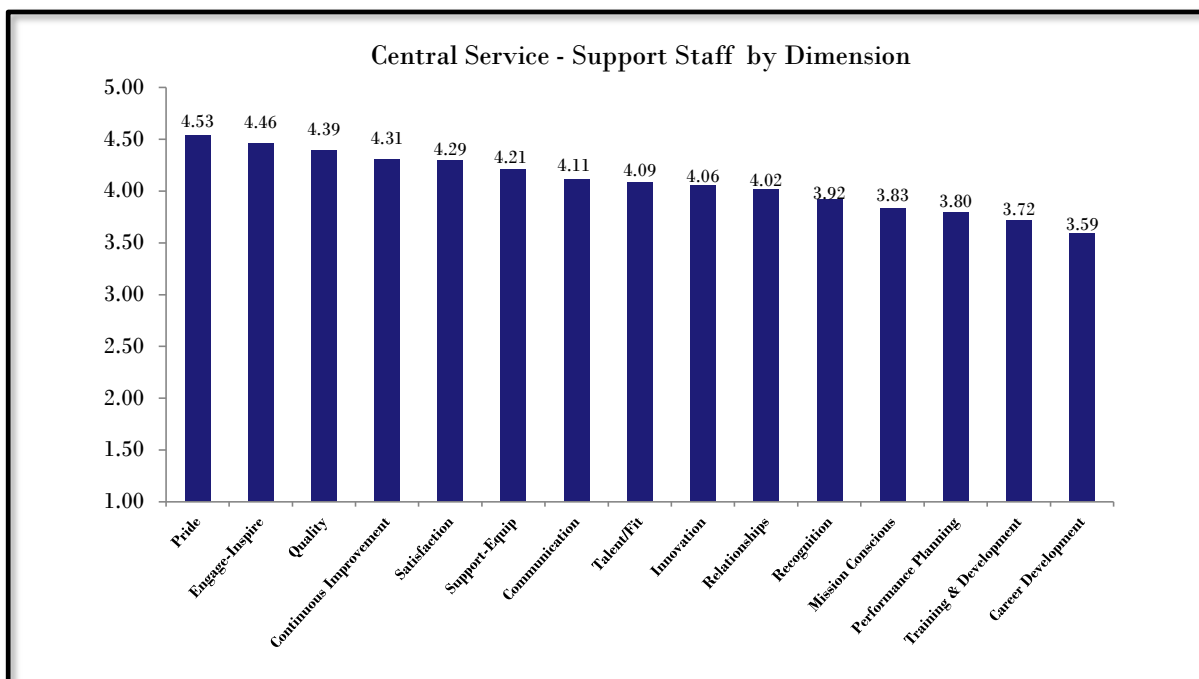




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Pride	4.53
Engage-Inspire	4.46
Quality	4.39
Continuous Improvement	4.31
Satisfaction	4.29
Support-Equip	4.21
Communication	4.11
Talent/Fit	4.09
Innovation	4.06
Relationships	4.02
Recognition	3.92
Mission Conscious	3.83
Performance Planning	3.80
Training & Development	3.72
Career Development	3.59





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