



Insight^eX Cultural Assessment

for D41:
Elementary Schools-All



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

October 2015

D41: Elementary Schools- All Results (n=230)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	4.00						
11. I am in a role that allows me to maximize my talents and strengths.	4.03	3.0% n=7	9.6% n=22	9.6% n=22	37.0% n=85	40.9% n=94	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.40	1.3% n=3	1.7% n=4	5.2% n=12	38.7% n=89	52.2% n=120	0.9% n=2
7. I have encouraged someone to apply at D41.	3.56	8.7% n=20	12.2% n=28	16.1% n=37	27.0% n=62	26.5% n=61	9.6% n=22
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.94	3.0% n=7	4.8% n=11	13.5% n=31	47.4% n=109	26.5% n=61	4.8% n=11
56. I feel D41 is a great fit for me.	4.12	3.5% n=8	4.3% n=10	14.8% n=34	31.7% n=73	45.7% n=105	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	4.10	2.6% n=6	1.7% n=4	15.7% n=36	42.2% n=97	37.0% n=85	0.9% n=2
63. D41 selects the right people for the right job.	3.79	4.3% n=10	4.8% n=11	26.1% n=60	37.0% n=85	27.4% n=63	0.4% n=1
Support-Equip	3.77						
3. I am provided the core needs necessary for me to excel in my role.	3.63	2.6% n=6	21.7% n=50	12.6% n=29	36.5% n=84	26.5% n=61	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	7.0% n=16	19.1% n=44	16.5% n=38	32.2% n=74	25.2% n=58	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	3.93	3.5% n=8	8.7% n=20	13.0% n=30	40.4% n=93	34.3% n=79	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.51	5.7% n=13	14.3% n=33	22.2% n=51	37.4% n=86	19.6% n=45	0.9% n=2
33. My supervisor/administrator is available for me when needs arise.	4.10	2.2% n=5	6.1% n=14	11.7% n=27	39.1% n=90	40.4% n=93	0.4% n=1
23. I have a supportive coaching relationship with my supervisor/administrator.	3.94	3.5% n=8	8.7% n=20	13.5% n=31	39.1% n=90	35.2% n=81	0.0% n=0

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D41: Elementary Schools- All Results (n=230)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	3.91						
5. I have at least one close friend at work.	4.57	0.9% n=2	1.3% n=3	5.7% n=13	23.9% n=55	67.8% n=156	0.4% n=1
32. I have an open and trusting relationship with my supervisor/administrator.	3.88	3.9% n=9	10.4% n=24	13.9% n=32	36.5% n=84	34.8% n=80	0.4% n=1
25. My supervisor/administrator cares about me as a person.	4.10	3.5% n=8	5.2% n=12	13.0% n=30	34.3% n=79	43.9% n=101	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.31	7.0% n=16	18.7% n=43	24.3% n=56	34.3% n=79	14.3% n=33	1.3% n=3
51. My team has open and trusting relationships.	4.14	2.6% n=6	7.0% n=16	11.7% n=27	30.0% n=69	47.4% n=109	1.3% n=3
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.21	1.7% n=4	7.0% n=16	11.3% n=26	27.0% n=62	50.9% n=117	2.2% n=5
61. D41 has a genuine concern and interest about me as a person.	3.53	9.6% n=22	12.6% n=29	20.4% n=47	30.0% n=69	27.4% n=63	0.0% n=0
54. Quality relationships are valued across our school district.	3.88	4.3% n=10	10.4% n=24	14.3% n=33	34.3% n=79	36.1% n=83	0.4% n=1
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.58	6.5% n=15	10.0% n=23	20.9% n=48	43.0% n=99	18.7% n=43	0.9% n=2
Quality	4.23						
47. I am on a team that encourages each member to surpass expectations.	4.16	2.2% n=5	3.9% n=9	13.9% n=32	33.9% n=78	43.9% n=101	2.2% n=5
43. My associates demonstrate a commitment to quality work and excellence.	4.49	1.3% n=3	0.9% n=2	4.8% n=11	32.6% n=75	59.1% n=136	1.3% n=3
57. D41 is committed to quality work and excellence.	4.17	2.6% n=6	5.2% n=12	9.1% n=21	37.8% n=87	44.8% n=103	0.4% n=1

October 2015

D41: Elementary Schools- All Results (n=230)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication							
	3.92						
36. I have the opportunity to communicate with my supervisor/administrator.	4.14	1.3% n=3	5.2% n=12	7.8% n=18	48.7% n=112	36.1% n=83	0.9% n=2
24. My supervisor/administrator effectively communicates his/her expectations.	3.81	3.9% n=9	10.4% n=24	17.0% n=39	38.3% n=88	30.4% n=70	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.86	3.9% n=9	6.5% n=15	16.5% n=38	44.3% n=102	27.4% n=63	1.3% n=3
27. My supervisor/administrator and I have effective two-way communication.	3.98	3.5% n=8	6.5% n=15	12.6% n=29	43.0% n=99	34.3% n=79	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.45	10.4% n=24	13.0% n=30	19.1% n=44	34.3% n=79	22.2% n=51	0.9% n=2
44. Our team effectively communicates with each other.	4.27	2.6% n=6	4.8% n=11	7.8% n=18	31.7% n=73	51.7% n=119	1.3% n=3
Recognition							
	3.86						
29. My supervisor/administrator recognizes me for a job well done.	3.72	5.7% n=13	11.7% n=27	16.1% n=37	37.8% n=87	28.7% n=66	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.24	11.7% n=27	21.7% n=50	15.2% n=35	33.0% n=76	17.8% n=41	0.4% n=1
66. Excellence is recognized in my school district.	3.93	3.0% n=7	7.0% n=16	15.7% n=36	42.6% n=98	31.3% n=72	0.4% n=1
18. I have provided meaningful recognition to others in the past 10 days.	4.18	1.7% n=4	4.3% n=10	6.1% n=14	48.7% n=112	37.8% n=87	1.3% n=3
48. My team recognizes each other's efforts and impact.	4.24	2.2% n=5	3.5% n=8	9.1% n=21	37.8% n=87	46.1% n=106	1.3% n=3



October 2015

D41: Elementary Schools-All Results (n=230)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	3.96						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.35	6.5% n=15	20.9% n=48	19.1% n=44	31.3% n=72	17.8% n=41	4.3% n=10
17. I have set the right goals for myself to excel in my role/position.	4.36	0.9% n=2	1.3% n=3	7.4% n=17	42.2% n=97	48.3% n=111	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.11	2.2% n=5	3.9% n=9	14.8% n=34	37.8% n=87	40.0% n=92	1.3% n=3
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.16	1.3% n=3	7.0% n=16	8.7% n=20	40.0% n=92	42.6% n=98	0.4% n=1
37. My supervisor/administrator motivates me to achieve my goals.	3.82	3.5% n=8	8.7% n=20	17.4% n=40	43.5% n=100	27.0% n=62	0.0% n=0
Training & Development	3.93						
35. My supervisor/administrator supports my personal and professional development.	4.04	3.5% n=8	3.9% n=9	13.5% n=31	42.2% n=97	36.1% n=83	0.9% n=2
6. I am provided opportunities to further my growth and development.	4.14	1.7% n=4	4.8% n=11	9.6% n=22	44.8% n=103	38.7% n=89	0.4% n=1
15. I am properly trained to achieve excellence in my work.	3.94	1.7% n=4	12.6% n=29	11.3% n=26	38.7% n=89	35.7% n=82	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.54	6.5% n=15	13.0% n=30	22.2% n=51	36.1% n=83	22.2% n=51	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	3.99	1.7% n=4	9.6% n=22	12.2% n=28	40.9% n=94	35.7% n=82	0.0% n=0

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D41: Elementary Schools- All Results (n=230)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Career Development	3.98						
70. I would like to work at D41 long term.	4.21	3.0% n=7	3.9% n=9	11.3% n=26	31.3% n=72	49.6% n=114	0.9% n=2
58. D41 provides the experience and development for me to further my career here.	3.90	4.8% n=11	7.8% n=18	17.4% n=40	29.6% n=68	37.8% n=87	2.6% n=6
71. I am aware of the career opportunities that are available for me at D41.	3.91	3.9% n=9	6.5% n=15	17.4% n=40	35.7% n=82	33.5% n=77	3.0% n=7
59. I value the career opportunities that I have at D41.	4.07	3.5% n=8	4.8% n=11	14.8% n=34	33.0% n=76	41.7% n=96	2.2% n=5
60. I have the opportunity to express my career interests at D41.	3.80	4.8% n=11	8.3% n=19	22.2% n=51	29.6% n=68	33.0% n=76	2.2% n=5
Engage-Inspire	4.32						
2. I am fully engaged in the work that I do.	4.63	1.3% n=3	1.3% n=3	3.0% n=7	21.7% n=50	72.2% n=166	0.4% n=1
12. I am highly committed to and energized by my work.	4.34	1.3% n=3	3.9% n=9	6.5% n=15	36.1% n=83	51.7% n=119	0.4% n=1
8. I am driven to contribute to the success of D41.	4.42	1.3% n=3	1.7% n=4	6.1% n=14	34.8% n=80	55.2% n=127	0.9% n=2
53. I am committed to the success of my school district.	4.53	1.3% n=3	0.4% n=1	4.3% n=10	32.2% n=74	61.7% n=142	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	3.69	7.8% n=18	10.0% n=23	21.3% n=49	26.1% n=60	34.3% n=79	0.4% n=1

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D41: Elementary Schools-All Results (n=230)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.06						
13. I am satisfied with my role/work.	4.03	1.7% n=4	7.4% n=17	15.7% n=36	36.1% n=83	39.1% n=90	0.0% n=0
46. I am satisfied being a part of my team.	4.33	2.6% n=6	3.0% n=7	8.3% n=19	30.0% n=69	54.8% n=126	1.3% n=3
73. Overall, I am very satisfied with D41 as a place to work.	3.99	3.5% n=8	7.8% n=18	13.5% n=31	36.5% n=84	38.7% n=89	0.0% n=0
20. I look forward to coming to work every day.	3.88	3.9% n=9	10.0% n=23	13.5% n=31	39.1% n=90	33.5% n=77	0.0% n=0
Mission Conscious	3.81						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.71	4.3% n=10	8.3% n=19	23.0% n=53	40.0% n=92	23.9% n=55	0.4% n=1
74. D41 effectively aligns our day-to-day activities with the school district's mission.	3.86	3.0% n=7	5.2% n=12	19.1% n=44	47.8% n=110	24.3% n=56	0.4% n=1
22. I am aware and knowledgeable about our school district's mission.	4.28	1.3% n=3	3.0% n=7	5.2% n=12	47.4% n=109	43.0% n=99	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.36	7.4% n=17	13.0% n=30	29.1% n=67	29.6% n=68	16.5% n=38	4.3% n=10
Pride	4.22						
4. I feel great pride in the work I do.	4.57	0.9% n=2	1.7% n=4	4.3% n=10	25.7% n=59	66.5% n=153	0.9% n=2
14. I feel great pride in being a part of D41.	3.98	7.4% n=17	5.2% n=12	11.7% n=27	33.5% n=77	42.2% n=97	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.39	1.7% n=4	2.2% n=5	8.7% n=20	29.1% n=67	57.0% n=131	1.3% n=3
64. I speak of D41 with pride.	3.96	5.7% n=13	3.0% n=7	16.5% n=38	39.6% n=91	35.2% n=81	0.0% n=0

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D41: Elementary Schools-All Results (n=230)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.35						
52. My team strives to pursue excellence.	4.39	0.9% n=2	2.2% n=5	8.7% n=20	32.6% n=75	54.3% n=125	1.3% n=3
21. I strive to find a better way every day.	4.42	0.9% n=2	0.9% n=2	4.3% n=10	43.5% n=100	50.4% n=116	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.23	2.6% n=6	4.8% n=11	6.1% n=14	39.6% n=91	47.0% n=108	0.0% n=0
Innovation	4.33						
69. D41 encourages innovation.	4.12	2.6% n=6	3.5% n=8	12.2% n=28	42.2% n=97	38.7% n=89	0.9% n=2
16. I am continuously seeking ways to improve my overall productivity.	4.56	0.9% n=2	0.9% n=2	3.5% n=8	30.9% n=71	63.9% n=147	0.0% n=0
42. Our team encourages innovation.	4.31	1.7% n=4	2.2% n=5	10.0% n=23	34.3% n=79	50.4% n=116	1.3% n=3

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D41: Elementary Schools- All Results (n=230)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.63	Engage-Inspire 4.32
5.	I have at least one close friend at work.	4.57	Relationships 3.91
4.	I feel great pride in the work I do.	4.57	Pride 4.22
16.	I am continuously seeking ways to improve my overall productivity.	4.56	Innovation 4.33
53.	I am committed to the success of my school district.	4.53	Engage-Inspire 4.32
43.	My associates demonstrate a commitment to quality work and excellence.	4.49	Quality 4.28
8.	I am driven to contribute to the success of D41.	4.42	Engage-Inspire 4.32
21.	I strive to find a better way every day.	4.42	Continuous Improvement 4.35
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.40	Talent/Fit 4.00
45.	I feel great pride in the team of which I am a part.	4.39	Pride 4.22
52.	My team strives to pursue excellence.	4.39	Continuous Improvement 4.35
17.	I have set the right goals for myself to excel in my role/position.	4.36	Performance Planning 3.96
12.	I am highly committed to and energized by my work.	4.34	Engage-Inspire 4.32
46.	I am satisfied being a part of my team.	4.33	Satisfaction 4.06



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D41: Elementary Schools- All Results (n=230)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
42.	Our team encourages innovation.	4.31	Innovation 4.33
22.	I am aware and knowledgeable about our school district's mission.	4.28	Mission Conscious 3.81
44.	Our team effectively communicates with each other.	4.27	Communication 3.92
48.	My team recognizes each other's efforts and impact.	4.24	Recognition 3.86
55.	I am part of a school district that continues to pursue excellence every day.	4.23	Continuous Improvement 4.35
70.	I would like to work at D41 long term.	4.21	Career Development 3.98
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.21	Relationships 3.91
18.	I have provided meaningful recognition to others in the past 10 days.	4.18	Recognition 3.86
57.	D41 is committed to quality work and excellence.	4.17	Quality 4.28
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.16	Performance Planning 3.96
47.	I am on a team that encourages each member to surpass expectations.	4.16	Quality 4.28
6.	I am provided opportunities to further my growth and development.	4.14	Training & Development 3.93
51.	My team has open and trusting relationships.	4.14	Relationships 3.91
36.	I have the opportunity to communicate with my supervisor/administrator.	4.14	Communication 3.92
69.	D41 encourages innovation.	4.12	Innovation 4.33



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D41: Elementary Schools- All Results (n=230)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
56.	I feel D41 is a great fit for me.	4.12	Talent/Fit 4.00
49.	Our team effectively sets goals to further enhance our performance.	4.11	Performance Planning 3.96
72.	Our school district selects highly talented individuals when hiring.	4.10	Talent/Fit 4.00
33.	My supervisor/administrator is available for me when needs arise.	4.10	Support-Equip 3.77
25.	My supervisor/administrator cares about me as a person.	4.10	Relationships 3.91
59.	I value the career opportunities that I have at D41.	4.07	Career Development 3.98
35.	My supervisor/administrator supports my personal and professional development.	4.04	Training & Development 3.93
13.	I am satisfied with my role/work.	4.03	Satisfaction 4.06
11.	I am in a role that allows me to maximize my talents and strengths.	4.03	Talent/Fit 4.00
73.	Overall, I am very satisfied with D41 as a place to work.	3.99	Satisfaction 4.06
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.99	Training & Development 3.93
27.	My supervisor/administrator and I have effective two-way communication.	3.98	Communication 3.92
14.	I feel great pride in being a part of D41.	3.98	Pride 4.22
64.	I speak of D41 with pride.	3.96	Pride 4.22
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.94	Talent/Fit 4.00



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D41: Elementary Schools- All Results (n=230)

	<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.	3.94	Training & Development 3.93
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.94	Support-Equip 3.77
34.	My supervisor/administrator is actively responsive to my needs.	3.93	Support-Equip 3.77
66.	Excellence is recognized in my school district.	3.93	Recognition 3.86
71.	I am aware of the career opportunities that are available for me at D41.	3.91	Career Development 3.98
58.	D41 provides the experience and development for me to further my career here.	3.90	Career Development 3.98
20.	I look forward to coming to work every day.	3.88	Satisfaction 4.06
32.	I have an open and trusting relationship with my supervisor/administrator.	3.88	Relationships 3.91
54.	Quality relationships are valued across our school district.	3.88	Relationships 3.91
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.86	Communication 3.92
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.86	Mission Conscious 3.81
37.	My supervisor/administrator motivates me to achieve my goals.	3.82	Performance Planning 3.96
24.	My supervisor/administrator effectively communicates his/her expectations.	3.81	Communication 3.92
60.	I have the opportunity to express my career interests at D41.	3.80	Career Development 3.98
63.	D41 selects the right people for the right job.	3.79	Talent/Fit 4.00



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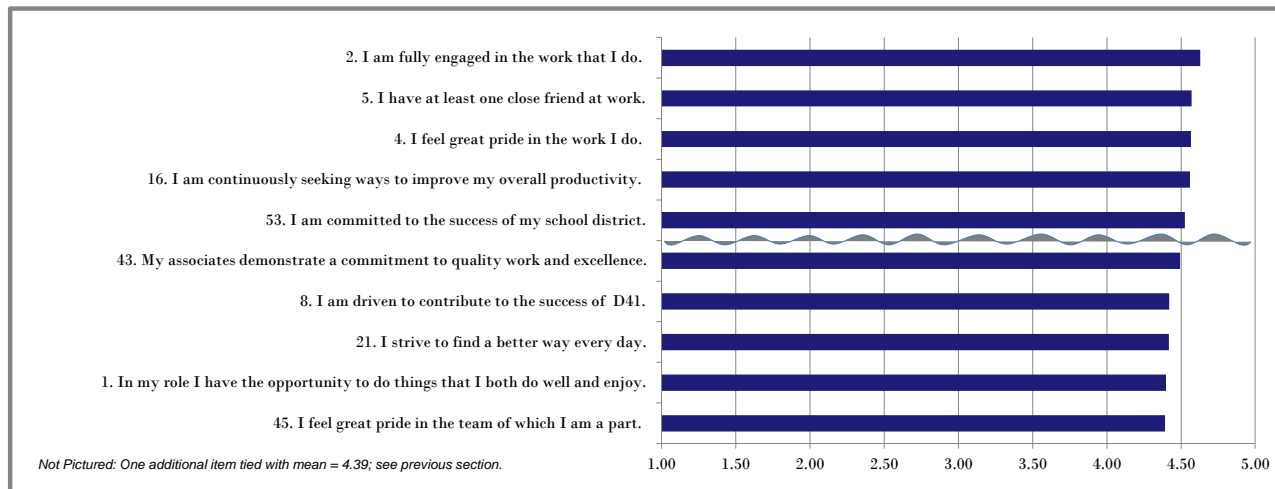
D41: Elementary Schools- All Results (n=230)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
29.	My supervisor/administrator recognizes me for a job well done.	3.72	Recognition 3.86
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.71	Mission Conscious 3.81
62.	I would recommend D41 to a friend as a great place to work.	3.69	Engage-Inspire 4.32
3.	I am provided the core needs necessary for me to excel in my role.	3.63	Support-Equip 3.77
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.58	Relationships 3.91
7.	I have encouraged someone to apply at D41.	3.56	Talent/Fit 4.00
67.	D41 provides the "right" training for me to excel in my role.	3.54	Training & Development 3.93
61.	D41 has a genuine concern and interest about me as a person.	3.53	Relationships 3.91
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.51	Support-Equip 3.77
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	Support-Equip 3.77
65.	I feel "in on things" that are happening at D41.	3.45	Communication 3.92
68.	Business decisions made are consistent with our mission and core values.	3.36	Mission Conscious 3.81
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.35	Performance Planning 3.96
31.	I am provided personal coaching from my supervisor/administrator.	3.31	Relationships 3.91
9.	I have received meaningful recognition in the past 10 days.	3.24	Recognition 3.86



October 2015
D41: Elementary Schools- All Results (n=230)

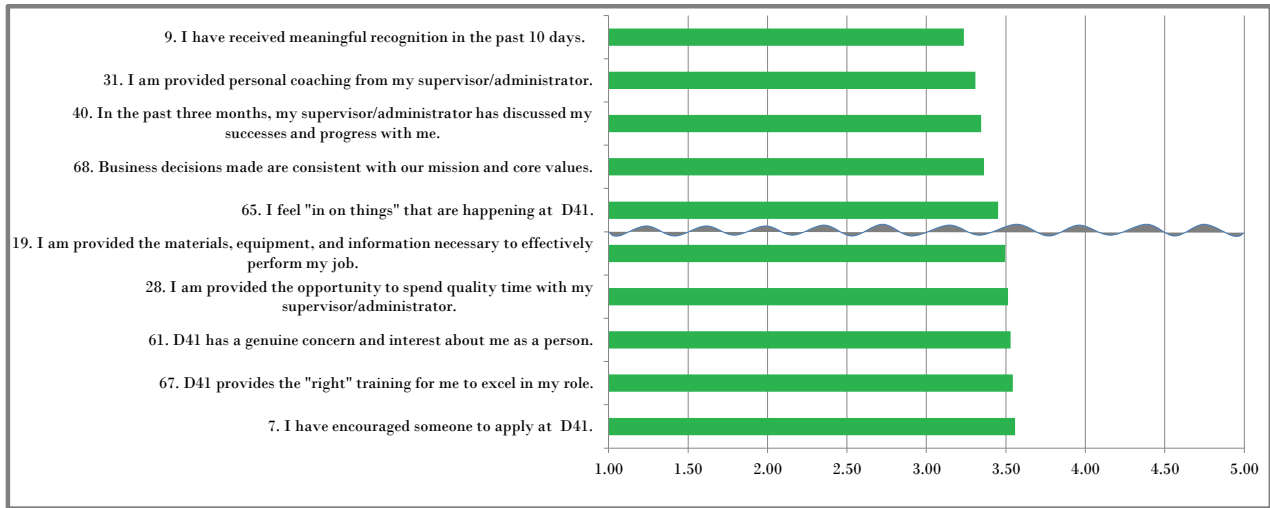
Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.63	1.3% n=3	1.3% n=3	3.0% n=7	21.7% n=50	72.2% n=166	0.4% n=1
5. I have at least one close friend at work.	Relationships	4.57	0.9% n=2	1.3% n=3	5.7% n=13	23.9% n=55	67.8% n=156	0.4% n=1
4. I feel great pride in the work I do.	Pride	4.57	0.9% n=2	1.7% n=4	4.3% n=10	25.7% n=59	66.5% n=153	0.9% n=2
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.56	0.9% n=2	0.9% n=2	3.5% n=8	30.9% n=71	63.9% n=147	0.0% n=0
53. I am committed to the success of my school district.	Engage-Inspire	4.53	1.3% n=3	0.4% n=1	4.3% n=10	32.2% n=74	61.7% n=142	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.49	1.3% n=3	0.9% n=2	4.8% n=11	32.6% n=75	59.1% n=136	1.3% n=3
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.42	1.3% n=3	1.7% n=4	6.1% n=14	34.8% n=80	55.2% n=127	0.9% n=2
21. I strive to find a better way every day.	Continuous Improvement	4.42	0.9% n=2	0.9% n=2	4.3% n=10	43.5% n=100	50.4% n=116	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.40	1.3% n=3	1.7% n=4	5.2% n=12	38.7% n=89	52.2% n=120	0.9% n=2
45. I feel great pride in the team of which I am a part.	Pride	4.39	1.7% n=4	2.2% n=5	8.7% n=20	29.1% n=67	57.0% n=131	1.3% n=3





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Item	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.24	11.7% n=27	21.7% n=50	15.2% n=35	33.0% n=76	17.8% n=41	0.4% n=1
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.31	7.0% n=16	18.7% n=43	24.3% n=56	34.3% n=79	14.3% n=33	1.3% n=3
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.35	6.5% n=15	20.9% n=48	19.1% n=44	31.3% n=72	17.8% n=41	4.3% n=10
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.36	7.4% n=17	13.0% n=30	29.1% n=67	29.6% n=68	16.5% n=38	4.3% n=10
65. I feel "in on things" that are happening at D41.	Communication	3.45	10.4% n=24	13.0% n=30	19.1% n=44	34.3% n=79	22.2% n=51	0.9% n=2
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.50	7.0% n=16	19.1% n=44	16.5% n=38	32.2% n=74	25.2% n=58	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.51	5.7% n=13	14.3% n=33	22.2% n=51	37.4% n=86	19.6% n=45	0.9% n=2
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.53	9.6% n=22	12.6% n=29	20.4% n=47	30.0% n=69	27.4% n=63	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.54	6.5% n=15	13.0% n=30	22.2% n=51	36.1% n=83	22.2% n=51	0.0% n=0
7. I have encouraged someone to apply at D41.	Talent/Fit	3.56	8.7% n=20	12.2% n=28	16.1% n=37	27.0% n=62	26.5% n=61	9.6% n=22

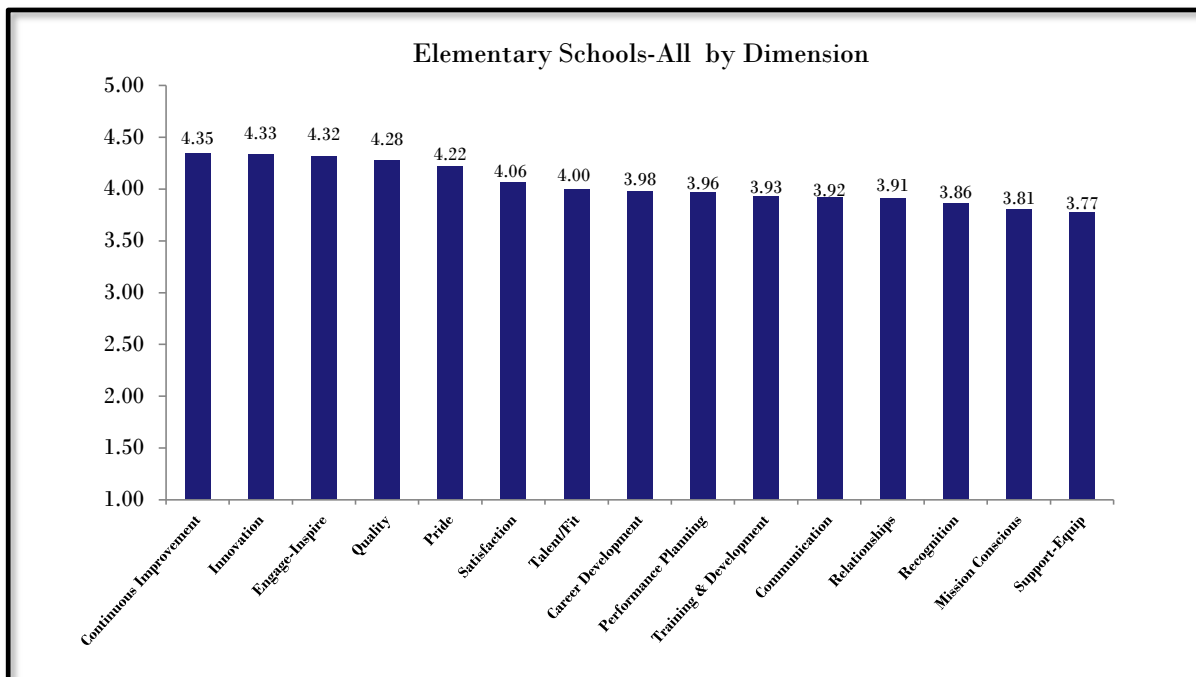




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Continuous Improvement	4.35
Innovation	4.33
Engage-Inspire	4.32
Quality	4.28
Pride	4.22
Satisfaction	4.06
Talent/Fit	4.00
Career Development	3.98
Performance Planning	3.96
Training & Development	3.93
Communication	3.92
Relationships	3.91
Recognition	3.86
Mission Conscious	3.81
Support-Equip	3.77



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Satisfaction / Engagement 3x3

