



October 2015

Insight^eX Cultural Assessment

for D41:
Support-All



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



October 2015
D41: Support-All Results (n=89)



	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	4.04						
11. I am in a role that allows me to maximize my talents and strengths.	3.79	4.5% n=4	12.4% n=11	15.7% n=14	34.8% n=31	32.6% n=29	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.51	2.2% n=2	1.1% n=1	3.4% n=3	29.2% n=26	62.9% n=56	1.1% n=1
7. I have encouraged someone to apply at D41.	3.70	5.6% n=5	9.0% n=8	20.2% n=18	27.0% n=24	28.1% n=25	10.1% n=9
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.04	2.2% n=2	4.5% n=4	14.6% n=13	38.2% n=34	33.7% n=30	6.7% n=6
56. I feel D41 is a great fit for me.	4.33	3.4% n=3	0.0% n=0	6.7% n=6	40.4% n=36	49.4% n=44	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	4.12	2.2% n=2	1.1% n=1	15.7% n=14	41.6% n=37	36.0% n=32	3.4% n=3
63. D41 selects the right people for the right job.	3.77	2.2% n=2	4.5% n=4	31.5% n=28	34.8% n=31	24.7% n=22	2.2% n=2
Support-Equip	3.89						
3. I am provided the core needs necessary for me to excel in my role.	3.96	2.2% n=2	12.4% n=11	9.0% n=8	40.4% n=36	36.0% n=32	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.87	4.5% n=4	6.7% n=6	14.6% n=13	46.1% n=41	28.1% n=25	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	4.02	4.5% n=4	5.6% n=5	10.1% n=9	42.7% n=38	37.1% n=33	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.61	6.7% n=6	9.0% n=8	27.0% n=24	31.5% n=28	25.8% n=23	0.0% n=0
33. My supervisor/administrator is available for me when needs arise.	3.85	4.5% n=4	9.0% n=8	14.6% n=13	40.4% n=36	31.5% n=28	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	4.01	3.4% n=3	5.6% n=5	15.7% n=14	37.1% n=33	38.2% n=34	0.0% n=0



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 D41: Support-All Results (n=89)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships							
	3.93						
5. I have at least one close friend at work.	4.51	2.2% n=2	1.1% n=1	6.7% n=6	22.5% n=20	66.3% n=59	1.1% n=1
32. I have an open and trusting relationship with my supervisor/administrator.	3.98	3.4% n=3	7.9% n=7	14.6% n=13	36.0% n=32	38.2% n=34	0.0% n=0
25. My supervisor/administrator cares about me as a person.	4.10	3.4% n=3	7.9% n=7	12.4% n=11	28.1% n=25	48.3% n=43	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.48	6.7% n=6	15.7% n=14	23.6% n=21	29.2% n=26	23.6% n=21	1.1% n=1
51. My team has open and trusting relationships.	4.09	3.4% n=3	3.4% n=3	13.5% n=12	37.1% n=33	39.3% n=35	3.4% n=3
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.11	3.4% n=3	4.5% n=4	13.5% n=12	30.3% n=27	42.7% n=38	5.6% n=5
61. D41 has a genuine concern and interest about me as a person.	3.60	7.9% n=7	11.2% n=10	24.7% n=22	25.8% n=23	30.3% n=27	0.0% n=0
54. Quality relationships are valued across our school district.	3.93	3.4% n=3	9.0% n=8	12.4% n=11	41.6% n=37	33.7% n=30	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.57	6.7% n=6	9.0% n=8	27.0% n=24	34.8% n=31	22.5% n=20	0.0% n=0
Quality							
	4.26						
47. I am on a team that encourages each member to surpass expectations.	4.06	3.4% n=3	2.2% n=2	16.9% n=15	36.0% n=32	37.1% n=33	4.5% n=4
43. My associates demonstrate a commitment to quality work and excellence.	4.38	2.2% n=2	2.2% n=2	5.6% n=5	33.7% n=30	53.9% n=48	2.2% n=2
57. D41 is committed to quality work and excellence.	4.35	2.2% n=2	1.1% n=1	5.6% n=5	41.6% n=37	49.4% n=44	0.0% n=0



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D41: Support-All Results (n=89)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	4.00						
36. I have the opportunity to communicate with my supervisor/administrator.	4.07	4.5% n=4	4.5% n=4	7.9% n=7	46.1% n=41	37.1% n=33	0.0% n=0
24. My supervisor/administrator effectively communicates his/her expectations.	4.02	2.2% n=2	4.5% n=4	16.9% n=15	41.6% n=37	34.8% n=31	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.99	3.4% n=3	5.6% n=5	13.5% n=12	43.8% n=39	33.7% n=30	0.0% n=0
27. My supervisor/administrator and I have effective two-way communication.	4.07	3.4% n=3	4.5% n=4	11.2% n=10	43.8% n=39	37.1% n=33	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.62	4.5% n=4	9.0% n=8	28.1% n=25	37.1% n=33	21.3% n=19	0.0% n=0
44. Our team effectively communicates with each other.	4.23	2.2% n=2	5.6% n=5	9.0% n=8	30.3% n=27	49.4% n=44	3.4% n=3
Recognition	3.99						
29. My supervisor/administrator recognizes me for a job well done.	3.94	4.5% n=4	6.7% n=6	14.6% n=13	38.2% n=34	36.0% n=32	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.54	9.0% n=8	18.0% n=16	10.1% n=9	32.6% n=29	28.1% n=25	2.2% n=2
66. Excellence is recognized in my school district.	4.04	2.2% n=2	3.4% n=3	15.7% n=14	44.9% n=40	33.7% n=30	0.0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	4.26	1.1% n=1	4.5% n=4	7.9% n=7	38.2% n=34	44.9% n=40	3.4% n=3
48. My team recognizes each other's efforts and impact.	4.17	3.4% n=3	1.1% n=1	14.6% n=13	33.7% n=30	43.8% n=39	3.4% n=3



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	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	3.90						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.42	5.6% n=5	18.0% n=16	23.6% n=21	25.8% n=23	21.3% n=19	5.6% n=5
17. I have set the right goals for myself to excel in my role/position.	4.30	2.2% n=2	0.0% n=0	7.9% n=7	44.9% n=40	44.9% n=40	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.02	3.4% n=3	3.4% n=3	20.2% n=18	28.1% n=25	39.3% n=35	5.6% n=5
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.87	4.5% n=4	9.0% n=8	12.4% n=11	43.8% n=39	30.3% n=27	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	3.88	4.5% n=4	4.5% n=4	23.6% n=21	33.7% n=30	33.7% n=30	0.0% n=0
Training & Development	3.82						
35. My supervisor/administrator supports my personal and professional development.	3.90	4.5% n=4	5.6% n=5	21.3% n=19	32.6% n=29	36.0% n=32	0.0% n=0
6. I am provided opportunities to further my growth and development.	3.84	3.4% n=3	11.2% n=10	15.7% n=14	37.1% n=33	32.6% n=29	0.0% n=0
15. I am properly trained to achieve excellence in my work.	3.93	2.2% n=2	9.0% n=8	16.9% n=15	37.1% n=33	34.8% n=31	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.62	4.5% n=4	6.7% n=6	32.6% n=29	34.8% n=31	21.3% n=19	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	3.82	3.4% n=3	7.9% n=7	23.6% n=21	33.7% n=30	31.5% n=28	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	3.84						
70. I would like to work at D41 long term.	4.26	3.4% n=3	1.1% n=1	10.1% n=9	34.8% n=31	47.2% n=42	3.4% n=3
58. D41 provides the experience and development for me to further my career here.	3.73	5.6% n=5	7.9% n=7	27.0% n=24	20.2% n=18	33.7% n=30	5.6% n=5
71. I am aware of the career opportunities that are available for me at D41.	3.73	5.6% n=5	9.0% n=8	20.2% n=18	30.3% n=27	29.2% n=26	5.6% n=5
59. I value the career opportunities that I have at D41.	3.87	3.4% n=3	9.0% n=8	20.2% n=18	25.8% n=23	36.0% n=32	5.6% n=5
60. I have the opportunity to express my career interests at D41.	3.62	4.5% n=4	9.0% n=8	31.5% n=28	22.5% n=20	27.0% n=24	5.6% n=5
Engage-Inspire	4.37						
2. I am fully engaged in the work that I do.	4.61	2.2% n=2	0.0% n=0	2.2% n=2	24.7% n=22	69.7% n=62	1.1% n=1
12. I am highly committed to and energized by my work.	4.35	2.2% n=2	2.2% n=2	6.7% n=6	36.0% n=32	52.8% n=47	0.0% n=0
8. I am driven to contribute to the success of D41.	4.39	2.2% n=2	1.1% n=1	7.9% n=7	32.6% n=29	56.2% n=50	0.0% n=0
53. I am committed to the success of my school district.	4.54	2.2% n=2	1.1% n=1	2.2% n=2	29.2% n=26	65.2% n=58	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	3.94	3.4% n=3	3.4% n=3	27.0% n=24	28.1% n=25	38.2% n=34	0.0% n=0



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 D41: Support-All Results (n=89)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	4.25						
13. I am satisfied with my role/work.	4.21	1.1% n=1	3.4% n=3	11.2% n=10	41.6% n=37	42.7% n=38	0.0% n=0
46. I am satisfied being a part of my team.	4.26	3.4% n=3	2.2% n=2	9.0% n=8	33.7% n=30	49.4% n=44	2.2% n=2
73. Overall, I am very satisfied with D41 as a place to work.	4.22	3.4% n=3	0.0% n=0	11.2% n=10	41.6% n=37	43.8% n=39	0.0% n=0
20. I look forward to coming to work every day.	4.30	2.2% n=2	2.2% n=2	7.9% n=7	38.2% n=34	49.4% n=44	0.0% n=0
Mission Conscious	3.89						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.60	5.6% n=5	10.1% n=9	22.5% n=20	37.1% n=33	21.3% n=19	3.4% n=3
74. D41 effectively aligns our day-to-day activities with the school district's mission.	4.03	3.4% n=3	0.0% n=0	16.9% n=15	47.2% n=42	30.3% n=27	2.2% n=2
22. I am aware and knowledgeable about our school district's mission.	4.31	2.2% n=2	1.1% n=1	5.6% n=5	44.9% n=40	46.1% n=41	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.57	4.5% n=4	7.9% n=7	31.5% n=28	29.2% n=26	20.2% n=18	6.7% n=6
Pride	4.36						
4. I feel great pride in the work I do.	4.58	2.2% n=2	0.0% n=0	3.4% n=3	25.8% n=23	67.4% n=60	1.1% n=1
14. I feel great pride in being a part of D41.	4.29	3.4% n=3	3.4% n=3	9.0% n=8	29.2% n=26	55.1% n=49	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.31	3.4% n=3	2.2% n=2	6.7% n=6	33.7% n=30	51.7% n=46	2.2% n=2
64. I speak of D41 with pride.	4.25	2.2% n=2	0.0% n=0	12.4% n=11	40.4% n=36	43.8% n=39	1.1% n=1



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D41: Support-All Results (n=89)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.33						
52. My team strives to pursue excellence.	4.29	2.2% n=2	2.2% n=2	9.0% n=8	36.0% n=32	48.3% n=43	2.2% n=2
21. I strive to find a better way every day.	4.35	2.2% n=2	1.1% n=1	5.6% n=5	41.6% n=37	49.4% n=44	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.35	2.2% n=2	2.2% n=2	4.5% n=4	40.4% n=36	50.6% n=45	0.0% n=0
Innovation	4.17						
69. D41 encourages innovation.	4.08	2.2% n=2	1.1% n=1	19.1% n=17	40.4% n=36	36.0% n=32	1.1% n=1
16. I am continuously seeking ways to improve my overall productivity.	4.34	2.2% n=2	1.1% n=1	10.1% n=9	33.7% n=30	52.8% n=47	0.0% n=0
42. Our team encourages innovation.	4.09	3.4% n=3	2.2% n=2	19.1% n=17	29.2% n=26	42.7% n=38	3.4% n=3



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D41: Support-All Results (n=89)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.61	Engage-Inspire 4.37
4.	I feel great pride in the work I do.	4.58	Pride 4.36
53.	I am committed to the success of my school district.	4.54	Engage-Inspire 4.37
5.	I have at least one close friend at work.	4.51	Relationships 3.93
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.51	Talent/Fit 4.04
8.	I am driven to contribute to the success of D41.	4.39	Engage-Inspire 4.37
43.	My associates demonstrate a commitment to quality work and excellence.	4.38	Quality 4.26
21.	I strive to find a better way every day.	4.35	Continuous Improvement 4.33
12.	I am highly committed to and energized by my work.	4.35	Engage-Inspire 4.37
55.	I am part of a school district that continues to pursue excellence every day.	4.35	Continuous Improvement 4.33
57.	D41 is committed to quality work and excellence.	4.35	Quality 4.26
16.	I am continuously seeking ways to improve my overall productivity.	4.34	Innovation 4.17
56.	I feel D41 is a great fit for me.	4.33	Talent/Fit 4.04
22.	I am aware and knowledgeable about our school district's mission.	4.31	Mission Conscious 3.89



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D41: Support-All Results (n=89)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
45.	I feel great pride in the team of which I am a part.	4.31	Pride 4.36
17.	I have set the right goals for myself to excel in my role/position.	4.30	Performance Planning 3.90
20.	I look forward to coming to work every day.	4.30	Satisfaction 4.25
14.	I feel great pride in being a part of D41.	4.29	Pride 4.36
52.	My team strives to pursue excellence.	4.29	Continuous Improvement 4.33
46.	I am satisfied being a part of my team.	4.26	Satisfaction 4.25
70.	I would like to work at D41 long term.	4.26	Career Development 3.84
18.	I have provided meaningful recognition to others in the past 10 days.	4.26	Recognition 3.99
64.	I speak of D41 with pride.	4.25	Pride 4.36
44.	Our team effectively communicates with each other.	4.23	Communication 4.00
73.	Overall, I am very satisfied with D41 as a place to work.	4.22	Satisfaction 4.25
13.	I am satisfied with my role/work.	4.21	Satisfaction 4.25
48.	My team recognizes each other's efforts and impact.	4.17	Recognition 3.99
72.	Our school district selects highly talented individuals when hiring.	4.12	Talent/Fit 4.04
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.11	Relationships 3.93



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D41: Support-All Results (n=89)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
25.	My supervisor/administrator cares about me as a person.	4.10	Relationships 3.93
42.	Our team encourages innovation.	4.09	Innovation 4.17
51.	My team has open and trusting relationships.	4.09	Relationships 3.93
69.	D41 encourages innovation.	4.08	Innovation 4.17
36.	I have the opportunity to communicate with my supervisor/administrator.	4.07	Communication 4.00
27.	My supervisor/administrator and I have effective two-way communication.	4.07	Communication 4.00
47.	I am on a team that encourages each member to surpass expectations.	4.06	Quality 4.26
66.	Excellence is recognized in my school district.	4.04	Recognition 3.99
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.04	Talent/Fit 4.04
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	4.03	Mission Conscious 3.89
49.	Our team effectively sets goals to further enhance our performance.	4.02	Performance Planning 3.90
34.	My supervisor/administrator is actively responsive to my needs.	4.02	Support-Equip 3.89
24.	My supervisor/administrator effectively communicates his/her expectations.	4.02	Communication 4.00
23.	I have a supportive coaching relationship with my supervisor/administrator.	4.01	Support-Equip 3.89
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.99	Communication 4.00



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
32.	I have an open and trusting relationship with my supervisor/administrator.	3.98	Relationships 3.93
3.	I am provided the core needs necessary for me to excel in my role.	3.96	Support-Equip 3.89
29.	My supervisor/administrator recognizes me for a job well done.	3.94	Recognition 3.99
62.	I would recommend D41 to a friend as a great place to work.	3.94	Engage-Inspire 4.37
15.	I am properly trained to achieve excellence in my work.	3.93	Training & Development 3.82
54.	Quality relationships are valued across our school district.	3.93	Relationships 3.93
35.	My supervisor/administrator supports my personal and professional development.	3.90	Training & Development 3.82
37.	My supervisor/administrator motivates me to achieve my goals.	3.88	Performance Planning 3.90
59.	I value the career opportunities that I have at D41.	3.87	Career Development 3.84
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	3.87	Performance Planning 3.90
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.87	Support-Equip 3.89
33.	My supervisor/administrator is available for me when needs arise.	3.85	Support-Equip 3.89
6.	I am provided opportunities to further my growth and development.	3.84	Training & Development 3.82
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.82	Training & Development 3.82
11.	I am in a role that allows me to maximize my talents and strengths.	3.79	Talent/Fit 4.04



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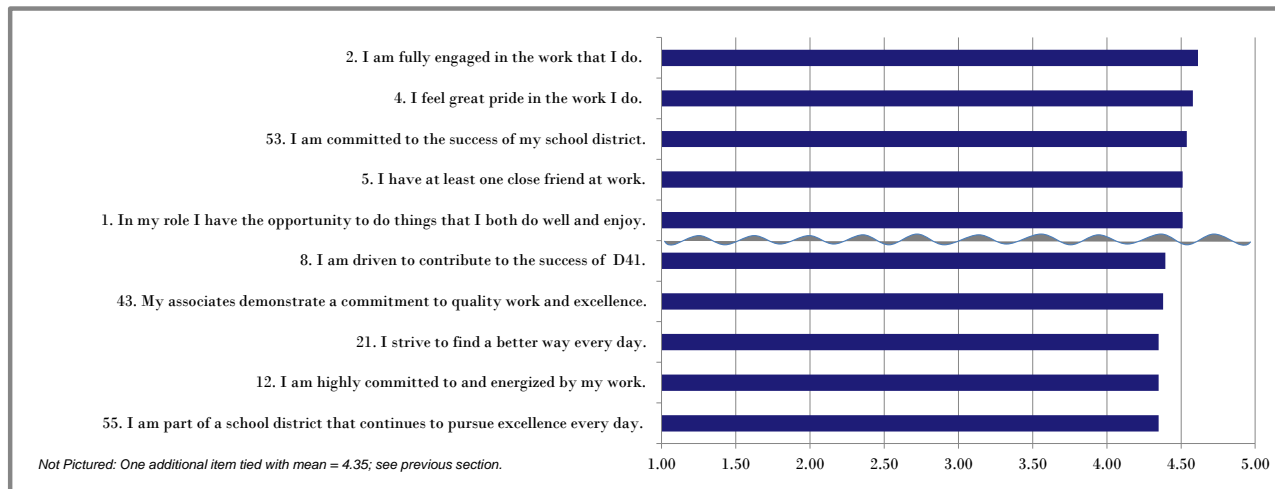
	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
63.	D41 selects the right people for the right job.	3.77	Talent/Fit 4.04
58.	D41 provides the experience and development for me to further my career here.	3.73	Career Development 3.84
71.	I am aware of the career opportunities that are available for me at D41.	3.73	Career Development 3.84
7.	I have encouraged someone to apply at D41.	3.70	Talent/Fit 4.04
60.	I have the opportunity to express my career interests at D41.	3.62	Career Development 3.84
67.	D41 provides the "right" training for me to excel in my role.	3.62	Training & Development 3.82
65.	I feel "in on things" that are happening at D41.	3.62	Communication 4.00
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.61	Support-Equip 3.89
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.60	Mission Conscious 3.89
61.	D41 has a genuine concern and interest about me as a person.	3.60	Relationships 3.93
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.57	Relationships 3.93
68.	Business decisions made are consistent with our mission and core values.	3.57	Mission Conscious 3.89
9.	I have received meaningful recognition in the past 10 days.	3.54	Recognition 3.99
31.	I am provided personal coaching from my supervisor/administrator.	3.48	Relationships 3.93
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.42	Performance Planning 3.90



October 2015
D41: Support-All Results (n=89)



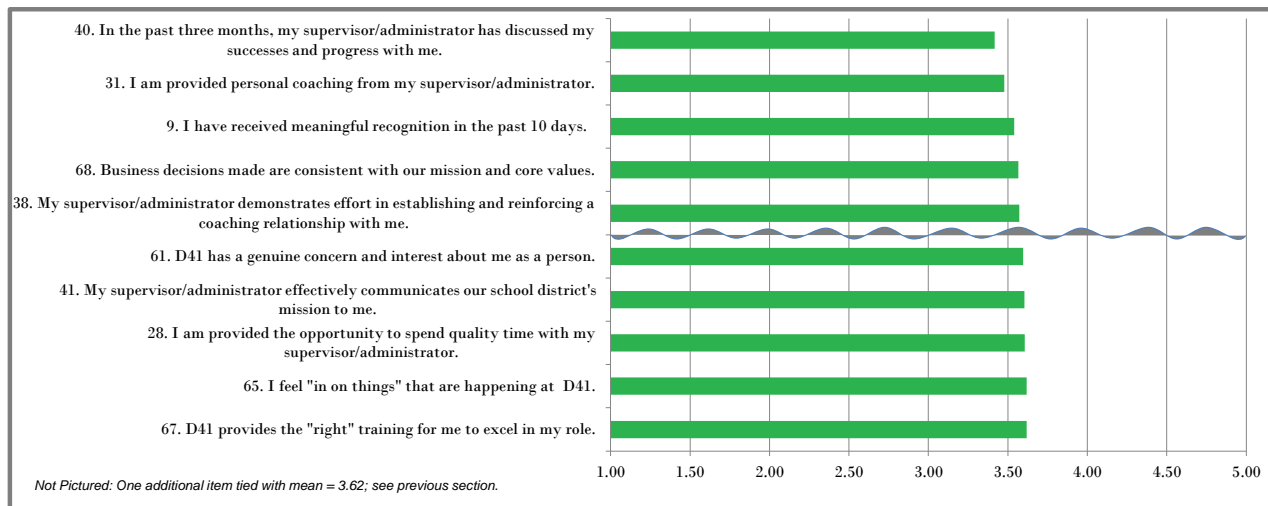
Top 10 Rank Ordered By Mean		Dimension	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
2. I am fully engaged in the work that I do.	Engage-Inspire	4.61	2.2% n=2	0.0% n=0	2.2% n=2	24.7% n=22	69.7% n=62	1.1% n=1	
4. I feel great pride in the work I do.	Pride	4.58	2.2% n=2	0.0% n=0	3.4% n=3	25.8% n=23	67.4% n=60	1.1% n=1	
53. I am committed to the success of my school district.	Engage-Inspire	4.54	2.2% n=2	1.1% n=1	2.2% n=2	29.2% n=26	65.2% n=58	0.0% n=0	
5. I have at least one close friend at work.	Relationships	4.51	2.2% n=2	1.1% n=1	6.7% n=6	22.5% n=20	66.3% n=59	1.1% n=1	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.51	2.2% n=2	1.1% n=1	3.4% n=3	29.2% n=26	62.9% n=56	1.1% n=1	
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.39	2.2% n=2	1.1% n=1	7.9% n=7	32.6% n=29	56.2% n=50	0.0% n=0	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.38	2.2% n=2	2.2% n=2	5.6% n=5	33.7% n=30	53.9% n=48	2.2% n=2	
21. I strive to find a better way every day.	Continuous Improvement	4.35	2.2% n=2	1.1% n=1	5.6% n=5	41.6% n=37	49.4% n=44	0.0% n=0	
12. I am highly committed to and energized by my work.	Engage-Inspire	4.35	2.2% n=2	2.2% n=2	6.7% n=6	36.0% n=32	52.8% n=47	0.0% n=0	
55. I am part of a school district that continues to pursue excellence every day.	Continuous Improvement	4.35	2.2% n=2	2.2% n=2	4.5% n=4	40.4% n=36	50.6% n=45	0.0% n=0	





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Item	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	Performance Planning	3.42	5.6% n=5	18.0% n=16	23.6% n=21	25.8% n=23	21.3% n=19	5.6% n=5
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.48	6.7% n=6	15.7% n=14	23.6% n=21	29.2% n=26	23.6% n=21	1.1% n=1
9. I have received meaningful recognition in the past 10 days.	Recognition	3.54	9.0% n=8	18.0% n=16	10.1% n=9	32.6% n=29	28.1% n=25	2.2% n=2
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.57	4.5% n=4	7.9% n=7	31.5% n=28	29.2% n=26	20.2% n=18	6.7% n=6
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.57	6.7% n=6	9.0% n=8	27.0% n=24	34.8% n=31	22.5% n=20	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.60	7.9% n=7	11.2% n=10	24.7% n=22	25.8% n=23	30.3% n=27	0.0% n=0
41. My supervisor/administrator effectively communicates our school district's mission to me.	Mission Conscious	3.60	5.6% n=5	10.1% n=9	22.5% n=20	37.1% n=33	21.3% n=19	3.4% n=3
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.61	6.7% n=6	9.0% n=8	27.0% n=24	31.5% n=28	25.8% n=23	0.0% n=0
65. I feel "in on things" that are happening at D41.	Communication	3.62	4.5% n=4	9.0% n=8	28.1% n=25	37.1% n=33	21.3% n=19	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.62	4.5% n=4	6.7% n=6	32.6% n=29	34.8% n=31	21.3% n=19	0.0% n=0

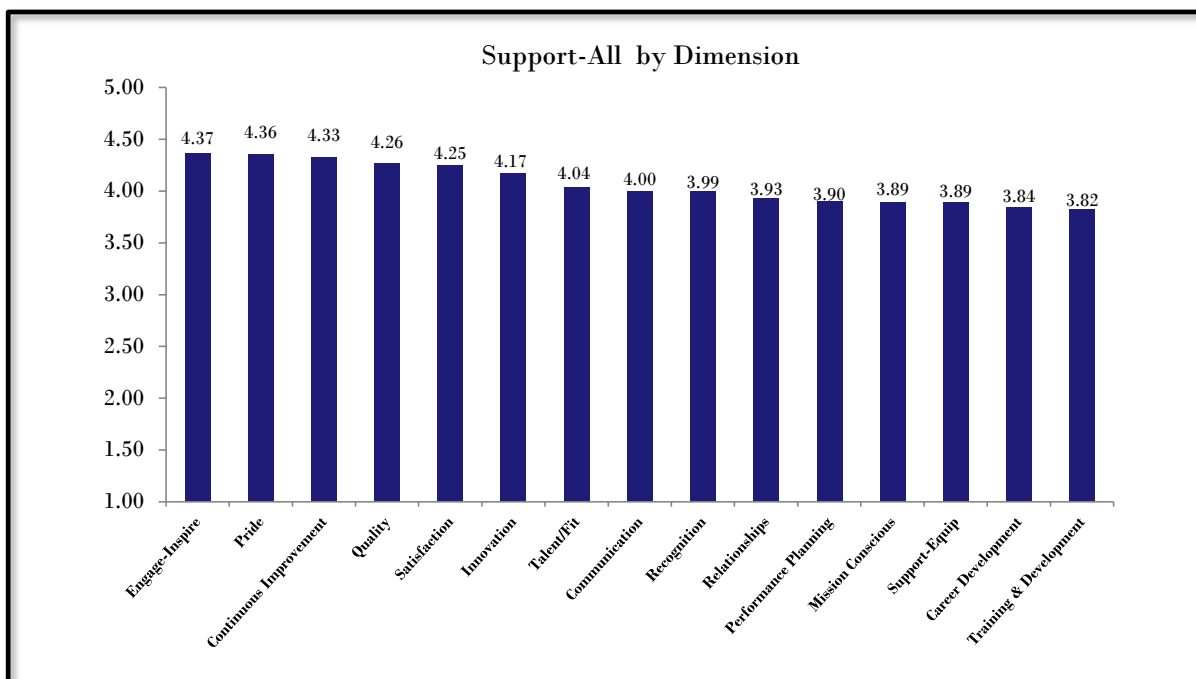




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.37
Pride	4.36
Continuous Improvement	4.33
Quality	4.26
Satisfaction	4.25
Innovation	4.17
Talent/Fit	4.04
Communication	4.00
Recognition	3.99
Relationships	3.93
Performance Planning	3.90
Mission Conscious	3.89
Support-Equip	3.89
Career Development	3.84
Training & Development	3.82





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HUMANeX Ventures Cultural Assessment IndexSM
Satisfaction / Engagement 3x3

