

# InsighteX Cultural Assessment

for D41: Lincoln-All







D41. Lincoin-An Resuits (n=54)		Strongly				Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Agree (5)	N/A
Talent/Fit	3.95						
11. I am in a role that allows me to maximize my talents	1.06						
and strengths.	4.06	1.9%	11 10/	7.40/	20 00/	40.79/	0.0%
		n=1					n=0
1. In my role I have the opportunity to do things that I							
both do well and enjoy.	4.43						
		0.0%					0.0%
7. I have encouraged someone to apply at D41.		n=0	n=1	n=2	n=24	n=21	n=0
1.1 have encouraged someone to appry at 1941.	3.47						
		11.1%	11.1%	18.5%	24.1%	25.9%	9.3%
		n=6	n=6	n=6         n=10         n=13         n=14           7.4%         18.5%         46.3%         20.4%           n=4         n=10         n=25         n=11           7.4%         13.0%         37.0%         40.7%           n=4         n=7         n=20         n=22           1.9%         18.5%         37.0%         38.9%	n=5		
39. My supervisor/administrator knows the talents to look	3.75						
for in selecting new associates who will be successful.	3.73	3.7%	7.4%	18.5%	46.3%	20.4%	3.7%
		n=2					n=2
56. I feel D41 is a great fit for me.			Disagree (2)         Neutral (3)         Agree (4)         Agree (5)           11.1% n=6         7.4% n=4         38.9% n=21         40.7% n=22           1.9% n=6         3.7% n=21         44.4% n=27         50.0% n=22           11.1% n=2         n=24         n=27           11.1% n=6         18.5% n=10         24.1% n=27         25.9% n=14           7.4% n=10         n=13         n=14           7.4% n=4         n=10         n=25         n=11           7.4% n=4         13.0% n=20         37.0% n=22         40.7% n=22				
	4.07						
		1.9%					0.0%
72. Our school district selects highly talented individuals		n=1	n=4	n= (	n=20	n=22	n=0
when hiring.	4.06						
e e e e e e e e e e e e e e e e e e e		3.7%	1.9%	18.5%	37.0%	38.9%	0.0%
		n=2	n=1	n=10	n=20	n=21	n=0
63. D41 selects the right people for the right job.	3.76						
	3.10	3.7%	5.6%	29.6%	33.3%	27.8%	0.0%
		n=2					n=0
Support-Equip	3.62						
3. I am provided the core needs necessary for me to excel in							
my role.	3.44	0.00/	00.00/	= <0/	44.40/	1 < =0/	0.00/
		0.0% n=0					0.0% n=0
19. I am provided the materials, equipment, and		n-0	11-10	п-3	11-24	11-9	11-0
information necessary to effectively perform my job.	3.33						
		5.6%	27.8%		31.5%	20.4%	0.0%
		n=3	n=15	n=8	n=17	n=11	n=0
34. My supervisor/administrator is actively responsive to my needs.	3.76						
necus.	9.10	5.6%	11.1%	18.5%	31.5%	33.3%	0.0%
		n=3	n=6	n=10	n=17	n=18	n=0
28. I am provided the opportunity to spend quality time						_	
with my supervisor/administrator.	3.33	11 10/	19 00/	25 00/	21 50/	10 50/	0.00/
		11.1% n=6					0.0% n=0
33. My supervisor/administrator is available for me when		11-0	11-1	11-14	11-11	11-10	11-0
needs arise.	4.04						
		3.7%	5.6%	14.8%	35.2%	40.7%	0.0%
20.71		n=2	n=3	n=8	n=19	n=22	n=0
23. I have a supportive coaching relationship with my	3.81						
supervisor/administrator.	9.01	3.7%	13.0%	14.8%	35.2%	33.3%	0.0%
		n=2	n=7	n=8	n=19	n=18	n=0





D11. Lincom-111 Resuns (n=01)		Strongly				Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	$A gree \ (4)$	$Agree \ (5)$	N/A
Relationships	3.80						
5. I have at least one close friend at work.	4.50						
	4.56	0.0%	3.7%	3 7%	25.0%	66.7%	0.0%
		n=0	n=2	n=2	n=14	n=36	n=0
Relationships  5. I have at least one close friend at work.  32. I have an open and trusting relationship with my supervisor/administrator.  25. My supervisor/administrator cares about me as a person.  31. I am provided personal coaching from my supervisor/administrator.  51. My team has open and trusting relationships.  50. Based on relationships demonstrated on my team, I would recommend someone to join this team.  61. D41 has a genuine concern and interest about me as a person.  54. Quality relationships are valued across our school							
supervisor/administrator.	3.63	- 407			2= 22/		
							0.0% n=0
25. My supervisor/administrator cares about me as a person.		11-4	11-1	п-у	11-17	11-13	11-0
, <b>r</b>	Mean   Disagree   (1)   Disagree   (2)   (3)   Agree   Agree   (5)						
							0.0%
21 I 11 1 1 1 6		n=4	n=4	n=8	n=16	n=22	n=0
	3,21						
oupor inotification		9.3%	20.4%	24.1%	29.6%	14.8%	1.9%
	Relationships   Strongly   Disagree (1)   Disagree (2)   Case (3)   Case (4)	n=8	n=1				
51. My team has open and trusting relationships.	2.06			Disagree (2)         Neutral (3)         Agree (4)         Agree (5)           3.7% n=2         3.7% n=2         25.9% n=14         66.7% n=36           13.0% n=2         16.7% n=9 n=19 n=15         35.2% n=14 n=36           7.4% n=7 n=9 n=19 n=15         14.8% n=16 n=22           20.4% n=4 n=8 n=16 n=22         14.8% n=16 n=22           20.4% n=11 n=13 n=16 n=8         14.8% n=10 n=26           13.0% n=10 n=5 n=11 n=26         13.0% n=10 n=26           13.0% n=6 n=16 n=16 n=11         11.1% n=16 n=16 n=11           11.1% n=6 n=6 n=14 n=24         11.1% n=24 n=24           11.1% n=6 n=6 n=16 n=16 n=12         12.2% n=28           3.7% n=6 n=16 n=16 n=16 n=12         13.0% n=2 n=7 n=16 n=25           1.9% n=2 n=7 n=16 n=25         13.0% n=25			
	3.96	1.00%	10 50/	0.30/	20.4%	49 10/	1.9%
							n=1
50. Based on relationships demonstrated on my team, I							
	4.15						
							1.9%
61 DA1 has a genuine concern and interest about me as a		n=0	n=7	n=6	n=12	n=28	n=1
	3.43						
person.		7.4%	13.0%	29.6%	29.6%	20.4%	0.0%
		n=4	n=7	n=16	n=16	n=11	n=0
	Mean   Disagree   Disagree   Neutral   Agree   Agree   (3)						
district.	3.89	7.40/	11 10/	11 10/	25.00/	44.49/	0.0%
							n=0
38. My supervisor/administrator demonstrates effort in							
establishing and reinforcing a coaching relationship with	3.48						
							0.0%
Quality	4 20	n-4	n-0	n-10	n-10	n-12	n=0
, ,	4.47						
expectations.	4.15						
·		3.7%	3.7%	13.0%	29.6%	46.3%	3.7%
		n=2	n=2	n=7	n=16	n=25	n=2
43. My associates demonstrate a commitment to quality work and excellence.	4 53						
work and excenence.	T.00	0.0%	1.9%	7.4%	25.9%	63.0%	1.9%
							n=1
57. D41 is committed to quality work and excellence.							
	4.19	2.70/	2.70/	7.40/	40.50/	44.407	0.00/
							0.0% n=0
		н-2	11-2	11-4	H-77	n-24	11-0





,		Strongly				Strongly	
	Mean	$Disagree \ (1)$	Disagree (2)	Neutral (3)	$A gree \ (4)$	Agree $(5)$	N/A
Communication	3.80						
36. I have the opportunity to communicate with my							
supervisor/administrator.	4.09						
		1.9%	5.6%	9.3%	46.3%	35.2%	1.9%
		n=1	n=3	n=5	n=25	n=19	n=1
24. My supervisor/administrator effectively communicates	0.50						
his/her expectations.	3.70	2.50/	16.50/	16.70/	21.50/	21.50/	0.00/
							0.0% n=0
26. My supervisor/administrator gives me constructive		H-2	11-9	11-9	11-17	H-17	11-0
feedback about my work performance.	Mean   Disagree   (1)   Disagree   (2)   Neutral   Agree   Agree   (5)						
recubies about my work performance.		0.0%					
						n=19  31.5% n=17  31.5% n=17  22.2% n=12  22.2% n=12  48.1% n=26  33.3% n=18	n=0
27. My supervisor/administrator and I have effective two-							
way communication.	Mean   Disagree   (1)   (2)   (3)   (4)   (5)     3.80						
		3.7%	7.4%	22.2%	44.4%	22.2%	0.0%
		n=2	n=4	n=12	n=24	n=12	n=0
65. I feel "in on things" that are happening at D41.							
	3.37	12.00/	12.00/	20.40/	01.50/	22.20/	0.00/
							0.0% n=0
44. Our team effectively communicates with each other.		n- 1	n- 1	H-11	n-17	H-12	n-0
44. Our team effectively communicates with each other.	4.13						
	1110	1.9%	9.3%	11.1%	27.8%	48.1%	1.9%
		n=1		n=6	n=15	n=26	n=1
Recognition	3.83						
29. My supervisor/administrator recognizes me for a job well							
done.	3.63					Agree (5)  35.2% n=19  31.5% n=17  31.5% n=17  22.2% n=12  22.2% n=12  48.1% n=26  33.3% n=18  18.5% n=10  33.3% n=19	
		9.3%	13.0%	16.7%	27.8%	33.3%	0.0%
		n=5	n=7	n=9	n=15	n=18	n=0
9. I have received meaningful recognition in the past 10							
days.	3.33						
							0.0%
(/ E II · · · · 1 I II · · ·		n=7	n=9	n=7	n=21	n=10	n=0
66. Excellence is recognized in my school district.	Mean   Disagree   Disagree   Neutral   Agree   Ag (2) (3) (4) (3) (4) (3) (4) (3) (4) (3) (4) (4) (3) (4) (4) (3) (4) (4) (3) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4						
	7.02	3.7%	3.7%	13.0%	44.4%	33.3%	1.9%
							n=1
18. I have provided meaningful recognition to others in the							
past 10 days.	4.10						
		3.7%	3.7%	7.4%	46.3%	35.2%	3.7%
		n=2	n=2	n=4	n=25	n=19	n=2
48. My team recognizes each other's efforts and impact.		<u> </u>			<u> </u>	<u> </u>	<u></u>
	4.08						
							1.9%
		n=1	n=5	n=4	n=22	n=21	n=1





()		Strongly				Strongly	
	Mean	Disagree	Disagree	Neutral	Agree	Agree	N/A
		(1)	(2)	(3)	(4)	(5)	
Performance Planning	3.93						
40. In the past three months, my supervisor/administrator							
has discussed my successes and progress with me.	3.55						
							5.6%
17 I l		n=4	n=γ	n=10	n=17	n=13	n=3
	4.30						
role, posteroir.	1100	0.0%	0.0%	14.8%	40.7%	44.4%	0.0%
	Mean   Disagree   Disagree   Neutral   Agree   Agree   (1)	n=0					
49. Our team effectively sets goals to further enhance our	Mean   Disagree   Disagree   Neutral   Agree   Agree   Agree   (1)   (2)   (3)   (4)   (5)						
performance.	4.08						
							1.9%
10. In more comment role, I am an annual de act		n=1	n=5	n=0	n=18	n=23	n=1
•	4.06						
motivational stretch goals for mysen.		1.9%	11.1%	7.4%	38.9%	40.7%	0.0%
		n=1	n=6	n=4	n=21	n=22	n=0
37. My supervisor/administrator motivates me to achieve							
my goals.	3.65						
							0.0%
m · · · e p · l · ·	0.00	n=2	n=8	n=11	n=19	n=14	n=0
	3.88						
	Mean   Disagree   Clay   Cla						
professional development.	0.71	5.6%	3.7%	18.5%	38.9%	33.3%	0.0%
							n=0
1							
development.	4.17						
							0.0%
15 T 1 1 1 1 1 1 1 1 1 1		n=0	n=2	n=5	n=29	n=18	n=0
15. I am properly trained to achieve excellence in my work.	3.91						
	0.71	0.0%	14.8%	14.8%	35.2%	35.2%	0.0%
							n=0
67. D41 provides the "right" training for me to excel in my							
role.	3.46						
							0.0%
20 Mr. augustiania desiriatentes accompanyos accompanyos		n=6	n=8	n=8	n=19	n=13	n=0
5 11	3.94						
101 m., 620 win and development.	5.71	3.7%	9.3%	13.0%	37.0%	37.0%	0.0%
							n=0





()		Strongly				Strongly	
	Mean	Disagree	Disagree	Neutral	Agree	Agree	N/A
		(1)	(2)	(3)	(4)	(5)	
Career Development	3.95						
70. I would like to work at D41 long term.					autral     Agree     Agree       3)     (4)     (5)       27.8%     50.0%       =10     n=15     n=27       .8%     24.1%     42.6%       =8     n=13     n=23       .1%     33.3%     29.6%       =13     n=16       .5%     25.9%     46.3%       =10     n=14     n=25       .2%     25.9%     29.6%       =12     n=14     n=16       .9%     22.2%     74.1%       n=12     n=40       .7%     42.6%     48.1%       n=2     n=23     n=26       .4%     31.5%     61.1%       n=4     n=17     n=33       .9%     27.8%     70.4%       n=1     n=15     n=38       .2%     14.8%     33.3%		
, and the second	4.28						
		0.0%	1.9%	18.5%	27.8%		1.9%
		n=0	n=1	n=10	n=15	n=27	n=1
	0.01						
further my career here.	3.91	2 70/	12 00/	14 00/	94 10/	49.60/	1.9%
							n=1
71. Lam aware of the career opportunities that are available		11-2	11-1	11-0	11-10	H-25	11-1
**	3.83						
		3.7%	5.6%	24.1%	33.3%	29.6%	3.7%
	Mean   Disagree   Disagree   Neutral   Agree   Agree   (1)	n=2					
59. I value the career opportunities that I have at D41.	Career Development  Career Development  Career Development  Career Development  Career Development  Career Development  Could like to work at D41 long term.  4.28  0.0% n=0  A191  3.7% n=2  A191  3.83  3.7% n=2  A100  A113  3.83  A176 A12  A13  A13  A13  A14  A14  A15  A15  A16  A17  A18  A18  A18  A19  A19  A19  A19  A19						
	4.13						
							1.9%
(0.11 a)		n=0	n=4	n=10	n=14	n=25	n=1
** * * *	3 60						
D41.	3.00	5.6%	14.8%	22.2%	25.9%	29.6%	1.9%
							n=1
Engage-Inspire	4.36						
Career Development   3.95							
, 66	4.69						
		0.0%	1.9%	1.9%	22.2%	74.1%	0.0%
		n=0	n=1	n=1	n=12	n=40	n=0
12. I am highly committed to and energized by my work.							
	4.33	0.00/	= <0/	2.70/	40.70/	40.10/	0.00/
							0.0%
9. I am driven to contribute to the success of D41		n-0	n-5	n-2	n-25	n-20	n=0
6. I am driven to contribute to the success of D41.	4.54						
	1.01	0.0%	0.0%	7.4%	31.5%	61.1%	0.0%
		n=0	n=0	n=4	n=17	n=33	n=0
53. I am committed to the success of my school district.							
•	4.69						
							0.0%
		n=0	n=0	n=1	n=15	n=38	n=0
~ ·	9 57						
work.	3.37	7 40/	0 30%	25 90/	14.00/	22 20/	0.0%
							n=0
		11-4	п-9	11-17	п-0	п-10	n-0





D41: Lincoln-All Results (n=54)		Strongly				Strongly	
	Mean	Disagree (1)	Disagree (2)	$Neutral \ (3)$	$Agree \ (4)$	Agree (5)	N/A
Satisfaction	4.03						
13. I am satisfied with my role/work.	4.00						
	4.00	0.0%	5.6%	22.2%	38.9%	33.3%	0.0%
		n=0	n=3	n=12	n=21	n=18	n=0
46. I am satisfied being a part of my team.	4.10						
	4.19	5.6%	3.7%	11.1%	24.1%	53.7%	1.9%
		n=3	n=2	n=6	n=13	n=29	n=1
73. Overall, I am very satisfied with D41 as a place to work.	Strongly   Disagree   Disagree   Neutral   Agree   A						
	4.04	0.0%	7.4%	16.7%	40.7%	35.2%	0.0%
							n=0
20. I look forward to coming to work every day.	2.00						
	3.89	1.0%	14.9%	0.3%	40.7%	33 30%	0.0%
							n=0
Mission Conscious	3.93						
41. My supervisor/administrator effectively communicates							
our school district's mission to me.	3.89	3 7%	3 7%	19 5%	46 3%	25.0%	1.9%
							n=1
74. D41 effectively aligns our day-to-day activities with the school district's mission.							
	4.02	0.00/	1.00/	00.00/	40.10/	27.00/	0.00/
							0.0% n=0
22. I am aware and knowledgeable about our school				gree         Neutral (3)         Agree (4)         Agree (5)           69         22.2%         38.9%         33.3% n=12           69%         22.2%         38.9% n=21         33.3% n=18           79%         11.1% n=21         24.1% n=18         53.7% n=29           40%         16.7% n=6         40.7% n=29         35.2% n=19           88%         9.3% n=9 n=22 n=19         40.7% n=19         33.3% n=19           88% n=5 n=22 n=18         n=12 n=26 n=18         n=14           79% n=10 n=25 n=14         16.7% n=25 n=14         16.7% n=23           18.5% n=12 n=26 n=15         16.7% n=23         16.7% n=23           18% 37.0% n=20 n=16 n=3         29.6% n=16 n=3         16.7% n=9           18% n=20 n=16 n=3         16.7% n=9         16.7% n=9           18% n=20 n=16 n=3         16.7% n=3         16.7% n=3           18% n=20 n=16 n=3         16.7% n=9         16.7% n=3           18% n=20 n=16 n=3         16.7% n=3         16.7% n=3	-		
district's mission.	4.33	0.00/	7.00/	<b>~</b> <0/	<b>~</b> 0.00/	12 (0)	0.00/
						n=18  53.7% n=29  35.2% n=19  33.3% n=18  25.9% n=14  27.8% n=15  42.6% n=23  16.7% n=9  63.0% n=34  35.2% n=19  59.3% n=19	0.0% n=0
68. Business decisions made are consistent with our mission		н 0		п 0	11 2.	11 20	n 0
and core values.	3.46						
							3.7% n=2
Pride	4.20	n-5	11-4	11-20	H-10	Agree (5)  33.3% n=18  53.7% n=29  35.2% n=19  33.3% n=18  25.9% n=14  27.8% n=15  42.6% n=23  16.7% n=9  63.0% n=34  35.2% n=19  59.3% n=19	11-2
4. I feel great pride in the work I do.	1,20						
	4.54						
							0.0% n=0
14. I feel great pride in being a part of D41.		n-0	n-1	п-э	H-10	H-34	n-0
	4.02						
							0.0%
45. I feel great pride in the team of which I am a part.		n=3	n=2	n=5	n=25	n=19	n=0
20. 2 2002 great prior in the team of which I am a part.	4.32						
		3.7%	1.9%				1.9%
64. I speak of D41 with pride.		n=2	n=1	n=7	n=11	n=32	n=1
or. I speak of Dri with place.	3.91						
		5.6%	0.0%				0.0%
		n=3	n=0	n=12	n=23	n=16	n=0





		Strongly				Strongly	
	Mean	Disagree	Disagree	Neutral	Agree		N/A
	1,10411	(1)	(2)	(3)	(4)	(5)	11/21
Continuous Improvement	4.37						
52. My team strives to pursue excellence.							
	4.43						
		0.0%	3.7%	7.4%	29.6%	57.4%	1.9%
		n=0	n=2	n=4	n=16	n=31	n=1
52. My team strives to pursue excellence.  4.43  0.0% 3.7% 7.4% 29.6% 57.4  n=0 n=2 n=4 n=16 n=3  21. I strive to find a better way every day.  4.43  0.0% 1.9% 7.4% 37.0% 53.7  n=0 n=1 n=4 n=20 n=2  55. I am part of a school district that continues to pursue excellence every day.  4.26  3.7% 5.6% 1.9% 38.9% 50.0 n=2 n=3 n=1 n=21 n=2  Innovation  4.40  69. D41 encourages innovation.  4.19  1.9% 3.7% 13.0% 35.2% 44.4							
	4.43						
		0.0%	1.9%	7.4%	37.0%	53.7%	0.0%
		n=0	n=1	n=4	n=20	n=29	n=0
55. I am part of a school district that continues to pursue							
excellence every day.	4.26						
							0.0%
		n=2	n=3	n=1	n=21	n=27	n=0
Innovation	4.40						
69. D41 encourages innovation.	Mean Disagree Disagree Neutral Agree Agree (1) (2) (3) (4) (5)  4.37  4.43  0.0% 3.7% 7.4% 29.6% 57.4% n=0 n=2 n=4 n=16 n=31  4.43  0.0% 1.9% 7.4% 37.0% 53.7% n=0 n=1 n=4 n=20 n=29  p pursue  4.26  3.7% 5.6% 1.9% 38.9% 50.0% n=2 n=3 n=1 n=21 n=27  4.40  4.19  1.9% 3.7% 13.0% 35.2% 44.4% n=1 n=2 n=7 n=19 n=24						
	4.19						
		1.9%	3.7%	13.0%	35.2%	44.4%	1.9%
		n=1	n=2	n=7	n=19	n=24	n=1
16. I am continuously seeking ways to improve my overall							
productivity.	4.61						
		0.0%	0.0%	5.6%	27.8%	66.7%	0.0%
		n=0	n=0	n=3	n=15	n=36	n=0
42. Our team encourages innovation.							
	4.40						
							1.9%
		n=1	n=2	n=2	n=18	n=30	n=1





	Rank Ordered Questions According to Mean	<u>Mean</u>	<u>Dimension/Mean</u>
2.	I am fully engaged in the work that I do.	4.69	Engage-Inspire 4.36
53.	I am committed to the success of my school district.	4.69	Engage-Inspire 4.36
16.	I am continuously seeking ways to improve my overall productivity.	4.61	Innovation 4.40
5.	I have at least one close friend at work.	4.56	Relationships 3.80
4.	I feel great pride in the work I do.	4.54	Pride 4.20
8.	I am driven to contribute to the success of D41.	4.54	Engage-Inspire 4.36
43.	My associates demonstrate a commitment to quality work and excellence.	4.53	Quality 4,29
52.	My team strives to pursue excellence.	4.43	Continuous Improvement 4.37
21.	I strive to find a better way every day.	4.43	Continuous Improvement 4.37
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.43	Talent/Fit 3.95
42.	Our team encourages innovation.	4.40	Innovation 4.40
12.	I am highly committed to and energized by my work.	4.33	Engage-Inspire 4.36
22.	I am aware and knowledgeable about our school district's mission.	4.33	Mission Conscious 3.93
45.	I feel great pride in the team of which I am a part.	4.32	Pride 4.20





	Rank Ordered Questions According to Mean	Mean	<b>Dimension/Mean</b>
17.	I have set the right goals for myself to excel in my role/position.	4.30	Performance Planning 3.93
70.	I would like to work at D41 long term.	4.28	Career Development 3.95
55.	I am part of a school district that continues to pursue excellence every day.	4.26	Continuous Improvement 4.37
46.	I am satisfied being a part of my team.	4.19	Satisfaction 4.03
69.	D41 encourages innovation.	4.19	Innovation 4.40
57.	D41 is committed to quality work and excellence.	4.19	Quality 4.29
6.	I am provided opportunities to further my growth and development.	4.17	Training & Development 3.88
47.	I am on a team that encourages each member to surpass expectations.	4.15	Quality 4.29
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.15	Relationships 3.80
44.	Our team effectively communicates with each other.	4.13	Communication 3.80
59.	I value the career opportunities that I have at D41.	4.13	Career Development 3.95
18.	I have provided meaningful recognition to others in the past 10 days.	4.10	Recognition 3.83
36.	I have the opportunity to communicate with my supervisor/administrator.	4.09	Communication 3.80
48.	My team recognizes each other's efforts and impact.	4.08	Recognition 3.83
49.	Our team effectively sets goals to further enhance our performance.	4.08	Performance Planning 3.93





	Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
56.	I feel D41 is a great fit for me.	4.07	Talent/Fit 3.95
72.	Our school district selects highly talented individuals when hiring.	4.06	Talent/Fit 3.95
11.	I am in a role that allows me to maximize my talents and strengths.	4.06	Talent/Fit 3.95
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.06	Performance Planning 3.93
73.	Overall, I am very satisfied with $\mathrm{D}41$ as a place to work.	4.04	Satisfaction 4.03
33.	My supervisor/administrator is available for me when needs arise.	4.04	Support-Equip 3.62
66.	Excellence is recognized in my school district.	4.02	Recognition 3.83
14.	I feel great pride in being a part of D41.	4.02	Pride 4.20
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	4.02	Mission Conscious 3.93
13.	I am satisfied with my role/work.	4.00	Satisfaction 4.03
51.	My team has open and trusting relationships.	3.96	Relationships 3.80
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.94	Training & Development 3.88
15.	I am properly trained to achieve excellence in my work.	3.91	Training & Development 3.88
64.	I speak of D41 with pride.	3.91	Pride 4.20
35.	My supervisor/administrator supports my personal and professional development.	3.91	Training & Development 3.88





	Rank Ordered Questions According to Mean	<u>Mean</u>	<b>Dimension/Mean</b>
58.	D41 provides the experience and development for me to further my career here.	3.91	Career Development 3.95
20.	I look forward to coming to work every day.	3.89	Satisfaction 4.03
54.	Quality relationships are valued across our school district.	3.89	Relationships 3.80
25.	My supervisor/administrator cares about me as a person.	3.89	Relationships 3.80
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.89	Mission Conscious 3.93
71.	I am aware of the career opportunities that are available for me at D41.	3.83	Career Development 3.95
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.81	Support-Equip 3.62
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.80	Communication 3.80
63.	D41 selects the right people for the right job.	3.76	Talent/Fit 3.95
34.	My supervisor/administrator is actively responsive to my needs.	3.76	Support-Equip 3.62
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.75	Talent/Fit 3.95
27.	My supervisor/administrator and I have effective two-way communication.	3.74	Communication 3.80
24.	My supervisor/administrator effectively communicates his/her expectations.	3.70	Communication 3.80
37.	My supervisor/administrator motivates me to achieve my goals.	3.65	Performance Planning 3.93
32.	I have an open and trusting relationship with my supervisor/administrator.	3.63	Relationships 3.80





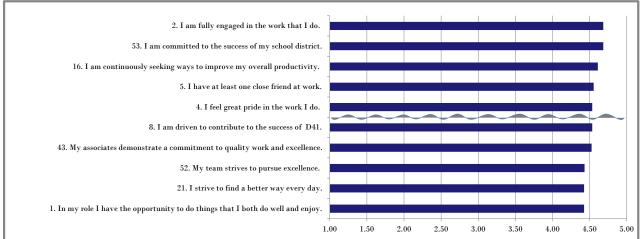
### October 2015 DAI: Lincoln, All Ross

#### D41: Lincoln-All Results (n=54) Rank Ordered Questions According to Mean Mean **Dimension/Mean** Recognition 29. My supervisor/administrator recognizes me for a job well done. 3.63 3.83 Career Development 60. I have the opportunity to express my career interests at D41. 3.60 Engage-Inspire 62. I would recommend D41 to a friend as a great place to work. 3.57 4.36 Performance In the past three months, my supervisor/administrator has discussed my 40. 3.55 Planning successes and progress with me. 3.93 My supervisor/administrator demonstrates effort in establishing and Relationships 38. 3.48 reinforcing a coaching relationship with me. 3.80 Talent/Fit 7. I have encouraged someone to apply at D41. 3.47 3.95 Training & 67. D41 provides the "right" training for me to excel in my role. 3.46 Development **Mission Conscious** 68. Business decisions made are consistent with our mission and core values. 3.46 Support-Equip I am provided the core needs necessary for me to excel in my role. 3.44 3. 3.62 Relationships D41 has a genuine concern and interest about me as a person. 3.43 3.80 Communication 65. I feel "in on things" that are happening at D41. 3.37 3.80 Support-Equip I am provided the materials, equipment, and information necessary to 19. 3.33 effectively perform my job. I am provided the opportunity to spend quality time with my Support-Equip 28. 3.33 supervisor/administrator. 3.62 Recognition 3.33 9. I have received meaningful recognition in the past 10 days. 3.83 Relationships I am provided personal coaching from my supervisor/administrator. 3.21 31. 3.80





	ion.		Strongly				Strongly	
	a interest	Mean	Disagree	Disagree	Neutral	Agree	Agree	N/A
Top 10 Rank Ordered By Mean	Dir		(1)	ree         Disagree (2)         Neutral (3)         Agree (4)         Agree (5)           (6         1.9% 1.9% 22.2% 74.1% n=12         74.1% n=40           (6         0.0% 1.9% 27.8% 70.4% n=12         70.4% n=38           (7         0.0% 1.9% 27.8% 70.4% n=15         70.4% n=38           (8         0.0% 5.6% 27.8% 66.7% n=15         66.7% n=36           (8         3.7% 3.7% 25.9% 66.7% n=14         66.7% n=36           (8         3.7% n=14 n=36         7.4% n=14 n=36           (8         1.9% 5.6% 29.6% 63.0% n=1 n=3         61.1% n=34           (8         0.0% 7.4% 31.5% 61.1% n=33         61.1% n=34           (9         n=1 n=4 n=14 n=34         63.0% n=14 n=34           (6         3.7% 7.4% 25.9% 63.0% n=1 n=4 n=14 n=34           (6         3.7% 7.4% 29.6% 57.4%				
2. I am fully engaged in the work that I do.	Engage-Inspire					<del></del>		
	Imgugo Imprio	4.69	0.00/	1.00/	1.00/	22.20/	74.70/	0.00/
	Mean   Disagree   Disagree   Neutral   Agree   Agree   Agree   Agree   (1)   (2)   (3)   (4)   (5)							
53. I am committed to the success of my school district.			11-0	11-1	11-1	n-12	11-40	n-0
•	Engage-Inspire	4.69						
			0.0%	0.0%	1.9%	27.8%	70.4%	0.0%
		1	n=0	n=0	n=1	n=15	n=38	n=0
16. I am continuously seeking ways to improve my overall	Innovation	4.63						
productivity.		4.61	0.0%	0.0%	5.6%	27.8%	66.7%	0.0%
								n=0
5. I have at least one close friend at work.								
	Relationships	4.56						
			0.0%	3.7%	3.7%	25.9%	66.7%	0.0%
	1	ı	n=0	n=2	n=2	n=14	n=36	n=0
4. I feel great pride in the work I do.	Pride							
		4.54	0.00/	1.00/	<b>5</b> (0/	20.60/	(2.00/	0.00/
								n=0
						H 10		. ·
8. I am driven to contribute to the success of D41.	Engage-Inchire							
	Engage-Inspire	4.54						
43. My associates demonstrate a commitment to quality work and			n=0	n=0	n=4	n=17	n=33	n=0
excellence.	Quality	4 53						
		1.00	0.0%	1.9%	7.4%	25.9%	63.0%	1.9%
								n=1
52. My team strives to pursue excellence.								
	Improvement	4.43		0.=0/		20.40:		
								1.9%
21. I strive to find a better way every day.			n-v	n-2	n-4	n-10	n-51	n-1
21. I salve to find a better way every day.		4 43						
		7.70	0.0%	1.9%	7.4%	37.0%	53.7%	0.0%
								n=0
1. In more all The surface and a few databases that Thoughts	Talent/Fit							
1. In my role I have the opportunity to do things that I both do								
well and enjoy.	Talent/Fit	4.43						
	1 alent/Fit	4.43	0.0% n=0	1.9% n=1	3.7% n=2	44.4% n=24	50.0% n=27	0.0% n=0





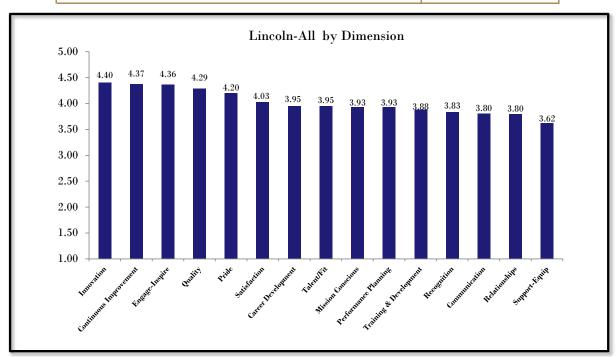


Bottom 10 Rank Ordered By Mean	Hitterkint	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
1. I am provided personal coaching from my	Relationships							
ppervisor/administrator.		3.21	9.3%	20.4%	24.1%	29.6%	14.8%	1.9%
			n=5	n=11	n=13	n=16	n=8	n=1
. I have received meaningful recognition in the past 10 days.	Pagamitian							
	Recognition	3.33		o /		20.00/		
			13.0% n=7	16.7% n=9	13.0% n=7	38.9% n=21	18.5% n=10	0.0% n=0
8. I am provided the opportunity to spend quality time with my								
upervisor/administrator.	Support-Equip	3.33						
			11.1% n=6	13.0% n=7	25.9% n=14	31.5% n=17	18.5% n=10	0.0% n=0
9. I am provided the materials, equipment, and information			n-0	n-1	11-114	H-17	H-10	11-0
ecessary to effectively perform my job.	Support-Equip	3.33						
		_	5.6%	27.8%	14.8%	31.5%	20.4%	0.0%
5. I feel "in on things" that are happening at D41.		1	n=3	n=15	n=8	n=17	n=11	n=0
o. Freef in on things that are happening at DFF.	Communication	3.37						
			13.0%	13.0%	20.4%	31.5%	22.2%	0.0%
			n=7	n=7	n=11	n=17	n=12	n=0
1. D41 has a genuine concern and interest about me as a person.								
	Relationships	3.43						
		4	7.4%	13.0%	29.6%	29.6%	20.4%	0.0%
. I am provided the core needs necessary for me to excel in my role.		1	n=4	n=7	n=16	n=16	n=11	n=0
. I am provided the core needs necessary for me to excer in my role.	Support-Equip	3.44						
			0.0%	33.3%	5.6%	44.4%	16.7%	0.0%
	Т		n=0	n=18	n=3	n=24	n=9	n=0
8. Business decisions made are consistent with our mission and ore values.	Mission Conscious	3.46						
		3.40	5.6%	7.4%	37.0%	29.6%	16.7%	3.7%
	T	1	n=3	n=4	n=20	n=16	n=9	n=2
7. D41 provides the "right" training for me to excel in my role.	Training & Development	9.46						
		3.46	11.1%	14.8%	14.8%	35.2%	24.1%	0.0%
			n=6	n=8	n=8	n=19	n=13	n=0
. I have encouraged someone to apply at D41.	Talent/Fit							
		3.47	11.1%	11.1%	18.5%	24.1%	25.9%	9.3%
			n=6	n=6	n=10	n=13	n=14	9.570 n=5
31. I am provided personal coaching from my supervisor/ad	lministrator.							
	- 10.1							
9. I have received meaningful recognition in the pa								
28. I am provided the opportunity to spend quality to supervisor/administrator.	ime with my							
19. I am provided the materials, equipment, and information necessary t perform my job.	o effectively							
65. I feel "in on things" that are happer	ning at D41.							
61. D41 has a genuine concern and interest about me	as a person.							
3. I am provided the core needs necessary for me to excel in my role.								
68. Business decisions made are consistent with our mission and	core values.							
$67.\ \mathrm{D41}$ provides the "right" training for me to exce	el in my role.							
	-							
7. I have encouraged someone to an						1		





Rank Ordered Dimensions by Mean	<b>Dimension Mean</b>		
Innovation	4.40		
Continuous Improvement	4.37		
Engage-Inspire	4.36		
Quality	4.29		
Pride	4.20		
Satisfaction	4.03		
Career Development	3.95		
Talent/Fit	3.95		
Mission Conscious	3.93		
Performance Planning	3.93		
Training & Development	3.88		
Recognition	3.83		
Communication	3.80		
Relationships	3.80		
Support-Equip	3.62		







#### HUMANeX Ventures Cultural Assessment Index<sup>sм</sup> Satisfaction / Engagement 3x3

