



# Insight<sup>e</sup>X Cultural Assessment

for Glen Ellyn D41:  
Lincoln-All



October 2016  
Glen Ellyn D41: Lincoln-All Results (n=33)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Talent/Fit</b>									
11. I am in a role that allows me to maximize my talents and strengths.	4.30	4.06	0.0% n=0	0.0% n=0	15.2% n=5	39.4% n=13	45.5% n=15	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.42	4.43	0.0% n=0	3.0% n=1	3.0% n=1	42.4% n=14	51.5% n=17	0.0% n=0	↓
7. I have encouraged someone to apply at Glen Ellyn D41.	3.74	3.47	3.0% n=1	12.1% n=4	18.2% n=6	33.3% n=11	27.3% n=9	6.1% n=2	↑
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.00	3.75	0.0% n=0	3.0% n=1	24.2% n=8	36.4% n=12	30.3% n=10	6.1% n=2	↑
56. I feel Glen Ellyn D41 is a great fit for me.	4.18	4.07	0.0% n=0	0.0% n=0	15.2% n=5	51.5% n=17	33.3% n=11	0.0% n=0	↑
72. Our school district selects highly talented individuals when hiring.	4.15	4.06	3.0% n=1	0.0% n=0	12.1% n=4	48.5% n=16	36.4% n=12	0.0% n=0	↑
63. Glen Ellyn D41 selects the right people for the right job.	3.67	3.76	3.0% n=1	9.1% n=3	24.2% n=8	45.5% n=15	18.2% n=6	0.0% n=0	↓
<b>Support-Equip</b>									
3. I am provided the core needs necessary for me to excel in my role.	3.73	3.44	0.0% n=0	21.2% n=7	6.1% n=2	51.5% n=17	21.2% n=7	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.61	3.33	3.0% n=1	18.2% n=6	12.1% n=4	48.5% n=16	18.2% n=6	0.0% n=0	↑
34. My supervisor/administrator is actively responsive to my needs.	3.97	3.76	0.0% n=0	3.0% n=1	24.2% n=8	42.4% n=14	27.3% n=9	3.0% n=1	↑
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.82	3.33	6.1% n=2	9.1% n=3	9.1% n=3	48.5% n=16	27.3% n=9	0.0% n=0	↑
33. My supervisor/administrator is available for me when needs arise.	4.31	4.04	0.0% n=0	6.1% n=2	6.1% n=2	36.4% n=12	48.5% n=16	3.0% n=1	↑
23. I have a supportive coaching relationship with my supervisor/administrator.	4.09	3.81	0.0% n=0	12.1% n=4	12.1% n=4	30.3% n=10	45.5% n=15	0.0% n=0	↑

October 2016  
Glen Ellyn D41: Lincoln-All Results (n=33)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Relationships</b>	<b>4.00</b>	<b>3.80</b>							
5. I have at least one close friend at work.	4.55	4.56	3.0% n=1	6.1% n=2	0.0% n=0	15.2% n=5	75.8% n=25	0.0% n=0	↓
32. I have an open and trusting relationship with my supervisor/administrator.	3.81	3.63	0.0% n=0	12.1% n=4	15.2% n=5	48.5% n=16	21.2% n=7	3.0% n=1	↑
25. My supervisor/administrator cares about me as a person.	4.09	3.89	0.0% n=0	6.1% n=2	21.2% n=7	30.3% n=10	42.4% n=14	0.0% n=0	↑
31. I am provided personal coaching from my supervisor/administrator.	3.52	3.21	0.0% n=0	18.2% n=6	24.2% n=8	45.5% n=15	12.1% n=4	0.0% n=0	↑
51. My team has open and trusting relationships.	4.33	3.96	3.0% n=1	6.1% n=2	3.0% n=1	30.3% n=10	57.6% n=19	0.0% n=0	↑
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.42	4.15	6.1% n=2	3.0% n=1	3.0% n=1	18.2% n=6	69.7% n=23	0.0% n=0	↑
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	3.55	3.43	6.1% n=2	15.2% n=5	18.2% n=6	39.4% n=13	21.2% n=7	0.0% n=0	↑
54. Quality relationships are valued across our school district.	3.85	3.89	0.0% n=0	18.2% n=6	6.1% n=2	48.5% n=16	27.3% n=9	0.0% n=0	↓
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.84	3.48	0.0% n=0	6.1% n=2	21.2% n=7	48.5% n=16	18.2% n=6	6.1% n=2	↑
<b>Quality</b>	<b>4.48</b>	<b>4.29</b>							
47. I am on a team that encourages each member to surpass expectations.	4.41	4.15	3.0% n=1	6.1% n=2	0.0% n=0	27.3% n=9	60.6% n=20	3.0% n=1	↑
43. My associates demonstrate a commitment to quality work and excellence.	4.70	4.53	0.0% n=0	3.0% n=1	0.0% n=0	21.2% n=7	75.8% n=25	0.0% n=0	↑
57. Glen Ellyn D41 is committed to quality work and excellence.	4.33	4.19	0.0% n=0	6.1% n=2	9.1% n=3	30.3% n=10	54.5% n=18	0.0% n=0	↑



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Communication</b>									
36. I have the opportunity to communicate with my supervisor/administrator.	4.34	3.76	0.0% n=0	3.0% n=1	6.1% n=2	42.4% n=14	45.5% n=15	3.0% n=1	↑
24. My supervisor/administrator effectively communicates his/her expectations.	3.88	3.70	0.0% n=0	9.1% n=3	21.2% n=7	42.4% n=14	27.3% n=9	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.06	3.80	0.0% n=0	6.1% n=2	15.2% n=5	45.5% n=15	33.3% n=11	0.0% n=0	↑
27. My supervisor/administrator and I have effective two-way communication.	4.03	3.74	0.0% n=0	9.1% n=3	12.1% n=4	45.5% n=15	33.3% n=11	0.0% n=0	↑
65. I feel "in on things" that are happening at Glen Ellyn D41.	3.33	3.37	9.1% n=3	15.2% n=5	24.2% n=8	36.4% n=12	15.2% n=5	0.0% n=0	↓
44. Our team effectively communicates with each other.	4.42	4.13	3.0% n=1	3.0% n=1	6.1% n=2	24.2% n=8	63.6% n=21	0.0% n=0	↑
<b>Recognition</b>									
29. My supervisor/administrator recognizes me for a job well done.	3.82	3.63	3.0% n=1	12.1% n=4	15.2% n=5	39.4% n=13	30.3% n=10	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.67	3.33	6.1% n=2	21.2% n=7	9.1% n=3	27.3% n=9	36.4% n=12	0.0% n=0	↑
66. Excellence is recognized in my school district.	3.97	4.02	0.0% n=0	9.1% n=3	12.1% n=4	51.5% n=17	27.3% n=9	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.38	4.10	0.0% n=0	3.0% n=1	6.1% n=2	39.4% n=13	48.5% n=16	3.0% n=1	↑
48. My team recognizes each other's efforts and impact.	4.34	4.08	3.0% n=1	6.1% n=2	6.1% n=2	21.2% n=7	60.6% n=20	3.0% n=1	↑



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Performance Planning</b>									
	<b>4.19</b>	<b>3.93</b>							
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.76	3.55	0.0% n=0	18.2% n=6	15.2% n=5	39.4% n=13	27.3% n=9	0.0% n=0	↑
17. I have set the right goals for myself to excel in my role/position.	4.55	4.30	0.0% n=0	0.0% n=0	6.1% n=2	33.3% n=11	60.6% n=20	0.0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.41	4.08	0.0% n=0	3.0% n=1	3.0% n=1	42.4% n=14	48.5% n=16	3.0% n=1	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.42	4.06	0.0% n=0	3.0% n=1	9.1% n=3	30.3% n=10	57.6% n=19	0.0% n=0	↑
37. My supervisor/administrator motivates me to achieve my goals.	3.81	3.65	0.0% n=0	9.1% n=3	24.2% n=8	39.4% n=13	24.2% n=8	3.0% n=1	↑
<b>Training &amp; Development</b>									
	<b>3.91</b>	<b>3.88</b>							
35. My supervisor/administrator supports my personal and professional development.	4.09	3.91	0.0% n=0	6.1% n=2	15.2% n=5	39.4% n=13	36.4% n=12	3.0% n=1	↑
6. I am provided opportunities to further my growth and development.	4.24	4.17	0.0% n=0	9.1% n=3	6.1% n=2	36.4% n=12	48.5% n=16	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	3.82	3.91	3.0% n=1	12.1% n=4	12.1% n=4	45.5% n=15	27.3% n=9	0.0% n=0	↓
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	3.28	3.46	9.1% n=3	18.2% n=6	12.1% n=4	51.5% n=17	6.1% n=2	3.0% n=1	↓
30. My supervisor/administrator encourages opportunities for my growth and development.	4.12	3.94	0.0% n=0	6.1% n=2	12.1% n=4	45.5% n=15	36.4% n=12	0.0% n=0	↑



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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Career Development</b>									
70. I would like to work at Glen Ellyn D41 long term.	4.24	4.28	0.0% n=0	0.0% n=0	18.2% n=6	39.4% n=13	42.4% n=14	0.0% n=0	↓
58. Glen Ellyn D41 provides the experience and development for me to further my career here.	3.81	3.91	3.0% n=1	12.1% n=4	15.2% n=5	36.4% n=12	30.3% n=10	3.0% n=1	↓
71. I am aware of the career opportunities that are available for me at Glen Ellyn D41.	4.22	3.83	0.0% n=0	0.0% n=0	12.1% n=4	51.5% n=17	33.3% n=11	3.0% n=1	↑
59. I value the career opportunities that I have at Glen Ellyn D41.	4.16	4.13	0.0% n=0	0.0% n=0	18.2% n=6	45.5% n=15	33.3% n=11	3.0% n=1	↑
60. I have the opportunity to express my career interests at Glen Ellyn D41.	3.81	3.60	0.0% n=0	12.1% n=4	21.2% n=7	36.4% n=12	27.3% n=9	3.0% n=1	↑
<b>Engage-Inspire</b>									
2. I am fully engaged in the work that I do.	4.73	4.69	0.0% n=0	0.0% n=0	3.0% n=1	21.2% n=7	75.8% n=25	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.64	4.33	0.0% n=0	0.0% n=0	6.1% n=2	24.2% n=8	69.7% n=23	0.0% n=0	↑
8. I am driven to contribute to the success of Glen Ellyn D41.	4.76	4.54	0.0% n=0	0.0% n=0	3.0% n=1	18.2% n=6	78.8% n=26	0.0% n=0	↑
53. I am committed to the success of my school district.	4.67	4.69	0.0% n=0	0.0% n=0	3.0% n=1	27.3% n=9	69.7% n=23	0.0% n=0	↓
62. I would recommend Glen Ellyn D41 to a friend as a great place to work.	3.79	3.57	3.0% n=1	9.1% n=3	18.2% n=6	45.5% n=15	24.2% n=8	0.0% n=0	↑

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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Satisfaction</b>									
	4.20	4.03							
13. I am satisfied with my role/work.	4.33	4.00	0.0% n=0	6.1% n=2	3.0% n=1	42.4% n=14	48.5% n=16	0.0% n=0	↑
46. I am satisfied being a part of my team.	4.45	4.19	3.0% n=1	6.1% n=2	0.0% n=0	24.2% n=8	66.7% n=22	0.0% n=0	↑
73. Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	4.00	4.04	0.0% n=0	3.0% n=1	21.2% n=7	48.5% n=16	27.3% n=9	0.0% n=0	↓
20. I look forward to coming to work every day.	4.03	3.89	0.0% n=0	9.1% n=3	15.2% n=5	39.4% n=13	36.4% n=12	0.0% n=0	↑
<b>Mission Conscious</b>									
	4.02	3.93							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.13	3.89	0.0% n=0	3.0% n=1	9.1% n=3	57.6% n=19	27.3% n=9	3.0% n=1	↑
74. Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	4.06	4.02	0.0% n=0	6.1% n=2	9.1% n=3	57.6% n=19	27.3% n=9	0.0% n=0	↑
22. I am aware and knowledgeable about our school district's mission.	4.42	4.33	0.0% n=0	3.0% n=1	0.0% n=0	48.5% n=16	48.5% n=16	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.44	3.46	3.0% n=1	21.2% n=7	18.2% n=6	39.4% n=13	15.2% n=5	3.0% n=1	↓
<b>Pride</b>									
	4.33	4.20							
4. I feel great pride in the work I do.	4.61	4.54	0.0% n=0	3.0% n=1	3.0% n=1	24.2% n=8	69.7% n=23	0.0% n=0	↑
14. I feel great pride in being a part of Glen Ellyn D41.	4.18	4.02	0.0% n=0	6.1% n=2	12.1% n=4	39.4% n=13	42.4% n=14	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.52	4.32	3.0% n=1	3.0% n=1	3.0% n=1	21.2% n=7	69.7% n=23	0.0% n=0	↑
64. I speak of Glen Ellyn D41 with pride.	4.03	3.91	0.0% n=0	3.0% n=1	15.2% n=5	57.6% n=19	24.2% n=8	0.0% n=0	↑

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	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Continuous Improvement</b>	<b>4.46</b>	<b>4.37</b>							
52. My team strives to pursue excellence.	4.61	4.43	0.0% n=0	3.0% n=1	0.0% n=0	30.3% n=10	66.7% n=22	0.0% n=0	↑
21. I strive to find a better way every day.	4.48	4.43	0.0% n=0	0.0% n=0	12.1% n=4	27.3% n=9	60.6% n=20	0.0% n=0	↑
55. I am part of a school district that continues to pursue excellence every day.	4.30	4.26	0.0% n=0	6.1% n=2	3.0% n=1	45.5% n=15	45.5% n=15	0.0% n=0	↑
<b>Innovation</b>	<b>4.48</b>	<b>4.40</b>							
69. Glen Ellyn D41 encourages innovation.	4.25	4.19	0.0% n=0	3.0% n=1	9.1% n=3	45.5% n=15	39.4% n=13	3.0% n=1	↑
16. I am continuously seeking ways to improve my overall productivity.	4.84	4.61	0.0% n=0	0.0% n=0	0.0% n=0	15.2% n=5	81.8% n=27	3.0% n=1	↑
42. Our team encourages innovation.	4.34	4.40	0.0% n=0	3.0% n=1	3.0% n=1	48.5% n=16	42.4% n=14	3.0% n=1	↓





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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.84</b>	Innovation 4.48
8.	I am driven to contribute to the success of Glen Ellyn D41.	<b>4.76</b>	Engage-Inspire 4.52
2.	I am fully engaged in the work that I do.	<b>4.73</b>	Engage-Inspire 4.52
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.70</b>	Quality 4.48
53.	I am committed to the success of my school district.	<b>4.67</b>	Engage-Inspire 4.52
12.	I am highly committed to and energized by my work.	<b>4.64</b>	Engage-Inspire 4.52
4.	I feel great pride in the work I do.	<b>4.61</b>	Pride 4.33
52.	My team strives to pursue excellence.	<b>4.61</b>	Continuous Improvement 4.46
17.	I have set the right goals for myself to excel in my role/position.	<b>4.55</b>	Performance Planning 4.19
5.	I have at least one close friend at work.	<b>4.55</b>	Relationships 4.00
45.	I feel great pride in the team of which I am a part.	<b>4.52</b>	Pride 4.33
21.	I strive to find a better way every day.	<b>4.48</b>	Continuous Improvement 4.46
46.	I am satisfied being a part of my team.	<b>4.45</b>	Satisfaction 4.20
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.42</b>	Talent/Fit 4.07



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
22.	I am aware and knowledgeable about our school district's mission.	<b>4.42</b>	Mission Conscious 4.02
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.42</b>	Relationships 4.00
44.	Our team effectively communicates with each other.	<b>4.42</b>	Communication 4.01
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.42</b>	Performance Planning 4.19
47.	I am on a team that encourages each member to surpass expectations.	<b>4.41</b>	Quality 4.48
49.	Our team effectively sets goals to further enhance our performance.	<b>4.41</b>	Performance Planning 4.19
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.38</b>	Recognition 4.03
48.	My team recognizes each other's efforts and impact.	<b>4.34</b>	Recognition 4.03
42.	Our team encourages innovation.	<b>4.34</b>	Innovation 4.48
36.	I have the opportunity to communicate with my supervisor/administrator.	<b>4.34</b>	Communication 4.01
57.	Glen Ellyn D41 is committed to quality work and excellence.	<b>4.33</b>	Quality 4.48
51.	My team has open and trusting relationships.	<b>4.33</b>	Relationships 4.00
13.	I am satisfied with my role/work.	<b>4.33</b>	Satisfaction 4.20
33.	My supervisor/administrator is available for me when needs arise.	<b>4.31</b>	Support-Equip 3.92
55.	I am part of a school district that continues to pursue excellence every day.	<b>4.30</b>	Continuous Improvement 4.46



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.30</b>	Talent/Fit 4.07
69.	Glen Ellyn D41 encourages innovation.	<b>4.25</b>	Innovation 4.48
70.	I would like to work at Glen Ellyn D41 long term.	<b>4.24</b>	Career Development 4.05
6.	I am provided opportunities to further my growth and development.	<b>4.24</b>	Training & Development 3.91
71.	I am aware of the career opportunities that are available for me at Glen Ellyn D41.	<b>4.22</b>	Career Development 4.05
56.	I feel Glen Ellyn D41 is a great fit for me.	<b>4.18</b>	Talent/Fit 4.07
14.	I feel great pride in being a part of Glen Ellyn D41.	<b>4.18</b>	Pride 4.33
59.	I value the career opportunities that I have at Glen Ellyn D41.	<b>4.16</b>	Career Development 4.05
72.	Our school district selects highly talented individuals when hiring.	<b>4.15</b>	Talent/Fit 4.07
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>4.13</b>	Mission Conscious 4.02
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>4.12</b>	Training & Development 3.91
35.	My supervisor/administrator supports my personal and professional development.	<b>4.09</b>	Training & Development 3.91
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>4.09</b>	Support-Equip 3.92
25.	My supervisor/administrator cares about me as a person.	<b>4.09</b>	Relationships 4.00
74.	Glen Ellyn D41 effectively aligns our day-to-day activities with the school district's mission.	<b>4.06</b>	Mission Conscious 4.02



October 2016

Glen Ellyn D41: Lincoln-All Results (n=33)

**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.06</b>	Communication 4.01
64.	I speak of Glen Ellyn D41 with pride.	<b>4.03</b>	Pride 4.33
20.	I look forward to coming to work every day.	<b>4.03</b>	Satisfaction 4.20
27.	My supervisor/administrator and I have effective two-way communication.	<b>4.03</b>	Communication 4.01
73.	Overall, I am very satisfied with Glen Ellyn D41 as a place to work.	<b>4.00</b>	Satisfaction 4.20
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.00</b>	Talent/Fit 4.07
66.	Excellence is recognized in my school district.	<b>3.97</b>	Recognition 4.03
34.	My supervisor/administrator is actively responsive to my needs.	<b>3.97</b>	Support-Equip 3.92
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>3.88</b>	Communication 4.01
54.	Quality relationships are valued across our school district.	<b>3.85</b>	Relationships 4.00
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.84</b>	Relationships 4.00
15.	I am properly trained to achieve excellence in my work.	<b>3.82</b>	Training & Development 3.91
29.	My supervisor/administrator recognizes me for a job well done.	<b>3.82</b>	Recognition 4.03
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>3.82</b>	Support-Equip 3.92
58.	Glen Ellyn D41 provides the experience and development for me to further my career here.	<b>3.81</b>	Career Development 4.05



October 2016

Glen Ellyn D41: Lincoln-All Results (n=33)

Rank Ordered Questions According to Mean

Mean

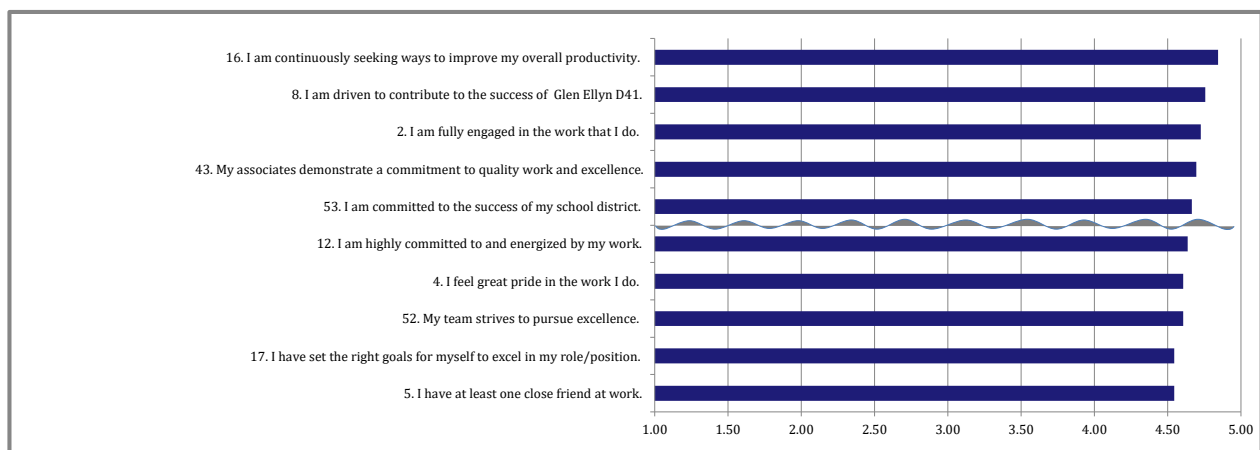
Dimension/Mean

		<u>Mean</u>	<u>Dimension/Mean</u>
60.	I have the opportunity to express my career interests at Glen Ellyn D41.	<b>3.81</b>	Career Development 4.05
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>3.81</b>	Relationships 4.00
37.	My supervisor/administrator motivates me to achieve my goals.	<b>3.81</b>	Performance Planning 4.19
62.	I would recommend Glen Ellyn D41 to a friend as a great place to work.	<b>3.79</b>	Engage-Inspire 4.52
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>3.76</b>	Performance Planning 4.19
7.	I have encouraged someone to apply at Glen Ellyn D41.	<b>3.74</b>	Talent/Fit 4.07
3.	I am provided the core needs necessary for me to excel in my role.	<b>3.73</b>	Support-Equip 3.92
63.	Glen Ellyn D41 selects the right people for the right job.	<b>3.67</b>	Talent/Fit 4.07
9.	I have received meaningful recognition in the past 10 days.	<b>3.67</b>	Recognition 4.03
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.61</b>	Support-Equip 3.92
61.	Glen Ellyn D41 has a genuine concern and interest about me as a person.	<b>3.55</b>	Relationships 4.00
31.	I am provided personal coaching from my supervisor/administrator.	<b>3.52</b>	Relationships 4.00
68.	Business decisions made are consistent with our mission and core values.	<b>3.44</b>	Mission Conscious 4.02
65.	I feel "in on things" that are happening at Glen Ellyn D41.	<b>3.33</b>	Communication 4.01
67.	Glen Ellyn D41 provides the "right" training for me to excel in my role.	<b>3.28</b>	Training & Development 3.91



October 2016  
Glen Ellyn D41: Lincoln-All Results (n=33)

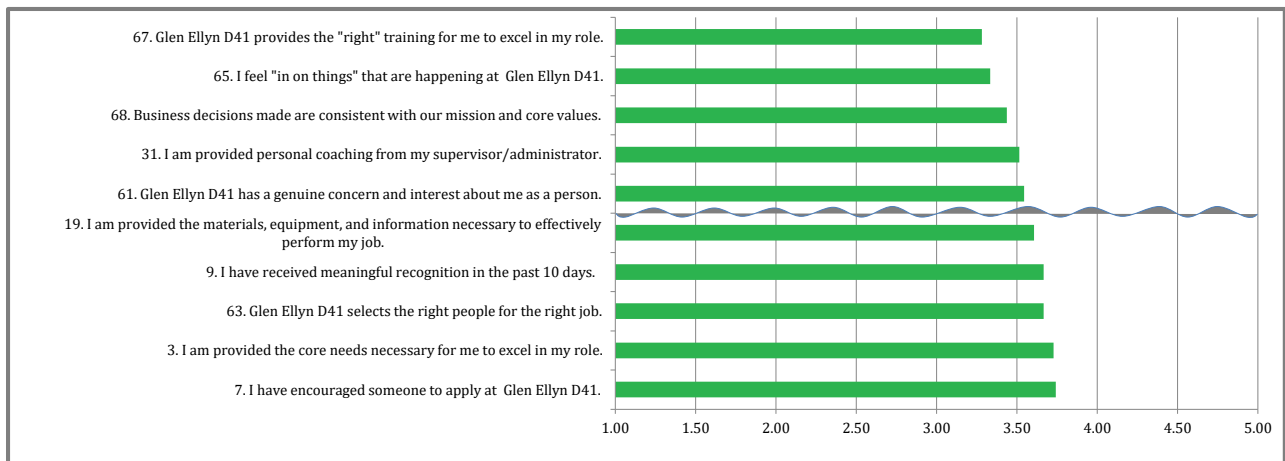
Top 10 Rank Ordered By Mean	Dimension	Current Mean	Previous Mean						N/A	(+/-) Change
				Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)		
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.84	4.61	0.0% n=0	0.0% n=0	0.0% n=0	15.2% n=5	81.8% n=27	3.0% n=1	↑
8. I am driven to contribute to the success of Glen Ellyn D41.	Engage-Inspire	4.76	4.54	0.0% n=0	0.0% n=0	3.0% n=1	18.2% n=6	78.8% n=26	0.0% n=0	↑
2. I am fully engaged in the work that I do.	Engage-Inspire	4.73	4.69	0.0% n=0	0.0% n=0	3.0% n=1	21.2% n=7	75.8% n=25	0.0% n=0	↑
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.70	4.53	0.0% n=0	3.0% n=1	0.0% n=0	21.2% n=7	75.8% n=25	0.0% n=0	↑
53. I am committed to the success of my school district.	Engage-Inspire	4.67	4.69	0.0% n=0	0.0% n=0	3.0% n=1	27.3% n=9	69.7% n=23	0.0% n=0	↓
12. I am highly committed to and energized by my work.	Engage-Inspire	4.64	4.33	0.0% n=0	0.0% n=0	6.1% n=2	24.2% n=8	69.7% n=23	0.0% n=0	↑
4. I feel great pride in the work I do.	Pride	4.61	4.54	0.0% n=0	3.0% n=1	3.0% n=1	24.2% n=8	69.7% n=23	0.0% n=0	↑
52. My team strives to pursue excellence.	Continuous Improvement	4.61	4.43	0.0% n=0	3.0% n=1	0.0% n=0	30.3% n=10	66.7% n=22	0.0% n=0	↑
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.55	4.30	0.0% n=0	0.0% n=0	6.1% n=2	33.3% n=11	60.6% n=20	0.0% n=0	↑
5. I have at least one close friend at work.	Relationships	4.55	4.56	3.0% n=1	6.1% n=2	0.0% n=0	15.2% n=5	75.8% n=25	0.0% n=0	↓





October 2016  
Glen Ellyn D41: Lincoln-All Results (n=33)

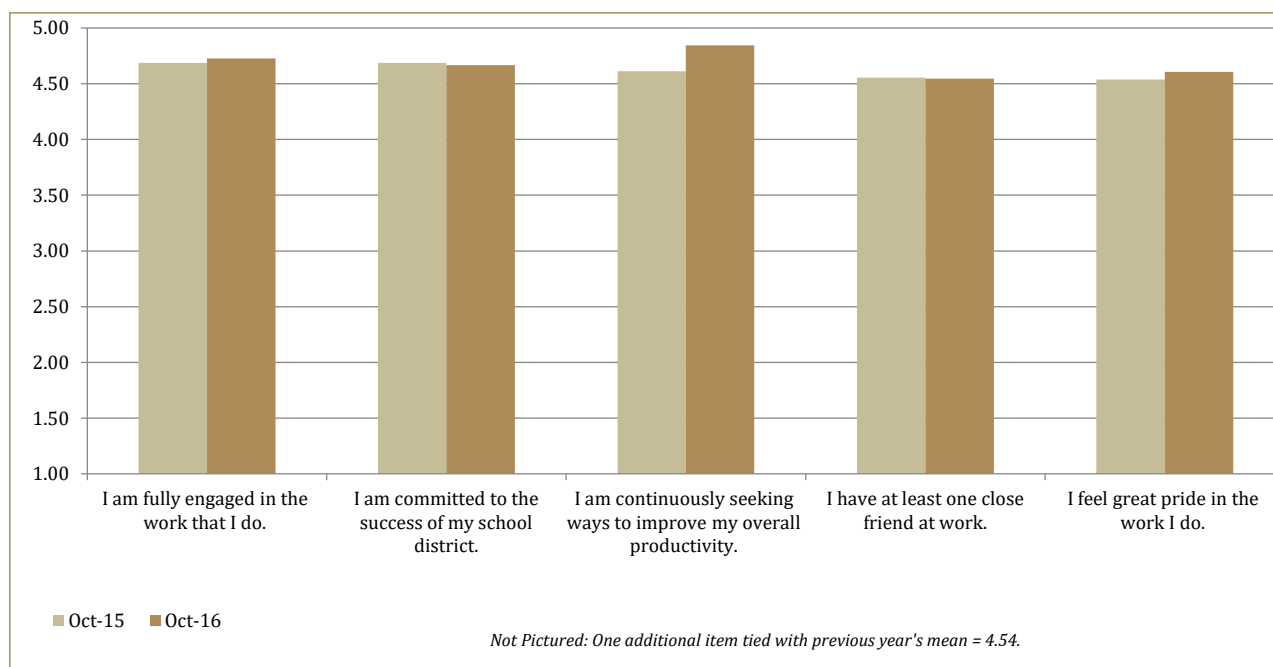
Bottom 10 Rank Ordered By Mean		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
67. Glen Ellyn D41 provides the "right" training for me to excel in my role.	Training & Development	3.28	3.46	9.1% n=3	18.2% n=6	12.1% n=4	51.5% n=17	6.1% n=2	3.0% n=1	↓	
65. I feel "in on things" that are happening at Glen Ellyn D41.	Communication	3.33	3.37	9.1% n=3	15.2% n=5	24.2% n=8	36.4% n=12	15.2% n=5	0.0% n=0	↓	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.44	3.46	3.0% n=1	21.2% n=7	18.2% n=6	39.4% n=13	15.2% n=5	3.0% n=1	↓	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.52	3.21	0.0% n=0	18.2% n=6	24.2% n=8	45.5% n=15	12.1% n=4	0.0% n=0	↑	
61. Glen Ellyn D41 has a genuine concern and interest about me as a person.	Relationships	3.55	3.43	6.1% n=2	15.2% n=5	18.2% n=6	39.4% n=13	21.2% n=7	0.0% n=0	↑	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.61	3.33	3.0% n=1	18.2% n=6	12.1% n=4	48.5% n=16	18.2% n=6	0.0% n=0	↑	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.67	3.33	6.1% n=2	21.2% n=7	9.1% n=3	27.3% n=9	36.4% n=12	0.0% n=0	↑	
63. Glen Ellyn D41 selects the right people for the right job.	Talent/Fit	3.67	3.76	3.0% n=1	9.1% n=3	24.2% n=8	45.5% n=15	18.2% n=6	0.0% n=0	↓	
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.73	3.44	0.0% n=0	21.2% n=7	6.1% n=2	51.5% n=17	21.2% n=7	0.0% n=0	↑	
7. I have encouraged someone to apply at Glen Ellyn D41.	Talent/Fit	3.74	3.47	3.0% n=1	12.1% n=4	18.2% n=6	33.3% n=11	27.3% n=9	6.1% n=2	↑	



October 2016

Glen Ellyn D41: Lincoln-All Results (n=33)

		<u>Dimension</u>	<u>Oct-15</u>	<u>Oct-16</u>	<u>(+/-)</u> <u>Change</u>
<b><u>Previous Top 5 Rank Ordered Questions According to Mean</u></b>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.69	4.73	↑
53.	I am committed to the success of my school district.	Engage-Inspire	4.69	4.67	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.61	4.84	↑
5.	I have at least one close friend at work.	Relationships	4.56	4.55	↓
4.	I feel great pride in the work I do.	Pride	4.54	4.61	↑

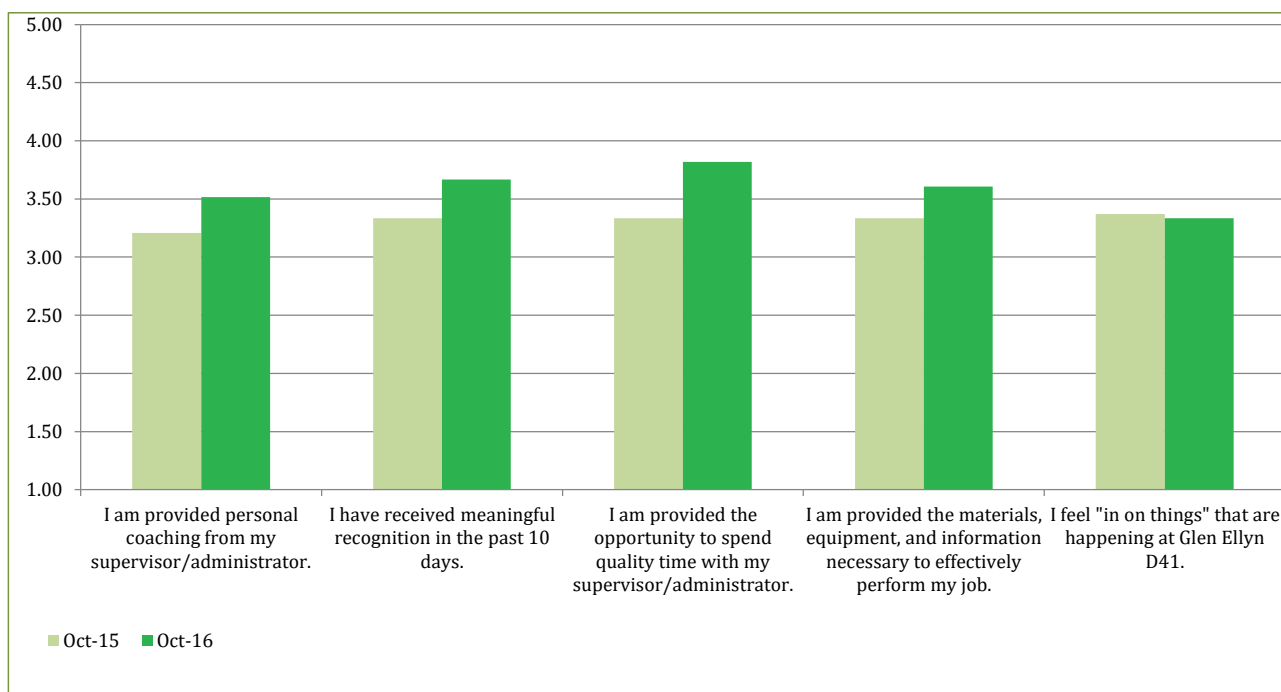




October 2016

Glen Ellyn D41: Lincoln-All Results (n=33)

		<u>Dimension</u>	<u>Oct-15</u>	<u>Oct-16</u>	<u>(+/-) Change</u>
<b><u>Previous Bottom 5 Rank Ordered Questions According to Mean</u></b>					
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.21	3.52	↑
9.	I have received meaningful recognition in the past 10 days.	Recognition	3.33	3.67	↑
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.33	3.82	↑
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.33	3.61	↑
65.	I feel "in on things" that are happening at Glen Ellyn D41.	Communication	3.37	3.33	↓

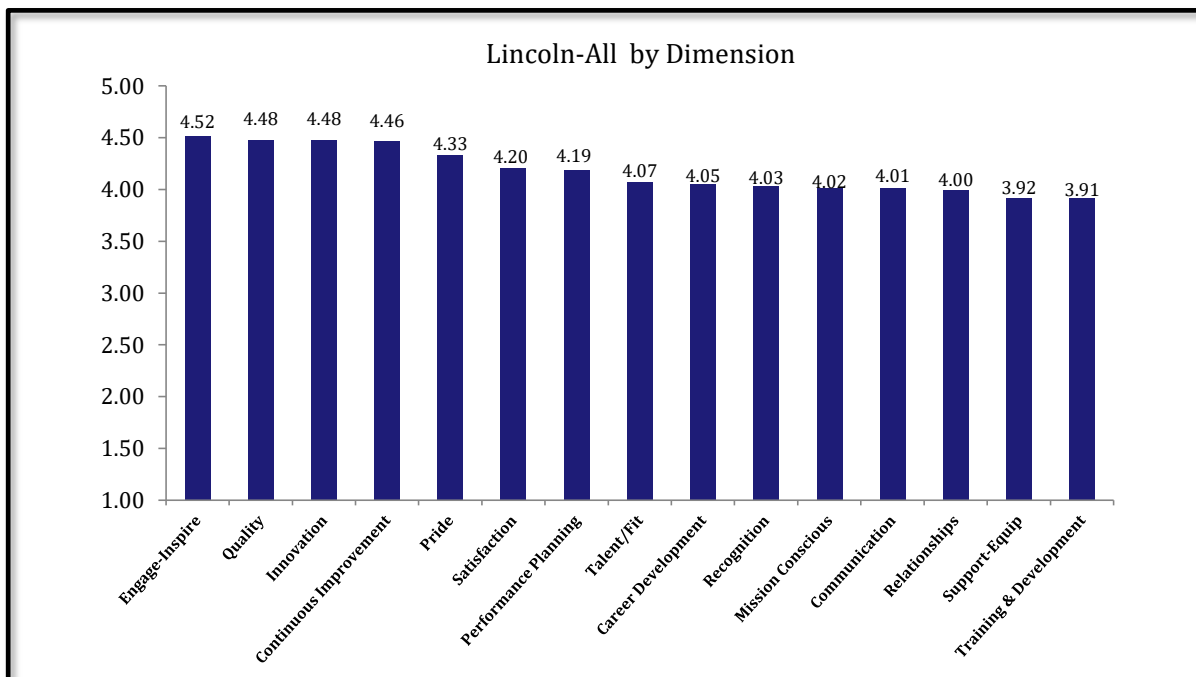




October 2016

Glen Ellyn D41: Lincoln-All Results (n=33)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.52
Quality	4.48
Innovation	4.48
Continuous Improvement	4.46
Pride	4.33
Satisfaction	4.20
Performance Planning	4.19
Talent/Fit	4.07
Career Development	4.05
Recognition	4.03
Mission Conscious	4.02
Communication	4.01
Relationships	4.00
Support-Equip	3.92
Training & Development	3.91



October 2016  
Glen Ellyn D41: Lincoln-All Results (n=33)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-15 Mean</u>	<u>Oct-16 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.36	4.52	↑
Quality	4.29	4.48	↑
Innovation	4.40	4.48	↑
Continuous Improvement	4.37	4.46	↑
Pride	4.20	4.33	↑
Satisfaction	4.03	4.20	↑
Performance Planning	3.93	4.19	↑
Talent/Fit	3.95	4.07	↑
Career Development	3.95	4.05	↑
Recognition	3.83	4.03	↑
Mission Conscious	3.93	4.02	↑
Communication	3.80	4.01	↑
Relationships	3.80	4.00	↑
Support-Equip	3.62	3.92	↑
Training & Development	3.88	3.91	↑

October 2016

Glen Ellyn D41: Lincoln-All Results (n=33)

**HUMANeX Ventures Cultural Assessment Index<sup>SM</sup>**  
Satisfaction / Engagement 3x3

