



October 2015

Insight^eX Cultural Assessment

for D41:
Lincoln - Certified Staff



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



October 2015

D41: Lincoln - Certified Staff Results (n=40)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Talent/Fit	3.92						
11. I am in a role that allows me to maximize my talents and strengths.	4.13	2.5% n=1	10.0% n=4	5.0% n=2	37.5% n=15	45.0% n=18	0.0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.38	0.0% n=0	2.5% n=1	5.0% n=2	45.0% n=18	47.5% n=19	0.0% n=0
7. I have encouraged someone to apply at D41.	3.50	12.5% n=5	10.0% n=4	17.5% n=7	20.0% n=8	30.0% n=12	10.0% n=4
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.74	5.0% n=2	7.5% n=3	20.0% n=8	40.0% n=16	25.0% n=10	2.5% n=1
56. I feel D41 is a great fit for me.	3.95	2.5% n=1	10.0% n=4	15.0% n=6	35.0% n=14	37.5% n=15	0.0% n=0
72. Our school district selects highly talented individuals when hiring.	4.03	5.0% n=2	2.5% n=1	17.5% n=7	35.0% n=14	40.0% n=16	0.0% n=0
63. D41 selects the right people for the right job.	3.70	5.0% n=2	7.5% n=3	27.5% n=11	32.5% n=13	27.5% n=11	0.0% n=0
Support-Equip	3.56						
3. I am provided the core needs necessary for me to excel in my role.	3.28	0.0% n=0	40.0% n=16	7.5% n=3	37.5% n=15	15.0% n=6	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.18	2.5% n=1	37.5% n=15	17.5% n=7	25.0% n=10	17.5% n=7	0.0% n=0
34. My supervisor/administrator is actively responsive to my needs.	3.73	5.0% n=2	12.5% n=5	22.5% n=9	25.0% n=10	35.0% n=14	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.33	12.5% n=5	15.0% n=6	20.0% n=8	32.5% n=13	20.0% n=8	0.0% n=0
33. My supervisor/administrator is available for me when needs arise.	4.15	2.5% n=1	5.0% n=2	12.5% n=5	35.0% n=14	45.0% n=18	0.0% n=0
23. I have a supportive coaching relationship with my supervisor/administrator.	3.70	5.0% n=2	15.0% n=6	17.5% n=7	30.0% n=12	32.5% n=13	0.0% n=0



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D41: Lincoln - Certified Staff Results (n=40)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Relationships	3.77						
5. I have at least one close friend at work.	4.63	0.0% n=0	5.0% n=2	0.0% n=0	22.5% n=9	72.5% n=29	0.0% n=0
32. I have an open and trusting relationship with my supervisor/administrator.	3.55	10.0% n=4	15.0% n=6	15.0% n=6	30.0% n=12	30.0% n=12	0.0% n=0
25. My supervisor/administrator cares about me as a person.	3.78	10.0% n=4	7.5% n=3	15.0% n=6	30.0% n=12	37.5% n=15	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	3.18	10.0% n=4	22.5% n=9	20.0% n=8	30.0% n=12	15.0% n=6	2.5% n=1
51. My team has open and trusting relationships.	3.93	2.5% n=1	22.5% n=9	7.5% n=3	15.0% n=6	52.5% n=21	0.0% n=0
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.15	0.0% n=0	15.0% n=6	10.0% n=4	20.0% n=8	55.0% n=22	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	3.40	7.5% n=3	15.0% n=6	27.5% n=11	30.0% n=12	20.0% n=8	0.0% n=0
54. Quality relationships are valued across our school district.	3.85	7.5% n=3	10.0% n=4	15.0% n=6	25.0% n=10	42.5% n=17	0.0% n=0
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.50	7.5% n=3	12.5% n=5	27.5% n=11	27.5% n=11	25.0% n=10	0.0% n=0
Quality	4.30						
47. I am on a team that encourages each member to surpass expectations.	4.23	2.5% n=1	5.0% n=2	10.0% n=4	32.5% n=13	50.0% n=20	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	4.58	0.0% n=0	2.5% n=1	2.5% n=1	30.0% n=12	65.0% n=26	0.0% n=0
57. D41 is committed to quality work and excellence.	4.10	5.0% n=2	5.0% n=2	7.5% n=3	40.0% n=16	42.5% n=17	0.0% n=0



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D41: Lincoln - Certified Staff Results (n=40)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Communication	3.75						
36. I have the opportunity to communicate with my supervisor/administrator.	4.15	0.0% n=0	5.0% n=2	10.0% n=4	47.5% n=19	35.0% n=14	2.5% n=1
24. My supervisor/administrator effectively communicates his/her expectations.	3.58	5.0% n=2	20.0% n=8	17.5% n=7	27.5% n=11	30.0% n=12	0.0% n=0
26. My supervisor/administrator gives me constructive feedback about my work performance.	3.70	5.0% n=2	12.5% n=5	20.0% n=8	32.5% n=13	30.0% n=12	0.0% n=0
27. My supervisor/administrator and I have effective two-way communication.	3.65	5.0% n=2	7.5% n=3	25.0% n=10	42.5% n=17	20.0% n=8	0.0% n=0
65. I feel "in on things" that are happening at D41.	3.28	15.0% n=6	17.5% n=7	15.0% n=6	30.0% n=12	22.5% n=9	0.0% n=0
44. Our team effectively communicates with each other.	4.18	2.5% n=1	10.0% n=4	7.5% n=3	27.5% n=11	52.5% n=21	0.0% n=0
Recognition	3.74						
29. My supervisor/administrator recognizes me for a job well done.	3.53	10.0% n=4	15.0% n=6	17.5% n=7	27.5% n=11	30.0% n=12	0.0% n=0
9. I have received meaningful recognition in the past 10 days.	3.15	15.0% n=6	20.0% n=8	12.5% n=5	40.0% n=16	12.5% n=5	0.0% n=0
66. Excellence is recognized in my school district.	3.92	5.0% n=2	5.0% n=2	12.5% n=5	45.0% n=18	30.0% n=12	2.5% n=1
18. I have provided meaningful recognition to others in the past 10 days.	4.03	5.0% n=2	5.0% n=2	5.0% n=2	52.5% n=21	32.5% n=13	0.0% n=0
48. My team recognizes each other's efforts and impact.	4.10	0.0% n=0	12.5% n=5	7.5% n=3	37.5% n=15	42.5% n=17	0.0% n=0



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	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Performance Planning	4.00						
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.55	7.5% n=3	15.0% n=6	12.5% n=5	37.5% n=15	22.5% n=9	5.0% n=2
17. I have set the right goals for myself to excel in my role/position.	4.33	0.0% n=0	0.0% n=0	15.0% n=6	37.5% n=15	47.5% n=19	0.0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.23	0.0% n=0	7.5% n=3	7.5% n=3	40.0% n=16	45.0% n=18	0.0% n=0
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.23	0.0% n=0	7.5% n=3	7.5% n=3	40.0% n=16	45.0% n=18	0.0% n=0
37. My supervisor/administrator motivates me to achieve my goals.	3.65	2.5% n=1	17.5% n=7	20.0% n=8	32.5% n=13	27.5% n=11	0.0% n=0
Training & Development	3.95						
35. My supervisor/administrator supports my personal and professional development.	3.98	5.0% n=2	2.5% n=1	17.5% n=7	40.0% n=16	35.0% n=14	0.0% n=0
6. I am provided opportunities to further my growth and development.	4.33	0.0% n=0	0.0% n=0	7.5% n=3	52.5% n=21	40.0% n=16	0.0% n=0
15. I am properly trained to achieve excellence in my work.	3.90	0.0% n=0	15.0% n=6	17.5% n=7	30.0% n=12	37.5% n=15	0.0% n=0
67. D41 provides the "right" training for me to excel in my role.	3.48	12.5% n=5	15.0% n=6	12.5% n=5	32.5% n=13	27.5% n=11	0.0% n=0
30. My supervisor/administrator encourages opportunities for my growth and development.	4.05	2.5% n=1	7.5% n=3	12.5% n=5	37.5% n=15	40.0% n=16	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	4.02						
70. I would like to work at D41 long term.	4.30	0.0% n=0	2.5% n=1	17.5% n=7	27.5% n=11	52.5% n=21	0.0% n=0
58. D41 provides the experience and development for me to further my career here.	4.00	2.5% n=1	17.5% n=7	5.0% n=2	27.5% n=11	47.5% n=19	0.0% n=0
71. I am aware of the career opportunities that are available for me at D41.	3.90	2.5% n=1	7.5% n=3	20.0% n=8	35.0% n=14	32.5% n=13	2.5% n=1
59. I value the career opportunities that I have at D41.	4.23	0.0% n=0	10.0% n=4	12.5% n=5	22.5% n=9	55.0% n=22	0.0% n=0
60. I have the opportunity to express my career interests at D41.	3.68	2.5% n=1	17.5% n=7	20.0% n=8	30.0% n=12	30.0% n=12	0.0% n=0
Engage-Inspire	4.40						
2. I am fully engaged in the work that I do.	4.70	0.0% n=0	2.5% n=1	2.5% n=1	17.5% n=7	77.5% n=31	0.0% n=0
12. I am highly committed to and energized by my work.	4.40	0.0% n=0	5.0% n=2	2.5% n=1	40.0% n=16	52.5% n=21	0.0% n=0
8. I am driven to contribute to the success of D41.	4.63	0.0% n=0	0.0% n=0	2.5% n=1	32.5% n=13	65.0% n=26	0.0% n=0
53. I am committed to the success of my school district.	4.70	0.0% n=0	0.0% n=0	2.5% n=1	25.0% n=10	72.5% n=29	0.0% n=0
62. I would recommend D41 to a friend as a great place to work.	3.55	10.0% n=4	10.0% n=4	30.0% n=12	15.0% n=6	35.0% n=14	0.0% n=0



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D41: Lincoln - Certified Staff Results (n=40)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Satisfaction	3.98						
13. I am satisfied with my role/work.	3.93	0.0% n=0	7.5% n=3	25.0% n=10	35.0% n=14	32.5% n=13	0.0% n=0
46. I am satisfied being a part of my team.	4.23	5.0% n=2	5.0% n=2	10.0% n=4	22.5% n=9	57.5% n=23	0.0% n=0
73. Overall, I am very satisfied with D41 as a place to work.	4.00	0.0% n=0	10.0% n=4	17.5% n=7	35.0% n=14	37.5% n=15	0.0% n=0
20. I look forward to coming to work every day.	3.75	2.5% n=1	17.5% n=7	7.5% n=3	47.5% n=19	25.0% n=10	0.0% n=0
Mission Conscious	3.95						
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.98	2.5% n=1	2.5% n=1	17.5% n=7	50.0% n=20	27.5% n=11	0.0% n=0
74. D41 effectively aligns our day-to-day activities with the school district's mission.	4.05	0.0% n=0	2.5% n=1	22.5% n=9	42.5% n=17	32.5% n=13	0.0% n=0
22. I am aware and knowledgeable about our school district's mission.	4.35	0.0% n=0	0.0% n=0	5.0% n=2	55.0% n=22	40.0% n=16	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	3.41	7.5% n=3	7.5% n=3	35.0% n=14	32.5% n=13	15.0% n=6	2.5% n=1
Pride	4.15						
4. I feel great pride in the work I do.	4.53	0.0% n=0	2.5% n=1	5.0% n=2	30.0% n=12	62.5% n=25	0.0% n=0
14. I feel great pride in being a part of D41.	3.88	7.5% n=3	5.0% n=2	10.0% n=4	47.5% n=19	30.0% n=12	0.0% n=0
45. I feel great pride in the team of which I am a part.	4.38	2.5% n=1	2.5% n=1	12.5% n=5	20.0% n=8	62.5% n=25	0.0% n=0
64. I speak of D41 with pride.	3.83	7.5% n=3	0.0% n=0	25.0% n=10	37.5% n=15	30.0% n=12	0.0% n=0



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D41: Lincoln - Certified Staff Results (n=40)

	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.39						
52. My team strives to pursue excellence.	4.50	0.0% n=0	5.0% n=2	2.5% n=1	30.0% n=12	62.5% n=25	0.0% n=0
21. I strive to find a better way every day.	4.48	0.0% n=0	2.5% n=1	5.0% n=2	35.0% n=14	57.5% n=23	0.0% n=0
55. I am part of a school district that continues to pursue excellence every day.	4.20	5.0% n=2	5.0% n=2	0.0% n=0	45.0% n=18	45.0% n=18	0.0% n=0
Innovation	4.48						
69. D41 encourages innovation.	4.23	2.5% n=1	5.0% n=2	7.5% n=3	35.0% n=14	47.5% n=19	2.5% n=1
16. I am continuously seeking ways to improve my overall productivity.	4.70	0.0% n=0	0.0% n=0	2.5% n=1	25.0% n=10	72.5% n=29	0.0% n=0
42. Our team encourages innovation.	4.50	0.0% n=0	5.0% n=2	0.0% n=0	35.0% n=14	60.0% n=24	0.0% n=0



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D41: Lincoln - Certified Staff Results (n=40)

Rank Ordered Questions According to Mean

Mean

Dimension/Mean

2.	I am fully engaged in the work that I do.	4.70	Engage-Inspire 4.40
53.	I am committed to the success of my school district.	4.70	Engage-Inspire 4.40
16.	I am continuously seeking ways to improve my overall productivity.	4.70	Innovation 4.48
5.	I have at least one close friend at work.	4.63	Relationships 3.77
8.	I am driven to contribute to the success of D41.	4.63	Engage-Inspire 4.40
43.	My associates demonstrate a commitment to quality work and excellence.	4.58	Quality 4.30
4.	I feel great pride in the work I do.	4.53	Pride 4.15
52.	My team strives to pursue excellence.	4.50	Continuous Improvement 4.39
42.	Our team encourages innovation.	4.50	Innovation 4.48
21.	I strive to find a better way every day.	4.48	Continuous Improvement 4.39
12.	I am highly committed to and energized by my work.	4.40	Engage-Inspire 4.40
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.38	Talent/Fit 3.92
45.	I feel great pride in the team of which I am a part.	4.38	Pride 4.15
22.	I am aware and knowledgeable about our school district's mission.	4.35	Mission Conscious 3.95



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D41: Lincoln - Certified Staff Results (n=40)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
17.	I have set the right goals for myself to excel in my role/position.	4.33	Performance Planning 4.00
6.	I am provided opportunities to further my growth and development.	4.33	Training & Development 3.95
70.	I would like to work at D41 long term.	4.30	Career Development 4.02
69.	D41 encourages innovation.	4.23	Innovation 4.48
46.	I am satisfied being a part of my team.	4.23	Satisfaction 3.98
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.23	Performance Planning 4.00
49.	Our team effectively sets goals to further enhance our performance.	4.23	Performance Planning 4.00
59.	I value the career opportunities that I have at D41.	4.23	Career Development 4.02
47.	I am on a team that encourages each member to surpass expectations.	4.23	Quality 4.30
55.	I am part of a school district that continues to pursue excellence every day.	4.20	Continuous Improvement 4.39
44.	Our team effectively communicates with each other.	4.18	Communication 3.75
36.	I have the opportunity to communicate with my supervisor/administrator.	4.15	Communication 3.75
33.	My supervisor/administrator is available for me when needs arise.	4.15	Support-Equip 3.56
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.15	Relationships 3.77
11.	I am in a role that allows me to maximize my talents and strengths.	4.13	Talent/Fit 3.92



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D41: Lincoln - Certified Staff Results (n=40)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
57.	D41 is committed to quality work and excellence.	4.10	Quality 4.30
48.	My team recognizes each other's efforts and impact.	4.10	Recognition 3.74
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	4.05	Mission Conscious 3.95
30.	My supervisor/administrator encourages opportunities for my growth and development.	4.05	Training & Development 3.95
72.	Our school district selects highly talented individuals when hiring.	4.03	Talent/Fit 3.92
18.	I have provided meaningful recognition to others in the past 10 days.	4.03	Recognition 3.74
73.	Overall, I am very satisfied with D41 as a place to work.	4.00	Satisfaction 3.98
58.	D41 provides the experience and development for me to further my career here.	4.00	Career Development 4.02
35.	My supervisor/administrator supports my personal and professional development.	3.98	Training & Development 3.95
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.98	Mission Conscious 3.95
56.	I feel D41 is a great fit for me.	3.95	Talent/Fit 3.92
13.	I am satisfied with my role/work.	3.93	Satisfaction 3.98
51.	My team has open and trusting relationships.	3.93	Relationships 3.77
66.	Excellence is recognized in my school district.	3.92	Recognition 3.74
15.	I am properly trained to achieve excellence in my work.	3.90	Training & Development 3.95



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
71.	I am aware of the career opportunities that are available for me at D41.	3.90	Career Development 4.02
14.	I feel great pride in being a part of D41.	3.88	Pride 4.15
54.	Quality relationships are valued across our school district.	3.85	Relationships 3.77
64.	I speak of D41 with pride.	3.83	Pride 4.15
25.	My supervisor/administrator cares about me as a person.	3.78	Relationships 3.77
20.	I look forward to coming to work every day.	3.75	Satisfaction 3.98
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.74	Talent/Fit 3.92
34.	My supervisor/administrator is actively responsive to my needs.	3.73	Support-Equip 3.56
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.70	Communication 3.75
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.70	Support-Equip 3.56
63.	D41 selects the right people for the right job.	3.70	Talent/Fit 3.92
60.	I have the opportunity to express my career interests at D41.	3.68	Career Development 4.02
27.	My supervisor/administrator and I have effective two-way communication.	3.65	Communication 3.75
37.	My supervisor/administrator motivates me to achieve my goals.	3.65	Performance Planning 4.00
24.	My supervisor/administrator effectively communicates his/her expectations.	3.58	Communication 3.75



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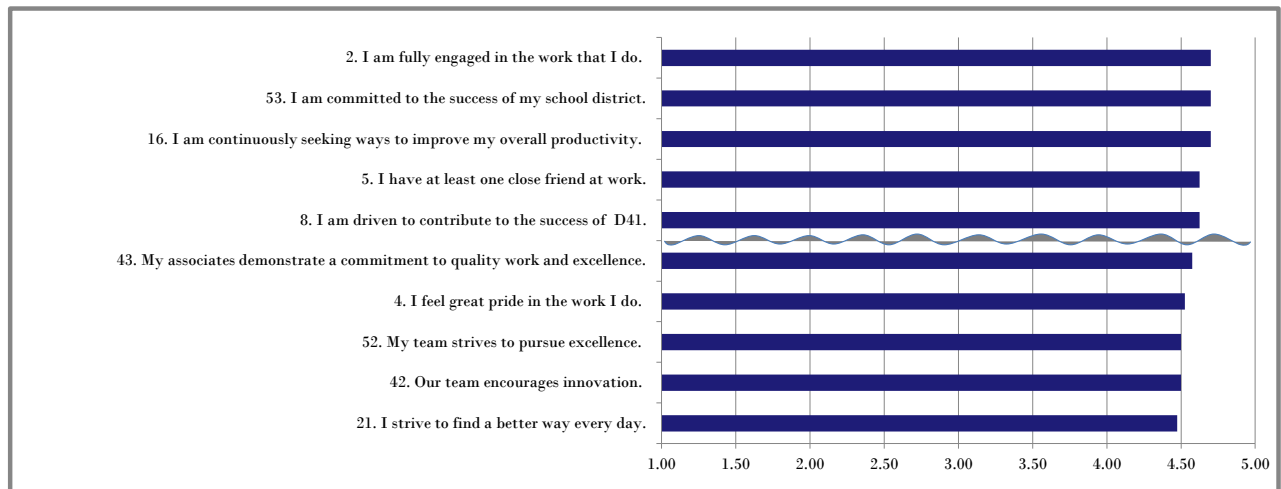
D41: Lincoln - Certified Staff Results (n=40)

	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.55	Performance Planning 4.00
32.	I have an open and trusting relationship with my supervisor/administrator.	3.55	Relationships 3.77
62.	I would recommend D41 to a friend as a great place to work.	3.55	Engage-Inspire 4.40
29.	My supervisor/administrator recognizes me for a job well done.	3.53	Recognition 3.74
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.50	Relationships 3.77
7.	I have encouraged someone to apply at D41.	3.50	Talent/Fit 3.92
67.	D41 provides the "right" training for me to excel in my role.	3.48	Training & Development 3.95
68.	Business decisions made are consistent with our mission and core values.	3.41	Mission Conscious 3.95
61.	D41 has a genuine concern and interest about me as a person.	3.40	Relationships 3.77
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.33	Support-Equip 3.56
3.	I am provided the core needs necessary for me to excel in my role.	3.28	Support-Equip 3.56
65.	I feel "in on things" that are happening at D41.	3.28	Communication 3.75
31.	I am provided personal coaching from my supervisor/administrator.	3.18	Relationships 3.77
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.18	Support-Equip 3.56
9.	I have received meaningful recognition in the past 10 days.	3.15	Recognition 3.74



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D41: Lincoln - Certified Staff Results (n=40)

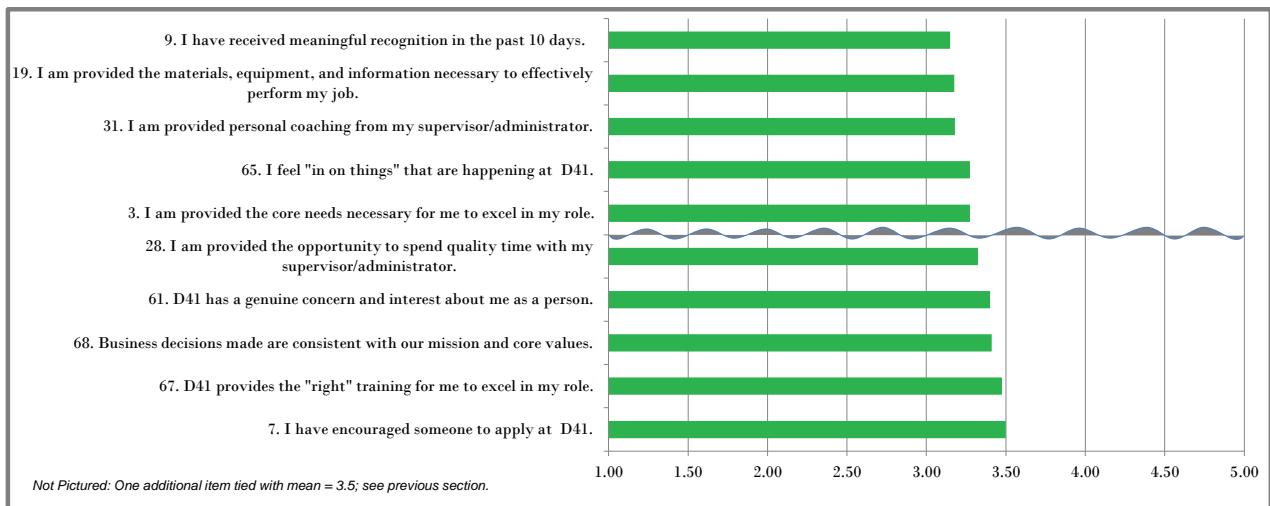
Top 10 Rank Ordered By Mean	Dimension	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
			(1)	(2)	(3)	(4)	(5)	
2. I am fully engaged in the work that I do.	Engage-Inspire	4.70	0.0% n=0	2.5% n=1	2.5% n=1	17.5% n=7	77.5% n=31	0.0% n=0
53. I am committed to the success of my school district.	Engage-Inspire	4.70	0.0% n=0	0.0% n=0	2.5% n=1	25.0% n=10	72.5% n=29	0.0% n=0
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.70	0.0% n=0	0.0% n=0	2.5% n=1	25.0% n=10	72.5% n=29	0.0% n=0
5. I have at least one close friend at work.	Relationships	4.63	0.0% n=0	5.0% n=2	0.0% n=0	22.5% n=9	72.5% n=29	0.0% n=0
8. I am driven to contribute to the success of D41.	Engage-Inspire	4.63	0.0% n=0	0.0% n=0	2.5% n=1	32.5% n=13	65.0% n=26	0.0% n=0
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.58	0.0% n=0	2.5% n=1	2.5% n=1	30.0% n=12	65.0% n=26	0.0% n=0
4. I feel great pride in the work I do.	Pride	4.53	0.0% n=0	2.5% n=1	5.0% n=2	30.0% n=12	62.5% n=25	0.0% n=0
52. My team strives to pursue excellence.	Continuous Improvement	4.50	0.0% n=0	5.0% n=2	2.5% n=1	30.0% n=12	62.5% n=25	0.0% n=0
42. Our team encourages innovation.	Innovation	4.50	0.0% n=0	5.0% n=2	0.0% n=0	35.0% n=14	60.0% n=24	0.0% n=0
21. I strive to find a better way every day.	Continuous Improvement	4.48	0.0% n=0	2.5% n=1	5.0% n=2	35.0% n=14	57.5% n=23	0.0% n=0





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Statement	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	3.15	15.0% n=6	20.0% n=8	12.5% n=5	40.0% n=16	12.5% n=5	0.0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.18	2.5% n=1	37.5% n=15	17.5% n=7	25.0% n=10	17.5% n=7	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.18	10.0% n=4	22.5% n=9	20.0% n=8	30.0% n=12	15.0% n=6	2.5% n=1
65. I feel "in on things" that are happening at D41.	Communication	3.28	15.0% n=6	17.5% n=7	15.0% n=6	30.0% n=12	22.5% n=9	0.0% n=0
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.28	0.0% n=0	40.0% n=16	7.5% n=3	37.5% n=15	15.0% n=6	0.0% n=0
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.33	12.5% n=5	15.0% n=6	20.0% n=8	32.5% n=13	20.0% n=8	0.0% n=0
61. D41 has a genuine concern and interest about me as a person.	Relationships	3.40	7.5% n=3	15.0% n=6	27.5% n=11	30.0% n=12	20.0% n=8	0.0% n=0
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.41	7.5% n=3	7.5% n=3	35.0% n=14	32.5% n=13	15.0% n=6	2.5% n=1
67. D41 provides the "right" training for me to excel in my role.	Training & Development	3.48	12.5% n=5	15.0% n=6	12.5% n=5	32.5% n=13	27.5% n=11	0.0% n=0
7. I have encouraged someone to apply at D41.	Talent/Fit	3.50	12.5% n=5	10.0% n=4	17.5% n=7	20.0% n=8	30.0% n=12	10.0% n=4

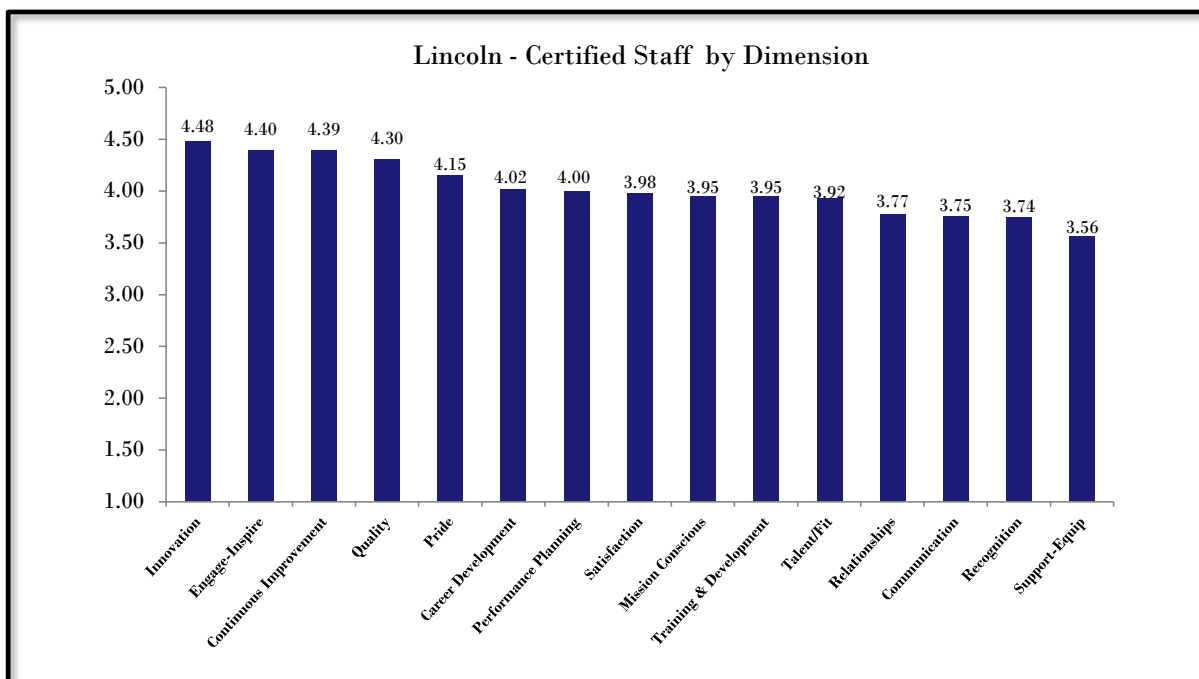




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<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Innovation	4.48
Engage-Inspire	4.40
Continuous Improvement	4.39
Quality	4.30
Pride	4.15
Career Development	4.02
Performance Planning	4.00
Satisfaction	3.98
Mission Conscious	3.95
Training & Development	3.95
Talent/Fit	3.92
Relationships	3.77
Communication	3.75
Recognition	3.74
Support-Equip	3.56





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