



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

for Glen Ellyn District 41:  
Lincoln - All



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*Consulting | Training | Coaching | Research | Assessment | Impact<sup>e</sup>X Technology*



October 2017  
Glen Ellyn District 41: Lincoln - All Results (n=45)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Talent/Fit</b>	<b>4.20</b>	<b>4.07</b>							
11. I am in a role that allows me to maximize my talents and strengths.	4.44	4.30	2.2% n=1	2.2% n=1	6.7% n=3	26.7% n=12	62.2% n=28	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.64	4.42	0.0% n=0	2.2% n=1	0.0% n=0	28.9% n=13	68.9% n=31	0.0% n=0	↑
7. I have encouraged someone to apply at Glen Ellyn District 41.	3.68	3.74	8.9% n=4	6.7% n=3	15.6% n=7	31.1% n=14	26.7% n=12	11.1% n=5	↓
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.18	4.00	2.2% n=1	0.0% n=0	22.2% n=10	26.7% n=12	46.7% n=21	2.2% n=1	↑
56. I feel Glen Ellyn District 41 is a great fit for me.	4.18	4.18	2.2% n=1	6.7% n=3	11.1% n=5	31.1% n=14	48.9% n=22	0.0% n=0	=
72. Our school district selects highly talented individuals when hiring.	4.23	4.15	2.2% n=1	2.2% n=1	8.9% n=4	42.2% n=19	42.2% n=19	2.2% n=1	↑
63. Glen Ellyn District 41 selects the right people for the right job.	4.02	3.67	4.4% n=2	0.0% n=0	15.6% n=7	48.9% n=22	31.1% n=14	0.0% n=0	↑
<b>Support-Equip</b>	<b>4.12</b>	<b>3.92</b>							
3. I am provided the core needs necessary for me to excel in my role.	4.00	3.73	0.0% n=0	6.7% n=3	20.0% n=9	40.0% n=18	33.3% n=15	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.89	3.61	6.7% n=3	8.9% n=4	8.9% n=4	40.0% n=18	35.6% n=16	0.0% n=0	↑
34. My supervisor/administrator is actively responsive to my needs.	4.29	3.97	0.0% n=0	8.9% n=4	6.7% n=3	31.1% n=14	53.3% n=24	0.0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	4.00	3.82	2.2% n=1	13.3% n=6	17.8% n=8	15.6% n=7	51.1% n=23	0.0% n=0	↑
33. My supervisor/administrator is available for me when needs arise.	4.36	4.31	0.0% n=0	8.9% n=4	8.9% n=4	20.0% n=9	62.2% n=28	0.0% n=0	↑
23. I have a supportive coaching relationship with my supervisor/administrator.	4.18	4.09	2.2% n=1	4.4% n=2	13.3% n=6	33.3% n=15	46.7% n=21	0.0% n=0	↑



October 2017  
Glen Ellyn District 41: Lincoln - All Results (n=45)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Relationships</b>									
5. I have at least one close friend at work.	4.44	4.55	2.2% n=1	0.0% n=0	6.7% n=3	33.3% n=15	57.8% n=26	0.0% n=0	↓
32. I have an open and trusting relationship with my supervisor/administrator.	4.09	3.81	4.4% n=2	6.7% n=3	13.3% n=6	26.7% n=12	48.9% n=22	0.0% n=0	↑
25. My supervisor/administrator cares about me as a person.	4.27	4.09	4.4% n=2	0.0% n=0	17.8% n=8	20.0% n=9	57.8% n=26	0.0% n=0	↑
31. I am provided personal coaching from my supervisor/administrator.	3.64	3.52	0.0% n=0	22.2% n=10	15.6% n=7	28.9% n=13	26.7% n=12	6.7% n=3	↑
51. My team has open and trusting relationships.	4.36	4.33	0.0% n=0	4.4% n=2	8.9% n=4	33.3% n=15	53.3% n=24	0.0% n=0	↑
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.49	4.42	0.0% n=0	0.0% n=0	13.3% n=6	24.4% n=11	62.2% n=28	0.0% n=0	↑
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.36	3.55	15.6% n=7	11.1% n=5	20.0% n=9	28.9% n=13	24.4% n=11	0.0% n=0	↓
54. Quality relationships are valued across our school district.	3.84	3.85	4.4% n=2	8.9% n=4	17.8% n=8	35.6% n=16	33.3% n=15	0.0% n=0	↓
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.93	3.84	0.0% n=0	8.9% n=4	28.9% n=13	20.0% n=9	40.0% n=18	2.2% n=1	↑
<b>Quality</b>									
47. I am on a team that encourages each member to surpass expectations.	4.51	4.41	0.0% n=0	0.0% n=0	15.6% n=7	17.8% n=8	66.7% n=30	0.0% n=0	↑
43. My associates demonstrate a commitment to quality work and excellence.	4.78	4.70	0.0% n=0	0.0% n=0	4.4% n=2	13.3% n=6	82.2% n=37	0.0% n=0	↑
57. Glen Ellyn District 41 is committed to quality work and excellence.	4.33	4.33	4.4% n=2	4.4% n=2	2.2% n=1	31.1% n=14	57.8% n=26	0.0% n=0	=

October 2017  
Glen Ellyn District 41: Lincoln - All Results (n=45)

	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.	4.47	4.34	0.0% n=0	4.4% n=2	6.7% n=3	26.7% n=12	62.2% n=28	0.0% n=0	↑
24. My supervisor/administrator effectively communicates his/her expectations.	4.02	3.88	0.0% n=0	13.3% n=6	11.1% n=5	35.6% n=16	40.0% n=18	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.30	4.06	0.0% n=0	2.2% n=1	13.3% n=6	33.3% n=15	46.7% n=21	4.4% n=2	↑
27. My supervisor/administrator and I have effective two-way communication.	4.22	4.03	0.0% n=0	11.1% n=5	8.9% n=4	26.7% n=12	53.3% n=24	0.0% n=0	↑
65. I feel "in on things" that are happening at Glen Ellyn District 41.	3.58	3.33	6.7% n=3	13.3% n=6	20.0% n=9	35.6% n=16	24.4% n=11	0.0% n=0	↑
44. Our team effectively communicates with each other.	4.47	4.42	0.0% n=0	6.7% n=3	0.0% n=0	33.3% n=15	60.0% n=27	0.0% n=0	↑
<b>Recognition</b>									
29. My supervisor/administrator recognizes me for a job well done.	4.16	3.82	4.4% n=2	4.4% n=2	15.6% n=7	20.0% n=9	53.3% n=24	2.2% n=1	↑
9. I have received meaningful recognition in the past 10 days.	3.60	3.67	11.1% n=5	17.8% n=8	6.7% n=3	28.9% n=13	35.6% n=16	0.0% n=0	↓
66. Excellence is recognized in my school district.	3.98	3.97	0.0% n=0	8.9% n=4	15.6% n=7	44.4% n=20	31.1% n=14	0.0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.38	4.38	0.0% n=0	2.2% n=1	6.7% n=3	42.2% n=19	48.9% n=22	0.0% n=0	=
48. My team recognizes each other's efforts and impact.	4.49	4.34	2.2% n=1	2.2% n=1	2.2% n=1	31.1% n=14	62.2% n=28	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>Performance Planning</b>									
40. In the past three months, my supervisor/administrator has discussed my successes and progress with me.	4.12	3.76	4.4% n=2	8.9% n=4	4.4% n=2	31.1% n=14	46.7% n=21	4.4% n=2	↑
17. I have set the right goals for myself to excel in my role/position.	4.58	4.55	0.0% n=0	0.0% n=0	0.0% n=0	42.2% n=19	57.8% n=26	0.0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.36	4.41	0.0% n=0	0.0% n=0	15.6% n=7	33.3% n=15	51.1% n=23	0.0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.36	4.42	0.0% n=0	2.2% n=1	13.3% n=6	31.1% n=14	53.3% n=24	0.0% n=0	↓
37. My supervisor/administrator motivates me to achieve my goals.	4.11	3.81	2.2% n=1	6.7% n=3	17.8% n=8	24.4% n=11	48.9% n=22	0.0% n=0	↑
<b>Training &amp; Development</b>									
35. My supervisor/administrator supports my personal and professional development.	4.29	4.09	0.0% n=0	2.2% n=1	17.8% n=8	28.9% n=13	51.1% n=23	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	4.00	4.24	2.2% n=1	11.1% n=5	8.9% n=4	40.0% n=18	37.8% n=17	0.0% n=0	↓
15. I am properly trained to achieve excellence in my work.	4.16	3.82	4.4% n=2	8.9% n=4	4.4% n=2	31.1% n=14	51.1% n=23	0.0% n=0	↑
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.49	3.28	8.9% n=4	11.1% n=5	22.2% n=10	37.8% n=17	20.0% n=9	0.0% n=0	↑
30. My supervisor/administrator encourages opportunities for my growth and development.	4.24	4.12	0.0% n=0	4.4% n=2	13.3% n=6	35.6% n=16	46.7% n=21	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 District 41 long term.	4.31	4.24	2.2% n=1	0.0% n=0	15.6% n=7	28.9% n=13	53.3% n=24	0.0% n=0	↑
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	3.89	3.81	4.4% n=2	8.9% n=4	15.6% n=7	33.3% n=15	35.6% n=16	2.2% n=1	↑
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	3.98	4.22	2.2% n=1	6.7% n=3	17.8% n=8	37.8% n=17	35.6% n=16	0.0% n=0	↓
59. I value the career opportunities that I have at Glen Ellyn District 41.	4.16	4.16	0.0% n=0	6.7% n=3	13.3% n=6	37.8% n=17	42.2% n=19	0.0% n=0	=
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	3.84	3.81	2.2% n=1	6.7% n=3	20.0% n=9	44.4% n=20	24.4% n=11	2.2% n=1	↑
<b>Engage-Inspire</b>									
2. I am fully engaged in the work that I do.	4.87	4.73	0.0% n=0	0.0% n=0	0.0% n=0	13.3% n=6	86.7% n=39	0.0% n=0	↑
12. I am highly committed to and energized by my work.	4.71	4.64	0.0% n=0	0.0% n=0	0.0% n=0	28.9% n=13	71.1% n=32	0.0% n=0	↑
8. I am driven to contribute to the success of Glen Ellyn District 41.	4.73	4.76	0.0% n=0	0.0% n=0	0.0% n=0	26.7% n=12	73.3% n=33	0.0% n=0	↓
53. I am committed to the success of my school district.	4.71	4.67	0.0% n=0	0.0% n=0	2.2% n=1	24.4% n=11	73.3% n=33	0.0% n=0	↑
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.84	3.79	4.4% n=2	6.7% n=3	22.2% n=10	33.3% n=15	33.3% n=15	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>									
	<b>4.33</b>	<b>4.20</b>							
13. I am satisfied with my role/work.	4.38	4.33	0.0% n=0	2.2% n=1	6.7% n=3	42.2% n=19	48.9% n=22	0.0% n=0	↑
46. I am satisfied being a part of my team.	4.60	4.45	0.0% n=0	0.0% n=0	6.7% n=3	26.7% n=12	66.7% n=30	0.0% n=0	↑
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.02	4.00	4.4% n=2	4.4% n=2	17.8% n=8	31.1% n=14	42.2% n=19	0.0% n=0	↑
20. I look forward to coming to work every day.	4.33	4.03	0.0% n=0	4.4% n=2	4.4% n=2	44.4% n=20	46.7% n=21	0.0% n=0	↑
<b>Mission Conscious</b>									
	<b>3.97</b>	<b>4.02</b>							
41. My supervisor/administrator effectively communicates our school district's mission to me.	4.27	4.13	0.0% n=0	2.2% n=1	11.1% n=5	44.4% n=20	42.2% n=19	0.0% n=0	↑
74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	3.98	4.06	4.4% n=2	4.4% n=2	15.6% n=7	40.0% n=18	35.6% n=16	0.0% n=0	↓
22. I am aware and knowledgeable about our school district's mission.	4.49	4.42	0.0% n=0	0.0% n=0	0.0% n=0	51.1% n=23	48.9% n=22	0.0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.11	3.44	13.3% n=6	11.1% n=5	40.0% n=18	17.8% n=8	15.6% n=7	2.2% n=1	↓
<b>Pride</b>									
	<b>4.44</b>	<b>4.33</b>							
4. I feel great pride in the work I do.	4.84	4.61	0.0% n=0	0.0% n=0	2.2% n=1	11.1% n=5	86.7% n=39	0.0% n=0	↑
14. I feel great pride in being a part of Glen Ellyn District 41.	4.20	4.18	4.4% n=2	4.4% n=2	11.1% n=5	26.7% n=12	53.3% n=24	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.64	4.52	0.0% n=0	2.2% n=1	4.4% n=2	20.0% n=9	73.3% n=33	0.0% n=0	↑
64. I speak of Glen Ellyn District 41 with pride.	4.09	4.03	0.0% n=0	8.9% n=4	20.0% n=9	24.4% n=11	46.7% n=21	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>									
52. My team strives to pursue excellence.	4.69	4.61	0.0% n=0	0.0% n=0	4.4% n=2	22.2% n=10	73.3% n=33	0.0% n=0	↑
21. I strive to find a better way every day.	4.60	4.48	2.2% n=1	0.0% n=0	0.0% n=0	31.1% n=14	66.7% n=30	0.0% n=0	↑
55. I am part of a school district that continues to pursue excellence every day.	4.24	4.30	2.2% n=1	6.7% n=3	4.4% n=2	37.8% n=17	48.9% n=22	0.0% n=0	↓
<b>Innovation</b>									
69. Glen Ellyn District 41 encourages innovation.	3.82	4.25	4.4% n=2	11.1% n=5	15.6% n=7	35.6% n=16	33.3% n=15	0.0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.75	4.84	0.0% n=0	0.0% n=0	0.0% n=0	24.4% n=11	73.3% n=33	2.2% n=1	↓
42. Our team encourages innovation.	4.47	4.34	0.0% n=0	4.4% n=2	2.2% n=1	35.6% n=16	57.8% n=26	0.0% n=0	↑



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

2.	I am fully engaged in the work that I do.	<b>4.87</b>	Engage-Inspire 4.57
4.	I feel great pride in the work I do.	<b>4.84</b>	Pride 4.44
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.78</b>	Quality 4.54
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.75</b>	Innovation 4.34
8.	I am driven to contribute to the success of Glen Ellyn District 41.	<b>4.73</b>	Engage-Inspire 4.57
53.	I am committed to the success of my school district.	<b>4.71</b>	Engage-Inspire 4.57
12.	I am highly committed to and energized by my work.	<b>4.71</b>	Engage-Inspire 4.57
52.	My team strives to pursue excellence.	<b>4.69</b>	Continuous Improvement 4.51
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.64</b>	Talent/Fit 4.20
45.	I feel great pride in the team of which I am a part.	<b>4.64</b>	Pride 4.44
21.	I strive to find a better way every day.	<b>4.60</b>	Continuous Improvement 4.51
46.	I am satisfied being a part of my team.	<b>4.60</b>	Satisfaction 4.33
17.	I have set the right goals for myself to excel in my role/position.	<b>4.58</b>	Performance Planning 4.30
47.	I am on a team that encourages each member to surpass expectations.	<b>4.51</b>	Quality 4.54



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<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
22.	I am aware and knowledgeable about our school district's mission.	<b>4.49</b>	Mission Conscious 3.97
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.49</b>	Relationships 4.05
48.	My team recognizes each other's efforts and impact.	<b>4.49</b>	Recognition 4.12
36.	I have the opportunity to communicate with my supervisor/administrator.	<b>4.47</b>	Communication 4.18
44.	Our team effectively communicates with each other.	<b>4.47</b>	Communication 4.18
42.	Our team encourages innovation.	<b>4.47</b>	Innovation 4.34
5.	I have at least one close friend at work.	<b>4.44</b>	Relationships 4.05
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.44</b>	Talent/Fit 4.20
13.	I am satisfied with my role/work.	<b>4.38</b>	Satisfaction 4.33
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.38</b>	Recognition 4.12
33.	My supervisor/administrator is available for me when needs arise.	<b>4.36</b>	Support-Equip 4.12
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>4.36</b>	Performance Planning 4.30
51.	My team has open and trusting relationships.	<b>4.36</b>	Relationships 4.05
49.	Our team effectively sets goals to further enhance our performance.	<b>4.36</b>	Performance Planning 4.30
20.	I look forward to coming to work every day.	<b>4.33</b>	Satisfaction 4.33



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	<u>Rank Ordered Questions According to Mean</u>	<u>Mean</u>	<u>Dimension/Mean</u>
57.	Glen Ellyn District 41 is committed to quality work and excellence.	<b>4.33</b>	Quality 4.54
70.	I would like to work at Glen Ellyn District 41 long term.	<b>4.31</b>	Career Development 4.04
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.30</b>	Communication 4.18
35.	My supervisor/administrator supports my personal and professional development.	<b>4.29</b>	Training & Development 4.04
34.	My supervisor/administrator is actively responsive to my needs.	<b>4.29</b>	Support-Equip 4.12
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>4.27</b>	Mission Conscious 3.97
25.	My supervisor/administrator cares about me as a person.	<b>4.27</b>	Relationships 4.05
55.	I am part of a school district that continues to pursue excellence every day.	<b>4.24</b>	Continuous Improvement 4.51
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>4.24</b>	Training & Development 4.04
72.	Our school district selects highly talented individuals when hiring.	<b>4.23</b>	Talent/Fit 4.20
27.	My supervisor/administrator and I have effective two-way communication.	<b>4.22</b>	Communication 4.18
14.	I feel great pride in being a part of Glen Ellyn District 41.	<b>4.20</b>	Pride 4.44
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.18</b>	Talent/Fit 4.20
56.	I feel Glen Ellyn District 41 is a great fit for me.	<b>4.18</b>	Talent/Fit 4.20
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>4.18</b>	Support-Equip 4.12



October 2017

Glen Ellyn District 41: Lincoln - All Results (n=45)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
29.	My supervisor/administrator recognizes me for a job well done.	<b>4.16</b>	Recognition 4.12
15.	I am properly trained to achieve excellence in my work.	<b>4.16</b>	Training & Development 4.04
59.	I value the career opportunities that I have at Glen Ellyn District 41.	<b>4.16</b>	Career Development 4.04
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>4.12</b>	Performance Planning 4.30
37.	My supervisor/administrator motivates me to achieve my goals.	<b>4.11</b>	Performance Planning 4.30
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>4.09</b>	Relationships 4.05
64.	I speak of Glen Ellyn District 41 with pride.	<b>4.09</b>	Pride 4.44
73.	Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	<b>4.02</b>	Satisfaction 4.33
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>4.02</b>	Communication 4.18
63.	Glen Ellyn District 41 selects the right people for the right job.	<b>4.02</b>	Talent/Fit 4.20
6.	I am provided opportunities to further my growth and development.	<b>4.00</b>	Training & Development 4.04
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>4.00</b>	Support-Equip 4.12
3.	I am provided the core needs necessary for me to excel in my role.	<b>4.00</b>	Support-Equip 4.12
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	<b>3.98</b>	Career Development 4.04
74.	Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	<b>3.98</b>	Mission Conscious 3.97



October 2017

Glen Ellyn District 41: Lincoln - All Results (n=45)

<u>Rank Ordered Questions According to Mean</u>		<u>Mean</u>	<u>Dimension/Mean</u>
66.	Excellence is recognized in my school district.	<b>3.98</b>	Recognition 4.12
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.93</b>	Relationships 4.05
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.89</b>	Support-Equip 4.12
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	<b>3.89</b>	Career Development 4.04
54.	Quality relationships are valued across our school district.	<b>3.84</b>	Relationships 4.05
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	<b>3.84</b>	Engage-Inspire 4.57
60.	I have the opportunity to express my career interests at Glen Ellyn District 41.	<b>3.84</b>	Career Development 4.04
69.	Glen Ellyn District 41 encourages innovation.	<b>3.82</b>	Innovation 4.34
7.	I have encouraged someone to apply at Glen Ellyn District 41.	<b>3.68</b>	Talent/Fit 4.20
31.	I am provided personal coaching from my supervisor/administrator.	<b>3.64</b>	Relationships 4.05
9.	I have received meaningful recognition in the past 10 days.	<b>3.60</b>	Recognition 4.12
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	<b>3.58</b>	Communication 4.18
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	<b>3.49</b>	Training & Development 4.04
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	<b>3.36</b>	Relationships 4.05
68.	Business decisions made are consistent with our mission and core values.	<b>3.11</b>	Mission Conscious 3.97



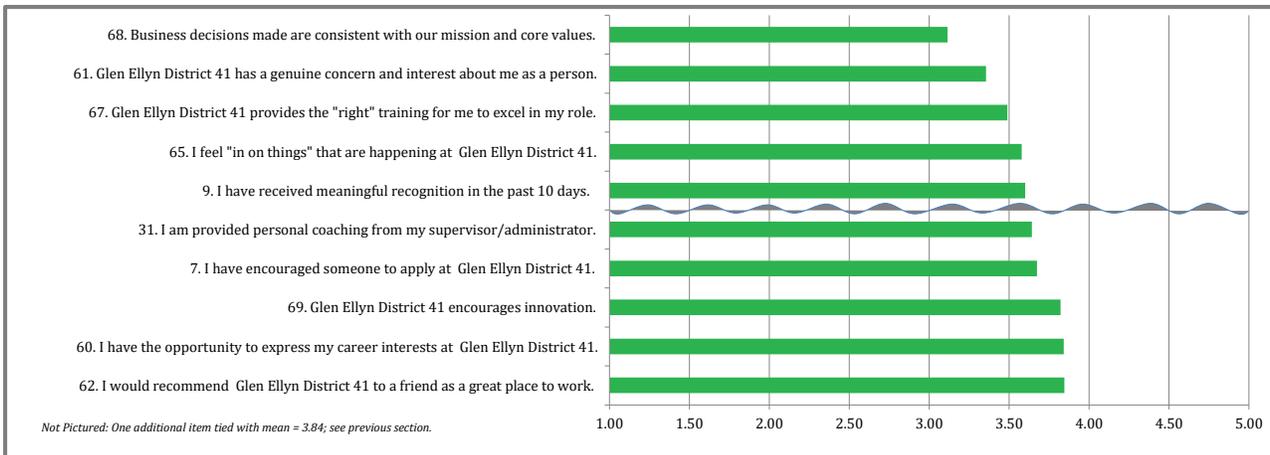
October 2017  
Glen Ellyn District 41: Lincoln - All Results (n=45)

Top 10 Rank Ordered By Mean	Dimension	Current Mean	Previous Mean	Response Distribution					N/A	(+/-) Change
				Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)		
2. I am fully engaged in the work that I do.	Engage-Inspire	4.87	4.73	0.0% n=0	0.0% n=0	0.0% n=0	13.3% n=6	86.7% n=39	0.0% n=0	↑
4. I feel great pride in the work I do.	Pride	4.84	4.61	0.0% n=0	0.0% n=0	2.2% n=1	11.1% n=5	86.7% n=39	0.0% n=0	↑
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.78	4.70	0.0% n=0	0.0% n=0	4.4% n=2	13.3% n=6	82.2% n=37	0.0% n=0	↑
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.75	4.84	0.0% n=0	0.0% n=0	0.0% n=0	24.4% n=11	73.3% n=33	2.2% n=1	↓
8. I am driven to contribute to the success of Glen Ellyn District 41.	Engage-Inspire	4.73	4.76	0.0% n=0	0.0% n=0	0.0% n=0	26.7% n=12	73.3% n=33	0.0% n=0	↓
<hr/>										
53. I am committed to the success of my school district.	Engage-Inspire	4.71	4.67	0.0% n=0	0.0% n=0	2.2% n=1	24.4% n=11	73.3% n=33	0.0% n=0	↑
12. I am highly committed to and energized by my work.	Engage-Inspire	4.71	4.64	0.0% n=0	0.0% n=0	0.0% n=0	28.9% n=13	71.1% n=32	0.0% n=0	↑
52. My team strives to pursue excellence.	Continuous Improvement	4.69	4.61	0.0% n=0	0.0% n=0	4.4% n=2	22.2% n=10	73.3% n=33	0.0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.64	4.42	0.0% n=0	2.2% n=1	0.0% n=0	28.9% n=13	68.9% n=31	0.0% n=0	↑
45. I feel great pride in the team of which I am a part.	Pride	4.64	4.52	0.0% n=0	2.2% n=1	4.4% n=2	20.0% n=9	73.3% n=33	0.0% n=0	↑



October 2017  
Glen Ellyn District 41: Lincoln - All Results (n=45)

<b>Bottom 10 Rank Ordered By Mean</b>		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.11	3.44	13.3% n=6	11.1% n=5	40.0% n=18	17.8% n=8	15.6% n=7	2.2% n=1	↓	
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	Relationships	3.36	3.55	15.6% n=7	11.1% n=5	20.0% n=9	28.9% n=13	24.4% n=11	0.0% n=0	↓	
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.49	3.28	8.9% n=4	11.1% n=5	22.2% n=10	37.8% n=17	20.0% n=9	0.0% n=0	↑	
65. I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.58	3.33	6.7% n=3	13.3% n=6	20.0% n=9	35.6% n=16	24.4% n=11	0.0% n=0	↑	
9. I have received meaningful recognition in the past 10 days.	Recognition	3.60	3.67	11.1% n=5	17.8% n=8	6.7% n=3	28.9% n=13	35.6% n=16	0.0% n=0	↓	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.64	3.52	0.0% n=0	22.2% n=10	15.6% n=7	28.9% n=13	26.7% n=12	6.7% n=3	↑	
7. I have encouraged someone to apply at Glen Ellyn District 41.	Talent/Fit	3.68	3.74	8.9% n=4	6.7% n=3	15.6% n=7	31.1% n=14	26.7% n=12	11.1% n=5	↓	
69. Glen Ellyn District 41 encourages innovation.	Innovation	3.82	4.25	4.4% n=2	11.1% n=5	15.6% n=7	35.6% n=16	33.3% n=15	0.0% n=0	↓	
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	Career Development	3.84	3.81	2.2% n=1	6.7% n=3	20.0% n=9	44.4% n=20	24.4% n=11	2.2% n=1	↑	
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	Engage-Inspire	3.84	3.79	4.4% n=2	6.7% n=3	22.2% n=10	33.3% n=15	33.3% n=15	0.0% n=0	↑	

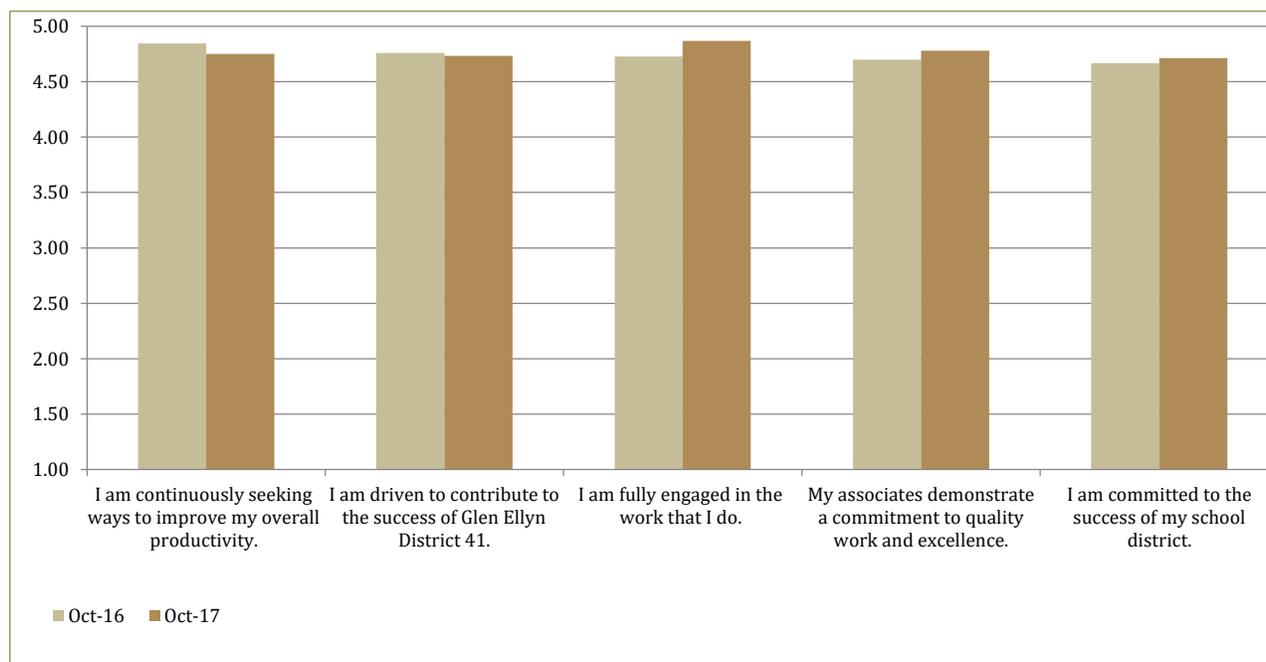




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Glen Ellyn District 41: Lincoln - All Results (n=45)

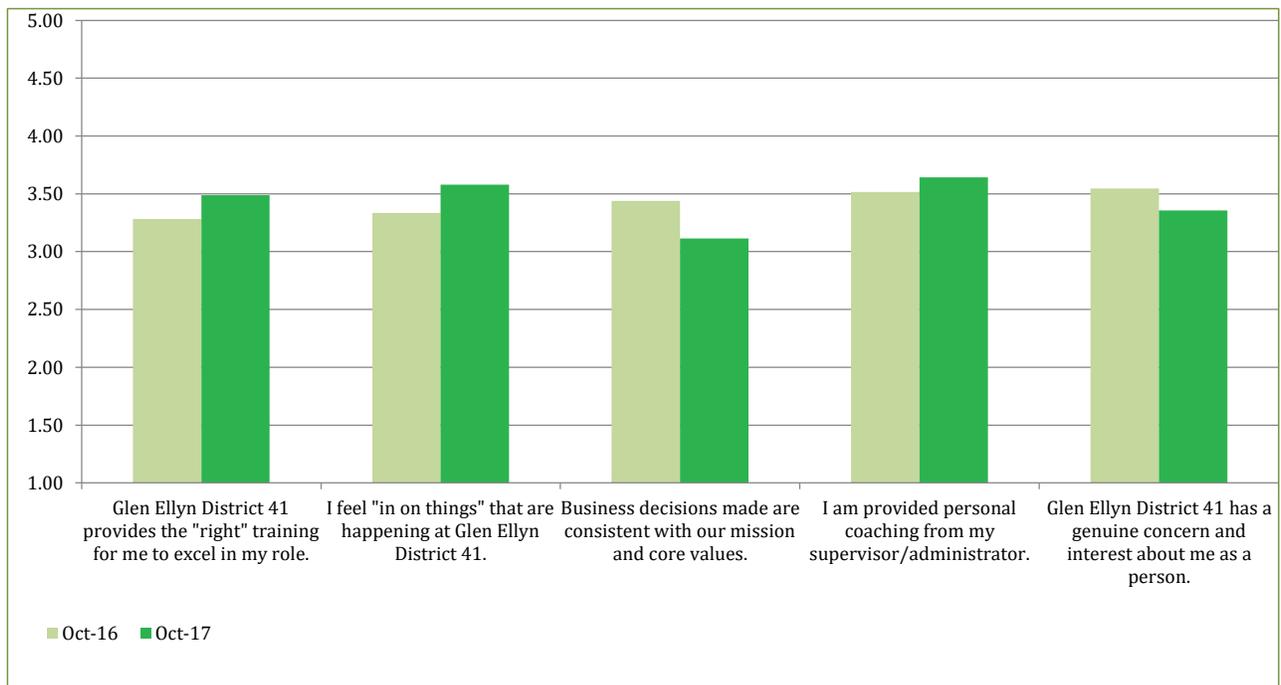
		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-) Change</u>
<b><u>Previous Top 5 Rank Ordered Questions According to Mean</u></b>					
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.84	4.75	↓
8.	I am driven to contribute to the success of Glen Ellyn District 41.	Engage-Inspire	4.76	4.73	↓
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.73	4.87	↑
43.	My associates demonstrate a commitment to quality work and excellence.	Quality	4.70	4.78	↑
53.	I am committed to the success of my school district.	Engage-Inspire	4.67	4.71	↑



October 2017

Glen Ellyn District 41: Lincoln - All Results (n=45)

		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-)</u> <u>Change</u>
<b><i>Previous Bottom 5 Rank Ordered Questions According to Mean</i></b>					
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.28	3.49	↑
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.33	3.58	↑
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.44	3.11	↓
31.	I am provided personal coaching from my supervisor/administrator.	Relationships	3.52	3.64	↑
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	Relationships	3.55	3.36	↓

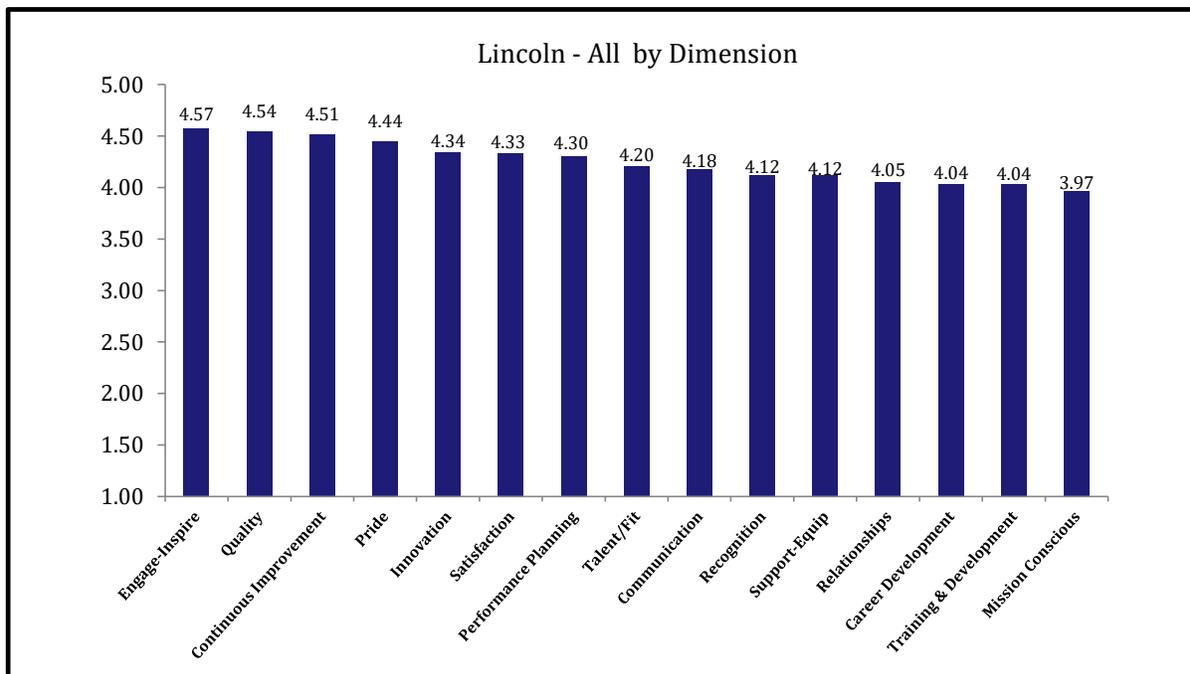




October 2017

Glen Ellyn District 41: Lincoln - All Results (n=45)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.57
Quality	4.54
Continuous Improvement	4.51
Pride	4.44
Innovation	4.34
Satisfaction	4.33
Performance Planning	4.30
Talent/Fit	4.20
Communication	4.18
Recognition	4.12
Support-Equip	4.12
Relationships	4.05
Career Development	4.04
Training & Development	4.04
Mission Conscious	3.97



October 2017  
Glen Ellyn District 41: Lincoln - All Results (n=45)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-16 Mean</u>	<u>Oct-17 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.52	4.57	↑
Quality	4.48	4.54	↑
Continuous Improvement	4.46	4.51	↑
Pride	4.33	4.44	↑
Innovation	4.48	4.34	↓
Satisfaction	4.20	4.33	↑
Performance Planning	4.19	4.30	↑
Talent/Fit	4.07	4.20	↑
Communication	4.01	4.18	↑
Recognition	4.03	4.12	↑
Support-Equip	3.92	4.12	↑
Relationships	4.00	4.05	↑
Career Development	4.05	4.04	↓
Training & Development	3.91	4.04	↑
Mission Conscious	4.02	3.97	↓



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

