



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

for Glen Ellyn District 41:  
Support Staff - All



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

October 2017  
Glen Ellyn District 41: Support Staff - All Results (n=84)

	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
<b>Talent/Fit</b>	<b>4.13</b>	<b>4.06</b>							
11. I am in a role that allows me to maximize my talents and strengths.	4.14	3.93	2.4% n=2	6.0% n=5	8.3% n=7	40.5% n=34	41.7% n=35	1.2% n=1	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.63	4.52	0.0% n=0	0.0% n=0	6.0% n=5	25.0% n=21	69.0% n=58	0.0% n=0	↑
7. I have encouraged someone to apply at Glen Ellyn District 41.	3.72	3.82	6.0% n=5	10.7% n=9	15.5% n=13	27.4% n=23	29.8% n=25	10.7% n=9	↓
39. My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	4.13	3.98	0.0% n=0	1.2% n=1	23.8% n=20	28.6% n=24	38.1% n=32	8.3% n=7	↑
56. I feel Glen Ellyn District 41 is a great fit for me.	4.30	4.34	0.0% n=0	3.6% n=3	14.3% n=12	31.0% n=26	51.2% n=43	0.0% n=0	↓
72. Our school district selects highly talented individuals when hiring.	4.04	4.04	1.2% n=1	3.6% n=3	21.4% n=18	36.9% n=31	35.7% n=30	1.2% n=1	=
63. Glen Ellyn District 41 selects the right people for the right job.	3.86	3.77	3.6% n=3	6.0% n=5	22.6% n=19	32.1% n=27	32.1% n=27	3.6% n=3	↑
<b>Support-Equip</b>	<b>3.98</b>	<b>3.91</b>							
3. I am provided the core needs necessary for me to excel in my role.	3.94	3.89	2.4% n=2	11.9% n=10	11.9% n=10	36.9% n=31	36.9% n=31	0.0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.56	3.69	10.7% n=9	13.1% n=11	14.3% n=12	33.3% n=28	28.6% n=24	0.0% n=0	↓
34. My supervisor/administrator is actively responsive to my needs.	4.25	4.02	1.2% n=1	2.4% n=2	11.9% n=10	39.3% n=33	45.2% n=38	0.0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	3.77	3.80	2.4% n=2	15.5% n=13	17.9% n=15	29.8% n=25	33.3% n=28	1.2% n=1	↓
33. My supervisor/administrator is available for me when needs arise.	4.18	3.98	0.0% n=0	7.1% n=6	10.7% n=9	39.3% n=33	42.9% n=36	0.0% n=0	↑
23. I have a supportive coaching relationship with my supervisor/administrator.	4.18	4.15	0.0% n=0	11.9% n=10	4.8% n=4	36.9% n=31	46.4% n=39	0.0% n=0	↑

October 2017  
Glen Ellyn District 41: Support Staff - All Results (n=84)

	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.	4.29	4.42							↓
			2.4% n=2	3.6% n=3	10.7% n=9	29.8% n=25	53.6% n=45	0.0% n=0	
32. I have an open and trusting relationship with my supervisor/administrator.	4.14	4.07							↑
			0.0% n=0	7.1% n=6	13.1% n=11	38.1% n=32	41.7% n=35	0.0% n=0	
25. My supervisor/administrator cares about me as a person.	4.31	4.11							↑
			0.0% n=0	6.0% n=5	8.3% n=7	34.5% n=29	51.2% n=43	0.0% n=0	
31. I am provided personal coaching from my supervisor/administrator.	3.69	3.63							↑
			2.4% n=2	16.7% n=14	20.2% n=17	29.8% n=25	29.8% n=25	1.2% n=1	
51. My team has open and trusting relationships.	4.32	4.23							↑
			0.0% n=0	4.8% n=4	9.5% n=8	31.0% n=26	48.8% n=41	6.0% n=5	
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.34	4.21							↑
			1.2% n=1	0.0% n=0	11.9% n=10	31.0% n=26	46.4% n=39	9.5% n=8	
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	3.50	3.52							↓
			11.9% n=10	14.3% n=12	17.9% n=15	23.8% n=20	32.1% n=27	0.0% n=0	
54. Quality relationships are valued across our school district.	3.92	3.77							↑
			3.6% n=3	8.3% n=7	15.5% n=13	36.9% n=31	34.5% n=29	1.2% n=1	
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with	3.88	3.85							↑
			0.0% n=0	13.1% n=11	22.6% n=19	26.2% n=22	36.9% n=31	1.2% n=1	
<b>Quality</b>									
47. I am on a team that encourages each member to surpass expectations.	4.27	4.15							↑
			1.2% n=1	2.4% n=2	14.3% n=12	26.2% n=22	47.6% n=40	8.3% n=7	
43. My associates demonstrate a commitment to quality work and excellence.	4.53	4.36							↑
			1.2% n=1	0.0% n=0	3.6% n=3	33.3% n=28	58.3% n=49	3.6% n=3	
57. Glen Ellyn District 41 is committed to quality work and excellence.	4.25	4.34							↓
			0.0% n=0	2.4% n=2	14.3% n=12	38.1% n=32	44.0% n=37	1.2% 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>Communication</b>									
36. I have the opportunity to communicate with my supervisor/administrator.	4.25	4.18	0.0% n=0	4.8% n=4	11.9% n=10	36.9% n=31	46.4% n=39	0.0% n=0	↑
24. My supervisor/administrator effectively communicates his/her expectations.	4.17	4.04	1.2% n=1	9.5% n=8	9.5% n=8	31.0% n=26	48.8% n=41	0.0% n=0	↑
26. My supervisor/administrator gives me constructive feedback about my work performance.	4.13	4.05	0.0% n=0	9.5% n=8	8.3% n=7	40.5% n=34	40.5% n=34	1.2% n=1	↑
27. My supervisor/administrator and I have effective two-way communication.	4.25	4.20	0.0% n=0	7.1% n=6	7.1% n=6	39.3% n=33	46.4% n=39	0.0% n=0	↑
65. I feel "in on things" that are happening at Glen Ellyn District 41.	3.48	3.41	8.3% n=7	11.9% n=10	22.6% n=19	38.1% n=32	19.0% n=16	0.0% n=0	↑
44. Our team effectively communicates with each other.	4.31	4.11	1.2% n=1	2.4% n=2	9.5% n=8	33.3% n=28	46.4% n=39	7.1% n=6	↑
<b>Recognition</b>									
29. My supervisor/administrator recognizes me for a job well done.	4.21	3.84	1.2% n=1	3.6% n=3	15.5% n=13	32.1% n=27	47.6% n=40	0.0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.80	3.53	3.6% n=3	17.9% n=15	11.9% n=10	28.6% n=24	38.1% n=32	0.0% n=0	↑
66. Excellence is recognized in my school district.	3.86	3.93	4.8% n=4	9.5% n=8	17.9% n=15	31.0% n=26	36.9% n=31	0.0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.23	4.43	0.0% n=0	3.6% n=3	10.7% n=9	44.0% n=37	40.5% n=34	1.2% n=1	↓
48. My team recognizes each other's efforts and impact.	4.39	4.21	2.4% n=2	1.2% n=1	7.1% n=6	28.6% n=24	52.4% n=44	8.3% n=7	↑

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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.	3.82	3.55	2.4% n=2	15.5% n=13	15.5% n=13	28.6% n=24	35.7% n=30	2.4% n=2	↑
17. I have set the right goals for myself to excel in my role/position.	4.41	4.34	0.0% n=0	0.0% n=0	4.8% n=4	47.6% n=40	45.2% n=38	2.4% n=2	↑
49. Our team effectively sets goals to further enhance our performance.	4.18	3.96	1.2% n=1	3.6% n=3	14.3% n=12	31.0% n=26	41.7% n=35	8.3% n=7	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.90	3.86	2.4% n=2	11.9% n=10	14.3% n=12	35.7% n=30	35.7% n=30	0.0% n=0	↑
37. My supervisor/administrator motivates me to achieve my goals.	3.96	3.84	0.0% n=0	10.7% n=9	20.2% n=17	31.0% n=26	38.1% n=32	0.0% n=0	↑
<b>Training &amp; Development</b>									
35. My supervisor/administrator supports my personal and professional development.	4.19	3.93	1.2% n=1	6.0% n=5	13.1% n=11	32.1% n=27	47.6% n=40	0.0% n=0	↑
6. I am provided opportunities to further my growth and development.	3.85	3.63	3.6% n=3	13.1% n=11	11.9% n=10	38.1% n=32	33.3% n=28	0.0% n=0	↑
15. I am properly trained to achieve excellence in my work.	3.86	4.02	4.8% n=4	9.5% n=8	15.5% n=13	35.7% n=30	34.5% n=29	0.0% n=0	↓
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	3.42	3.44	13.1% n=11	11.9% n=10	17.9% n=15	32.1% n=27	23.8% n=20	1.2% n=1	↓
30. My supervisor/administrator encourages opportunities for my growth and development.	4.05	3.76	1.2% n=1	8.3% n=7	17.9% n=15	29.8% n=25	42.9% n=36	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.	4.21	4.25	1.2% n=1	2.4% n=2	20.2% n=17	26.2% n=22	50.0% n=42	0.0% n=0	↓
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	3.53	3.52	9.5% n=8	11.9% n=10	19.0% n=16	26.2% n=22	27.4% n=23	6.0% n=5	↑
71. I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	3.84	3.83	4.8% n=4	6.0% n=5	16.7% n=14	41.7% n=35	27.4% n=23	3.6% n=3	↑
59. I value the career opportunities that I have at Glen Ellyn District 41.	3.81	3.81	4.8% n=4	8.3% n=7	20.2% n=17	26.2% n=22	33.3% n=28	7.1% n=6	=
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	3.57	3.59	8.3% n=7	10.7% n=9	17.9% n=15	33.3% n=28	23.8% n=20	6.0% n=5	↓
<b>Engage-Inspire</b>									
2. I am fully engaged in the work that I do.	4.71	4.65	0.0% n=0	0.0% n=0	1.2% n=1	26.2% n=22	71.4% n=60	1.2% n=1	↑
12. I am highly committed to and energized by my work.	4.46	4.50	0.0% n=0	1.2% n=1	6.0% n=5	36.9% n=31	53.6% n=45	2.4% n=2	↓
8. I am driven to contribute to the success of Glen Ellyn District 41.	4.44	4.43	0.0% n=0	1.2% n=1	7.1% n=6	36.9% n=31	52.4% n=44	2.4% n=2	↑
53. I am committed to the success of my school district.	4.51	4.43	0.0% n=0	0.0% n=0	7.1% n=6	34.5% n=29	58.3% n=49	0.0% n=0	↑
62. I would recommend Glen Ellyn District 41 to a friend as a great place to work.	3.88	3.82	4.8% n=4	6.0% n=5	21.4% n=18	32.1% n=27	35.7% n=30	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>4.30</b>	<b>4.23</b>							
13. I am satisfied with my role/work.	4.24	4.16	0.0% n=0	6.0% n=5	10.7% n=9	35.7% n=30	46.4% n=39	1.2% n=1	↑
46. I am satisfied being a part of my team.	4.40	4.38	1.2% n=1	1.2% n=1	9.5% n=8	29.8% n=25	53.6% n=45	4.8% n=4	↑
73. Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	4.20	4.18	0.0% n=0	3.6% n=3	19.0% n=16	31.0% n=26	46.4% n=39	0.0% n=0	↑
20. I look forward to coming to work every day.	4.35	4.20	1.2% n=1	1.2% n=1	6.0% n=5	44.0% n=37	46.4% n=39	1.2% n=1	↑
<b>Mission Conscious</b>									
	<b>3.91</b>	<b>3.91</b>							
41. My supervisor/administrator effectively communicates our school district's mission to me.	3.96	3.73	1.2% n=1	7.1% n=6	19.0% n=16	35.7% n=30	33.3% n=28	3.6% n=3	↑
74. Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	3.99	4.06	0.0% n=0	7.1% n=6	17.9% n=15	38.1% n=32	31.0% n=26	6.0% n=5	↓
22. I am aware and knowledgeable about our school district's mission.	4.18	4.32	1.2% n=1	1.2% n=1	9.5% n=8	53.6% n=45	33.3% n=28	1.2% n=1	↓
68. Business decisions made are consistent with our mission and core values.	3.47	3.47	4.8% n=4	10.7% n=9	31.0% n=26	23.8% n=20	19.0% n=16	10.7% n=9	=
<b>Pride</b>									
	<b>4.38</b>	<b>4.35</b>							
4. I feel great pride in the work I do.	4.64	4.65	1.2% n=1	0.0% n=0	3.6% n=3	23.8% n=20	71.4% n=60	0.0% n=0	↓
14. I feel great pride in being a part of Glen Ellyn District 41.	4.30	4.30	1.2% n=1	4.8% n=4	7.1% n=6	35.7% n=30	50.0% n=42	1.2% n=1	=
45. I feel great pride in the team of which I am a part.	4.44	4.37	1.2% n=1	2.4% n=2	4.8% n=4	32.1% n=27	54.8% n=46	4.8% n=4	↑
64. I speak of Glen Ellyn District 41 with pride.	4.13	4.09	0.0% n=0	2.4% n=2	21.4% n=18	35.7% n=30	39.3% n=33	1.2% 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>Continuous Improvement</b>									
52. My team strives to pursue excellence.	4.37	4.41	1.2% n=1	2.4% n=2	4.8% n=4	36.9% n=31	47.6% n=40	7.1% n=6	↓
21. I strive to find a better way every day.	4.45	4.49	0.0% n=0	0.0% n=0	7.1% n=6	40.5% n=34	51.2% n=43	1.2% n=1	↓
55. I am part of a school district that continues to pursue excellence every day.	4.18	4.23	0.0% n=0	2.4% n=2	15.5% n=13	44.0% n=37	38.1% n=32	0.0% n=0	↓
<b>Innovation</b>									
69. Glen Ellyn District 41 encourages innovation.	3.95	4.09	1.2% n=1	4.8% n=4	20.2% n=17	44.0% n=37	28.6% n=24	1.2% n=1	↓
16. I am continuously seeking ways to improve my overall productivity.	4.44	4.59	0.0% n=0	2.4% n=2	2.4% n=2	42.9% n=36	50.0% n=42	2.4% n=2	↓
42. Our team encourages innovation.	4.16	4.10	1.2% n=1	3.6% n=3	15.5% n=13	32.1% n=27	41.7% n=35	6.0% n=5	↑



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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>4.71</b>	Engage-Inspire 4.40
4.	I feel great pride in the work I do.	<b>4.64</b>	Pride 4.38
1.	In my role I have the opportunity to do things that I both do well and enjoy.	<b>4.63</b>	Talent/Fit 4.13
43.	My associates demonstrate a commitment to quality work and excellence.	<b>4.53</b>	Quality 4.35
53.	I am committed to the success of my school district.	<b>4.51</b>	Engage-Inspire 4.40
12.	I am highly committed to and energized by my work.	<b>4.46</b>	Engage-Inspire 4.40
21.	I strive to find a better way every day.	<b>4.45</b>	Continuous Improvement 4.33
16.	I am continuously seeking ways to improve my overall productivity.	<b>4.44</b>	Innovation 4.18
8.	I am driven to contribute to the success of Glen Ellyn District 41.	<b>4.44</b>	Engage-Inspire 4.40
45.	I feel great pride in the team of which I am a part.	<b>4.44</b>	Pride 4.38
17.	I have set the right goals for myself to excel in my role/position.	<b>4.41</b>	Performance Planning 4.05
46.	I am satisfied being a part of my team.	<b>4.40</b>	Satisfaction 4.30
48.	My team recognizes each other's efforts and impact.	<b>4.39</b>	Recognition 4.09
52.	My team strives to pursue excellence.	<b>4.37</b>	Continuous Improvement 4.33



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
20.	I look forward to coming to work every day.	<b>4.35</b>	Satisfaction 4.30
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	<b>4.34</b>	Relationships 4.04
51.	My team has open and trusting relationships.	<b>4.32</b>	Relationships 4.04
25.	My supervisor/administrator cares about me as a person.	<b>4.31</b>	Relationships 4.04
44.	Our team effectively communicates with each other.	<b>4.31</b>	Communication 4.09
14.	I feel great pride in being a part of Glen Ellyn District 41.	<b>4.30</b>	Pride 4.38
56.	I feel Glen Ellyn District 41 is a great fit for me.	<b>4.30</b>	Talent/Fit 4.13
5.	I have at least one close friend at work.	<b>4.29</b>	Relationships 4.04
47.	I am on a team that encourages each member to surpass expectations.	<b>4.27</b>	Quality 4.35
57.	Glen Ellyn District 41 is committed to quality work and excellence.	<b>4.25</b>	Quality 4.35
36.	I have the opportunity to communicate with my supervisor/administrator.	<b>4.25</b>	Communication 4.09
27.	My supervisor/administrator and I have effective two-way communication.	<b>4.25</b>	Communication 4.09
34.	My supervisor/administrator is actively responsive to my needs.	<b>4.25</b>	Support-Equip 3.98
13.	I am satisfied with my role/work.	<b>4.24</b>	Satisfaction 4.30
18.	I have provided meaningful recognition to others in the past 10 days.	<b>4.23</b>	Recognition 4.09



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**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
70.	I would like to work at Glen Ellyn District 41 long term.	<b>4.21</b>	Career Development 3.80
29.	My supervisor/administrator recognizes me for a job well done.	<b>4.21</b>	Recognition 4.09
73.	Overall, I am very satisfied with Glen Ellyn District 41 as a place to work.	<b>4.20</b>	Satisfaction 4.30
35.	My supervisor/administrator supports my personal and professional development.	<b>4.19</b>	Training & Development 3.87
49.	Our team effectively sets goals to further enhance our performance.	<b>4.18</b>	Performance Planning 4.05
22.	I am aware and knowledgeable about our school district's mission.	<b>4.18</b>	Mission Conscious 3.91
55.	I am part of a school district that continues to pursue excellence every day.	<b>4.18</b>	Continuous Improvement 4.33
33.	My supervisor/administrator is available for me when needs arise.	<b>4.18</b>	Support-Equip 3.98
23.	I have a supportive coaching relationship with my supervisor/administrator.	<b>4.18</b>	Support-Equip 3.98
24.	My supervisor/administrator effectively communicates his/her expectations.	<b>4.17</b>	Communication 4.09
42.	Our team encourages innovation.	<b>4.16</b>	Innovation 4.18
11.	I am in a role that allows me to maximize my talents and strengths.	<b>4.14</b>	Talent/Fit 4.13
32.	I have an open and trusting relationship with my supervisor/administrator.	<b>4.14</b>	Relationships 4.04
26.	My supervisor/administrator gives me constructive feedback about my work performance.	<b>4.13</b>	Communication 4.09
64.	I speak of Glen Ellyn District 41 with pride.	<b>4.13</b>	Pride 4.38



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Glen Ellyn District 41: Support Staff - All Results (n=84)

**Rank Ordered Questions According to Mean**

**Mean**

**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	<b>4.13</b>	Talent/Fit 4.13
30.	My supervisor/administrator encourages opportunities for my growth and development.	<b>4.05</b>	Training & Development 3.87
72.	Our school district selects highly talented individuals when hiring.	<b>4.04</b>	Talent/Fit 4.13
74.	Glen Ellyn District 41 effectively aligns our day-to-day activities with the school district's mission.	<b>3.99</b>	Mission Conscious 3.91
37.	My supervisor/administrator motivates me to achieve my goals.	<b>3.96</b>	Performance Planning 4.05
41.	My supervisor/administrator effectively communicates our school district's mission to me.	<b>3.96</b>	Mission Conscious 3.91
69.	Glen Ellyn District 41 encourages innovation.	<b>3.95</b>	Innovation 4.18
3.	I am provided the core needs necessary for me to excel in my role.	<b>3.94</b>	Support-Equip 3.98
54.	Quality relationships are valued across our school district.	<b>3.92</b>	Relationships 4.04
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	<b>3.90</b>	Performance Planning 4.05
62.	I would recommend Glen Ellyn District 41 to a friend as a great place to work.	<b>3.88</b>	Engage-Inspire 4.40
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	<b>3.88</b>	Relationships 4.04
63.	Glen Ellyn District 41 selects the right people for the right job.	<b>3.86</b>	Talent/Fit 4.13
15.	I am properly trained to achieve excellence in my work.	<b>3.86</b>	Training & Development 3.87
66.	Excellence is recognized in my school district.	<b>3.86</b>	Recognition 4.09



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Glen Ellyn District 41: Support Staff - All Results (n=84)

**Rank Ordered Questions According to Mean**

**Mean**

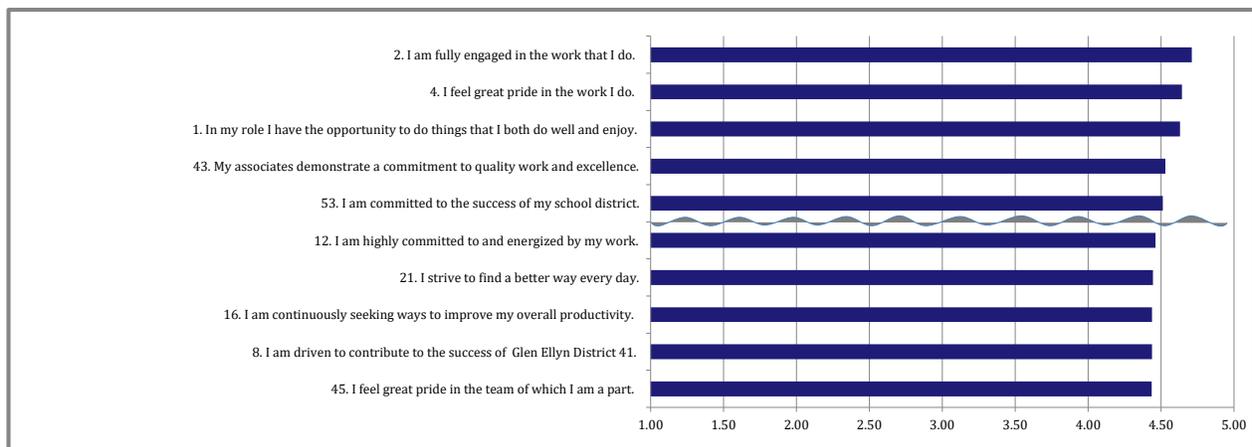
**Dimension/Mean**

		<b><u>Mean</u></b>	<b><u>Dimension/Mean</u></b>
6.	I am provided opportunities to further my growth and development.	<b>3.85</b>	Training & Development 3.87
71.	I am aware of the career opportunities that are available for me at Glen Ellyn District 41.	<b>3.84</b>	Career Development 3.80
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	<b>3.82</b>	Performance Planning 4.05
59.	I value the career opportunities that I have at Glen Ellyn District 41.	<b>3.81</b>	Career Development 3.80
9.	I have received meaningful recognition in the past 10 days.	<b>3.80</b>	Recognition 4.09
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	<b>3.77</b>	Support-Equip 3.98
7.	I have encouraged someone to apply at Glen Ellyn District 41.	<b>3.72</b>	Talent/Fit 4.13
31.	I am provided personal coaching from my supervisor/administrator.	<b>3.69</b>	Relationships 4.04
60.	I have the opportunity to express my career interests at Glen Ellyn District 41.	<b>3.57</b>	Career Development 3.80
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	<b>3.56</b>	Support-Equip 3.98
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	<b>3.53</b>	Career Development 3.80
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	<b>3.50</b>	Relationships 4.04
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	<b>3.48</b>	Communication 4.09
68.	Business decisions made are consistent with our mission and core values.	<b>3.47</b>	Mission Conscious 3.91
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	<b>3.42</b>	Training & Development 3.87



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Glen Ellyn District 41: Support Staff - All Results (n=84)

Top 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
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.65	0.0% n=0	0.0% n=0	1.2% n=1	26.2% n=22	71.4% n=60	1.2% n=1	↑	
4. I feel great pride in the work I do.	Pride	4.64	4.65	1.2% n=1	0.0% n=0	3.6% n=3	23.8% n=20	71.4% n=60	0.0% n=0	↓	
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.63	4.52	0.0% n=0	0.0% n=0	6.0% n=5	25.0% n=21	69.0% n=58	0.0% n=0	↑	
43. My associates demonstrate a commitment to quality work and excellence.	Quality	4.53	4.36	1.2% n=1	0.0% n=0	3.6% n=3	33.3% n=28	58.3% n=49	3.6% n=3	↑	
53. I am committed to the success of my school district.	Engage-Inspire	4.51	4.43	0.0% n=0	0.0% n=0	7.1% n=6	34.5% n=29	58.3% n=49	0.0% n=0	↑	
12. I am highly committed to and energized by my work.	Engage-Inspire	4.46	4.50	0.0% n=0	1.2% n=1	6.0% n=5	36.9% n=31	53.6% n=45	2.4% n=2	↓	
21. I strive to find a better way every day.	Continuous Improvement	4.45	4.49	0.0% n=0	0.0% n=0	7.1% n=6	40.5% n=34	51.2% n=43	1.2% n=1	↓	
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.44	4.59	0.0% n=0	2.4% n=2	2.4% n=2	42.9% n=36	50.0% n=42	2.4% n=2	↓	
8. I am driven to contribute to the success of Glen Ellyn District 41.	Engage-Inspire	4.44	4.43	0.0% n=0	1.2% n=1	7.1% n=6	36.9% n=31	52.4% n=44	2.4% n=2	↑	
45. I feel great pride in the team of which I am a part.	Pride	4.44	4.37	1.2% n=1	2.4% n=2	4.8% n=4	32.1% n=27	54.8% n=46	4.8% n=4	↑	

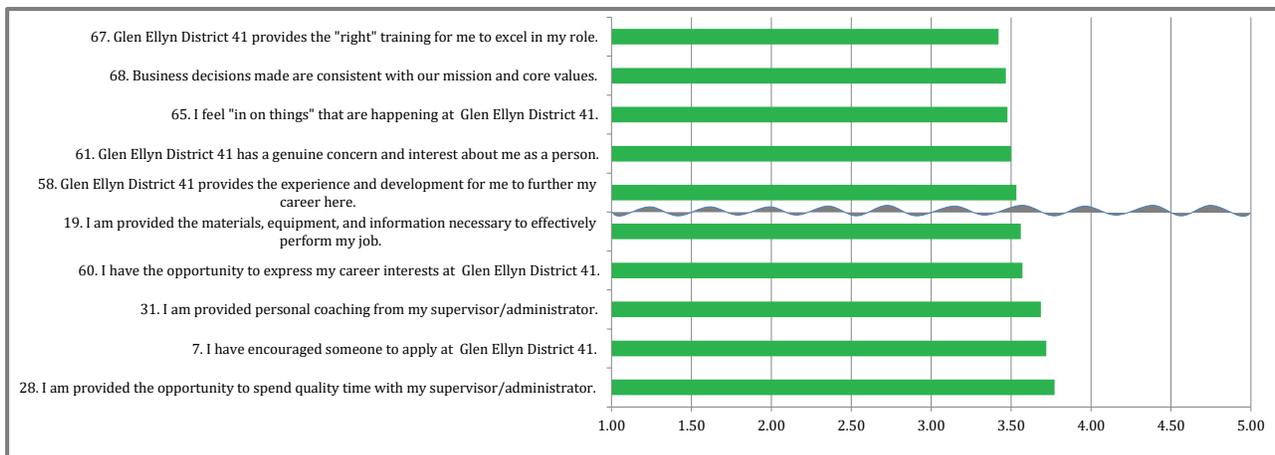




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Glen Ellyn District 41: Support Staff - All Results (n=84)

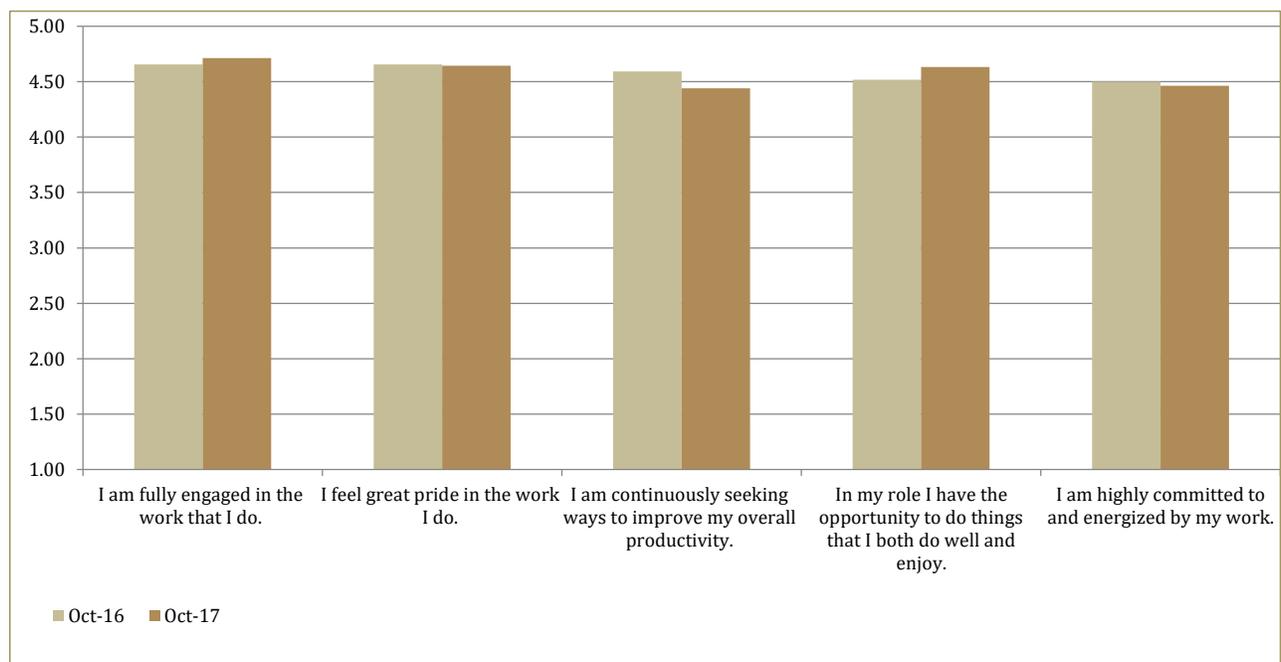
<b>Bottom 10 Rank Ordered By Mean</b>		Dimension	Current Mean	Previous Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A	(+/-) Change
67. Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.42	3.44	13.1% n=11	11.9% n=10	17.9% n=15	32.1% n=27	23.8% n=20	1.2% n=1	↓	
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.47	3.47	4.8% n=4	10.7% n=9	31.0% n=26	23.8% n=20	19.0% n=16	10.7% n=9	↓	
65. I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.48	3.41	8.3% n=7	11.9% n=10	22.6% n=19	38.1% n=32	19.0% n=16	0.0% n=0	↑	
61. Glen Ellyn District 41 has a genuine concern and interest about me as a person.	Relationships	3.50	3.52	11.9% n=10	14.3% n=12	17.9% n=15	23.8% n=20	32.1% n=27	0.0% n=0	↓	
58. Glen Ellyn District 41 provides the experience and development for me to further my career here.	Career Development	3.53	3.52	9.5% n=8	11.9% n=10	19.0% n=16	26.2% n=22	27.4% n=23	6.0% n=5	↑	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.56	3.69	10.7% n=9	13.1% n=11	14.3% n=12	33.3% n=28	28.6% n=24	0.0% n=0	↓	
60. I have the opportunity to express my career interests at Glen Ellyn District 41.	Career Development	3.57	3.59	8.3% n=7	10.7% n=9	17.9% n=15	33.3% n=28	23.8% n=20	6.0% n=5	↓	
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.69	3.63	2.4% n=2	16.7% n=14	20.2% n=17	29.8% n=25	29.8% n=25	1.2% n=1	↑	
7. I have encouraged someone to apply at Glen Ellyn District 41.	Talent/Fit	3.72	3.82	6.0% n=5	10.7% n=9	15.5% n=13	27.4% n=23	29.8% n=25	10.7% n=9	↓	
28. I am provided the opportunity to spend quality time with my supervisor/administrator.	Support-Equip	3.77	3.80	2.4% n=2	15.5% n=13	17.9% n=15	29.8% n=25	33.3% n=28	1.2% n=1	↓	



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Glen Ellyn District 41: Support Staff - All Results (n=84)

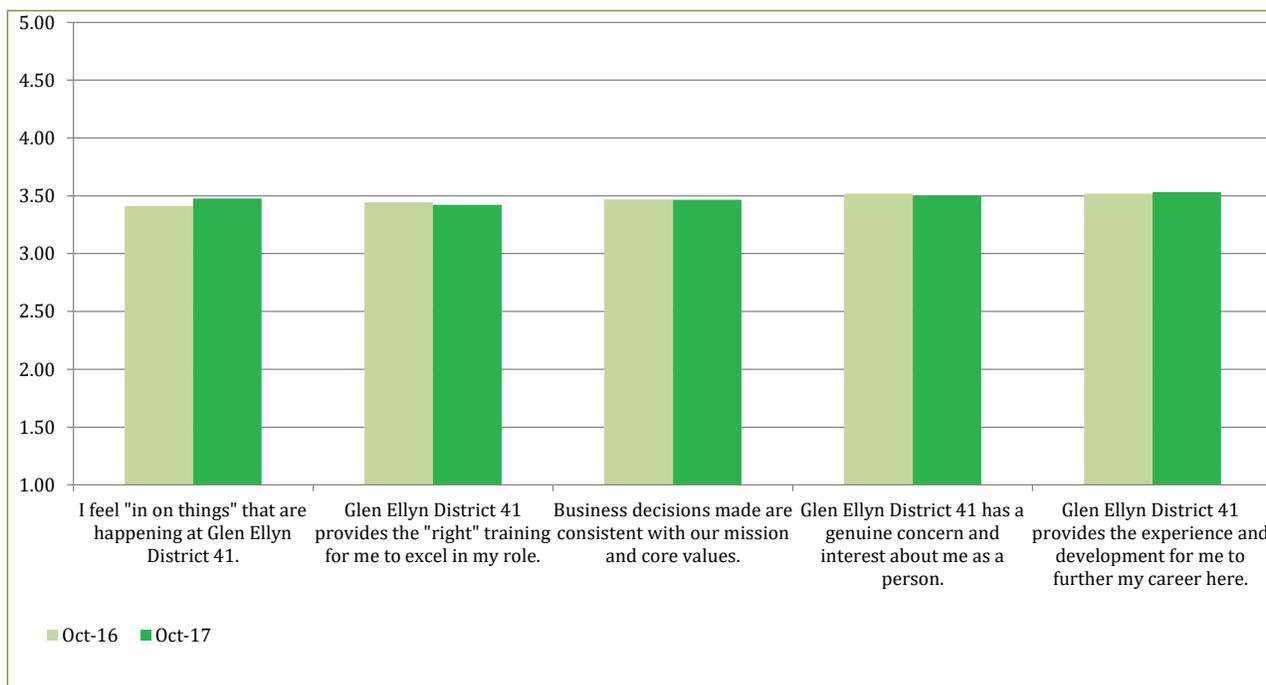
		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-) Change</u>
<b><u>Previous Top 5 Rank Ordered Questions According to Mean</u></b>					
2.	I am fully engaged in the work that I do.	Engage-Inspire	4.65	4.71	↑
4.	I feel great pride in the work I do.	Pride	4.65	4.64	↓
16.	I am continuously seeking ways to improve my overall productivity.	Innovation	4.59	4.44	↓
1.	In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.52	4.63	↑
12.	I am highly committed to and energized by my work.	Engage-Inspire	4.50	4.46	↓



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Glen Ellyn District 41: Support Staff - All Results (n=84)

		<u>Dimension</u>	<u>Oct-16</u>	<u>Oct-17</u>	<u>(+/-) Change</u>
<b><i>Previous Bottom 5 Rank Ordered Questions According to Mean</i></b>					
65.	I feel "in on things" that are happening at Glen Ellyn District 41.	Communication	3.41	3.48	↑
67.	Glen Ellyn District 41 provides the "right" training for me to excel in my role.	Training & Development	3.44	3.42	↓
68.	Business decisions made are consistent with our mission and core values.	Mission Conscious	3.47	3.47	=
61.	Glen Ellyn District 41 has a genuine concern and interest about me as a person.	Relationships	3.52	3.50	↓
58.	Glen Ellyn District 41 provides the experience and development for me to further my career here.	Career Development	3.52	3.53	↑

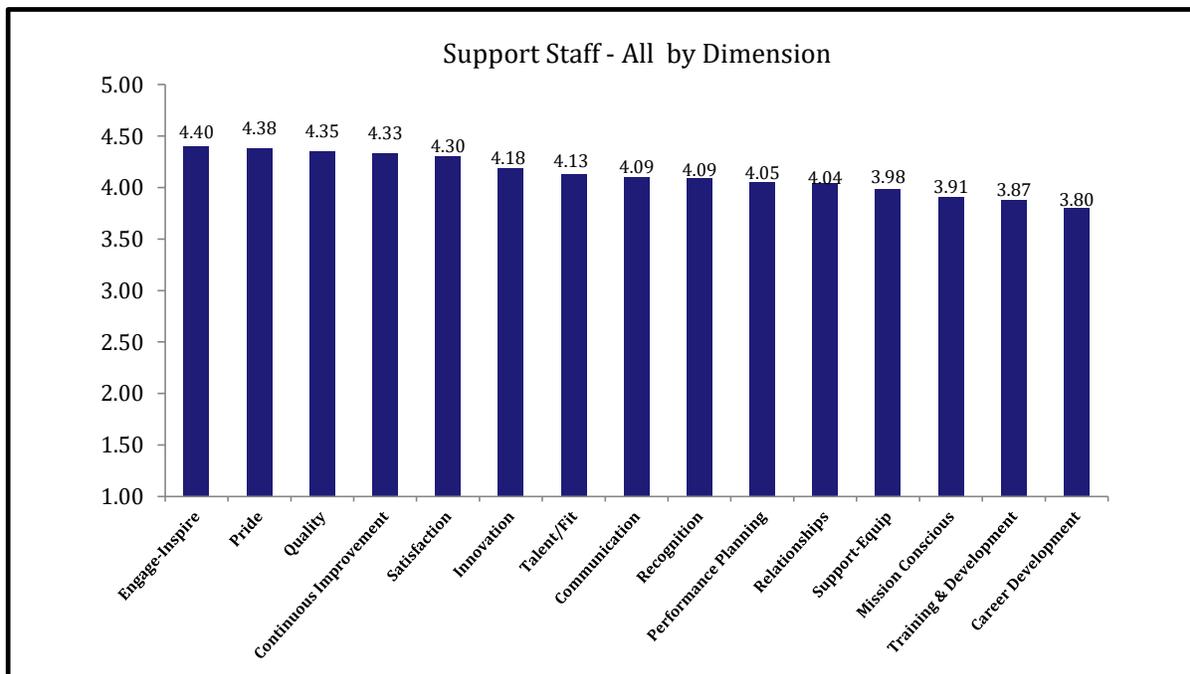




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Glen Ellyn District 41: Support Staff - All Results (n=84)

<u>Rank Ordered Dimensions by Mean</u>	<u>Dimension Mean</u>
Engage-Inspire	4.40
Pride	4.38
Quality	4.35
Continuous Improvement	4.33
Satisfaction	4.30
Innovation	4.18
Talent/Fit	4.13
Communication	4.09
Recognition	4.09
Performance Planning	4.05
Relationships	4.04
Support-Equip	3.98
Mission Conscious	3.91
Training & Development	3.87
Career Development	3.80



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Glen Ellyn District 41: Support Staff - All Results (n=84)

<u>Rank Ordered Dimensions by Mean</u>	<u>Oct-16 Mean</u>	<u>Oct-17 Mean</u>	<u>(+/-) Change</u>
Engage-Inspire	4.36	4.40	↑
Pride	4.35	4.38	↑
Quality	4.29	4.35	↑
Continuous Improvement	4.38	4.33	↓
Satisfaction	4.23	4.30	↑
Innovation	4.27	4.18	↓
Talent/Fit	4.06	4.13	↑
Communication	4.00	4.09	↑
Recognition	3.98	4.09	↑
Performance Planning	3.91	4.05	↑
Relationships	3.98	4.04	↑
Support-Equip	3.91	3.98	↑
Mission Conscious	3.91	3.91	=
Training & Development	3.76	3.87	↑
Career Development	3.80	3.80	=

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Glen Ellyn District 41: Support Staff - All Results (n=84)

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

