



INSIGHTeX Growth Mindset & DEI

Full Organization
Glen Ellyn SD 41

September 2026

Dimensions

Dimension	Mean
Pride	4.57 + 0.04
Engage-Inspire	4.54 + 0.07
Quality	4.50 + 0.01
Satisfaction	4.42 + 0.03
Relationships	4.40 = 0.00
Continuous Improvement	4.39 + 0.02
Innovation	4.36 + 0.06
Communication	4.35 = 0.00
Career Development	4.35 + 0.05
Talent/Fit	4.34 + 0.04
Mission Conscious	4.32 + 0.05
Support-Equip	4.29 + 0.02
Performance Planning	4.29 + 0.01
Training & Development	4.27 + 0.03
Recognition	4.26 + 0.01

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.73 + 0.08	SD: 1 (0.21%)	D: 1 (0.21%)	N: 7 (1.47%)	A: 108 (22.74%)	SA: 353 (74.32%)	NA: 5 (1.05%)
							
45. I feel great pride in the team of which I am a part.	4.57 = 0.00	SD: 2 (0.42%)	D: 5 (1.05%)	N: 22 (4.63%)	A: 136 (28.63%)	SA: 304 (64.00%)	NA: 6 (1.26%)
							
78. I feel proud of and inspired by the success of others on my team.	4.50 + 0.01	SD: 3 (0.63%)	D: 3 (0.63%)	N: 16 (3.37%)	A: 180 (37.89%)	SA: 268 (56.42%)	NA: 5 (1.05%)
							
14. I feel great pride in being a part of our organization.	4.49 + 0.07	SD: 1 (0.21%)	D: 4 (0.84%)	N: 28 (5.89%)	A: 170 (35.79%)	SA: 270 (56.84%)	NA: 2 (0.42%)
							

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.74 + 0.10	SD: 1 (0.21%)	D: 1 (0.21%)	N: 5 (1.05%)	A: 106 (22.32%)	SA: 359 (75.58%)	NA: 3 (0.63%)
							
8. I am driven to contribute to the success of our organization.	4.66 + 0.03	SD: 1 (0.21%)	D: 1 (0.21%)	N: 7 (1.47%)	A: 138 (29.05%)	SA: 325 (68.42%)	NA: 3 (0.63%)
							
12. I am highly committed to and energized by my work.	4.53 + 0.07	SD: 1 (0.21%)	D: 3 (0.63%)	N: 21 (4.42%)	A: 167 (35.16%)	SA: 281 (59.16%)	NA: 2 (0.42%)
							
67. Our organization promotes a positive and engaging culture.	4.43 + 0.03	SD: 4 (0.84%)	D: 4 (0.84%)	N: 26 (5.47%)	A: 187 (39.37%)	SA: 249 (52.42%)	NA: 5 (1.05%)
							
76. I would recommend our organization to a friend as a great place to work.	4.35 + 0.11	SD: 2 (0.42%)	D: 5 (1.05%)	N: 49 (10.32%)	A: 187 (39.37%)	SA: 228 (48.00%)	NA: 4 (0.84%)
							

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.60 + 0.01	SD: 1 (0.21%)	D: 0 (0.00%)	N: 7 (1.47%)	A: 172 (36.21%)	SA: 292 (61.47%)	NA: 3 (0.63%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.57 + 0.02	SD: 3 (0.63%)	D: 5 (1.05%)	N: 14 (2.95%)	A: 145 (30.53%)	SA: 301 (63.37%)	NA: 7 (1.47%)
47. I am on a team that encourages each member to surpass expectations.	4.42 -0.03	SD: 3 (0.63%)	D: 11 (2.32%)	N: 35 (7.37%)	A: 155 (32.63%)	SA: 263 (55.37%)	NA: 8 (1.68%)
71. Our organization is committed to quality collaboration and excellence.	4.41 + 0.05	SD: 3 (0.63%)	D: 10 (2.11%)	N: 27 (5.68%)	A: 180 (37.89%)	SA: 250 (52.63%)	NA: 5 (1.05%)

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.57 = 0.00	SD: 3 (0.63%)	D: 5 (1.05%)	N: 16 (3.37%)	A: 145 (30.53%)	SA: 300 (63.16%)	NA: 6 (1.26%)
13. My work is fulfilling and enjoyable.	4.45 + 0.05	SD: 1 (0.21%)	D: 8 (1.68%)	N: 29 (6.11%)	A: 175 (36.84%)	SA: 259 (54.53%)	NA: 3 (0.63%)
87. Overall, I am very satisfied with our organization as a place to work.	4.41 + 0.02	SD: 1 (0.21%)	D: 9 (1.89%)	N: 31 (6.53%)	A: 188 (39.58%)	SA: 245 (51.58%)	NA: 1 (0.21%)
20. I look forward to coming to work every day.	4.26 + 0.06	SD: 2 (0.42%)	D: 12 (2.53%)	N: 48 (10.11%)	A: 208 (43.79%)	SA: 202 (42.53%)	NA: 3 (0.63%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Relationships

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.58 + 0.01	SD: 1 (0.21%)	D: 1 (0.21%)	N: 12 (2.53%)	A: 165 (34.74%)	SA: 293 (61.68%)	NA: 3 (0.63%)
5. I have at least one close friend at work.	4.51 + 0.07	SD: 2 (0.42%)	D: 7 (1.47%)	N: 40 (8.42%)	A: 120 (25.26%)	SA: 300 (63.16%)	NA: 6 (1.26%)
66. I look forward to interacting with our team when I come to work.	4.49 + 0.01	SD: 3 (0.63%)	D: 6 (1.26%)	N: 22 (4.63%)	A: 166 (34.95%)	SA: 277 (58.32%)	NA: 1 (0.21%)
64. Our team is committed to creating an enjoyable work environment.	4.48 -0.02	SD: 4 (0.84%)	D: 2 (0.42%)	N: 28 (5.89%)	A: 166 (34.95%)	SA: 270 (56.84%)	NA: 5 (1.05%)
53. I trust my teammates to follow through on projects.	4.46 -0.06	SD: 4 (0.84%)	D: 4 (0.84%)	N: 29 (6.11%)	A: 168 (35.37%)	SA: 265 (55.79%)	NA: 5 (1.05%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.45 = 0.00	SD: 3 (0.63%)	D: 8 (1.68%)	N: 31 (6.53%)	A: 160 (33.68%)	SA: 268 (56.42%)	NA: 5 (1.05%)
25. My supervisor cares about me as a person.	4.43 + 0.01	SD: 6 (1.26%)	D: 5 (1.05%)	N: 34 (7.16%)	A: 162 (34.11%)	SA: 267 (56.21%)	NA: 1 (0.21%)
65. Our team members invest time developing relationships with each other.	4.42 + 0.01	SD: 4 (0.84%)	D: 8 (1.68%)	N: 33 (6.95%)	A: 165 (34.74%)	SA: 261 (54.95%)	NA: 4 (0.84%)
63. I am highly energized by the people I work with on our team.	4.42 = 0.00	SD: 5 (1.05%)	D: 5 (1.05%)	N: 37 (7.79%)	A: 163 (34.32%)	SA: 262 (55.16%)	NA: 3 (0.63%)
68. Quality and inclusive relationships are valued across our organization.	4.41 + 0.07	SD: 4 (0.84%)	D: 8 (1.68%)	N: 24 (5.05%)	A: 189 (39.79%)	SA: 245 (51.58%)	NA: 5 (1.05%)
51. Our team has open and trusting relationships.	4.40 + 0.01	SD: 5 (1.05%)	D: 8 (1.68%)	N: 30 (6.32%)	A: 178 (37.47%)	SA: 248 (52.21%)	NA: 6 (1.26%)
32. I have an open and trusting relationship with my supervisor.	4.26 -0.02	SD: 9 (1.89%)	D: 12 (2.53%)	N: 59 (12.42%)	A: 159 (33.47%)	SA: 231 (48.63%)	NA: 5 (1.05%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.15 -0.02	SD: 6 (1.26%)	D: 22 (4.63%)	N: 68 (14.32%)	A: 170 (35.79%)	SA: 199 (41.89%)	NA: 10 (2.11%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Question	Mean	Distribution					
31. My supervisor inspires me to grow to new levels.	4.14 -0.02	SD: 9 (1.89%)	D: 17 (3.58%)	N: 68 (14.32%)	A: 179 (37.68%)	SA: 196 (41.26%)	NA: 6 (1.26%)
							

Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.52 = 0.00	SD: 1 (0.21%)	D: 2 (0.42%)	N: 17 (3.58%)	A: 181 (38.11%)	SA: 271 (57.05%)	NA: 3 (0.63%)
							
69. I am part of an organization that continues to pursue excellence every day.	4.46 + 0.02	SD: 2 (0.42%)	D: 3 (0.63%)	N: 23 (4.84%)	A: 190 (40.00%)	SA: 252 (53.05%)	NA: 5 (1.05%)
							
54. Our team continuously seeks ways to improve our performance.	4.45 -0.02	SD: 4 (0.84%)	D: 7 (1.47%)	N: 25 (5.26%)	A: 172 (36.21%)	SA: 263 (55.37%)	NA: 4 (0.84%)
							
52. I am on a team that continuously challenges me to grow and improve.	4.38 -0.03	SD: 5 (1.05%)	D: 7 (1.47%)	N: 45 (9.47%)	A: 162 (34.11%)	SA: 252 (53.05%)	NA: 4 (0.84%)
							
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.26 + 0.08	SD: 3 (0.63%)	D: 16 (3.37%)	N: 42 (8.84%)	A: 202 (42.53%)	SA: 207 (43.58%)	NA: 5 (1.05%)
							
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.26 + 0.08	SD: 4 (0.84%)	D: 13 (2.74%)	N: 46 (9.68%)	A: 201 (42.32%)	SA: 208 (43.79%)	NA: 3 (0.63%)
							

SD : Strongly Disagree D : Disagree N : Neutral A : Agree SA : Strongly Agree NA : Not Applicable

Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.52 + 0.02	SD: 1 (0.21%)	D: 4 (0.84%)	N: 23 (4.84%)	A: 166 (34.95%)	SA: 278 (58.53%)	NA: 3 (0.63%)
42. Our team encourages innovation.	4.45 + 0.08	SD: 3 (0.63%)	D: 8 (1.68%)	N: 27 (5.68%)	A: 170 (35.79%)	SA: 261 (54.95%)	NA: 6 (1.26%)
75. Our organization embraces an innovative mindset to maximize our potential.	4.26 + 0.04	SD: 3 (0.63%)	D: 14 (2.95%)	N: 36 (7.58%)	A: 225 (47.37%)	SA: 194 (40.84%)	NA: 3 (0.63%)
83. Our organization encourages innovation.	4.21 + 0.11	SD: 4 (0.84%)	D: 17 (3.58%)	N: 39 (8.21%)	A: 227 (47.79%)	SA: 184 (38.74%)	NA: 4 (0.84%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Communication

Question	Mean	Distribution					
79. My teammates share important information with me.	4.48 + 0.02	SD: 3 (0.63%)	D: 6 (1.26%)	N: 18 (3.79%)	A: 177 (37.26%)	SA: 267 (56.21%)	NA: 4 (0.84%)
44. Our team effectively communicates with each other.	4.46 + 0.02	SD: 4 (0.84%)	D: 9 (1.89%)	N: 23 (4.84%)	A: 162 (34.11%)	SA: 270 (56.84%)	NA: 7 (1.47%)
55. Information is shared effectively within our team.	4.36 -0.06	SD: 5 (1.05%)	D: 10 (2.11%)	N: 35 (7.37%)	A: 179 (37.68%)	SA: 241 (50.74%)	NA: 5 (1.05%)
27. My supervisor and I have effective two-way communication.	4.34 + 0.01	SD: 7 (1.47%)	D: 7 (1.47%)	N: 46 (9.68%)	A: 170 (35.79%)	SA: 240 (50.53%)	NA: 5 (1.05%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.31 + 0.01	SD: 4 (0.84%)	D: 13 (2.74%)	N: 43 (9.05%)	A: 177 (37.26%)	SA: 221 (46.53%)	NA: 17 (3.58%)
24. My supervisor effectively communicates his/her expectations.	4.30 -0.01	SD: 6 (1.26%)	D: 18 (3.79%)	N: 44 (9.26%)	A: 164 (34.53%)	SA: 240 (50.53%)	NA: 3 (0.63%)
26. My supervisor gives me constructive feedback about my work performance.	4.20 + 0.01	SD: 7 (1.47%)	D: 18 (3.79%)	N: 58 (12.21%)	A: 175 (36.84%)	SA: 210 (44.21%)	NA: 7 (1.47%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.63 + 0.08	SD: 1 (0.21%)	D: 1 (0.21%)	N: 7 (1.47%)	A: 156 (32.84%)	SA: 308 (64.84%)	NA: 2 (0.42%)
		A		SA			
84. I would like to work at our organization long term.	4.48 = 0.00	SD: 2 (0.42%)	D: 10 (2.11%)	N: 28 (5.89%)	A: 151 (31.79%)	SA: 281 (59.16%)	NA: 3 (0.63%)
		N		A		SA	
72. Our organization provides the experience and development for me to further my career here.	4.24 + 0.09	SD: 7 (1.47%)	D: 22 (4.63%)	N: 44 (9.26%)	A: 172 (36.21%)	SA: 223 (46.95%)	NA: 7 (1.47%)
		N		A		SA	
73. My supervisor advocates for my role and career growth.	4.22 + 0.01	SD: 9 (1.89%)	D: 15 (3.16%)	N: 59 (12.42%)	A: 163 (34.32%)	SA: 217 (45.68%)	NA: 12 (2.53%)
		N		A		SA	
74. I have the opportunity to express my career interests at our organization.	4.15 + 0.03	SD: 8 (1.68%)	D: 25 (5.26%)	N: 54 (11.37%)	A: 174 (36.63%)	SA: 198 (41.68%)	NA: 16 (3.37%)
		N		A		SA	

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.66 + 0.07	SD: 2 (0.42%)	D: 1 (0.21%)	N: 7 (1.47%)	A: 137 (28.84%)	SA: 327 (68.84%)	NA: 1 (0.21%)
70. I feel our organization is a great fit for me.	4.49 + 0.04	SD: 3 (0.63%)	D: 3 (0.63%)	N: 29 (6.11%)	A: 164 (34.53%)	SA: 273 (57.47%)	NA: 3 (0.63%)
60. I fit in well with our team.	4.48 + 0.01	SD: 3 (0.63%)	D: 6 (1.26%)	N: 29 (6.11%)	A: 158 (33.26%)	SA: 274 (57.68%)	NA: 5 (1.05%)
11. I am in a role that allows me to maximize my talents and strengths.	4.35 + 0.04	SD: 6 (1.26%)	D: 8 (1.68%)	N: 38 (8.00%)	A: 181 (38.11%)	SA: 239 (50.32%)	NA: 3 (0.63%)
86. Our organization selects highly talented individuals when hiring.	4.25 + 0.06	SD: 3 (0.63%)	D: 11 (2.32%)	N: 55 (11.58%)	A: 198 (41.68%)	SA: 204 (42.95%)	NA: 4 (0.84%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.23 + 0.08	SD: 6 (1.26%)	D: 8 (1.68%)	N: 63 (13.26%)	A: 183 (38.53%)	SA: 201 (42.32%)	NA: 14 (2.95%)
77. Our organization selects the right people for the right job.	4.14 + 0.09	SD: 4 (0.84%)	D: 13 (2.74%)	N: 71 (14.95%)	A: 209 (44.00%)	SA: 173 (36.42%)	NA: 5 (1.05%)
7. I have encouraged someone to apply at our organization.	4.10 -0.04	SD: 7 (1.47%)	D: 21 (4.42%)	N: 69 (14.53%)	A: 162 (34.11%)	SA: 176 (37.05%)	NA: 40 (8.42%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Mission Conscious

Question	Mean	Distribution					
22. I support our organization's mission.	4.58 + 0.05	SD: 1 (0.21%)	D: 0 (0.00%)	N: 7 (1.47%)	A: 182 (38.32%)	SA: 283 (59.58%)	NA: 2 (0.42%)
							
59. Our team is very inspired by the work we do.	4.49 + 0.02	SD: 3 (0.63%)	D: 6 (1.26%)	N: 21 (4.42%)	A: 166 (34.95%)	SA: 275 (57.89%)	NA: 4 (0.84%)
							
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.31 + 0.07	SD: 2 (0.42%)	D: 10 (2.11%)	N: 40 (8.42%)	A: 207 (43.58%)	SA: 213 (44.84%)	NA: 3 (0.63%)
							
41. My supervisor effectively communicates our organizational mission to me.	4.24 + 0.01	SD: 5 (1.05%)	D: 12 (2.53%)	N: 50 (10.53%)	A: 204 (42.95%)	SA: 202 (42.53%)	NA: 2 (0.42%)
							
82. Business decisions made are consistent with our mission and core values.	3.98 + 0.11	SD: 12 (2.53%)	D: 26 (5.47%)	N: 82 (17.26%)	A: 185 (38.95%)	SA: 161 (33.89%)	NA: 9 (1.89%)
							

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when needs arise within our team.	4.55 + 0.03	SD: 4 (0.84%)	D: 4 (0.84%)	N: 17 (3.58%)	A: 148 (31.16%)	SA: 296 (62.32%)	NA: 6 (1.26%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.51 + 0.01	SD: 3 (0.63%)	D: 4 (0.84%)	N: 20 (4.21%)	A: 166 (34.95%)	SA: 276 (58.11%)	NA: 6 (1.26%)
34. My supervisor is actively responsive to my needs.	4.29 -0.01	SD: 6 (1.26%)	D: 14 (2.95%)	N: 44 (9.26%)	A: 178 (37.47%)	SA: 226 (47.58%)	NA: 7 (1.47%)
23. I have a supportive coaching relationship with my supervisor.	4.28 -0.04	SD: 9 (1.89%)	D: 14 (2.95%)	N: 54 (11.37%)	A: 155 (32.63%)	SA: 239 (50.32%)	NA: 4 (0.84%)
3. I am provided the core needs necessary for me to excel in my role.	4.25 + 0.08	SD: 3 (0.63%)	D: 19 (4.00%)	N: 43 (9.05%)	A: 196 (41.26%)	SA: 210 (44.21%)	NA: 4 (0.84%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.22 = 0.00	SD: 8 (1.68%)	D: 12 (2.53%)	N: 59 (12.42%)	A: 179 (37.68%)	SA: 210 (44.21%)	NA: 7 (1.47%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.18 + 0.07	SD: 4 (0.84%)	D: 22 (4.63%)	N: 50 (10.53%)	A: 207 (43.58%)	SA: 190 (40.00%)	NA: 2 (0.42%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.01 -0.02	SD: 13 (2.74%)	D: 25 (5.26%)	N: 86 (18.11%)	A: 162 (34.11%)	SA: 180 (37.89%)	NA: 9 (1.89%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Performance Planning

Question	Mean	Distribution					
57. Our team has improved our performance over time by learning from each other.	4.48 + 0.03	SD: 3 (0.63%)	D: 5 (1.05%)	N: 24 (5.05%)	A: 169 (35.58%)	SA: 267 (56.21%)	NA: 7 (1.47%)
17. I embrace challenges as opportunities for growth.	4.44 + 0.04	SD: 1 (0.21%)	D: 4 (0.84%)	N: 20 (4.21%)	A: 208 (43.79%)	SA: 240 (50.53%)	NA: 2 (0.42%)
58. I am satisfied that our team performs up to our potential.	4.43 = 0.00	SD: 4 (0.84%)	D: 8 (1.68%)	N: 30 (6.32%)	A: 166 (34.95%)	SA: 260 (54.74%)	NA: 7 (1.47%)
49. Our team effectively sets goals to further enhance our performance.	4.31 -0.02	SD: 5 (1.05%)	D: 11 (2.32%)	N: 41 (8.63%)	A: 191 (40.21%)	SA: 223 (46.95%)	NA: 4 (0.84%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.21 + 0.02	SD: 5 (1.05%)	D: 15 (3.16%)	N: 46 (9.68%)	A: 215 (45.26%)	SA: 191 (40.21%)	NA: 3 (0.63%)
37. My supervisor motivates me to achieve my goals.	4.21 -0.02	SD: 9 (1.89%)	D: 14 (2.95%)	N: 58 (12.21%)	A: 174 (36.63%)	SA: 213 (44.84%)	NA: 7 (1.47%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.91 = 0.00	SD: 13 (2.74%)	D: 33 (6.95%)	N: 96 (20.21%)	A: 134 (28.21%)	SA: 163 (34.32%)	NA: 36 (7.58%)

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.53 + 0.03	SD: 2 (0.42%)	D: 2 (0.42%)	N: 23 (4.84%)	A: 160 (33.68%)	SA: 282 (59.37%)	NA: 6 (1.26%)
							
15. I am properly trained to achieve excellence in my work.	4.31 + 0.06	SD: 2 (0.42%)	D: 17 (3.58%)	N: 44 (9.26%)	A: 177 (37.26%)	SA: 231 (48.63%)	NA: 4 (0.84%)
							
35. My supervisor supports my personal and professional development.	4.29 -0.03	SD: 8 (1.68%)	D: 12 (2.53%)	N: 37 (7.79%)	A: 187 (39.37%)	SA: 222 (46.74%)	NA: 9 (1.89%)
							
36. My supervisor builds a culture of learning and growth.	4.29 -0.03	SD: 8 (1.68%)	D: 13 (2.74%)	N: 40 (8.42%)	A: 183 (38.53%)	SA: 225 (47.37%)	NA: 6 (1.26%)
							
30. My supervisor encourages opportunities for my growth and development.	4.20 -0.03	SD: 10 (2.11%)	D: 14 (2.95%)	N: 57 (12.00%)	A: 182 (38.32%)	SA: 207 (43.58%)	NA: 5 (1.05%)
							
81. Our organization provides the "right" training for me to excel in my role.	3.99 + 0.16	SD: 6 (1.26%)	D: 33 (6.95%)	N: 77 (16.21%)	A: 198 (41.68%)	SA: 157 (33.05%)	NA: 4 (0.84%)
							

SD : Strongly Disagree D : Disagree N : Neutral A : Agree SA : Strongly Agree NA : Not Applicable

Recognition

Question	Mean	Distribution					
48. My teammates promote gratitude in our culture.	4.50 + 0.01	SD: 2 (0.42%)	D: 7 (1.47%)	N: 27 (5.68%)	A: 150 (31.58%)	SA: 281 (59.16%)	NA: 8 (1.68%)
		<div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div><div></div></div>					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.46 = 0.00	SD: 1 (0.21%)	D: 3 (0.63%)	N: 20 (4.21%)	A: 199 (41.89%)	SA: 248 (52.21%)	NA: 4 (0.84%)
		<div><div></div><div></div><div>A</div><div></div><div>SA</div><div></div></div>					
80. Our organization practices gratitude by recognizing excellence in our work.	4.29 + 0.05	SD: 4 (0.84%)	D: 12 (2.53%)	N: 41 (8.63%)	A: 201 (42.32%)	SA: 215 (45.26%)	NA: 2 (0.42%)
		<div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div><div></div></div>					
29. My supervisor recognizes me for a job well done.	4.21 + 0.01	SD: 7 (1.47%)	D: 18 (3.79%)	N: 61 (12.84%)	A: 164 (34.53%)	SA: 217 (45.68%)	NA: 8 (1.68%)
		<div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div><div></div></div>					
9. I have received meaningful recognition in the past 10 days.	3.80 -0.04	SD: 16 (3.37%)	D: 59 (12.42%)	N: 78 (16.42%)	A: 160 (33.68%)	SA: 153 (32.21%)	NA: 9 (1.89%)
		<div><div></div><div>D</div><div>N</div><div></div><div>A</div><div></div><div>SA</div><div></div></div>					

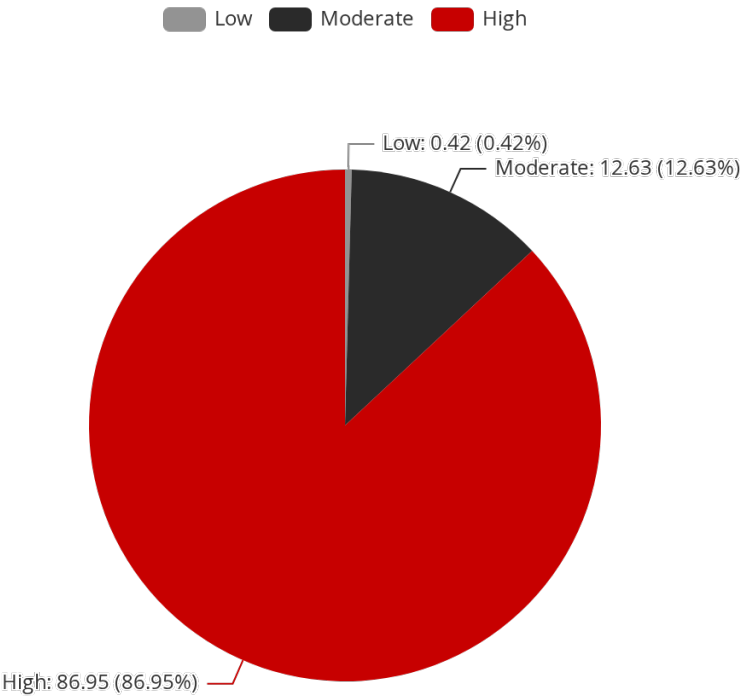
Top Items

Question	Mean
2. I am fully engaged in the work that I do.	4.74 + 0.10
4. I feel great pride in the work I do.	4.73 + 0.08
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.66 + 0.07
8. I am driven to contribute to the success of our organization.	4.66 + 0.03
85. I am committed to achieving my potential through learning and growing.	4.63 + 0.08

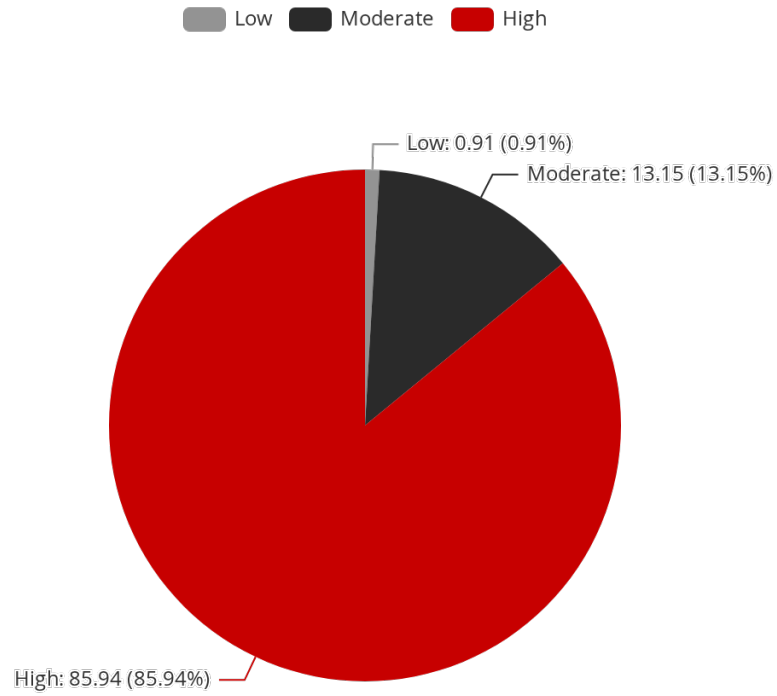
Bottom Items

Question	Mean
9. I have received meaningful recognition in the past 10 days.	3.80 -0.04
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.91 = 0.00
82. Business decisions made are consistent with our mission and core values.	3.98 + 0.11
81. Our organization provides the "right" training for me to excel in my role.	3.99 + 0.16
28. I am provided the opportunity to spend quality time with my supervisor.	4.01 -0.02

Current Growth Mindset Chart



Previous Growth Mindset Chart

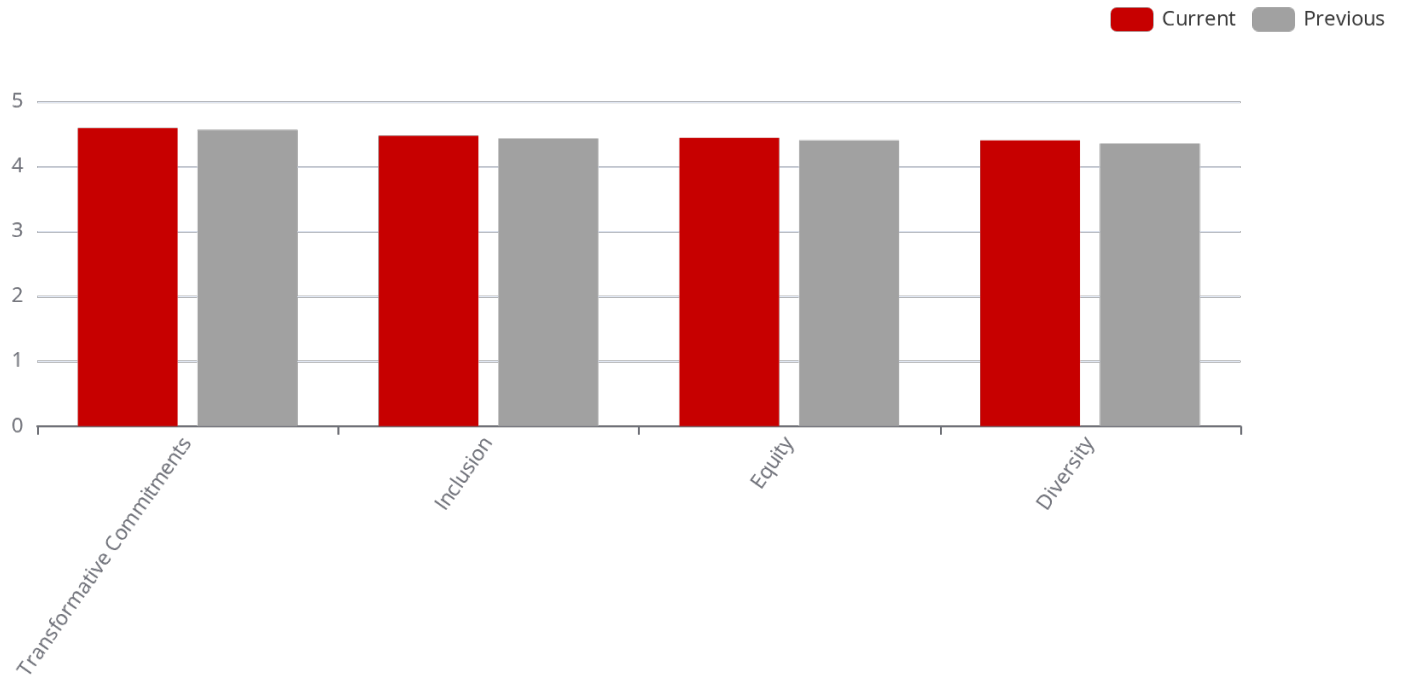


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.63 + 0.08	SD: 1 (0.21%)	D: 1 (0.21%)	N: 7 (1.47%)	A: 156 (32.84%)	SA: 308 (64.84%)	NA: 2 (0.42%)
		A		SA			
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.58 + 0.01	SD: 1 (0.21%)	D: 1 (0.21%)	N: 12 (2.53%)	A: 165 (34.74%)	SA: 293 (61.68%)	NA: 3 (0.63%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.53 + 0.03	SD: 2 (0.42%)	D: 2 (0.42%)	N: 23 (4.84%)	A: 160 (33.68%)	SA: 282 (59.37%)	NA: 6 (1.26%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.52 = 0.00	SD: 1 (0.21%)	D: 2 (0.42%)	N: 17 (3.58%)	A: 181 (38.11%)	SA: 271 (57.05%)	NA: 3 (0.63%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.50 + 0.01	SD: 3 (0.63%)	D: 3 (0.63%)	N: 16 (3.37%)	A: 180 (37.89%)	SA: 268 (56.42%)	NA: 5 (1.05%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.46 = 0.00	SD: 1 (0.21%)	D: 3 (0.63%)	N: 20 (4.21%)	A: 199 (41.89%)	SA: 248 (52.21%)	NA: 4 (0.84%)
		A		SA			
17. I embrace challenges as opportunities for growth.	4.44 + 0.04	SD: 1 (0.21%)	D: 4 (0.84%)	N: 20 (4.21%)	A: 208 (43.79%)	SA: 240 (50.53%)	NA: 2 (0.42%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.38 -0.03	SD: 5 (1.05%)	D: 7 (1.47%)	N: 45 (9.47%)	A: 162 (34.11%)	SA: 252 (53.05%)	NA: 4 (0.84%)
		N	A		SA		
36. My supervisor builds a culture of learning and growth.	4.29 -0.03	SD: 8 (1.68%)	D: 13 (2.74%)	N: 40 (8.42%)	A: 183 (38.53%)	SA: 225 (47.37%)	NA: 6 (1.26%)
		N	A		SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.26 + 0.08	SD: 4 (0.84%)	D: 13 (2.74%)	N: 46 (9.68%)	A: 201 (42.32%)	SA: 208 (43.79%)	NA: 3 (0.63%)
		N	A		SA		

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.59 + 0.03
Inclusion	4.47 + 0.04
Equity	4.44 + 0.04
Diversity	4.40 + 0.05

Transformative Commitments

Question	Mean	Distribution
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.74 + 0.04	SD: 1 (0.21%) D: 1 (0.21%) N: 6 (1.26%) A: 101 (21.26%) SA: 361 (76.00%) NA: 5 (1.05%) <div><div>A</div><div>SA</div></div>
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.70 + 0.01	SD: 2 (0.42%) D: 1 (0.21%) N: 7 (1.47%) A: 118 (24.84%) SA: 346 (72.84%) NA: 1 (0.21%) <div><div>A</div><div>SA</div></div>
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.55 + 0.03	SD: 3 (0.63%) D: 1 (0.21%) N: 16 (3.37%) A: 165 (34.74%) SA: 287 (60.42%) NA: 3 (0.63%) <div><div>A</div><div>SA</div></div>
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.36 + 0.03	SD: 3 (0.63%) D: 5 (1.05%) N: 39 (8.21%) A: 195 (41.05%) SA: 229 (48.21%) NA: 4 (0.84%) <div><div>N</div><div>A</div><div>SA</div></div>

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.73 + 0.06	SD: 1 (0.21%)	D: 0 (0.00%)	N: 5 (1.05%)	A: 111 (23.37%)	SA: 353 (74.32%)	NA: 5 (1.05%)
							
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.67 + 0.08	SD: 2 (0.42%)	D: 3 (0.63%)	N: 12 (2.53%)	A: 115 (24.21%)	SA: 340 (71.58%)	NA: 3 (0.63%)
							
100. I value the contributions of all team members.	4.64 = 0.00	SD: 1 (0.21%)	D: 2 (0.42%)	N: 10 (2.11%)	A: 139 (29.26%)	SA: 319 (67.16%)	NA: 4 (0.84%)
							
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.57 + 0.03	SD: 2 (0.42%)	D: 0 (0.00%)	N: 18 (3.79%)	A: 155 (32.63%)	SA: 293 (61.68%)	NA: 7 (1.47%)
							
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.57 + 0.03	SD: 1 (0.21%)	D: 2 (0.42%)	N: 23 (4.84%)	A: 146 (30.74%)	SA: 297 (62.53%)	NA: 6 (1.26%)
							
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.55 + 0.01	SD: 2 (0.42%)	D: 0 (0.00%)	N: 13 (2.74%)	A: 176 (37.05%)	SA: 280 (58.95%)	NA: 4 (0.84%)
							
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.55 + 0.09	SD: 2 (0.42%)	D: 3 (0.63%)	N: 21 (4.42%)	A: 153 (32.21%)	SA: 292 (61.47%)	NA: 4 (0.84%)
							
115. Our organization is a safe place for people of color to work and be successful.	4.49 + 0.07	SD: 2 (0.42%)	D: 5 (1.05%)	N: 33 (6.95%)	A: 148 (31.16%)	SA: 278 (58.53%)	NA: 9 (1.89%)
							
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.49 + 0.04	SD: 4 (0.84%)	D: 7 (1.47%)	N: 18 (3.79%)	A: 170 (35.79%)	SA: 275 (57.89%)	NA: 1 (0.21%)
							
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.42 + 0.03	SD: 3 (0.63%)	D: 4 (0.84%)	N: 29 (6.11%)	A: 193 (40.63%)	SA: 242 (50.95%)	NA: 4 (0.84%)
							
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.42 + 0.10	SD: 2 (0.42%)	D: 8 (1.68%)	N: 37 (7.79%)	A: 163 (34.32%)	SA: 256 (53.89%)	NA: 9 (1.89%)
							

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Question	Mean	Distribution					
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.41 + 0.02	SD: 1 (0.21%)	D: 9 (1.89%)	N: 29 (6.11%)	A: 190 (40.00%)	SA: 242 (50.95%)	NA: 4 (0.84%)
							
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.41 + 0.05	SD: 3 (0.63%)	D: 5 (1.05%)	N: 28 (5.89%)	A: 192 (40.42%)	SA: 240 (50.53%)	NA: 7 (1.47%)
							
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.37 = 0.00	SD: 2 (0.42%)	D: 3 (0.63%)	N: 36 (7.58%)	A: 207 (43.58%)	SA: 222 (46.74%)	NA: 5 (1.05%)
							
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.31 -0.02	SD: 6 (1.26%)	D: 7 (1.47%)	N: 42 (8.84%)	A: 196 (41.26%)	SA: 221 (46.53%)	NA: 3 (0.63%)
							
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.31 + 0.08	SD: 2 (0.42%)	D: 11 (2.32%)	N: 41 (8.63%)	A: 202 (42.53%)	SA: 213 (44.84%)	NA: 6 (1.26%)
							
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.30 + 0.04	SD: 7 (1.47%)	D: 10 (2.11%)	N: 33 (6.95%)	A: 205 (43.16%)	SA: 214 (45.05%)	NA: 6 (1.26%)
							
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.26 + 0.08	SD: 5 (1.05%)	D: 11 (2.32%)	N: 42 (8.84%)	A: 212 (44.63%)	SA: 200 (42.11%)	NA: 5 (1.05%)
							

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

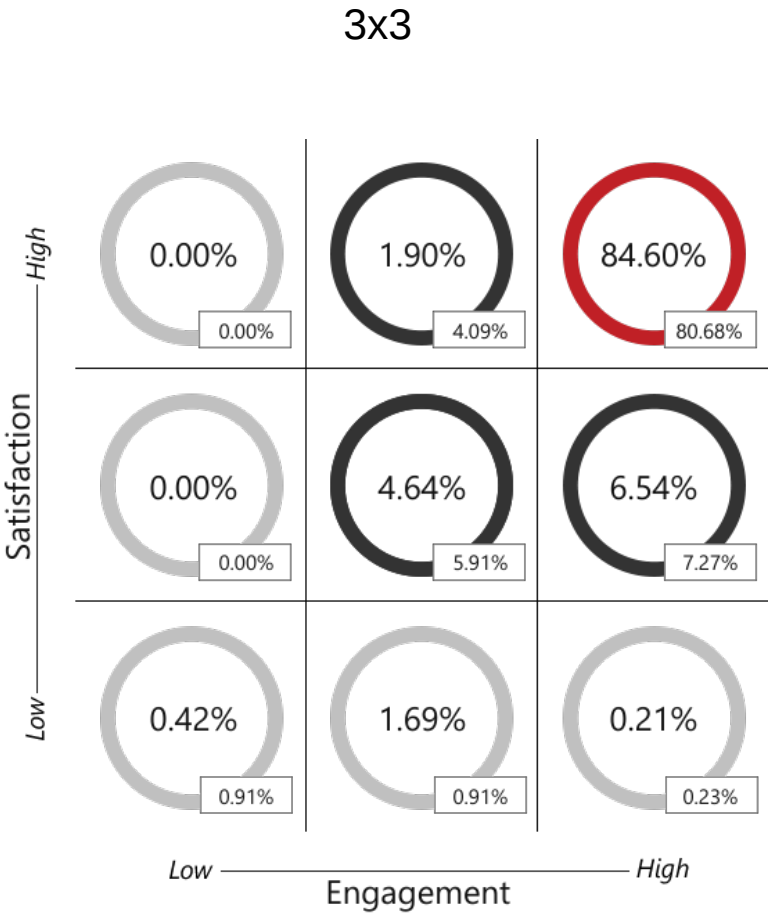
Equity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.73 + 0.06	SD: 1 (0.21%)	D: 0 (0.00%)	N: 5 (1.05%)	A: 111 (23.37%)	SA: 353 (74.32%)	NA: 5 (1.05%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.41 + 0.02	SD: 1 (0.21%)	D: 9 (1.89%)	N: 29 (6.11%)	A: 190 (40.00%)	SA: 242 (50.95%)	NA: 4 (0.84%)
		N	A		SA		
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.32 + 0.04	SD: 5 (1.05%)	D: 9 (1.89%)	N: 35 (7.37%)	A: 205 (43.16%)	SA: 217 (45.68%)	NA: 4 (0.84%)
		N	A		SA		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.30 + 0.04	SD: 7 (1.47%)	D: 10 (2.11%)	N: 33 (6.95%)	A: 205 (43.16%)	SA: 214 (45.05%)	NA: 6 (1.26%)
		N	A		SA		

SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.73 + 0.06	SD: 1 (0.21%)	D: 0 (0.00%)	N: 5 (1.05%)	A: 111 (23.37%)	SA: 353 (74.32%)	NA: 5 (1.05%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.57 + 0.03	SD: 2 (0.42%)	D: 0 (0.00%)	N: 18 (3.79%)	A: 155 (32.63%)	SA: 293 (61.68%)	NA: 7 (1.47%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.37 = 0.00	SD: 2 (0.42%)	D: 3 (0.63%)	N: 36 (7.58%)	A: 207 (43.58%)	SA: 222 (46.74%)	NA: 5 (1.05%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.31 + 0.08	SD: 2 (0.42%)	D: 11 (2.32%)	N: 41 (8.63%)	A: 202 (42.53%)	SA: 213 (44.84%)	NA: 6 (1.26%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.26 + 0.08	SD: 5 (1.05%)	D: 11 (2.32%)	N: 42 (8.84%)	A: 212 (44.63%)	SA: 200 (42.11%)	NA: 5 (1.05%)
		N		A		SA	
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.18 + 0.08	SD: 5 (1.05%)	D: 16 (3.37%)	N: 55 (11.58%)	A: 210 (44.21%)	SA: 186 (39.16%)	NA: 3 (0.63%)
		N		A		SA	



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.74 + 0.10
4. I feel great pride in the work I do.	Pride	4.73 + 0.08
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.66 + 0.07
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.66 + 0.03
85. I am committed to achieving my potential through learning and growing.	Career Development	4.63 + 0.08
92. I demonstrate effort in building a positive workplace culture.	Quality	4.60 + 0.01
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.58 + 0.01
22. I support our organization's mission.	Mission Conscious	4.58 + 0.05
46. I am satisfied being a part of our team.	Satisfaction	4.57 = 0.00
45. I feel great pride in the team of which I am a part.	Pride	4.57 = 0.00
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.57 + 0.02
56. Our team actively responds when needs arise within our team.	Support-Equip	4.55 + 0.03
12. I am highly committed to and energized by my work.	Engage-Inspire	4.53 + 0.07
6. I seek opportunities to further my growth and development.	Training & Development	4.53 + 0.03
16. I seek new ways to achieve excellence in my role.	Innovation	4.52 + 0.02
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.52 = 0.00
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.51 + 0.01
5. I have at least one close friend at work.	Relationships	4.51 + 0.07

Question	Dimension	Mean
78. I feel proud of and inspired by the success of others on my team.	Pride	4.50 + 0.01
48. My teammates promote gratitude in our culture.	Recognition	4.50 + 0.01
70. I feel our organization is a great fit for me.	Talent/Fit	4.49 + 0.04
59. Our team is very inspired by the work we do.	Mission Conscious	4.49 + 0.02
14. I feel great pride in being a part of our organization.	Pride	4.49 + 0.07
66. I look forward to interacting with our team when I come to work.	Relationships	4.49 + 0.01
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.48 -0.02
79. My teammates share important information with me.	Communication	4.48 + 0.02
84. I would like to work at our organization long term.	Career Development	4.48 = 0.00
60. I fit in well with our team.	Talent/Fit	4.48 + 0.01
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.48 + 0.03
44. Our team effectively communicates with each other.	Communication	4.46 + 0.02
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.46 = 0.00
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.46 + 0.02
53. I trust my teammates to follow through on projects.	Relationships	4.46 -0.06
42. Our team encourages innovation.	Innovation	4.45 + 0.08
13. My work is fulfilling and enjoyable.	Satisfaction	4.45 + 0.05
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.45 -0.02

Question	Dimension	Mean
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.45 = 0.00
17. I embrace challenges as opportunities for growth.	Performance Planning	4.44 + 0.04
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.43 = 0.00
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.43 + 0.03
25. My supervisor cares about me as a person.	Relationships	4.43 + 0.01
47. I am on a team that encourages each member to surpass expectations.	Quality	4.42 -0.03
63. I am highly energized by the people I work with on our team.	Relationships	4.42 = 0.00
65. Our team members invest time developing relationships with each other.	Relationships	4.42 + 0.01
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.41 + 0.02
71. Our organization is committed to quality collaboration and excellence.	Quality	4.41 + 0.05
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.41 + 0.07
51. Our team has open and trusting relationships.	Relationships	4.40 + 0.01
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.38 -0.03
55. Information is shared effectively within our team.	Communication	4.36 -0.06
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.35 + 0.04
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.35 + 0.11
27. My supervisor and I have effective two-way communication.	Communication	4.34 + 0.01

Question	Dimension	Mean
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.31 + 0.01
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.31 + 0.07
15. I am properly trained to achieve excellence in my work.	Training & Development	4.31 + 0.06
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.31 -0.02
24. My supervisor effectively communicates his/her expectations.	Communication	4.30 -0.01
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.29 + 0.05
34. My supervisor is actively responsive to my needs.	Support-Equip	4.29 -0.01
35. My supervisor supports my personal and professional development.	Training & Development	4.29 -0.03
36. My supervisor builds a culture of learning and growth.	Training & Development	4.29 -0.03
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.28 -0.04
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.26 + 0.08
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.26 + 0.04
20. I look forward to coming to work every day.	Satisfaction	4.26 + 0.06
32. I have an open and trusting relationship with my supervisor.	Relationships	4.26 -0.02
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.26 + 0.08
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.25 + 0.08

Question	Dimension	Mean
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.25 + 0.06
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.24 + 0.01
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.24 + 0.09
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.23 + 0.08
73. My supervisor advocates for my role and career growth.	Career Development	4.22 + 0.01
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.22 = 0.00
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.21 -0.02
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.21 + 0.02
29. My supervisor recognizes me for a job well done.	Recognition	4.21 + 0.01
83. Our organization encourages innovation.	Innovation	4.21 + 0.11
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.20 -0.03
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.20 + 0.01
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.18 + 0.07
74. I have the opportunity to express my career interests at our organization.	Career Development	4.15 + 0.03
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.15 -0.02
77. Our organization selects the right people for the right job.	Talent/Fit	4.14 + 0.09

Question	Dimension	Mean
31. My supervisor inspires me to grow to new levels.	Relationships	4.14 -0.02
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.10 -0.04
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.01 -0.02
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.99 + 0.16
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.98 + 0.11
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.91 = 0.00
9. I have received meaningful recognition in the past 10 days.	Recognition	3.80 -0.04