



INSIGHTeX Growth Mindset & DEI

Kindergarten Center
Glen Ellyn SD 41

September 2026

Dimensions

Dimension	Mean
Quality	4.71 + 0.15
Pride	4.68 + 0.02
Engage-Inspire	4.68 + 0.09
Communication	4.67 + 0.09
Relationships	4.64 + 0.03
Talent/Fit	4.63 + 0.13
Continuous Improvement	4.59 + 0.12
Satisfaction	4.58 + 0.16
Performance Planning	4.58 + 0.06
Support-Equip	4.57 + 0.06
Career Development	4.56 + 0.11
Innovation	4.55 + 0.09
Mission Conscious	4.53 + 0.13
Recognition	4.52 + 0.08
Training & Development	4.49 -0.01

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Quality

Question	Mean	Distribution					
43. My teammates demonstrate a commitment to quality work and excellence.	4.74 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 8 (20.51%)	SA: 29 (74.36%)	NA: 1 (2.56%)
92. I demonstrate effort in building a positive workplace culture.	4.72 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (28.21%)	SA: 28 (71.79%)	NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.71 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 7 (17.95%)	SA: 29 (74.36%)	NA: 1 (2.56%)
71. Our organization is committed to quality collaboration and excellence.	4.66 + 0.31	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 27 (69.23%)	NA: 1 (2.56%)

Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.74 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 8 (20.51%)	SA: 30 (76.92%)	NA: 0 (0.00%)
45. I feel great pride in the team of which I am a part.	4.71 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 7 (17.95%)	SA: 29 (74.36%)	NA: 1 (2.56%)
78. I feel proud of and inspired by the success of others on my team.	4.66 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (33.33%)	SA: 25 (64.10%)	NA: 1 (2.56%)
14. I feel great pride in being a part of our organization.	4.59 = 0.00	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 0 (0.00%)

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

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.82 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 7 (17.95%)	SA: 32 (82.05%)	NA: 0 (0.00%)
		A		SA			
67. Our organization promotes a positive and engaging culture.	4.76 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 9 (23.08%)	SA: 29 (74.36%)	NA: 1 (2.56%)
		A		SA			
8. I am driven to contribute to the success of our organization.	4.67 -0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (33.33%)	SA: 26 (66.67%)	NA: 0 (0.00%)
		A		SA			
76. I would recommend our organization to a friend as a great place to work.	4.59 + 0.30	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (10.26%)	A: 8 (20.51%)	SA: 27 (69.23%)	NA: 0 (0.00%)
		N	A		SA		
12. I am highly committed to and energized by my work.	4.58 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 14 (35.90%)	SA: 23 (58.97%)	NA: 1 (2.56%)
			A		SA		

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

Communication

Question	Mean	Distribution					
44. Our team effectively communicates with each other.	4.79 + 0.17	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 30 (76.92%)	NA: 1 (2.56%)
		A		SA			
55. Information is shared effectively within our team.	4.79 + 0.23	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 30 (76.92%)	NA: 1 (2.56%)
		A		SA			
27. My supervisor and I have effective two-way communication.	4.69 + 0.01	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 30 (76.92%)	NA: 0 (0.00%)
		A		SA			
79. My teammates share important information with me.	4.68 + 0.30	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 10 (25.64%)	SA: 27 (69.23%)	NA: 1 (2.56%)
		A		SA			
24. My supervisor effectively communicates his/her expectations.	4.61 -0.13	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		A		SA			
26. My supervisor gives me constructive feedback about my work performance.	4.59 + 0.04	SD: 0 (0.00%)	D: 1 (2.56%)	N: 2 (5.13%)	A: 9 (23.08%)	SA: 27 (69.23%)	NA: 0 (0.00%)
		A		SA			
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.51 -0.04	SD: 0 (0.00%)	D: 1 (2.56%)	N: 2 (5.13%)	A: 11 (28.21%)	SA: 23 (58.97%)	NA: 2 (5.13%)
		A		SA			

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Relationships

Question	Mean	Distribution					
68. Quality and inclusive relationships are valued across our organization.	4.74 + 0.22	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 28 (71.79%)	NA: 1 (2.56%)
		A		SA			
66. I look forward to interacting with our team when I come to work.	4.74 + 0.21	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 29 (74.36%)	NA: 0 (0.00%)
		A		SA			
32. I have an open and trusting relationship with my supervisor.	4.72 -0.02	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 7 (17.95%)	SA: 31 (79.49%)	NA: 0 (0.00%)
		A		SA			
53. I trust my teammates to follow through on projects.	4.71 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 9 (23.08%)	SA: 28 (71.79%)	NA: 1 (2.56%)
		A		SA			
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.71 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (28.21%)	SA: 27 (69.23%)	NA: 1 (2.56%)
		A		SA			
64. Our team is committed to creating an enjoyable work environment.	4.68 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (30.77%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		A		SA			
51. Our team has open and trusting relationships.	4.66 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (33.33%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
65. Our team members invest time developing relationships with each other.	4.66 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (33.33%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
25. My supervisor cares about me as a person.	4.62 -0.17	SD: 1 (2.56%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 9 (23.08%)	SA: 28 (71.79%)	NA: 0 (0.00%)
		A		SA			
63. I am highly energized by the people I work with on our team.	4.61 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 11 (28.21%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.59 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (10.26%)	A: 8 (20.51%)	SA: 27 (69.23%)	NA: 0 (0.00%)
		N		A		SA	
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.55 -0.08	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 12 (30.77%)	SA: 24 (61.54%)	NA: 1 (2.56%)
		A		SA			
31. My supervisor inspires me to grow to new levels.	4.54 -0.13	SD: 1 (2.56%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 10 (25.64%)	SA: 26 (66.67%)	NA: 0 (0.00%)
		A		SA			

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

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.49 + 0.01	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 15 (38.46%)	SA: 22 (56.41%)	NA: 0 (0.00%)

Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.79 + 0.14	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 31 (79.49%)	NA: 0 (0.00%)
86. Our organization selects highly talented individuals when hiring.	4.67 + 0.23	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 27 (69.23%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.66 -0.13	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 27 (69.23%)	NA: 1 (2.56%)
60. I fit in well with our team.	4.66 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 9 (23.08%)	SA: 27 (69.23%)	NA: 1 (2.56%)
70. I feel our organization is a great fit for me.	4.66 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (7.69%)	A: 7 (17.95%)	SA: 28 (71.79%)	NA: 1 (2.56%)
77. Our organization selects the right people for the right job.	4.59 + 0.30	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 14 (35.90%)	SA: 24 (61.54%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	4.53 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (10.26%)	A: 9 (23.08%)	SA: 23 (58.97%)	NA: 3 (7.69%)
11. I am in a role that allows me to maximize my talents and strengths.	4.46 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (15.38%)	A: 9 (23.08%)	SA: 24 (61.54%)	NA: 0 (0.00%)

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

Continuous Improvement

Question	Mean	Distribution					
69. I am part of an organization that continues to pursue excellence every day.	4.71 + 0.18	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 29 (74.36%)	NA: 1 (2.56%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					
54. Our team continuously seeks ways to improve our performance.	4.68 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 10 (25.64%)	SA: 27 (69.23%)	NA: 1 (2.56%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					
52. I am on a team that continuously challenges me to grow and improve.	4.66 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 9 (23.08%)	SA: 27 (69.23%)	NA: 1 (2.56%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					
21. I am committed to a growth mindset to achieve my potential.	4.63 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 10 (25.64%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.44 + 0.20	SD: 0 (0.00%)	D: 1 (2.56%)	N: 3 (7.69%)	A: 13 (33.33%)	SA: 22 (56.41%)	NA: 0 (0.00%)
		<div><div></div><div>N</div><div>A</div><div>SA</div><div></div></div>					
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.44 + 0.20	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (12.82%)	A: 12 (30.77%)	SA: 22 (56.41%)	NA: 0 (0.00%)
		<div><div></div><div>N</div><div>A</div><div>SA</div><div></div></div>					

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

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.76 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 7 (17.95%)	SA: 30 (76.92%)	NA: 1 (2.56%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					
87. Overall, I am very satisfied with our organization as a place to work.	4.56 + 0.21	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 14 (35.90%)	SA: 24 (61.54%)	NA: 0 (0.00%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					
13. My work is fulfilling and enjoyable.	4.51 + 0.13	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 14 (35.90%)	SA: 23 (58.97%)	NA: 0 (0.00%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					
20. I look forward to coming to work every day.	4.50 + 0.29	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 16 (41.03%)	SA: 21 (53.85%)	NA: 1 (2.56%)
		<div><div></div><div>A</div><div>SA</div><div></div></div>					

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.	4.72 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 9 (23.08%)	SA: 29 (74.36%)	NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.71 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (28.21%)	SA: 27 (69.23%)	NA: 1 (2.56%)
37. My supervisor motivates me to achieve my goals.	4.63 -0.09	SD: 0 (0.00%)	D: 1 (2.56%)	N: 2 (5.13%)	A: 7 (17.95%)	SA: 28 (71.79%)	NA: 1 (2.56%)
49. Our team effectively sets goals to further enhance our performance.	4.59 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 14 (35.90%)	SA: 24 (61.54%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.56 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 17 (43.59%)	SA: 22 (56.41%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.46 + 0.05	SD: 0 (0.00%)	D: 1 (2.56%)	N: 4 (10.26%)	A: 8 (20.51%)	SA: 22 (56.41%)	NA: 4 (10.26%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.36 -0.02	SD: 0 (0.00%)	D: 1 (2.56%)	N: 4 (10.26%)	A: 14 (35.90%)	SA: 20 (51.28%)	NA: 0 (0.00%)

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.	4.74 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 8 (20.51%)	SA: 29 (74.36%)	NA: 1 (2.56%)
							
34. My supervisor is actively responsive to my needs.	4.68 -0.03	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 29 (74.36%)	NA: 1 (2.56%)
							
33. My supervisor supports me through challenges and failures in order to succeed.	4.66 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 1 (2.56%)
							
62. My teammates demonstrate commitment to helping and supporting each other.	4.66 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 1 (2.56%)
							
23. I have a supportive coaching relationship with my supervisor.	4.58 -0.01	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (30.77%)	SA: 25 (64.10%)	NA: 1 (2.56%)
							
3. I am provided the core needs necessary for me to excel in my role.	4.49 + 0.08	SD: 0 (0.00%)	D: 2 (5.13%)	N: 2 (5.13%)	A: 10 (25.64%)	SA: 25 (64.10%)	NA: 0 (0.00%)
							
28. I am provided the opportunity to spend quality time with my supervisor.	4.41 + 0.06	SD: 1 (2.56%)	D: 0 (0.00%)	N: 4 (10.26%)	A: 11 (28.21%)	SA: 23 (58.97%)	NA: 0 (0.00%)
							
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.32 + 0.17	SD: 0 (0.00%)	D: 2 (5.13%)	N: 3 (7.69%)	A: 14 (35.90%)	SA: 19 (48.72%)	NA: 1 (2.56%)
							

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.	4.74 + 0.15	SD: 0 (0.00%) D: 0 (0.00%) N: 0 (0.00%) A: 10 (25.64%) SA: 29 (74.36%) NA: 0 (0.00%) A SA
84. I would like to work at our organization long term.	4.59 + 0.15	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (7.69%) A: 10 (25.64%) SA: 26 (66.67%) NA: 0 (0.00%) N A SA
73. My supervisor advocates for my role and career growth.	4.55 -0.04	SD: 1 (2.56%) D: 0 (0.00%) N: 2 (5.13%) A: 9 (23.08%) SA: 26 (66.67%) NA: 1 (2.56%) N A SA
74. I have the opportunity to express my career interests at our organization.	4.47 + 0.16	SD: 1 (2.56%) D: 0 (0.00%) N: 4 (10.26%) A: 8 (20.51%) SA: 25 (64.10%) NA: 1 (2.56%) N A SA
72. Our organization provides the experience and development for me to further my career here.	4.45 + 0.15	SD: 1 (2.56%) D: 0 (0.00%) N: 4 (10.26%) A: 9 (23.08%) SA: 24 (61.54%) NA: 1 (2.56%) N A SA

Innovation

Question	Mean	Distribution
42. Our team encourages innovation.	4.76 + 0.15	SD: 0 (0.00%) D: 0 (0.00%) N: 0 (0.00%) A: 9 (23.08%) SA: 29 (74.36%) NA: 1 (2.56%) A SA
16. I seek new ways to achieve excellence in my role.	4.58 -0.01	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (5.13%) A: 12 (30.77%) SA: 24 (61.54%) NA: 1 (2.56%) N A SA
75. Our organization embraces an innovative mindset to maximize our potential.	4.51 + 0.01	SD: 0 (0.00%) D: 1 (2.56%) N: 1 (2.56%) A: 14 (35.90%) SA: 23 (58.97%) NA: 0 (0.00%) N A SA
83. Our organization encourages innovation.	4.34 + 0.19	SD: 1 (2.56%) D: 0 (0.00%) N: 1 (2.56%) A: 19 (48.72%) SA: 17 (43.59%) NA: 1 (2.56%) N A SA

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

Mission Conscious

Question	Mean	Distribution					
59. Our team is very inspired by the work we do.	4.74 + 0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 28 (71.79%)	NA: 1 (2.56%)
		<div><div>A</div><div>SA</div></div>					
41. My supervisor effectively communicates our organizational mission to me.	4.64 -0.06	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 28 (71.79%)	NA: 0 (0.00%)
		<div><div>A</div><div>SA</div></div>					
22. I support our organization's mission.	4.61 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 13 (33.33%)	SA: 24 (61.54%)	NA: 1 (2.56%)
		<div><div>A</div><div>SA</div></div>					
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.56 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 13 (33.33%)	SA: 24 (61.54%)	NA: 0 (0.00%)
		<div><div>A</div><div>SA</div></div>					
82. Business decisions made are consistent with our mission and core values.	4.13 + 0.41	SD: 1 (2.56%)	D: 1 (2.56%)	N: 6 (15.38%)	A: 15 (38.46%)	SA: 16 (41.03%)	NA: 0 (0.00%)
		<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

Recognition

Question	Mean	Distribution					
48. My teammates promote gratitude in our culture.	4.71 + 0.12	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 29 (74.36%)	NA: 1 (2.56%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.66 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 1 (2.56%)
29. My supervisor recognizes me for a job well done.	4.63 + 0.11	SD: 1 (2.56%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 8 (20.51%)	SA: 28 (71.79%)	NA: 1 (2.56%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.49 + 0.10	SD: 0 (0.00%)	D: 1 (2.56%)	N: 2 (5.13%)	A: 13 (33.33%)	SA: 23 (58.97%)	NA: 0 (0.00%)
9. I have received meaningful recognition in the past 10 days.	4.10 -0.11	SD: 0 (0.00%)	D: 3 (7.69%)	N: 8 (20.51%)	A: 10 (25.64%)	SA: 18 (46.15%)	NA: 0 (0.00%)

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

Training & Development

Question	Mean	Distribution					
36. My supervisor builds a culture of learning and growth.	4.68 -0.08	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 29 (74.36%)	NA: 1 (2.56%)
35. My supervisor supports my personal and professional development.	4.66 -0.04	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 8 (20.51%)	SA: 28 (71.79%)	NA: 1 (2.56%)
30. My supervisor encourages opportunities for my growth and development.	4.62 + 0.04	SD: 1 (2.56%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 9 (23.08%)	SA: 28 (71.79%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.41 -0.29	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (10.26%)	A: 15 (38.46%)	SA: 20 (51.28%)	NA: 0 (0.00%)
15. I am properly trained to achieve excellence in my work.	4.37 + 0.02	SD: 0 (0.00%)	D: 1 (2.56%)	N: 6 (15.38%)	A: 9 (23.08%)	SA: 22 (56.41%)	NA: 1 (2.56%)
81. Our organization provides the "right" training for me to excel in my role.	4.21 + 0.30	SD: 1 (2.56%)	D: 1 (2.56%)	N: 5 (12.82%)	A: 13 (33.33%)	SA: 18 (46.15%)	NA: 1 (2.56%)

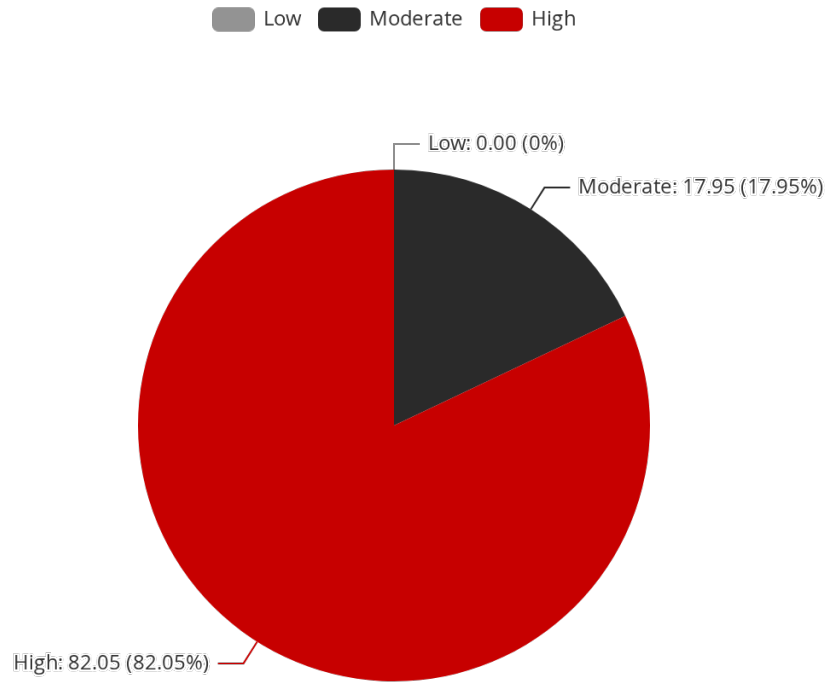
Top Items

Question	Mean
2. I am fully engaged in the work that I do.	4.82 + 0.11
44. Our team effectively communicates with each other.	4.79 + 0.17
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.79 + 0.14
55. Information is shared effectively within our team.	4.79 + 0.23
46. I am satisfied being a part of our team.	4.76 + 0.02
42. Our team encourages innovation.	4.76 + 0.15
67. Our organization promotes a positive and engaging culture.	4.76 + 0.11

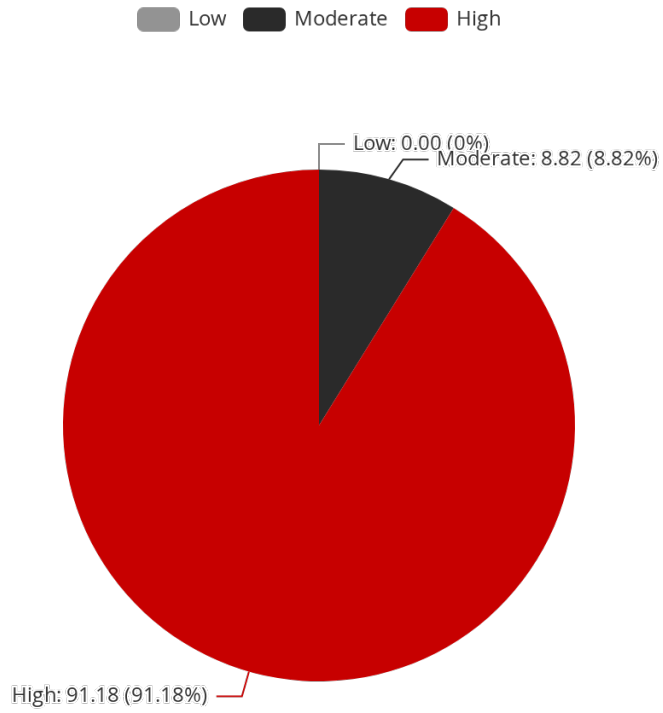
Bottom Items

Question	Mean
9. I have received meaningful recognition in the past 10 days.	4.10 -0.11
82. Business decisions made are consistent with our mission and core values.	4.13 + 0.41
81. Our organization provides the "right" training for me to excel in my role.	4.21 + 0.30
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.32 + 0.17
83. Our organization encourages innovation.	4.34 + 0.19

Current Growth Mindset Chart



Previous Growth Mindset Chart

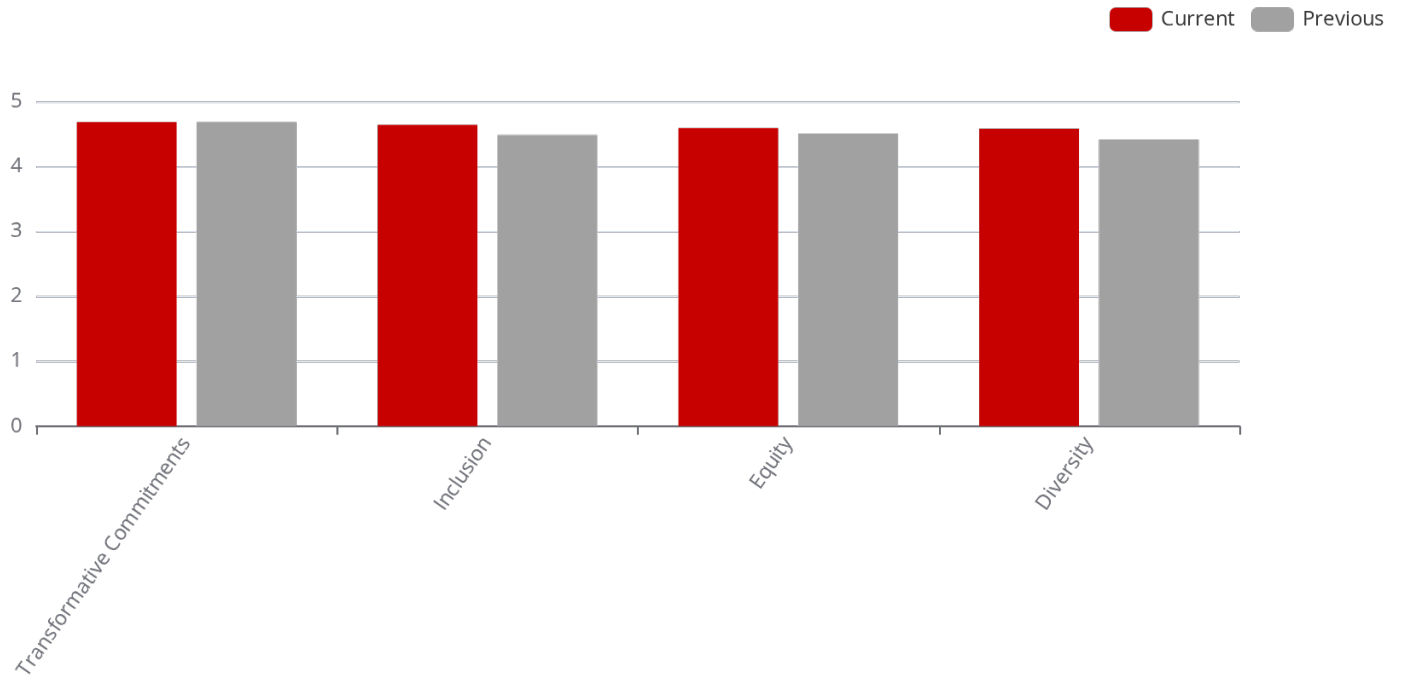


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.74 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 29 (74.36%)	NA: 0 (0.00%)
		A		SA			
36. My supervisor builds a culture of learning and growth.	4.68 -0.08	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 29 (74.36%)	NA: 1 (2.56%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.66 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.66 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 9 (23.08%)	SA: 27 (69.23%)	NA: 1 (2.56%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.66 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (33.33%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.63 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 10 (25.64%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		A		SA			
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.59 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (10.26%)	A: 8 (20.51%)	SA: 27 (69.23%)	NA: 0 (0.00%)
		N	A		SA		
17. I embrace challenges as opportunities for growth.	4.56 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 17 (43.59%)	SA: 22 (56.41%)	NA: 0 (0.00%)
		A			SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.44 + 0.20	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (12.82%)	A: 12 (30.77%)	SA: 22 (56.41%)	NA: 0 (0.00%)
		N	A		SA		
6. I seek opportunities to further my growth and development.	4.41 -0.29	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (10.26%)	A: 15 (38.46%)	SA: 20 (51.28%)	NA: 0 (0.00%)
		N	A		SA		

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.68 = 0.00
Inclusion	4.64 + 0.16
Equity	4.59 + 0.09
Diversity	4.58 + 0.17

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.	4.77 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 9 (23.08%)	SA: 30 (76.92%)	NA: 0 (0.00%)
		A		SA			
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.69 -0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (30.77%)	SA: 27 (69.23%)	NA: 0 (0.00%)
		A		SA			
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.67 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (33.33%)	SA: 26 (66.67%)	NA: 0 (0.00%)
		A		SA			
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.59 = 0.00	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 0 (0.00%)
		A		SA			

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

Inclusion

Question	Mean	Distribution					
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.79 + 0.14	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (20.51%)	SA: 31 (79.49%)	NA: 0 (0.00%)
		A		SA			
100. I value the contributions of all team members.	4.74 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (25.64%)	SA: 28 (71.79%)	NA: 1 (2.56%)
		A		SA			
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.72 + 0.37	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 9 (23.08%)	SA: 29 (74.36%)	NA: 0 (0.00%)
		A		SA			
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.72 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (28.21%)	SA: 28 (71.79%)	NA: 0 (0.00%)
		A		SA			
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.68 + 0.42	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 9 (23.08%)	SA: 28 (71.79%)	NA: 1 (2.56%)
		A		SA			
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.67 + 0.20	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 9 (23.08%)	SA: 28 (71.79%)	NA: 0 (0.00%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.67 -0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 9 (23.08%)	SA: 28 (71.79%)	NA: 0 (0.00%)
		A		SA			
115. Our organization is a safe place for people of color to work and be successful.	4.67 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (7.69%)	A: 7 (17.95%)	SA: 29 (74.36%)	NA: 0 (0.00%)
		N	A		SA		
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.66 + 0.18	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		A		SA			
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.	4.64 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 10 (25.64%)	SA: 27 (69.23%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.61 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (7.69%)	A: 9 (23.08%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		N	A		SA		

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

Question	Mean	Distribution					
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.	4.58 + 0.29	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (30.77%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.56 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 13 (33.33%)	SA: 24 (61.54%)	NA: 0 (0.00%)
		A		SA			
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.56 + 0.15	SD: 1 (2.56%)	D: 0 (0.00%)	N: 1 (2.56%)	A: 11 (28.21%)	SA: 26 (66.67%)	NA: 0 (0.00%)
		A		SA			
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.56 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 13 (33.33%)	SA: 24 (61.54%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.56 = 0.00	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 12 (30.77%)	SA: 25 (64.10%)	NA: 0 (0.00%)
		A		SA			
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.55 + 0.26	SD: 0 (0.00%)	D: 1 (2.56%)	N: 2 (5.13%)	A: 10 (25.64%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.50 + 0.18	SD: 1 (2.56%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 11 (28.21%)	SA: 24 (61.54%)	NA: 1 (2.56%)
		A		SA			

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

Equity

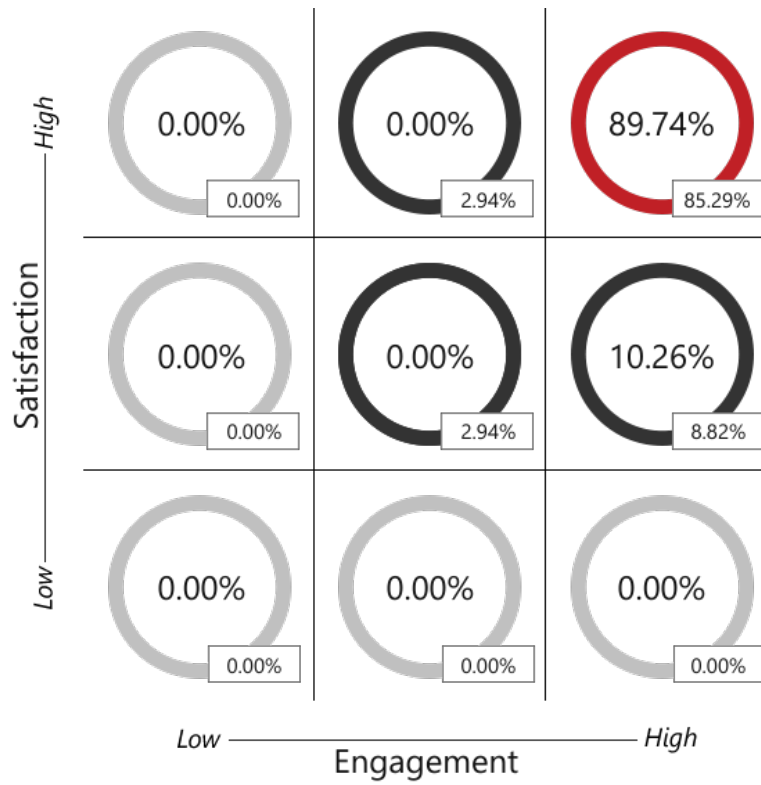
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.72 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (28.21%)	SA: 28 (71.79%)	NA: 0 (0.00%)
		A		SA			
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.58 + 0.29	SD: 1 (2.56%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (30.77%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.56 = 0.00	SD: 0 (0.00%)	D: 1 (2.56%)	N: 1 (2.56%)	A: 12 (30.77%)	SA: 25 (64.10%)	NA: 0 (0.00%)
		A		SA			
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.51 + 0.10	SD: 1 (2.56%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 11 (28.21%)	SA: 25 (64.10%)	NA: 0 (0.00%)
		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.	4.72 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (28.21%)	SA: 28 (71.79%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.61 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (7.69%)	A: 9 (23.08%)	SA: 26 (66.67%)	NA: 1 (2.56%)
		N	A		SA		
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.56 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 13 (33.33%)	SA: 24 (61.54%)	NA: 0 (0.00%)
		A		SA			
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.56 + 0.41	SD: 0 (0.00%)	D: 1 (2.56%)	N: 0 (0.00%)	A: 14 (35.90%)	SA: 24 (61.54%)	NA: 0 (0.00%)
		A		SA			
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.55 + 0.26	SD: 0 (0.00%)	D: 1 (2.56%)	N: 2 (5.13%)	A: 10 (25.64%)	SA: 25 (64.10%)	NA: 1 (2.56%)
		A		SA			
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.50 + 0.18	SD: 1 (2.56%)	D: 0 (0.00%)	N: 2 (5.13%)	A: 11 (28.21%)	SA: 24 (61.54%)	NA: 1 (2.56%)
		A		SA			

3x3



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.82 + 0.11
44. Our team effectively communicates with each other.	Communication	4.79 + 0.17
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.79 + 0.14
55. Information is shared effectively within our team.	Communication	4.79 + 0.23
46. I am satisfied being a part of our team.	Satisfaction	4.76 + 0.02
42. Our team encourages innovation.	Innovation	4.76 + 0.15
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.76 + 0.11
59. Our team is very inspired by the work we do.	Mission Conscious	4.74 + 0.12
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.74 + 0.03
56. Our team actively responds when needs arise within our team.	Support-Equip	4.74 + 0.09
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.74 + 0.22
85. I am committed to achieving my potential through learning and growing.	Career Development	4.74 + 0.15
66. I look forward to interacting with our team when I come to work.	Relationships	4.74 + 0.21
4. I feel great pride in the work I do.	Pride	4.74 -0.02
92. I demonstrate effort in building a positive workplace culture.	Quality	4.72 + 0.08
32. I have an open and trusting relationship with my supervisor.	Relationships	4.72 -0.02
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.72 + 0.13
53. I trust my teammates to follow through on projects.	Relationships	4.71 = 0.00

Question	Dimension	Mean
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.71 + 0.06
48. My teammates promote gratitude in our culture.	Recognition	4.71 + 0.12
45. I feel great pride in the team of which I am a part.	Pride	4.71 -0.03
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.71 + 0.18
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.71 + 0.06
47. I am on a team that encourages each member to surpass expectations.	Quality	4.71 + 0.15
27. My supervisor and I have effective two-way communication.	Communication	4.69 + 0.01
79. My teammates share important information with me.	Communication	4.68 + 0.30
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.68 = 0.00
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.68 + 0.09
34. My supervisor is actively responsive to my needs.	Support-Equip	4.68 -0.03
36. My supervisor builds a culture of learning and growth.	Training & Development	4.68 -0.08
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.67 -0.09
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.67 + 0.23
78. I feel proud of and inspired by the success of others on my team.	Pride	4.66 + 0.10
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.66 + 0.10
60. I fit in well with our team.	Talent/Fit	4.66 + 0.16

Question	Dimension	Mean
70. I feel our organization is a great fit for me.	Talent/Fit	4.66 + 0.16
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.66 + 0.05
51. Our team has open and trusting relationships.	Relationships	4.66 + 0.04
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.66 + 0.16
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.66 -0.13
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.66 + 0.04
65. Our team members invest time developing relationships with each other.	Relationships	4.66 + 0.16
35. My supervisor supports my personal and professional development.	Training & Development	4.66 -0.04
71. Our organization is committed to quality collaboration and excellence.	Quality	4.66 + 0.31
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.64 -0.06
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.63 + 0.07
29. My supervisor recognizes me for a job well done.	Recognition	4.63 + 0.11
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.63 -0.09
25. My supervisor cares about me as a person.	Relationships	4.62 -0.17
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.62 + 0.04
63. I am highly energized by the people I work with on our team.	Relationships	4.61 + 0.08
24. My supervisor effectively communicates his/her expectations.	Communication	4.61 -0.13

Question	Dimension	Mean
22. I support our organization's mission.	Mission Conscious	4.61 + 0.08
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.59 -0.03
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.59 + 0.30
14. I feel great pride in being a part of our organization.	Pride	4.59 = 0.00
77. Our organization selects the right people for the right job.	Talent/Fit	4.59 + 0.30
84. I would like to work at our organization long term.	Career Development	4.59 + 0.15
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.59 + 0.15
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.59 + 0.04
12. I am highly committed to and energized by my work.	Engage-Inspire	4.58 + 0.05
16. I seek new ways to achieve excellence in my role.	Innovation	4.58 -0.01
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.58 -0.01
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.56 + 0.21
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.56 + 0.15
17. I embrace challenges as opportunities for growth.	Performance Planning	4.56 + 0.09
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.55 -0.08
73. My supervisor advocates for my role and career growth.	Career Development	4.55 -0.04
31. My supervisor inspires me to grow to new levels.	Relationships	4.54 -0.13

Question	Dimension	Mean
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.53 + 0.08
13. My work is fulfilling and enjoyable.	Satisfaction	4.51 + 0.13
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.51 + 0.01
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.51 -0.04
20. I look forward to coming to work every day.	Satisfaction	4.50 + 0.29
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.49 + 0.10
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.49 + 0.08
5. I have at least one close friend at work.	Relationships	4.49 + 0.01
74. I have the opportunity to express my career interests at our organization.	Career Development	4.47 + 0.16
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.46 + 0.05
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.46 + 0.05
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.45 + 0.15
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.44 + 0.20
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.44 + 0.20
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.41 + 0.06
6. I seek opportunities to further my growth and development.	Training & Development	4.41 -0.29

Question	Dimension	Mean
15. I am properly trained to achieve excellence in my work.	Training & Development	4.37 + 0.02
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.36 -0.02
83. Our organization encourages innovation.	Innovation	4.34 + 0.19
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.32 + 0.17
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.21 + 0.30
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.13 + 0.41
9. I have received meaningful recognition in the past 10 days.	Recognition	4.10 -0.11