INSIGHTeX Growth Mindset & DEI

Abraham Lincoln
Glen Ellyn SD 41

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DO NOT REPRODUCE
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Dimensions

Dimension	Mean
Pride	4.58 + 0.06
Engage-Inspire	4.54 + 0.15
Quality	4.46 + 0.02
Satisfaction	4.43 + 0.06
Relationships	4.38 = 0.00
Career Development	4.37 + 0.18
Communication	4.32 + 0.02
Talent/Fit	4.32 + 0.12
Continuous Improvement	4.32 = 0.00
Performance Planning	4.31 + 0.02
Innovation	4.29 + 0.06
Support-Equip	4.26 + 0.04
Recognition	4.26 + 0.06
Mission Conscious	4.23 + 0.03
Training & Development	4.17 + 0.09

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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.	4.75 + 0.11	SD: 0 (0.00%) D: 1 (1.75%) N: 0 (0.00%) A: 11 (19.30%) SA: 44 (77.19%) NA: 1 (1.75%) A SA
45. I feel great pride in the team of which I am a part.	4.56 -0.03	SD: 0 (0.00%) D: 1 (1.75%) N: 2 (3.51%) A: 18 (31.58%) SA: 36 (63.16%) NA: 0 (0.00%) A SA
14. I feel great pride in being a part of our organization.	4.53 + 0.17	SD: 0 (0.00%) D: 0 (0.00%) N: 4 (7.02%) A: 19 (33.33%) SA: 34 (59.65%) NA: 0 (0.00%) N A SA
78. I feel proud of and inspired by the success of others on my team.	4.47 -0.03	SD: 1 (1.75%) D: 0 (0.00%) N: 1 (1.75%) A: 24 (42.11%) SA: 31 (54.39%) NA: 0 (0.00%) A SA

Engage-Inspire

Question	Mean	Distribution
2. I am fully engaged in the work that I do.	4.82 + 0.25	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.75%) A: 8 (14.04%) SA: 47 (82.46%) NA: 1 (1.75%) A SA
8. I am driven to contribute to the success of our organization.	4.63 + 0.11	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (5.26%) A: 15 (26.32%) SA: 38 (66.67%) NA: 1 (1.75%) A SA
12. I am highly committed to and energized by my work.	4.58 + 0.11	SD: 0 (0.00%) D: 1 (1.75%) N: 1 (1.75%) A: 19 (33.33%) SA: 36 (63.16%) NA: 0 (0.00%) A SA
76. I would recommend our organization to a friend as a great place to work.	4.35 + 0.18	SD: 1 (1.75%) D: 0 (0.00%) N: 6 (10.53%) A: 21 (36.84%) SA: 29 (50.88%) NA: 0 (0.00%) N A SA
67. Our organization promotes a positive and engaging culture.	4.33 + 0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 7 (12.28%) A: 24 (42.11%) SA: 26 (45.61%) NA: 0 (0.00%) N A SA

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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.	4.61 + 0.02	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 18 (31.58%) SA: 37 (64.91%) NA: 0 (0.00%) A SA
43. My teammates demonstrate a commitment to quality work and excellence.	4.54 + 0.01	SD: 1 (1.75%) D: 0 (0.00%) N: 1 (1.75%) A: 20 (35.09%) SA: 35 (61.40%) NA: 0 (0.00%) A SA
47. I am on a team that encourages each member to surpass expectations.	4.40 -0.10	SD: 1 (1.75%) D: 0 (0.00%) N: 7 (12.28%) A: 16 (28.07%) SA: 33 (57.89%) NA: 0 (0.00%) N A SA
71. Our organization is committed to quality collaboration and excellence.	4.28 + 0.12	SD: 0 (0.00%) D: 1 (1.75%) N: 8 (14.04%) A: 22 (38.60%) SA: 26 (45.61%) NA: 0 (0.00%) N A SA

Satisfaction

Question	Mean	Distribution
46. I am satisfied being a part of our team.	4.60 -0.02	SD: 0 (0.00%) D: 1 (1.75%) N: 2 (3.51%) A: 16 (28.07%) SA: 38 (66.67%) NA: 0 (0.00%) A SA
13. My work is fulfilling and enjoyable.	4.51 + 0.10	SD: 0 (0.00%) D: 2 (3.51%) N: 2 (3.51%) A: 18 (31.58%) SA: 35 (61.40%) NA: 0 (0.00%) A SA
87. Overall, I am very satisfied with our organization as a place to work.	4.37 + 0.15	SD: 0 (0.00%) D: 0 (0.00%) N: 8 (14.04%) A: 20 (35.09%) SA: 29 (50.88%) NA: 0 (0.00%) N A SA
20. I look forward to coming to work every day.	4.25 + 0.04	SD: 1 (1.75%) D: 1 (1.75%) N: 5 (8.77%) A: 26 (45.61%) SA: 24 (42.11%) NA: 0 (0.00%) N A SA

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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.	4.60 + 0.08	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 19 (33.33%) SA: 36 (63.16%) NA: 0 (0.00%) A SA
64. Our team is committed to creating an enjoyable work environment.	4.49 -0.08	SD: 1 (1.75%) D: 0 (0.00%) N: 3 (5.26%) A: 19 (33.33%) SA: 34 (59.65%) NA: 0 (0.00%) A SA
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.49 -0.10	SD: 0 (0.00%) D: 1 (1.75%) N: 4 (7.02%) A: 18 (31.58%) SA: 34 (59.65%) NA: 0 (0.00%) N A SA
66. I look forward to interacting with our team when I come to work.	4.47 -0.15	SD: 1 (1.75%) D: 0 (0.00%) N: 3 (5.26%) A: 20 (35.09%) SA: 33 (57.89%) NA: 0 (0.00%) A SA
53. I trust my teammates to follow through on projects.	4.47 -0.06	SD: 1 (1.75%) D: 0 (0.00%) N: 4 (7.02%) A: 18 (31.58%) SA: 34 (59.65%) NA: 0 (0.00%) N A SA
5. I have at least one close friend at work.	4.46 + 0.05	SD: 1 (1.75%) D: 0 (0.00%) N: 6 (10.53%) A: 14 (24.56%) SA: 35 (61.40%) NA: 1 (1.75%) N A SA
65. Our team members invest time developing relationships with each other.	4.44 -0.03	SD: 1 (1.75%) D: 0 (0.00%) N: 5 (8.77%) A: 18 (31.58%) SA: 33 (57.89%) NA: 0 (0.00%) N A SA
25. My supervisor cares about me as a person.	4.44 + 0.10	SD: 0 (0.00%) D: 1 (1.75%) N: 7 (12.28%) A: 15 (26.32%) SA: 34 (59.65%) NA: 0 (0.00%) N A SA
63. I am highly energized by the people I work with on our team.	4.42 -0.06	SD: 1 (1.75%) D: 0 (0.00%) N: 3 (5.26%) A: 23 (40.35%) SA: 30 (52.63%) NA: 0 (0.00%) A SA
51. Our team has open and trusting relationships.	4.40 -0.09	SD: 2 (3.51%) D: 0 (0.00%) N: 4 (7.02%) A: 18 (31.58%) SA: 33 (57.89%) NA: 0 (0.00%) N A SA
68. Quality and inclusive relationships are valued across our organization.	4.33 + 0.21	SD: 0 (0.00%) D: 1 (1.75%) N: 5 (8.77%) A: 25 (43.86%) SA: 26 (45.61%) NA: 0 (0.00%) N A SA
32. I have an open and trusting relationship with my supervisor.	4.18 + 0.02	SD: 1 (1.75%) D: 3 (5.26%) N: 7 (12.28%) A: 20 (35.09%) SA: 26 (45.61%) NA: 0 (0.00%) N A SA
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.14 + 0.12	SD: 1 (1.75%) D: 4 (7.02%) N: 7 (12.28%) A: 18 (31.58%) SA: 26 (45.61%) NA: 1 (1.75%) D N A SA

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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.	4.04 -0.03	SD: 1 (1.75%) D: 6 (10.53%) N: 10 (17.54%) A: 13 (22.81%) SA: 27 (47.37%) NA: 0 (0.00%)

Career Development

Question	Mean	Distribution
85. I am committed to achieving my potential through learning and growing.	4.70 + 0.23	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 13 (22.81%) SA: 42 (73.68%) NA: 0 (0.00%)
84. I would like to work at our organization long term.	4.49 + 0.06	SD: 0 (0.00%) D: 1 (1.75%) N: 4 (7.02%) A: 18 (31.58%) SA: 34 (59.65%) NA: 0 (0.00%)
72. Our organization provides the experience and development for me to further my career here.	4.23 + 0.20	SD: 0 (0.00%) D: 4 (7.02%) N: 6 (10.53%) A: 20 (35.09%) SA: 27 (47.37%) NA: 0 (0.00%)
73. My supervisor advocates for my role and career growth.	4.21 + 0.21	SD: 1 (1.75%) D: 3 (5.26%) N: 7 (12.28%) A: 17 (29.82%) SA: 28 (49.12%) NA: 1 (1.75%)
74. I have the opportunity to express my career interests at our organization.	4.18 + 0.18	SD: 2 (3.51%) D: 3 (5.26%) N: 4 (7.02%) A: 20 (35.09%) SA: 26 (45.61%) NA: 2 (3.51%)

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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.	4.44 -0.03	SD: 1 (1.75%) D: 0 (0.00%) N: 3 (5.26%) A: 22 (38.60%) SA: 31 (54.39%) NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.39 -0.05	SD: 1 (1.75%) D: 0 (0.00%) N: 6 (10.53%) A: 19 (33.33%) SA: 31 (54.39%) NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.38 + 0.12	SD: 1 (1.75%) D: 0 (0.00%) N: 5 (8.77%) A: 20 (35.09%) SA: 29 (50.88%) NA: 2 (3.51%)
44. Our team effectively communicates with each other.	4.35 -0.13	SD: 1 (1.75%) D: 1 (1.75%) N: 6 (10.53%) A: 18 (31.58%) SA: 31 (54.39%) NA: 0 (0.00%)
27. My supervisor and I have effective two-way communication.	4.28 + 0.04	SD: 1 (1.75%) D: 3 (5.26%) N: 5 (8.77%) A: 18 (31.58%) SA: 30 (52.63%) NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	4.21 + 0.18	SD: 1 (1.75%) D: 3 (5.26%) N: 7 (12.28%) A: 18 (31.58%) SA: 28 (49.12%) NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	4.18 -0.03	SD: 1 (1.75%) D: 5 (8.77%) N: 6 (10.53%) A: 16 (28.07%) SA: 29 (50.88%) NA: 0 (0.00%)

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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.	4.74 + 0.22	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 11 (19.30%) SA: 44 (77.19%) NA: 0 (0.00%)
60. I fit in well with our team.	4.56 + 0.06	SD: 1 (1.75%) D: 0 (0.00%) N: 4 (7.02%) A: 13 (22.81%) SA: 39 (68.42%) NA: 0 (0.00%)
70. I feel our organization is a great fit for me.	4.49 + 0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 5 (8.77%) A: 19 (33.33%) SA: 33 (57.89%) NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.40 + 0.04	SD: 0 (0.00%) D: 1 (1.75%) N: 4 (7.02%) A: 23 (40.35%) SA: 29 (50.88%) NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.20 + 0.29	SD: 1 (1.75%) D: 1 (1.75%) N: 7 (12.28%) A: 23 (40.35%) SA: 23 (40.35%) NA: 2 (3.51%)
7. I have encouraged someone to apply at our organization.	4.10 + 0.02	SD: 1 (1.75%) D: 2 (3.51%) N: 10 (17.54%) A: 16 (28.07%) SA: 22 (38.60%) NA: 6 (10.53%)
86. Our organization selects highly talented individuals when hiring.	4.09 + 0.14	SD: 1 (1.75%) D: 3 (5.26%) N: 7 (12.28%) A: 24 (42.11%) SA: 21 (36.84%) NA: 1 (1.75%)
77. Our organization selects the right people for the right job.	3.96 + 0.10	SD: 2 (3.51%) D: 3 (5.26%) N: 10 (17.54%) A: 21 (36.84%) SA: 20 (35.09%) NA: 1 (1.75%)

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Continuous Improvement

Question	Mean	Distribution
21. I am committed to a growth mindset to achieve my potential.	4.54 + 0.07	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 22 (38.60%) SA: 33 (57.89%) NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.46 -0.02	SD: 1 (1.75%) D: 0 (0.00%) N: 4 (7.02%) A: 19 (33.33%) SA: 33 (57.89%) NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.42 -0.12	SD: 1 (1.75%) D: 0 (0.00%) N: 7 (12.28%) A: 15 (26.32%) SA: 34 (59.65%) NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.37 + 0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 5 (8.77%) A: 26 (45.61%) SA: 26 (45.61%) NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.14 + 0.14	SD: 1 (1.75%) D: 3 (5.26%) N: 5 (8.77%) A: 26 (45.61%) SA: 22 (38.60%) NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.02 -0.12	SD: 2 (3.51%) D: 4 (7.02%) N: 5 (8.77%) A: 26 (45.61%) SA: 20 (35.09%) NA: 0 (0.00%)

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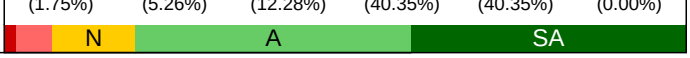
SD : Strongly Disagree D : Disagree N : Neutral A : Agree SA : Strongly Agree NA : Not Applicable

Performance Planning

Question	Mean	Distribution
57. Our team has improved our performance over time by learning from each other.	4.49 -0.05	SD: 1 (1.75%) D: 0 (0.00%) N: 4 (7.02%) A: 17 (29.82%) SA: 35 (61.40%) NA: 0 (0.00%)
58. I am satisfied that our team performs up to our potential.	4.42 -0.16	SD: 1 (1.75%) D: 1 (1.75%) N: 4 (7.02%) A: 18 (31.58%) SA: 33 (57.89%) NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.40 + 0.09	SD: 0 (0.00%) D: 2 (3.51%) N: 2 (3.51%) A: 24 (42.11%) SA: 29 (50.88%) NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.39 -0.01	SD: 1 (1.75%) D: 0 (0.00%) N: 7 (12.28%) A: 17 (29.82%) SA: 32 (56.14%) NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	4.18 + 0.04	SD: 1 (1.75%) D: 3 (5.26%) N: 8 (14.04%) A: 18 (31.58%) SA: 27 (47.37%) NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.15 + 0.32	SD: 1 (1.75%) D: 5 (8.77%) N: 5 (8.77%) A: 18 (31.58%) SA: 26 (45.61%) NA: 2 (3.51%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.12 -0.07	SD: 1 (1.75%) D: 3 (5.26%) N: 7 (12.28%) A: 23 (40.35%) SA: 23 (40.35%) NA: 0 (0.00%) 

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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.	4.54 + 0.11	SD: 0 (0.00%) D: 1 (1.75%) N: 3 (5.26%) A: 17 (29.82%) SA: 36 (63.16%) NA: 0 (0.00%) A SA
42. Our team encourages innovation.	4.37 -0.19	SD: 1 (1.75%) D: 1 (1.75%) N: 5 (8.77%) A: 19 (33.33%) SA: 31 (54.39%) NA: 0 (0.00%) N A SA
75. Our organization embraces an innovative mindset to maximize our potential.	4.21 + 0.23	SD: 0 (0.00%) D: 2 (3.51%) N: 5 (8.77%) A: 29 (50.88%) SA: 21 (36.84%) NA: 0 (0.00%) N A SA
83. Our organization encourages innovation.	4.04 + 0.07	SD: 1 (1.75%) D: 3 (5.26%) N: 7 (12.28%) A: 28 (49.12%) SA: 18 (31.58%) NA: 0 (0.00%) N A SA

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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.	4.61 + 0.07	SD: 1 (1.75%) D: 0 (0.00%) N: 1 (1.75%) A: 16 (28.07%) SA: 39 (68.42%) NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.55 + 0.05	SD: 1 (1.75%) D: 0 (0.00%) N: 2 (3.51%) A: 17 (29.82%) SA: 36 (63.16%) NA: 1 (1.75%)
23. I have a supportive coaching relationship with my supervisor.	4.27 + 0.05	SD: 2 (3.51%) D: 4 (7.02%) N: 4 (7.02%) A: 13 (22.81%) SA: 33 (57.89%) NA: 1 (1.75%)
34. My supervisor is actively responsive to my needs.	4.21 = 0.00	SD: 1 (1.75%) D: 4 (7.02%) N: 7 (12.28%) A: 15 (26.32%) SA: 30 (52.63%) NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.18 + 0.18	SD: 0 (0.00%) D: 1 (1.75%) N: 9 (15.79%) A: 24 (42.11%) SA: 21 (36.84%) NA: 2 (3.51%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.14 + 0.05	SD: 1 (1.75%) D: 3 (5.26%) N: 9 (15.79%) A: 18 (31.58%) SA: 26 (45.61%) NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	4.09 + 0.02	SD: 2 (3.51%) D: 3 (5.26%) N: 7 (12.28%) A: 18 (31.58%) SA: 24 (42.11%) NA: 3 (5.26%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.04 -0.05	SD: 0 (0.00%) D: 8 (14.04%) N: 4 (7.02%) A: 23 (40.35%) SA: 22 (38.60%) NA: 0 (0.00%)

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

Recognition

Question	Mean	Distribution
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.48 + 0.07	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 25 (43.86%) SA: 29 (50.88%) NA: 1 (1.75%)
48. My teammates promote gratitude in our culture.	4.44 -0.13	SD: 1 (1.75%) D: 0 (0.00%) N: 6 (10.53%) A: 16 (28.07%) SA: 34 (59.65%) NA: 0 (0.00%)
29. My supervisor recognizes me for a job well done.	4.26 + 0.14	SD: 1 (1.75%) D: 4 (7.02%) N: 2 (3.51%) A: 22 (38.60%) SA: 28 (49.12%) NA: 0 (0.00%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.18 + 0.16	SD: 1 (1.75%) D: 2 (3.51%) N: 7 (12.28%) A: 23 (40.35%) SA: 24 (42.11%) NA: 0 (0.00%)
9. I have received meaningful recognition in the past 10 days.	3.93 + 0.03	SD: 1 (1.75%) D: 10 (17.54%) N: 6 (10.53%) A: 15 (26.32%) SA: 25 (43.86%) NA: 0 (0.00%)

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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.	4.60 + 0.08	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.75%) A: 21 (36.84%) SA: 35 (61.40%) NA: 0 (0.00%) A SA
59. Our team is very inspired by the work we do.	4.54 -0.01	SD: 1 (1.75%) D: 0 (0.00%) N: 2 (3.51%) A: 18 (31.58%) SA: 36 (63.16%) NA: 0 (0.00%) A SA
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.16 + 0.04	SD: 1 (1.75%) D: 2 (3.51%) N: 7 (12.28%) A: 24 (42.11%) SA: 23 (40.35%) NA: 0 (0.00%) N A SA
41. My supervisor effectively communicates our organizational mission to me.	4.12 = 0.00	SD: 1 (1.75%) D: 2 (3.51%) N: 9 (15.79%) A: 22 (38.60%) SA: 23 (40.35%) NA: 0 (0.00%) N A SA
82. Business decisions made are consistent with our mission and core values.	3.73 + 0.05	SD: 3 (5.26%) D: 4 (7.02%) N: 14 (24.56%) A: 19 (33.33%) SA: 16 (28.07%) NA: 1 (1.75%) D N A SA

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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.	4.55 + 0.12	SD: 0 (0.00%) D: 1 (1.75%) N: 1 (1.75%) A: 20 (35.09%) SA: 34 (59.65%) NA: 1 (1.75%)
15. I am properly trained to achieve excellence in my work.	4.30 + 0.23	SD: 0 (0.00%) D: 4 (7.02%) N: 3 (5.26%) A: 22 (38.60%) SA: 28 (49.12%) NA: 0 (0.00%)
35. My supervisor supports my personal and professional development.	4.21 + 0.05	SD: 1 (1.75%) D: 2 (3.51%) N: 7 (12.28%) A: 21 (36.84%) SA: 26 (45.61%) NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.14 -0.11	SD: 1 (1.75%) D: 4 (7.02%) N: 6 (10.53%) A: 21 (36.84%) SA: 25 (43.86%) NA: 0 (0.00%)
30. My supervisor encourages opportunities for my growth and development.	4.12 + 0.03	SD: 1 (1.75%) D: 5 (8.77%) N: 7 (12.28%) A: 17 (29.82%) SA: 27 (47.37%) NA: 0 (0.00%)
81. Our organization provides the "right" training for me to excel in my role.	3.70 + 0.18	SD: 2 (3.51%) D: 7 (12.28%) N: 13 (22.81%) A: 19 (33.33%) SA: 16 (28.07%) NA: 0 (0.00%)

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Top Items

Question	Mean
2. I am fully engaged in the work that I do.	4.82 + 0.25
4. I feel great pride in the work I do.	4.75 + 0.11
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.74 + 0.22
85. I am committed to achieving my potential through learning and growing.	4.70 + 0.23
8. I am driven to contribute to the success of our organization.	4.63 + 0.11

Bottom Items

Question	Mean
81. Our organization provides the "right" training for me to excel in my role.	3.70 + 0.18
82. Business decisions made are consistent with our mission and core values.	3.73 + 0.05
9. I have received meaningful recognition in the past 10 days.	3.93 + 0.03
77. Our organization selects the right people for the right job.	3.96 + 0.10
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.02 -0.12

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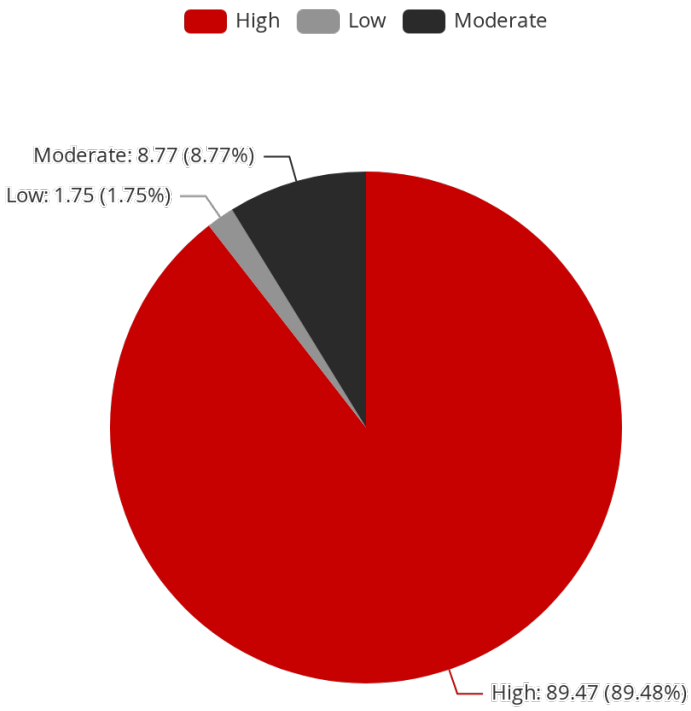
Current Growth Mindset Chart



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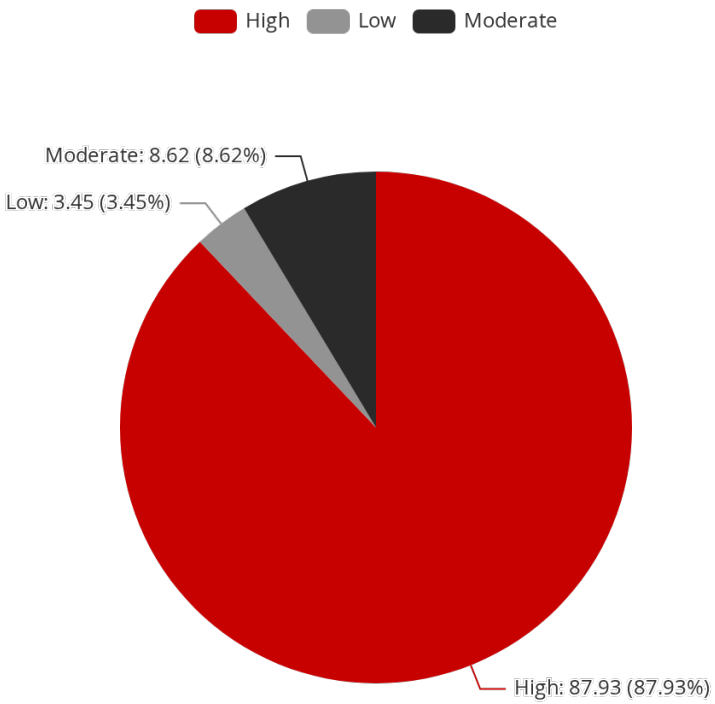
Previous Growth Mindset Chart



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.	4.70 + 0.23	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 13 (22.81%) SA: 42 (73.68%) NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.60 + 0.08	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 19 (33.33%) SA: 36 (63.16%) NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.55 + 0.12	SD: 0 (0.00%) D: 1 (1.75%) N: 1 (1.75%) A: 20 (35.09%) SA: 34 (59.65%) NA: 1 (1.75%)
21. I am committed to a growth mindset to achieve my potential.	4.54 + 0.07	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 22 (38.60%) SA: 33 (57.89%) NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.48 + 0.07	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 25 (43.86%) SA: 29 (50.88%) NA: 1 (1.75%)
78. I feel proud of and inspired by the success of others on my team.	4.47 -0.03	SD: 1 (1.75%) D: 0 (0.00%) N: 1 (1.75%) A: 24 (42.11%) SA: 31 (54.39%) NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.42 -0.12	SD: 1 (1.75%) D: 0 (0.00%) N: 7 (12.28%) A: 15 (26.32%) SA: 34 (59.65%) NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.40 + 0.09	SD: 0 (0.00%) D: 2 (3.51%) N: 2 (3.51%) A: 24 (42.11%) SA: 29 (50.88%) NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.14 -0.11	SD: 1 (1.75%) D: 4 (7.02%) N: 6 (10.53%) A: 21 (36.84%) SA: 25 (43.86%) NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.14 + 0.14	SD: 1 (1.75%) D: 3 (5.26%) N: 5 (8.77%) A: 26 (45.61%) SA: 22 (38.60%) NA: 0 (0.00%)

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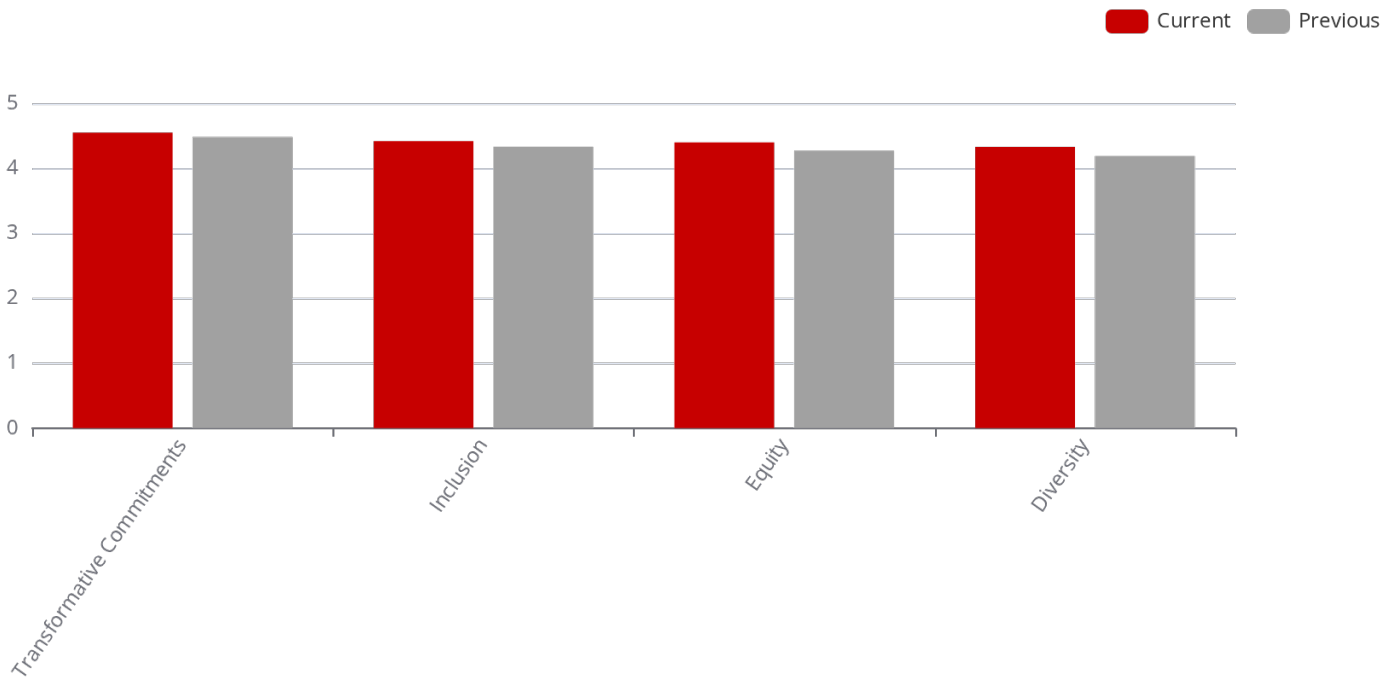
DEI Chart


Current
Previous
5
4
3
2
1
0
Transformative Commitments
Inclusion
Equity
Diversity

DEI Table

Dimension	Mean
Transformative Commitments	4.55 + 0.07
Inclusion	4.42 + 0.09
Equity	4.40 + 0.13
Diversity	4.33 + 0.14

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.	4.75 + 0.13	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 10 (17.54%) SA: 44 (77.19%) NA: 1 (1.75%) A SA
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.63 + 0.01	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 17 (29.82%) SA: 38 (66.67%) 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.	4.47 + 0.02	SD: 1 (1.75%) D: 0 (0.00%) N: 2 (3.51%) A: 22 (38.60%) SA: 32 (56.14%) NA: 0 (0.00%) A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.33 + 0.11	SD: 1 (1.75%) D: 0 (0.00%) N: 5 (8.77%) A: 24 (42.11%) SA: 27 (47.37%) NA: 0 (0.00%) N A SA

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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.	4.70 + 0.11	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 13 (22.81%) SA: 41 (71.93%) NA: 1 (1.75%) A SA
100. I value the contributions of all team members.	4.68 + 0.08	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.75%) A: 16 (28.07%) SA: 40 (70.18%) NA: 0 (0.00%) A SA
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.54 + 0.06	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (5.26%) A: 20 (35.09%) SA: 34 (59.65%) NA: 0 (0.00%) A SA
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.53 + 0.08	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (5.26%) A: 21 (36.84%) SA: 33 (57.89%) NA: 0 (0.00%) A SA
115. Our organization is a safe place for people of color to work and be successful.	4.53 + 0.13	SD: 0 (0.00%) D: 1 (1.75%) N: 4 (7.02%) A: 15 (26.32%) SA: 35 (61.40%) NA: 2 (3.51%) N A SA
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.48 -0.09	SD: 1 (1.75%) D: 0 (0.00%) N: 3 (5.26%) A: 19 (33.33%) SA: 33 (57.89%) NA: 1 (1.75%) A SA
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.46 -0.01	SD: 1 (1.75%) D: 0 (0.00%) N: 4 (7.02%) A: 19 (33.33%) SA: 33 (57.89%) NA: 0 (0.00%) N A SA
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.45 + 0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 5 (8.77%) A: 21 (36.84%) SA: 30 (52.63%) NA: 1 (1.75%) N A SA
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.45 + 0.05	SD: 1 (1.75%) D: 0 (0.00%) N: 5 (8.77%) A: 17 (29.82%) SA: 33 (57.89%) NA: 1 (1.75%) N 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.	4.43 + 0.09	SD: 1 (1.75%) D: 0 (0.00%) N: 3 (5.26%) A: 22 (38.60%) SA: 30 (52.63%) NA: 1 (1.75%) A SA
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.42 + 0.18	SD: 1 (1.75%) D: 0 (0.00%) N: 4 (7.02%) A: 21 (36.84%) SA: 31 (54.39%) NA: 0 (0.00%) N A SA

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

Question	Mean	Distribution
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.39 + 0.13	SD: 1 (1.75%) D: 0 (0.00%) N: 3 (5.26%) A: 25 (43.86%) SA: 28 (49.12%) NA: 0 (0.00%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.33 + 0.07	SD: 0 (0.00%) D: 1 (1.75%) N: 5 (8.77%) A: 25 (43.86%) SA: 26 (45.61%) NA: 0 (0.00%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.32 + 0.10	SD: 1 (1.75%) D: 0 (0.00%) N: 5 (8.77%) A: 25 (43.86%) SA: 26 (45.61%) NA: 0 (0.00%)
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.	4.32 + 0.29	SD: 1 (1.75%) D: 0 (0.00%) N: 6 (10.53%) A: 23 (40.35%) SA: 27 (47.37%) NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.28 + 0.25	SD: 0 (0.00%) D: 1 (1.75%) N: 7 (12.28%) A: 24 (42.11%) SA: 25 (43.86%) NA: 0 (0.00%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.23 + 0.02	SD: 1 (1.75%) D: 0 (0.00%) N: 7 (12.28%) A: 26 (45.61%) SA: 23 (40.35%) NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.12 + 0.15	SD: 1 (1.75%) D: 2 (3.51%) N: 7 (12.28%) A: 26 (45.61%) SA: 21 (36.84%) NA: 0 (0.00%)

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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.	4.70 + 0.11	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 13 (22.81%) SA: 41 (71.93%) NA: 1 (1.75%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.33 + 0.07	SD: 0 (0.00%) D: 1 (1.75%) N: 5 (8.77%) A: 25 (43.86%) SA: 26 (45.61%) NA: 0 (0.00%)
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.	4.32 + 0.29	SD: 1 (1.75%) D: 0 (0.00%) N: 6 (10.53%) A: 23 (40.35%) SA: 27 (47.37%) NA: 0 (0.00%)
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.26 + 0.07	SD: 1 (1.75%) D: 1 (1.75%) N: 4 (7.02%) A: 27 (47.37%) SA: 24 (42.11%) NA: 0 (0.00%)

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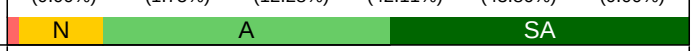
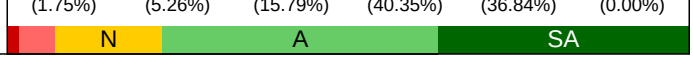
SD : Strongly Disagree D : Disagree N : Neutral A : Agree SA : Strongly Agree NA : Not Applicable

Diversity

Question	Mean	Distribution
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 + 0.11	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (3.51%) A: 13 (22.81%) SA: 41 (71.93%) NA: 1 (1.75%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.54 + 0.06	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (5.26%) A: 20 (35.09%) SA: 34 (59.65%) NA: 0 (0.00%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.32 + 0.10	SD: 1 (1.75%) D: 0 (0.00%) N: 5 (8.77%) A: 25 (43.86%) SA: 26 (45.61%) NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.28 + 0.25	SD: 0 (0.00%) D: 1 (1.75%) N: 7 (12.28%) A: 24 (42.11%) SA: 25 (43.86%) NA: 0 (0.00%) 
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.12 + 0.15	SD: 1 (1.75%) D: 2 (3.51%) N: 7 (12.28%) A: 26 (45.61%) SA: 21 (36.84%) NA: 0 (0.00%)
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.05 + 0.19	SD: 1 (1.75%) D: 3 (5.26%) N: 9 (15.79%) A: 23 (40.35%) SA: 21 (36.84%) NA: 0 (0.00%) 

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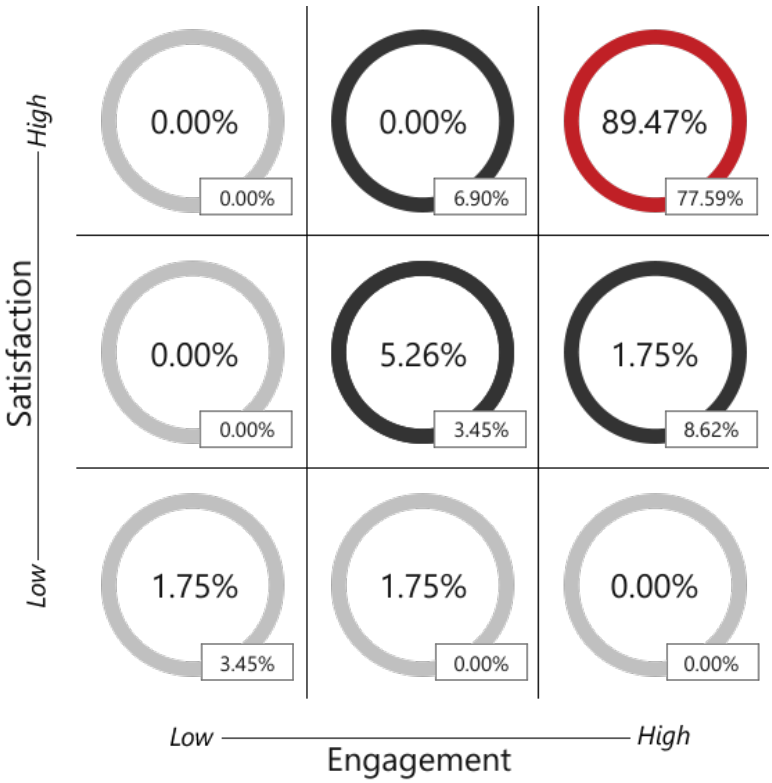
3x3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0.00%
Satisfaction
High
Low
Low
High
Engagement

All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.82 + 0.25
4. I feel great pride in the work I do.	Pride	4.75 + 0.11
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.74 + 0.22
85. I am committed to achieving my potential through learning and growing.	Career Development	4.70 + 0.23
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.63 + 0.11
92. I demonstrate effort in building a positive workplace culture.	Quality	4.61 + 0.02
56. Our team actively responds when needs arise within our team.	Support-Equip	4.61 + 0.07
46. I am satisfied being a part of our team.	Satisfaction	4.60 -0.02
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.60 + 0.08
22. I support our organization's mission.	Mission Conscious	4.60 + 0.08
12. I am highly committed to and energized by my work.	Engage-Inspire	4.58 + 0.11
60. I fit in well with our team.	Talent/Fit	4.56 + 0.06
45. I feel great pride in the team of which I am a part.	Pride	4.56 -0.03
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.55 + 0.05
6. I seek opportunities to further my growth and development.	Training & Development	4.55 + 0.12
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.54 + 0.01
59. Our team is very inspired by the work we do.	Mission Conscious	4.54 -0.01
16. I seek new ways to achieve excellence in my role.	Innovation	4.54 + 0.11

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Question	Dimension	Mean
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.54 + 0.07
14. I feel great pride in being a part of our organization.	Pride	4.53 + 0.17
13. My work is fulfilling and enjoyable.	Satisfaction	4.51 + 0.10
70. I feel our organization is a great fit for me.	Talent/Fit	4.49 + 0.09
84. I would like to work at our organization long term.	Career Development	4.49 + 0.06
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.49 -0.10
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.49 -0.05
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.49 -0.08
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.48 + 0.07
66. I look forward to interacting with our team when I come to work.	Relationships	4.47 -0.15
78. I feel proud of and inspired by the success of others on my team.	Pride	4.47 -0.03
53. I trust my teammates to follow through on projects.	Relationships	4.47 -0.06
5. I have at least one close friend at work.	Relationships	4.46 + 0.05
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.46 -0.02
65. Our team members invest time developing relationships with each other.	Relationships	4.44 -0.03
25. My supervisor cares about me as a person.	Relationships	4.44 + 0.10
48. My teammates promote gratitude in our culture.	Recognition	4.44 -0.13

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Question	Dimension	Mean
79. My teammates share important information with me.	Communication	4.44 -0.03
63. I am highly energized by the people I work with on our team.	Relationships	4.42 -0.06
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.42 -0.12
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.42 -0.16
51. Our team has open and trusting relationships.	Relationships	4.40 -0.09
17. I embrace challenges as opportunities for growth.	Performance Planning	4.40 + 0.09
47. I am on a team that encourages each member to surpass expectations.	Quality	4.40 -0.10
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.40 + 0.04
55. Information is shared effectively within our team.	Communication	4.39 -0.05
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.39 -0.01
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.38 + 0.12
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.37 + 0.15
42. Our team encourages innovation.	Innovation	4.37 -0.19
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.37 + 0.09
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.35 + 0.18
44. Our team effectively communicates with each other.	Communication	4.35 -0.13
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.33 + 0.21

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Question	Dimension	Mean
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.33 + 0.09
15. I am properly trained to achieve excellence in my work.	Training & Development	4.30 + 0.23
71. Our organization is committed to quality collaboration and excellence.	Quality	4.28 + 0.12
27. My supervisor and I have effective two-way communication.	Communication	4.28 + 0.04
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.27 + 0.05
29. My supervisor recognizes me for a job well done.	Recognition	4.26 + 0.14
20. I look forward to coming to work every day.	Satisfaction	4.25 + 0.04
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.23 + 0.20
35. My supervisor supports my personal and professional development.	Training & Development	4.21 + 0.05
34. My supervisor is actively responsive to my needs.	Support-Equip	4.21 = 0.00
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.21 + 0.18
73. My supervisor advocates for my role and career growth.	Career Development	4.21 + 0.21
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.21 + 0.23
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.20 + 0.29
32. I have an open and trusting relationship with my supervisor.	Relationships	4.18 + 0.02
24. My supervisor effectively communicates his/her expectations.	Communication	4.18 -0.03

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Question	Dimension	Mean
74. I have the opportunity to express my career interests at our organization.	Career Development	4.18 + 0.18
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.18 + 0.04
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.18 + 0.18
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.18 + 0.16
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.16 + 0.04
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.15 + 0.32
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.14 + 0.12
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.14 + 0.05
36. My supervisor builds a culture of learning and growth.	Training & Development	4.14 -0.11
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.14 + 0.14
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.12 -0.07
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.12 + 0.03
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.12 = 0.00
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.10 + 0.02
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.09 + 0.02
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.09 + 0.14

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Question	Dimension	Mean
31. My supervisor inspires me to grow to new levels.	Relationships	4.04 -0.03
83. Our organization encourages innovation.	Innovation	4.04 + 0.07
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.04 -0.05
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.02 -0.12
77. Our organization selects the right people for the right job.	Talent/Fit	3.96 + 0.10
9. I have received meaningful recognition in the past 10 days.	Recognition	3.93 + 0.03
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.73 + 0.05
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.70 + 0.18

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