



INSIGHTeX Growth Mindset & DEI

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Dimensions

Dimension	Mean
Pride	4.64 + 0.08
Engage-Inspire	4.57 + 0.02
Quality	4.55 + 0.05
Continuous Improvement	4.47 + 0.04
Mission Conscious	4.45 + 0.05
Innovation	4.44 + 0.07
Relationships	4.43 -0.02
Career Development	4.42 + 0.02
Satisfaction	4.39 -0.02
Communication	4.36 -0.09
Performance Planning	4.35 = 0.00
Recognition	4.35 -0.06
Talent/Fit	4.32 -0.09
Training & Development	4.27 -0.04
Support-Equip	4.24 -0.12

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.	4.82 + 0.14	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 10 (17.24%)	SA: 45 (77.59%)	NA: 3 (5.17%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.61 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 20 (34.48%)	SA: 35 (60.34%)	NA: 2 (3.45%)
		A		SA			
14. I feel great pride in being a part of our organization.	4.58 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 20 (34.48%)	SA: 35 (60.34%)	NA: 1 (1.72%)
		A		SA			
45. I feel great pride in the team of which I am a part.	4.56 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 17 (29.31%)	SA: 36 (62.07%)	NA: 1 (1.72%)
		N		A		SA	

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.75 -0.01	SD: 0 (0.00%)	D: 1 (1.72%)	N: 0 (0.00%)	A: 11 (18.97%)	SA: 44 (75.86%)	NA: 2 (3.45%)
		A		SA			
8. I am driven to contribute to the success of our organization.	4.73 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (25.86%)	SA: 41 (70.69%)	NA: 2 (3.45%)
		A		SA			
12. I am highly committed to and energized by my work.	4.56 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 21 (36.21%)	SA: 34 (58.62%)	NA: 1 (1.72%)
		A		SA			
67. Our organization promotes a positive and engaging culture.	4.44 -0.06	SD: 1 (1.72%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 32 (55.17%)	NA: 1 (1.72%)
		N		A		SA	
76. I would recommend our organization to a friend as a great place to work.	4.37 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (15.52%)	A: 18 (31.03%)	SA: 30 (51.72%)	NA: 1 (1.72%)
		N		A		SA	

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.	4.65 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 20 (34.48%)	SA: 37 (63.79%)	NA: 1 (1.72%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.56 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 21 (36.21%)	SA: 34 (58.62%)	NA: 1 (1.72%)
71. Our organization is committed to quality collaboration and excellence.	4.53 + 0.13	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 18 (31.03%)	SA: 35 (60.34%)	NA: 1 (1.72%)
47. I am on a team that encourages each member to surpass expectations.	4.45 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (12.07%)	A: 17 (29.31%)	SA: 32 (55.17%)	NA: 2 (3.45%)

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

Continuous Improvement

Question	Mean	Distribution					
54. Our team continuously seeks ways to improve our performance.	4.59 + 0.11	SD: 0 (0.00%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 16 (27.59%)	SA: 37 (63.79%)	NA: 2 (3.45%)
69. I am part of an organization that continues to pursue excellence every day.	4.53 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 25 (43.10%)	SA: 31 (53.45%)	NA: 1 (1.72%)
21. I am committed to a growth mindset to achieve my potential.	4.49 -0.14	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 32 (55.17%)	NA: 1 (1.72%)
52. I am on a team that continuously challenges me to grow and improve.	4.45 + 0.05	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 17 (29.31%)	SA: 33 (56.90%)	NA: 2 (3.45%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.40 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (12.07%)	A: 20 (34.48%)	SA: 30 (51.72%)	NA: 1 (1.72%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.35 + 0.04	SD: 0 (0.00%)	D: 2 (3.45%)	N: 5 (8.62%)	A: 21 (36.21%)	SA: 29 (50.00%)	NA: 1 (1.72%)

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.	4.65 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 18 (31.03%)	SA: 38 (65.52%)	NA: 1 (1.72%)
							
59. Our team is very inspired by the work we do.	4.46 -0.02	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 32 (55.17%)	NA: 1 (1.72%)
							
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.46 + 0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 25 (43.10%)	SA: 29 (50.00%)	NA: 1 (1.72%)
							
41. My supervisor effectively communicates our organizational mission to me.	4.40 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 23 (39.66%)	SA: 29 (50.00%)	NA: 0 (0.00%)
							
82. Business decisions made are consistent with our mission and core values.	4.30 + 0.32	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (15.52%)	A: 22 (37.93%)	SA: 26 (44.83%)	NA: 1 (1.72%)
							

Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.56 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 19 (32.76%)	SA: 35 (60.34%)	NA: 1 (1.72%)
							
42. Our team encourages innovation.	4.40 + 0.01	SD: 0 (0.00%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 21 (36.21%)	SA: 30 (51.72%)	NA: 1 (1.72%)
							
75. Our organization embraces an innovative mindset to maximize our potential.	4.40 + 0.06	SD: 1 (1.72%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 27 (46.55%)	SA: 28 (48.28%)	NA: 0 (0.00%)
							
83. Our organization encourages innovation.	4.39 + 0.23	SD: 0 (0.00%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 28 (48.28%)	SA: 26 (44.83%)	NA: 1 (1.72%)
							

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.	4.67 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (32.76%)	SA: 38 (65.52%)	NA: 1 (1.72%)
		A		SA			
5. I have at least one close friend at work.	4.54 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (15.52%)	A: 8 (13.79%)	SA: 39 (67.24%)	NA: 2 (3.45%)
		N	A	SA			
66. I look forward to interacting with our team when I come to work.	4.53 + 0.08	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 18 (31.03%)	SA: 35 (60.34%)	NA: 1 (1.72%)
		A		SA			
65. Our team members invest time developing relationships with each other.	4.50 + 0.18	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 18 (31.03%)	SA: 34 (58.62%)	NA: 2 (3.45%)
		A		SA			
53. I trust my teammates to follow through on projects.	4.48 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 17 (29.31%)	SA: 33 (56.90%)	NA: 2 (3.45%)
		N	A	SA			
64. Our team is committed to creating an enjoyable work environment.	4.47 + 0.07	SD: 1 (1.72%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 17 (29.31%)	SA: 33 (56.90%)	NA: 3 (5.17%)
		N	A	SA			
68. Quality and inclusive relationships are valued across our organization.	4.47 + 0.03	SD: 1 (1.72%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 24 (41.38%)	SA: 31 (53.45%)	NA: 1 (1.72%)
		A		SA			
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.46 + 0.14	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 32 (55.17%)	NA: 1 (1.72%)
		N	A	SA			
51. Our team has open and trusting relationships.	4.45 + 0.18	SD: 1 (1.72%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 21 (36.21%)	SA: 31 (53.45%)	NA: 2 (3.45%)
		A		SA			
25. My supervisor cares about me as a person.	4.45 -0.20	SD: 1 (1.72%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 19 (32.76%)	SA: 34 (58.62%)	NA: 0 (0.00%)
		A		SA			
63. I am highly energized by the people I work with on our team.	4.40 -0.05	SD: 0 (0.00%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 15 (25.86%)	SA: 33 (56.90%)	NA: 1 (1.72%)
		N	A	SA			
32. I have an open and trusting relationship with my supervisor.	4.30 -0.14	SD: 1 (1.72%)	D: 3 (5.17%)	N: 5 (8.62%)	A: 17 (29.31%)	SA: 31 (53.45%)	NA: 1 (1.72%)
		N	A	SA			
31. My supervisor inspires me to grow to new levels.	4.23 -0.12	SD: 1 (1.72%)	D: 2 (3.45%)	N: 7 (12.07%)	A: 20 (34.48%)	SA: 27 (46.55%)	NA: 1 (1.72%)
		N	A	SA			

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

Question	Mean	Distribution					
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.14	SD: 1 (1.72%)	D: 2 (3.45%)	N: 11 (18.97%)	A: 17 (29.31%)	SA: 26 (44.83%)	NA: 1 (1.72%)
	-0.21						

Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.74	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (25.86%)	SA: 42 (72.41%)	NA: 1 (1.72%)
	+ 0.09						
84. I would like to work at our organization long term.	4.57	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 15 (25.86%)	SA: 38 (65.52%)	NA: 0 (0.00%)
	+ 0.10						
72. Our organization provides the experience and development for me to further my career here.	4.33	SD: 1 (1.72%)	D: 3 (5.17%)	N: 3 (5.17%)	A: 19 (32.76%)	SA: 31 (53.45%)	NA: 1 (1.72%)
	+ 0.10						
73. My supervisor advocates for my role and career growth.	4.24	SD: 1 (1.72%)	D: 2 (3.45%)	N: 7 (12.07%)	A: 17 (29.31%)	SA: 27 (46.55%)	NA: 4 (6.90%)
	-0.14						
74. I have the opportunity to express my career interests at our organization.	4.18	SD: 1 (1.72%)	D: 4 (6.90%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 25 (43.10%)	NA: 3 (5.17%)
	-0.07						

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.	4.51 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 22 (37.93%)	SA: 32 (55.17%)	NA: 1 (1.72%)
87. Overall, I am very satisfied with our organization as a place to work.	4.49 + 0.07	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 20 (34.48%)	SA: 33 (56.90%)	NA: 1 (1.72%)
13. My work is fulfilling and enjoyable.	4.33 -0.12	SD: 0 (0.00%)	D: 2 (3.45%)	N: 5 (8.62%)	A: 22 (37.93%)	SA: 28 (48.28%)	NA: 1 (1.72%)
20. I look forward to coming to work every day.	4.23 -0.06	SD: 0 (0.00%)	D: 2 (3.45%)	N: 6 (10.34%)	A: 26 (44.83%)	SA: 23 (39.66%)	NA: 1 (1.72%)

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 + 0.04	SD: 0 (0.00%)	D: 2 (3.45%)	N: 1 (1.72%)	A: 21 (36.21%)	SA: 32 (55.17%)	NA: 2 (3.45%)
							
44. Our team effectively communicates with each other.	4.43 + 0.03	SD: 0 (0.00%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 19 (32.76%)	SA: 31 (53.45%)	NA: 2 (3.45%)
							
55. Information is shared effectively within our team.	4.39 -0.06	SD: 0 (0.00%)	D: 3 (5.17%)	N: 6 (10.34%)	A: 13 (22.41%)	SA: 34 (58.62%)	NA: 2 (3.45%)
							
27. My supervisor and I have effective two-way communication.	4.37 -0.21	SD: 0 (0.00%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 17 (29.31%)	SA: 31 (53.45%)	NA: 1 (1.72%)
							
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.36 + 0.16	SD: 0 (0.00%)	D: 1 (1.72%)	N: 9 (15.52%)	A: 14 (24.14%)	SA: 31 (53.45%)	NA: 3 (5.17%)
							
24. My supervisor effectively communicates his/her expectations.	4.23 -0.38	SD: 0 (0.00%)	D: 3 (5.17%)	N: 6 (10.34%)	A: 23 (39.66%)	SA: 25 (43.10%)	NA: 1 (1.72%)
							
26. My supervisor gives me constructive feedback about my work performance.	4.23 -0.19	SD: 0 (0.00%)	D: 4 (6.90%)	N: 6 (10.34%)	A: 20 (34.48%)	SA: 27 (46.55%)	NA: 1 (1.72%)
							

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.	4.61 + 0.27	SD: 0 (0.00%) D: 1 (1.72%) N: 1 (1.72%) A: 17 (29.31%) SA: 37 (63.79%) NA: 2 (3.45%)
58. I am satisfied that our team performs up to our potential.	4.49 + 0.10	SD: 0 (0.00%) D: 1 (1.72%) N: 6 (10.34%) A: 14 (24.14%) SA: 36 (62.07%) NA: 1 (1.72%)
17. I embrace challenges as opportunities for growth.	4.43 -0.09	SD: 0 (0.00%) D: 0 (0.00%) N: 6 (10.34%) A: 21 (36.21%) SA: 31 (53.45%) NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.40 + 0.06	SD: 0 (0.00%) D: 1 (1.72%) N: 5 (8.62%) A: 21 (36.21%) SA: 30 (51.72%) NA: 1 (1.72%)
49. Our team effectively sets goals to further enhance our performance.	4.40 + 0.02	SD: 0 (0.00%) D: 3 (5.17%) N: 2 (3.45%) A: 21 (36.21%) SA: 31 (53.45%) NA: 1 (1.72%)
37. My supervisor motivates me to achieve my goals.	4.19 -0.20	SD: 1 (1.72%) D: 3 (5.17%) N: 7 (12.07%) A: 19 (32.76%) SA: 27 (46.55%) NA: 1 (1.72%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.91 -0.19	SD: 2 (3.45%) D: 4 (6.90%) N: 12 (20.69%) A: 16 (27.59%) SA: 21 (36.21%) NA: 3 (5.17%)

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.	4.57 + 0.17	SD: 0 (0.00%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 17 (29.31%)	SA: 36 (62.07%)	NA: 2 (3.45%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.49 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 32 (55.17%)	NA: 1 (1.72%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.44 -0.01	SD: 0 (0.00%)	D: 2 (3.45%)	N: 2 (3.45%)	A: 22 (37.93%)	SA: 31 (53.45%)	NA: 1 (1.72%)
29. My supervisor recognizes me for a job well done.	4.37 -0.17	SD: 0 (0.00%)	D: 3 (5.17%)	N: 4 (6.90%)	A: 19 (32.76%)	SA: 31 (53.45%)	NA: 1 (1.72%)
9. I have received meaningful recognition in the past 10 days.	3.90 -0.20	SD: 1 (1.72%)	D: 6 (10.34%)	N: 11 (18.97%)	A: 20 (34.48%)	SA: 20 (34.48%)	NA: 0 (0.00%)

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.	4.58 -0.07	SD: 1 (1.72%) D: 0 (0.00%) N: 0 (0.00%) A: 20 (34.48%) SA: 36 (62.07%) NA: 1 (1.72%)
60. I fit in well with our team.	4.53 + 0.05	SD: 0 (0.00%) D: 0 (0.00%) N: 4 (6.90%) A: 19 (32.76%) SA: 34 (58.62%) NA: 1 (1.72%)
70. I feel our organization is a great fit for me.	4.49 + 0.04	SD: 0 (0.00%) D: 0 (0.00%) N: 4 (6.90%) A: 21 (36.21%) SA: 32 (55.17%) NA: 1 (1.72%)
11. I am in a role that allows me to maximize my talents and strengths.	4.46 -0.02	SD: 0 (0.00%) D: 0 (0.00%) N: 3 (5.17%) A: 25 (43.10%) SA: 29 (50.00%) NA: 1 (1.72%)
86. Our organization selects highly talented individuals when hiring.	4.26 -0.14	SD: 0 (0.00%) D: 2 (3.45%) N: 7 (12.07%) A: 22 (37.93%) SA: 26 (44.83%) NA: 1 (1.72%)
77. Our organization selects the right people for the right job.	4.20 -0.06	SD: 0 (0.00%) D: 3 (5.17%) N: 9 (15.52%) A: 18 (31.03%) SA: 26 (44.83%) NA: 2 (3.45%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.16 -0.20	SD: 1 (1.72%) D: 2 (3.45%) N: 9 (15.52%) A: 20 (34.48%) SA: 25 (43.10%) NA: 1 (1.72%)
7. I have encouraged someone to apply at our organization.	3.85 -0.32	SD: 1 (1.72%) D: 4 (6.90%) N: 14 (24.14%) A: 17 (29.31%) SA: 17 (29.31%) NA: 5 (8.62%)

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.	4.56 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 12 (20.69%)	SA: 37 (63.79%)	NA: 3 (5.17%)
		N	A	SA			
30. My supervisor encourages opportunities for my growth and development.	4.32 -0.07	SD: 1 (1.72%)	D: 2 (3.45%)	N: 5 (8.62%)	A: 19 (32.76%)	SA: 30 (51.72%)	NA: 1 (1.72%)
		N	A	SA			
35. My supervisor supports my personal and professional development.	4.32 -0.16	SD: 1 (1.72%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 22 (37.93%)	SA: 28 (48.28%)	NA: 1 (1.72%)
		N	A	SA			
36. My supervisor builds a culture of learning and growth.	4.30 -0.14	SD: 1 (1.72%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 23 (39.66%)	SA: 27 (46.55%)	NA: 1 (1.72%)
		N	A	SA			
15. I am properly trained to achieve excellence in my work.	4.07 -0.08	SD: 0 (0.00%)	D: 6 (10.34%)	N: 7 (12.07%)	A: 20 (34.48%)	SA: 23 (39.66%)	NA: 2 (3.45%)
		D	N	A	SA		
81. Our organization provides the "right" training for me to excel in my role.	4.07 + 0.17	SD: 0 (0.00%)	D: 5 (8.62%)	N: 6 (10.34%)	A: 26 (44.83%)	SA: 20 (34.48%)	NA: 1 (1.72%)
		D	N	A	SA		

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.	4.50 + 0.06	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 14 (24.14%)	SA: 36 (62.07%)	NA: 2 (3.45%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.50 + 0.03	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 19 (32.76%)	SA: 33 (56.90%)	NA: 2 (3.45%)
23. I have a supportive coaching relationship with my supervisor.	4.37 -0.19	SD: 1 (1.72%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 30 (51.72%)	NA: 1 (1.72%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.28 -0.11	SD: 1 (1.72%)	D: 1 (1.72%)	N: 7 (12.07%)	A: 21 (36.21%)	SA: 28 (48.28%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.28 -0.11	SD: 0 (0.00%)	D: 2 (3.45%)	N: 7 (12.07%)	A: 21 (36.21%)	SA: 27 (46.55%)	NA: 1 (1.72%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.05 -0.03	SD: 2 (3.45%)	D: 2 (3.45%)	N: 8 (13.79%)	A: 24 (41.38%)	SA: 21 (36.21%)	NA: 1 (1.72%)
3. I am provided the core needs necessary for me to excel in my role.	4.02 -0.24	SD: 1 (1.72%)	D: 4 (6.90%)	N: 9 (15.52%)	A: 21 (36.21%)	SA: 21 (36.21%)	NA: 2 (3.45%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.96 -0.30	SD: 1 (1.72%)	D: 4 (6.90%)	N: 13 (22.41%)	A: 17 (29.31%)	SA: 22 (37.93%)	NA: 1 (1.72%)

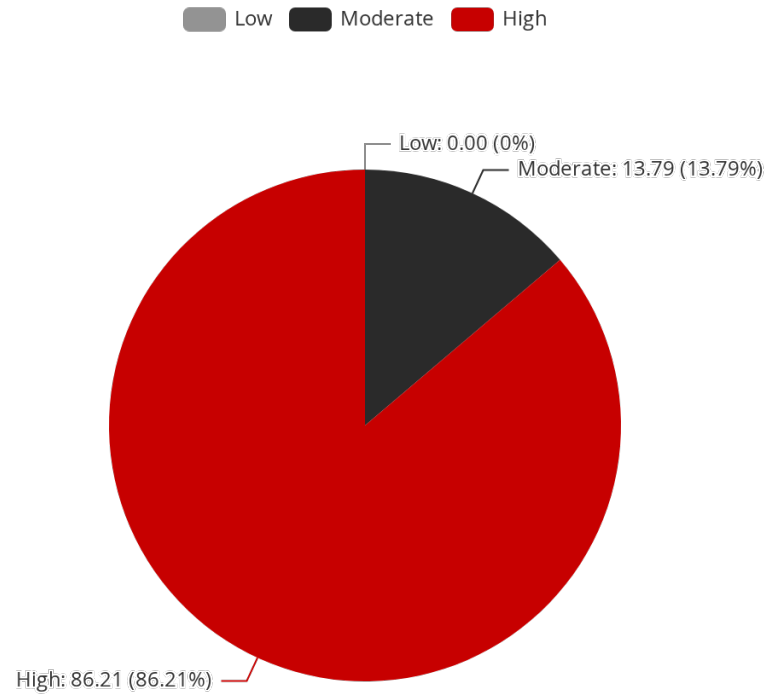
Top Items

Question	Mean
4. I feel great pride in the work I do.	4.82 + 0.14
2. I am fully engaged in the work that I do.	4.75 -0.01
85. I am committed to achieving my potential through learning and growing.	4.74 + 0.09
8. I am driven to contribute to the success of our organization.	4.73 + 0.04
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.67 + 0.01

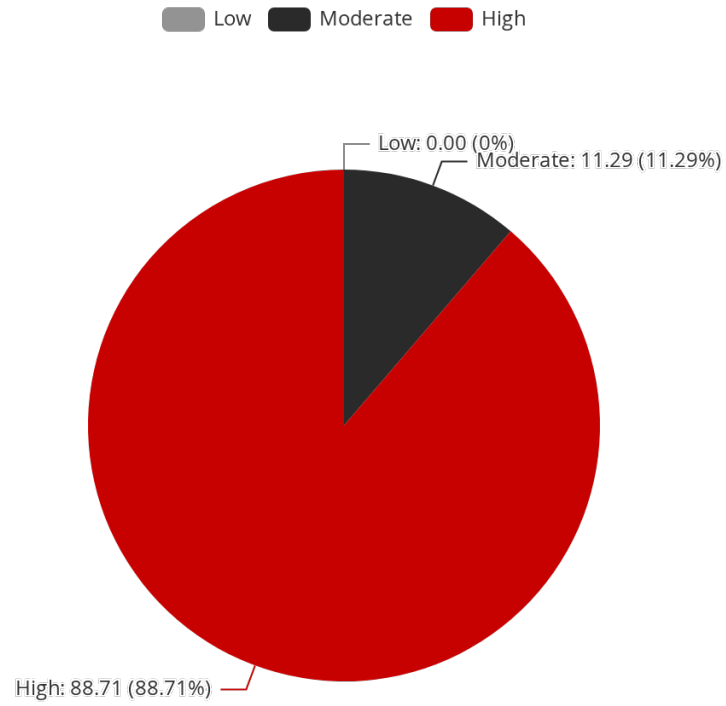
Bottom Items

Question	Mean
7. I have encouraged someone to apply at our organization.	3.85 -0.32
9. I have received meaningful recognition in the past 10 days.	3.90 -0.20
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.91 -0.19
28. I am provided the opportunity to spend quality time with my supervisor.	3.96 -0.30
3. I am provided the core needs necessary for me to excel in my role.	4.02 -0.24

Current Growth Mindset Chart



Previous Growth Mindset Chart



SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

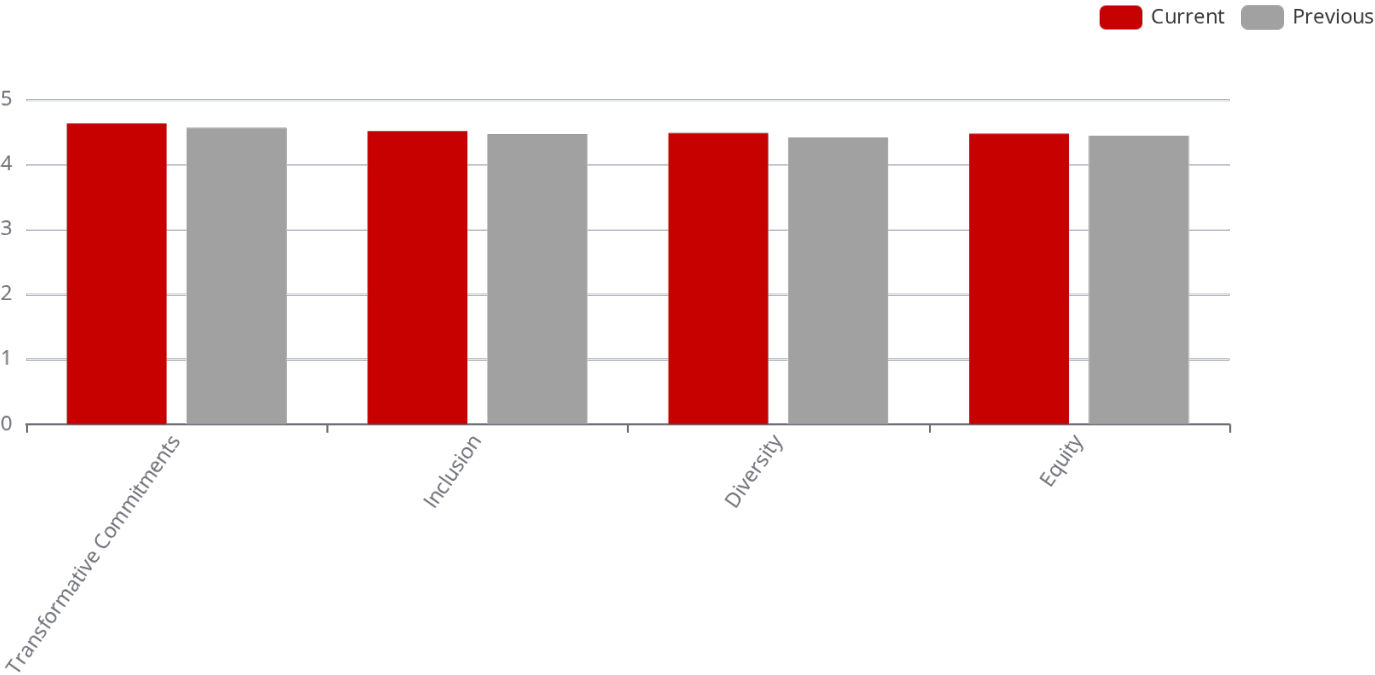
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.74 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 15 (25.86%)	SA: 42 (72.41%)	NA: 1 (1.72%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.67 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (32.76%)	SA: 38 (65.52%)	NA: 1 (1.72%)
78. I feel proud of and inspired by the success of others on my team.	4.61 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 20 (34.48%)	SA: 35 (60.34%)	NA: 2 (3.45%)
6. I seek opportunities to further my growth and development.	4.56 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 12 (20.69%)	SA: 37 (63.79%)	NA: 3 (5.17%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.49 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 32 (55.17%)	NA: 1 (1.72%)
21. I am committed to a growth mindset to achieve my potential.	4.49 -0.14	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 21 (36.21%)	SA: 32 (55.17%)	NA: 1 (1.72%)
52. I am on a team that continuously challenges me to grow and improve.	4.45 + 0.05	SD: 1 (1.72%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 17 (29.31%)	SA: 33 (56.90%)	NA: 2 (3.45%)
17. I embrace challenges as opportunities for growth.	4.43 -0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 21 (36.21%)	SA: 31 (53.45%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.40 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (12.07%)	A: 20 (34.48%)	SA: 30 (51.72%)	NA: 1 (1.72%)
36. My supervisor builds a culture of learning and growth.	4.30 -0.14	SD: 1 (1.72%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 23 (39.66%)	SA: 27 (46.55%)	NA: 1 (1.72%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.63 + 0.07
Inclusion	4.51 + 0.05
Diversity	4.48 + 0.07
Equity	4.47 + 0.03

Transformative Commitments

Question	Mean	Distribution
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.78 + 0.02	<div><div>SD: 0 (0.00%)</div><div>D: 0 (0.00%)</div><div>N: 0 (0.00%)</div><div>A: 13 (22.41%)</div><div>SA: 45 (77.59%)</div><div>NA: 0 (0.00%)</div></div> <div><div>A</div><div>SA</div></div>
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.	4.72 + 0.01	<div><div>SD: 0 (0.00%)</div><div>D: 0 (0.00%)</div><div>N: 1 (1.72%)</div><div>A: 14 (24.14%)</div><div>SA: 42 (72.41%)</div><div>NA: 1 (1.72%)</div></div> <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.	4.56 + 0.14	<div><div>SD: 0 (0.00%)</div><div>D: 0 (0.00%)</div><div>N: 2 (3.45%)</div><div>A: 21 (36.21%)</div><div>SA: 34 (58.62%)</div><div>NA: 1 (1.72%)</div></div> <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.	4.46 + 0.12	<div><div>SD: 0 (0.00%)</div><div>D: 0 (0.00%)</div><div>N: 3 (5.17%)</div><div>A: 25 (43.10%)</div><div>SA: 29 (50.00%)</div><div>NA: 1 (1.72%)</div></div> <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.	4.75 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (24.14%)	SA: 43 (74.14%)	NA: 1 (1.72%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.65 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 16 (27.59%)	SA: 39 (67.24%)	NA: 1 (1.72%)
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.	4.63 + 0.11	SD: 0 (0.00%)	D: 1 (1.72%)	N: 0 (0.00%)	A: 18 (31.03%)	SA: 38 (65.52%)	NA: 1 (1.72%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.61 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 18 (31.03%)	SA: 37 (63.79%)	NA: 1 (1.72%)
100. I value the contributions of all team members.	4.61 -0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 18 (31.03%)	SA: 37 (63.79%)	NA: 1 (1.72%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.61 + 0.21	SD: 0 (0.00%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 15 (25.86%)	SA: 39 (67.24%)	NA: 1 (1.72%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.60 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 21 (36.21%)	SA: 35 (60.34%)	NA: 1 (1.72%)
115. Our organization is a safe place for people of color to work and be successful.	4.56 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 21 (36.21%)	SA: 34 (58.62%)	NA: 1 (1.72%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.47 + 0.08	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 20 (34.48%)	SA: 33 (56.90%)	NA: 0 (0.00%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.47 + 0.14	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 19 (32.76%)	SA: 33 (56.90%)	NA: 1 (1.72%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.44 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 24 (41.38%)	SA: 29 (50.00%)	NA: 1 (1.72%)

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

Question	Mean	Distribution					
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.42 -0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 25 (43.10%)	SA: 28 (48.28%)	NA: 1 (1.72%)
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.40 -0.04	SD: 0 (0.00%)	D: 1 (1.72%)	N: 5 (8.62%)	A: 21 (36.21%)	SA: 30 (51.72%)	NA: 1 (1.72%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.40 + 0.01	SD: 0 (0.00%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 27 (46.55%)	SA: 27 (46.55%)	NA: 1 (1.72%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.40 + 0.03	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 25 (43.10%)	SA: 28 (48.28%)	NA: 1 (1.72%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.37 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 26 (44.83%)	SA: 26 (44.83%)	NA: 1 (1.72%)
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.	4.35 -0.03	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 26 (44.83%)	SA: 26 (44.83%)	NA: 1 (1.72%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.33 + 0.07	SD: 1 (1.72%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 23 (39.66%)	SA: 28 (48.28%)	NA: 1 (1.72%)

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

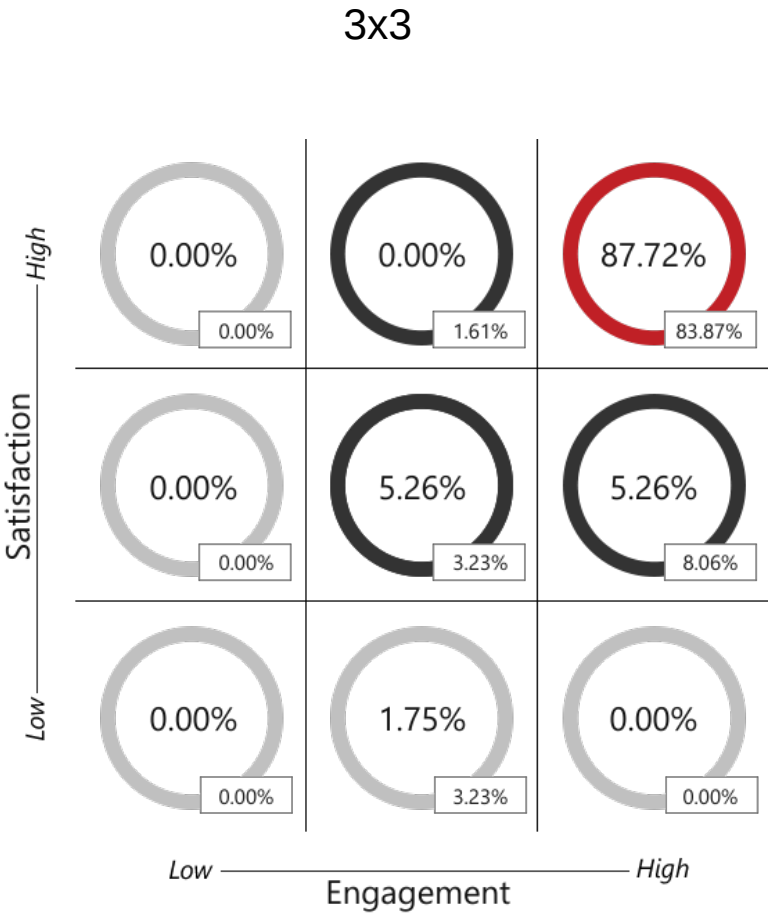
Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.75 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (24.14%)	SA: 43 (74.14%)	NA: 1 (1.72%)
		<div> <div>A</div> <div>SA</div> </div>					
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.60 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 21 (36.21%)	SA: 35 (60.34%)	NA: 1 (1.72%)
		<div> <div>A</div> <div>SA</div> </div>					
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.44 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (6.90%)	A: 24 (41.38%)	SA: 29 (50.00%)	NA: 1 (1.72%)
		<div> <div>N</div> <div>A</div> <div>SA</div> </div>					
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.40 + 0.01	SD: 0 (0.00%)	D: 1 (1.72%)	N: 2 (3.45%)	A: 27 (46.55%)	SA: 27 (46.55%)	NA: 1 (1.72%)
		<div> <div>A</div> <div>SA</div> </div>					
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.37 + 0.10	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 26 (44.83%)	SA: 26 (44.83%)	NA: 1 (1.72%)
		<div> <div>N</div> <div>A</div> <div>SA</div> </div>					
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.31 + 0.18	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (12.07%)	A: 26 (44.83%)	SA: 25 (43.10%)	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

Equity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.75 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (24.14%)	SA: 43 (74.14%)	NA: 1 (1.72%)
		<div><div>A</div><div>SA</div></div>					
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.40 + 0.03	SD: 0 (0.00%)	D: 1 (1.72%)	N: 3 (5.17%)	A: 25 (43.10%)	SA: 28 (48.28%)	NA: 1 (1.72%)
		<div><div></div><div>A</div><div>SA</div></div>					
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.39 + 0.07	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 24 (41.38%)	SA: 28 (48.28%)	NA: 1 (1.72%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
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.	4.35 -0.03	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 26 (44.83%)	SA: 26 (44.83%)	NA: 1 (1.72%)
		<div><div>N</div><div>A</div><div>SA</div></div>					



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.82 + 0.14
2. I am fully engaged in the work that I do.	Engage-Inspire	4.75 -0.01
85. I am committed to achieving my potential through learning and growing.	Career Development	4.74 + 0.09
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.73 + 0.04
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.67 + 0.01
22. I support our organization's mission.	Mission Conscious	4.65 -0.04
92. I demonstrate effort in building a positive workplace culture.	Quality	4.65 -0.03
78. I feel proud of and inspired by the success of others on my team.	Pride	4.61 + 0.06
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.61 + 0.27
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.59 + 0.11
14. I feel great pride in being a part of our organization.	Pride	4.58 + 0.05
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.58 -0.07
48. My teammates promote gratitude in our culture.	Recognition	4.57 + 0.17
84. I would like to work at our organization long term.	Career Development	4.57 + 0.10
12. I am highly committed to and energized by my work.	Engage-Inspire	4.56 + 0.04
6. I seek opportunities to further my growth and development.	Training & Development	4.56 + 0.06
45. I feel great pride in the team of which I am a part.	Pride	4.56 + 0.08
16. I seek new ways to achieve excellence in my role.	Innovation	4.56 -0.04

Question	Dimension	Mean
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.56 + 0.04
5. I have at least one close friend at work.	Relationships	4.54 -0.03
60. I fit in well with our team.	Talent/Fit	4.53 + 0.05
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.53 + 0.06
66. I look forward to interacting with our team when I come to work.	Relationships	4.53 + 0.08
71. Our organization is committed to quality collaboration and excellence.	Quality	4.53 + 0.13
46. I am satisfied being a part of our team.	Satisfaction	4.51 + 0.04
56. Our team actively responds when needs arise within our team.	Support-Equip	4.50 + 0.06
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.50 + 0.03
65. Our team members invest time developing relationships with each other.	Relationships	4.50 + 0.18
70. I feel our organization is a great fit for me.	Talent/Fit	4.49 + 0.04
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.49 -0.06
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.49 -0.14
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.49 + 0.07
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.49 + 0.10
53. I trust my teammates to follow through on projects.	Relationships	4.48 -0.08
79. My teammates share important information with me.	Communication	4.48 + 0.04
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.47 + 0.03

Question	Dimension	Mean
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.47 + 0.07
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.46 + 0.14
59. Our team is very inspired by the work we do.	Mission Conscious	4.46 -0.02
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.46 + 0.12
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.46 -0.02
51. Our team has open and trusting relationships.	Relationships	4.45 + 0.18
25. My supervisor cares about me as a person.	Relationships	4.45 -0.20
47. I am on a team that encourages each member to surpass expectations.	Quality	4.45 + 0.06
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.45 + 0.05
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.44 -0.01
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.44 -0.06
17. I embrace challenges as opportunities for growth.	Performance Planning	4.43 -0.09
44. Our team effectively communicates with each other.	Communication	4.43 + 0.03
42. Our team encourages innovation.	Innovation	4.40 + 0.01
63. I am highly energized by the people I work with on our team.	Relationships	4.40 -0.05
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.40 + 0.09

Question	Dimension	Mean
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.40 + 0.02
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.40 + 0.06
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.40 -0.08
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.40 + 0.06
55. Information is shared effectively within our team.	Communication	4.39 -0.06
83. Our organization encourages innovation.	Innovation	4.39 + 0.23
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.37 + 0.06
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.37 -0.19
27. My supervisor and I have effective two-way communication.	Communication	4.37 -0.21
29. My supervisor recognizes me for a job well done.	Recognition	4.37 -0.17
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.36 + 0.16
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.35 + 0.04
13. My work is fulfilling and enjoyable.	Satisfaction	4.33 -0.12
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.33 + 0.10
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.32 -0.07
35. My supervisor supports my personal and professional development.	Training & Development	4.32 -0.16
36. My supervisor builds a culture of learning and growth.	Training & Development	4.30 -0.14

Question	Dimension	Mean
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.30 + 0.32
32. I have an open and trusting relationship with my supervisor.	Relationships	4.30 -0.14
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.28 -0.11
34. My supervisor is actively responsive to my needs.	Support-Equip	4.28 -0.11
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.26 -0.14
73. My supervisor advocates for my role and career growth.	Career Development	4.24 -0.14
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.23 -0.19
24. My supervisor effectively communicates his/her expectations.	Communication	4.23 -0.38
20. I look forward to coming to work every day.	Satisfaction	4.23 -0.06
31. My supervisor inspires me to grow to new levels.	Relationships	4.23 -0.12
77. Our organization selects the right people for the right job.	Talent/Fit	4.20 -0.06
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.19 -0.20
74. I have the opportunity to express my career interests at our organization.	Career Development	4.18 -0.07
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.16 -0.20
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.14 -0.21
15. I am properly trained to achieve excellence in my work.	Training & Development	4.07 -0.08

Question	Dimension	Mean
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.07 + 0.17
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.05 -0.03
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.02 -0.24
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.96 -0.30
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.91 -0.19
9. I have received meaningful recognition in the past 10 days.	Recognition	3.90 -0.20
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.85 -0.32