



INSIGHTeX Growth Mindset & DEI

Churchill
Glen Ellyn SD 41

September 2026

Dimensions

Dimension	Mean
Pride	4.43 -0.04
Engage-Inspire	4.39 + 0.03
Quality	4.39 -0.05
Satisfaction	4.26 -0.03
Continuous Improvement	4.24 -0.10
Relationships	4.22 -0.13
Innovation	4.20 + 0.06
Communication	4.15 -0.12
Talent/Fit	4.14 -0.03
Mission Conscious	4.11 -0.01
Career Development	4.10 -0.08
Support-Equip	4.07 -0.08
Performance Planning	4.07 -0.13
Recognition	4.05 -0.07
Training & Development	4.01 -0.09

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.	4.60 + 0.03	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 23 (29.87%)	SA: 51 (66.23%)	NA: 0 (0.00%)
		A		SA			
45. I feel great pride in the team of which I am a part.	4.53 -0.03	SD: 2 (2.60%)	D: 0 (0.00%)	N: 3 (3.90%)	A: 21 (27.27%)	SA: 48 (62.34%)	NA: 3 (3.90%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.34 -0.08	SD: 2 (2.60%)	D: 1 (1.30%)	N: 5 (6.49%)	A: 30 (38.96%)	SA: 39 (50.65%)	NA: 0 (0.00%)
		N		A		SA	
14. I feel great pride in being a part of our organization.	4.27 -0.06	SD: 1 (1.30%)	D: 3 (3.90%)	N: 7 (9.09%)	A: 29 (37.66%)	SA: 37 (48.05%)	NA: 0 (0.00%)
		N		A		SA	

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.68 + 0.09	SD: 1 (1.30%)	D: 0 (0.00%)	N: 1 (1.30%)	A: 19 (24.68%)	SA: 56 (72.73%)	NA: 0 (0.00%)
		A		SA			
8. I am driven to contribute to the success of our organization.	4.65 + 0.10	SD: 1 (1.30%)	D: 1 (1.30%)	N: 0 (0.00%)	A: 20 (25.97%)	SA: 55 (71.43%)	NA: 0 (0.00%)
		A		SA			
12. I am highly committed to and energized by my work.	4.39 = 0.00	SD: 1 (1.30%)	D: 2 (2.60%)	N: 6 (7.79%)	A: 25 (32.47%)	SA: 43 (55.84%)	NA: 0 (0.00%)
		N		A		SA	
67. Our organization promotes a positive and engaging culture.	4.14 -0.10	SD: 3 (3.90%)	D: 1 (1.30%)	N: 8 (10.39%)	A: 34 (44.16%)	SA: 30 (38.96%)	NA: 1 (1.30%)
		N		A		SA	
76. I would recommend our organization to a friend as a great place to work.	4.08 + 0.06	SD: 1 (1.30%)	D: 2 (2.60%)	N: 12 (15.58%)	A: 37 (48.05%)	SA: 25 (32.47%)	NA: 0 (0.00%)
		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.	4.54 + 0.03	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 27 (35.06%)	SA: 46 (59.74%)	NA: 1 (1.30%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.47 -0.01	SD: 2 (2.60%)	D: 1 (1.30%)	N: 5 (6.49%)	A: 18 (23.38%)	SA: 48 (62.34%)	NA: 3 (3.90%)
47. I am on a team that encourages each member to surpass expectations.	4.31 -0.14	SD: 2 (2.60%)	D: 2 (2.60%)	N: 6 (7.79%)	A: 25 (32.47%)	SA: 39 (50.65%)	NA: 3 (3.90%)
71. Our organization is committed to quality collaboration and excellence.	4.24 -0.10	SD: 3 (3.90%)	D: 1 (1.30%)	N: 6 (7.79%)	A: 31 (40.26%)	SA: 35 (45.45%)	NA: 1 (1.30%)

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.46 -0.08	SD: 3 (3.90%)	D: 1 (1.30%)	N: 3 (3.90%)	A: 19 (24.68%)	SA: 48 (62.34%)	NA: 3 (3.90%)
13. My work is fulfilling and enjoyable.	4.35 + 0.02	SD: 1 (1.30%)	D: 1 (1.30%)	N: 9 (11.69%)	A: 25 (32.47%)	SA: 41 (53.25%)	NA: 0 (0.00%)
87. Overall, I am very satisfied with our organization as a place to work.	4.13 -0.11	SD: 1 (1.30%)	D: 3 (3.90%)	N: 9 (11.69%)	A: 36 (46.75%)	SA: 28 (36.36%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.12 + 0.06	SD: 1 (1.30%)	D: 2 (2.60%)	N: 12 (15.58%)	A: 33 (42.86%)	SA: 28 (36.36%)	NA: 1 (1.30%)

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

Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.43 -0.06	SD: 1 (1.30%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 31 (40.26%)	SA: 40 (51.95%)	NA: 1 (1.30%)
54. Our team continuously seeks ways to improve our performance.	4.31 -0.15	SD: 3 (3.90%)	D: 1 (1.30%)	N: 4 (5.19%)	A: 30 (38.96%)	SA: 39 (50.65%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.25 -0.16	SD: 3 (3.90%)	D: 2 (2.60%)	N: 4 (5.19%)	A: 32 (41.56%)	SA: 36 (46.75%)	NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.18 -0.22	SD: 2 (2.60%)	D: 1 (1.30%)	N: 8 (10.39%)	A: 35 (45.45%)	SA: 30 (38.96%)	NA: 1 (1.30%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.17 -0.01	SD: 1 (1.30%)	D: 3 (3.90%)	N: 5 (6.49%)	A: 41 (53.25%)	SA: 27 (35.06%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.10 = 0.00	SD: 1 (1.30%)	D: 3 (3.90%)	N: 8 (10.39%)	A: 40 (51.95%)	SA: 25 (32.47%)	NA: 0 (0.00%)

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.	4.45 -0.01	SD: 1 (1.30%)	D: 0 (0.00%)	N: 3 (3.90%)	A: 32 (41.56%)	SA: 41 (53.25%)	NA: 0 (0.00%)
		A			SA		
53. I trust my teammates to follow through on projects.	4.42 -0.06	SD: 2 (2.60%)	D: 0 (0.00%)	N: 6 (7.79%)	A: 25 (32.47%)	SA: 44 (57.14%)	NA: 0 (0.00%)
		A			SA		
64. Our team is committed to creating an enjoyable work environment.	4.41 -0.10	SD: 2 (2.60%)	D: 0 (0.00%)	N: 6 (7.79%)	A: 25 (32.47%)	SA: 43 (55.84%)	NA: 1 (1.30%)
		A			SA		
5. I have at least one close friend at work.	4.40 = 0.00	SD: 1 (1.30%)	D: 2 (2.60%)	N: 9 (11.69%)	A: 17 (22.08%)	SA: 46 (59.74%)	NA: 2 (2.60%)
		A			SA		
66. I look forward to interacting with our team when I come to work.	4.39 -0.13	SD: 2 (2.60%)	D: 1 (1.30%)	N: 6 (7.79%)	A: 24 (31.17%)	SA: 44 (57.14%)	NA: 0 (0.00%)
		A			SA		
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.34 -0.13	SD: 3 (3.90%)	D: 1 (1.30%)	N: 4 (5.19%)	A: 27 (35.06%)	SA: 41 (53.25%)	NA: 1 (1.30%)
		A			SA		
63. I am highly energized by the people I work with on our team.	4.33 -0.15	SD: 2 (2.60%)	D: 0 (0.00%)	N: 7 (9.09%)	A: 29 (37.66%)	SA: 38 (49.35%)	NA: 1 (1.30%)
		A			SA		
51. Our team has open and trusting relationships.	4.29 -0.11	SD: 2 (2.60%)	D: 1 (1.30%)	N: 6 (7.79%)	A: 31 (40.26%)	SA: 36 (46.75%)	NA: 1 (1.30%)
		A			SA		
65. Our team members invest time developing relationships with each other.	4.26 -0.23	SD: 2 (2.60%)	D: 1 (1.30%)	N: 8 (10.39%)	A: 29 (37.66%)	SA: 36 (46.75%)	NA: 1 (1.30%)
		A			SA		
25. My supervisor cares about me as a person.	4.16 -0.04	SD: 4 (5.19%)	D: 2 (2.60%)	N: 8 (10.39%)	A: 26 (33.77%)	SA: 36 (46.75%)	NA: 1 (1.30%)
		A			SA		
68. Quality and inclusive relationships are valued across our organization.	4.09 -0.20	SD: 2 (2.60%)	D: 3 (3.90%)	N: 11 (14.29%)	A: 30 (38.96%)	SA: 30 (38.96%)	NA: 1 (1.30%)
		A			SA		
32. I have an open and trusting relationship with my supervisor.	3.92 -0.21	SD: 6 (7.79%)	D: 2 (2.60%)	N: 15 (19.48%)	A: 21 (27.27%)	SA: 31 (40.26%)	NA: 2 (2.60%)
		A			SA		
31. My supervisor inspires me to grow to new levels.	3.78 -0.24	SD: 5 (6.49%)	D: 2 (2.60%)	N: 19 (24.68%)	A: 26 (33.77%)	SA: 22 (28.57%)	NA: 3 (3.90%)
		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.	3.74 -0.26	SD: 4 (5.19%)	D: 6 (7.79%)	N: 14 (18.18%)	A: 29 (37.66%)	SA: 19 (24.68%)	NA: 5 (6.49%)
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Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.51 + 0.12	SD: 1 (1.30%)	D: 0 (0.00%)	N: 5 (6.49%)	A: 24 (31.17%)	SA: 47 (61.04%)	NA: 0 (0.00%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					
42. Our team encourages innovation.	4.36 + 0.06	SD: 1 (1.30%)	D: 1 (1.30%)	N: 5 (6.49%)	A: 30 (38.96%)	SA: 37 (48.05%)	NA: 3 (3.90%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					
75. Our organization embraces an innovative mindset to maximize our potential.	4.01 -0.04	SD: 2 (2.60%)	D: 2 (2.60%)	N: 12 (15.58%)	A: 38 (49.35%)	SA: 23 (29.87%)	NA: 0 (0.00%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					
83. Our organization encourages innovation.	3.92 + 0.07	SD: 2 (2.60%)	D: 5 (6.49%)	N: 9 (11.69%)	A: 42 (54.55%)	SA: 19 (24.68%)	NA: 0 (0.00%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					

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.	4.39 = 0.00	SD: 1 (1.30%) D: 2 (2.60%) N: 3 (3.90%) A: 29 (37.66%) SA: 39 (50.65%) NA: 3 (3.90%)
79. My teammates share important information with me.	4.38 -0.06	SD: 2 (2.60%) D: 1 (1.30%) N: 4 (5.19%) A: 29 (37.66%) SA: 41 (53.25%) NA: 0 (0.00%)
55. Information is shared effectively within our team.	4.29 -0.14	SD: 2 (2.60%) D: 1 (1.30%) N: 5 (6.49%) A: 33 (42.86%) SA: 35 (45.45%) NA: 1 (1.30%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.27 -0.16	SD: 2 (2.60%) D: 1 (1.30%) N: 5 (6.49%) A: 34 (44.16%) SA: 33 (42.86%) NA: 2 (2.60%)
27. My supervisor and I have effective two-way communication.	4.00 -0.15	SD: 5 (6.49%) D: 1 (1.30%) N: 10 (12.99%) A: 32 (41.56%) SA: 27 (35.06%) NA: 2 (2.60%)
24. My supervisor effectively communicates his/her expectations.	3.87 -0.20	SD: 4 (5.19%) D: 6 (7.79%) N: 12 (15.58%) A: 28 (36.36%) SA: 26 (33.77%) NA: 1 (1.30%)
26. My supervisor gives me constructive feedback about my work performance.	3.85 -0.07	SD: 6 (7.79%) D: 3 (3.90%) N: 10 (12.99%) A: 32 (41.56%) SA: 23 (29.87%) NA: 3 (3.90%)

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 + 0.06	SD: 1 (1.30%) D: 0 (0.00%) N: 1 (1.30%) A: 26 (33.77%) SA: 49 (63.64%) NA: 0 (0.00%) 
60. I fit in well with our team.	4.37 -0.14	SD: 2 (2.60%) D: 0 (0.00%) N: 4 (5.19%) A: 31 (40.26%) SA: 38 (49.35%) NA: 2 (2.60%) 
70. I feel our organization is a great fit for me.	4.25 -0.14	SD: 2 (2.60%) D: 1 (1.30%) N: 9 (11.69%) A: 28 (36.36%) SA: 36 (46.75%) NA: 1 (1.30%) 
11. I am in a role that allows me to maximize my talents and strengths.	4.23 + 0.05	SD: 3 (3.90%) D: 0 (0.00%) N: 8 (10.39%) A: 31 (40.26%) SA: 35 (45.45%) NA: 0 (0.00%) 
86. Our organization selects highly talented individuals when hiring.	4.00 + 0.01	SD: 2 (2.60%) D: 3 (3.90%) N: 14 (18.18%) A: 32 (41.56%) SA: 26 (33.77%) NA: 0 (0.00%) 
7. I have encouraged someone to apply at our organization.	3.93 + 0.05	SD: 3 (3.90%) D: 4 (5.19%) N: 11 (14.29%) A: 33 (42.86%) SA: 23 (29.87%) NA: 3 (3.90%) 
77. Our organization selects the right people for the right job.	3.88 + 0.03	SD: 2 (2.60%) D: 1 (1.30%) N: 18 (23.38%) A: 39 (50.65%) SA: 17 (22.08%) NA: 0 (0.00%) 
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.82 -0.17	SD: 4 (5.19%) D: 1 (1.30%) N: 19 (24.68%) A: 29 (37.66%) SA: 20 (25.97%) NA: 4 (5.19%) 

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.	4.48 + 0.12	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 32 (41.56%)	SA: 42 (54.55%)	NA: 0 (0.00%)
		A			SA		
59. Our team is very inspired by the work we do.	4.37 -0.04	SD: 2 (2.60%)	D: 2 (2.60%)	N: 4 (5.19%)	A: 26 (33.77%)	SA: 42 (54.55%)	NA: 1 (1.30%)
		A			SA		
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.08 -0.03	SD: 1 (1.30%)	D: 3 (3.90%)	N: 9 (11.69%)	A: 40 (51.95%)	SA: 24 (31.17%)	NA: 0 (0.00%)
		N			A		
41. My supervisor effectively communicates our organizational mission to me.	3.89 -0.13	SD: 3 (3.90%)	D: 3 (3.90%)	N: 14 (18.18%)	A: 34 (44.16%)	SA: 21 (27.27%)	NA: 2 (2.60%)
		N			A		
82. Business decisions made are consistent with our mission and core values.	3.74 + 0.05	SD: 4 (5.19%)	D: 3 (3.90%)	N: 19 (24.68%)	A: 33 (42.86%)	SA: 17 (22.08%)	NA: 1 (1.30%)
		N			A		

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.	4.49 -0.06	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 31 (40.26%)	SA: 43 (55.84%)	NA: 0 (0.00%)
		A		SA			
84. I would like to work at our organization long term.	4.30 -0.10	SD: 1 (1.30%)	D: 3 (3.90%)	N: 6 (7.79%)	A: 29 (37.66%)	SA: 38 (49.35%)	NA: 0 (0.00%)
		N		A		SA	
72. Our organization provides the experience and development for me to further my career here.	3.99 -0.01	SD: 3 (3.90%)	D: 4 (5.19%)	N: 10 (12.99%)	A: 33 (42.86%)	SA: 26 (33.77%)	NA: 1 (1.30%)
		N		A		SA	
74. I have the opportunity to express my career interests at our organization.	3.87 -0.08	SD: 3 (3.90%)	D: 7 (9.09%)	N: 11 (14.29%)	A: 31 (40.26%)	SA: 24 (31.17%)	NA: 1 (1.30%)
		D		N		A	
73. My supervisor advocates for my role and career growth.	3.86 -0.13	SD: 5 (6.49%)	D: 5 (6.49%)	N: 11 (14.29%)	A: 30 (38.96%)	SA: 25 (32.47%)	NA: 1 (1.30%)
		SD		D		N	

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.	4.49 -0.06	SD: 2 (2.60%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 22 (28.57%)	SA: 47 (61.04%)	NA: 2 (2.60%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.45 -0.03	SD: 2 (2.60%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 26 (33.77%)	SA: 44 (57.14%)	NA: 1 (1.30%)
3. I am provided the core needs necessary for me to excel in my role.	4.10 + 0.09	SD: 2 (2.60%)	D: 3 (3.90%)	N: 8 (10.39%)	A: 36 (46.75%)	SA: 28 (36.36%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.05 + 0.03	SD: 2 (2.60%)	D: 2 (2.60%)	N: 11 (14.29%)	A: 37 (48.05%)	SA: 25 (32.47%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	3.99 -0.16	SD: 5 (6.49%)	D: 2 (2.60%)	N: 11 (14.29%)	A: 29 (37.66%)	SA: 29 (37.66%)	NA: 1 (1.30%)
34. My supervisor is actively responsive to my needs.	3.93 -0.22	SD: 4 (5.19%)	D: 4 (5.19%)	N: 10 (12.99%)	A: 30 (38.96%)	SA: 25 (32.47%)	NA: 4 (5.19%)
33. My supervisor supports me through challenges and failures in order to succeed.	3.82 -0.16	SD: 6 (7.79%)	D: 2 (2.60%)	N: 14 (18.18%)	A: 29 (37.66%)	SA: 23 (29.87%)	NA: 3 (3.90%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.68 -0.19	SD: 6 (7.79%)	D: 5 (6.49%)	N: 16 (20.78%)	A: 28 (36.36%)	SA: 20 (25.97%)	NA: 2 (2.60%)

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

Performance Planning

Question	Mean	Distribution					
17. I embrace challenges as opportunities for growth.	4.41 + 0.06	SD: 1 (1.30%)	D: 1 (1.30%)	N: 4 (5.19%)	A: 30 (38.96%)	SA: 40 (51.95%)	NA: 1 (1.30%)
57. Our team has improved our performance over time by learning from each other.	4.39 -0.09	SD: 2 (2.60%)	D: 2 (2.60%)	N: 5 (6.49%)	A: 22 (28.57%)	SA: 44 (57.14%)	NA: 2 (2.60%)
58. I am satisfied that our team performs up to our potential.	4.35 -0.08	SD: 2 (2.60%)	D: 3 (3.90%)	N: 4 (5.19%)	A: 24 (31.17%)	SA: 42 (54.55%)	NA: 2 (2.60%)
49. Our team effectively sets goals to further enhance our performance.	4.17 -0.14	SD: 3 (3.90%)	D: 1 (1.30%)	N: 6 (7.79%)	A: 36 (46.75%)	SA: 30 (38.96%)	NA: 1 (1.30%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.96 -0.14	SD: 3 (3.90%)	D: 5 (6.49%)	N: 10 (12.99%)	A: 33 (42.86%)	SA: 26 (33.77%)	NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	3.70 -0.35	SD: 7 (9.09%)	D: 3 (3.90%)	N: 15 (19.48%)	A: 29 (37.66%)	SA: 20 (25.97%)	NA: 3 (3.90%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.46 -0.11	SD: 8 (10.39%)	D: 5 (6.49%)	N: 20 (25.97%)	A: 22 (28.57%)	SA: 16 (20.78%)	NA: 6 (7.79%)

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.	4.43 -0.05	SD: 1 (1.30%)	D: 0 (0.00%)	N: 7 (9.09%)	A: 24 (31.17%)	SA: 42 (54.55%)	NA: 3 (3.90%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.38 -0.04	SD: 1 (1.30%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 36 (46.75%)	SA: 36 (46.75%)	NA: 0 (0.00%)
80. Our organization practices gratitude by recognizing excellence in our work.	3.96 -0.10	SD: 3 (3.90%)	D: 3 (3.90%)	N: 8 (10.39%)	A: 43 (55.84%)	SA: 20 (25.97%)	NA: 0 (0.00%)
29. My supervisor recognizes me for a job well done.	3.93 -0.03	SD: 4 (5.19%)	D: 4 (5.19%)	N: 11 (14.29%)	A: 29 (37.66%)	SA: 26 (33.77%)	NA: 3 (3.90%)
9. I have received meaningful recognition in the past 10 days.	3.53 -0.16	SD: 7 (9.09%)	D: 7 (9.09%)	N: 14 (18.18%)	A: 33 (42.86%)	SA: 14 (18.18%)	NA: 2 (2.60%)

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.	4.58 + 0.09	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 24 (31.17%)	SA: 49 (63.64%)	NA: 1 (1.30%)
15. I am properly trained to achieve excellence in my work.	4.13 -0.03	SD: 2 (2.60%)	D: 2 (2.60%)	N: 10 (12.99%)	A: 33 (42.86%)	SA: 30 (38.96%)	NA: 0 (0.00%)
35. My supervisor supports my personal and professional development.	3.89 -0.22	SD: 6 (7.79%)	D: 2 (2.60%)	N: 11 (14.29%)	A: 29 (37.66%)	SA: 25 (32.47%)	NA: 4 (5.19%)
81. Our organization provides the "right" training for me to excel in my role.	3.82 + 0.21	SD: 3 (3.90%)	D: 5 (6.49%)	N: 14 (18.18%)	A: 36 (46.75%)	SA: 19 (24.68%)	NA: 0 (0.00%)
30. My supervisor encourages opportunities for my growth and development.	3.81 -0.19	SD: 6 (7.79%)	D: 2 (2.60%)	N: 14 (18.18%)	A: 31 (40.26%)	SA: 22 (28.57%)	NA: 2 (2.60%)
36. My supervisor builds a culture of learning and growth.	3.80 -0.45	SD: 5 (6.49%)	D: 4 (5.19%)	N: 14 (18.18%)	A: 29 (37.66%)	SA: 22 (28.57%)	NA: 3 (3.90%)

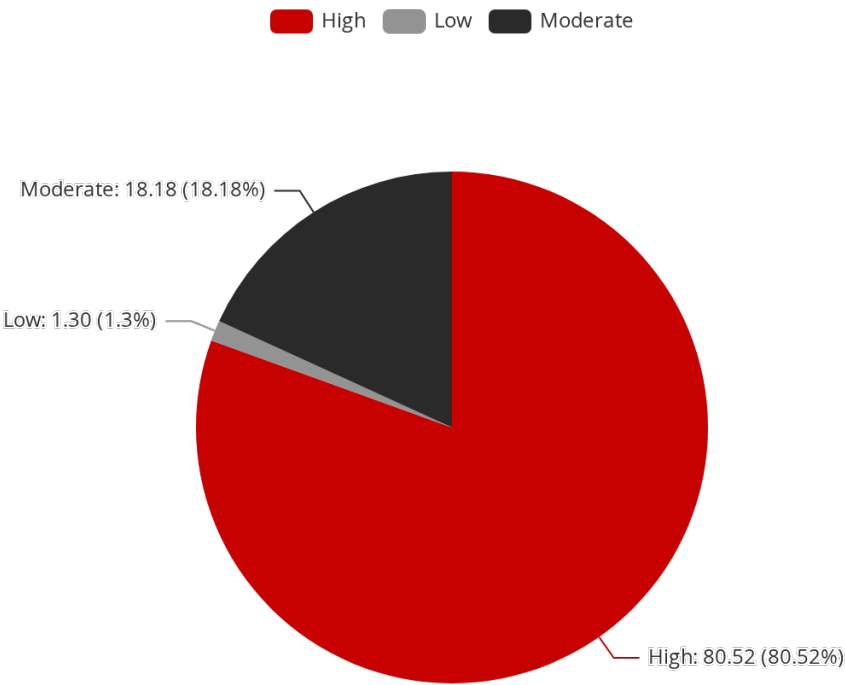
Top Items

Question	Mean
2. I am fully engaged in the work that I do.	4.68 + 0.09
8. I am driven to contribute to the success of our organization.	4.65 + 0.10
4. I feel great pride in the work I do.	4.60 + 0.03
6. I seek opportunities to further my growth and development.	4.58 + 0.09
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.58 + 0.06

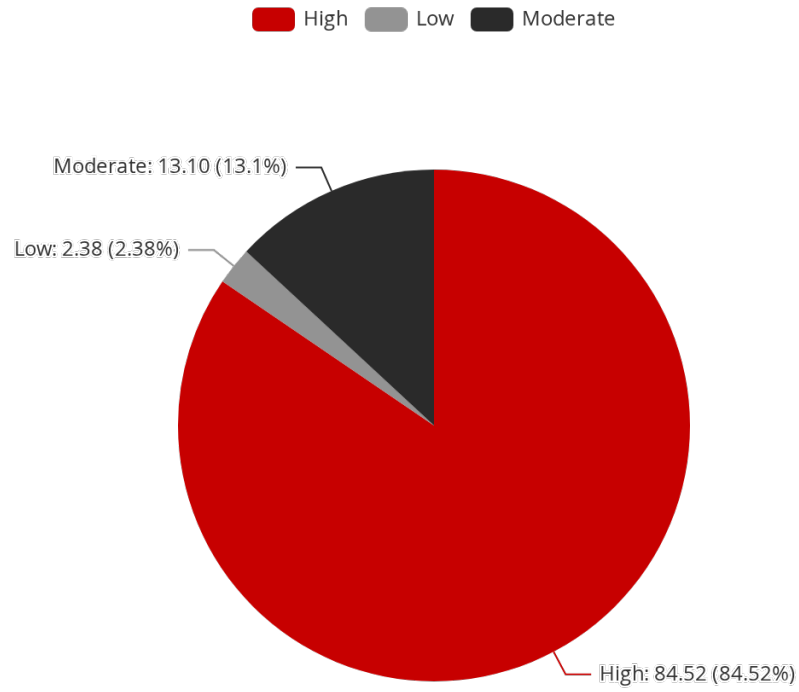
Bottom Items

Question	Mean
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.46 -0.11
9. I have received meaningful recognition in the past 10 days.	3.53 -0.16
28. I am provided the opportunity to spend quality time with my supervisor.	3.68 -0.19
37. My supervisor motivates me to achieve my goals.	3.70 -0.35
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.74 -0.26
82. Business decisions made are consistent with our mission and core values.	3.74 + 0.05

Current Growth Mindset Chart



Previous Growth Mindset Chart



SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

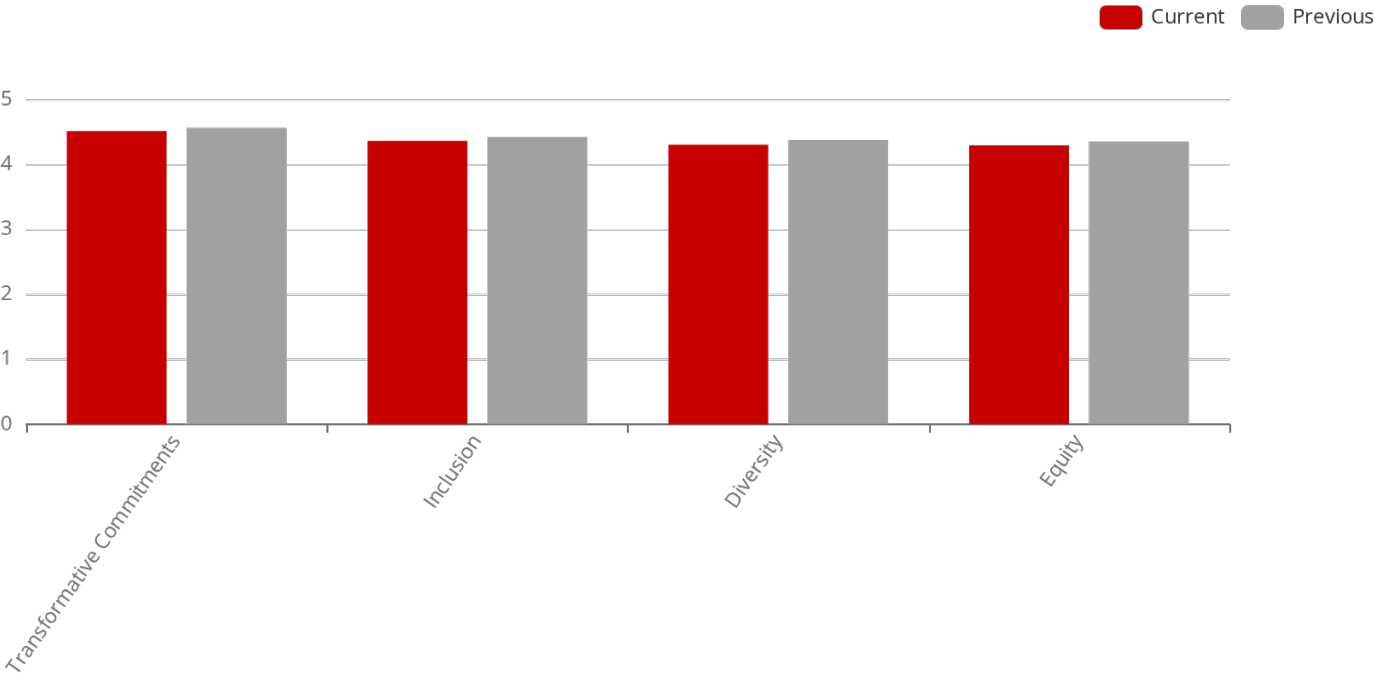
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.58 + 0.09	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 24 (31.17%)	SA: 49 (63.64%)	NA: 1 (1.30%)
85. I am committed to achieving my potential through learning and growing.	4.49 -0.06	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 31 (40.26%)	SA: 43 (55.84%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.45 -0.01	SD: 1 (1.30%)	D: 0 (0.00%)	N: 3 (3.90%)	A: 32 (41.56%)	SA: 41 (53.25%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.43 -0.06	SD: 1 (1.30%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 31 (40.26%)	SA: 40 (51.95%)	NA: 1 (1.30%)
17. I embrace challenges as opportunities for growth.	4.41 + 0.06	SD: 1 (1.30%)	D: 1 (1.30%)	N: 4 (5.19%)	A: 30 (38.96%)	SA: 40 (51.95%)	NA: 1 (1.30%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.38 -0.04	SD: 1 (1.30%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 36 (46.75%)	SA: 36 (46.75%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.34 -0.08	SD: 2 (2.60%)	D: 1 (1.30%)	N: 5 (6.49%)	A: 30 (38.96%)	SA: 39 (50.65%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.25 -0.16	SD: 3 (3.90%)	D: 2 (2.60%)	N: 4 (5.19%)	A: 32 (41.56%)	SA: 36 (46.75%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.17 -0.01	SD: 1 (1.30%)	D: 3 (3.90%)	N: 5 (6.49%)	A: 41 (53.25%)	SA: 27 (35.06%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	3.80 -0.45	SD: 5 (6.49%)	D: 4 (5.19%)	N: 14 (18.18%)	A: 29 (37.66%)	SA: 22 (28.57%)	NA: 3 (3.90%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.51 -0.05
Inclusion	4.36 -0.06
Diversity	4.30 -0.07
Equity	4.29 -0.06

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.	4.62 -0.02	SD: 1 (1.30%) D: 0 (0.00%) N: 2 (2.60%) A: 21 (27.27%) SA: 53 (68.83%) NA: 0 (0.00%) A SA
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.	4.62 -0.07	SD: 1 (1.30%) D: 1 (1.30%) N: 2 (2.60%) A: 18 (23.38%) SA: 55 (71.43%) 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.	4.55 + 0.02	SD: 1 (1.30%) D: 0 (0.00%) N: 3 (3.90%) A: 25 (32.47%) SA: 48 (62.34%) NA: 0 (0.00%) A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.25 -0.11	SD: 1 (1.30%) D: 1 (1.30%) N: 8 (10.39%) A: 35 (45.45%) SA: 32 (41.56%) NA: 0 (0.00%) N A SA

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.	4.66 + 0.01	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 18 (23.38%)	SA: 56 (72.73%)	NA: 0 (0.00%)
		A		SA			
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.65 + 0.06	SD: 1 (1.30%)	D: 1 (1.30%)	N: 3 (3.90%)	A: 14 (18.18%)	SA: 58 (75.32%)	NA: 0 (0.00%)
		A		SA			
100. I value the contributions of all team members.	4.56 -0.04	SD: 1 (1.30%)	D: 0 (0.00%)	N: 3 (3.90%)	A: 24 (31.17%)	SA: 49 (63.64%)	NA: 0 (0.00%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.53 + 0.01	SD: 1 (1.30%)	D: 1 (1.30%)	N: 4 (5.19%)	A: 21 (27.27%)	SA: 49 (63.64%)	NA: 1 (1.30%)
		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.	4.44 -0.03	SD: 1 (1.30%)	D: 1 (1.30%)	N: 5 (6.49%)	A: 26 (33.77%)	SA: 44 (57.14%)	NA: 0 (0.00%)
		A		SA			
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.44 -0.02	SD: 1 (1.30%)	D: 2 (2.60%)	N: 2 (2.60%)	A: 29 (37.66%)	SA: 43 (55.84%)	NA: 0 (0.00%)
		A		SA			
115. Our organization is a safe place for people of color to work and be successful.	4.42 -0.07	SD: 1 (1.30%)	D: 0 (0.00%)	N: 7 (9.09%)	A: 26 (33.77%)	SA: 42 (54.55%)	NA: 1 (1.30%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.41 -0.08	SD: 2 (2.60%)	D: 0 (0.00%)	N: 5 (6.49%)	A: 27 (35.06%)	SA: 42 (54.55%)	NA: 1 (1.30%)
		A		SA			
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.38 -0.14	SD: 2 (2.60%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 31 (40.26%)	SA: 39 (50.65%)	NA: 1 (1.30%)
		A		SA			
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.36 + 0.12	SD: 1 (1.30%)	D: 2 (2.60%)	N: 7 (9.09%)	A: 25 (32.47%)	SA: 41 (53.25%)	NA: 1 (1.30%)
		A		SA			
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.32 -0.08	SD: 2 (2.60%)	D: 0 (0.00%)	N: 4 (5.19%)	A: 36 (46.75%)	SA: 35 (45.45%)	NA: 0 (0.00%)
		A		SA			

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.	4.30 -0.06	SD: 1 (1.30%)	D: 1 (1.30%)	N: 8 (10.39%)	A: 31 (40.26%)	SA: 36 (46.75%)	NA: 0 (0.00%)
		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.	4.25 -0.10	SD: 1 (1.30%)	D: 1 (1.30%)	N: 8 (10.39%)	A: 35 (45.45%)	SA: 32 (41.56%)	NA: 0 (0.00%)
		N	A	SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.25 -0.05	SD: 1 (1.30%)	D: 2 (2.60%)	N: 8 (10.39%)	A: 32 (41.56%)	SA: 34 (44.16%)	NA: 0 (0.00%)
		N	A	SA			
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.17 -0.10	SD: 1 (1.30%)	D: 1 (1.30%)	N: 12 (15.58%)	A: 33 (42.86%)	SA: 30 (38.96%)	NA: 0 (0.00%)
		N	A	SA			
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.14 -0.13	SD: 2 (2.60%)	D: 2 (2.60%)	N: 8 (10.39%)	A: 36 (46.75%)	SA: 29 (37.66%)	NA: 0 (0.00%)
		N	A	SA			
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.13 -0.15	SD: 2 (2.60%)	D: 2 (2.60%)	N: 8 (10.39%)	A: 37 (48.05%)	SA: 28 (36.36%)	NA: 0 (0.00%)
		N	A	SA			
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.09 -0.21	SD: 2 (2.60%)	D: 3 (3.90%)	N: 10 (12.99%)	A: 33 (42.86%)	SA: 29 (37.66%)	NA: 0 (0.00%)
		N	A	SA			

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

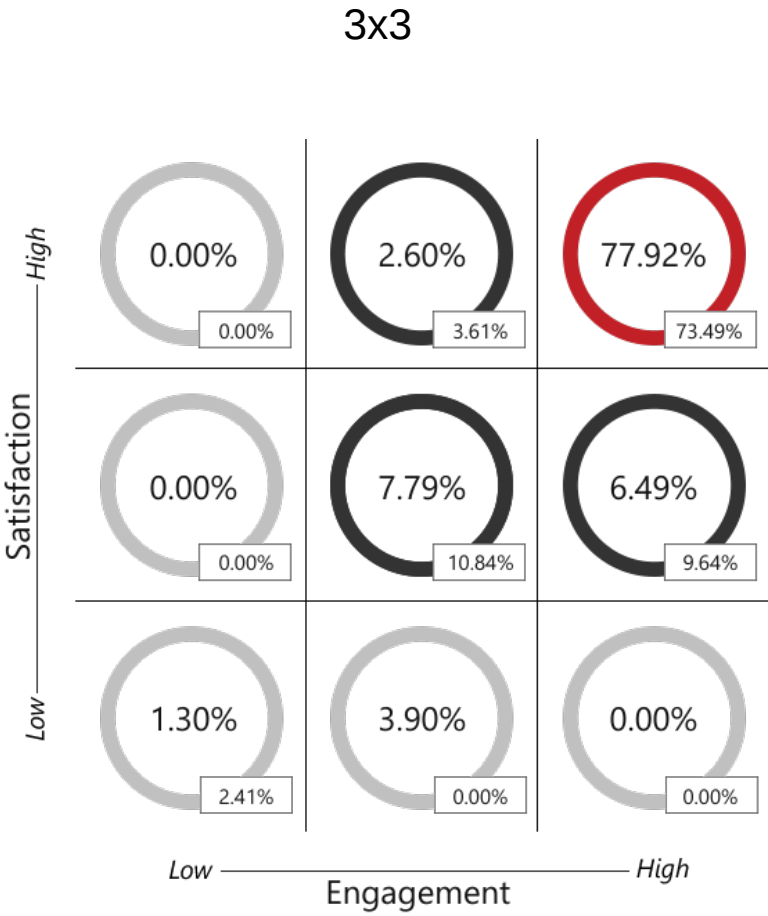
Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.66 + 0.01	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 18 (23.38%)	SA: 56 (72.73%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.41 -0.08	SD: 2 (2.60%)	D: 0 (0.00%)	N: 5 (6.49%)	A: 27 (35.06%)	SA: 42 (54.55%)	NA: 1 (1.30%)
		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.	4.25 -0.10	SD: 1 (1.30%)	D: 1 (1.30%)	N: 8 (10.39%)	A: 35 (45.45%)	SA: 32 (41.56%)	NA: 0 (0.00%)
		N	A		SA		
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.17 -0.02	SD: 1 (1.30%)	D: 1 (1.30%)	N: 10 (12.99%)	A: 37 (48.05%)	SA: 28 (36.36%)	NA: 0 (0.00%)
		N	A		SA		
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.17 -0.10	SD: 1 (1.30%)	D: 1 (1.30%)	N: 12 (15.58%)	A: 33 (42.86%)	SA: 30 (38.96%)	NA: 0 (0.00%)
		N	A		SA		
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.14 -0.13	SD: 2 (2.60%)	D: 2 (2.60%)	N: 8 (10.39%)	A: 36 (46.75%)	SA: 29 (37.66%)	NA: 0 (0.00%)
		N	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.	4.66 + 0.01	SD: 1 (1.30%)	D: 0 (0.00%)	N: 2 (2.60%)	A: 18 (23.38%)	SA: 56 (72.73%)	NA: 0 (0.00%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.25 -0.05	SD: 1 (1.30%)	D: 2 (2.60%)	N: 8 (10.39%)	A: 32 (41.56%)	SA: 34 (44.16%)	NA: 0 (0.00%)
		N		A		SA	
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.13 -0.03	SD: 2 (2.60%)	D: 3 (3.90%)	N: 7 (9.09%)	A: 36 (46.75%)	SA: 29 (37.66%)	NA: 0 (0.00%)
		N		A		SA	
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.13 -0.15	SD: 2 (2.60%)	D: 2 (2.60%)	N: 8 (10.39%)	A: 37 (48.05%)	SA: 28 (36.36%)	NA: 0 (0.00%)
		N		A		SA	



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.68 + 0.09
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.65 + 0.10
4. I feel great pride in the work I do.	Pride	4.60 + 0.03
6. I seek opportunities to further my growth and development.	Training & Development	4.58 + 0.09
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.58 + 0.06
92. I demonstrate effort in building a positive workplace culture.	Quality	4.54 + 0.03
45. I feel great pride in the team of which I am a part.	Pride	4.53 -0.03
16. I seek new ways to achieve excellence in my role.	Innovation	4.51 + 0.12
85. I am committed to achieving my potential through learning and growing.	Career Development	4.49 -0.06
56. Our team actively responds when needs arise within our team.	Support-Equip	4.49 -0.06
22. I support our organization's mission.	Mission Conscious	4.48 + 0.12
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.47 -0.01
46. I am satisfied being a part of our team.	Satisfaction	4.46 -0.08
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.45 -0.03
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.45 -0.01
48. My teammates promote gratitude in our culture.	Recognition	4.43 -0.05
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.43 -0.06
53. I trust my teammates to follow through on projects.	Relationships	4.42 -0.06

Question	Dimension	Mean
17. I embrace challenges as opportunities for growth.	Performance Planning	4.41 + 0.06
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.41 -0.10
5. I have at least one close friend at work.	Relationships	4.40 = 0.00
12. I am highly committed to and energized by my work.	Engage-Inspire	4.39 = 0.00
66. I look forward to interacting with our team when I come to work.	Relationships	4.39 -0.13
44. Our team effectively communicates with each other.	Communication	4.39 = 0.00
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.39 -0.09
79. My teammates share important information with me.	Communication	4.38 -0.06
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.38 -0.04
60. I fit in well with our team.	Talent/Fit	4.37 -0.14
59. Our team is very inspired by the work we do.	Mission Conscious	4.37 -0.04
42. Our team encourages innovation.	Innovation	4.36 + 0.06
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.35 -0.08
13. My work is fulfilling and enjoyable.	Satisfaction	4.35 + 0.02
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.34 -0.13
78. I feel proud of and inspired by the success of others on my team.	Pride	4.34 -0.08
63. I am highly energized by the people I work with on our team.	Relationships	4.33 -0.15
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.31 -0.15

Question	Dimension	Mean
47. I am on a team that encourages each member to surpass expectations.	Quality	4.31 -0.14
84. I would like to work at our organization long term.	Career Development	4.30 -0.10
51. Our team has open and trusting relationships.	Relationships	4.29 -0.11
55. Information is shared effectively within our team.	Communication	4.29 -0.14
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.27 -0.16
14. I feel great pride in being a part of our organization.	Pride	4.27 -0.06
65. Our team members invest time developing relationships with each other.	Relationships	4.26 -0.23
70. I feel our organization is a great fit for me.	Talent/Fit	4.25 -0.14
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.25 -0.16
71. Our organization is committed to quality collaboration and excellence.	Quality	4.24 -0.10
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.23 + 0.05
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.18 -0.22
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.17 -0.14
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.17 -0.01
25. My supervisor cares about me as a person.	Relationships	4.16 -0.04
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.14 -0.10

Question	Dimension	Mean
15. I am properly trained to achieve excellence in my work.	Training & Development	4.13 -0.03
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.13 -0.11
20. I look forward to coming to work every day.	Satisfaction	4.12 + 0.06
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.10 = 0.00
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.10 + 0.09
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.09 -0.20
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.08 + 0.06
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.08 -0.03
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.05 + 0.03
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.01 -0.04
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.00 + 0.01
27. My supervisor and I have effective two-way communication.	Communication	4.00 -0.15
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.99 -0.01
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.99 -0.16
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.96 -0.10
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.96 -0.14

Question	Dimension	Mean
29. My supervisor recognizes me for a job well done.	Recognition	3.93 -0.03
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.93 + 0.05
34. My supervisor is actively responsive to my needs.	Support-Equip	3.93 -0.22
32. I have an open and trusting relationship with my supervisor.	Relationships	3.92 -0.21
83. Our organization encourages innovation.	Innovation	3.92 + 0.07
35. My supervisor supports my personal and professional development.	Training & Development	3.89 -0.22
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.89 -0.13
77. Our organization selects the right people for the right job.	Talent/Fit	3.88 + 0.03
24. My supervisor effectively communicates his/her expectations.	Communication	3.87 -0.20
74. I have the opportunity to express my career interests at our organization.	Career Development	3.87 -0.08
73. My supervisor advocates for my role and career growth.	Career Development	3.86 -0.13
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.85 -0.07
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.82 -0.16
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.82 -0.17
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.82 + 0.21
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.81 -0.19
36. My supervisor builds a culture of learning and growth.	Training & Development	3.80 -0.45

Question	Dimension	Mean
31. My supervisor inspires me to grow to new levels.	Relationships	3.78 -0.24
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.74 -0.26
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.74 + 0.05
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.70 -0.35
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.68 -0.19
9. I have received meaningful recognition in the past 10 days.	Recognition	3.53 -0.16
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.46 -0.11