



INSIGHTeX Growth Mindset & DEI

Forest Glen
Glen Ellyn SD 41

September 2026

Dimensions

Dimension	Mean
Pride	4.56 + 0.09
Engage-Inspire	4.49 + 0.05
Quality	4.43 -0.01
Satisfaction	4.39 = 0.00
Talent/Fit	4.33 + 0.01
Relationships	4.30 -0.03
Continuous Improvement	4.30 -0.06
Innovation	4.30 + 0.02
Career Development	4.28 -0.03
Training & Development	4.25 = 0.00
Communication	4.24 -0.10
Recognition	4.20 + 0.02
Performance Planning	4.20 + 0.02
Support-Equip	4.20 -0.05
Mission Conscious	4.19 -0.02

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.	4.76 + 0.24	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 18 (21.69%)	SA: 63 (75.90%)	NA: 1 (1.20%)
14. I feel great pride in being a part of our organization.	4.55 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (6.02%)	A: 27 (32.53%)	SA: 50 (60.24%)	NA: 1 (1.20%)
78. I feel proud of and inspired by the success of others on my team.	4.48 + 0.01	SD: 0 (0.00%)	D: 1 (1.20%)	N: 2 (2.41%)	A: 35 (42.17%)	SA: 43 (51.81%)	NA: 2 (2.41%)
45. I feel great pride in the team of which I am a part.	4.44 -0.05	SD: 0 (0.00%)	D: 2 (2.41%)	N: 7 (8.43%)	A: 26 (31.33%)	SA: 47 (56.63%)	NA: 1 (1.20%)

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.72 + 0.18	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 21 (25.30%)	SA: 61 (73.49%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.65 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 27 (32.53%)	SA: 55 (66.27%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.49 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (4.82%)	A: 34 (40.96%)	SA: 45 (54.22%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.34 -0.07	SD: 0 (0.00%)	D: 2 (2.41%)	N: 6 (7.23%)	A: 36 (43.37%)	SA: 38 (45.78%)	NA: 1 (1.20%)
76. I would recommend our organization to a friend as a great place to work.	4.23 -0.04	SD: 0 (0.00%)	D: 3 (3.61%)	N: 9 (10.84%)	A: 36 (43.37%)	SA: 34 (40.96%)	NA: 1 (1.20%)

SD

: Strongly Disagree

D

: Disagree

N

: Neutral

A

: Agree

SA

: Strongly Agree

NA

: Not Applicable

Quality

Question	Mean	Distribution					
43. My teammates demonstrate a commitment to quality work and excellence.	4.60 + 0.05	SD: 0 (0.00%)	D: 1 (1.20%)	N: 2 (2.41%)	A: 25 (30.12%)	SA: 53 (63.86%)	NA: 2 (2.41%)
		<div><div></div><div>A</div><div>SA</div></div>					
92. I demonstrate effort in building a positive workplace culture.	4.54 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 36 (43.37%)	SA: 45 (54.22%)	NA: 1 (1.20%)
		<div><div></div><div>A</div><div>SA</div></div>					
71. Our organization is committed to quality collaboration and excellence.	4.30 -0.04	SD: 0 (0.00%)	D: 4 (4.82%)	N: 5 (6.02%)	A: 35 (42.17%)	SA: 38 (45.78%)	NA: 1 (1.20%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
47. I am on a team that encourages each member to surpass expectations.	4.28 -0.04	SD: 0 (0.00%)	D: 3 (3.61%)	N: 6 (7.23%)	A: 37 (44.58%)	SA: 35 (42.17%)	NA: 2 (2.41%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					

Satisfaction

Question	Mean	Distribution					
13. My work is fulfilling and enjoyable.	4.48 + 0.10	SD: 0 (0.00%)	D: 1 (1.20%)	N: 3 (3.61%)	A: 34 (40.96%)	SA: 44 (53.01%)	NA: 1 (1.20%)
		<div><div></div><div>A</div><div>SA</div></div>					
46. I am satisfied being a part of our team.	4.48 -0.02	SD: 0 (0.00%)	D: 2 (2.41%)	N: 3 (3.61%)	A: 31 (37.35%)	SA: 46 (55.42%)	NA: 1 (1.20%)
		<div><div></div><div>A</div><div>SA</div></div>					
87. Overall, I am very satisfied with our organization as a place to work.	4.36 -0.08	SD: 0 (0.00%)	D: 1 (1.20%)	N: 8 (9.64%)	A: 34 (40.96%)	SA: 40 (48.19%)	NA: 0 (0.00%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
20. I look forward to coming to work every day.	4.24 = 0.00	SD: 0 (0.00%)	D: 4 (4.82%)	N: 7 (8.43%)	A: 37 (44.58%)	SA: 35 (42.17%)	NA: 0 (0.00%)
		<div><div></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

Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.61 + 0.14	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 30 (36.14%)	SA: 52 (62.65%)	NA: 0 (0.00%)
		A		SA			
70. I feel our organization is a great fit for me.	4.43 -0.06	SD: 0 (0.00%)	D: 1 (1.20%)	N: 6 (7.23%)	A: 32 (38.55%)	SA: 44 (53.01%)	NA: 0 (0.00%)
		N	A		SA		
11. I am in a role that allows me to maximize my talents and strengths.	4.42 + 0.17	SD: 0 (0.00%)	D: 1 (1.20%)	N: 6 (7.23%)	A: 32 (38.55%)	SA: 42 (50.60%)	NA: 2 (2.41%)
		N	A		SA		
60. I fit in well with our team.	4.32 -0.06	SD: 0 (0.00%)	D: 2 (2.41%)	N: 5 (6.02%)	A: 40 (48.19%)	SA: 35 (42.17%)	NA: 1 (1.20%)
		N	A		SA		
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.26 -0.01	SD: 0 (0.00%)	D: 2 (2.41%)	N: 7 (8.43%)	A: 40 (48.19%)	SA: 32 (38.55%)	NA: 2 (2.41%)
		N	A		SA		
86. Our organization selects highly talented individuals when hiring.	4.26 -0.06	SD: 0 (0.00%)	D: 1 (1.20%)	N: 9 (10.84%)	A: 40 (48.19%)	SA: 32 (38.55%)	NA: 1 (1.20%)
		N	A		SA		
7. I have encouraged someone to apply at our organization.	4.23 + 0.07	SD: 0 (0.00%)	D: 4 (4.82%)	N: 9 (10.84%)	A: 29 (34.94%)	SA: 35 (42.17%)	NA: 6 (7.23%)
		N	A		SA		NA
77. Our organization selects the right people for the right job.	4.10 -0.07	SD: 0 (0.00%)	D: 4 (4.82%)	N: 11 (13.25%)	A: 40 (48.19%)	SA: 27 (32.53%)	NA: 1 (1.20%)
		N	A		SA		

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.	4.56 = 0.00	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (2.41%) A: 32 (38.55%) SA: 48 (57.83%) NA: 1 (1.20%)
5. I have at least one close friend at work.	4.54 + 0.08	SD: 0 (0.00%) D: 1 (1.20%) N: 6 (7.23%) A: 23 (27.71%) SA: 53 (63.86%) NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.53 -0.03	SD: 0 (0.00%) D: 0 (0.00%) N: 4 (4.82%) A: 31 (37.35%) SA: 48 (57.83%) NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.35 + 0.01	SD: 0 (0.00%) D: 3 (3.61%) N: 4 (4.82%) A: 37 (44.58%) SA: 39 (46.99%) NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.34 -0.05	SD: 1 (1.20%) D: 2 (2.41%) N: 4 (4.82%) A: 36 (43.37%) SA: 39 (46.99%) NA: 1 (1.20%)
32. I have an open and trusting relationship with my supervisor.	4.31 -0.12	SD: 0 (0.00%) D: 1 (1.20%) N: 11 (13.25%) A: 32 (38.55%) SA: 39 (46.99%) NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.31 -0.11	SD: 1 (1.20%) D: 1 (1.20%) N: 7 (8.43%) A: 35 (42.17%) SA: 37 (44.58%) NA: 2 (2.41%)
63. I am highly energized by the people I work with on our team.	4.31 + 0.07	SD: 1 (1.20%) D: 2 (2.41%) N: 9 (10.84%) A: 29 (34.94%) SA: 42 (50.60%) NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.28 + 0.02	SD: 0 (0.00%) D: 3 (3.61%) N: 9 (10.84%) A: 33 (39.76%) SA: 38 (45.78%) NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.22 -0.13	SD: 0 (0.00%) D: 2 (2.41%) N: 11 (13.25%) A: 37 (44.58%) SA: 33 (39.76%) NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.21 -0.02	SD: 0 (0.00%) D: 5 (6.02%) N: 12 (14.46%) A: 25 (30.12%) SA: 39 (46.99%) NA: 2 (2.41%)
51. Our team has open and trusting relationships.	4.16 -0.03	SD: 0 (0.00%) D: 5 (6.02%) N: 9 (10.84%) A: 35 (42.17%) SA: 32 (38.55%) NA: 2 (2.41%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.02 -0.10	SD: 0 (0.00%) D: 6 (7.23%) N: 17 (20.48%) A: 29 (34.94%) SA: 31 (37.35%) NA: 0 (0.00%)

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.	4.00 -0.11	SD: 0 (0.00%)	D: 5 (6.02%)	N: 15 (18.07%)	A: 37 (44.58%)	SA: 25 (30.12%)	NA: 1 (1.20%)

Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.47 -0.07	SD: 0 (0.00%)	D: 1 (1.20%)	N: 3 (3.61%)	A: 35 (42.17%)	SA: 44 (53.01%)	NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.41 -0.07	SD: 0 (0.00%)	D: 1 (1.20%)	N: 5 (6.02%)	A: 35 (42.17%)	SA: 41 (49.40%)	NA: 1 (1.20%)
54. Our team continuously seeks ways to improve our performance.	4.27 -0.15	SD: 0 (0.00%)	D: 3 (3.61%)	N: 7 (8.43%)	A: 37 (44.58%)	SA: 35 (42.17%)	NA: 1 (1.20%)
52. I am on a team that continuously challenges me to grow and improve.	4.26 -0.04	SD: 0 (0.00%)	D: 1 (1.20%)	N: 13 (15.66%)	A: 32 (38.55%)	SA: 36 (43.37%)	NA: 1 (1.20%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.23 -0.05	SD: 0 (0.00%)	D: 3 (3.61%)	N: 5 (6.02%)	A: 44 (53.01%)	SA: 30 (36.14%)	NA: 1 (1.20%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.16 + 0.02	SD: 0 (0.00%)	D: 3 (3.61%)	N: 9 (10.84%)	A: 42 (50.60%)	SA: 28 (33.73%)	NA: 1 (1.20%)

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.	4.46 + 0.03	SD: 0 (0.00%)	D: 2 (2.41%)	N: 2 (2.41%)	A: 34 (40.96%)	SA: 44 (53.01%)	NA: 1 (1.20%)
42. Our team encourages innovation.	4.43 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (7.23%)	A: 35 (42.17%)	SA: 41 (49.40%)	NA: 1 (1.20%)
83. Our organization encourages innovation.	4.21 + 0.06	SD: 0 (0.00%)	D: 1 (1.20%)	N: 11 (13.25%)	A: 40 (48.19%)	SA: 30 (36.14%)	NA: 1 (1.20%)
75. Our organization embraces an innovative mindset to maximize our potential.	4.09 -0.16	SD: 0 (0.00%)	D: 5 (6.02%)	N: 9 (10.84%)	A: 42 (50.60%)	SA: 26 (31.33%)	NA: 1 (1.20%)

Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.55 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.41%)	A: 33 (39.76%)	SA: 47 (56.63%)	NA: 1 (1.20%)
84. I would like to work at our organization long term.	4.41 -0.13	SD: 0 (0.00%)	D: 3 (3.61%)	N: 6 (7.23%)	A: 28 (33.73%)	SA: 46 (55.42%)	NA: 0 (0.00%)
73. My supervisor advocates for my role and career growth.	4.19 -0.06	SD: 0 (0.00%)	D: 2 (2.41%)	N: 14 (16.87%)	A: 30 (36.14%)	SA: 33 (39.76%)	NA: 4 (4.82%)
72. Our organization provides the experience and development for me to further my career here.	4.14 = 0.00	SD: 0 (0.00%)	D: 6 (7.23%)	N: 8 (9.64%)	A: 36 (43.37%)	SA: 31 (37.35%)	NA: 2 (2.41%)
74. I have the opportunity to express my career interests at our organization.	4.09 -0.01	SD: 0 (0.00%)	D: 4 (4.82%)	N: 13 (15.66%)	A: 33 (39.76%)	SA: 28 (33.73%)	NA: 5 (6.02%)

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.	4.50 + 0.09	SD: 0 (0.00%)	D: 1 (1.20%)	N: 3 (3.61%)	A: 32 (38.55%)	SA: 46 (55.42%)	NA: 1 (1.20%)
35. My supervisor supports my personal and professional development.	4.30 -0.06	SD: 0 (0.00%)	D: 2 (2.41%)	N: 6 (7.23%)	A: 39 (46.99%)	SA: 34 (40.96%)	NA: 2 (2.41%)
15. I am properly trained to achieve excellence in my work.	4.29 + 0.03	SD: 0 (0.00%)	D: 3 (3.61%)	N: 9 (10.84%)	A: 31 (37.35%)	SA: 39 (46.99%)	NA: 1 (1.20%)
36. My supervisor builds a culture of learning and growth.	4.27 -0.08	SD: 0 (0.00%)	D: 3 (3.61%)	N: 9 (10.84%)	A: 33 (39.76%)	SA: 37 (44.58%)	NA: 1 (1.20%)
30. My supervisor encourages opportunities for my growth and development.	4.18 -0.04	SD: 0 (0.00%)	D: 3 (3.61%)	N: 11 (13.25%)	A: 36 (43.37%)	SA: 32 (38.55%)	NA: 1 (1.20%)
81. Our organization provides the "right" training for me to excel in my role.	3.94 + 0.05	SD: 0 (0.00%)	D: 4 (4.82%)	N: 18 (21.69%)	A: 40 (48.19%)	SA: 21 (25.30%)	NA: 0 (0.00%)

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.	4.40 -0.08	SD: 0 (0.00%)	D: 1 (1.20%)	N: 5 (6.02%)	A: 37 (44.58%)	SA: 40 (48.19%)	NA: 0 (0.00%)
		<div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
27. My supervisor and I have effective two-way communication.	4.31 -0.11	SD: 0 (0.00%)	D: 1 (1.20%)	N: 9 (10.84%)	A: 36 (43.37%)	SA: 37 (44.58%)	NA: 0 (0.00%)
		<div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
44. Our team effectively communicates with each other.	4.30 -0.02	SD: 1 (1.20%)	D: 4 (4.82%)	N: 6 (7.23%)	A: 29 (34.94%)	SA: 42 (50.60%)	NA: 1 (1.20%)
		<div><div></div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
24. My supervisor effectively communicates his/her expectations.	4.28 -0.15	SD: 0 (0.00%)	D: 3 (3.61%)	N: 10 (12.05%)	A: 31 (37.35%)	SA: 39 (46.99%)	NA: 0 (0.00%)
		<div><div></div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
26. My supervisor gives me constructive feedback about my work performance.	4.18 -0.11	SD: 0 (0.00%)	D: 3 (3.61%)	N: 11 (13.25%)	A: 36 (43.37%)	SA: 32 (38.55%)	NA: 1 (1.20%)
		<div><div></div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.09 -0.06	SD: 1 (1.20%)	D: 6 (7.23%)	N: 10 (12.05%)	A: 32 (38.55%)	SA: 32 (38.55%)	NA: 2 (2.41%)
		<div><div></div><div>D</div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
55. Information is shared effectively within our team.	4.08 -0.18	SD: 1 (1.20%)	D: 4 (4.82%)	N: 11 (13.25%)	A: 38 (45.78%)	SA: 29 (34.94%)	NA: 0 (0.00%)
		<div><div></div><div></div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					

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.	4.44 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 44 (53.01%)	SA: 37 (44.58%)	NA: 1 (1.20%)
		A			SA		
48. My teammates promote gratitude in our culture.	4.38 = 0.00	SD: 0 (0.00%)	D: 2 (2.41%)	N: 6 (7.23%)	A: 32 (38.55%)	SA: 41 (49.40%)	NA: 2 (2.41%)
		N	A			SA	
80. Our organization practices gratitude by recognizing excellence in our work.	4.20 + 0.02	SD: 0 (0.00%)	D: 3 (3.61%)	N: 11 (13.25%)	A: 35 (42.17%)	SA: 34 (40.96%)	NA: 0 (0.00%)
		N	A			SA	
29. My supervisor recognizes me for a job well done.	4.13 -0.07	SD: 0 (0.00%)	D: 5 (6.02%)	N: 14 (16.87%)	A: 28 (33.73%)	SA: 35 (42.17%)	NA: 1 (1.20%)
		D	N	A		SA	
9. I have received meaningful recognition in the past 10 days.	3.85 + 0.13	SD: 2 (2.41%)	D: 11 (13.25%)	N: 12 (14.46%)	A: 27 (32.53%)	SA: 28 (33.73%)	NA: 3 (3.61%)
		D	N	A		SA	

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.	4.43 + 0.08	SD: 0 (0.00%)	D: 1 (1.20%)	N: 2 (2.41%)	A: 40 (48.19%)	SA: 39 (46.99%)	NA: 1 (1.20%)
							
57. Our team has improved our performance over time by learning from each other.	4.35 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (8.43%)	A: 39 (46.99%)	SA: 35 (42.17%)	NA: 2 (2.41%)
							
58. I am satisfied that our team performs up to our potential.	4.24 -0.06	SD: 1 (1.20%)	D: 1 (1.20%)	N: 8 (9.64%)	A: 38 (45.78%)	SA: 32 (38.55%)	NA: 3 (3.61%)
							
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.20 + 0.14	SD: 0 (0.00%)	D: 2 (2.41%)	N: 10 (12.05%)	A: 39 (46.99%)	SA: 30 (36.14%)	NA: 2 (2.41%)
							
37. My supervisor motivates me to achieve my goals.	4.17 -0.07	SD: 0 (0.00%)	D: 3 (3.61%)	N: 12 (14.46%)	A: 35 (42.17%)	SA: 32 (38.55%)	NA: 1 (1.20%)
							
49. Our team effectively sets goals to further enhance our performance.	4.12 -0.09	SD: 1 (1.20%)	D: 2 (2.41%)	N: 13 (15.66%)	A: 36 (43.37%)	SA: 30 (36.14%)	NA: 1 (1.20%)
							
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.88 + 0.07	SD: 1 (1.20%)	D: 7 (8.43%)	N: 15 (18.07%)	A: 29 (34.94%)	SA: 23 (27.71%)	NA: 8 (9.64%)
							

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.	4.41 + 0.02	SD: 0 (0.00%)	D: 3 (3.61%)	N: 3 (3.61%)	A: 33 (39.76%)	SA: 43 (51.81%)	NA: 1 (1.20%)
							
62. My teammates demonstrate commitment to helping and supporting each other.	4.32 -0.05	SD: 0 (0.00%)	D: 2 (2.41%)	N: 7 (8.43%)	A: 36 (43.37%)	SA: 37 (44.58%)	NA: 1 (1.20%)
							
34. My supervisor is actively responsive to my needs.	4.27 -0.12	SD: 0 (0.00%)	D: 2 (2.41%)	N: 10 (12.05%)	A: 34 (40.96%)	SA: 36 (43.37%)	NA: 1 (1.20%)
							
3. I am provided the core needs necessary for me to excel in my role.	4.23 + 0.06	SD: 0 (0.00%)	D: 3 (3.61%)	N: 8 (9.64%)	A: 39 (46.99%)	SA: 33 (39.76%)	NA: 0 (0.00%)
							
23. I have a supportive coaching relationship with my supervisor.	4.19 -0.16	SD: 0 (0.00%)	D: 3 (3.61%)	N: 13 (15.66%)	A: 32 (38.55%)	SA: 35 (42.17%)	NA: 0 (0.00%)
							
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.18 + 0.13	SD: 0 (0.00%)	D: 4 (4.82%)	N: 8 (9.64%)	A: 40 (48.19%)	SA: 31 (37.35%)	NA: 0 (0.00%)
							
33. My supervisor supports me through challenges and failures in order to succeed.	4.18 -0.17	SD: 0 (0.00%)	D: 4 (4.82%)	N: 10 (12.05%)	A: 35 (42.17%)	SA: 33 (39.76%)	NA: 1 (1.20%)
							
28. I am provided the opportunity to spend quality time with my supervisor.	3.78 -0.18	SD: 2 (2.41%)	D: 7 (8.43%)	N: 22 (26.51%)	A: 28 (33.73%)	SA: 24 (28.92%)	NA: 0 (0.00%)
							

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.	4.51 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 39 (46.99%)	SA: 43 (51.81%)	NA: 0 (0.00%)
59. Our team is very inspired by the work we do.	4.43 + 0.04	SD: 0 (0.00%)	D: 1 (1.20%)	N: 5 (6.02%)	A: 34 (40.96%)	SA: 42 (50.60%)	NA: 1 (1.20%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.24 + 0.09	SD: 0 (0.00%)	D: 3 (3.61%)	N: 8 (9.64%)	A: 37 (44.58%)	SA: 34 (40.96%)	NA: 1 (1.20%)
41. My supervisor effectively communicates our organizational mission to me.	4.06 -0.13	SD: 0 (0.00%)	D: 5 (6.02%)	N: 14 (16.87%)	A: 35 (42.17%)	SA: 29 (34.94%)	NA: 0 (0.00%)
82. Business decisions made are consistent with our mission and core values.	3.73 -0.10	SD: 3 (3.61%)	D: 9 (10.84%)	N: 16 (19.28%)	A: 32 (38.55%)	SA: 21 (25.30%)	NA: 2 (2.41%)

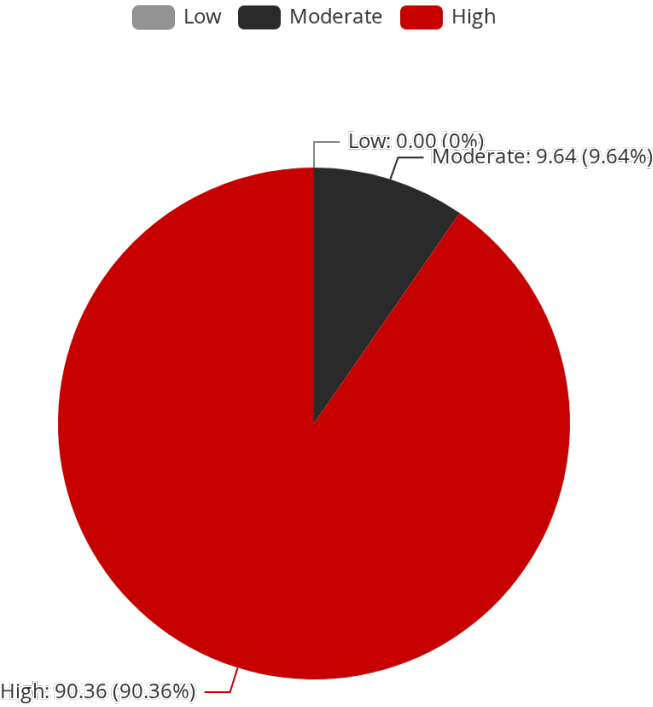
Top Items

Question	Mean
4. I feel great pride in the work I do.	4.76 + 0.24
2. I am fully engaged in the work that I do.	4.72 + 0.18
8. I am driven to contribute to the success of our organization.	4.65 + 0.08
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.61 + 0.14
43. My teammates demonstrate a commitment to quality work and excellence.	4.60 + 0.05

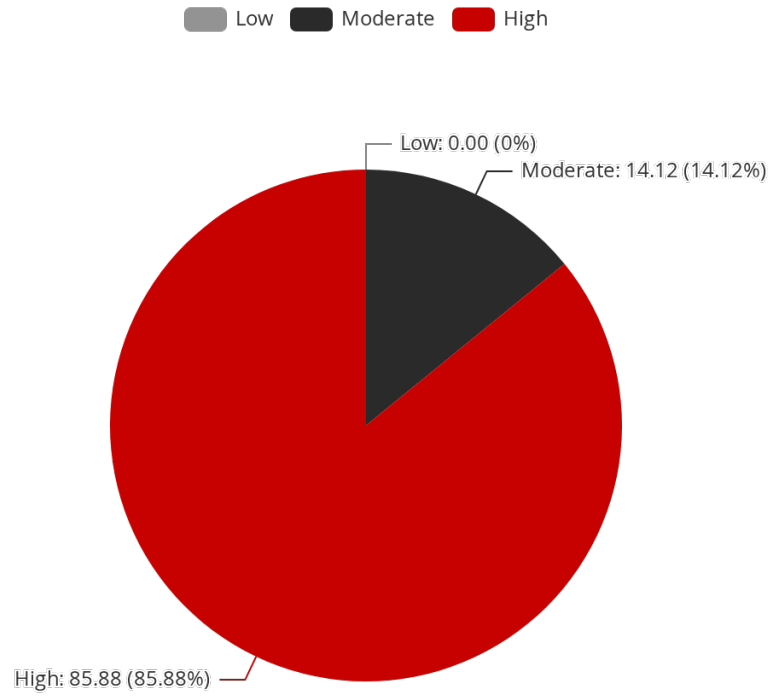
Bottom Items

Question	Mean
82. Business decisions made are consistent with our mission and core values.	3.73 -0.10
28. I am provided the opportunity to spend quality time with my supervisor.	3.78 -0.18
9. I have received meaningful recognition in the past 10 days.	3.85 + 0.13
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.88 + 0.07
81. Our organization provides the "right" training for me to excel in my role.	3.94 + 0.05

Current Growth Mindset Chart



Previous Growth Mindset Chart



SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

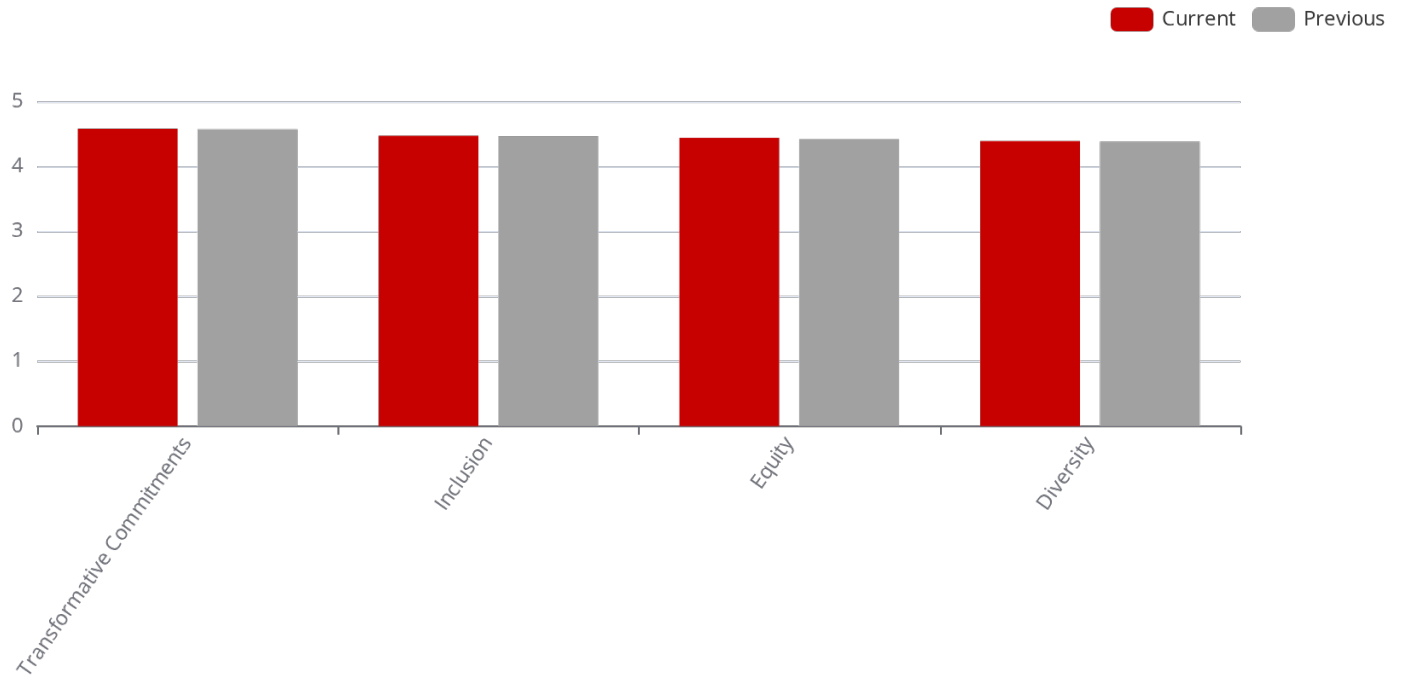
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.56 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.41%)	A: 32 (38.55%)	SA: 48 (57.83%)	NA: 1 (1.20%)
85. I am committed to achieving my potential through learning and growing.	4.55 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.41%)	A: 33 (39.76%)	SA: 47 (56.63%)	NA: 1 (1.20%)
6. I seek opportunities to further my growth and development.	4.50 + 0.09	SD: 0 (0.00%)	D: 1 (1.20%)	N: 3 (3.61%)	A: 32 (38.55%)	SA: 46 (55.42%)	NA: 1 (1.20%)
78. I feel proud of and inspired by the success of others on my team.	4.48 + 0.01	SD: 0 (0.00%)	D: 1 (1.20%)	N: 2 (2.41%)	A: 35 (42.17%)	SA: 43 (51.81%)	NA: 2 (2.41%)
21. I am committed to a growth mindset to achieve my potential.	4.47 -0.07	SD: 0 (0.00%)	D: 1 (1.20%)	N: 3 (3.61%)	A: 35 (42.17%)	SA: 44 (53.01%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.44 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 44 (53.01%)	SA: 37 (44.58%)	NA: 1 (1.20%)
17. I embrace challenges as opportunities for growth.	4.43 + 0.08	SD: 0 (0.00%)	D: 1 (1.20%)	N: 2 (2.41%)	A: 40 (48.19%)	SA: 39 (46.99%)	NA: 1 (1.20%)
36. My supervisor builds a culture of learning and growth.	4.27 -0.08	SD: 0 (0.00%)	D: 3 (3.61%)	N: 9 (10.84%)	A: 33 (39.76%)	SA: 37 (44.58%)	NA: 1 (1.20%)
52. I am on a team that continuously challenges me to grow and improve.	4.26 -0.04	SD: 0 (0.00%)	D: 1 (1.20%)	N: 13 (15.66%)	A: 32 (38.55%)	SA: 36 (43.37%)	NA: 1 (1.20%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.23 -0.05	SD: 0 (0.00%)	D: 3 (3.61%)	N: 5 (6.02%)	A: 44 (53.01%)	SA: 30 (36.14%)	NA: 1 (1.20%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.58 + 0.01
Inclusion	4.47 + 0.01
Equity	4.44 + 0.02
Diversity	4.39 + 0.01

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.	4.78 + 0.13	SD: 0 (0.00%) D: 0 (0.00%) N: 0 (0.00%) A: 18 (21.69%) SA: 63 (75.90%) NA: 2 (2.41%) <div><div>A</div><div>SA</div></div>
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.67 + 0.02	SD: 1 (1.20%) D: 0 (0.00%) N: 1 (1.20%) A: 21 (25.30%) SA: 60 (72.29%) NA: 0 (0.00%) <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.	4.51 -0.02	SD: 0 (0.00%) D: 0 (0.00%) N: 5 (6.02%) A: 30 (36.14%) SA: 46 (55.42%) NA: 2 (2.41%) <div><div>N</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.	4.37 -0.07	SD: 0 (0.00%) D: 1 (1.20%) N: 6 (7.23%) A: 36 (43.37%) SA: 38 (45.78%) NA: 2 (2.41%) <div><div>N</div><div>A</div><div>SA</div></div>

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Inclusion

Question	Mean	Distribution					
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.74 + 0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (25.30%)	SA: 61 (73.49%)	NA: 1 (1.20%)
		A		SA			
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.74 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 19 (22.89%)	SA: 61 (73.49%)	NA: 2 (2.41%)
		A		SA			
100. I value the contributions of all team members.	4.65 = 0.00	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 28 (33.73%)	SA: 53 (63.86%)	NA: 2 (2.41%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.63 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 28 (33.73%)	SA: 52 (62.65%)	NA: 2 (2.41%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.60 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.41%)	A: 28 (33.73%)	SA: 50 (60.24%)	NA: 3 (3.61%)
		A		SA			
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.60 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 33 (39.76%)	SA: 49 (59.04%)	NA: 1 (1.20%)
		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.	4.57 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.41%)	A: 31 (37.35%)	SA: 49 (59.04%)	NA: 1 (1.20%)
		A		SA			
115. Our organization is a safe place for people of color to work and be successful.	4.54 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (4.82%)	A: 30 (36.14%)	SA: 48 (57.83%)	NA: 1 (1.20%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.44 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (6.02%)	A: 35 (42.17%)	SA: 41 (49.40%)	NA: 2 (2.41%)
		N		A		SA	
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.38 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (6.02%)	A: 40 (48.19%)	SA: 36 (43.37%)	NA: 2 (2.41%)
		N		A		SA	
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.38 -0.02	SD: 0 (0.00%)	D: 3 (3.61%)	N: 2 (2.41%)	A: 38 (45.78%)	SA: 39 (46.99%)	NA: 1 (1.20%)
		N		A		SA	

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.	4.35 -0.02	SD: 0 (0.00%)	D: 1 (1.20%)	N: 5 (6.02%)	A: 38 (45.78%)	SA: 35 (42.17%)	NA: 4 (4.82%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.33 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (7.23%)	A: 42 (50.60%)	SA: 32 (38.55%)	NA: 3 (3.61%)
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.	4.33 + 0.04	SD: 0 (0.00%)	D: 2 (2.41%)	N: 5 (6.02%)	A: 38 (45.78%)	SA: 35 (42.17%)	NA: 3 (3.61%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.32 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 11 (13.25%)	A: 32 (38.55%)	SA: 36 (43.37%)	NA: 4 (4.82%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.27 -0.11	SD: 0 (0.00%)	D: 1 (1.20%)	N: 6 (7.23%)	A: 45 (54.22%)	SA: 30 (36.14%)	NA: 1 (1.20%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.26 -0.01	SD: 0 (0.00%)	D: 3 (3.61%)	N: 5 (6.02%)	A: 41 (49.40%)	SA: 32 (38.55%)	NA: 2 (2.41%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.26 + 0.03	SD: 0 (0.00%)	D: 1 (1.20%)	N: 8 (9.64%)	A: 40 (48.19%)	SA: 31 (37.35%)	NA: 3 (3.61%)

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.	4.74 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 19 (22.89%)	SA: 61 (73.49%)	NA: 2 (2.41%)
		<div><div></div><div>A</div><div></div><div>SA</div><div></div><div></div></div>					
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.44 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (6.02%)	A: 35 (42.17%)	SA: 41 (49.40%)	NA: 2 (2.41%)
		<div><div></div><div>N</div><div>A</div><div></div><div>SA</div><div></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.	4.33 + 0.04	SD: 0 (0.00%)	D: 2 (2.41%)	N: 5 (6.02%)	A: 38 (45.78%)	SA: 35 (42.17%)	NA: 3 (3.61%)
		<div><div></div><div>N</div><div>A</div><div></div><div>SA</div><div></div></div>					
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.25 -0.10	SD: 1 (1.20%)	D: 1 (1.20%)	N: 6 (7.23%)	A: 42 (50.60%)	SA: 31 (37.35%)	NA: 2 (2.41%)
		<div><div></div><div>N</div><div>A</div><div></div><div>SA</div><div></div></div>					

SD : Strongly Disagree

D : Disagree

N : Neutral

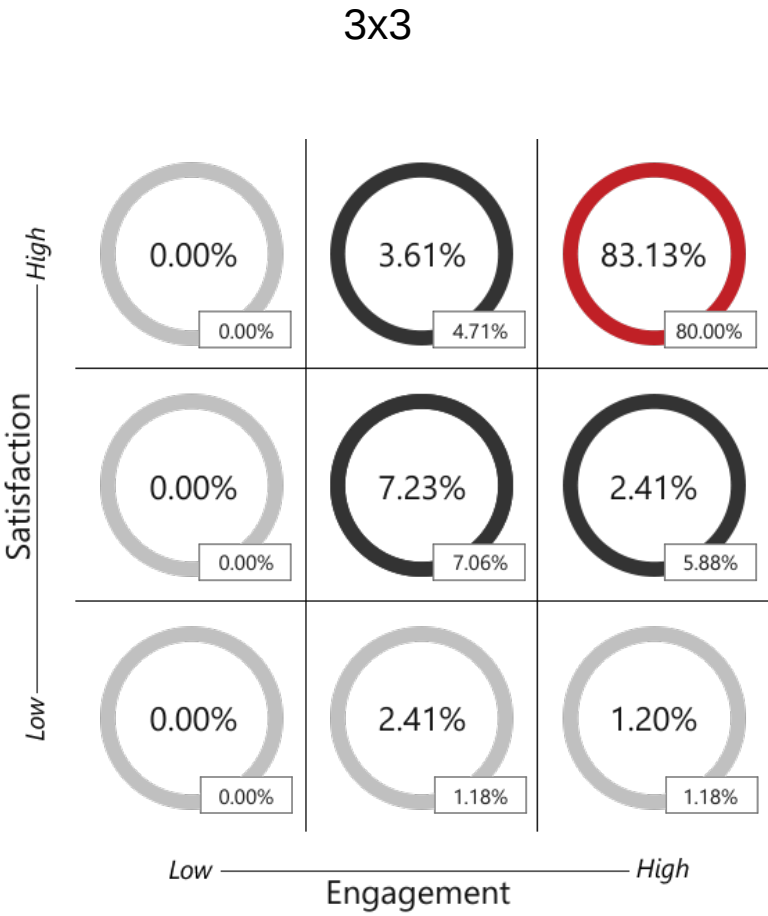
A : Agree

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.	4.74 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.20%)	A: 19 (22.89%)	SA: 61 (73.49%)	NA: 2 (2.41%)
		<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 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (2.41%)	A: 28 (33.73%)	SA: 50 (60.24%)	NA: 3 (3.61%)
		<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.	4.33 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (7.23%)	A: 42 (50.60%)	SA: 32 (38.55%)	NA: 3 (3.61%)
		<div> <div>N</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.	4.26 -0.01	SD: 0 (0.00%)	D: 3 (3.61%)	N: 5 (6.02%)	A: 41 (49.40%)	SA: 32 (38.55%)	NA: 2 (2.41%)
		<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.	4.26 + 0.03	SD: 0 (0.00%)	D: 1 (1.20%)	N: 8 (9.64%)	A: 40 (48.19%)	SA: 31 (37.35%)	NA: 3 (3.61%)
		<div> <div>N</div> <div>A</div> <div>SA</div> </div>					
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.12 -0.14	SD: 0 (0.00%)	D: 1 (1.20%)	N: 12 (14.46%)	A: 44 (53.01%)	SA: 24 (28.92%)	NA: 2 (2.41%)
		<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	4.76 + 0.24
2. I am fully engaged in the work that I do.	Engage-Inspire	4.72 + 0.18
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.65 + 0.08
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.61 + 0.14
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.60 + 0.05
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.56 = 0.00
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55 + 0.02
14. I feel great pride in being a part of our organization.	Pride	4.55 + 0.16
92. I demonstrate effort in building a positive workplace culture.	Quality	4.54 -0.02
5. I have at least one close friend at work.	Relationships	4.54 + 0.08
25. My supervisor cares about me as a person.	Relationships	4.53 -0.03
22. I support our organization's mission.	Mission Conscious	4.51 + 0.02
6. I seek opportunities to further my growth and development.	Training & Development	4.50 + 0.09
12. I am highly committed to and energized by my work.	Engage-Inspire	4.49 + 0.06
13. My work is fulfilling and enjoyable.	Satisfaction	4.48 + 0.10
78. I feel proud of and inspired by the success of others on my team.	Pride	4.48 + 0.01
46. I am satisfied being a part of our team.	Satisfaction	4.48 -0.02
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.47 -0.07
16. I seek new ways to achieve excellence in my role.	Innovation	4.46 + 0.03

Question	Dimension	Mean
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.44 = 0.00
45. I feel great pride in the team of which I am a part.	Pride	4.44 -0.05
70. I feel our organization is a great fit for me.	Talent/Fit	4.43 -0.06
42. Our team encourages innovation.	Innovation	4.43 + 0.13
59. Our team is very inspired by the work we do.	Mission Conscious	4.43 + 0.04
17. I embrace challenges as opportunities for growth.	Performance Planning	4.43 + 0.08
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.42 + 0.17
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.41 -0.07
56. Our team actively responds when needs arise within our team.	Support-Equip	4.41 + 0.02
84. I would like to work at our organization long term.	Career Development	4.41 -0.13
79. My teammates share important information with me.	Communication	4.40 -0.08
48. My teammates promote gratitude in our culture.	Recognition	4.38 = 0.00
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.36 -0.08
66. I look forward to interacting with our team when I come to work.	Relationships	4.35 + 0.01
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.35 + 0.05
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.34 -0.05
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.34 -0.07

Question	Dimension	Mean
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.32 -0.05
60. I fit in well with our team.	Talent/Fit	4.32 -0.06
63. I am highly energized by the people I work with on our team.	Relationships	4.31 + 0.07
27. My supervisor and I have effective two-way communication.	Communication	4.31 -0.11
32. I have an open and trusting relationship with my supervisor.	Relationships	4.31 -0.12
53. I trust my teammates to follow through on projects.	Relationships	4.31 -0.11
71. Our organization is committed to quality collaboration and excellence.	Quality	4.30 -0.04
44. Our team effectively communicates with each other.	Communication	4.30 -0.02
35. My supervisor supports my personal and professional development.	Training & Development	4.30 -0.06
15. I am properly trained to achieve excellence in my work.	Training & Development	4.29 + 0.03
24. My supervisor effectively communicates his/her expectations.	Communication	4.28 -0.15
65. Our team members invest time developing relationships with each other.	Relationships	4.28 + 0.02
47. I am on a team that encourages each member to surpass expectations.	Quality	4.28 -0.04
34. My supervisor is actively responsive to my needs.	Support-Equip	4.27 -0.12
36. My supervisor builds a culture of learning and growth.	Training & Development	4.27 -0.08
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.27 -0.15
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.26 -0.04

Question	Dimension	Mean
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.26 -0.01
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.26 -0.06
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.24 -0.06
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.24 + 0.09
20. I look forward to coming to work every day.	Satisfaction	4.24 = 0.00
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.23 -0.05
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.23 + 0.07
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.23 -0.04
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.23 + 0.06
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.22 -0.13
83. Our organization encourages innovation.	Innovation	4.21 + 0.06
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.21 -0.02
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.20 + 0.02
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.20 + 0.14
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.19 -0.16
73. My supervisor advocates for my role and career growth.	Career Development	4.19 -0.06

Question	Dimension	Mean
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.18 + 0.13
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.18 -0.11
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.18 -0.04
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.18 -0.17
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.17 -0.07
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.16 + 0.02
51. Our team has open and trusting relationships.	Relationships	4.16 -0.03
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.14 = 0.00
29. My supervisor recognizes me for a job well done.	Recognition	4.13 -0.07
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.12 -0.09
77. Our organization selects the right people for the right job.	Talent/Fit	4.10 -0.07
74. I have the opportunity to express my career interests at our organization.	Career Development	4.09 -0.01
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.09 -0.16
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.09 -0.06
55. Information is shared effectively within our team.	Communication	4.08 -0.18
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.06 -0.13

Question	Dimension	Mean
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.02 -0.10
31. My supervisor inspires me to grow to new levels.	Relationships	4.00 -0.11
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.94 + 0.05
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.88 + 0.07
9. I have received meaningful recognition in the past 10 days.	Recognition	3.85 + 0.13
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.78 -0.18
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.73 -0.10