



INSIGHTeX Growth Mindset & DEI

Hadley
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September 2026

Dimensions

Dimension	Mean
Engage-Inspire	4.57 + 0.05
Pride	4.57 = 0.00
Quality	4.50 -0.07
Relationships	4.46 + 0.07
Satisfaction	4.44 -0.01
Communication	4.43 + 0.08
Continuous Improvement	4.41 + 0.05
Innovation	4.38 + 0.01
Mission Conscious	4.38 + 0.08
Career Development	4.37 + 0.03
Training & Development	4.35 + 0.11
Talent/Fit	4.34 + 0.05
Support-Equip	4.34 + 0.12
Performance Planning	4.30 + 0.02
Recognition	4.22 -0.01

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.70 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.59%)	A: 34 (26.98%)	SA: 90 (71.43%)	NA: 0 (0.00%)
		A		SA			
8. I am driven to contribute to the success of our organization.	4.63 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.59%)	A: 42 (33.33%)	SA: 82 (65.08%)	NA: 0 (0.00%)
		A		SA			
67. Our organization promotes a positive and engaging culture.	4.54 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (0.79%)	A: 56 (44.44%)	SA: 68 (53.97%)	NA: 1 (0.79%)
		A		SA			
12. I am highly committed to and energized by my work.	4.53 + 0.08	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (4.76%)	A: 47 (37.30%)	SA: 73 (57.94%)	NA: 0 (0.00%)
		A		SA			
76. I would recommend our organization to a friend as a great place to work.	4.43 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (5.56%)	A: 57 (45.24%)	SA: 60 (47.62%)	NA: 2 (1.59%)
		N	A		SA		

Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.71 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (2.38%)	A: 31 (24.60%)	SA: 92 (73.02%)	NA: 0 (0.00%)
		A		SA			
45. I feel great pride in the team of which I am a part.	4.61 -0.04	SD: 0 (0.00%)	D: 1 (0.79%)	N: 3 (2.38%)	A: 40 (31.75%)	SA: 82 (65.08%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.50 + 0.01	SD: 0 (0.00%)	D: 1 (0.79%)	N: 5 (3.97%)	A: 50 (39.68%)	SA: 70 (55.56%)	NA: 0 (0.00%)
		A		SA			
14. I feel great pride in being a part of our organization.	4.45 + 0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (6.35%)	A: 53 (42.06%)	SA: 65 (51.59%)	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					
43. My teammates demonstrate a commitment to quality work and excellence.	4.56 -0.08	SD: 0 (0.00%)	D: 2 (1.59%)	N: 2 (1.59%)	A: 46 (36.51%)	SA: 76 (60.32%)	NA: 0 (0.00%)
							
92. I demonstrate effort in building a positive workplace culture.	4.56 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.59%)	A: 52 (41.27%)	SA: 72 (57.14%)	NA: 0 (0.00%)
							
71. Our organization is committed to quality collaboration and excellence.	4.46 = 0.00	SD: 0 (0.00%)	D: 1 (0.79%)	N: 4 (3.17%)	A: 57 (45.24%)	SA: 63 (50.00%)	NA: 1 (0.79%)
							
47. I am on a team that encourages each member to surpass expectations.	4.45 -0.11	SD: 0 (0.00%)	D: 4 (3.17%)	N: 5 (3.97%)	A: 47 (37.30%)	SA: 70 (55.56%)	NA: 0 (0.00%)
							

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Relationships

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.65 + 0.13	SD: 0 (0.00%)	D: 2 (1.59%)	N: 4 (3.17%)	A: 30 (23.81%)	SA: 89 (70.63%)	NA: 1 (0.79%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.59 -0.06	SD: 0 (0.00%)	D: 1 (0.79%)	N: 0 (0.00%)	A: 48 (38.10%)	SA: 76 (60.32%)	NA: 1 (0.79%)
64. Our team is committed to creating an enjoyable work environment.	4.58 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (2.38%)	A: 47 (37.30%)	SA: 76 (60.32%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.56 + 0.05	SD: 0 (0.00%)	D: 1 (0.79%)	N: 4 (3.17%)	A: 44 (34.92%)	SA: 77 (61.11%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.52 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (3.97%)	A: 51 (40.48%)	SA: 70 (55.56%)	NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.50 + 0.17	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (2.38%)	A: 56 (44.44%)	SA: 66 (52.38%)	NA: 1 (0.79%)
53. I trust my teammates to follow through on projects.	4.49 -0.09	SD: 0 (0.00%)	D: 2 (1.59%)	N: 4 (3.17%)	A: 50 (39.68%)	SA: 70 (55.56%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.48 -0.04	SD: 0 (0.00%)	D: 3 (2.38%)	N: 6 (4.76%)	A: 45 (35.71%)	SA: 72 (57.14%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.48 + 0.02	SD: 1 (0.79%)	D: 1 (0.79%)	N: 6 (4.76%)	A: 46 (36.51%)	SA: 72 (57.14%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.46 -0.08	SD: 0 (0.00%)	D: 1 (0.79%)	N: 7 (5.56%)	A: 51 (40.48%)	SA: 67 (53.17%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.41 + 0.22	SD: 0 (0.00%)	D: 0 (0.00%)	N: 11 (8.73%)	A: 52 (41.27%)	SA: 63 (50.00%)	NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.25 + 0.19	SD: 0 (0.00%)	D: 1 (0.79%)	N: 17 (13.49%)	A: 56 (44.44%)	SA: 50 (39.68%)	NA: 2 (1.59%)
31. My supervisor inspires me to grow to new levels.	4.25 + 0.25	SD: 1 (0.79%)	D: 0 (0.00%)	N: 14 (11.11%)	A: 62 (49.21%)	SA: 48 (38.10%)	NA: 1 (0.79%)

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

Question	Mean	Distribution					
32. I have an open and trusting relationship with my supervisor.	4.22 + 0.22	SD: 0 (0.00%)	D: 2 (1.59%)	N: 19 (15.08%)	A: 53 (42.06%)	SA: 50 (39.68%)	NA: 2 (1.59%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.61 -0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (2.38%)	A: 43 (34.13%)	SA: 80 (63.49%)	NA: 0 (0.00%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					
13. My work is fulfilling and enjoyable.	4.47 + 0.05	SD: 0 (0.00%)	D: 1 (0.79%)	N: 7 (5.56%)	A: 49 (38.89%)	SA: 68 (53.97%)	NA: 1 (0.79%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					
87. Overall, I am very satisfied with our organization as a place to work.	4.45 -0.07	SD: 0 (0.00%)	D: 3 (2.38%)	N: 3 (2.38%)	A: 54 (42.86%)	SA: 66 (52.38%)	NA: 0 (0.00%)
		<div><div></div><div></div><div></div><div></div><div></div><div></div></div>					
20. I look forward to coming to work every day.	4.24 + 0.05	SD: 0 (0.00%)	D: 2 (1.59%)	N: 14 (11.11%)	A: 62 (49.21%)	SA: 48 (38.10%)	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.	4.58 -0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.59%)	A: 49 (38.89%)	SA: 75 (59.52%)	NA: 0 (0.00%)
		A SA					
79. My teammates share important information with me.	4.54 -0.02	SD: 0 (0.00%)	D: 1 (0.79%)	N: 2 (1.59%)	A: 51 (40.48%)	SA: 72 (57.14%)	NA: 0 (0.00%)
		A SA					
24. My supervisor effectively communicates his/her expectations.	4.50 + 0.42	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (7.14%)	A: 45 (35.71%)	SA: 72 (57.14%)	NA: 0 (0.00%)
		N A SA					
55. Information is shared effectively within our team.	4.41 -0.18	SD: 1 (0.79%)	D: 0 (0.00%)	N: 6 (4.76%)	A: 58 (46.03%)	SA: 61 (48.41%)	NA: 0 (0.00%)
		A SA					
27. My supervisor and I have effective two-way communication.	4.40 + 0.32	SD: 0 (0.00%)	D: 0 (0.00%)	N: 13 (10.32%)	A: 49 (38.89%)	SA: 62 (49.21%)	NA: 2 (1.59%)
		N A SA					
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.35 -0.04	SD: 0 (0.00%)	D: 2 (1.59%)	N: 9 (7.14%)	A: 55 (43.65%)	SA: 55 (43.65%)	NA: 5 (3.97%)
		N A SA					
26. My supervisor gives me constructive feedback about my work performance.	4.23 + 0.12	SD: 0 (0.00%)	D: 2 (1.59%)	N: 19 (15.08%)	A: 52 (41.27%)	SA: 51 (40.48%)	NA: 2 (1.59%)
		N A SA					

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

Continuous Improvement

Question	Mean	Distribution					
69. I am part of an organization that continues to pursue excellence every day.	4.54 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.59%)	A: 54 (42.86%)	SA: 69 (54.76%)	NA: 1 (0.79%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.52 + 0.06	SD: 0 (0.00%)	D: 1 (0.79%)	N: 2 (1.59%)	A: 53 (42.06%)	SA: 70 (55.56%)	NA: 0 (0.00%)
		A		SA			
54. Our team continuously seeks ways to improve our performance.	4.46 -0.07	SD: 0 (0.00%)	D: 2 (1.59%)	N: 6 (4.76%)	A: 50 (39.68%)	SA: 68 (53.97%)	NA: 0 (0.00%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.38 -0.04	SD: 0 (0.00%)	D: 3 (2.38%)	N: 11 (8.73%)	A: 47 (37.30%)	SA: 65 (51.59%)	NA: 0 (0.00%)
		N	A		SA		
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.36 + 0.12	SD: 0 (0.00%)	D: 3 (2.38%)	N: 10 (7.94%)	A: 50 (39.68%)	SA: 61 (48.41%)	NA: 2 (1.59%)
		N	A		SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 + 0.09	SD: 2 (1.59%)	D: 4 (3.17%)	N: 17 (13.49%)	A: 49 (38.89%)	SA: 53 (42.06%)	NA: 1 (0.79%)
		N	A		SA		

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.	4.48 -0.08	SD: 0 (0.00%)	D: 1 (0.79%)	N: 7 (5.56%)	A: 49 (38.89%)	SA: 69 (54.76%)	NA: 0 (0.00%)
42. Our team encourages innovation.	4.44 + 0.06	SD: 1 (0.79%)	D: 3 (2.38%)	N: 6 (4.76%)	A: 45 (35.71%)	SA: 71 (56.35%)	NA: 0 (0.00%)
75. Our organization embraces an innovative mindset to maximize our potential.	4.32 + 0.05	SD: 0 (0.00%)	D: 3 (2.38%)	N: 6 (4.76%)	A: 63 (50.00%)	SA: 52 (41.27%)	NA: 2 (1.59%)
83. Our organization encourages innovation.	4.26 -0.01	SD: 0 (0.00%)	D: 6 (4.76%)	N: 7 (5.56%)	A: 61 (48.41%)	SA: 51 (40.48%)	NA: 1 (0.79%)

Mission Conscious

Question	Mean	Distribution					
22. I support our organization's mission.	4.58 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (0.79%)	A: 51 (40.48%)	SA: 74 (58.73%)	NA: 0 (0.00%)
59. Our team is very inspired by the work we do.	4.52 + 0.06	SD: 0 (0.00%)	D: 1 (0.79%)	N: 5 (3.97%)	A: 47 (37.30%)	SA: 73 (57.94%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	4.35 + 0.22	SD: 0 (0.00%)	D: 1 (0.79%)	N: 6 (4.76%)	A: 67 (53.17%)	SA: 52 (41.27%)	NA: 0 (0.00%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.35 + 0.02	SD: 0 (0.00%)	D: 1 (0.79%)	N: 10 (7.94%)	A: 58 (46.03%)	SA: 56 (44.44%)	NA: 1 (0.79%)
82. Business decisions made are consistent with our mission and core values.	4.07 + 0.07	SD: 1 (0.79%)	D: 7 (5.56%)	N: 17 (13.49%)	A: 56 (44.44%)	SA: 42 (33.33%)	NA: 3 (2.38%)

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.	4.60 + 0.05	SD: 0 (0.00%)	D: 1 (0.79%)	N: 1 (0.79%)	A: 45 (35.71%)	SA: 79 (62.70%)	NA: 0 (0.00%)
							
84. I would like to work at our organization long term.	4.50 -0.05	SD: 1 (0.79%)	D: 3 (2.38%)	N: 3 (2.38%)	A: 42 (33.33%)	SA: 74 (58.73%)	NA: 3 (2.38%)
							
72. Our organization provides the experience and development for me to further my career here.	4.30 + 0.09	SD: 2 (1.59%)	D: 2 (1.59%)	N: 13 (10.32%)	A: 47 (37.30%)	SA: 60 (47.62%)	NA: 2 (1.59%)
							
73. My supervisor advocates for my role and career growth.	4.26 + 0.05	SD: 1 (0.79%)	D: 2 (1.59%)	N: 16 (12.70%)	A: 51 (40.48%)	SA: 55 (43.65%)	NA: 1 (0.79%)
							
74. I have the opportunity to express my career interests at our organization.	4.19 + 0.03	SD: 1 (0.79%)	D: 4 (3.17%)	N: 16 (12.70%)	A: 51 (40.48%)	SA: 50 (39.68%)	NA: 4 (3.17%)
							

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.	4.54 + 0.01	SD: 1 (0.79%)	D: 0 (0.00%)	N: 6 (4.76%)	A: 42 (33.33%)	SA: 77 (61.11%)	NA: 0 (0.00%)
							
15. I am properly trained to achieve excellence in my work.	4.48 + 0.03	SD: 0 (0.00%)	D: 1 (0.79%)	N: 5 (3.97%)	A: 52 (41.27%)	SA: 68 (53.97%)	NA: 0 (0.00%)
							
36. My supervisor builds a culture of learning and growth.	4.45 + 0.33	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (4.76%)	A: 57 (45.24%)	SA: 63 (50.00%)	NA: 0 (0.00%)
							
35. My supervisor supports my personal and professional development.	4.36 + 0.17	SD: 0 (0.00%)	D: 2 (1.59%)	N: 7 (5.56%)	A: 60 (47.62%)	SA: 56 (44.44%)	NA: 1 (0.79%)
							
30. My supervisor encourages opportunities for my growth and development.	4.22 + 0.01	SD: 1 (0.79%)	D: 0 (0.00%)	N: 19 (15.08%)	A: 56 (44.44%)	SA: 49 (38.89%)	NA: 1 (0.79%)
							
81. Our organization provides the "right" training for me to excel in my role.	4.06 + 0.10	SD: 0 (0.00%)	D: 9 (7.14%)	N: 18 (14.29%)	A: 53 (42.06%)	SA: 44 (34.92%)	NA: 2 (1.59%)
							

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.	4.68 -0.01	SD: 0 (0.00%)	D: 1 (0.79%)	N: 3 (2.38%)	A: 31 (24.60%)	SA: 91 (72.22%)	NA: 0 (0.00%)
		<div><div></div><div>A</div><div>SA</div></div>					
70. I feel our organization is a great fit for me.	4.53 + 0.05	SD: 1 (0.79%)	D: 1 (0.79%)	N: 1 (0.79%)	A: 50 (39.68%)	SA: 73 (57.94%)	NA: 0 (0.00%)
		<div><div></div><div>A</div><div>SA</div></div>					
60. I fit in well with our team.	4.49 -0.04	SD: 0 (0.00%)	D: 2 (1.59%)	N: 10 (7.94%)	A: 38 (30.16%)	SA: 76 (60.32%)	NA: 0 (0.00%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.28 + 0.37	SD: 0 (0.00%)	D: 0 (0.00%)	N: 18 (14.29%)	A: 52 (41.27%)	SA: 52 (41.27%)	NA: 4 (3.17%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
11. I am in a role that allows me to maximize my talents and strengths.	4.24 -0.07	SD: 3 (2.38%)	D: 6 (4.76%)	N: 9 (7.14%)	A: 48 (38.10%)	SA: 60 (47.62%)	NA: 0 (0.00%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
86. Our organization selects highly talented individuals when hiring.	4.22 + 0.08	SD: 0 (0.00%)	D: 2 (1.59%)	N: 17 (13.49%)	A: 57 (45.24%)	SA: 49 (38.89%)	NA: 1 (0.79%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
77. Our organization selects the right people for the right job.	4.15 + 0.21	SD: 0 (0.00%)	D: 1 (0.79%)	N: 20 (15.87%)	A: 63 (50.00%)	SA: 41 (32.54%)	NA: 1 (0.79%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
7. I have encouraged someone to apply at our organization.	4.05 -0.26	SD: 2 (1.59%)	D: 7 (5.56%)	N: 15 (11.90%)	A: 48 (38.10%)	SA: 41 (32.54%)	NA: 13 (10.32%)
		<div><div>D</div><div>N</div><div>A</div><div>SA</div><div>NA</div></div>					

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

Support-Equip

Question	Mean	Distribution					
62. My teammates demonstrate commitment to helping and supporting each other.	4.60 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.59%)	A: 46 (36.51%)	SA: 78 (61.90%)	NA: 0 (0.00%)
		A		SA			
56. Our team actively responds when needs arise within our team.	4.59 -0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.59%)	A: 48 (38.10%)	SA: 76 (60.32%)	NA: 0 (0.00%)
		A		SA			
34. My supervisor is actively responsive to my needs.	4.34 + 0.22	SD: 0 (0.00%)	D: 2 (1.59%)	N: 8 (6.35%)	A: 61 (48.41%)	SA: 55 (43.65%)	NA: 0 (0.00%)
		N	A		SA		
3. I am provided the core needs necessary for me to excel in my role.	4.33 + 0.14	SD: 0 (0.00%)	D: 6 (4.76%)	N: 6 (4.76%)	A: 54 (42.86%)	SA: 60 (47.62%)	NA: 0 (0.00%)
		A		SA			
23. I have a supportive coaching relationship with my supervisor.	4.28 + 0.13	SD: 0 (0.00%)	D: 3 (2.38%)	N: 21 (16.67%)	A: 40 (31.75%)	SA: 62 (49.21%)	NA: 0 (0.00%)
		N	A		SA		
33. My supervisor supports me through challenges and failures in order to succeed.	4.24 + 0.18	SD: 0 (0.00%)	D: 1 (0.79%)	N: 17 (13.49%)	A: 57 (45.24%)	SA: 49 (38.89%)	NA: 2 (1.59%)
		N	A		SA		
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.22 + 0.02	SD: 0 (0.00%)	D: 4 (3.17%)	N: 14 (11.11%)	A: 58 (46.03%)	SA: 50 (39.68%)	NA: 0 (0.00%)
		N	A		SA		
28. I am provided the opportunity to spend quality time with my supervisor.	4.11 + 0.35	SD: 1 (0.79%)	D: 5 (3.97%)	N: 22 (17.46%)	A: 47 (37.30%)	SA: 48 (38.10%)	NA: 3 (2.38%)
		N	A		SA		

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

Performance Planning

Question	Mean	Distribution					
58. I am satisfied that our team performs up to our potential.	4.50 + 0.04	SD: 0 (0.00%)	D: 1 (0.79%)	N: 5 (3.97%)	A: 50 (39.68%)	SA: 70 (55.56%)	NA: 0 (0.00%)
							
57. Our team has improved our performance over time by learning from each other.	4.47 -0.03	SD: 0 (0.00%)	D: 1 (0.79%)	N: 5 (3.97%)	A: 53 (42.06%)	SA: 66 (52.38%)	NA: 1 (0.79%)
							
17. I embrace challenges as opportunities for growth.	4.40 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (3.97%)	A: 65 (51.59%)	SA: 56 (44.44%)	NA: 0 (0.00%)
							
37. My supervisor motivates me to achieve my goals.	4.35 + 0.28	SD: 0 (0.00%)	D: 0 (0.00%)	N: 13 (10.32%)	A: 55 (43.65%)	SA: 57 (45.24%)	NA: 1 (0.79%)
							
49. Our team effectively sets goals to further enhance our performance.	4.33 -0.05	SD: 0 (0.00%)	D: 3 (2.38%)	N: 8 (6.35%)	A: 59 (46.83%)	SA: 55 (43.65%)	NA: 1 (0.79%)
							
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.20 + 0.01	SD: 1 (0.79%)	D: 2 (1.59%)	N: 9 (7.14%)	A: 73 (57.94%)	SA: 41 (32.54%)	NA: 0 (0.00%)
							
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.80 -0.15	SD: 1 (0.79%)	D: 8 (6.35%)	N: 38 (30.16%)	A: 32 (25.40%)	SA: 34 (26.98%)	NA: 13 (10.32%)
							

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.	4.52	SD: 0 (0.00%)	D: 2 (1.59%)	N: 5 (3.97%)	A: 44 (34.92%)	SA: 75 (59.52%)	NA: 0 (0.00%)
	-0.12	<div><div></div><div>A</div><div>SA</div></div>					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.40	SD: 0 (0.00%)	D: 2 (1.59%)	N: 8 (6.35%)	A: 53 (42.06%)	SA: 63 (50.00%)	NA: 0 (0.00%)
	-0.04	<div><div>N</div><div>A</div><div>SA</div></div>					
80. Our organization practices gratitude by recognizing excellence in our work.	4.39	SD: 0 (0.00%)	D: 1 (0.79%)	N: 9 (7.14%)	A: 55 (43.65%)	SA: 60 (47.62%)	NA: 1 (0.79%)
	-0.02	<div><div>N</div><div>A</div><div>SA</div></div>					
29. My supervisor recognizes me for a job well done.	4.12	SD: 1 (0.79%)	D: 2 (1.59%)	N: 27 (21.43%)	A: 45 (35.71%)	SA: 49 (38.89%)	NA: 2 (1.59%)
	+ 0.13	<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
9. I have received meaningful recognition in the past 10 days.	3.64	SD: 5 (3.97%)	D: 20 (15.87%)	N: 20 (15.87%)	A: 46 (36.51%)	SA: 31 (24.60%)	NA: 4 (3.17%)
	-0.03	<div><div>D</div><div>N</div><div>A</div><div>SA</div></div>					

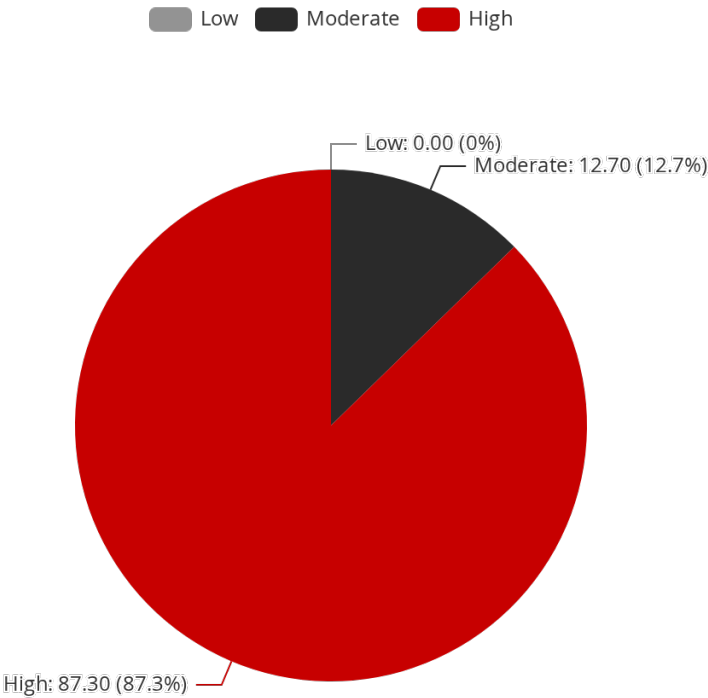
Top Items

Question	Mean
4. I feel great pride in the work I do.	4.71
	-0.03
2. I am fully engaged in the work that I do.	4.70
	+ 0.01
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.68
	-0.01
5. I have at least one close friend at work.	4.65
	+ 0.13
8. I am driven to contribute to the success of our organization.	4.63
	-0.04

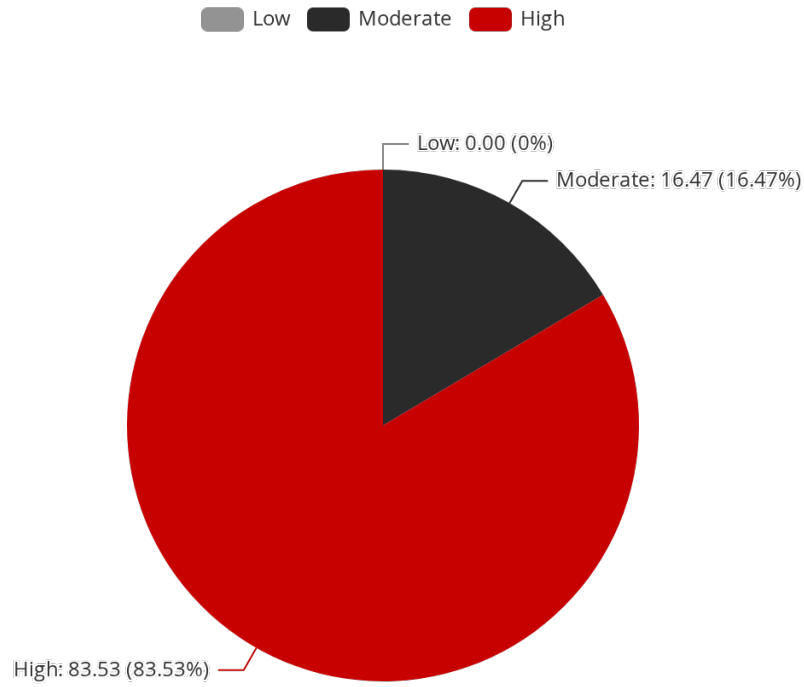
Bottom Items

Question	Mean
9. I have received meaningful recognition in the past 10 days.	3.64 -0.03
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.80 -0.15
7. I have encouraged someone to apply at our organization.	4.05 -0.26
81. Our organization provides the "right" training for me to excel in my role.	4.06 + 0.10
82. Business decisions made are consistent with our mission and core values.	4.07 + 0.07

Current Growth Mindset Chart



Previous Growth Mindset Chart



SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

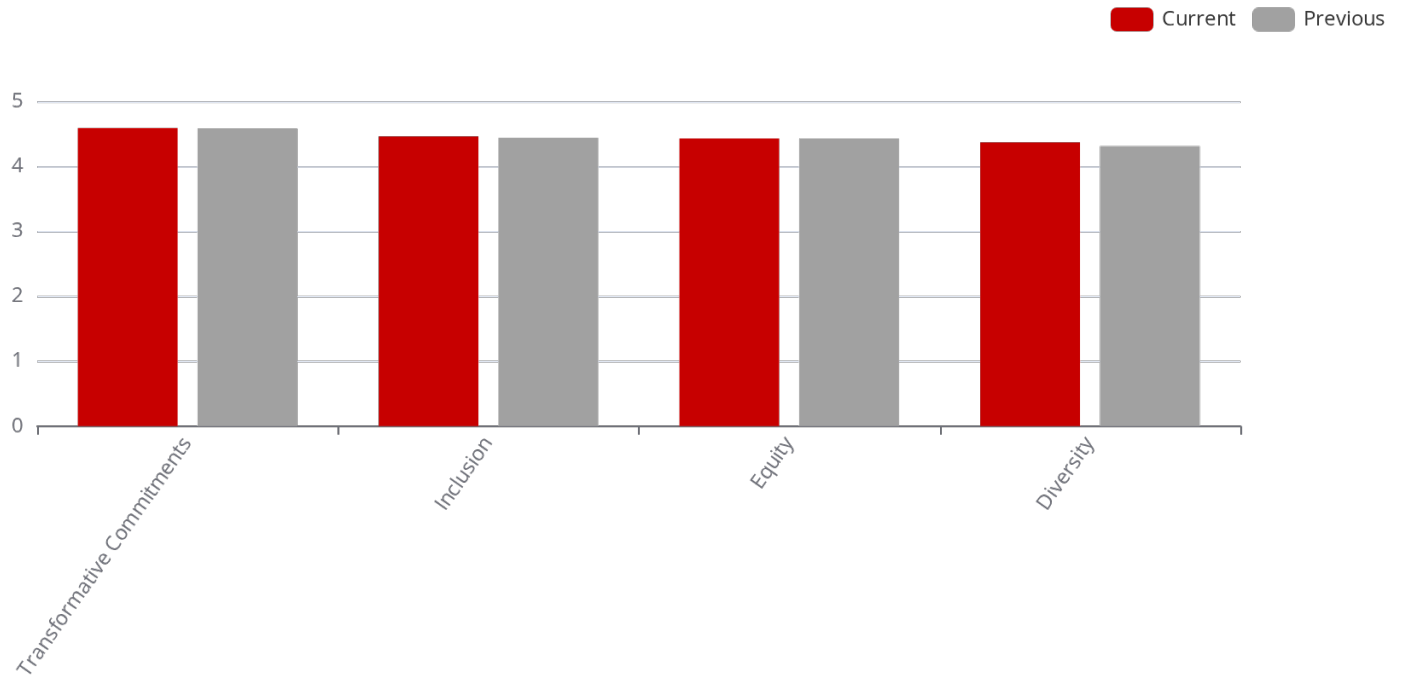
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.60 + 0.05	SD: 0 (0.00%)	D: 1 (0.79%)	N: 1 (0.79%)	A: 45 (35.71%)	SA: 79 (62.70%)	NA: 0 (0.00%)
		A		SA			
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.59 -0.06	SD: 0 (0.00%)	D: 1 (0.79%)	N: 0 (0.00%)	A: 48 (38.10%)	SA: 76 (60.32%)	NA: 1 (0.79%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.54 + 0.01	SD: 1 (0.79%)	D: 0 (0.00%)	N: 6 (4.76%)	A: 42 (33.33%)	SA: 77 (61.11%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.52 + 0.06	SD: 0 (0.00%)	D: 1 (0.79%)	N: 2 (1.59%)	A: 53 (42.06%)	SA: 70 (55.56%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.50 + 0.01	SD: 0 (0.00%)	D: 1 (0.79%)	N: 5 (3.97%)	A: 50 (39.68%)	SA: 70 (55.56%)	NA: 0 (0.00%)
		A		SA			
36. My supervisor builds a culture of learning and growth.	4.45 + 0.33	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (4.76%)	A: 57 (45.24%)	SA: 63 (50.00%)	NA: 0 (0.00%)
		A		SA			
17. I embrace challenges as opportunities for growth.	4.40 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (3.97%)	A: 65 (51.59%)	SA: 56 (44.44%)	NA: 0 (0.00%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.40 -0.04	SD: 0 (0.00%)	D: 2 (1.59%)	N: 8 (6.35%)	A: 53 (42.06%)	SA: 63 (50.00%)	NA: 0 (0.00%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.38 -0.04	SD: 0 (0.00%)	D: 3 (2.38%)	N: 11 (8.73%)	A: 47 (37.30%)	SA: 65 (51.59%)	NA: 0 (0.00%)
		A		SA			
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.18 + 0.09	SD: 2 (1.59%)	D: 4 (3.17%)	N: 17 (13.49%)	A: 49 (38.89%)	SA: 53 (42.06%)	NA: 1 (0.79%)
		A		SA			

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.59 + 0.01
Inclusion	4.46 + 0.02
Equity	4.43 = 0.00
Diversity	4.37 + 0.06

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.	4.79 = 0.00	SD: 0 (0.00%) D: 0 (0.00%) N: 0 (0.00%) A: 26 (20.63%) SA: 99 (78.57%) NA: 1 (0.79%) A SA
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.75 + 0.02	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (0.79%) A: 29 (23.02%) SA: 95 (75.40%) NA: 1 (0.79%) A SA
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.56 -0.04	SD: 1 (0.79%) D: 0 (0.00%) N: 3 (2.38%) A: 45 (35.71%) SA: 77 (61.11%) NA: 0 (0.00%) A SA
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.26 + 0.06	SD: 1 (0.79%) D: 1 (0.79%) N: 15 (11.90%) A: 55 (43.65%) SA: 53 (42.06%) NA: 1 (0.79%) 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.	4.78 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 28 (22.22%)	SA: 97 (76.98%)	NA: 1 (0.79%)
		A		SA			
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.71 -0.04	SD: 0 (0.00%)	D: 1 (0.79%)	N: 2 (1.59%)	A: 29 (23.02%)	SA: 94 (74.60%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.62 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (2.38%)	A: 42 (33.33%)	SA: 80 (63.49%)	NA: 1 (0.79%)
		A		SA			
100. I value the contributions of all team members.	4.60 -0.07	SD: 0 (0.00%)	D: 2 (1.59%)	N: 4 (3.17%)	A: 36 (28.57%)	SA: 84 (66.67%)	NA: 0 (0.00%)
		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.	4.56 + 0.20	SD: 0 (0.00%)	D: 0 (0.00%)	N: 9 (7.14%)	A: 37 (29.37%)	SA: 79 (62.70%)	NA: 1 (0.79%)
		N	A		SA		
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.55 -0.04	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (0.79%)	A: 55 (43.65%)	SA: 70 (55.56%)	NA: 0 (0.00%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.53 -0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (6.35%)	A: 43 (34.13%)	SA: 74 (58.73%)	NA: 1 (0.79%)
		N	A		SA		
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.50 -0.10	SD: 2 (1.59%)	D: 0 (0.00%)	N: 4 (3.17%)	A: 47 (37.30%)	SA: 73 (57.94%)	NA: 0 (0.00%)
		A		SA			
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.43 + 0.06	SD: 0 (0.00%)	D: 4 (3.17%)	N: 7 (5.56%)	A: 45 (35.71%)	SA: 68 (53.97%)	NA: 2 (1.59%)
		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.	4.41 + 0.03	SD: 1 (0.79%)	D: 0 (0.00%)	N: 6 (4.76%)	A: 58 (46.03%)	SA: 60 (47.62%)	NA: 1 (0.79%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.40 -0.07	SD: 0 (0.00%)	D: 3 (2.38%)	N: 7 (5.56%)	A: 52 (41.27%)	SA: 63 (50.00%)	NA: 1 (0.79%)
		N	A		SA		

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

Question	Mean	Distribution					
115. Our organization is a safe place for people of color to work and be successful.	4.39 + 0.09	SD: 1 (0.79%)	D: 2 (1.59%)	N: 13 (10.32%)	A: 39 (30.95%)	SA: 67 (53.17%)	NA: 4 (3.17%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.37 -0.01	SD: 0 (0.00%)	D: 1 (0.79%)	N: 9 (7.14%)	A: 58 (46.03%)	SA: 57 (45.24%)	NA: 1 (0.79%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.37 + 0.03	SD: 0 (0.00%)	D: 2 (1.59%)	N: 10 (7.94%)	A: 53 (42.06%)	SA: 60 (47.62%)	NA: 1 (0.79%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.34 = 0.00	SD: 1 (0.79%)	D: 1 (0.79%)	N: 13 (10.32%)	A: 50 (39.68%)	SA: 60 (47.62%)	NA: 1 (0.79%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.26 + 0.08	SD: 0 (0.00%)	D: 4 (3.17%)	N: 13 (10.32%)	A: 54 (42.86%)	SA: 54 (42.86%)	NA: 1 (0.79%)
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.	4.21 -0.05	SD: 3 (2.38%)	D: 3 (2.38%)	N: 10 (7.94%)	A: 58 (46.03%)	SA: 51 (40.48%)	NA: 1 (0.79%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.19 + 0.14	SD: 2 (1.59%)	D: 4 (3.17%)	N: 10 (7.94%)	A: 61 (48.41%)	SA: 48 (38.10%)	NA: 1 (0.79%)

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

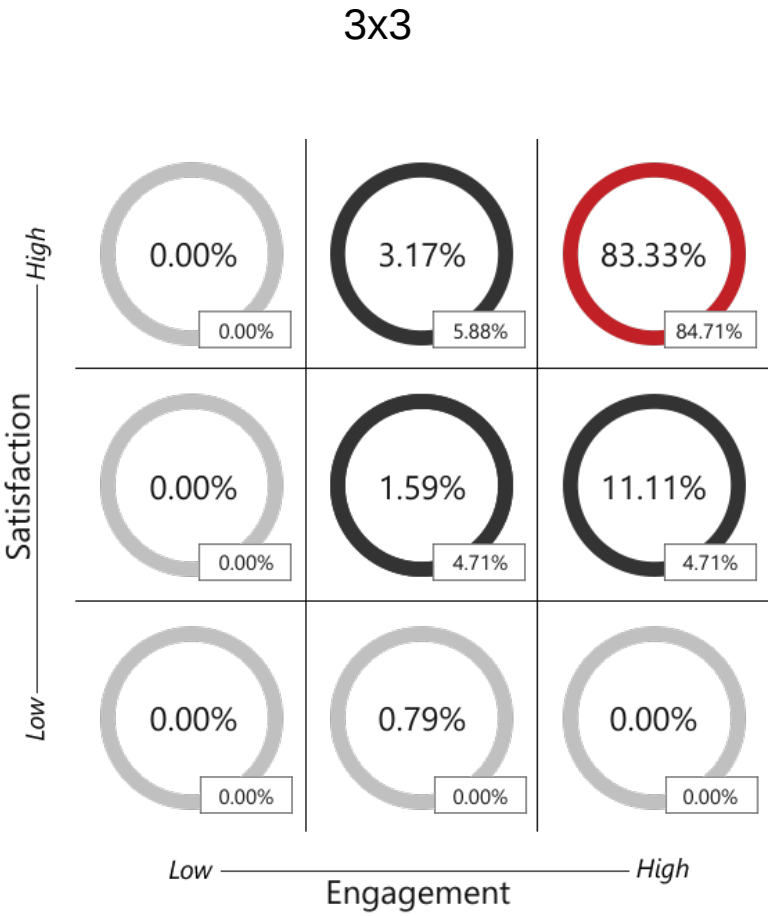
Equity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.78 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 28 (22.22%)	SA: 97 (76.98%)	NA: 1 (0.79%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.40 -0.07	SD: 0 (0.00%)	D: 3 (2.38%)	N: 7 (5.56%)	A: 52 (41.27%)	SA: 63 (50.00%)	NA: 1 (0.79%)
		N	A		SA		
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.33 + 0.08	SD: 0 (0.00%)	D: 2 (1.59%)	N: 11 (8.73%)	A: 56 (44.44%)	SA: 56 (44.44%)	NA: 1 (0.79%)
		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.	4.21 -0.05	SD: 3 (2.38%)	D: 3 (2.38%)	N: 10 (7.94%)	A: 58 (46.03%)	SA: 51 (40.48%)	NA: 1 (0.79%)
		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.	4.78 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 28 (22.22%)	SA: 97 (76.98%)	NA: 1 (0.79%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.62 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (2.38%)	A: 42 (33.33%)	SA: 80 (63.49%)	NA: 1 (0.79%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.37 -0.01	SD: 0 (0.00%)	D: 1 (0.79%)	N: 9 (7.14%)	A: 58 (46.03%)	SA: 57 (45.24%)	NA: 1 (0.79%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.26 + 0.08	SD: 0 (0.00%)	D: 4 (3.17%)	N: 13 (10.32%)	A: 54 (42.86%)	SA: 54 (42.86%)	NA: 1 (0.79%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.19 + 0.14	SD: 2 (1.59%)	D: 4 (3.17%)	N: 10 (7.94%)	A: 61 (48.41%)	SA: 48 (38.10%)	NA: 1 (0.79%)
		N		A		SA	
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.02 + 0.09	SD: 3 (2.38%)	D: 8 (6.35%)	N: 17 (13.49%)	A: 52 (41.27%)	SA: 45 (35.71%)	NA: 1 (0.79%)
		D		N		A	
						SA	



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.71 -0.03
2. I am fully engaged in the work that I do.	Engage-Inspire	4.70 + 0.01
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.68 -0.01
5. I have at least one close friend at work.	Relationships	4.65 + 0.13
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.63 -0.04
45. I feel great pride in the team of which I am a part.	Pride	4.61 -0.04
46. I am satisfied being a part of our team.	Satisfaction	4.61 -0.06
85. I am committed to achieving my potential through learning and growing.	Career Development	4.60 + 0.05
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.60 + 0.02
56. Our team actively responds when needs arise within our team.	Support-Equip	4.59 -0.07
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.59 -0.06
22. I support our organization's mission.	Mission Conscious	4.58 + 0.02
44. Our team effectively communicates with each other.	Communication	4.58 -0.02
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.58 -0.02
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.56 -0.08
92. I demonstrate effort in building a positive workplace culture.	Quality	4.56 -0.06
66. I look forward to interacting with our team when I come to work.	Relationships	4.56 + 0.05
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.54 + 0.09

Question	Dimension	Mean
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.54 + 0.09
79. My teammates share important information with me.	Communication	4.54 -0.02
6. I seek opportunities to further my growth and development.	Training & Development	4.54 + 0.01
70. I feel our organization is a great fit for me.	Talent/Fit	4.53 + 0.05
12. I am highly committed to and energized by my work.	Engage-Inspire	4.53 + 0.08
48. My teammates promote gratitude in our culture.	Recognition	4.52 -0.12
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.52 -0.06
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.52 + 0.06
59. Our team is very inspired by the work we do.	Mission Conscious	4.52 + 0.06
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.50 + 0.17
84. I would like to work at our organization long term.	Career Development	4.50 -0.05
24. My supervisor effectively communicates his/her expectations.	Communication	4.50 + 0.42
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.50 + 0.04
78. I feel proud of and inspired by the success of others on my team.	Pride	4.50 + 0.01
53. I trust my teammates to follow through on projects.	Relationships	4.49 -0.09
60. I fit in well with our team.	Talent/Fit	4.49 -0.04
16. I seek new ways to achieve excellence in my role.	Innovation	4.48 -0.08

Question	Dimension	Mean
65. Our team members invest time developing relationships with each other.	Relationships	4.48 -0.04
63. I am highly energized by the people I work with on our team.	Relationships	4.48 + 0.02
15. I am properly trained to achieve excellence in my work.	Training & Development	4.48 + 0.03
13. My work is fulfilling and enjoyable.	Satisfaction	4.47 + 0.05
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.47 -0.03
71. Our organization is committed to quality collaboration and excellence.	Quality	4.46 = 0.00
51. Our team has open and trusting relationships.	Relationships	4.46 -0.08
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.46 -0.07
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.45 -0.07
36. My supervisor builds a culture of learning and growth.	Training & Development	4.45 + 0.33
14. I feel great pride in being a part of our organization.	Pride	4.45 + 0.04
47. I am on a team that encourages each member to surpass expectations.	Quality	4.45 -0.11
42. Our team encourages innovation.	Innovation	4.44 + 0.06
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.43 + 0.07
55. Information is shared effectively within our team.	Communication	4.41 -0.18
25. My supervisor cares about me as a person.	Relationships	4.41 + 0.22
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.40 -0.04

Question	Dimension	Mean
17. I embrace challenges as opportunities for growth.	Performance Planning	4.40 + 0.02
27. My supervisor and I have effective two-way communication.	Communication	4.40 + 0.32
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.39 -0.02
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.38 -0.04
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.36 + 0.12
35. My supervisor supports my personal and professional development.	Training & Development	4.36 + 0.17
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.35 + 0.22
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.35 + 0.28
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.35 -0.04
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.35 + 0.02
34. My supervisor is actively responsive to my needs.	Support-Equip	4.34 + 0.22
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.33 -0.05
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.33 + 0.14
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.32 + 0.05
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.30 + 0.09
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.28 + 0.37

Question	Dimension	Mean
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.28 + 0.13
73. My supervisor advocates for my role and career growth.	Career Development	4.26 + 0.05
83. Our organization encourages innovation.	Innovation	4.26 -0.01
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.25 + 0.19
31. My supervisor inspires me to grow to new levels.	Relationships	4.25 + 0.25
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.24 + 0.18
20. I look forward to coming to work every day.	Satisfaction	4.24 + 0.05
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.24 -0.07
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.23 + 0.12
32. I have an open and trusting relationship with my supervisor.	Relationships	4.22 + 0.22
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.22 + 0.08
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.22 + 0.01
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.22 + 0.02
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.20 + 0.01
74. I have the opportunity to express my career interests at our organization.	Career Development	4.19 + 0.03
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.18 + 0.09

Question	Dimension	Mean
77. Our organization selects the right people for the right job.	Talent/Fit	4.15 + 0.21
29. My supervisor recognizes me for a job well done.	Recognition	4.12 + 0.13
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.11 + 0.35
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.07 + 0.07
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.06 + 0.10
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.05 -0.26
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.80 -0.15
9. I have received meaningful recognition in the past 10 days.	Recognition	3.64 -0.03