



INSIGHTeX Growth Mindset & DEI

Central Services Office-Admin
Glen Ellyn SD 41

December 2023

Dimensions

Dimension	Mean
Pride	4.34 + 0.03
Quality	4.29 + 0.03
Engage-Inspire	4.28 -0.15
Training & Development	4.24 + 0.22
Innovation	4.23 + 0.07
Career Development	4.20 + 0.20
Mission Conscious	4.19 + 0.30
Continuous Improvement	4.18 -0.10
Satisfaction	4.18 + 0.10
Support-Equip	4.13 + 0.29
Relationships	4.09 + 0.15
Communication	4.08 + 0.24
Talent/Fit	4.08 -0.10
Performance Planning	4.07 + 0.22
Recognition	4.01 + 0.15

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.	4.56 -0.03	SD: 1 (3.70%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (29.63%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		A		SA			
14. I feel great pride in being a part of our organization.	4.30 + 0.11	SD: 0 (0.00%)	D: 1 (3.70%)	N: 4 (14.81%)	A: 8 (29.63%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		N		A		SA	
45. I feel great pride in the team of which I am a part.	4.26 -0.11	SD: 0 (0.00%)	D: 1 (3.70%)	N: 4 (14.81%)	A: 9 (33.33%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		N		A		SA	
78. I feel proud of and inspired by the success of others on my team.	4.26 ---	SD: 0 (0.00%)	D: 2 (7.41%)	N: 2 (7.41%)	A: 10 (37.04%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		D N		A		SA	

Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.56 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (44.44%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		A		SA			
43. My teammates demonstrate a commitment to quality work and excellence.	4.30 -0.03	SD: 0 (0.00%)	D: 2 (7.41%)	N: 3 (11.11%)	A: 7 (25.93%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		D N		A		SA	
47. I am on a team that encourages each member to surpass expectations.	4.19 -0.07	SD: 0 (0.00%)	D: 3 (11.11%)	N: 3 (11.11%)	A: 7 (25.93%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		D N		A		SA	
71. Our organization is committed to quality collaboration and excellence.	4.12 -0.07	SD: 0 (0.00%)	D: 3 (11.11%)	N: 3 (11.11%)	A: 8 (29.63%)	SA: 12 (44.44%)	NA: 1 (3.70%)
		D N		A		SA	

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.	4.52 -0.15	SD: 1 (3.70%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 9 (33.33%)	SA: 17 (62.96%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.52 + 0.04	SD: 1 (3.70%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 7 (25.93%)	SA: 18 (66.67%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.41 + 0.08	SD: 0 (0.00%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 9 (33.33%)	SA: 15 (55.56%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.11 ---	SD: 0 (0.00%)	D: 3 (11.11%)	N: 1 (3.70%)	A: 13 (48.15%)	SA: 10 (37.04%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	3.85 -0.22	SD: 1 (3.70%)	D: 3 (11.11%)	N: 3 (11.11%)	A: 12 (44.44%)	SA: 8 (29.63%)	NA: 0 (0.00%)

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.	4.44	SD: 1 (3.70%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (40.74%)	SA: 15 (55.56%)	NA: 0 (0.00%)
	+ 0.48	<div><div></div></div> A			SA		
15. I am properly trained to achieve excellence in my work.	4.33	SD: 1 (3.70%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 7 (25.93%)	SA: 16 (59.26%)	NA: 0 (0.00%)
	+ 0.07	<div><div></div><div>N</div></div> A			SA		
35. My supervisor supports my personal and professional development.	4.33	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (14.81%)	A: 10 (37.04%)	SA: 13 (48.15%)	NA: 0 (0.00%)
	+ 0.22	<div><div></div><div>N</div></div> A			SA		
30. My supervisor encourages opportunities for my growth and development.	4.15	SD: 1 (3.70%)	D: 1 (3.70%)	N: 3 (11.11%)	A: 10 (37.04%)	SA: 12 (44.44%)	NA: 0 (0.00%)
	+ 0.19	<div><div></div><div>N</div></div> A			SA		
81. Our organization provides the "right" training for me to excel in my role.	4.15	SD: 0 (0.00%)	D: 1 (3.70%)	N: 5 (18.52%)	A: 10 (37.04%)	SA: 11 (40.74%)	NA: 0 (0.00%)
	+ 0.38	<div><div></div><div>N</div></div> A			SA		
36. My supervisor builds a culture of learning and growth.	4.04	SD: 1 (3.70%)	D: 2 (7.41%)	N: 6 (22.22%)	A: 4 (14.81%)	SA: 14 (51.85%)	NA: 0 (0.00%)
	---	<div><div></div><div>D</div><div>N</div></div> 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.	4.63 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 8 (29.63%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		A		SA			
42. Our team encourages innovation.	4.11 -0.04	SD: 0 (0.00%)	D: 2 (7.41%)	N: 6 (22.22%)	A: 6 (22.22%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		D	N	A	SA		
83. Our organization encourages innovation.	4.11 + 0.26	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 10 (37.04%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	N	A	SA		
75. Our organization embraces an innovative mindset to maximize our potential.	4.07 ---	SD: 0 (0.00%)	D: 2 (7.41%)	N: 5 (18.52%)	A: 9 (33.33%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	N	A	SA		

Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.59 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 9 (33.33%)	SA: 17 (62.96%)	NA: 0 (0.00%)
		A		SA			
84. I would like to work at our organization long term.	4.23 -0.04	SD: 0 (0.00%)	D: 2 (7.41%)	N: 1 (3.70%)	A: 12 (44.44%)	SA: 11 (40.74%)	NA: 1 (3.70%)
		D		A	SA		NA
73. My supervisor advocates for my role and career growth.	4.15 ---	SD: 0 (0.00%)	D: 2 (7.41%)	N: 6 (22.22%)	A: 5 (18.52%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		D	N	A	SA		
72. Our organization provides the experience and development for me to further my career here.	4.07 + 0.03	SD: 0 (0.00%)	D: 2 (7.41%)	N: 5 (18.52%)	A: 9 (33.33%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	N	A	SA		
74. I have the opportunity to express my career interests at our organization.	3.96 + 0.07	SD: 0 (0.00%)	D: 2 (7.41%)	N: 9 (33.33%)	A: 4 (14.81%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		D	N	A	SA		

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 + 0.22	SD: 0 (0.00%)	D: 1 (3.70%)	N: 1 (3.70%)	A: 9 (33.33%)	SA: 16 (59.26%)	NA: 0 (0.00%)
							
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.15 + 0.30	SD: 0 (0.00%)	D: 2 (7.41%)	N: 2 (7.41%)	A: 13 (48.15%)	SA: 10 (37.04%)	NA: 0 (0.00%)
							
82. Business decisions made are consistent with our mission and core values.	4.11 + 0.44	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 10 (37.04%)	SA: 11 (40.74%)	NA: 0 (0.00%)
							
41. My supervisor effectively communicates our organizational mission to me.	4.00 + 0.22	SD: 1 (3.70%)	D: 1 (3.70%)	N: 6 (22.22%)	A: 7 (25.93%)	SA: 11 (40.74%)	NA: 1 (3.70%)
							

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.	4.59 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (7.41%)	A: 7 (25.93%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
69. I am part of an organization that continues to pursue excellence every day.	4.30 + 0.04	SD: 0 (0.00%)	D: 1 (3.70%)	N: 3 (11.11%)	A: 10 (37.04%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
52. I am on a team that continuously challenges me to grow and improve.	4.04 ---	SD: 0 (0.00%)	D: 3 (11.11%)	N: 5 (18.52%)	A: 7 (25.93%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.04 ---	SD: 0 (0.00%)	D: 2 (7.41%)	N: 3 (11.11%)	A: 14 (51.85%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.93 ---	SD: 0 (0.00%)	D: 3 (11.11%)	N: 4 (14.81%)	A: 12 (44.44%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		<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.	4.33 + 0.03	SD: 0 (0.00%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 11 (40.74%)	SA: 13 (48.15%)	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.	4.30 + 0.34	SD: 0 (0.00%)	D: 1 (3.70%)	N: 3 (11.11%)	A: 10 (37.04%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<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.	4.19 + 0.08	SD: 0 (0.00%)	D: 2 (7.41%)	N: 1 (3.70%)	A: 14 (51.85%)	SA: 10 (37.04%)	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.	3.89 -0.07	SD: 0 (0.00%)	D: 4 (14.81%)	N: 5 (18.52%)	A: 8 (29.63%)	SA: 10 (37.04%)	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

Support-Equip

Question	Mean	Distribution					
33. My supervisor supports me through challenges and failures in order to succeed.	4.19 ---	SD: 1 (3.70%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 11 (40.74%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		<div> <div></div> <div>N</div> <div>A</div> <div>SA</div> </div>					
34. My supervisor is actively responsive to my needs.	4.19 + 0.38	SD: 1 (3.70%)	D: 0 (0.00%)	N: 5 (18.52%)	A: 8 (29.63%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<div> <div></div> <div>N</div> <div>A</div> <div>SA</div> </div>					
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.15 + 0.34	SD: 1 (3.70%)	D: 0 (0.00%)	N: 5 (18.52%)	A: 9 (33.33%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		<div> <div></div> <div>N</div> <div>A</div> <div>SA</div> </div>					
28. I am provided the opportunity to spend quality time with my supervisor.	4.15 + 0.45	SD: 0 (0.00%)	D: 1 (3.70%)	N: 7 (25.93%)	A: 6 (22.22%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<div> <div></div> <div>N</div> <div>A</div> <div>SA</div> </div>					
23. I have a supportive coaching relationship with my supervisor.	4.07 + 0.22	SD: 1 (3.70%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 7 (25.93%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<div> <div>D</div> <div>N</div> <div>A</div> <div>SA</div> </div>					
3. I am provided the core needs necessary for me to excel in my role.	4.04 = 0.00	SD: 1 (3.70%)	D: 2 (7.41%)	N: 5 (18.52%)	A: 6 (22.22%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<div> <div>D</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

Relationships

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.48 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 12 (44.44%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		A			SA		
25. My supervisor cares about me as a person.	4.26 + 0.19	SD: 0 (0.00%)	D: 1 (3.70%)	N: 4 (14.81%)	A: 9 (33.33%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		N			A		
68. Quality and inclusive relationships are valued across our organization.	4.15 + 0.07	SD: 0 (0.00%)	D: 2 (7.41%)	N: 3 (11.11%)	A: 11 (40.74%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D			N		
5. I have at least one close friend at work.	4.11 -0.12	SD: 2 (7.41%)	D: 1 (3.70%)	N: 4 (14.81%)	A: 5 (18.52%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		SD			N		
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.07 -0.12	SD: 1 (3.70%)	D: 2 (7.41%)	N: 3 (11.11%)	A: 9 (33.33%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		D			N		
32. I have an open and trusting relationship with my supervisor.	4.07 + 0.22	SD: 1 (3.70%)	D: 1 (3.70%)	N: 8 (29.63%)	A: 2 (7.41%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		D			N		
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.00 + 0.40	SD: 1 (3.70%)	D: 2 (7.41%)	N: 5 (18.52%)	A: 7 (25.93%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		D			N		
31. My supervisor inspires me to grow to new levels.	4.00 ---	SD: 1 (3.70%)	D: 1 (3.70%)	N: 6 (22.22%)	A: 8 (29.63%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D			N		
51. Our team has open and trusting relationships.	3.67 -0.48	SD: 2 (7.41%)	D: 2 (7.41%)	N: 8 (29.63%)	A: 6 (22.22%)	SA: 9 (33.33%)	NA: 0 (0.00%)
		SD			D		

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

Communication

Question	Mean	Distribution					
27. My supervisor and I have effective two-way communication.	4.26 + 0.48	SD: 0 (0.00%)	D: 1 (3.70%)	N: 5 (18.52%)	A: 7 (25.93%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		N		A		SA	
24. My supervisor effectively communicates his/her expectations.	4.11 + 0.41	SD: 0 (0.00%)	D: 2 (7.41%)	N: 6 (22.22%)	A: 6 (22.22%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		D	N	A		SA	
26. My supervisor gives me constructive feedback about my work performance.	4.07 + 0.44	SD: 0 (0.00%)	D: 3 (11.11%)	N: 2 (7.41%)	A: 12 (44.44%)	SA: 10 (37.04%)	NA: 0 (0.00%)
		D	N	A		SA	
79. My teammates share important information with me.	4.00 + 0.42	SD: 1 (3.70%)	D: 3 (11.11%)	N: 5 (18.52%)	A: 4 (14.81%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		D	N	A		SA	
44. Our team effectively communicates with each other.	3.96 -0.26	SD: 1 (3.70%)	D: 2 (7.41%)	N: 5 (18.52%)	A: 8 (29.63%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	N	A		SA	

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.	4.30 -0.33	SD: 1 (3.70%)	D: 0 (0.00%)	N: 2 (7.41%)	A: 11 (40.74%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.23 + 0.14	SD: 1 (3.70%)	D: 0 (0.00%)	N: 4 (14.81%)	A: 8 (29.63%)	SA: 13 (48.15%)	NA: 1 (3.70%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
11. I am in a role that allows me to maximize my talents and strengths.	4.19 + 0.04	SD: 1 (3.70%)	D: 1 (3.70%)	N: 3 (11.11%)	A: 9 (33.33%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
70. I feel our organization is a great fit for me.	4.11 -0.11	SD: 0 (0.00%)	D: 2 (7.41%)	N: 3 (11.11%)	A: 12 (44.44%)	SA: 10 (37.04%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
86. Our organization selects highly talented individuals when hiring.	4.00 -0.08	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 13 (48.15%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
7. I have encouraged someone to apply at our organization.	3.88 -0.12	SD: 1 (3.70%)	D: 3 (11.11%)	N: 5 (18.52%)	A: 4 (14.81%)	SA: 11 (40.74%)	NA: 3 (11.11%)
		<div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div> </div>					
77. Our organization selects the right people for the right job.	3.81 -0.26	SD: 1 (3.70%)	D: 1 (3.70%)	N: 6 (22.22%)	A: 13 (48.15%)	SA: 6 (22.22%)	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

Performance Planning

Question	Mean	Distribution						
17. I embrace challenges as opportunities for growth.	4.56 <div>+ 0.37</div>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (44.44%)	SA: 15 (55.56%)	NA: 0 (0.00%)	
		A			SA			
37. My supervisor motivates me to achieve my goals.	4.11 <div>+ 0.30</div>	SD: 1 (3.70%)	D: 1 (3.70%)	N: 6 (22.22%)	A: 5 (18.52%)	SA: 14 (51.85%)	NA: 0 (0.00%)	
		N		A	SA			
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.96 <div>+ 0.29</div>	SD: 1 (3.70%)	D: 3 (11.11%)	N: 5 (18.52%)	A: 5 (18.52%)	SA: 13 (48.15%)	NA: 0 (0.00%)	
		D	N	A	SA			
49. Our team effectively sets goals to further enhance our performance.	3.89 <div>-0.15</div>	SD: 0 (0.00%)	D: 3 (11.11%)	N: 4 (14.81%)	A: 13 (48.15%)	SA: 7 (25.93%)	NA: 0 (0.00%)	
		D	N	A		SA		
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.80 <div>+ 0.28</div>	SD: 2 (7.41%)	D: 3 (11.11%)	N: 4 (14.81%)	A: 5 (18.52%)	SA: 11 (40.74%)	NA: 2 (7.41%)	
		SD	D	N	A	SA		NA

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.	4.41 + 0.45	SD: 1 (3.70%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (44.44%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		A			SA		
48. My teammates promote gratitude in our culture.	4.07 -0.23	SD: 1 (3.70%)	D: 1 (3.70%)	N: 6 (22.22%)	A: 6 (22.22%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		N		A	SA		
29. My supervisor recognizes me for a job well done.	4.04 + 0.23	SD: 1 (3.70%)	D: 2 (7.41%)	N: 3 (11.11%)	A: 10 (37.04%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	N	A	SA		
80. Our organization practices gratitude by recognizing excellence in our work.	3.96 + 0.23	SD: 0 (0.00%)	D: 3 (11.11%)	N: 6 (22.22%)	A: 7 (25.93%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	N	A	SA		
9. I have received meaningful recognition in the past 10 days.	3.59 + 0.11	SD: 3 (11.11%)	D: 3 (11.11%)	N: 4 (14.81%)	A: 9 (33.33%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		SD	D	N	A	SA	

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

Top Items

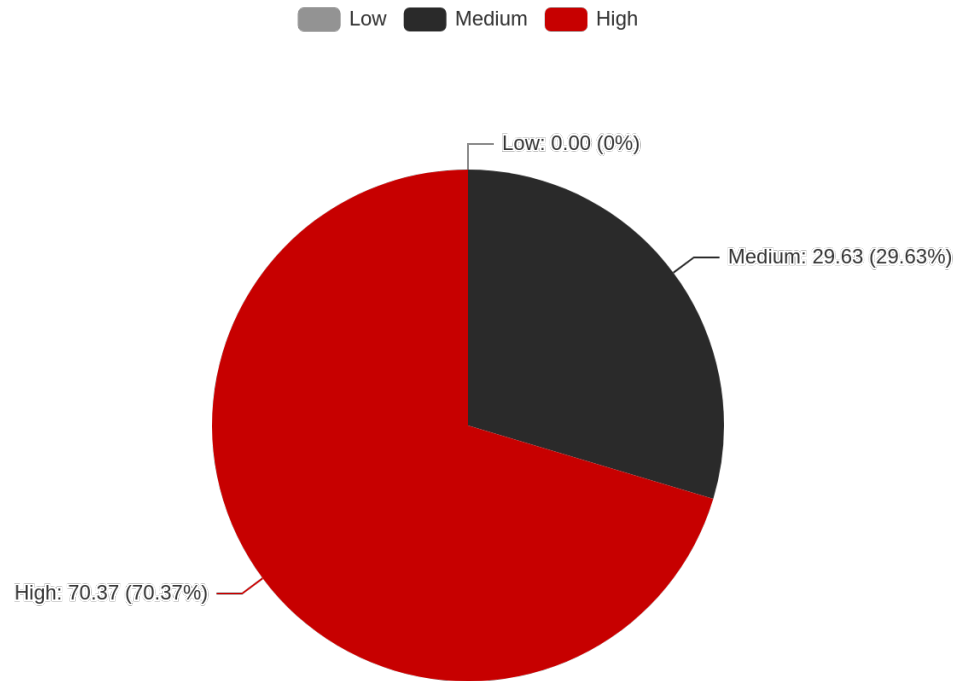
Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.63 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 8 (29.63%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		A		SA			
85. I am committed to achieving my potential through learning and growing.	4.59 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 9 (33.33%)	SA: 17 (62.96%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.59 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (7.41%)	A: 7 (25.93%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		N	A		SA		
4. I feel great pride in the work I do.	4.56 -0.03	SD: 1 (3.70%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 8 (29.63%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		A		SA			
17. I embrace challenges as opportunities for growth.	4.56 + 0.37	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (44.44%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		A		SA			
92. I demonstrate effort in building a positive workplace culture.	4.56 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (44.44%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		A		SA			

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

Bottom Items

Question	Mean	Distribution					
9. I have received meaningful recognition in the past 10 days.	3.59 + 0.11	SD: 3 (11.11%)	D: 3 (11.11%)	N: 4 (14.81%)	A: 9 (33.33%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		SD	D	N	A	SA	
51. Our team has open and trusting relationships.	3.67 -0.48	SD: 2 (7.41%)	D: 2 (7.41%)	N: 8 (29.63%)	A: 6 (22.22%)	SA: 9 (33.33%)	NA: 0 (0.00%)
		SD	D	N	A	SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.80 + 0.28	SD: 2 (7.41%)	D: 3 (11.11%)	N: 4 (14.81%)	A: 5 (18.52%)	SA: 11 (40.74%)	NA: 2 (7.41%)
		SD	D	N	A	SA	NA
77. Our organization selects the right people for the right job.	3.81 -0.26	SD: 1 (3.70%)	D: 1 (3.70%)	N: 6 (22.22%)	A: 13 (48.15%)	SA: 6 (22.22%)	NA: 0 (0.00%)
				N	A	SA	
76. I would recommend our organization to a friend as a great place to work.	3.85 -0.22	SD: 1 (3.70%)	D: 3 (11.11%)	N: 3 (11.11%)	A: 12 (44.44%)	SA: 8 (29.63%)	NA: 0 (0.00%)
			D	N	A	SA	

Current Growth Mindset Chart

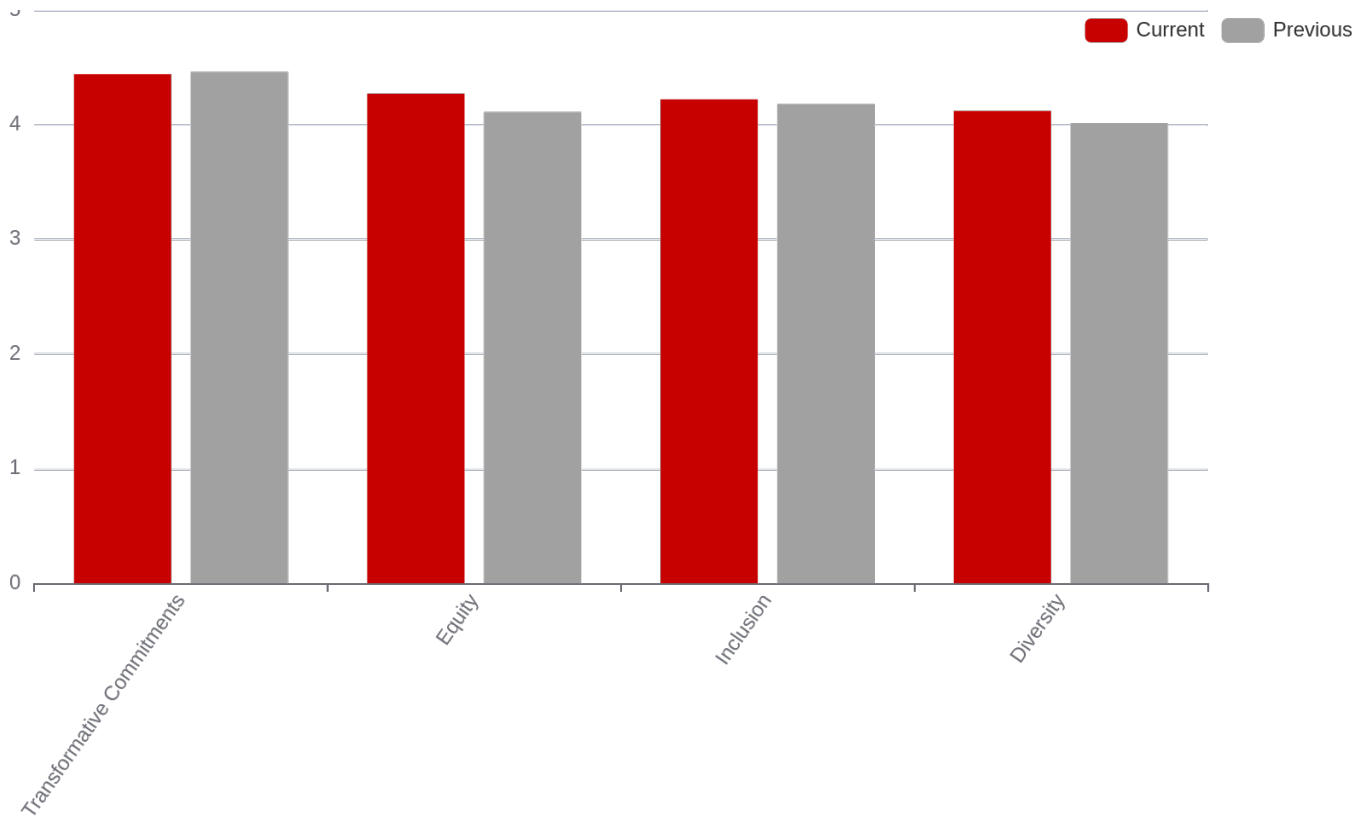


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.59 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 9 (33.33%)	SA: 17 (62.96%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.59 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (7.41%)	A: 7 (25.93%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		N		A		SA	
17. I embrace challenges as opportunities for growth.	4.56 + 0.37	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (44.44%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		A			SA		
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.48 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 12 (44.44%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		A			SA		
6. I seek opportunities to further my growth and development.	4.44 + 0.48	SD: 1 (3.70%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 11 (40.74%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		A			SA		
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.41 + 0.45	SD: 1 (3.70%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (44.44%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		A			SA		
78. I feel proud of and inspired by the success of others on my team.	4.26 ---	SD: 0 (0.00%)	D: 2 (7.41%)	N: 2 (7.41%)	A: 10 (37.04%)	SA: 13 (48.15%)	NA: 0 (0.00%)
		D	N	A		SA	
52. I am on a team that continuously challenges me to grow and improve.	4.04 ---	SD: 0 (0.00%)	D: 3 (11.11%)	N: 5 (18.52%)	A: 7 (25.93%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		D	N	A		SA	
36. My supervisor builds a culture of learning and growth.	4.04 ---	SD: 1 (3.70%)	D: 2 (7.41%)	N: 6 (22.22%)	A: 4 (14.81%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		D	N	A		SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.93 ---	SD: 0 (0.00%)	D: 3 (11.11%)	N: 4 (14.81%)	A: 12 (44.44%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		D	N	A		SA	





DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.44 -0.02
Equity	4.27 + 0.16
Inclusion	4.22 + 0.04
Diversity	4.12 + 0.11

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.	4.67 + 0.08	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (3.70%) A: 7 (25.93%) SA: 19 (70.37%) NA: 0 (0.00%) 
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.63 + 0.04	SD: 0 (0.00%) D: 1 (3.70%) N: 1 (3.70%) A: 5 (18.52%) SA: 20 (74.07%) NA: 0 (0.00%) 
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.30 -0.20	SD: 0 (0.00%) D: 1 (3.70%) N: 3 (11.11%) A: 10 (37.04%) SA: 13 (48.15%) NA: 0 (0.00%) 
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.15 = 0.00	SD: 0 (0.00%) D: 1 (3.70%) N: 4 (14.81%) A: 12 (44.44%) SA: 10 (37.04%) NA: 0 (0.00%) 

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.	4.63 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 8 (29.63%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		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.	4.26 + 0.38	SD: 0 (0.00%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 13 (48.15%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		N	A			SA	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.11 -0.01	SD: 0 (0.00%)	D: 1 (3.70%)	N: 5 (18.52%)	A: 11 (40.74%)	SA: 10 (37.04%)	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.	4.07 + 0.19	SD: 0 (0.00%)	D: 2 (7.41%)	N: 5 (18.52%)	A: 9 (33.33%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	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.	4.63 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 8 (29.63%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		A		SA			
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.48 + 0.17	SD: 0 (0.00%)	D: 1 (3.70%)	N: 1 (3.70%)	A: 9 (33.33%)	SA: 16 (59.26%)	NA: 0 (0.00%)
		A		SA			
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.44 + 0.02	SD: 0 (0.00%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 8 (29.63%)	SA: 16 (59.26%)	NA: 0 (0.00%)
		N	A		SA		
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.41 + 0.10	SD: 0 (0.00%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 9 (33.33%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		N	A		SA		
100. I value the contributions of all team members.	4.41 -0.17	SD: 0 (0.00%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 9 (33.33%)	SA: 15 (55.56%)	NA: 0 (0.00%)
		N	A		SA		
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.31 + 0.07	SD: 0 (0.00%)	D: 1 (3.70%)	N: 3 (11.11%)	A: 9 (33.33%)	SA: 13 (48.15%)	NA: 1 (3.70%)
		N	A		SA		NA
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.30 -0.01	SD: 0 (0.00%)	D: 1 (3.70%)	N: 4 (14.81%)	A: 8 (29.63%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		N	A		SA		
115. Our organization is a safe place for people of color to work and be successful.	4.30 + 0.08	SD: 0 (0.00%)	D: 1 (3.70%)	N: 3 (11.11%)	A: 10 (37.04%)	SA: 13 (48.15%)	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.	4.26 + 0.38	SD: 0 (0.00%)	D: 1 (3.70%)	N: 2 (7.41%)	A: 13 (48.15%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		N	A		SA		
116. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.22 + 0.10	SD: 0 (0.00%)	D: 1 (3.70%)	N: 3 (11.11%)	A: 12 (44.44%)	SA: 11 (40.74%)	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.	4.15 + 0.03	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 9 (33.33%)	SA: 12 (44.44%)	NA: 0 (0.00%)
		D	N	A		SA	

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

Question	Mean	Distribution					
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.11 -0.01	SD: 0 (0.00%)	D: 1 (3.70%)	N: 5 (18.52%)	A: 11 (40.74%)	SA: 10 (37.04%)	NA: 0 (0.00%)
		N		A		SA	
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.07 -0.05	SD: 0 (0.00%)	D: 2 (7.41%)	N: 3 (11.11%)	A: 13 (48.15%)	SA: 9 (33.33%)	NA: 0 (0.00%)
		D	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.	4.04 + 0.08	SD: 0 (0.00%)	D: 2 (7.41%)	N: 6 (22.22%)	A: 8 (29.63%)	SA: 11 (40.74%)	NA: 0 (0.00%)
		D	N	A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.00 + 0.19	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 13 (48.15%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		D	N	A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.00 + 0.27	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 13 (48.15%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		D	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.	3.96 = 0.00	SD: 0 (0.00%)	D: 1 (3.70%)	N: 7 (25.93%)	A: 11 (40.74%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		N		A		SA	
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	3.96 -0.48	SD: 0 (0.00%)	D: 3 (11.11%)	N: 5 (18.52%)	A: 9 (33.33%)	SA: 10 (37.04%)	NA: 0 (0.00%)
		D	N	A		SA	

SD : Strongly Disagree

D : Disagree

N : Neutral

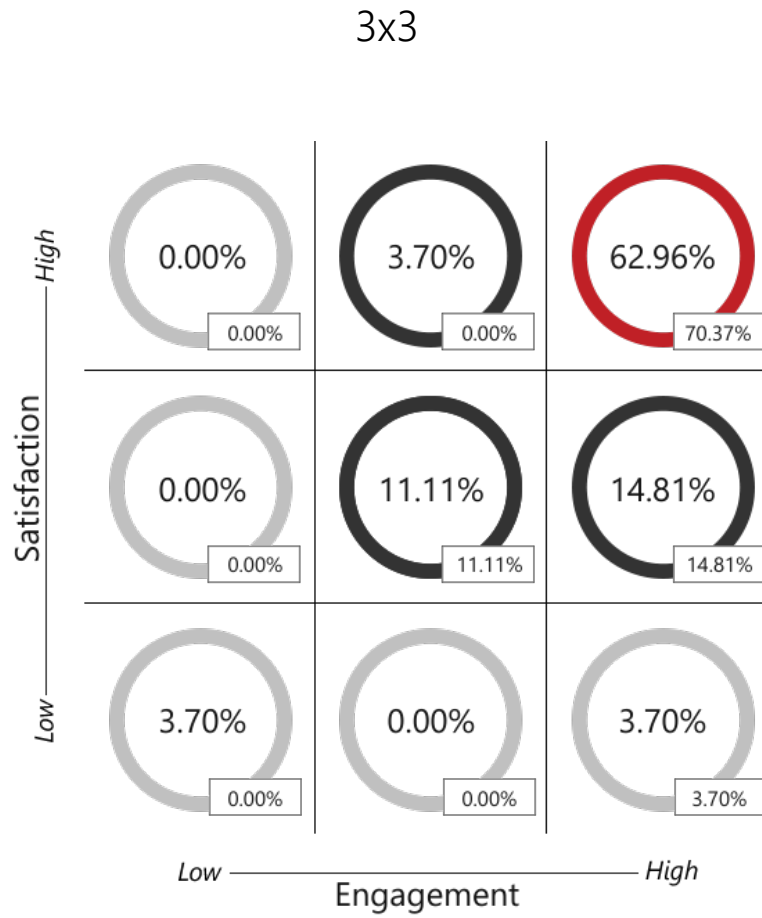
A : Agree

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.	4.63 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (3.70%)	A: 8 (29.63%)	SA: 18 (66.67%)	NA: 0 (0.00%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.30 -0.01	SD: 0 (0.00%)	D: 1 (3.70%)	N: 4 (14.81%)	A: 8 (29.63%)	SA: 14 (51.85%)	NA: 0 (0.00%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.00 + 0.19	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 13 (48.15%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		D	N	A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.00 + 0.27	SD: 0 (0.00%)	D: 2 (7.41%)	N: 4 (14.81%)	A: 13 (48.15%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		D	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.	3.96 = 0.00	SD: 0 (0.00%)	D: 1 (3.70%)	N: 7 (25.93%)	A: 11 (40.74%)	SA: 8 (29.63%)	NA: 0 (0.00%)
		N		A		SA	
93. Our organization demonstrates quality efforts in building a culture of diversity.	3.85 + 0.20	SD: 0 (0.00%)	D: 3 (11.11%)	N: 5 (18.52%)	A: 12 (44.44%)	SA: 7 (25.93%)	NA: 0 (0.00%)
		D	N	A		SA	



All Items

Question	Dimension	Mean
16. I seek new ways to achieve excellence in my role.	Innovation	4.63 + 0.15
85. I am committed to achieving my potential through learning and growing.	Career Development	4.59 ---
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.59 ---
4. I feel great pride in the work I do.	Pride	4.56 -0.03
17. I embrace challenges as opportunities for growth.	Performance Planning	4.56 + 0.37
92. I demonstrate effort in building a positive workplace culture.	Quality	4.56 ---
2. I am fully engaged in the work that I do.	Engage-Inspire	4.52 -0.15
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.52 + 0.04
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.48 ---
22. I support our organization's mission.	Mission Conscious	4.48 + 0.22
6. I seek opportunities to further my growth and development.	Training & Development	4.44 + 0.48
12. I am highly committed to and energized by my work.	Engage-Inspire	4.41 + 0.08
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.41 + 0.45
35. My supervisor supports my personal and professional development.	Training & Development	4.33 + 0.22
15. I am properly trained to achieve excellence in my work.	Training & Development	4.33 + 0.07
46. I am satisfied being a part of our team.	Satisfaction	4.33 + 0.03
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.30 + 0.04
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.30 -0.03

Question	Dimension	Mean
14. I feel great pride in being a part of our organization.	Pride	4.30 + 0.11
13. My work is fulfilling and enjoyable.	Satisfaction	4.30 + 0.34
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.30 -0.33
78. I feel proud of and inspired by the success of others on my team.	Pride	4.26 ---
27. My supervisor and I have effective two-way communication.	Communication	4.26 + 0.48
45. I feel great pride in the team of which I am a part.	Pride	4.26 -0.11
25. My supervisor cares about me as a person.	Relationships	4.26 + 0.19
84. I would like to work at our organization long term.	Career Development	4.23 -0.04
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.23 + 0.14
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.19 ---
34. My supervisor is actively responsive to my needs.	Support-Equip	4.19 + 0.38
47. I am on a team that encourages each member to surpass expectations.	Quality	4.19 -0.07
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.19 + 0.08
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.19 + 0.04
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.15 + 0.30
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.15 + 0.19

Question	Dimension	Mean
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.15 + 0.34
73. My supervisor advocates for my role and career growth.	Career Development	4.15 ---
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.15 + 0.45
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.15 + 0.07
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	4.15 + 0.38
71. Our organization is committed to quality collaboration and excellence.	Quality	4.12 -0.07
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.11 + 0.30
24. My supervisor effectively communicates his/her expectations.	Communication	4.11 + 0.41
70. I feel our organization is a great fit for me.	Talent/Fit	4.11 -0.11
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.11 ---
42. Our team encourages innovation.	Innovation	4.11 -0.04
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	4.11 + 0.44
83. Our organization encourages innovation.	Innovation	4.11 + 0.26
5. I have at least one close friend at work.	Relationships	4.11 -0.12
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.07 + 0.03
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.07 -0.12
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.07 + 0.44

Question	Dimension	Mean
48. My teammates promote gratitude in our culture.	Recognition	4.07 -0.23
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.07 ---
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.07 + 0.22
32. I have an open and trusting relationship with my supervisor.	Relationships	4.07 + 0.22
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.04 = 0.00
36. My supervisor builds a culture of learning and growth.	Training & Development	4.04 ---
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.04 ---
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.04 ---
29. My supervisor recognizes me for a job well done.	Recognition	4.04 + 0.23
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.00 + 0.22
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.00 -0.08
79. My teammates share important information with me.	Communication	4.00 + 0.42
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	4.00 + 0.40
31. My supervisor inspires me to grow to new levels.	Relationships	4.00 ---
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.96 + 0.23
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.96 + 0.29

Question	Dimension	Mean
74. I have the opportunity to express my career interests at our organization.	Career Development	3.96 + 0.07
44. Our team effectively communicates with each other.	Communication	3.96 -0.26
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.93 ---
20. I look forward to coming to work every day.	Satisfaction	3.89 -0.07
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	3.89 -0.15
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.88 -0.12
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.85 -0.22
77. Our organization selects the right people for the right job.	Talent/Fit	3.81 -0.26
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.80 + 0.28
51. Our team has open and trusting relationships.	Relationships	3.67 -0.48
9. I have received meaningful recognition in the past 10 days.	Recognition	3.59 + 0.11