



# **INSIGHTeX Growth Mindset & DEI**

Central Services Office-Admin Glen Ellyn SD 41 December 2023

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#### Dimensions

Dimension	Mean
Pride	4.34
Filue	+ 0.03
Quality	4.29
Quality	+ 0.03
Engago Inchiro	4.28
Engage-Inspire	-0.15
Training & Development	4.24
	+ 0.22
Innovation	4.23
innovation	+ 0.07
Concer Davidenment	4.20
Career Development	+ 0.20
Mission Conscious	4.19
Mission Conscious	+ 0.30
Continuous Improvement	4.18
Continuous Improvement	-0.10
Satisfaction	4.18
Satisfaction	+ 0.10
Current Fauin	4.13
Support-Equip	+ 0.29
Deletionalting	4.09
Relationships	+ 0.15
Communication	4.08
Communication	+ 0.24
Talast (F)	4.08
Talent/Fit	-0.10
	4.07
Performance Planning	+ 0.22
Desce stiller	4.01
Recognition	+ 0.15

D : Disagree

Neutral



SA : Strongly Agree



### Pride

Question	Mean		Distribution						
	4.56	SD: 1	D: 0	N: 0	A: 8	SA: 18	NA: 0		
4. I feel great pride in the work I do.	-0.03	(3.70%)	(0.00%)	(0.00%)	(29.63%)	(66.67%)	(0.00%)		
			A		5	A			
14. I feel great pride in being a part of	4.30	SD: 0	D: 1	N: 4	A: 8	SA: 14	NA: 0		
our organization.		(0.00%)	(3.70%)	(14.81%)	(29.63%)	(51.85%)	(0.00%)		
our organization.	+ 0.11	N	A		SA				
45. I feel great pride in the team of	4.26	SD: 0	D: 1	N: 4	A: 9	SA: 13	NA: 0		
which I am a part.		(0.00%)	(3.70%)	(14.81%)	(33.33%)	(48.15%)	(0.00%)		
	-0.11	N		Α		SA	(		
78. I feel proud of and inspired by the	4.26	SD: 0	D: 2	N: 2	A: 10	SA: 13	NA: 0		
success of others on my team.		(0.00%)	(7.41%)	(7.41%)	(37.04%)	(48.15%)	(0.00%)		
		D N		Α		SA			

### Quality

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

```
D : Disagree
```

Neutral



SA : Strongly Agree



# Engage-Inspire

Question	Mean		Distribution					
2. I am fully engaged in the work that I	4.52	SD: 1	D: 0	N: 0	A: 9	SA: 17	NA: 0	
do.	o / 5	(3.70%)	(0.00%)	(0.00%)	(33.33%)	(62.96%)	(0.00%)	
	-0.15		А			SA		
8. I am driven to contribute to the	4.52	SD: 1	D: 0	N: 1	A: 7	SA: 18	NA: 0	
success of our organization.		(3.70%)	(0.00%)	(3.70%)	(25.93%)	(66.67%)	(0.00%)	
	+ 0.04		Α		S	A		
12. I am highly committed to and	4.41	SD: 0	D: 1	N: 2	A: 9	SA: 15	NA: 0	
energized by my work.		(0.00%)	(3.70%)	(7.41%)	(33.33%)	(55.56%)	(0.00%)	
	+ 0.08	N	А			SA		
67. Our organization promotes a	4.11	SD: 0	D: 3	N: 1	A: 13	SA: 10	NA: 0	
positive and engaging culture.		(0.00%)	(11.11%)	(3.70%)	(48.15%)	(37.04%)	(0.00%)	
		D		Α		SA	L	
76. I would recommend our organization to a friend as a great place to work.	3.85	SD: 1	D: 3	N: 3	A: 12	SA: 8	NA: 0	
		(3.70%)	(11.11%)	(11.11%)	(44.44%)	(29.63%)	(0.00%)	
	-0.22	D	N	А			SA	

D : Disagree

N : Neutral



SA : Strongly Agree

NA : Not Applicable

### Training & Development

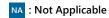
Question	Mean			Distril	oution		
6. I seek opportunities to further my	4.44	SD: 1	D: 0	N: 0	A: 11	SA: 15	NA: 0
growth and development.	+ 0.48	(3.70%)	(0.00%) A	(0.00%)	(40.74%)	(55.56%) SA	(0.00%)
15. I am properly trained to achieve	4.33	SD: 1	D: 1	N: 2	A: 7	SA: 16	NA: 0
excellence in my work.	+ 0.07	(3.70%)	(3.70%) A	(7.41%)	(25.93%)	(59.26%) SA	(0.00%)
35. My supervisor supports my personal and professional	4.33	SD: 0	D: 0	N: 4	A: 10	SA: 13	NA: 0
development.	+ 0.22	(0.00%) N	(0.00%)	(14.81%) <b>A</b>	(37.04%)	(48.15%) SA	(0.00%)
30. My supervisor encourages opportunities for my growth and	4.15	SD: 1	D: 1	N: 3	A: 10	SA: 12	NA: 0
development.	+ 0.19	(3.70%)	(3.70%)	(11.11%) A	(37.04%)	(44.44%) SA	(0.00%)
81. Our organization provides the	4.15	SD: 0	D: 1	N: 5	A: 10	SA: 11	NA: 0
"right" training for me to excel in my role.	+ 0.38	(0.00%)	(3.70%)	(18.52%) A	(37.04%)	(40.74%) SA	(0.00%)
36. My supervisor builds a culture of	4.04	SD: 1	D: 2	N: 6	A: 4	SA: 14	NA: 0
earning and growth.		(3.70%)	(7.41%)	(22.22%)	(14.81%)	(51.85%)	(0.00%)
		D	N	A		SA	

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D: Disagree
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N : Neutral



SA : Strongly Agree



#### Innovation

Question	Mean		Distribution					
16. I seek new ways to achieve	4.63	SD: 0	D: 0	N: 1	A: 8	SA: 18	NA: 0	
excellence in my role.	. 0.45	(0.00%)	(0.00%)	(3.70%)	(29.63%)	(66.67%)	(0.00%)	
	+ 0.15		Α		S	A		
	4.11	SD: 0	D: 2	N: 6	A: 6	SA: 13	NA: 0	
42. Our team encourages innovation.	-0.04	(0.00%)	(7.41%)	(22.22%)	(22.22%)	(48.15%)	(0.00%)	
		D	N	Α		SA		
83. Our organization encourages	4.11	SD: 0	D: 2	N: 4	A: 10	SA: 11	NA: 0	
innovation.		(0.00%)	(7.41%)	(14.81%)	(37.04%)	(40.74%)	(0.00%)	
	+ 0.26	D N		Α		SA		
75. Our organization embraces an innovative mindset to maximize our	4.07	SD: 0	D: 2	N: 5	A: 9	SA: 11	NA: 0	
		(0.00%)	(7.41%)	(18.52%)	(33.33%)	(40.74%)	(0.00%)	
potential.		D	N	А		SA		

### Career Development

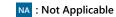
Question	Mean			Distri	bution		
85. I am committed to achieving my	4.59	SD: 0	D: 0	N: 1	A: 9	SA: 17	NA: 0
potential through learning and growing.		(0.00%)	(0.00%)	(3.70%)	(33.33%)	(62.96%)	(0.00%)
growing.			А			SA	
84. I would like to work at our	4.23	SD: 0	D: 2	N: 1	A: 12	SA: 11	NA: 1
organization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

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D : Disagree
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N : Neutral



SA : Strongly Agree



### **Mission Conscious**

Question	Mean	Distribution					
22. I support our organization's	4.48	SD: 0	D: 1	N: 1	A: 9	SA: 16	NA: 0
mission.	+ 0.22	(0.00%)	(3.70%)	(3.70%)	(33.33%)	(59.26%)	(0.00%)
	+ 0.22		Α			SA	
88. Our organization effectively aligns our day-to-day activities with the	4.15	SD: 0	D: 2	N: 2	A: 13	SA: 10	NA: 0
	+ 0.30	(0.00%)	(7.41%)	(7.41%)	(48.15%)	(37.04%)	(0.00%)
organizational mission.		D N		А		SA	
82. Business decisions made are consistent with our mission and core	4.11	SD: 0	D: 2	N: 4	A: 10	SA: 11	NA: 0
		(0.00%)	(7.41%)	(14.81%)	(37.04%)	(40.74%)	(0.00%)
values.	+ 0.44	D N		Α		SA	
41. My supervisor effectively communicates our organizational	4.00	SD: 1	D: 1	N: 6	A: 7	SA: 11	NA: 1
	+ 0.22	(3.70%)	(3.70%)	(22.22%)	(25.93%)	(40.74%)	(3.70%)
mission to me.			N	А		SA	

D: Disagree

Neutral



SA : Strongly Agree

NA : Not Applicable

# Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth	4.59	SD: 0	D: 0	N: 2	A: 7	SA: 18	NA: 0
mindset to achieve my potential.		(0.00%)	(0.00%)	(7.41%)	(25.93%)	(66.67%)	(0.00%)
		N	Α		S	Α	
69. I am part of an organization that	4.30	SD: 0	D: 1	N: 3	A: 10	SA: 13	NA: 0
continues to pursue excellence every		(0.00%)	(3.70%)	(11.11%)	(37.04%)	(48.15%)	(0.00%)
day.	+ 0.04	N		Α		SA	
52. I am on a team that continuously	4.04	SD: 0	D: 3	N: 5	A: 7	SA: 12	NA: 0
challenges me to grow and improve.		(0.00%)	(11.11%)	(18.52%)	(25.93%)	(44.44%)	(0.00%)
		D	N	А		SA	
89. Our organization demonstrates the	4.04	SD: 0	D: 2	N: 3	A: 14	SA: 8	NA: 0
effective use of data to guide continuous improvement.		(0.00%)	(7.41%)	(11.11%)	(51.85%)	(29.63%)	(0.00%)
continuous improvement.		D N		А			SA
90. Our organization embraces diversity in people, ideas, and	3.93	SD: 0	D: 3	N: 4	A: 12	SA: 8	NA: 0
		(0.00%)	(11.11%)	(14.81%)	(44.44%)	(29.63%)	(0.00%)
experiences to maximize our potential.		D	N	А			SA

### Satisfaction

Question	Mean		Distribution							
46. I am satisfied being a part of our	4.33	SD: 0	D: 1	N: 2	A: 11	SA: 13	NA: 0			
team.	+ 0.03	(0.00%)	(3.70%)	(7.41%)	(40.74%)	(48.15%)	(0.00%)			
		N	A			SA				
	4.30	SD: 0	D: 1	N: 3	A: 10	SA: 13	NA: 0			
13. My work is fulfilling and enjoyable.	+ 0.34	(0.00%)	(3.70%)	(11.11%)	(37.04%)	(48.15%)	(0.00%)			
		N	А			SA				
87. Overall, I am very satisfied with our	4.19	SD: 0	D: 2	N: 1	A: 14	SA: 10	NA: 0			
organization as a place to work.		(0.00%)	(7.41%)	(3.70%)	(51.85%)	(37.04%)	(0.00%)			
	+ 0.08	D	А			SA				
20. I look forward to coming to work	3.89	SD: 0	D: 4	N: 5	A: 8	SA: 10	NA: 0			
every day.		(0.00%)	(14.81%)	(18.52%)	(29.63%)	(37.04%)	(0.00%)			
	-0.07	D	Ν	A		SA				

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D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

# Support-Equip

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

```
D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

# Relationships

Question	Mean			Distri	bution		
91. I take complete ownership for my	4.48	SD: 0	D: 0	N: 1	A: 12	SA: 14	NA: 0
attitude and effort in embracing a		(0.00%)	(0.00%)	(3.70%)	(44.44%)	(51.85%)	(0.00%)
growth mindset.			Α			SA	
25. My supervisor cares about me as a	4.26	SD: 0	D: 1	N: 4	A: 9	SA: 13	NA: 0
person.	+ 0.19	(0.00%)	(3.70%)	(14.81%)	(33.33%)	(48.15%)	(0.00%)
	+ 0.19	N		А		SA	
68. Quality and inclusive relationships	4.15	SD: 0	D: 2	N: 3	A: 11	SA: 11	NA: 0
are valued across our organization.	+ 0.07	(0.00%)	(7.41%)	(11.11%)	(40.74%)	(40.74%)	(0.00%)
	+ 0.07	D N		Α		SA	
5. I have at least one close friend at	4.11	SD: 2	D: 1	N: 4	A: 5	SA: 15	NA: 0
work.	-0.12	(7.41%)	(3.70%)	(14.81%)	(18.52%)	(55.56%)	(0.00%)
	-0.12	SD	N	A		SA	
50. Based on relationships	4.07	SD: 1	D: 2	N: 3	A: 9	SA: 12	NA: 0
demonstrated on our team, I would		(3.70%)	(7.41%)	(11.11%)	(33.33%)	(44.44%)	(0.00%)
recommend someone to join our team.	-0.12		N	Α		SA	· · ·
32. I have an open and trusting	4.07	SD: 1	D: 1	N: 8	A: 2	SA: 15	NA: 0
relationship with my supervisor.	4.07	(3.70%)	(3.70%)	(29.63%)	(7.41%)	(55.56%)	(0.00%)
relationship with my supervisor.	+ 0.22	(5:1070)	(3:70%) N	A	(7.4170)	SA	(0.0070)
38. My supervisor demonstrates effort	4.00	SD: 1	D: 2	N: 5	A: 7	SA: 12	NA: 0
in establishing and reinforcing a	4.00	(3.70%)	(7.41%)	(18.52%)	(25.93%)	(44.44%)	(0.00%)
coaching relationship with me.	+ 0.40	(3:70%)	(7.41%)	(10.52%) A	(23.9578)	(++.++%) SA	(0.0078)
31. My supervisor inspires me to grow	4.00	SD: 1	D: 1	N: 6	A: 8	SA: 11	NA: 0
to new levels.	4.00	(3.70%)	(3.70%)	(22.22%)	(29.63%)	(40.74%)	(0.00%)
		(3.70%)	(3.70%) N	(22.22 %) A	(29.0570)	(40.74%) SA	(0.0070)
51. Our team has open and trusting	3.67	SD: 2	D: 2	N: 8	A: 6	SA: 9	NA: 0
relationships.	5.07	(7.41%)	(7.41%)	(29.63%)	(22.22%)	(33.33%)	(0.00%)
contorismps.	-0.48	SD D	(s) N	()	Α	S	. ,

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D : Disagree
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Neutral



SA : Strongly Agree



NA : Not Applicable

### Communication

Question	Mean	Distribution							
27. My supervisor and I have effective	4.26	SD: 0	D: 1	N: 5	A: 7	SA: 14	NA: 0		
two-way communication.	. 0.40	(0.00%)	(3.70%)	(18.52%)	(25.93%)	(51.85%)	(0.00%)		
	+ 0.48	N		А		SA			
24. My supervisor effectively	4.11	SD: 0	D: 2	N: 6	A: 6	SA: 13	NA: 0		
communicates his/her expectations.		(0.00%)	(7.41%)	(22.22%)	(22.22%)	(48.15%)	(0.00%)		
	+ 0.41	D	N	Α		SA			
26. My supervisor gives me	4.07	SD: 0	D: 3	N: 2	A: 12	SA: 10	NA: 0		
constructive feedback about my work performance.		(0.00%)	(11.11%)	(7.41%)	(44.44%)	(37.04%)	(0.00%)		
performance.	+ 0.44	D N		А		SA			
79. My teammates share important	4.00	SD: 1	D: 3	N: 5	A: 4	SA: 14	NA: 0		
information with me.	0.40	(3.70%)	(11.11%)	(18.52%)	(14.81%)	(51.85%)	(0.00%)		
	+ 0.42	D	Ν	Α		SA			
44. Our team effectively communicates	3.96	SD: 1	D: 2	N: 5	A: 8	SA: 11	NA: 0		
with each other.		(3.70%)	(7.41%)	(18.52%)	(29.63%)	(40.74%)	(0.00%)		
	-0.26	D	N	А		SA			

```
D : Disagree
```

N : Neutral



SA : Strongly Agree

NA : Not Applicable

# Talent/Fit

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

```
D : Disagree
```

N : Neutral



SA : Strongly Agree

NA : Not Applicable

# Performance Planning

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

```
D : Disagree
```

Neutral



SA : Strongly Agree

NA : Not Applicable

# Recognition

Question	Mean	Distribution						
18. I demonstrate gratitude by	4.41	SD: 1	D: 0	N: 0	A: 12	SA: 14	NA: 0	
recognizing others in meaningful ways.	. 0.45	(3.70%)	(0.00%)	(0.00%)	(44.44%)	(51.85%)	(0.00%)	
	+ 0.45		Α			SA		
48. My teammates promote gratitude	4.07	SD: 1	D: 1	N: 6	A: 6	SA: 13	NA: 0	
in our culture.	-0.23	(3.70%)	(3.70%)	(22.22%)	(22.22%)	(48.15%)	(0.00%)	
			N	Α		SA		
29. My supervisor recognizes me for a	4.04	SD: 1	D: 2	N: 3	A: 10	SA: 11	NA: 0	
job well done.		(3.70%)	(7.41%)	(11.11%)	(37.04%)	(40.74%)	(0.00%)	
	+ 0.23	D	N	Α		SA		
80. Our organization practices	3.96	SD: 0	D: 3	N: 6	A: 7	SA: 11	NA: 0	
gratitude by recognizing excellence in our work.		(0.00%)	(11.11%)	(22.22%)	(25.93%)	(40.74%)	(0.00%)	
our work.	+ 0.23	D	N	А		SA		
9. I have received meaningful	3.59	SD: 3	D: 3	N: 4	A: 9	SA: 8	NA: 0	
recognition in the past 10 days.	0.44	(11.11%)	(11.11%)	(14.81%)	(33.33%)	(29.63%)	(0.00%)	
	+ 0.11	SD	D N		А		SA	

```
D : Disagree
```

Neutral



SA : Strongly Agree

NA : Not Applicable

# Top Items

Question	Mean	Distribution							
16. I seek new ways to achieve	4.63	SD: 0	D: 0	N: 1	A: 8	SA: 18	NA: 0		
excellence in my role.	+ 0.15	(0.00%)	(0.00%)	(3.70%)	(29.63%)	(66.67%)	(0.00%)		
	1 0.10		Α		S	Α			
85. I am committed to achieving my	4.59	SD: 0	D: 0	N: 1	A: 9	SA: 17	NA: 0		
potential through learning and growing.		(0.00%)	(0.00%)	(3.70%)	(33.33%)	(62.96%)	(0.00%)		
growing.			A SA			SA			
21. I am committed to a growth	4.59	SD: 0	D: 0	N: 2	A: 7	SA: 18	NA: 0		
mindset to achieve my potential.		(0.00%)	(0.00%)	(7.41%)	(25.93%)	(66.67%)	(0.00%)		
		N	N A SA						
	4.56	SD: 1	D: 0	N: 0	A: 8	SA: 18	NA: 0		
4. I feel great pride in the work I do.	0.00	(3.70%)	(0.00%)	(0.00%)	(29.63%)	(66.67%)	(0.00%)		
	-0.03		A		S	A			
17. I embrace challenges as	4.56	SD: 0	D: 0	N: 0	A: 12	SA: 15	NA: 0		
opportunities for growth.	0.07	(0.00%)	(0.00%)	(0.00%)	(44.44%)	(55.56%)	(0.00%)		
	+ 0.37		Α			SA			
92. I demonstrate effort in building a	4.56	SD: 0	D: 0	N: 0	A: 12	SA: 15	NA: 0		
positive workplace culture.		(0.00%)	(0.00%)	(0.00%)	(44.44%)	(55.56%)	(0.00%)		
			А			SA			

```
D : Disagree
```

Neutral



SA : Strongly Agree



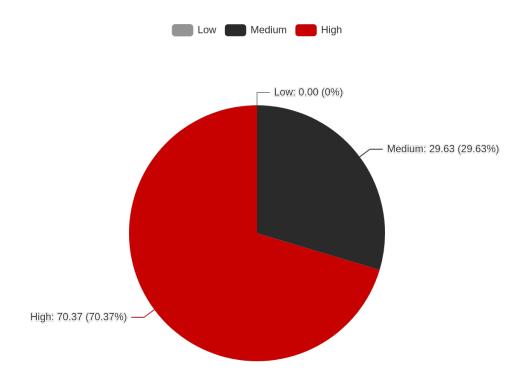
NA : Not Applicable

### **Bottom Items**

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

September 2023

### **Current Growth Mindset Chart**



D : Disagree

N : Neutral



SA : Strongly Agree

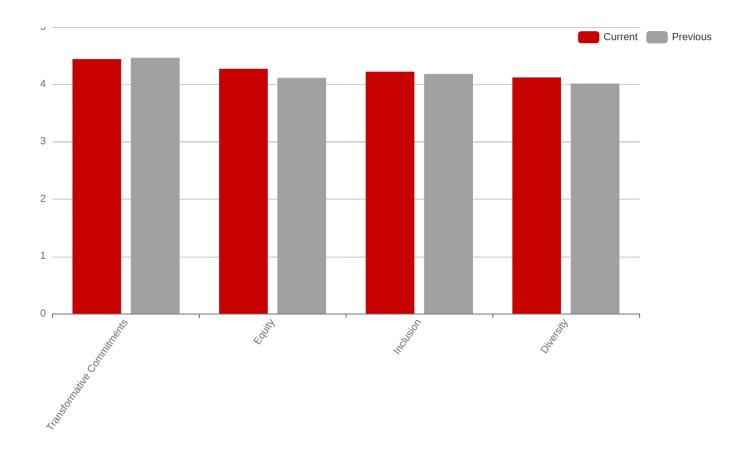
NA : Not Applicable

# Growth Mindset Table

Question	Mean	Distribution							
85. I am committed to achieving my	4.59	SD: 0	D: 0	N: 1	A: 9	SA: 17	NA: 0		
potential through learning and		(0.00%)	(0.00%)	(3.70%)	(33.33%)	(62.96%)	(0.00%)		
growing.			А			SA			
21. I am committed to a growth	4.59	SD: 0	D: 0	N: 2	A: 7	SA: 18	NA: 0		
mindset to achieve my potential.		(0.00%)	(0.00%)	(7.41%)	(25.93%)	(66.67%)	(0.00%)		
		N	A			A			
17. I embrace challenges as	4.56	SD: 0	D: 0	N: 0	A: 12	SA: 15	NA: 0		
opportunities for growth.	+ 0.37	(0.00%)	(0.00%) A	(0.00%)	(44.44%)	(55.56%) SA	(0.00%)		
91. I take complete ownership for my		SD: 0	D: 0	N: 1	A: 12	SA: 14	NA: 0		
attitude and effort in embracing a	4.48								
growth mindset.		(0.00%)	(0.00%) A	(3.70%)	(44.44%)	(51.85%) SA	(0.00%)		
6. I seek opportunities to further my	4.44	SD: 1	D: 0	N: 0	A: 11	SA: 15	NA: 0		
growth and development.	7.77	(3.70%)	(0.00%)	(0.00%)	(40.74%)	(55.56%)	(0.00%)		
	+ 0.48		Α	(		SA	(		
18. I demonstrate gratitude by	4.41	SD: 1	D: 0	N: 0	A: 12	SA: 14	NA: 0		
recognizing others in meaningful ways.		(3.70%)	(0.00%)	(0.00%)	(44.44%)	(51.85%)	(0.00%)		
	+ 0.45		А			SA			
78. I feel proud of and inspired by the	4.26	SD: 0	D: 2	N: 2	A: 10	SA: 13	NA: 0		
success of others on my team.		(0.00%)	(7.41%)	(7.41%)	(37.04%)	(48.15%)	(0.00%)		
		D N		Α		SA			
52. I am on a team that continuously	4.04	SD: 0	D: 3	N: 5	A: 7	SA: 12	NA: 0		
challenges me to grow and improve.		(0.00%)	(11.11%)	(18.52%)	(25.93%)	(44.44%)	(0.00%)		
		D	N	Α		SA			
36. My supervisor builds a culture of	4.04	SD: 1	D: 2	N: 6	A: 4	SA: 14	NA: 0		
learning and growth.		(3.70%)	(7.41%) N	(22.22%)	(14.81%)	(51.85%) SA	(0.00%)		
90. Our organization embraces		SD: 0	D: 3	A N: 4	A: 12	SA SA: 8	NA: 0		
diversity in people, ideas, and	3.93	50:0	D: 3	N: 4	A: 12	24: Q	NA: U		
experiences to maximize our potential.		(0.00%)	(11.11%)	(14.81%)	(44.44%)	(29.63%)	(0.00%)		
experiences to maximize our potential.		D	N	А			SA		

#### September 2023

### **DEI Chart**



### DEI Table

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

### Transformative Commitments

Question	Mean	Distribution							
113. I am committed to being a positive contributor to a workplace	4.67	SD: 0	D: 0	N: 1	A: 7	SA: 19	NA: 0		
culture of anti-bias, anti-hate, and anti-racism with equality for all.	+ 0.08	(0.00%)	(0.00%) A	(3.70%)	(25.93%) SA	(70.37%)	(0.00%)		
109. I embrace our ideals and commitment of anti-bias, anti-hate,	4.63	SD: 0	D: 1	N: 1	A: 5	SA: 20	NA: 0		
and anti-racism to promote what is	+ 0.04	(0.00%)	(3.70%)	(3.70%)	(18.52%)	(74.07%)	(0.00%)		
right for all. 108. In my department or team, we			4		SA	<b>6 1 1</b>			
demonstrate quality efforts in building	4.30	SD: 0	D: 1	N: 3	A: 10	SA: 13	NA: 0		
a culture of anti-bias, anti-hate, and	-0.20	(0.00%)	(3.70%)	(11.11%)	(37.04%)	(48.15%)	(0.00%)		
anti-racism.	0.20	N		A	SA				
107. Our organization demonstrates quality efforts in building a culture of	4.15	SD: 0	D: 1	N: 4	A: 12	SA: 10	NA: 0		
anti-bias, anti-hate, and anti-racism.	= 0.00	(0.00%)	(3.70%)	(14.81%)	(44.44%)	(37.04%)	(0.00%)		
	- 0.00	N		Α		SA			

```
D : Disagree
```

Neutral



SA : Strongly Agree

NA : Not Applicable

# Equity

Question	Mean	Distribution							
112. I am committed to being a positive contributor to a workplace	4.63	SD: 0	D: 0	N: 1	A: 8	SA: 18	NA: 0		
culture of inclusion, diversity, and equity.	+ 0.07	(0.00%)	(0.00%) A	(3.70%)	(29.63%)	(66.67%) A	(0.00%)		
99. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals	4.26	SD: 0	D: 1	N: 2	A: 13	SA: 11	NA: 0		
are treated fairly and respectfully, and provided access to resources and	+ 0.38	(0.00%)	(3.70%)	(7.41%)	(48.15%)	(40.74%)	(0.00%)		
opportunities.		N		Α		SA			
102. Our organization embraces a 'better together' mindset and efforts	4.11	SD: 0	D: 1	N: 5	A: 11	SA: 10	NA: 0		
to support success for all.	-0.01	(0.00%)	(3.70%)	(18.52%) A	(40.74%)	(37.04%) SA	(0.00%)		
104. Our organization demonstrates a commitment to promoting equity and	4.07	SD: 0	D: 2	N: 5	A: 9	SA: 11	NA: 0		
efforts to see potential of all be	+ 0.19	(0.00%)	(7.41%)	(18.52%)	(33.33%)	(40.74%)	(0.00%)		
realized.		D	N	Α		SA			

```
D : Disagree
```

Neutral



SA : Strongly Agree

NA : Not Applicable

### Inclusion

Question	Mean	Distribution								
112. I am committed to being a	4.63	SD: 0	D: 0	N: 1	A: 8	SA: 18	NA: 0			
positive contributor to a workplace culture of inclusion, diversity, and		(0.00%)	(0.00%)	(3.70%)	(29.63%)	(66.67%)	(0.00%)			
equity.	+ 0.07		Α		S	A				
111. Our organization stands for a	4.48	SD: 0	D: 1	N: 1	A: 9	SA: 16	NA: 0			
workplace culture that does not tolerate racism or hurtful behaviors.		(0.00%)	(3.70%)	(3.70%)	(33.33%)	(59.26%)	(0.00%)			
	+ 0.17		Α			SA				
110. My team models kindness and	4.44	SD: 0	D: 1	N: 2	A: 8	SA: 16	NA: 0			
respect for all, not hateful, hurtful, or racist behavior towards anyone.	+ 0.02	(0.00%)	(3.70%)	(7.41%)	(29.63%)	(59.26%)	(0.00%)			
	+ 0.02	N	А			SA				
95. I value inclusion efforts to build a	4.41	SD: 0	D: 1	N: 2	A: 9	SA: 15	NA: 0			
uality team culture of respect, indness, and positive impact.	+ 0.10	(0.00%)	(3.70%)	(7.41%)	(33.33%)	(55.56%)	(0.00%)			
	1 0.10	N	Α			SA				
100. I value the contributions of all	4.41	SD: 0	D: 1	N: 2	A: 9	SA: 15	NA: 0			
team members.	-0.17	(0.00%)	(3.70%)	(7.41%)	(33.33%)	(55.56%) SA	(0.00%)			
114. Our team is comfortable	4.24	SD: 0	A D: 1	N: 3	A: 9	SA: 13	NA: 1			
addressing issues of race, racism, and	4.31	(0.00%)	(3.70%)	(11.11%)	(33.33%)	(48.15%)	(3.70%)			
bias in our workplace.	+ 0.07	(0.00%)	(3.70%) A		(33.33%)	(48.15%) SA	(3.70%)			
96. I firmly believe that inclusion and	4.30	SD: 0	D: 1	N: 4	A: 8	SA: 14	NA: 0			
diversity make us a stronger team and	4.50	(0.00%)	(3.70%)	(14.81%)	(29.63%)	(51.85%)	(0.00%)			
organization.	-0.01	N		A	(	SA	(			
115. Our organization is a safe place for	4.30	SD: 0	D: 1	N: 3	A: 10	SA: 13	NA: 0			
people of color to work and be		(0.00%)	(3.70%)	(11.11%)	(37.04%)	(48.15%)	(0.00%)			
successful.	+ 0.08	N		A		SA				
99. Our organization demonstrates quality efforts in building a culture of	4.26	SD: 0	D: 1	N: 2	A: 13	SA: 11	NA: 0			
inclusion and equity, where individuals										
are treated fairly and respectfully, and		(0.00%)	(3.70%)	(7.41%)	(48.15%)	(40.74%)	(0.00%)			
provided access to resources and opportunities.	+ 0.38	N		А		SA				
116. We have a workplace that										
promotes a professional and inclusive	4.22	SD: 0	D: 1	N: 3	A: 12	SA: 11	NA: 0			
culture, where all are respected,		(0.00%)	(3.70%)	(11.11%)	(44 449/)	(40.74%)	(0.00%)			
treated with dignity, and supported for	+ 0.10	(0.00%)	(3.70%)	(11.11%)	(44.44%)	(40.74%)	(0.00%)			
success and potential to be realized.	+ 0.10	N		А		SA				
103. Our workplace culture	A 1E	SD: 0	D: 2	N: 4	A: 9	SA: 12	NA: 0			
demonstrates that everyone in every	4.15									
role is valued and supported for our	+ 0.03	(0.00%)	(7.41%)	(14.81%)	(33.33%)	(44.44%)	(0.00%)			
collective success.		D N		А		SA				

D : Disagree

N : Neutral



SA : Strongly Agree

e NA :

NA : Not Applicable

Question	Mean	Distribution							
102. Our organization embraces a	4.11	SD: 0	D: 1	N: 5	A: 11	SA: 10	NA: 0		
'better together' mindset and efforts		(0.00%)	(3.70%)	(18.52%)	(40.74%)	(37.04%)	(0.00%)		
to support success for all.	-0.01	N		А		SA			
98. Our team embraces challenging,	4.07	SD: 0	D: 2	N: 3	A: 13	SA: 9	NA: 0		
uniting, and inclusive opportunities to	4.07	(0.000())	(7.440())	(11 110/)	(40 450()	(22.220)	(0.000())		
work together for quality outcomes.	-0.05	(0.00%)	(7.41%)	(11.11%)	(48.15%)	(33.33%)	(0.00%)		
		D N		А		S.	Ą		
105. We are committed to a workplace culture where we value, respect, and	4.04	SD: 0	D: 2	N: 6	A: 8	SA: 11	NA: 0		
learn from each other to achieve		(0.00%)	(7.41%)	(22.22%)	(29.63%)	(40.74%)	(0.00%)		
maximum success, happiness, and	+ 0.08			(22.22 /0)	(29.03%)		(0.00%)		
potential.		D	N	Α		SA			
94. Diversity in ideas, viewpoints,	4.00	SD: 0	D: 2	N: 4	A: 13	SA: 8	NA: 0		
cultures, backgrounds, qualities, and		(0.00%)	(7.41%)	(14 010/)	(40 150/)	(29.63%)	(0.00%)		
perspectives are respected and valued	+ 0.19	(0.00%)	、 <i>,</i>	(14.81%)	(48.15%)	. ,	(0.00%)		
in our organization.		D N		Α			SA		
97. Our organization demonstrates a	4.00	SD: 0	D: 2	N: 4	A: 13	SA: 8	NA: 0		
belief with actions, to support a culture of inclusion and diversity.		(0.00%)	(7.41%)	(14.81%)	(48.15%)	(29.63%)	(0.00%)		
culture of inclusion and diversity.	+ 0.27	D N		А			SA		
106. We strive to achieve and model	3.96	SD: 0	D: 1	N: 7	A: 11	SA: 8	NA: 0		
'more together' in an inclusive and		(0.00%)	(3.70%)	(25.93%)	(40.74%)	(29.63%)	(0.00%)		
diverse culture with strong respect and support for all.	= 0.00	. ,	N		Α	,	SA		
101. My team values the contributions									
of all team members, no matter their	3.96	SD: 0	D: 3	N: 5	A: 9	SA: 10	NA: 0		
role, background, experiences,		(0.00%)	(11.11%)	(18.52%)	(33.33%)	(37.04%)	(0.00%)		
qualities, or perspectives.	-0.48	D	N	А		SA			

```
D : Disagree
```

Neutral

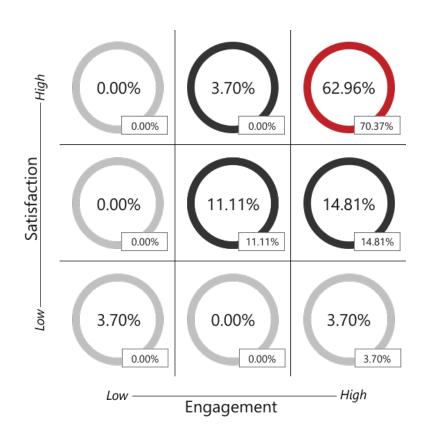


SA : Strongly Agree

NA : Not Applicable

# Diversity

Question	Mean			Distri	bution		
112. I am committed to being a positive contributor to a workplace	4.63	SD: 0	D: 0	N: 1	A: 8	SA: 18	NA: 0
culture of inclusion, diversity, and	+ 0.07	(0.00%)	(0.00%)	(3.70%)	(29.63%)	(66.67%)	(0.00%)
equity.		A SA					
96. I firmly believe that inclusion and diversity make us a stronger team and	4.30	SD: 0	D: 1	N: 4	A: 8	SA: 14	NA: 0
organization.		(0.00%)	(3.70%)	(14.81%)	(29.63%)	(51.85%)	(0.00%)
organization.	-0.01	N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	4.00	SD: 0	D: 2	N: 4	A: 13	SA: 8	NA: 0
		(0.00%)	(7.41%)	(14.81%)	(48.15%)	(29.63%)	(0.00%)
perspectives are respected and valued in our organization.	+ 0.19	D N		A			SA
97. Our organization demonstrates a belief with actions, to support a	4.00	SD: 0	D: 2	N: 4	A: 13	SA: 8	NA: 0
		(0.00%)	(7.41%)	(14.81%)	(48.15%)	(29.63%)	(0.00%)
culture of inclusion and diversity.	+ 0.27	D N		А			SA
106. We strive to achieve and model 'more together' in an inclusive and	3.96	SD: 0	D: 1	N: 7	A: 11	SA: 8	NA: 0
diverse culture with strong respect and		(0.00%)	(3.70%)	(25.93%)	(40.74%)	(29.63%)	(0.00%)
support for all.	= 0.00	1	N	1	4		SA
93. Our organization demonstrates quality efforts in building a culture of	3.85	SD: 0	D: 3	N: 5	A: 12	SA: 7	NA: 0
diversity.	0.00	(0.00%)	(11.11%)	(18.52%)	(44.44%)	(25.93%)	(0.00%)
aiversity.	+ 0.20	D	N		Α		SA



### All Items

Question	Dimension	Mean
16. I seek new ways to achieve excellence in	Innovation	4.63
my role.		+ 0.15
85. I am committed to achieving my potential	l Career Development	4.59
through learning and growing.		
21. I am committed to a growth mindset to	Continuous Improvement	4.59
achieve my potential.		
4. I feel great pride in the work I do.	Pride	4.56
	That is a second s	-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	Engage-Inspire	4.52
our organization.		+ 0.04
91. I take complete ownership for my attitude	Relationships	4.48
and effort in embracing a growth mindset.		
		4.48
22. I support our organization's mission.	Mission Conscious	+ 0.22
6. I seek opportunities to further my growth		4.44
and development.	Training & Development	+ 0.48
12. I am highly committed to and energized by		4.41
my work.	Engage-Inspire	+ 0.08
18. I demonstrate gratitude by recognizing		4.41
others in meaningful ways.	Recognition	+ 0.45
35. My supervisor supports my personal and		4.33
professional development.	Training & Development	+ 0.22
15. I am properly trained to achieve excellence	Training & Development	4.33
in my work.		+ 0.07
		4.33
46. I am satisfied being a part of our team.	Satisfaction	+ 0.03
9. I am part of an organization that continues	Continuous Improvement	4.30
to pursue excellence every day.	continuous improvement	+ 0.04
43. My teammates demonstrate a	Quality	4.30
commitment to quality work and excellence.	Quality	-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
1. In my role I have the opportunity to do		+ 0.34 4.30
things that I both do well and enjoy.	Talent/Fit	-0.33
78. I feel proud of and inspired by the success	Pride	4.26
of others on my team.		
27. My supervisor and I have effective two-way		4.26
communication.	Communication	+ 0.48
45. I feel great pride in the team of which I am	D. L	4.26
a part.	Pride	-0.11
25. My supervisor cares about me as a person.	Relationships	4.26
	Relationships	+ 0.19
84. I would like to work at our organization	Career Development	4.23
long term.		-0.04
39. My supervisor knows the talents to look for in selecting new teammates who will be		4.23
successful.	Talent/Fit	+ 0.14
33. My supervisor supports me through	Support-Equip	4.19
challenges and failures in order to succeed.		
34. My supervisor is actively responsive to my		4.19
needs.	Support-Equip	+ 0.38
47. I am on a team that encourages each	Quality	4.19
member to surpass expectations.	Quality	-0.07
87. Overall, I am very satisfied with our	Satisfaction	4.19
organization as a place to work.	Satisfaction	+ 0.08
	Talent/Fit	4.19
		+ 0.04
88. Our organization effectively aligns our day-to-day activities with the organizational	Mission Conscious	4.15
mission.		+ 0.30
30. My supervisor encourages opportunities		4.15
for my growth and development.	Training & Development	+ 0.19

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

Question	Dimension	Mean
48. My teammates promote gratitude in our	n our Recognition	4.07
culture.		-0.23
75. Our organization embraces an innovative	Innovation	4.07
mindset to maximize our potential.		
23. I have a supportive coaching relationship	Support-Equip	4.07
with my supervisor.		+ 0.22
32. I have an open and trusting relationship	Relationships	4.07
with my supervisor.	Relationships	+ 0.22
3. I am provided the core needs necessary for	C	4.04
me to excel in my role.	Support-Equip	= 0.00
36. My supervisor builds a culture of learning	<b>T</b> · · · <b>A D</b> · · · ·	4.04
and growth. Trair	Training & Development	
52. I am on a team that continuously	Continuous Improvement	4.04
challenges me to grow and improve.		
89. Our organization demonstrates the	Continuous Improvement	4.04
effective use of data to guide continuous mprovement.		
29. My supervisor recognizes me for a job well		4.04
done.	Recognition	
41. My supervisor effectively communicates		+ 0.23
our organizational mission to me.	Mission Conscious	4.00
86. Our organization selects highly talented		+ 0.22
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	Polationships	4.00
elationship with me.	Relationships	+ 0.40
31. My supervisor inspires me to grow to new	Relationships	4.00
levels.		
0. Our organization practices gratitude by		3.96
recognizing excellence in our work.	Recognition	+ 0.23
10. In my current role, I am encouraged to set	_	3.96
motivational/stretch goals for myself.		+ 0.29

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