

# **INSIGHTeX Growth Mindset & DEI**

Churchill Glen Ellyn SD 41

October 2023

#### Dimensions

Dimension	Mean
Pride	4.40
Filde	+ 0.26
Quality	4.35
Quanty	+ 0.08
Engage-Inspire	4.29
Liigage-iiispiie	+ 0.10
Satisfaction	4.26
Satisfaction	+ 0.27
Continuous Improvement	4.17
Continuous Improvement	-0.06
Innovation	4.16
innovation	+ 0.12
Delationahina	4.14
Relationships	+ 0.29
Communication	4.14
Communication	+ 0.38
Douformon so Diamina	4.12
Performance Planning	+ 0.37
Descenition	4.09
Recognition	+ 0.27
Correct Development	4.05
Career Development	+ 0.35
Turining & Davidonment	4.00
Training & Development	+ 0.41
Talant/Fit	3.98
Talent/Fit	+ 0.18
Mission Council	3.87
Mission Conscious	+ 0.26
Compart Family	3.76
Support-Equip	+ 0.15

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Pride

Question	Mean	Distribution						
	4.61	SD: 0	D: 0	N: 2	A: 18	SA: 37	NA: 1	
4. I feel great pride in the work I do.	. 0.00	(0.00%)	(0.00%)	(3.45%)	(31.03%)	(63.79%)	(1.72%)	
	+ 0.20		Α		S	A		
45. I feel great pride in the team of	4.53	SD: 0	D: 0	N: 3	A: 21	SA: 34	NA: 0	
which I am a part.	0.40	(0.00%)	(0.00%)	(5.17%)	(36.21%)	(58.62%)	(0.00%)	
·	+ 0.16		Α			SA		
78. I feel proud of and inspired by the	4.34	SD: 0	D: 0	N: 6	A: 26	SA: 26	NA: 0	
success of others on my team.		(0.00%)	(0.00%)	(10.34%)	(44.83%)	(44.83%)	(0.00%)	
,	<b></b>	N	l l	A	SA			
14. I feel great pride in being a part of	4.11	SD: 0	D: 2	N: 9	A: 27	SA: 19	NA: 1	
our organization.	2.42	(0.00%)	(3.45%)	(15.52%)	(46.55%)	(32.76%)	(1.72%)	
_	+ 0.12	N		Α		SA		

### Quality

Question	Mean	Distribution					
43. My teammates demonstrate a	4.55	SD: 0	D: 0	N: 2	A: 22	SA: 34	NA: 0
commitment to quality work and excellence.	. 0.40	(0.00%)	(0.00%)	(3.45%)	(37.93%)	(58.62%)	(0.00%)
excellence.	+ 0.16		Α			SA	
92. I demonstrate effort in building a	4.52	SD: 0	D: 0	N: 1	A: 26	SA: 31	NA: 0
positive workplace culture.		(0.00%)	(0.00%)	(1.72%)	(44.83%)	(53.45%)	(0.00%)
	<b></b> -		Α			SA	
47. I am on a team that encourages	4.42	SD: 0	D: 1	N: 4	A: 22	SA: 30	NA: 1
each member to surpass expectations.		(0.00%)	(1.72%)	(6.90%)	(37.93%)	(51.72%)	(1.72%)
	+ 0.07	N	Α			SA	
71. Our organization is committed to	3.93	SD: 0	D: 4	N: 11	A: 28	SA: 15	NA: 0
quality work and excellence.	0.40	(0.00%)	(6.90%)	(18.97%)	(48.28%)	(25.86%)	(0.00%)
	-0.13	D	N		A		SA

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	4.61	SD: 0	D: 0	N: 2	A: 18	SA: 37	NA: 1
do.	. 0.07	(0.00%)	(0.00%)	(3.45%)	(31.03%)	(63.79%)	(1.72%)
	+ 0.07		A		S	Α	
8. I am driven to contribute to the	4.61	SD: 0	D: 0	N: 1	A: 20	SA: 35	NA: 2
success of our organization.		(0.00%)	(0.00%)	(1.72%)	(34.48%)	(60.34%)	(3.45%)
	+ 0.21		Α	SA			
12. I am highly committed to and	4.35	SD: 0	D: 0	N: 5	A: 27	SA: 25	NA: 1
energized by my work.	2.42	(0.00%)	(0.00%)	(8.62%)	(46.55%)	(43.10%)	(1.72%)
	+ 0.12	N	N A		Α		
67. Our organization promotes a	4.16	SD: 0	D: 3	N: 7	A: 26	SA: 22	NA: 0
positive and engaging culture.		(0.00%)	(5.17%)	(12.07%)	(44.83%)	(37.93%)	(0.00%)
	<b></b>	N		Α		SA	
76. I would recommend our organization to a friend as a great	3.74	SD: 0	D: 5	N: 12	A: 34	SA: 7	NA: 0
		(0.00%)	(8.62%)	(20.69%)	(58.62%)	(12.07%)	(0.00%)
place to work.	+ 0.28	D	N		Α		SA

#### Satisfaction

Question	Mean	Distribution						
46. I am satisfied being a part of our	4.59	SD: 0	D: 0	N: 2	A: 20	SA: 36	NA: 0	
team.	. 0.40	(0.00%)	(0.00%)	(3.45%)	(34.48%)	(62.07%)	(0.00%)	
	+ 0.18		Α			SA		
	4.32	SD: 0	D: 0	N: 6	A: 27	SA: 24	NA: 1	
13. I am satisfied with my role/work.		(0.00%)	(0.00%)	(10.34%)	(46.55%)	(41.38%)	(1.72%)	
	+ 0.26	N	N A		SA			
20. I look forward to coming to work	4.10	SD: 0	D: 3	N: 7	A: 29	SA: 19	NA: 0	
every day.		(0.00%)	(5.17%)	(12.07%)	(50.00%)	(32.76%)	(0.00%)	
	+ 0.23	N		Α		SA		
87. Overall, I am very satisfied with our	4.03	SD: 0	D: 2	N: 9	A: 32	SA: 15	NA: 0	
organization as a place to work.		(0.00%)	(3.45%)	(15.52%)	(55.17%)	(25.86%)	(0.00%)	
	+ 0.40	N		Α			SA	

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

### Continuous Improvement

Question	Mean	Distribution						
21. I am committed to a growth	4.47	SD: 0	D: 0	N: 1	A: 29	SA: 28	NA: 0	
mindset to achieve my potential.		(0.00%)	(0.00%)	(1.72%)	(50.00%)	(48.28%)	(0.00%)	
52. I am on a team that continuously	4.34	SD: 0	A D: 1	N: 5	A: 25	SA SA: 27	NA: 0	
challenges me to grow and improve.		(0.00%)	(1.72%)	(8.62%)	(43.10%)	(46.55%)	(0.00%)	
90. Our organization embraces	4.16	SD: 0	D: 1	N: 6	A: 34	SA: 17	NA: 0	
diversity in people, ideas, and experiences to maximize our potential.		(0.00%)	(1.72%)	(10.34%)	(58.62%)	(29.31%)	(0.00%) SA	
69. I am part of an organization that continues to pursue excellence every	4.05	SD: 1	D: 2	N: 8	A: 29	SA: 18	NA: 0	
day.	-0.01	(1.72%)	(3.45%)	(13.79%) <b>A</b>	(50.00%)	(31.03%)	(0.00%)	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.83	SD: 0	D: 2	N: 14	A: 34	SA: 8	NA: 0	
		(0.00%)	(3.45%)	(24.14%)	(58.62%)	(13.79%)	(0.00%)	

#### Innovation

Question	Mean		Distribution					
16. I am continuously seeking ways to	4.44	SD: 0	D: 0	N: 2	A: 28	SA: 27	NA: 1	
mprove my overall productivity.	+ 0.13	(0.00%)	(0.00%)	(3.45%)	(48.28%)	(46.55%) SA	(1.72%)	
2. Our team encourages innovation.	4.44	SD: 0	D: 1	N: 2	A: 25	SA: 29	NA: 1	
42. Our team encourages innovation.	+ 0.30	(0.00%)	(1.72%) <b>A</b>	(3.45%)	(43.10%)	(50.00%) SA	(1.72%)	
83. Our organization encourages	3.90	SD: 1	D: 1	N: 13	A: 31	SA: 12	NA: 0	
innovation.	+ 0.22	(1.72%)	(1.72%)	(22.41%)	(53.45%)	(20.69%)	(0.00%) SA	
75. Our organization embraces an innovative mindset to maximize our potential.	3.88	SD: 1	D: 3	N: 8	A: 36	SA: 10	NA: 0	
		(1.72%) N	(5.17%)	(13.79%)	(62.07%)	(17.24%)	(0.00%) SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

### Relationships

Question	Mean			Distri	bution		
5. I have at least one close friend at	4.58	SD: 0	D: 0	N: 1	A: 22	SA: 34	NA: 1
work.	+ 0.37	(0.00%)	(0.00%)	(1.72%)	(37.93%)	(58.62%)	(1.72%)
	+ 0.37		Α			SA	
91. I take complete ownership for my attitude and effort in embracing a	4.43	SD: 0	D: 0	N: 1	A: 31	SA: 26	NA: 0
growth mindset.		(0.00%)	(0.00%)	(1.72%)	(53.45%)	(44.83%)	(0.00%)
growth minuset.			Α			SA	
51. Our team has open and trusting	4.41	SD: 0	D: 0	N: 5	A: 24	SA: 29	NA: 0
relationships.	+ 0.14	(0.00%)	(0.00%)	(8.62%)	(41.38%)	(50.00%)	(0.00%)
	+ 0.14	N	Α			SA	
50. Based on relationships	4.38	SD: 0	D: 0	N: 7	A: 22	SA: 29	NA: 0
monstrated on our team, I would		(0.00%)	(0.00%)	(12.07%)	(37.93%)	(50.00%)	(0.00%)
recommend someone to join our team.	+ 0.10	N	Α			SA	
68. Quality relationships are valued	4.14	SD: 1	D: 2	N: 6	A: 28	SA: 21	NA: 0
across our organization.	+ 0.07	(1.72%)	(3.45%)	(10.34%)	(48.28%)	(36.21%)	(0.00%)
	+ 0.07	N		Α		SA	\
25. My supervisor cares about me as a	3.90	SD: 0	D: 2	N: 15	A: 28	SA: 13	NA: 0
person.	-0.14	(0.00%)	(3.45%)	(25.86%)	(48.28%)	(22.41%)	(0.00%)
	-0.14		N		Α		SA
31. My supervisor inspires me to grow	3.86	SD: 0	D: 3	N: 13	A: 30	SA: 11	NA: 1
to new levels.		(0.00%)	(5.17%)	(22.41%)	(51.72%)	(18.97%)	(1.72%)
	<del></del>		N		Α		SA
32. I have an open and trusting	3.79	SD: 1	D: 3	N: 12	A: 32	SA: 9	NA: 1
relationship with my supervisor.	+ 0.09	(1.72%)	(5.17%)	(20.69%)	(55.17%)	(15.52%)	(1.72%)
	+ 0.03		N		Α		SA
38. My supervisor demonstrates effort	3.74	SD: 1	D: 2	N: 17	A: 29	SA: 9	NA: 0
in establishing and reinforcing a coaching relationship with me.	+ 0.31	(1.72%)	(3.45%)	(29.31%)	(50.00%)	(15.52%)	(0.00%)
			N		Α		SA

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Communication

Question	Mean		Distribution						
44. Our team effectively communicates	4.43	SD: 0	D: 0	N: 7	A: 19	SA: 32	NA: 0		
with each other.	+ 0.08	(0.00%) N	(0.00%)	(12.07%)	(32.76%)	(55.17%) SA	(0.00%)		
79. I feel "in on things" that are	4.40	SD: 1	D: 0	N: 1	A: 29	SA: 27	NA: 0		
happening at our organization.	+ 1.20	(1.72%)	(0.00%)	(1.72%)	(50.00%)	(46.55%) SA	(0.00%)		
24. My supervisor effectively	4.16	SD: 1	D: 0	N: 6	A: 32	SA: 18	NA: 1		
communicates his/her expectations.	+ 0.65	(1.72%) N	(0.00%)	(10.34%)	(55.17%)	(31.03%)	(1.72%) A		
27. My supervisor and I have effective	3.88	SD: 0	D: 3	N: 11	A: 34	SA: 10	NA: 0		
two-way communication.	+ 0.07	(0.00%)	(5.17%) N	(18.97%)	(58.62%)	(17.24%)	(0.00%) SA		
26. My supervisor gives me constructive feedback about my work	3.82	SD: 0	D: 4	N: 14	A: 27	SA: 12	NA: 1		
performance.	+ 0.13	(0.00%)	(6.90%) <b>N</b>	(24.14%)	(46.55%) <b>A</b>	(20.69%)	(1.72%) SA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

# Performance Planning

Question	Mean		Distribution					
17. I have set the right goals for myself	4.40	SD: 0	D: 0	N: 5	A: 25	SA: 28	NA: 0	
to excel in my role/position.	+ 0.23	(0.00%) N	(0.00%)	(8.62%)	(43.10%)	(48.28%) SA	(0.00%)	
49. Our team effectively sets goals to	4.36	SD: 0	D: 1	N: 6	A: 22	SA: 29	NA: 0	
further enhance our performance.	+ 0.21	(0.00%)	(1.72%)	(10.34%)	(37.93%)	(50.00%) SA	(0.00%)	
10. In my current role, I am encouraged	4.21	SD: 0	D: 3	N: 6	A: 25	SA: 24	NA: 0	
to set motivational/stretch goals for myself.	+ 0.48	(0.00%)	(5.17%)	(10.34%)	(43.10%)	(41.38%) SA	(0.00%)	
37. My supervisor motivates me to	3.93	SD: 0	D: 3	N: 10	A: 32	SA: 12	NA: 1	
achieve my goals.	+ 0.35	(0.00%)	(5.17%)	(17.24%)	(55.17%) <b>A</b>	(20.69%)	(1.72%) SA	
40. In the past three months, my	3.69	SD: 2	D: 4	N: 16	A: 20	SA: 13	NA: 3	
supervisor has discussed my successes and progress with me.	+ 0.64	(3.45%)	(6.90%) <b>N</b>	(27.59%)	(34.48%) A	(22.41%) S	(5.17%) A	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Recognition

Question	Mean		Distribution					
48. Our team recognizes each other's	4.47	SD: 0	D: 0	N: 3	A: 24	SA: 30	NA: 1	
efforts and impact.	. 0.40	(0.00%)	(0.00%)	(5.17%)	(41.38%)	(51.72%)	(1.72%)	
	+ 0.19		Α			SA		
18. I have provided meaningful	4.43	SD: 0	D: 0	N: 3	A: 27	SA: 28	NA: 0	
recognition to others in the past 10		(0.00%)	(0.00%)	(5.17%)	(46.55%)	(48.28%)	(0.00%)	
days.	+ 0.28		Α			SA		
80. Excellence is recognized in our	4.03	SD: 1	D: 1	N: 7	A: 35	SA: 14	NA: 0	
organization.		(1.72%)	(1.72%)	(12.07%)	(60.34%)	(24.14%)	(0.00%)	
	+ 0.32	N		Α			SA	
29. My supervisor recognizes me for a	3.86	SD: 0	D: 3	N: 13	A: 30	SA: 11	NA: 1	
job well done.		(0.00%)	(5.17%)	(22.41%)	(51.72%)	(18.97%)	(1.72%)	
	+ 0.22		N		Α		SA	
9. I have received meaningful	3.67	SD: 4	D: 8	N: 8	A: 21	SA: 17	NA: 0	
recognition in the past 10 days.		(6.90%)	(13.79%)	(13.79%)	(36.21%)	(29.31%)	(0.00%)	
_	+ 0.36	SD D	N		Α		SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

### Career Development

Question	Mean	Distribution					
85. I am committed to achieving my	4.47	SD: 0	D: 0	N: 0	A: 31	SA: 27	NA: 0
potential through learning and growing.		(0.00%)	(0.00%)	(0.00%)	(53.45%)	(46.55%)	(0.00%)
growing.			Α			SA	
84. I would like to work at our	4.16	SD: 0	D: 1	N: 8	A: 30	SA: 19	NA: 0
organization long term.	+ 0.26	(0.00%)	(1.72%)	(13.79%)	(51.72%)	(32.76%)	(0.00%)
		N		Α		S	A
72. Our organization provides the	3.91	SD: 1	D: 4	N: 8	A: 31	SA: 14	NA: 0
experience and development for me to		(1.72%)	(6.90%)	(13.79%)	(53.45%)	(24.14%)	(0.00%)
further my career here.	+ 0.28	D	D N		Α		SA
73. My supervisor advocates for my	3.84	SD: 0	D: 2	N: 17	A: 26	SA: 12	NA: 1
role and career growth.		(0.00%)	(3.45%)	(29.31%)	(44.83%)	(20.69%)	(1.72%)
	<b></b>		N		Α		SA
74. I have the opportunity to express	3.84	SD: 1	D: 4	N: 9	A: 31	SA: 11	NA: 2
my career interests at our organization.	+ 0.29	(1.72%)	(6.90%)	(15.52%)	(53.45%)	(18.97%)	(3.45%)
organization.		D	N		Α		SA

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

### Training & Development

Question	Mean			Distril	bution		
6. I am provided opportunities to	4.63	SD: 0	D: 0	N: 0	A: 21	SA: 36	NA: 1
further my growth and development.	+ 1.12	(0.00%)	(0.00%)	(0.00%)	(36.21%)	(62.07%)	(1.72%)
			Α			SA .	
36. My supervisor builds a culture of	4.05	SD: 1	D: 1	N: 8	A: 31	SA: 16	NA: 1
learning and growth.		(1.72%)	(1.72%)	(13.79%)	(53.45%)	(27.59%)	(1.72%)
	<b></b>	N		Α		9	SA
15. I am properly trained to achieve	3.95	SD: 0	D: 7	N: 3	A: 33	SA: 14	NA: 1
excellence in my work.		(0.00%)	(12.07%)	(5.17%)	(56.90%)	(24.14%)	(1.72%)
,	+ 0.19	D		Α			SA
30. My supervisor encourages	3.91	SD: 0	D: 3	N: 10	A: 33	SA: 11	NA: 1
opportunities for my growth and		(0.00%)	(5.17%)	(17.24%)	(56.90%)	(18.97%)	(1.72%)
development.	+ 0.24	N			Α	SA	
35. My supervisor supports my	3.88	SD: 0	D: 2	N: 14	A: 30	SA: 11	NA: 1
personal and professional		(0.00%)	(3.45%)	(24.14%)	(51.72%)	(18.97%)	(1.72%)
development.	+ 0.05	l l	1		Α		SA
81. Our organization provides the	3.57	SD: 1	D: 6	N: 19	A: 23	SA: 9	NA: 0
"right" training for me to excel in my		(1.72%)	(10.34%)	(32.76%)	(39.66%)	(15.52%)	(0.00%)
role.	+ 0.36	D	N		Α		SA

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	4.45	SD: 2	D: 1	N: 1	A: 19	SA: 35	NA: 0			
do things that I both do well and enjoy.		(3.45%)	(1.72%)	(1.72%)	(32.76%)	(60.34%)	(0.00%)			
enjoy.	+ 0.10		Α			SA				
11. I am in a role that allows me to	4.21	SD: 0	D: 3	N: 7	A: 22	SA: 25	NA: 1			
maximize my talents and strengths.	+ 0.20	(0.00%)	(5.17%)	(12.07%)	(37.93%)	(43.10%) SA	(1.72%)			
70. I feel our organization is a great fit	4.12	SD: 0	D: 0	N: 13	A: 25	SA: 20	NA: 0			
for me.	+ 0.20	(0.00%)	(0.00%)	(22.41%)	(43.10%)	(34.48%)	(0.00%)			
	T 0.20	N		A		Si	4			
7. I have encouraged someone to	3.81	SD: 0	D: 8	N: 7	A: 26	SA: 13	NA: 4			
apply at our organization.	+ 0.32	(0.00%)	(13.79%)	(12.07%)	(44.83%)	(22.41%)	(6.90%)			
		D	N	A		SA	NA			
86. Our organization selects highly	3.79	SD: 1	D: 1	N: 16	A: 31	SA: 9	NA: 0			
talented individuals when hiring.	+ 0.10	(1.72%)	(1.72%)	(27.59%)	(53.45%)	(15.52%)	(0.00%)			
	+ 0.10		N		Α		SA			
39. My supervisor knows the talents to	3.77	SD: 1	D: 0	N: 19	A: 27	SA: 9	NA: 2			
look for in selecting new teammates who will be successful.	+ 0.22	(1.72%)	(0.00%)	(32.76%)	(46.55%)	(15.52%)	(3.45%)			
Wild Will be succession.	+ 0.22		N		Α		SA			
77. Our organization selects the right	3.69	SD: 0	D: 4	N: 16	A: 32	SA: 6	NA: 0			
people for the right job.	+ 0.13	(0.00%)	(6.90%)	(27.59%)	(55.17%)	(10.34%)	(0.00%)			
		D	N		Α		SA			

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Mission Conscious

Question	Mean	Distribution							
22. I am aware and knowledgeable	4.14	SD: 0	D: 5	N: 4	A: 27	SA: 22	NA: 0		
about our organization's mission.	-0.01	(0.00%)	(8.62%)	(6.90%)	(46.55%)	(37.93%) SA	(0.00%)		
41. My supervisor effectively communicates our organizational	4.03	SD: 0	D: 2	N: 8	A: 34	SA: 14	NA: 0		
mission to me.	+ 0.53	(0.00%)	(3.45%)	(13.79%)	(58.62%)	(24.14%)	(0.00%)		
88. Our organization effectively aligns our day-to-day activities with the	3.76	SD: 0	D: 4	N: 16	A: 28	SA: 10	NA: 0		
organizational mission.	+ 0.17	(0.00%)	(6.90%) N	(27.59%)	(48.28%) <b>A</b>	(17.24%)	(0.00%) SA		
82. Business decisions made are consistent with our mission and core values.	3.53	SD: 0	D: 7	N: 20	A: 24	SA: 7	NA: 0		
	+ 0.36	(0.00%)	(12.07%) <b>N</b>	(34.48%)	(41.38%)	(12.07%) <b>A</b>	(0.00%) SA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Support-Equip

Question	Mean			Distri	bution		
23. I have a supportive coaching	3.98	SD: 1	D: 4	N: 5	A: 33	SA: 15	NA: 0
relationship with my supervisor.	+ 0.34	(1.72%) D N	(6.90%)	(8.62%)	(56.90%)	(25.86%)	(0.00%) SA
34. My supervisor is actively responsive to my needs.	3.86	SD: 1	D: 3	N: 11	A: 30	SA: 12	NA: 1
	+ 0.11	(1.72%)	(5.17%)	(18.97%)	(51.72%)	(20.69%)	(1.72%) SA
33. My supervisor supports me through challenges and failures in	3.80	SD: 0	D: 2	N: 16	A: 27	SA: 9	NA: 4
order to succeed.		(0.00%)	(3.45%)	(27.59%)	(46.55%)	(15.52%)	(6.90%)
3. I am provided the core needs	3.74	SD: 4	D: 6	N: 5	A: 29	SA: 14	NA: 0
necessary for me to excel in my role.	+ 0.11	(6.90%)	(10.34%) N	(8.62%)	(50.00%)	(24.14%)	(0.00%) SA
19. I am provided the materials,	3.62	SD: 6	D: 5	N: 6	A: 29	SA: 12	NA: 0
equipment, and information necessary to effectively perform my job.	+ 0.28	(10.34%)	(8.62%)	(10.34%)	(50.00%)	(20.69%)	(0.00%)
28. I am provided the opportunity to	3.56	SD D	N D: 6	N: 16	A: 24	SA: 7	SA NA: 4
spend quality time with my supervisor.	+ 0.15	(1.72%)	(10.34%) <b>N</b>	(27.59%)	(41.38%) <b>A</b>	(12.07%)	(6.90%) SA NA

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Top Items

Question	Mean		Distribution							
6. I am provided opportunities to	4.63	SD: 0	D: 0	N: 0	A: 21	SA: 36	NA: 1			
further my growth and development.	+ 1.12	(0.00%)	(0.00%)	(0.00%)	(36.21%)	(62.07%)	(1.72%)			
	Ŧ 1.12		Α		SA					
	4.61	SD: 0	D: 0	N: 2	A: 18	SA: 37	NA: 1			
4. I feel great pride in the work I do.		(0.00%)	(0.00%)	(3.45%)	(31.03%)	(63.79%)	(1.72%)			
	+ 0.20		Α		S	A				
8. I am driven to contribute to the	4.61	SD: 0	D: 0	N: 1	A: 20	SA: 35	NA: 2			
success of our organization.	0.04	(0.00%)	(0.00%)	(1.72%)	(34.48%)	(60.34%)	(3.45%)			
_	+ 0.21		Α		SA					
2. I am fully engaged in the work that I	4.61	SD: 0	D: 0	N: 2	A: 18	SA: 37	NA: 1			
do.		(0.00%)	(0.00%)	(3.45%)	(31.03%)	(63.79%)	(1.72%)			
	+ 0.07		Α		SA					
46. I am satisfied being a part of our	4.59	SD: 0	D: 0	N: 2	A: 20	SA: 36	NA: 0			
team.	0.40	(0.00%)	(0.00%)	(3.45%)	(34.48%)	(62.07%)	(0.00%)			
	+ 0.18		Α			SA				

D: Disagree

N : Neutral

A : Agree

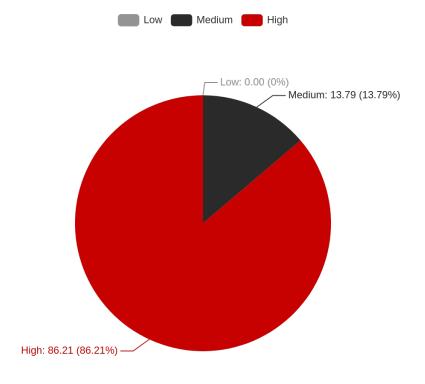
SA : Strongly Agree

NA: Not Applicable

#### **Bottom Items**

Question	Mean	Distribution						
82. Business decisions made are	3.53	SD: 0	D: 7	N: 20	A: 24	SA: 7	NA: 0	
consistent with our mission and core values.	0.00	(0.00%)	(12.07%)	(34.48%)	(41.38%)	(12.07%)	(0.00%)	
values.	+ 0.36	D	N			Α	SA	
28. I am provided the opportunity to	3.56	SD: 1	D: 6	N: 16	A: 24	SA: 7	NA: 4	
spend quality time with my supervisor.		(1.72%)	(10.34%)	(27.59%)	(41.38%)	(12.07%)	(6.90%)	
	+ 0.15	D	N		Α		SA NA	
81. Our organization provides the	3.57	SD: 1	D: 6	N: 19	A: 23	SA: 9	NA: 0	
"right" training for me to excel in my role.		(1.72%)	(10.34%)	(32.76%)	(39.66%)	(15.52%)	(0.00%)	
iole.	+ 0.36	D	N		Α		SA	
19. I am provided the materials,	3.62	SD: 6	D: 5	N: 6	A: 29	SA: 12	NA: 0	
equipment, and information necessary		(10.34%)	(8.62%)	(10.34%)	(50.00%)	(20.69%)	(0.00%)	
to effectively perform my job.	+ 0.28	SD D	N		Α		SA	
9. I have received meaningful	3.67	SD: 4	D: 8	N: 8	A: 21	SA: 17	NA: 0	
recognition in the past 10 days.		(6.90%)	(13.79%)	(13.79%)	(36.21%)	(29.31%)	(0.00%)	
	+ 0.36	SD D	N		Α		SA	

#### **Current Growth Mindset Chart**



D : Disagree

N : Neutral

A : Agree

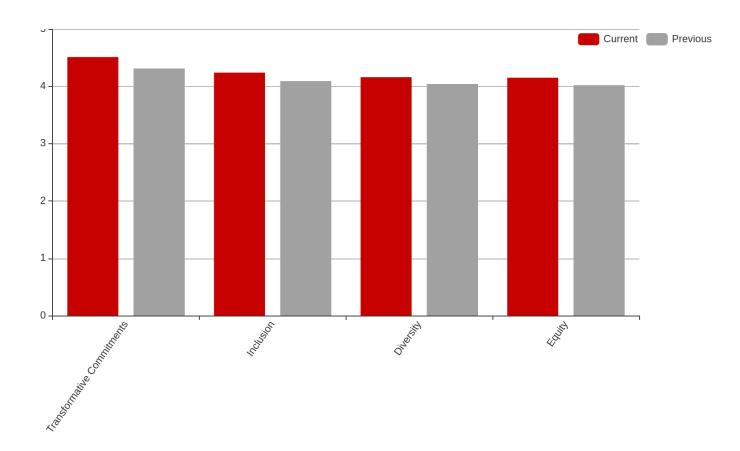
SA : Strongly Agree

NA: Not Applicable

#### **Growth Mindset Table**

Question	Mean			Distri	bution		
6. I am provided opportunities to	4.63	SD: 0	D: 0	N: 0	A: 21	SA: 36	NA: 1
further my growth and development.	+ 1.12	(0.00%)	(0.00%)	(0.00%)	(36.21%)	(62.07%)	(1.72%)
be the state of th			Α			SA	
85. I am committed to achieving my potential through learning and	4.47	SD: 0	D: 0	N: 0	A: 31	SA: 27	NA: 0
growing.		(0.00%)	(0.00%)	(0.00%)	(53.45%)	(46.55%)	(0.00%)
21. I am committed to a growth	4.47	SD: 0	D: 0	N: 1	A: 29	SA SA: 28	NA: 0
	4.47						
mindset to achieve my potential.		(0.00%)	(0.00%)	(1.72%)	(50.00%)	(48.28%) SA	(0.00%)
91. I take complete ownership for my	4.43	SD: 0	D: 0	N: 1	A: 31	SA: 26	NA: 0
attitude and effort in embracing a		(0.00%)	(0.00%)	(1.72%)	(53.45%)	(44.83%)	(0.00%)
growth mindset.			Α			SA	
18. I have provided meaningful	4.43	SD: 0	D: 0	N: 3	A: 27	SA: 28	NA: 0
recognition to others in the past 10		(0.00%)	(0.00%)	(5.17%)	(46.55%)	(48.28%)	(0.00%)
days.	+ 0.28		Α			SA	
17. I have set the right goals for myself	4.40	SD: 0	D: 0	N: 5	A: 25	SA: 28	NA: 0
to excel in my role/position.	+ 0.23	(0.00%)	(0.00%)	(8.62%)	(43.10%)	(48.28%)	(0.00%)
	+ 0.23	N	Α			SA	
52. I am on a team that continuously	4.34	SD: 0	D: 1	N: 5	A: 25	SA: 27	NA: 0
challenges me to grow and improve.		(0.00%)	(1.72%)	(8.62%)	(43.10%)	(46.55%)	(0.00%)
		N	Δ			SA	
78. I feel proud of and inspired by the	4.34	SD: 0	D: 0	N: 6	A: 26	SA: 26	NA: 0
success of others on my team.		(0.00%)	(0.00%)	(10.34%)	(44.83%)	(44.83%) SA	(0.00%)
90. Our organization embraces		SD: 0	D: 1	N: 6	A: 34	SA: 17	NA: 0
diversity in people, ideas, and	4.16	30.0	<i>D</i> . I	IV. O	A. 34	3A. II	INA. U
experiences to maximize our potential.		(0.00%)	(1.72%)	(10.34%)	(58.62%)	(29.31%)	(0.00%)
experiences to maximize our potential.	<b></b>	N		Α			SA
36. My supervisor builds a culture of	4.05	SD: 1	D: 1	N: 8	A: 31	SA: 16	NA: 1
learning and growth.		(1.72%)	(1.72%)	(13.79%)	(53.45%)	(27.59%)	(1.72%)
		N		A			SA

#### **DEI Chart**



#### **DEI Table**

Dimension	Mean
Transformative Commitments	4.51
Transformative Communicities	+ 0.20
Inclusion	4.24
inclusion	+ 0.15
Diversity	4.16
Diversity	+ 0.12
Equity	4.15
Equity	+ 0.13

### **Transformative Commitments**

Question	Mean	Distribution						
105. I embrace our ideals and commitment of anti-bias, anti-hate,	4.66	SD: 0	D: 0	N: 0	A: 20	SA: 38	NA: 0	
and anti-racism to promote what is right for all.	+ 0.22	(0.00%)	(0.00%)	(0.00%)	(34.48%)	(65.52%) SA	(0.00%)	
109. I am committed to being a positive contributor to a workplace	4.66	SD: 0	D: 0	N: 1	A: 18	SA: 39	NA: 0	
culture of anti-bias, anti-hate, and anti-racism with equality for all.	+ 0.12	(0.00%)	(0.00%)	(1.72%)	(31.03%) S	(67.24%) A	(0.00%)	
104. In my department or team, we demonstrate quality efforts in building	4.47	SD: 1	D: 0	N: 2	A: 23	SA: 32	NA: 0	
a culture of anti-bias, anti-hate, and anti-racism.	+ 0.20	(1.72%)	(0.00%)	(3.45%)	(39.66%)	(55.17%) SA	(0.00%)	
103. Our organization demonstrates quality efforts in building a culture of	4.28	SD: 0	D: 1	N: 4	A: 31	SA: 22	NA: 0	
anti-bias, anti-hate, and anti-racism.	+ 0.28	(0.00%)	(1.72%)	(6.90%)	(53.45%)	(37.93%) SA	(0.00%)	

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Inclusion

Question	Mean			Distri	bution		
108. I am committed to being a	4.67	SD: 0	D: 0	N: 0	A: 19	SA: 39	NA: 0
positive contributor to a workplace		(0.00%)	(0.00%)	(0.00%)	(32.76%)	(67.24%)	(0.00%)
culture of inclusion, diversity, and equity.	+ 0.16	(444-4)		(***********	S		(
96. I value the contributions of all	4.55	SD: 0	D: 0	N: 1	A: 24	SA: 33	NA: 0
team members.		(0.00%)	(0.00%)	(1.72%)	(41.38%)	(56.90%)	(0.00%)
	+ 0.27		Α			SA	
106. My team models kindness and	4.53	SD: 1	D: 0	N: 1	A: 21	SA: 35	NA: 0
respect for all, not hateful, hurtful, or racist behavior towards anyone.	. 0.05	(1.72%)	(0.00%)	(1.72%)	(36.21%)	(60.34%)	(0.00%)
	+ 0.05		Α			SA	
107. Our organization stands for a workplace culture that does not	4.48	SD: 0	D: 0	N: 3	A: 24	SA: 31	NA: 0
tolerate racism or hurtful behaviors.	+ 0.24	(0.00%)	(0.00%)	(5.17%)	(41.38%)	(53.45%)	(0.00%)
	T 0.24		Α			SA	
111. Our organization is a safe place for people of color to work and be	4.45	SD: 0	D: 1	N: 2	A: 25	SA: 30	NA: 0
successful.	+ 0.25	(0.00%)	(1.72%)	(3.45%)	(43.10%)	(51.72%)	(0.00%)
	T 0.23		Α			SA	
97. My team values the contributions	4.43	SD: 0	D: 2	N: 3	A: 21	SA: 32	NA: 0
of all team members, no matter their role, background, experiences,		(0.00%)	(3.45%)	(5.17%)	(36.21%)	(55.17%)	(0.00%)
qualities, or perspectives.	+ 0.16		Α			SA	
112. We have a workplace that							
promotes a professional and inclusive	4.34	SD: 0	D: 2	N: 3	A: 26	SA: 27	NA: 0
culture, where all are respected,		(0.00%)	(3.45%)	(5.17%)	(44.83%)	(46.55%)	(0.00%)
treated with dignity, and supported for	+ 0.26	(0.0078)	(3.4370)	(3.17 %)	(44.0370)	(40.55%)	(0.0070)
success and potential to be realized.	1 0120		Α			SA	
91. I value inclusion efforts to build a	4.33	SD: 0	D: 0	N: 5	A: 29	SA: 24	NA: 0
quality team culture of respect,		(0.00%)	(0.00%)	(8.62%)	(50.00%)	(41.38%)	(0.00%)
kindness, and positive impact.	+ 0.15	N		Α		SA	
110. Our team is comfortable	4.30	SD: 0	D: 2	N: 4	A: 25	SA: 25	NA: 2
addressing issues of race, racism, and		(0.00%)	(3.45%)	(6.90%)	(43.10%)	(43.10%)	(3.45%)
bias in our workplace.	+ 0.26	N	Δ	l .		SA	
101. We are committed to a workplace culture where we value, respect, and	4.19	SD: 0	D: 2	N: 4	A: 33	SA: 19	NA: 0
learn from each other to achieve		(0.00%)	(3.45%)	(6.90%)	(56.90%)	(32.76%)	(0.00%)
maximum success, happiness, and	+ 0.19		(5.4570)		(30.3070)		
potential.		N		Α		S	A
90. Diversity in ideas, viewpoints,	4.17	SD: 0	D: 2	N: 4	A: 34	SA: 18	NA: 0
cultures, backgrounds, qualities, and		(0.00%)	(3.45%)	(6.90%)	(58.62%)	(31.03%)	(0.00%)
perspectives are respected and valued in our organization.	+ 0.30	N	,	A			SA
in our organization.		IN		A		•	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Question	Mean	Distribution						
92. I firmly believe that inclusion and diversity make us a stronger team and	4.16	SD: 0	D: 2	N: 9	A: 25	SA: 22	NA: 0	
organization.	-0.05	(0.00%)	(3.45%)	(15.52%)	(43.10%)	(37.93%)	(0.00%)	
	-0.05	N		Α		SA		
98. Our organization embraces a	4.14	SD: 0	D: 2	N: 8	A: 28	SA: 20	NA: 0	
'better together' mindset and efforts to support success for all.		(0.00%)	(3.45%)	(13.79%)	(48.28%)	(34.48%)	(0.00%)	
to support success for all.	+ 0.15	N		Α		S	Ą	
94. Our team embraces challenging,	4.07	SD: 0	D: 1	N: 13	A: 25	SA: 19	NA: 0	
uniting, and inclusive opportunities to		(0.00%)	(1.72%)	(22.41%)	(43.10%)	(32.76%)	(0.00%)	
work together for quality outcomes.	+ 0.11	(0.00%)	(1.7270)	(22.41%)	(43.10%)		A	
102. We strive to achieve and model 'more together' in an inclusive and	4.03	SD: 0	D: 5	N: 6	A: 29	SA: 18	NA: 0	
diverse culture with strong respect and		(0.00%)	(8.62%)	(10.34%)	(50.00%)	(31.03%)	(0.00%)	
support for all.	+ 0.12	D N		Α		9	SA	
99. Our workplace culture	3.93	SD: 0	D: 7	N: 8	A: 25	SA: 18	NA: 0	
demonstrates that everyone in every		(0.00%)	(12.07%)	(13.79%)	(43.10%)	(31.03%)	(0.00%)	
role is valued and supported for our collective success.	+ 0.08	D	N	Α	(1211213)	` ,	SA	
93. Our organization demonstrates a	3.79	SD: 0	D: 6	N: 12	A: 28	SA: 12	NA: 0	
belief with actions, to support a	5.15	(0.00%)	(10.34%)	(20.69%)	(48.28%)	(20.69%)	(0.00%)	
culture of inclusion and diversity.	-0.03	(0.00%)	(10.54%)	(20.0376)	A	(20.0370)	SA	
95. Our organization demonstrates quality efforts in building a culture of	3.76	SD: 2	D: 5	N: 14	A: 21	SA: 16	NA: 0	
inclusion and equity, where individuals	5.70							
are treated fairly and respectfully, and		(3.45%)	(8.62%)	(24.14%)	(36.21%)	(27.59%)	(0.00%)	
provided access to resources and opportunities.	-0.04	D	N		Α		SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Diversity

Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace	4.67	SD: 0	D: 0	N: 0	A: 19	SA: 39	NA: 0
culture of inclusion, diversity, and	0.40	(0.00%)	(0.00%)	(0.00%)	(32.76%)	(67.24%)	(0.00%)
equity.	+ 0.16	1	A SA				
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	4.17	SD: 0	D: 2	N: 4	A: 34	SA: 18	NA: 0
perspectives are respected and valued		(0.00%)	(3.45%)	(6.90%)	(58.62%)	(31.03%)	(0.00%)
in our organization.	+ 0.30	N	A SA				SA
92. I firmly believe that inclusion and	4.16	SD: 0	D: 2	N: 9	A: 25	SA: 22	NA: 0
diversity make us a stronger team and organization.	-0.05	(0.00%)	(3.45%)	(15.52%)	(43.10%)	(37.93%)	(0.00%)
organization.	-0.03	N		Α		SA	
89. Our organization demonstrates quality efforts in building a culture of	4.14	SD: 0	D: 2	N: 4	A: 36	SA: 16	NA: 0
diversity.	+ 0.25	(0.00%)	(3.45%)	(6.90%)	(62.07%)	(27.59%)	(0.00%)
	T 0.23	N		Α			SA
102. We strive to achieve and model 'more together' in an inclusive and	4.03	SD: 0	D: 5	N: 6	A: 29	SA: 18	NA: 0
diverse culture with strong respect and		(0.00%)	(8.62%)	(10.34%)	(50.00%)	(31.03%)	(0.00%)
support for all.	+ 0.12	D N		Α		9	SA
93. Our organization demonstrates a	3.79	SD: 0	D: 6	N: 12	A: 28	SA: 12	NA: 0
belief with actions, to support a culture of inclusion and diversity.	-0.03	(0.00%)	(10.34%)	(20.69%)	(48.28%)	(20.69%)	(0.00%)
culture of inclusion and diversity.		D	N		Α		SA

D: Disagree

N : Neutral

A : Agree

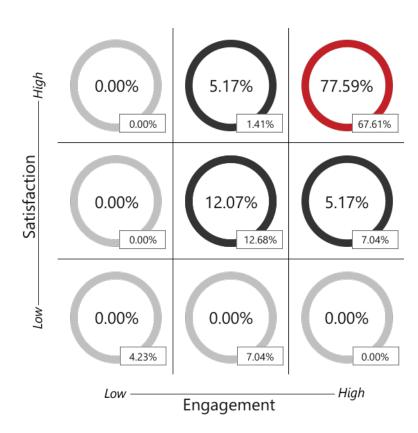
SA : Strongly Agree

NA: Not Applicable

# Equity

Question	Mean			Distri	bution		
108. I am committed to being a positive contributor to a workplace	4.67	SD: 0		N: 0	A: 19	SA: 39	NA: 0
culture of inclusion, diversity, and equity.	+ 0.16	(0.00%	(0.00%)	(0.00%)	(32.76%) S	(67.24%) A	(0.00%)
98. Our organization embraces a	4.14	SD: 0	D: 2	N: 8	A: 28	SA: 20	NA: 0
better together' mindset and efforts to support success for all.	+ 0.15	(0.00%		(13.79%)	(48.28%)	(34.48%) S	(0.00%) A
100. Our organization demonstrates a commitment to promoting equity and	4.02	SD: 0	D: 4	N: 8	A: 29	SA: 17	NA: 0
efforts to see potential of all be	+ 0.22	(0.00%	(6.90%)	(13.79%)	(50.00%)	(29.31%)	(0.00%)
realized.	+ 0.22	D	N	Α			SA
95. Our organization demonstrates quality efforts in building a culture of	3.76	SD: 2	D: 5	N: 14	A: 21	SA: 16	NA: 0
inclusion and equity, where individuals are treated fairly and respectfully, and	224	(3.45%	(8.62%)	(24.14%)	(36.21%)	(27.59%)	(0.00%)
provided access to resources and opportunities.	-0.04	D	N		Α		SA

September 2023



### All Items

Question	Dimension	Mean
6. I am provided opportunities to further my		4.63
growth and development.	Training & Development	+ 1.12
4. I feel great pride in the work I do.	Pride	4.61
		+ 0.20
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.61
5.1. 5.g	3 3 1	+ 0.21
2. I am fully engaged in the work that I do.	Engage-Inspire	4.61
, , ,		+ 0.07
46. I am satisfied being a part of our team.	Satisfaction	4.59 + 0.18
		4.58
5. I have at least one close friend at work.	Relationships	+ 0.37
43. My teammates demonstrate a		4.55
commitment to quality work and excellence.	Quality	+ 0.16
45. I feel great pride in the team of which I am		4.53
a part.	Pride	+ 0.16
92. I demonstrate effort in building a positive		4.52
workplace culture.	Quality	
48. Our team recognizes each other's efforts		4.47
and impact.	Recognition	+ 0.19
85. I am committed to achieving my potential		4.47
through learning and growing.	Career Development	
21. I am committed to a growth mindset to		4.47
achieve my potential.	Continuous Improvement	
1. In my role I have the opportunity to do		4.45
things that I both do well and enjoy.	Talent/Fit	+ 0.10
16. I am continuously seeking ways to improve	Innovation	4.44
my overall productivity.		+ 0.13
42. Our team encourages innovation.	Innovation	4.44
_	IIIIOVatioii	+ 0.30
44. Our team effectively communicates with	Communication	4.43
each other.	Communication	+ 0.08
18. I have provided meaningful recognition to	Recognition	4.43
others in the past 10 days.		+ 0.28
91. I take complete ownership for my attitude	Deletionality	4.43
and effort in embracing a growth mindset.	Relationships	

Question	Dimension	Mean
47. I am on a team that encourages each	2.11	4.42
member to surpass expectations.	Quality	+ 0.07
51. Our team has open and trusting	B.1.: 1:	4.41
relationships.	Relationships	+ 0.14
17. I have set the right goals for myself to excel	Portioners Planting	4.40
in my role/position.	Performance Planning	+ 0.23
79. I feel "in on things" that are happening at	Commission	4.40
our organization.	Communication	+ 1.20
50. Based on relationships demonstrated on		4.38
our team, I would recommend someone to join our team.	Relationships	+ 0.10
49. Our team effectively sets goals to further		4.36
enhance our performance.	Performance Planning	+ 0.21
12. I am highly committed to and energized by		4.35
my work.	Engage-Inspire	+ 0.12
78. I feel proud of and inspired by the success		4.34
of others on my team.	Pride	
52. I am on a team that continuously		4.34
challenges me to grow and improve.	Continuous Improvement	
13. I am satisfied with my role/work.	Satisfaction	4.32
10. In my current role, I am encouraged to set		+ 0.26
motivational/stretch goals for myself.	Performance Planning	4.21
11. I am in a role that allows me to maximize		+ 0.48
my talents and strengths.	Talent/Fit	4.21
		+ 0.20
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.16
24. My supervisor effectively communicates his/her expectations.	Communication	4.16
·		+ 0.65
90. Our organization embraces diversity in people, ideas, and experiences to maximize	Continuous Improvement	4.16
our potential.		
84. I would like to work at our organization		4.16
long term.	Career Development	+ 0.26
22. I am aware and knowledgeable about our		4.14
organization's mission.	Mission Conscious	-0.01

Question	Dimension	Mean
68. Quality relationships are valued across our		4.14
organization.	Relationships	+ 0.07
		4.12
70. I feel our organization is a great fit for me.	Talent/Fit	+ 0.20
14. I feel great pride in being a part of our		4.11
organization.	Pride	+ 0.12
20. I look forward to coming to work every	Satisfaction	4.10
day.		+ 0.23
69. I am part of an organization that continues		4.05
to pursue excellence every day.	Continuous Improvement	-0.01
36. My supervisor builds a culture of learning and growth.	Training & Development	4.05
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.03
		+ 0.53
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.03
		+ 0.40
80. Excellence is recognized in our organization.	Recognition	4.03
		+ 0.32
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.98
		+ 0.34
15. I am properly trained to achieve excellence	Training & Development	3.95
in my work.	manning at Development	+ 0.19
37. My supervisor motivates me to achieve my	Performance Planning	3.93
goals.	r crioimance riaming	+ 0.35
71. Our organization is committed to quality	Quality	3.93
work and excellence.	Quanty	-0.13
30. My supervisor encourages opportunities	Training & Development	3.91
for my growth and development.		+ 0.24
72. Our organization provides the experience and development for me to further my career	Career Development	3.91
here.		+ 0.28
83. Our organization encourages innovation.	Innovation	3.90
22. 23. argumzation encourages minoration.		+ 0.22
25. My supervisor cares about me as a person.	Relationships	3.90
	-0.14	-0.14

Question	Dimension	Mean
35. My supervisor supports my personal and		3.88
professional development.	Training & Development	+ 0.05
27. My supervisor and I have effective two-way		3.88
communication.	Communication	+ 0.07
75. Our organization embraces an innovative	Innovation	3.88
mindset to maximize our potential.	Innovation	
29. My supervisor recognizes me for a job well	Describion	3.86
done.	Recognition	+ 0.22
31. My supervisor inspires me to grow to new		3.86
levels.	Relationships	
34. My supervisor is actively responsive to my	6 4 5	3.86
needs.	Support-Equip	+ 0.11
74. I have the opportunity to express my	Career Development	3.84
career interests at our organization.		+ 0.29
73. My supervisor advocates for my role and		3.84
career growth.	Career Development	
89. Our organization demonstrates the		3.83
effective use of data to guide continuous improvement.	Continuous Improvement	
26. My supervisor gives me constructive		3.82
feedback about my work performance.	Communication	+ 0.13
7. I have encouraged someone to apply at our	Talent/Fit	3.81
organization.		+ 0.32
33. My supervisor supports me through		3.80
challenges and failures in order to succeed.	Support-Equip	
32. I have an open and trusting relationship	Relationships	3.79
with my supervisor.		+ 0.09
86. Our organization selects highly talented	Talent/Fit	3.79
individuals when hiring.		+ 0.10
39. My supervisor knows the talents to look	Talent/Fit	
for in selecting new teammates who will be		3.77
successful.		+ 0.22
88. Our organization effectively aligns our	Mission Conscious	3.76
day-to-day activities with the organizational mission.		+ 0.17
		. 3

Question	Dimension	Mean
76. I would recommend our organization to a		3.74
friend as a great place to work.	Engage-Inspire	+ 0.28
38. My supervisor demonstrates effort in establishing and reinforcing a coaching	Relationships	3.74
relationship with me.		+ 0.31
3. I am provided the core needs necessary for		3.74
me to excel in my role.	Support-Equip	+ 0.11
40. In the past three months, my supervisor has discussed my successes and progress with	Performance Planning	3.69
me.		+ 0.64
77. Our organization selects the right people for the right job.	T-1/5":	3.69
	Talent/Fit	+ 0.13
9. I have received meaningful recognition in	Do oo oo iti oo	3.67
the past 10 days.	Recognition	+ 0.36
19. I am provided the materials, equipment, and information necessary to effectively	Support-Equip	3.62
perform my job.	обран түшр	+ 0.28
81. Our organization provides the "right"	Training & Development	3.57
training for me to excel in my role.		+ 0.36
28. I am provided the opportunity to spend		3.56
quality time with my supervisor.	Support-Equip	+ 0.15
32. Business decisions made are consistent	Mission Conscious	3.53
with our mission and core values.	ivilssion Conscious	+ 0.36