



# INSIGHTeX Growth Mindset & DEI

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Dimensions

Dimension	Mean
Pride	4.40 + 0.26
Quality	4.35 + 0.08
Engage-Inspire	4.29 + 0.10
Satisfaction	4.26 + 0.27
Continuous Improvement	4.17 -0.06
Innovation	4.16 + 0.12
Relationships	4.14 + 0.29
Communication	4.14 + 0.38
Performance Planning	4.12 + 0.37
Recognition	4.09 + 0.27
Career Development	4.05 + 0.35
Training & Development	4.00 + 0.41
Talent/Fit	3.98 + 0.18
Mission Conscious	3.87 + 0.26
Support-Equip	3.76 + 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.	4.61 + 0.20	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 18 (31.03%)	SA: 37 (63.79%)	NA: 1 (1.72%)
		A		SA			
45. I feel great pride in the team of which I am a part.	4.53 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.17%)	A: 21 (36.21%)	SA: 34 (58.62%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.34 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (10.34%)	A: 26 (44.83%)	SA: 26 (44.83%)	NA: 0 (0.00%)
		N	A		SA		
14. I feel great pride in being a part of our organization.	4.11 + 0.12	SD: 0 (0.00%)	D: 2 (3.45%)	N: 9 (15.52%)	A: 27 (46.55%)	SA: 19 (32.76%)	NA: 1 (1.72%)
		N	A		SA		

## Quality

Question	Mean	Distribution					
43. My teammates demonstrate a commitment to quality work and excellence.	4.55 + 0.16	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 22 (37.93%)	SA: 34 (58.62%)	NA: 0 (0.00%)
		A		SA			
92. I demonstrate effort in building a positive workplace culture.	4.52 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 26 (44.83%)	SA: 31 (53.45%)	NA: 0 (0.00%)
		A		SA			
47. I am on a team that encourages each member to surpass expectations.	4.42 + 0.07	SD: 0 (0.00%)	D: 1 (1.72%)	N: 4 (6.90%)	A: 22 (37.93%)	SA: 30 (51.72%)	NA: 1 (1.72%)
		N	A		SA		
71. Our organization is committed to quality work and excellence.	3.93 -0.13	SD: 0 (0.00%)	D: 4 (6.90%)	N: 11 (18.97%)	A: 28 (48.28%)	SA: 15 (25.86%)	NA: 0 (0.00%)
		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.	4.61 + 0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.45%)	A: 18 (31.03%)	SA: 37 (63.79%)	NA: 1 (1.72%)
		A		SA			
8. I am driven to contribute to the success of our organization.	4.61 + 0.21	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.72%)	A: 20 (34.48%)	SA: 35 (60.34%)	NA: 2 (3.45%)
		A		SA			
12. I am highly committed to and energized by my work.	4.35 + 0.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (8.62%)	A: 27 (46.55%)	SA: 25 (43.10%)	NA: 1 (1.72%)
		N	A		SA		
67. Our organization promotes a positive and engaging culture.	4.16 ---	SD: 0 (0.00%)	D: 3 (5.17%)	N: 7 (12.07%)	A: 26 (44.83%)	SA: 22 (37.93%)	NA: 0 (0.00%)
		N	A		SA		
76. I would recommend our organization to a friend as a great place to work.	3.74 + 0.28	SD: 0 (0.00%)	D: 5 (8.62%)	N: 12 (20.69%)	A: 34 (58.62%)	SA: 7 (12.07%)	NA: 0 (0.00%)
		D	N	A		SA	

## Satisfaction

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

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

## Innovation

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

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

## Relationships

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

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

## Communication

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

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



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

## Recognition

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

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

## Career Development

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

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

## Training & Development

Question	Mean	Distribution					
6. I am provided opportunities to further my growth and development.	4.63 + 1.12	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 21 (36.21%)	SA: 36 (62.07%)	NA: 1 (1.72%)
		A		SA			
36. My supervisor builds a culture of learning and growth.	4.05 ---	SD: 1 (1.72%)	D: 1 (1.72%)	N: 8 (13.79%)	A: 31 (53.45%)	SA: 16 (27.59%)	NA: 1 (1.72%)
		N		A		SA	
15. I am properly trained to achieve excellence in my work.	3.95 + 0.19	SD: 0 (0.00%)	D: 7 (12.07%)	N: 3 (5.17%)	A: 33 (56.90%)	SA: 14 (24.14%)	NA: 1 (1.72%)
		D		A		SA	
30. My supervisor encourages opportunities for my growth and development.	3.91 + 0.24	SD: 0 (0.00%)	D: 3 (5.17%)	N: 10 (17.24%)	A: 33 (56.90%)	SA: 11 (18.97%)	NA: 1 (1.72%)
		N		A		SA	
35. My supervisor supports my personal and professional development.	3.88 + 0.05	SD: 0 (0.00%)	D: 2 (3.45%)	N: 14 (24.14%)	A: 30 (51.72%)	SA: 11 (18.97%)	NA: 1 (1.72%)
		N		A		SA	
81. Our organization provides the "right" training for me to excel in my role.	3.57 + 0.36	SD: 1 (1.72%)	D: 6 (10.34%)	N: 19 (32.76%)	A: 23 (39.66%)	SA: 9 (15.52%)	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.	4.45 + 0.10	SD: 2 (3.45%)	D: 1 (1.72%)	N: 1 (1.72%)	A: 19 (32.76%)	SA: 35 (60.34%)	NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.21 + 0.20	SD: 0 (0.00%)	D: 3 (5.17%)	N: 7 (12.07%)	A: 22 (37.93%)	SA: 25 (43.10%)	NA: 1 (1.72%)
70. I feel our organization is a great fit for me.	4.12 + 0.20	SD: 0 (0.00%)	D: 0 (0.00%)	N: 13 (22.41%)	A: 25 (43.10%)	SA: 20 (34.48%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	3.81 + 0.32	SD: 0 (0.00%)	D: 8 (13.79%)	N: 7 (12.07%)	A: 26 (44.83%)	SA: 13 (22.41%)	NA: 4 (6.90%)
86. Our organization selects highly talented individuals when hiring.	3.79 + 0.10	SD: 1 (1.72%)	D: 1 (1.72%)	N: 16 (27.59%)	A: 31 (53.45%)	SA: 9 (15.52%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.77 + 0.22	SD: 1 (1.72%)	D: 0 (0.00%)	N: 19 (32.76%)	A: 27 (46.55%)	SA: 9 (15.52%)	NA: 2 (3.45%)
77. Our organization selects the right people for the right job.	3.69 + 0.13	SD: 0 (0.00%)	D: 4 (6.90%)	N: 16 (27.59%)	A: 32 (55.17%)	SA: 6 (10.34%)	NA: 0 (0.00%)

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

Mission Conscious

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

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

## Support-Equip

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

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

Top Items

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

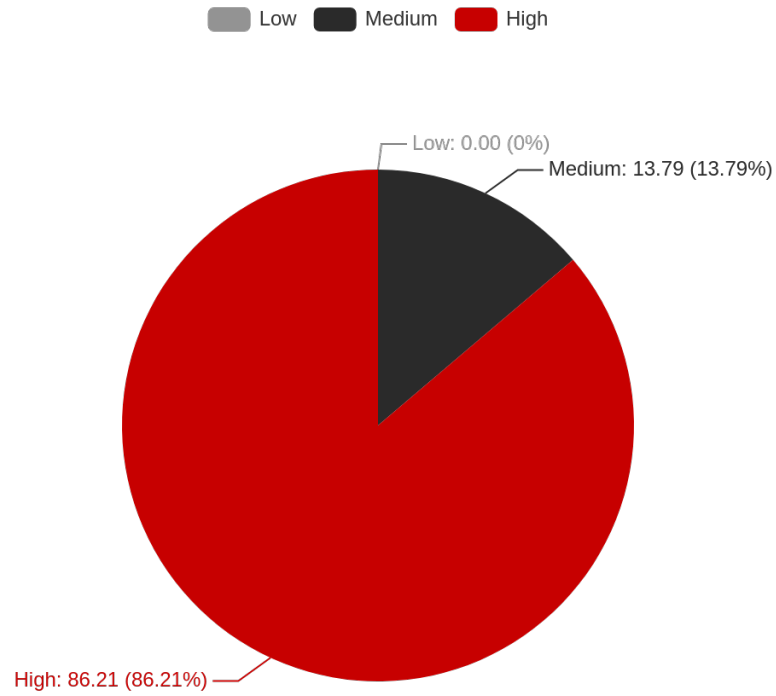
**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Bottom Items

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



## Current Growth Mindset Chart



**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

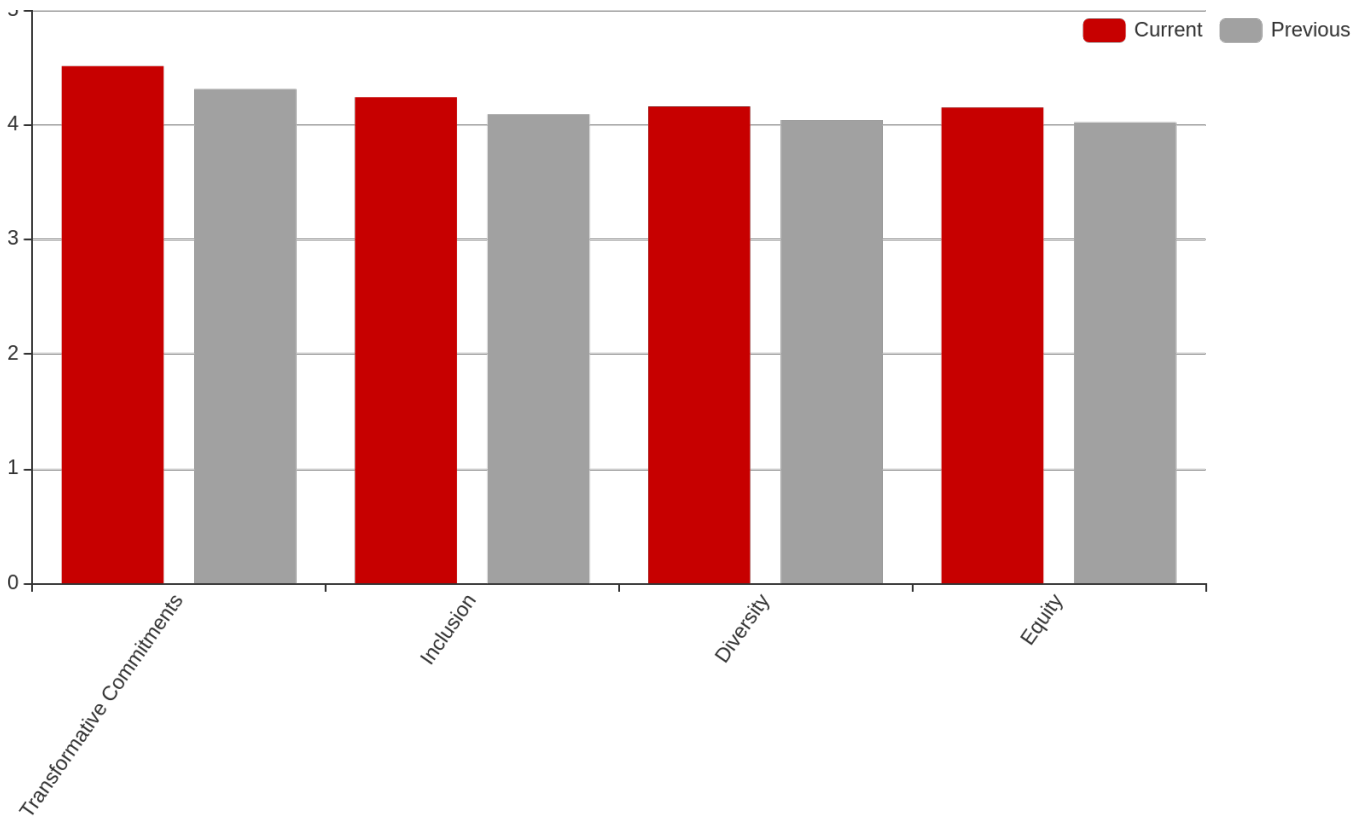
**SA** : Strongly Agree

**NA** : Not Applicable

## Growth Mindset Table

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

DEI Chart



## DEI Table

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

## Transformative Commitments

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

**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

**SA** : Strongly Agree

**NA** : Not Applicable

## Inclusion

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

**SD** : Strongly Disagree    **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 organization.	4.16 <b>-0.05</b>	SD: 0 (0.00%)	D: 2 (3.45%)	N: 9 (15.52%)	A: 25 (43.10%)	SA: 22 (37.93%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.14 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 2 (3.45%)	N: 8 (13.79%)	A: 28 (48.28%)	SA: 20 (34.48%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
94. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.07 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 1 (1.72%)	N: 13 (22.41%)	A: 25 (43.10%)	SA: 19 (32.76%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.03 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 5 (8.62%)	N: 6 (10.34%)	A: 29 (50.00%)	SA: 18 (31.03%)	NA: 0 (0.00%)
		<b>D</b> <b>N</b>	<b>A</b>	<b>SA</b>			
99. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.93 <b>+ 0.08</b>	SD: 0 (0.00%)	D: 7 (12.07%)	N: 8 (13.79%)	A: 25 (43.10%)	SA: 18 (31.03%)	NA: 0 (0.00%)
		<b>D</b> <b>N</b>	<b>A</b>	<b>SA</b>			
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.79 <b>-0.03</b>	SD: 0 (0.00%)	D: 6 (10.34%)	N: 12 (20.69%)	A: 28 (48.28%)	SA: 12 (20.69%)	NA: 0 (0.00%)
		<b>D</b> <b>N</b>	<b>A</b>	<b>SA</b>			
95. 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.	3.76 <b>-0.04</b>	SD: 2 (3.45%)	D: 5 (8.62%)	N: 14 (24.14%)	A: 21 (36.21%)	SA: 16 (27.59%)	NA: 0 (0.00%)
		<b>D</b> <b>N</b>	<b>A</b>	<b>SA</b>			

**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

**SA** : Strongly Agree

**NA** : Not Applicable

## Diversity

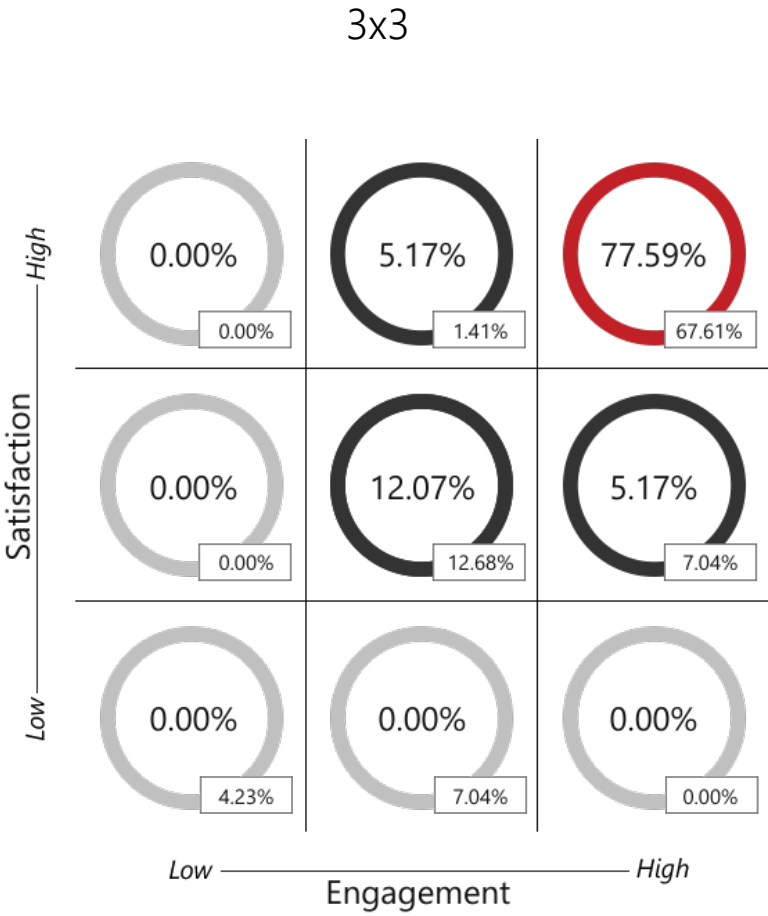
Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (32.76%)	SA: 39 (67.24%)	NA: 0 (0.00%)
		<b>A</b>		<b>SA</b>			
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.17 <b>+ 0.30</b>	SD: 0 (0.00%)	D: 2 (3.45%)	N: 4 (6.90%)	A: 34 (58.62%)	SA: 18 (31.03%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>			<b>SA</b>	
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.16 <b>-0.05</b>	SD: 0 (0.00%)	D: 2 (3.45%)	N: 9 (15.52%)	A: 25 (43.10%)	SA: 22 (37.93%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>			<b>SA</b>	
89. Our organization demonstrates quality efforts in building a culture of diversity.	4.14 <b>+ 0.25</b>	SD: 0 (0.00%)	D: 2 (3.45%)	N: 4 (6.90%)	A: 36 (62.07%)	SA: 16 (27.59%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>			<b>SA</b>	
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.03 <b>+ 0.12</b>	SD: 0 (0.00%)	D: 5 (8.62%)	N: 6 (10.34%)	A: 29 (50.00%)	SA: 18 (31.03%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.79 <b>-0.03</b>	SD: 0 (0.00%)	D: 6 (10.34%)	N: 12 (20.69%)	A: 28 (48.28%)	SA: 12 (20.69%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	

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

## Equity

Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 <b>+ 0.16</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (32.76%)	SA: 39 (67.24%)	NA: 0 (0.00%)
		<b>A</b>		<b>SA</b>			
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.14 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 2 (3.45%)	N: 8 (13.79%)	A: 28 (48.28%)	SA: 20 (34.48%)	NA: 0 (0.00%)
		<b>N</b>	<b>A</b>			<b>SA</b>	
100. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.02 <b>+ 0.22</b>	SD: 0 (0.00%)	D: 4 (6.90%)	N: 8 (13.79%)	A: 29 (50.00%)	SA: 17 (29.31%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	
95. 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.	3.76 <b>-0.04</b>	SD: 2 (3.45%)	D: 5 (8.62%)	N: 14 (24.14%)	A: 21 (36.21%)	SA: 16 (27.59%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	





## All Items

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

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

Question	Dimension	Mean
68. Quality relationships are valued across our organization.	Relationships	4.14 + 0.07
70. I feel our organization is a great fit for me.	Talent/Fit	4.12 + 0.20
14. I feel great pride in being a part of our organization.	Pride	4.11 + 0.12
20. I look forward to coming to work every day.	Satisfaction	4.10 + 0.23
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.05 -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 in my work.	Training & Development	3.95 + 0.19
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.93 + 0.35
71. Our organization is committed to quality work and excellence.	Quality	3.93 -0.13
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.91 + 0.24
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.91 + 0.28
83. Our organization encourages innovation.	Innovation	3.90 + 0.22
25. My supervisor cares about me as a person.	Relationships	3.90 -0.14

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

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