



INSIGHTeX Growth Mindset & DEI

Forest Glen Glen Ellyn SD 41 October 2023

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September 2023

Dimensions

Dimension	Mean				
Pride	4.35				
Filde	+ 0.20				
Quality	4.33				
Quality	+ 0.12				
Engago Inchiro	4.30				
Engage-Inspire	+ 0.01				
Satisfaction	4.24				
Satisfaction	+ 0.13				
Deletionshine	4.15				
Relationships	+ 0.19				
Communication	4.14				
Communication	+ 0.10				
	4.10				
Continuous Improvement	-0.13				
T -1	4.06				
Talent/Fit	+ 0.07				
Course Development	4.06				
Career Development	+ 0.32				
	4.04				
Innovation	-0.06				
	3.97				
Training & Development	+ 0.27				
	3.94				
Performance Planning	+ 0.08				
	3.93				
Recognition	-0.04				
	3.87				
Support-Equip	= 0.00				
	3.83				
Mission Conscious	+ 0.15				

D : Disagree

Neutral



SA : Strongly Agree



Pride

Question	Mean	Distribution							
	4.63	SD: 2	D: 0	N: 4	A: 12	SA: 58	NA: 0		
4. I feel great pride in the work I do.	+ 0.10	(2.63%)	(0.00%)	(5.26%)	(15.79%)	(76.32%)	(0.00%)		
		A			SA				
78. I feel proud of and inspired by the	4.34	SD: 1	D: 0	N: 8	A: 30	SA: 37	NA: 0		
success of others on my team.		(1.32%)	(0.00%)	(10.53%)	(39.47%)	(48.68%)	(0.00%)		
		N	N A		SA				
45. I feel great pride in the team of	4.32	SD: 3	D: 1	N: 6	A: 25	SA: 41	NA: 0		
which I am a part.		(3.95%)	(1.32%)	(7.89%)	(32.89%)	(53.95%)	(0.00%)		
•	-0.06	N	Α			SA			
14. I feel great pride in being a part of	4.11	SD: 2	D: 4	N: 10	A: 28	SA: 32	NA: 0		
our organization.	+ 0.21	(2.63%)	(5.26%)	(13.16%)	(36.84%)	(42.11%)	(0.00%)		
		N		А		SA			

Quality

Question	Mean		Distribution					
92. I demonstrate effort in building a	4.53	SD: 1	D: 0	N: 2	A: 28	SA: 45	NA: 0	
positive workplace culture.		(1.32%)	(0.00%)	(2.63%)	(36.84%)	(59.21%)	(0.00%)	
			Α			SA		
43. My teammates demonstrate a	4.46	SD: 2	D: 1	N: 3	A: 24	SA: 46	NA: 0	
commitment to quality work and excellence.		(2.63%)	(1.32%)	(3.95%)	(31.58%)	(60.53%)	(0.00%)	
excellence.	+ 0.01		А			SA		
47. I am on a team that encourages	4.24	SD: 3	D: 2	N: 7	A: 25	SA: 38	NA: 1	
each member to surpass expectations.		(3.95%)	(2.63%)	(9.21%)	(32.89%)	(50.00%)	(1.32%)	
	+ 0.07	N	A		SA			
71. Our organization is committed to	4.11	SD: 1	D: 7	N: 4	A: 35	SA: 29	NA: 0	
juality work and excellence.		(1.32%)	(9.21%)	(5.26%)	(46.05%)	(38.16%)	(0.00%)	
	+ 0.08	D		Α		SA		

NA : Not Applicable

SA : Strongly Agree

Engage-Inspire

SD : Strongly Disagree

D : Disagree

Question	Mean	Distribution							
2. I am fully engaged in the work that I	4.59	SD: 1	D: 2	N: 2	A: 17	SA: 54	NA: 0		
do.	+ 0.04	(1.32%)	(2.63%) A	(2.63%)	(22.37%) SA	(71.05%)	(0.00%)		
8. I am driven to contribute to the	4.55	SD: 1	D: 0	N: 2	A: 26	SA: 47	NA: 0		
success of our organization.	+ 0.11	(1.32%)	(0.00%) A	(2.63%)	(34.21%)	(61.84%) SA	(0.00%)		
12. I am highly committed to and	4.36	SD: 1	D: 0	N: 9	A: 27	SA: 39	NA: 0		
energized by my work.	+ 0.05	(1.32%) N	(0.00%) A	(11.84%)	(35.53%)	(51.32%) SA	(0.00%)		
67. Our organization promotes a	4.16	SD: 1	D: 3	N: 8	A: 35	SA: 29	NA: 0		
positive and engaging culture.		(1.32%) N	(3.95%)	(10.53%) A	(46.05%)	(38.16%) SA	(0.00%)		
76. I would recommend our organization to a friend as a great place to work.	3.84	SD: 4	D: 3	N: 16	A: 30	SA: 22	NA: 1		
	+ 0.11	(5.26%)	(3.95%) N	(21.05%)	(39.47%) A	(28.95%)	(1.32%) A		

A : Agree

Neutral

Satisfaction

Question	Mean		Distribution						
46. I am satisfied being a part of our	4.34	SD: 3	D: 1	N: 7	A: 21	SA: 44	NA: 0		
team.	0.00	(3.95%)	(1.32%)	(9.21%)	(27.63%)	(57.89%)	(0.00%)		
	-0.03	N	Α			SA			
	4.33	SD: 1	D: 2	N: 6	A: 29	SA: 38	NA: 0		
13. I am satisfied with my role/work.	+ 0.21	(1.32%)	(2.63%)	(7.89%)	(38.16%)	(50.00%)	(0.00%)		
		N	Α		SA				
87. Overall, I am very satisfied with our	4.18	SD: 1	D: 1	N: 14	A: 27	SA: 33	NA: 0		
organization as a place to work.		(1.32%)	(1.32%)	(18.42%)	(35.53%)	(43.42%)	(0.00%)		
	+ 0.23	N		Α		SA			
20. I look forward to coming to work	4.12	SD: 1	D: 3	N: 11	A: 32	SA: 29	NA: 0		
every day.	0.40	(1.32%)	(3.95%)	(14.47%)	(42.11%)	(38.16%)	(0.00%)		
	+ 0.12	N		Α		SA			

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D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

Relationships

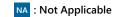
Question	Mean			Distri	bution		
91. I take complete ownership for my	4.51	SD: 1	D: 0	N: 0	A: 33	SA: 42	NA: 0
attitude and effort in embracing a		(1.32%)	(0.00%)	(0.00%)	(43.42%)	(55.26%)	(0.00%)
growth mindset.			А			SA	
5. I have at least one close friend at	4.46	SD: 1	D: 2	N: 7	A: 17	SA: 49	NA: 0
work.	+ 0.05	(1.32%)	(2.63%)	(9.21%)	(22.37%)	(64.47%)	(0.00%)
	+ 0.03	N	Α			SA	
25. My supervisor cares about me as a	4.36	SD: 1	D: 1	N: 7	A: 28	SA: 39	NA: 0
person.	+ 0.04	(1.32%)	(1.32%)	(9.21%)	(36.84%)	(51.32%)	(0.00%)
	+ 0.04	N	A			SA	
50. Based on relationships	4.21	SD: 2	D: 3	N: 10	A: 22	SA: 38	NA: 1
demonstrated on our team, I would		(2.63%)	(3.95%)	(13.16%)	(28.95%)	(50.00%)	(1.32%)
recommend someone to join our team.	-0.02	N		Α		SA	
51. Our team has open and trusting	4.17	SD: 2	D: 5	N: 7	A: 26	SA: 36	NA: 0
relationships.		(2.63%)	(6.58%)	(9.21%)	(34.21%)	(47.37%)	(0.00%)
	-0.02	D N		Α		SA	
32. I have an open and trusting	4.07	SD: 2	D: 4	N: 8	A: 35	SA: 27	NA: 0
relationship with my supervisor.	0.00	(2.63%)	(5.26%)	(10.53%)	(46.05%)	(35.53%)	(0.00%)
	-0.06	N		Α		SA	A
68. Quality relationships are valued	4.05	SD: 2	D: 6	N: 5	A: 36	SA: 27	NA: 0
across our organization.	+ 0.06	(2.63%)	(7.89%)	(6.58%)	(47.37%)	(35.53%)	(0.00%)
	+ 0.08	D N		Α		SA	4
38. My supervisor demonstrates effort	3.79	SD: 1	D: 6	N: 18	A: 33	SA: 17	NA: 1
in establishing and reinforcing a coaching relationship with me.		(1.32%)	(7.89%)	(23.68%)	(43.42%)	(22.37%)	(1.32%)
	+ 0.05	D	Ν		А		SA
31. My supervisor inspires me to grow	3.71	SD: 4	D: 6	N: 14	A: 36	SA: 16	NA: 0
to new levels.		(5.26%)	(7.89%)	(18.42%)	(47.37%)	(21.05%)	(0.00%)
		D	N		Α		SA

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D : Disagree
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Neutral



SA : Strongly Agree



Communication

Question	Mean		Distribution						
79. I feel "in on things" that are	4.30	SD: 2	D: 3	N: 6	A: 24	SA: 41	NA: 0		
happening at our organization.	+ 1.01	(2.63%)	(3.95%)	(7.89%)	(31.58%)	(53.95%)	(0.00%)		
		N	Α			SA			
44. Our team effectively communicates	4.26	SD: 2	D: 3	N: 7	A: 25	SA: 39	NA: 0		
with each other.		(2.63%)	(3.95%)	(9.21%)	(32.89%)	(51.32%)	(0.00%)		
	-0.03	N	A	A	SA				
27. My supervisor and I have effective	4.14	SD: 1	D: 3	N: 7	A: 38	SA: 27	NA: 0		
two-way communication.	0.40	(1.32%)	(3.95%)	(9.21%)	(50.00%)	(35.53%)	(0.00%)		
	-0.10	N		А		SA	٨		
24. My supervisor effectively	4.05	SD: 2	D: 1	N: 14	A: 33	SA: 26	NA: 0		
communicates his/her expectations.		(2.63%)	(1.32%)	(18.42%)	(43.42%)	(34.21%)	(0.00%)		
•	= 0.00	N		А		S.	Ą		
26. My supervisor gives me	3.93	SD: 1	D: 6	N: 9	A: 40	SA: 19	NA: 1		
constructive feedback about my work performance.	-0.12	(1.32%)	(7.89%)	(11.84%)	(52.63%)	(25.00%)	(1.32%)		
performance.		D N		А			SA		

D : Disagree

Neutral



SA : Strongly Agree

NA : Not Applicable

Continuous Improvement

Question	Mean	Distribution						
21. I am committed to a growth	4.34	SD: 1	D: 1	N: 6	A: 31	SA: 37	NA: 0	
mindset to achieve my potential.		(1.32%) N	(1.32%) A	(7.89%)	(40.79%)	(48.68%) SA	(0.00%)	
52. I am on a team that continuously challenges me to grow and improve.	4.20	SD: 2 (2.63%)	D: 3 (3.95%)	N: 8 (10.53%)	A: 27 (35.53%)	SA: 35 (46.05%)	NA: 1 (1.32%)	
69. I am part of an organization that continues to pursue excellence every	4.16	SD: 1	D: 6	A N: 3	A: 36	SA SA: 30	NA: 0	
day.	+ 0.15	(1.32%) D	(7.89%)	(3.95%) A	(47.37%)	(39.47%) SA	(0.00%)	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.91	SD: 2 (2.63%)	D: 8 (10.53%)	N: 7 (9.21%)	A: 37 (48.68%)	SA: 22 (28.95%)	NA: 0 (0.00%)	
		D	N A		A Contraction of the second		SA	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.86	SD: 4 (5.26%)	D: 6 (7.89%)	N: 7 (9.21%)	A: 36 (47.37%)	SA: 21 (27.63%)	NA: 2 (2.63%)	
		(5.26%)	(7.89%) N	(9.21%) A	(47.37%)	-	(2.63%)	

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D : Disagree
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N : Neutral



SA : Strongly Agree

NA : Not Applicable

Talent/Fit

Question	Mean		Distribution						
1. In my role I have the opportunity to	4.54	SD: 1	D: 2	N: 3	A: 19	SA: 51	NA: 0		
do things that I both do well and enjoy.	+ 0.09	(1.32%)	(2.63%) A	(3.95%)	(25.00%) S	(67.11%) A	(0.00%)		
70. I feel our organization is a great fit	4.30	SD: 1	D: 1	N: 10	A: 26	SA: 38	NA: 0		
for me.	+ 0.16	(1.32%)	(1.32%)	(13.16%) A	(34.21%)	(50.00%) SA	(0.00%)		
11. I am in a role that allows me to	4.09	SD: 1	D: 4	N: 12	A: 29	SA: 30	NA: 0		
maximize my talents and strengths.	+ 0.03	(1.32%)	(5.26%)	(15.79%) A	(38.16%)	(39.47%) SA	(0.00%)		
86. Our organization selects highly	3.97	SD: 1	D: 7	N: 11	A: 30	SA: 26	NA: 1		
talented individuals when hiring.	+ 0.16	(1.32%)	(9.21%) N	(14.47%) A	(39.47%)	(34.21%) SA	(1.32%)		
39. My supervisor knows the talents to	3.95	SD: 3	D: 4	N: 9	A: 35	SA: 22	NA: 3		
look for in selecting new teammates who will be successful.	-0.11	(3.95%)	(5.26%)	(11.84%) A	(46.05%)	(28.95%) SA	(3.95%)		
7. I have encouraged someone to	3.76	SD: 4	D: 6	N: 12	A: 24	SA: 20	NA: 10		
apply at our organization.	+ 0.07	(5.26%)	(7.89%) N	(15.79%) A	(31.58%)	(26.32%) SA	(13.16%) NA		
77. Our organization selects the right	3.75	SD: 1	D: 10	N: 12	A: 36	SA: 16	NA: 1		
people for the right job.	+ 0.10	(1.32%) D	(13.16%) N	(15.79%)	(47.37%) A	(21.05%)	(1.32%) SA		

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D : Disagree
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N : Neutral



SA : Strongly Agree

NA : Not Applicable

Career Development

Question	Mean		Distribution					
85. I am committed to achieving my	4.55	SD: 1	D: 0	N: 2	A: 26	SA: 47	NA: 0	
potential through learning and		(1.32%)	(0.00%)	(2.63%)	(34.21%)	(61.84%)	(0.00%)	
growing.			А			SA		
84. I would like to work at our	4.32	SD: 1	D: 2	N: 10	A: 22	SA: 41	NA: 0	
organization long term.		(1.32%)	(2.63%)	(13.16%)	(28.95%)	(53.95%)	(0.00%)	
5	+ 0.33	N	A			SA		
73. My supervisor advocates for my	3.85	SD: 4	D: 7	N: 9	A: 29	SA: 24	NA: 3	
role and career growth.		(5.26%)	(9.21%)	(11.84%)	(38.16%)	(31.58%)	(3.95%)	
_		D	N	Α		SA		
72. Our organization provides the	3.81	SD: 4	D: 5	N: 16	A: 26	SA: 24	NA: 1	
experience and development for me to		(5.26%)	(6.58%)	(21.05%)	(34.21%)	(31.58%)	(1.32%)	
further my career here.	+ 0.23	D	Ν	A		S/	A	
74. I have the opportunity to express	3.73	SD: 3	D: 6	N: 16	A: 28	SA: 18	NA: 5	
my career interests at our organization.	+ 0.15	(3.95%)	(7.89%)	(21.05%)	(36.84%)	(23.68%)	(6.58%)	
		D	Ν		Α	SA	NA	

Innovation

Question	Mean		Distribution					
16. I am continuously seeking ways to	4.37	SD: 1	D: 0	N: 4	A: 36	SA: 35	NA: 0	
improve my overall productivity.	-0.05	(1.32%)	(0.00%)	(5.26%)	(47.37%)	(46.05%)	(0.00%)	
	-0.05		A			SA		
	4.20	SD: 1	D: 3	N: 8	A: 31	SA: 32	NA: 1	
42. Our team encourages innovation.	+ 0.05	(1.32%)	(3.95%)	(10.53%)	(40.79%)	(42.11%)	(1.32%)	
		N		А		SA		
75. Our organization embraces an innovative mindset to maximize our	3.88	SD: 2	D: 4	N: 13	A: 39	SA: 18	NA: 0	
		(2.63%)	(5.26%)	(17.11%)	(51.32%)	(23.68%)	(0.00%)	
potential.		T I I I I I I I I I I I I I I I I I I I	N		Α		SA	
83. Our organization encourages	3.70	SD: 2	D: 6	N: 19	A: 32	SA: 15	NA: 2	
innovation.	-0.01	(2.63%)	(7.89%)	(25.00%)	(42.11%)	(19.74%)	(2.63%)	
		D	Ν		Α		SA	

D : Disagree

N : Neutral



SA : Strongly Agree

NA : Not Applicable

Training & Development

Question	Mean			Distri	bution		
6. I am provided opportunities to	4.45	SD: 1	D: 1	N: 3	A: 29	SA: 42	NA: 0
further my growth and development.	+ 0.80	(1.32%)	(1.32%) A	(3.95%)	(38.16%)	(55.26%) SA	(0.00%)
35. My supervisor supports my personal and professional	4.12	SD: 2	D: 1	N: 7	A: 41	SA: 24	NA: 1
development.	-0.09	(2.63%)	(1.32%)	(9.21%) A	(53.95%)	(31.58%) S	(1.32%) A
36. My supervisor builds a culture of	4.03	SD: 2	D: 3	N: 8	A: 41	SA: 22	NA: 0
learning and growth.		(2.63%)	(3.95%)	(10.53%) A	(53.95%)	(28.95%)	(0.00%) SA
15. I am properly trained to achieve	3.99	SD: 1	D: 8	N: 12	A: 25	SA: 30	NA: 0
excellence in my work.	+ 0.22	(1.32%)	(10.53%)	(15.79%)	(32.89%)	(39.47%)	(0.00%)
30. My supervisor encourages	3.93	SD: 4	N D: 3	A N: 10	A: 36	SA SA: 23	NA: 0
opportunities for my growth and development.	+ 0.19	(5.26%)	(3.95%) N	(13.16%) A	(47.37%)	(30.26%)	(0.00%) SA
81. Our organization provides the "right" training for me to excel in my	3.33	SD: 5	D: 17	N: 14	A: 28	SA: 12	NA: 0
role.	+ 0.18	(6.58%) SD	(22.37%) D	(18.42%) N	(36.84%) A	(15.79%) A	(0.00%) SA

```
D : Disagree
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N : Neutral



SA : Strongly Agree

NA : Not Applicable

Performance Planning

Question	Mean	Distribution							
17. I have set the right goals for myself	4.37	SD: 1	D: 1	N: 1	A: 39	SA: 34	NA: 0		
to excel in my role/position.	+ 0.16	(1.32%)	(1.32%) A	(1.32%)	(51.32%)	(44.74%) SA	(0.00%)		
49. Our team effectively sets goals to further enhance our performance.	4.13	SD: 1	D: 5	N: 10	A: 26	SA: 33	NA: 1		
	-0.01	(1.32%) D N	(6.58%)	(13.16%) A	(34.21%)	(43.42%) SA	(1.32%)		
37. My supervisor motivates me to	3.89	SD: 1	D: 7	N: 11	A: 37	SA: 20	NA: 0		
achieve my goals.	+ 0.02	(1.32%) D	(9.21%) N	(14.47%)	(48.68%) A	(26.32%)	(0.00%) SA		
10. In my current role, I am encouraged to set motivational/stretch goals for	3.83	SD: 2	D: 6	N: 14	A: 35	SA: 19	NA: 0		
myself.	+ 0.18	(2.63%)	(7.89%) N	(18.42%)	(46.05%) A	(25.00%)	(0.00%) SA		
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.42	SD: 2	D: 14	N: 20	A: 22	SA: 13	NA: 5		
	= 0.00	(2.63%) D	(18.42%)	(26.32%) N	(28.95%) A	(17.11%)	(6.58%) SA NA		

```
D : Disagree
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N : Neutral



SA : Strongly Agree

NA : Not Applicable

Recognition

Mean		Distribution						
4.38	SD: 1	D: 0	N: 3	A: 37	SA: 35	NA: 0		
+ 0.17	(1.32%)	(0.00%) A	(3.95%)	(48.68%)	(46.05%) SA	(0.00%)		
4.28	SD: 2	D: 2	N: 9	A: 22	SA: 40	NA: 1		
-0.04	(2.63%)	(2.63%) A	(11.84%)	(28.95%)	(52.63%) SA	(1.32%)		
3.83	SD: 3	D: 3	N: 15	A: 38	SA: 17	NA: 0		
-0.13	(3.95%)	(3.95%) N	(19.74%)	(50.00%) A	(22.37%)	(0.00%) SA		
3.80	SD: 2	D: 6	N: 16	A: 32	SA: 19	NA: 1		
. 0.00	(2.63%)	(7.89%)	(21.05%)	(42.11%)	(25.00%)	(1.32%)		
+ 0.09	D	N		А		SA		
3.36	SD: 10	D: 13	N: 10	A: 26	SA: 17	NA: 0		
-0.32	(13.16%)	(17.11%)	(13.16%)	(34.21%)	(22.37%)	(0.00%) SA		
	4.38 + 0.17 4.28 -0.04 3.83 -0.13 3.80 + 0.09 3.36	4.38 SD: 1 (1.32%) (1.32%) + 0.17 2 4.28 SD: 2 -0.04 (2.63%) -0.13 (3.95%) -0.13 2 3.80 SD: 2 + 0.09 0 3.36 SD: 10 (13.16%) (13.16%)	4.38 SD: 1 D: 0 + 0.17 (1.32%) (0.00%) 4.28 SD: 2 D: 2 -0.04 (2.63%) (2.63%) 0.04 N A 3.83 SD: 3 D: 3 -0.13 SD: 2 D: 6 3.80 SD: 2 D: 6 + 0.09 D N 3.36 SD: 10 D: 13 (13.16%) (17.11%)	4.38 SD: 1 D: 0 N: 3 + 0.17 (1.32%) (0.00%) (3.95%) 4.28 SD: 2 D: 2 N: 9 -0.04 N A N 3.83 SD: 3 D: 3 N: 15 3.83 SD: 2 D: 3 N: 15 3.80 SD: 2 D: 6 N: 16 4.09 D N N 3.80 SD: 2 D: 6 N: 16 3.80 SD: 2 D: 6 N: 16 3.80 SD: 10 D: 13 N: 10 3.36 SD: 10 D: 13 N: 10 3.36 SD: 10 D: 13 N: 10	$\begin{array}{c c c c c c c c } \mbox{4.38} & SD: 1 & D: 0 & N: 3 & A: 37 \\ (1.32\%) & (0.00\%) & (3.95\%) & (48.68\%) \\ \hline & & & & & & & \\ \mbox{4.28} & SD: 2 & D: 2 & N: 9 & A: 22 \\ (2.63\%) & (2.63\%) & (11.84\%) & (28.95\%) \\ \hline & & & & & & & \\ \mbox{6.383} & SD: 3 & D: 3 & N: 15 & A: 38 \\ (3.95\%) & (3.95\%) & (19.74\%) & (50.00\%) \\ \hline & & & & & & & \\ \mbox{6.383} & SD: 2 & D: 6 & N: 16 & A: 32 \\ \mbox{6.380} & SD: 2 & D: 6 & N: 16 & A: 32 \\ \mbox{6.380} & SD: 2 & D: 6 & N: 16 & A: 32 \\ \mbox{6.380} & SD: 2 & D: 6 & N: 16 & A: 32 \\ \mbox{6.380} & SD: 2 & D: 6 & N: 16 & A: 32 \\ \mbox{6.380} & SD: 2 & D: 6 & N: 16 & A: 32 \\ \mbox{6.380} & SD: 2 & D: 6 & N: 16 & A: 32 \\ \mbox{6.380} & SD: 10 & D: 13 & N: 10 & A: 26 \\ \mbox{6.380} & (13.16\%) & (17.11\%) & (13.16\%) & (34.21\%) \end{array}$	4.38SD: 1D: 0N: 3A: 37SA: 35 $+ 0.17$ (1.32%)(0.00%)(3.95%)(48.68%)(46.05%)4.28SD: 2D: 2N: 9A: 22SA: 40 -0.04 (2.63%)(2.63%)(11.84%)(28.95%)(52.63%)NASD: 3D: 3N: 15A: 38SA: 173.83SD: 3D: 3N: 15A: 38SA: 173.80SD: 2D: 6N: 16A: 32SA: 194.09SD: 2D: 6N: 16A: 32SA: 193.36SD: 10D: 13N: 10A: 26SA: 173.32SD: 10D: 13N: 10A: 26SA: 173.36SD: 10D: 13N: 10A: 26SA: 173.36SD: 10D: 13N: 10A: 26SA: 173.36SD: 10D: 13N: 10A: 26SA: 17		

```
D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

Support-Equip

Question	Mean	Distribution						
23. I have a supportive coaching	4.04	SD: 3	D: 3	N: 8	A: 35	SA: 26	NA: 1	
relationship with my supervisor.	= 0.00	(3.95%)	(3.95%)	(10.53%) A	(46.05%)	(34.21%) S/	(1.32%) A	
33. My supervisor supports me through challenges and failures in order to succeed.	4.03	SD: 3	D: 2	N: 6	A: 43	SA: 21	NA: 1	
		(3.95%) N	(2.63%)	(7.89%) A	(56.58%)	(27.63%)	(1.32%) SA	
34. My supervisor is actively	4.01	SD: 0	D: 5	N: 12	A: 36	SA: 23	NA: 0	
responsive to my needs.	-0.22	(0.00%)	(6.58%)	(15.79%) A	(47.37%)	(30.26%)	(0.00%) SA	
3. I am provided the core needs	3.93	SD: 2	D: 5	N: 12	A: 34	SA: 23	NA: 0	
necessary for me to excel in my role.	+ 0.20	(2.63%)	(6.58%) N	(15.79%) A	(44.74%)	(30.26%)	(0.00%) SA	
19. I am provided the materials,	3.64	SD: 3	D: 11	N: 14	A: 30	SA: 18	NA: 0	
equipment, and information necessary to effectively perform my job.	+ 0.18	(3.95%)	(14.47%) N	(18.42%)	(39.47%) A	(23.68%)	(0.00%) SA	
28. I am provided the opportunity to	3.55	SD: 4	D: 12	N: 15	A: 28	SA: 17	NA: 0	
spend quality time with my supervisor.	+ 0.10	(5.26%)	(15.79%) N	(19.74%)	(36.84%) A	(22.37%)	(0.00%) SA	

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D : Disagree
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N : Neutral



SA : Strongly Agree



Mission Conscious

Question	Mean	Distribution					
22. I am aware and knowledgeable	4.12	SD: 1	D: 4	N: 12	A: 27	SA: 32	NA: 0
about our organization's mission.	0.01	(1.32%)	(5.26%)	(15.79%)	(35.53%)	(42.11%)	(0.00%)
	-0.01	N		Α		SA	
41. My supervisor effectively	3.99	SD: 1	D: 3	N: 13	A: 37	SA: 21	NA: 1
communicates our organizational		(1.32%)	(3.95%)	(17.11%)	(48.68%)	(27.63%)	(1.32%)
mission to me.	+ 0.23	N		А			SA
88. Our organization effectively aligns	3.87	SD: 1	D: 9	N: 11	A: 32	SA: 22	NA: 1
our day-to-day activities with the		(1.32%)	(11.84%)	(14.47%)	(42.11%)	(28.95%)	(1.32%)
organizational mission.	+ 0.23	D	D N			SA	
82. Business decisions made are consistent with our mission and core values.	3.31	SD: 4	D: 15	N: 19	A: 23	SA: 11	NA: 4
	+ 0.14	(5.26%)	(19.74%)	(25.00%)	(30.26%)	(14.47%)	(5.26%)
		D		N	A		SA

Top Items

Question	Mean	Distribution						
	4.63	SD: 2	D: 0	N: 4	A: 12	SA: 58	NA: 0	
4. I feel great pride in the work I do.	+ 0.10	(2.63%)	(0.00%) A	(5.26%)	(15.79%) SA	(76.32%)	(0.00%)	
2. I am fully engaged in the work that I	4.59	SD: 1	D: 2	N: 2	A: 17	SA: 54	NA: 0	
do.	+ 0.04	(1.32%)	(2.63%)	(2.63%)	(22.37%) SA	(71.05%)	(0.00%)	
85. I am committed to achieving my	4.55	SD: 1	D: 0	N: 2	A: 26	SA: 47	NA: 0	
potential through learning and growing.		(1.32%)	(0.00%) A	(2.63%)	(34.21%)	(61.84%) SA	(0.00%)	
8. I am driven to contribute to the	4.55	SD: 1	D: 0	N: 2	A: 26	SA: 47	NA: 0	
success of our organization.	+ 0.11	(1.32%)	(0.00%) A	(2.63%)	(34.21%)	(61.84%) SA	(0.00%)	
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.54	SD: 1	D: 2	N: 3	A: 19	SA: 51	NA: 0	
	+ 0.09	(1.32%)	(2.63%) A	(3.95%)	(25.00%) S	(67.11%) A	(0.00%)	

```
D : Disagree
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N : Neutral



SA : Strongly Agree

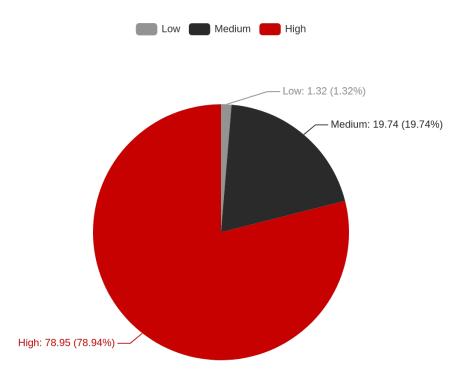
NA : Not Applicable

Bottom Items

Question	Mean	Distribution						
82. Business decisions made are	3.31	SD: 4	D: 15	N: 19	A: 23	SA: 11	NA: 4	
consistent with our mission and core values.	0.44	(5.26%)	(19.74%)	(25.00%)	(30.26%)	(14.47%)	(5.26%)	
values.	+ 0.14)	Ν	A		SA	
81. Our organization provides the "right" training for me to excel in my	3.33	SD: 5	D: 17	N: 14	A: 28	SA: 12	NA: 0	
right training for me to excel in my role.	+ 0.18	(6.58%)	(22.37%)	(18.42%)	(36.84%)	(15.79%)	(0.00%)	
		SD	D	N	Α	۱.	SA	
9. I have received meaningful	3.36	SD: 10	D: 13	N: 10	A: 26	SA: 17	NA: 0	
recognition in the past 10 days.	-0.32	(13.16%)	(17.11%)	(13.16%)	(34.21%)	(22.37%)	(0.00%)	
		SD	D	N	Α		SA	
40. In the past three months, my	3.42	SD: 2	D: 14	N: 20	A: 22	SA: 13	NA: 5	
supervisor has discussed my successes		(2.63%)	(18.42%)	(26.32%)	(28.95%)	(17.11%)	(6.58%)	
and progress with me.	= 0.00	D		N	А		SA NA	
28. I am provided the opportunity to	3.55	SD: 4	D: 12	N: 15	A: 28	SA: 17	NA: 0	
spend quality time with my supervisor.	+ 0.10	(5.26%)	(15.79%)	(19.74%)	(36.84%)	(22.37%)	(0.00%)	
		D	N		А		SA	

September 2023

Current Growth Mindset Chart



D : Disagree

Neutral



SA : Strongly Agree

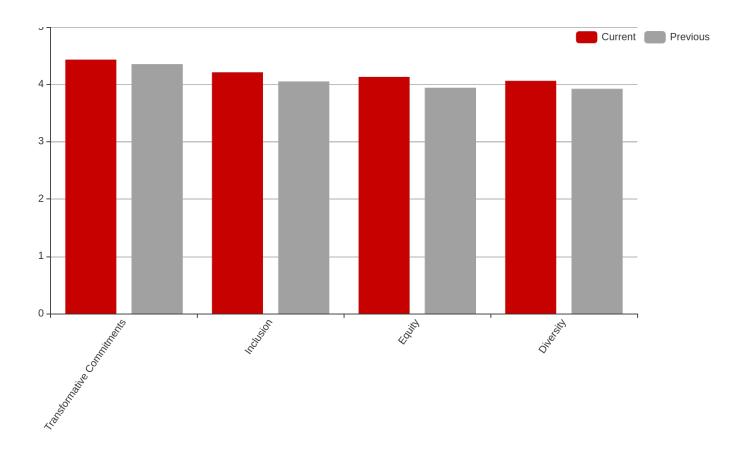
NA : Not Applicable

Growth Mindset Table

Question	Mean	Distribution							
85. I am committed to achieving my	4.55	SD: 1	D: 0	N: 2	A: 26	SA: 47	NA: 0		
potential through learning and growing.		(1.32%)	(0.00%)	(2.63%)	(34.21%)	(61.84%)	(0.00%)		
5 5			Α			SA			
91. I take complete ownership for my	4.51	SD: 1	D: 0	N: 0	A: 33	SA: 42	NA: 0		
attitude and effort in embracing a growth mindset.		(1.32%)	(0.00%)	(0.00%)	(43.42%)	(55.26%)	(0.00%)		
5			А			SA			
6. I am provided opportunities to	4.45	SD: 1	D: 1	N: 3	A: 29	SA: 42	NA: 0		
further my growth and development.	+ 0.80	(1.32%)	(1.32%) A	(3.95%)	(38.16%)	(55.26%) SA	(0.00%)		
18. I have provided meaningful	4.38	SD: 1	D: 0	N: 3	A: 37	SA: 35	NA: 0		
recognition to others in the past 10	4.30	(1.32%)	(0.00%)	(3.95%)	(48.68%)	(46.05%)	(0.00%)		
days.	+ 0.17	(1.52 %)	(0.0070) A	(3.3370)	(40.0070)	(40.05%) SA	(0.00%)		
17. I have set the right goals for myself	4.37	SD: 1	D: 1	N: 1	A: 39	SA: 34	NA: 0		
to excel in my role/position.		(1.32%)	(1.32%)	(1.32%)	(51.32%)	(44.74%)	(0.00%)		
o excer in my role/position.	+ 0.16		Α			SA			
21. I am committed to a growth	4.34	SD: 1	D: 1	N: 6	A: 31	SA: 37	NA: 0		
mindset to achieve my potential.		(1.32%)	(1.32%)	(7.89%)	(40.79%)	(48.68%)	(0.00%)		
		N	Α			SA			
78. I feel proud of and inspired by the	4.34	SD: 1	D: 0	N: 8	A: 30	SA: 37	NA: 0		
success of others on my team.		(1.32%)	(0.00%)	(10.53%)	(39.47%)	(48.68%)	(0.00%)		
52. I am on a team that continuously		N SD: 2	D: 3	N: 8	A: 27	SA SA: 35	NA: 1		
	4.20	(2.63%)	(3.95%)	(10.53%)	A. 27 (35.53%)	(46.05%)	(1.32%)		
challenges me to grow and improve.		(2.03%)	(3.95%)	A	(55.55%)	(48.05%) SA	(1.52%)		
36. My supervisor builds a culture of	4.03	SD: 2	D: 3	N: 8	A: 41	SA: 22	NA: 0		
learning and growth.		(2.63%)	(3.95%)	(10.53%)	(53.95%)	(28.95%)	(0.00%)		
		N		Α			SA		
90. Our organization embraces	3.91	SD: 2	D: 8	N: 7	A: 37	SA: 22	NA: 0		
diversity in people, ideas, and		(2.63%)	(10.53%)	(9.21%)	(48.68%)	(28.95%)	(0.00%)		
experiences to maximize our potential.		D	N	Α	· •		SA		

September 2023

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.43
mansionnative commitments	+ 0.08
Inclusion	4.21
inclusion	+ 0.16
Faulty	4.13
Equity	+ 0.19
Diversity	4.06
Diversity	+ 0.14

Transformative Commitments

Question	Mean	Distribution							
109. I am committed to being a positive contributor to a workplace	4.64	SD: 2	D: 0	N: 1	A: 17	SA: 56	NA: 0		
culture of anti-bias, anti-hate, and anti-racism with equality for all.	+ 0.08	(2.63%) A	(0.00%)	(1.32%)	(22.37%) SA	(73.68%)	(0.00%)		
105. I embrace our ideals and commitment of anti-bias, anti-hate,	4.62	SD: 2	D: 0	N: 1	A: 19	SA: 54	NA: 0		
and anti-racism to promote what is right for all.	+ 0.14	(2.63%)	(0.00%) A	(1.32%)	(25.00%) SA	(71.05%)	(0.00%)		
104. In my department or team, we demonstrate quality efforts in building	4.30	SD: 2	D: 1	N: 6	A: 30	SA: 37	NA: 0		
a culture of anti-bias, anti-hate, and anti-racism.	-0.06	(2.63%) N	(1.32%) A	(7.89%)	(39.47%)	(48.68%) SA	(0.00%)		
103. Our organization demonstrates quality efforts in building a culture of	4.14	SD: 3	D: 3	N: 6	A: 32	SA: 32	NA: 0		
anti-bias, anti-hate, and anti-racism.	+ 0.15	(3.95%) N	(3.95%)	(7.89%) A	(42.11%)	(42.11%) SA	(0.00%)		

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D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

Inclusion

Question	Mean	Distribution						
108. I am committed to being a	4.67	SD: 1	D: 0	N: 1	A: 19	SA: 54	NA: 1	
positive contributor to a workplace		(1.32%)	(0.00%)	(1.32%)	(25.00%)	(71.05%)	(1.32%)	
culture of inclusion, diversity, and equity.	+ 0.11	A		(SA	((
106. My team models kindness and		SD: 1	D: 1	N: 4	A: 20	SA: 50	NA: 0	
respect for all, not hateful, hurtful, or	4.54	(1.32%)	(1.32%)	(5.26%)	(26.32%)	(65.79%)	(0.00%)	
racist behavior towards anyone.	+ 0.08	(1.52 %)	A	(5.20%)		(05.75%) SA	(0.0078)	
107. Our organization stands for a	4.51	SD: 1	D: 1	N: 2	A: 26	SA: 46	NA: 0	
workplace culture that does not	1.51	(1.32%)	(1.32%)	(2.63%)	(34.21%)	(60.53%)	(0.00%)	
tolerate racism or hurtful behaviors.	+ 0.24		Α		. ,	SA		
96. I value the contributions of all	4.51	SD: 1	D: 0	N: 4	A: 25	SA: 46	NA: 0	
team members.	+ 0.10	(1.32%)	(0.00%)	(5.26%)	(32.89%)	(60.53%)	(0.00%)	
	+ 0.10		Α			SA		
111. Our organization is a safe place for people of color to work and be	4.45	SD: 1	D: 0	N: 5	A: 27	SA: 41	NA: 2	
successful.	+ 0.24	(1.32%)	(0.00%)	(6.58%)	(35.53%)	(53.95%)	(2.63%)	
		N	A			SA		
112. We have a workplace that	4.38	SD: 1	D: 2	N: 3	A: 31	SA: 39	NA: 0	
promotes a professional and inclusive culture, where all are respected,								
treated with dignity, and supported for		(1.32%)	(2.63%)	(3.95%)	(40.79%)	(51.32%)	(0.00%)	
success and potential to be realized.	+ 0.25		А			SA		
97. My team values the contributions								
of all team members, no matter their	4.29	SD: 1	D: 1	N: 9	A: 29	SA: 36	NA: 0	
role, background, experiences,		(1.32%)	(1.32%)	(11.84%)	(38.16%)	(47.37%)	(0.00%)	
qualities, or perspectives.	+ 0.01	N		A		SA		
91. I value inclusion efforts to build a	4.28	SD: 1	D: 1	N: 6	A: 35	SA: 32	NA: 1	
quality team culture of respect,		(1.32%)	(1.32%)	(7.89%)	(46.05%)	(42.11%)	(1.32%)	
kindness, and positive impact.	+ 0.11	N		Α		SA		
110. Our team is comfortable	4.26	SD: 1	D: 1	N: 9	A: 30	SA: 33	NA: 2	
addressing issues of race, racism, and		(1.32%)	(1.32%)	(11.84%)	(39.47%)	(43.42%)	(2.63%)	
bias in our workplace.	+ 0.17	N		Α		SA		
92. I firmly believe that inclusion and	4.20	SD: 1	D: 1	N: 11	A: 31	SA: 31	NA: 1	
diversity make us a stronger team and organization.		(1.32%)	(1.32%)	(14.47%)	(40.79%)	(40.79%)	(1.32%)	
	+ 0.14	N		А		SA		
101. We are committed to a workplace culture where we value, respect, and	4.16	SD: 1	D: 5	N: 6	A: 33	SA: 31	NA: 0	
learn from each other to achieve maximum success, happiness, and	+ 0.16	(1.32%)	(6.58%)	(7.89%)	(43.42%)	(40.79%)	(0.00%)	
potential.		D N		А		SA		

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SD : Strongly Disagree
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D : Disagree

N : Neutral



SA : Strongly Agree

ee NA :

NA : Not Applicable

Question	Mean			Distril	oution		
102. We strive to achieve and model 'more together' in an inclusive and	4.09	SD: 1	D: 4	N: 7	A: 38	SA: 25	NA: 1
diverse culture with strong respect and support for all.	+ 0.23	(1.32%)	(5.26%)	(9.21%) A	(50.00%)	(32.89%) SA	(1.32%)
98. Our organization embraces a 'better together' mindset and efforts	4.07	SD: 1	D: 5	N: 6	A: 40	SA: 24	NA: 0
to support success for all.	+ 0.26	(1.32%)	(6.58%)	(7.89%) A	(52.63%)	(31.58%)	(0.00%) A
99. Our workplace culture demonstrates that everyone in every	4.04	SD: 1	D: 5	N: 8	A: 38	SA: 24	NA: 0
role is valued and supported for our collective success.	+ 0.21	(1.32%)	(6.58%)	(10.53%) A	(50.00%)	(31.58%)	(0.00%) A
94. Our team embraces challenging,	3.95	SD: 2	D: 6	N: 8	A: 37	SA: 22	NA: 1
uniting, and inclusive opportunities to work together for quality outcomes.	+ 0.09	(2.63%)	(7.89%) J	(10.53%) A	(48.68%)	(28.95%)	(1.32%) A
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	3.81	SD: 3	D: 6	N: 11	A: 37	SA: 18	NA: 1
perspectives are respected and valued in our organization.	+ 0.08	(3.95%) D	(7.89%) N	(14.47%)	(48.68%) A	(23.68%)	(1.32%) SA
95. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals	3.80	SD: 3	D: 8	N: 11	A: 32	SA: 21	NA: 1
are treated fairly and respectfully, and provided access to resources and	+ 0.18	(3.95%)	(10.53%)	(14.47%)	(42.11%)	(27.63%)	(1.32%)
opportunities.		D	N		4		SA
93. Our organization demonstrates a belief with actions, to support a	3.79	SD: 2	D: 7	N: 16	A: 30	SA: 20	NA: 1
culture of inclusion and diversity.	+ 0.20	(2.63%)	(9.21%) N	(21.05%)	(39.47%) A	(26.32%)	(1.32%) SA

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D : Disagree
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N : Neutral



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	SD: 1	D: 0	N: 1	A: 19	SA: 54	NA: 1		
	+ 0.11	(1.32%) A	(0.00%)	(1.32%)	(25.00%) SA	(71.05%)	(1.32%)		
98. Our organization embraces a better together' mindset and efforts	4.07	SD: 1	D: 5	N: 6	A: 40	SA: 24	NA: 0		
to support success for all.	+ 0.26	(1.32%) D N	(6.58%)	(7.89%) A	(52.63%)	(31.58%)	(0.00%) SA		
100. Our organization demonstrates a commitment to promoting equity and	3.99	SD: 1	D: 5	N: 11	A: 35	SA: 23	NA: 1		
efforts to see potential of all be	+ 0.20	(1.32%)	(6.58%)	(14.47%)	(46.05%)	(30.26%)	(1.32%)		
realized.		DN	J	A		S	A		
95. Our organization demonstrates quality efforts in building a culture of	3.80	SD: 3	D: 8	N: 11	A: 32	SA: 21	NA: 1		
inclusion and equity, where individuals are treated fairly and respectfully, and		(3.95%)	(10.53%)	(14.47%)	(42.11%)	(27.63%)	(1.32%)		
provided access to resources and opportunities.	+ 0.18	D	N		٩		SA		

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D : Disagree
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N : Neutral

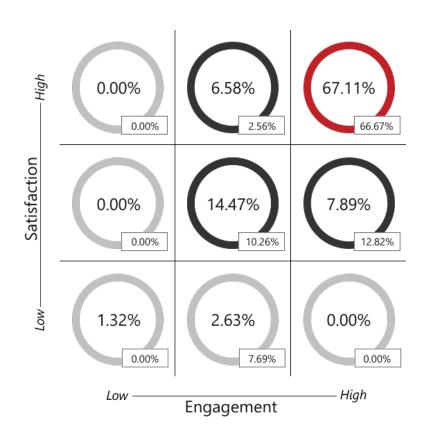


SA : Strongly Agree

NA : Not Applicable

Diversity

Question	Mean			Distri	bution		
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and	4.67	SD: 1	D: 0	N: 1	A: 19	SA: 54	NA: 1
	+ 0.11	(1.32%)	(0.00%)	(1.32%)	(25.00%) SA	(71.05%)	(1.32%)
equity. 92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.20	SD: 1	D: 1	N: 11	A: 31	SA: 31	NA: 1
	+ 0.14	(1.32%) N	(1.32%)	(14.47%) A	(40.79%)	(40.79%) SA	(1.32%)
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and	4.09	SD: 1	D: 4	N: 7	A: 38	SA: 25	NA: 1
	+ 0.23	(1.32%) N	(5.26%)	(9.21%) A	(50.00%)	(32.89%) S/	(1.32%)
support for all. 90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.81	SD: 3	D: 6	N: 11	A: 37	SA: 18	NA: 1
	+ 0.08	(3.95%)	(7.89%) N	(14.47%)	(48.68%) A	(23.68%)	(1.32%) SA
89. Our organization quality efforts in building a culture of diversity.	3.79	SD: 2	D: 5	N: 13	A: 42	SA: 13	NA: 1
	+ 0.05	(2.63%)	(6.58%) N	(17.11%)	(55.26%) A	(17.11%)	(1.32%) SA
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.79	SD: 2	D: 7	N: 16	A: 30	SA: 20	NA: 1
	+ 0.20	(2.63%)	(9.21%) N	(21.05%)	(39.47%) A	(26.32%)	(1.32%) SA



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.63 + 0.10
2. I am fully engaged in the work that I do.	Engage-Inspire	4.59 + 0.04
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.55 + 0.11
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.54
92. I demonstrate effort in building a positive workplace culture.	Quality	4.53
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.51
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.46
5. I have at least one close friend at work.	Relationships	4.46 + 0.05
6. I am provided opportunities to further my growth and development.	Training & Development	4.45 + 0.80
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.38
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.37
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.37
12. I am highly committed to and energized by my work.	Engage-Inspire	4.36
25. My supervisor cares about me as a person.	Relationships	4.36
78. I feel proud of and inspired by the success of others on my team.	Pride	4.34
46. I am satisfied being a part of our team.	Satisfaction	4.34 -0.03
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.34

Question	Dimension	Mean
13. I am satisfied with my role/work.	Satisfaction	4.33 + 0.21
84. I would like to work at our organization long term.		4.32
	Career Development	+ 0.33
45. I feel great pride in the team of which I am a part.		4.32
	Pride	-0.06
79. I feel "in on things" that are happening at	Communication	4.30
our organization.		+ 1.01
	Tolout (Fit	4.30
70. I feel our organization is a great fit for me.	Talent/Fit	+ 0.16
48. Our team recognizes each other's efforts	Decemition	4.28
and impact.	Recognition	-0.04
44. Our team effectively communicates with	Communication	4.26
each other.	communication	-0.03
47. I am on a team that encourages each	Quality	4.24
member to surpass expectations.	Quality	+ 0.07
50. Based on relationships demonstrated on our team, I would recommend someone to	Relationships	4.21
join our team.	Relationships	-0.02
52. I am on a team that continuously	Continuous Improvement	4.20
challenges me to grow and improve.		
42. Our team encourages innovation.	Innovation	4.20 + 0.05
87. Overall, I am very satisfied with our		4.18
organization as a place to work.	Satisfaction	+ 0.23
51. Our team has open and trusting		4.17
relationships.	Relationships	-0.02
67. Our organization promotes a positive and		4.16
engaging culture.	Engage-Inspire	
69. I am part of an organization that continues to pursue excellence every day.		4.16
	Continuous Improvement	+ 0.15
27. My supervisor and I have effective two-way communication.	Commission	4.14
	Communication	-0.10
49. Our team effectively sets goals to further	Derformance Planning	4.13
enhance our performance.	Performance Planning	-0.01

Question	Dimension	Mean
22. I am aware and knowledgeable about our organization's mission.		4.12
	Mission Conscious	-0.01
20. I look forward to coming to work every day.	Satisfaction	4.12
		+ 0.12
35. My supervisor supports my personal and	Training & Davidonment	4.12
professional development.	Training & Development	-0.09
14. I feel great pride in being a part of our	Pride	4.11
organization.		+ 0.21
71. Our organization is committed to quality		4.11
work and excellence.	Quality	+ 0.08
11. I am in a role that allows me to maximize	T 1	4.09
my talents and strengths.	Talent/Fit	+ 0.03
32. I have an open and trusting relationship	2 1 <i>2</i> 1 2	4.07
with my supervisor.	Relationships	-0.06
24. My supervisor effectively communicates		4.05
his/her expectations.	Communication	= 0.00
68. Quality relationships are valued across our	Relationships	4.05
organization.		+ 0.06
23. I have a supportive coaching relationship		4.04
with my supervisor.	Support-Equip	= 0.00
33. My supervisor supports me through		4.03
challenges and failures in order to succeed.	Support-Equip	
36. My supervisor builds a culture of learning		4.03
and growth.	Training & Development	
34. My supervisor is actively responsive to my		4.01
needs.	Support-Equip	-0.22
41. My supervisor effectively communicates		3.99
our organizational mission to me.	Mission Conscious	+ 0.23
15. I am properly trained to achieve excellence		3.99
in my work.	Training & Development	+ 0.22
86. Our organization selects highly talented individuals when hiring.		3.97
	Talent/Fit	+ 0.16
39. My supervisor knows the talents to look		3.95
for in selecting new teammates who will be successful.	Talent/Fit	
		-0.11

Question	Dimension	Mean
30. My supervisor encourages opportunities	Training & Development	3.93
for my growth and development.		+ 0.19
26. My supervisor gives me constructive	Communication	3.93
feedback about my work performance.		-0.12
3. I am provided the core needs necessary for	r Support-Equip	3.93
me to excel in my role.		+ 0.20
90. Our organization embraces diversity in	Continuous Improvement	3.91
people, ideas, and experiences to maximize our potential.		
37. My supervisor motivates me to achieve my		2.00
goals.	Performance Planning	3.89
75. Our organization embraces an innovative		+ 0.02
mindset to maximize our potential.	Innovation	3.88
88. Our organization effectively aligns our		
day-to-day activities with the organizational	Mission Conscious	3.87
mission.		+ 0.23
89. Our organization demonstrates the		3.86
effective use of data to guide continuous improvement.	Continuous Improvement	
73. My supervisor advocates for my role and career growth.	Career Development	3.85
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.84
		+ 0.11
29. My supervisor recognizes me for a job well done.	a job well Recognition	3.83
		-0.13
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.83
	· · · · · · · · · · · · · · · · · · ·	+ 0.18
72. Our organization provides the experience and development for me to further my career		3.81
here.	Career Development	+ 0.23
80. Excellence is recognized in our		3.80
organization. Recognition	Recognition	+ 0.09
38. My supervisor demonstrates effort in	nd reinforcing a coaching Relationships	3.79
establishing and reinforcing a coaching		
relationship with me.		+ 0.05
7. I have encouraged someone to apply at our	Talent/Fit	3.76
organization.		+ 0.07

Question	Dimension	Mean
77. Our organization selects the right people for the right job.	Talent/Fit	3.75
		+ 0.10
74. I have the opportunity to express my career interests at our organization.	Career Development	3.73
career interests at our organization.		+ 0.15
31. My supervisor inspires me to grow to new levels.	Relationships	3.71
ieveis.	Relationships	
83. Our organization encourages innovation.	Innovation	3.70 -0.01
19. I am provided the materials, equipment,		3.64
and information necessary to effectively perform my job.	Support-Equip	+ 0.18
28. I am provided the opportunity to spend	Support-Equip	3.55
quality time with my supervisor.		+ 0.10
40. In the past three months, my supervisor		3.42
as discussed my successes and progress with Performance Planning ie.	Performance Planning	= 0.00
9. I have received meaningful recognition in		3.36
the past 10 days.	Recognition	-0.32
81. Our organization provides the "right"	Training & Development	3.33
training for me to excel in my role.		+ 0.18
82. Business decisions made are consistent	Mission Conscious	3.31
with our mission and core values.	Mission Conscious	+ 0.14