



# INSIGHTeX Growth Mindset & DEI

Forest Glen  
Glen Ellyn SD 41

October 2023

Dimensions

Dimension	Mean
Pride	4.35 + 0.20
Quality	4.33 + 0.12
Engage-Inspire	4.30 + 0.01
Satisfaction	4.24 + 0.13
Relationships	4.15 + 0.19
Communication	4.14 + 0.10
Continuous Improvement	4.10 -0.13
Talent/Fit	4.06 + 0.07
Career Development	4.06 + 0.32
Innovation	4.04 -0.06
Training & Development	3.97 + 0.27
Performance Planning	3.94 + 0.08
Recognition	3.93 -0.04
Support-Equip	3.87 = 0.00
Mission Conscious	3.83 + 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.	4.63 + 0.10	SD: 2 (2.63%)	D: 0 (0.00%)	N: 4 (5.26%)	A: 12 (15.79%)	SA: 58 (76.32%)	NA: 0 (0.00%)
		A SA					
78. I feel proud of and inspired by the success of others on my team.	4.34 ---	SD: 1 (1.32%)	D: 0 (0.00%)	N: 8 (10.53%)	A: 30 (39.47%)	SA: 37 (48.68%)	NA: 0 (0.00%)
		N A SA					
45. I feel great pride in the team of which I am a part.	4.32 -0.06	SD: 3 (3.95%)	D: 1 (1.32%)	N: 6 (7.89%)	A: 25 (32.89%)	SA: 41 (53.95%)	NA: 0 (0.00%)
		N A SA					
14. I feel great pride in being a part of our organization.	4.11 + 0.21	SD: 2 (2.63%)	D: 4 (5.26%)	N: 10 (13.16%)	A: 28 (36.84%)	SA: 32 (42.11%)	NA: 0 (0.00%)
		N A SA					

## Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.53 ---	SD: 1 (1.32%)	D: 0 (0.00%)	N: 2 (2.63%)	A: 28 (36.84%)	SA: 45 (59.21%)	NA: 0 (0.00%)
		A SA					
43. My teammates demonstrate a commitment to quality work and excellence.	4.46 + 0.01	SD: 2 (2.63%)	D: 1 (1.32%)	N: 3 (3.95%)	A: 24 (31.58%)	SA: 46 (60.53%)	NA: 0 (0.00%)
		A SA					
47. I am on a team that encourages each member to surpass expectations.	4.24 + 0.07	SD: 3 (3.95%)	D: 2 (2.63%)	N: 7 (9.21%)	A: 25 (32.89%)	SA: 38 (50.00%)	NA: 1 (1.32%)
		N A SA					
71. Our organization is committed to quality work and excellence.	4.11 + 0.08	SD: 1 (1.32%)	D: 7 (9.21%)	N: 4 (5.26%)	A: 35 (46.05%)	SA: 29 (38.16%)	NA: 0 (0.00%)
		D 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.	4.59 + 0.04	SD: 1 (1.32%)	D: 2 (2.63%)	N: 2 (2.63%)	A: 17 (22.37%)	SA: 54 (71.05%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.55 + 0.11	SD: 1 (1.32%)	D: 0 (0.00%)	N: 2 (2.63%)	A: 26 (34.21%)	SA: 47 (61.84%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.36 + 0.05	SD: 1 (1.32%)	D: 0 (0.00%)	N: 9 (11.84%)	A: 27 (35.53%)	SA: 39 (51.32%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.16 ---	SD: 1 (1.32%)	D: 3 (3.95%)	N: 8 (10.53%)	A: 35 (46.05%)	SA: 29 (38.16%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	3.84 + 0.11	SD: 4 (5.26%)	D: 3 (3.95%)	N: 16 (21.05%)	A: 30 (39.47%)	SA: 22 (28.95%)	NA: 1 (1.32%)

## Satisfaction

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

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

## Relationships

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

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

## Communication

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

## Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.34 ---	SD: 1 (1.32%)	D: 1 (1.32%)	N: 6 (7.89%)	A: 31 (40.79%)	SA: 37 (48.68%)	NA: 0 (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 day.	4.16 + 0.15	SD: 1 (1.32%)	D: 6 (7.89%)	N: 3 (3.95%)	A: 36 (47.37%)	SA: 30 (39.47%)	NA: 0 (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%)
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%)

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



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

## Innovation

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

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






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

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

## Recognition

Question	Mean	Distribution					
18. I have provided meaningful recognition to others in the past 10 days.	4.38 <b>+ 0.17</b>	SD: 1 (1.32%)	D: 0 (0.00%)	N: 3 (3.95%)	A: 37 (48.68%)	SA: 35 (46.05%)	NA: 0 (0.00%)
							
48. Our team recognizes each other's efforts and impact.	4.28 <b>-0.04</b>	SD: 2 (2.63%)	D: 2 (2.63%)	N: 9 (11.84%)	A: 22 (28.95%)	SA: 40 (52.63%)	NA: 1 (1.32%)
							
29. My supervisor recognizes me for a job well done.	3.83 <b>-0.13</b>	SD: 3 (3.95%)	D: 3 (3.95%)	N: 15 (19.74%)	A: 38 (50.00%)	SA: 17 (22.37%)	NA: 0 (0.00%)
							
80. Excellence is recognized in our organization.	3.80 <b>+ 0.09</b>	SD: 2 (2.63%)	D: 6 (7.89%)	N: 16 (21.05%)	A: 32 (42.11%)	SA: 19 (25.00%)	NA: 1 (1.32%)
							
9. I have received meaningful recognition in the past 10 days.	3.36 <b>-0.32</b>	SD: 10 (13.16%)	D: 13 (17.11%)	N: 10 (13.16%)	A: 26 (34.21%)	SA: 17 (22.37%)	NA: 0 (0.00%)
							

**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.	4.04 = 0.00	SD: 3 (3.95%)	D: 3 (3.95%)	N: 8 (10.53%)	A: 35 (46.05%)	SA: 26 (34.21%)	NA: 1 (1.32%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.03 ---	SD: 3 (3.95%)	D: 2 (2.63%)	N: 6 (7.89%)	A: 43 (56.58%)	SA: 21 (27.63%)	NA: 1 (1.32%)
34. My supervisor is actively responsive to my needs.	4.01 -0.22	SD: 0 (0.00%)	D: 5 (6.58%)	N: 12 (15.79%)	A: 36 (47.37%)	SA: 23 (30.26%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	3.93 + 0.20	SD: 2 (2.63%)	D: 5 (6.58%)	N: 12 (15.79%)	A: 34 (44.74%)	SA: 23 (30.26%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.64 + 0.18	SD: 3 (3.95%)	D: 11 (14.47%)	N: 14 (18.42%)	A: 30 (39.47%)	SA: 18 (23.68%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.55 + 0.10	SD: 4 (5.26%)	D: 12 (15.79%)	N: 15 (19.74%)	A: 28 (36.84%)	SA: 17 (22.37%)	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.	4.12 -0.01	SD: 1 (1.32%)	D: 4 (5.26%)	N: 12 (15.79%)	A: 27 (35.53%)	SA: 32 (42.11%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	3.99 + 0.23	SD: 1 (1.32%)	D: 3 (3.95%)	N: 13 (17.11%)	A: 37 (48.68%)	SA: 21 (27.63%)	NA: 1 (1.32%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.87 + 0.23	SD: 1 (1.32%)	D: 9 (11.84%)	N: 11 (14.47%)	A: 32 (42.11%)	SA: 22 (28.95%)	NA: 1 (1.32%)
82. Business decisions made are consistent with our mission and core values.	3.31 + 0.14	SD: 4 (5.26%)	D: 15 (19.74%)	N: 19 (25.00%)	A: 23 (30.26%)	SA: 11 (14.47%)	NA: 4 (5.26%)

## Top Items

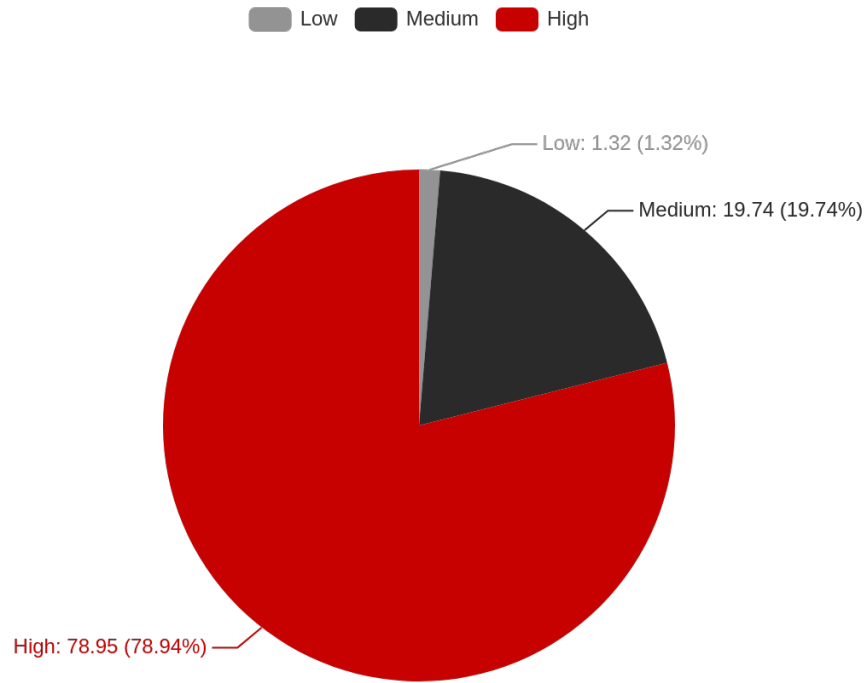
Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.63 + 0.10	SD: 2 (2.63%)	D: 0 (0.00%)	N: 4 (5.26%)	A: 12 (15.79%)	SA: 58 (76.32%)	NA: 0 (0.00%)
2. I am fully engaged in the work that I do.	4.59 + 0.04	SD: 1 (1.32%)	D: 2 (2.63%)	N: 2 (2.63%)	A: 17 (22.37%)	SA: 54 (71.05%)	NA: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

**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.	3.31 <b>+ 0.14</b>	SD: 4 (5.26%)	D: 15 (19.74%)	N: 19 (25.00%)	A: 23 (30.26%)	SA: 11 (14.47%)	NA: 4 (5.26%)
		<b>SD</b>	<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.	3.33 <b>+ 0.18</b>	SD: 5 (6.58%)	D: 17 (22.37%)	N: 14 (18.42%)	A: 28 (36.84%)	SA: 12 (15.79%)	NA: 0 (0.00%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>	<b>NA</b>
9. I have received meaningful recognition in the past 10 days.	3.36 <b>-0.32</b>	SD: 10 (13.16%)	D: 13 (17.11%)	N: 10 (13.16%)	A: 26 (34.21%)	SA: 17 (22.37%)	NA: 0 (0.00%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>	<b>NA</b>
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.42 <b>= 0.00</b>	SD: 2 (2.63%)	D: 14 (18.42%)	N: 20 (26.32%)	A: 22 (28.95%)	SA: 13 (17.11%)	NA: 5 (6.58%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>	<b>NA</b>
28. I am provided the opportunity to spend quality time with my supervisor.	3.55 <b>+ 0.10</b>	SD: 4 (5.26%)	D: 12 (15.79%)	N: 15 (19.74%)	A: 28 (36.84%)	SA: 17 (22.37%)	NA: 0 (0.00%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>	<b>NA</b>

## Current Growth Mindset Chart





**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

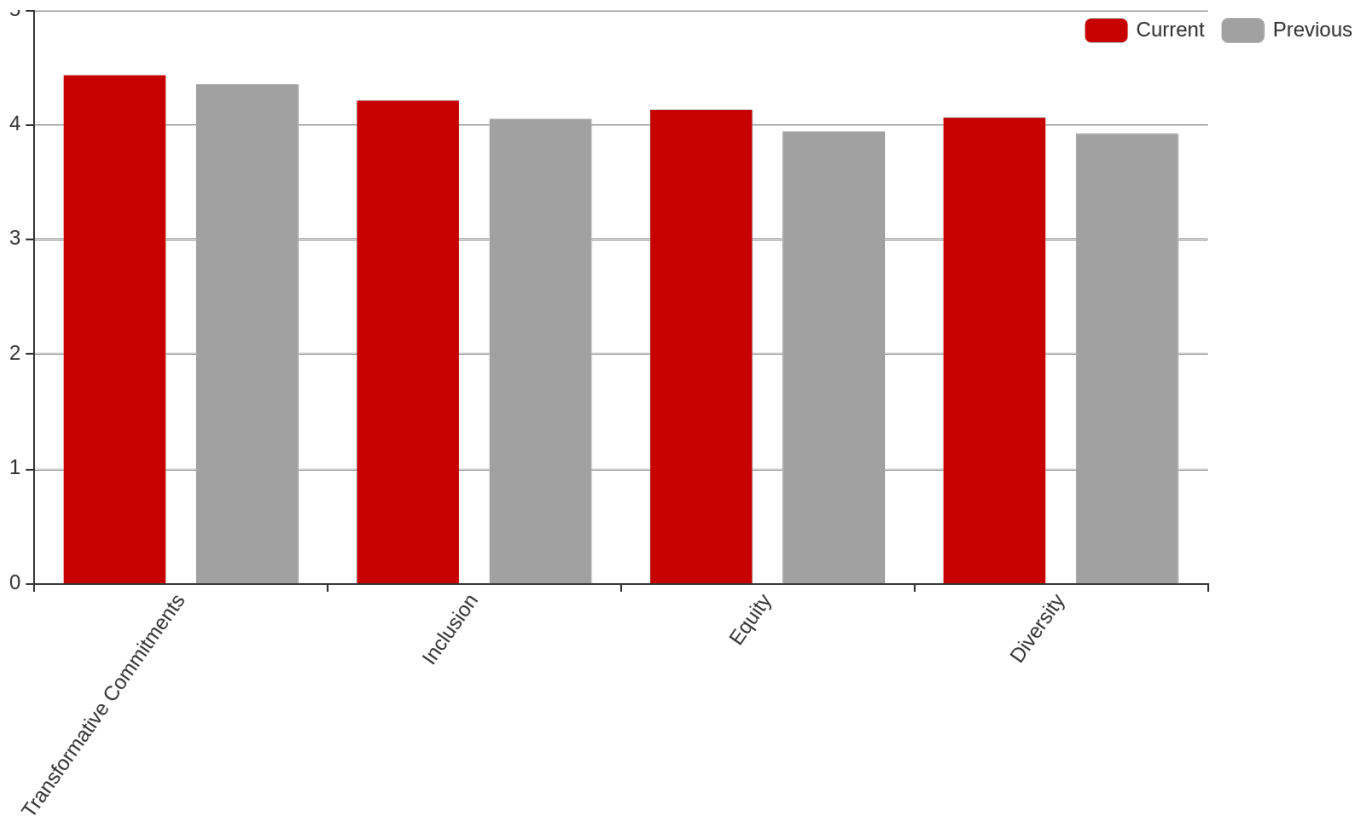
**SA** : Strongly Agree

**NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.55 ---	SD: 1 (1.32%)	D: 0 (0.00%)	N: 2 (2.63%)	A: 26 (34.21%)	SA: 47 (61.84%)	NA: 0 (0.00%)
		A			SA		
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.51 ---	SD: 1 (1.32%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 33 (43.42%)	SA: 42 (55.26%)	NA: 0 (0.00%)
		A			SA		
6. I am provided opportunities to further my growth and development.	4.45 + 0.80	SD: 1 (1.32%)	D: 1 (1.32%)	N: 3 (3.95%)	A: 29 (38.16%)	SA: 42 (55.26%)	NA: 0 (0.00%)
		A			SA		
18. I have provided meaningful recognition to others in the past 10 days.	4.38 + 0.17	SD: 1 (1.32%)	D: 0 (0.00%)	N: 3 (3.95%)	A: 37 (48.68%)	SA: 35 (46.05%)	NA: 0 (0.00%)
		A			SA		
17. I have set the right goals for myself to excel in my role/position.	4.37 + 0.16	SD: 1 (1.32%)	D: 1 (1.32%)	N: 1 (1.32%)	A: 39 (51.32%)	SA: 34 (44.74%)	NA: 0 (0.00%)
		A			SA		
21. I am committed to a growth mindset to achieve my potential.	4.34 ---	SD: 1 (1.32%)	D: 1 (1.32%)	N: 6 (7.89%)	A: 31 (40.79%)	SA: 37 (48.68%)	NA: 0 (0.00%)
		A			SA		
78. I feel proud of and inspired by the success of others on my team.	4.34 ---	SD: 1 (1.32%)	D: 0 (0.00%)	N: 8 (10.53%)	A: 30 (39.47%)	SA: 37 (48.68%)	NA: 0 (0.00%)
		A			SA		
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%)
		A			SA		
36. My supervisor builds a culture of learning and growth.	4.03 ---	SD: 2 (2.63%)	D: 3 (3.95%)	N: 8 (10.53%)	A: 41 (53.95%)	SA: 22 (28.95%)	NA: 0 (0.00%)
		A			SA		
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%)
		A			SA		

## DEI Chart



## DEI Table












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

## Transformative Commitments

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

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

**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

**SA** : Strongly Agree

**NA** : Not Applicable

Question	Mean	Distribution					
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.09 <b>+ 0.23</b>	SD: 1 (1.32%)	D: 4 (5.26%)	N: 7 (9.21%)	A: 38 (50.00%)	SA: 25 (32.89%)	NA: 1 (1.32%)
		<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>		
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.07 <b>+ 0.26</b>	SD: 1 (1.32%)	D: 5 (6.58%)	N: 6 (7.89%)	A: 40 (52.63%)	SA: 24 (31.58%)	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.	4.04 <b>+ 0.21</b>	SD: 1 (1.32%)	D: 5 (6.58%)	N: 8 (10.53%)	A: 38 (50.00%)	SA: 24 (31.58%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>		
94. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.95 <b>+ 0.09</b>	SD: 2 (2.63%)	D: 6 (7.89%)	N: 8 (10.53%)	A: 37 (48.68%)	SA: 22 (28.95%)	NA: 1 (1.32%)
		<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>		
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.81 <b>+ 0.08</b>	SD: 3 (3.95%)	D: 6 (7.89%)	N: 11 (14.47%)	A: 37 (48.68%)	SA: 18 (23.68%)	NA: 1 (1.32%)
		<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.	3.80 <b>+ 0.18</b>	SD: 3 (3.95%)	D: 8 (10.53%)	N: 11 (14.47%)	A: 32 (42.11%)	SA: 21 (27.63%)	NA: 1 (1.32%)
		<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>+ 0.20</b>	SD: 2 (2.63%)	D: 7 (9.21%)	N: 16 (21.05%)	A: 30 (39.47%)	SA: 20 (26.32%)	NA: 1 (1.32%)
		<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

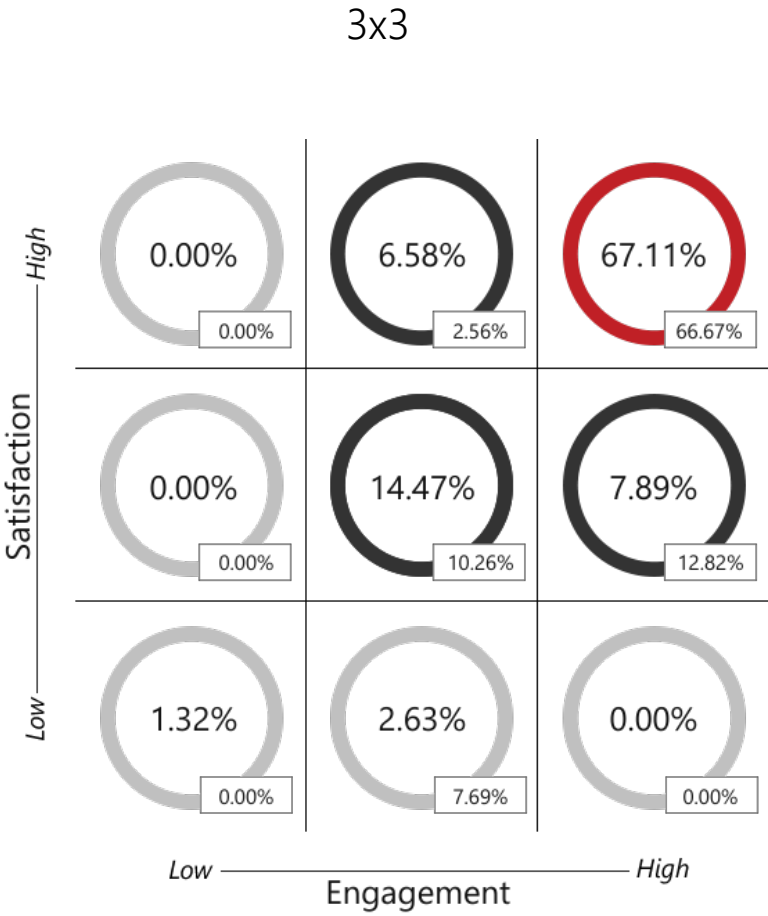
## Equity

Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.67 <b>+ 0.11</b>	SD: 1 (1.32%)	D: 0 (0.00%)	N: 1 (1.32%)	A: 19 (25.00%)	SA: 54 (71.05%)	NA: 1 (1.32%)
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.07 <b>+ 0.26</b>	SD: 1 (1.32%)	D: 5 (6.58%)	N: 6 (7.89%)	A: 40 (52.63%)	SA: 24 (31.58%)	NA: 0 (0.00%)
100. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.99 <b>+ 0.20</b>	SD: 1 (1.32%)	D: 5 (6.58%)	N: 11 (14.47%)	A: 35 (46.05%)	SA: 23 (30.26%)	NA: 1 (1.32%)
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.	3.80 <b>+ 0.18</b>	SD: 3 (3.95%)	D: 8 (10.53%)	N: 11 (14.47%)	A: 32 (42.11%)	SA: 21 (27.63%)	NA: 1 (1.32%)

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





## 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 + 0.09
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 + 0.01
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 + 0.17
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.37 -0.05
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.37 + 0.16
12. I am highly committed to and energized by my work.	Engage-Inspire	4.36 + 0.05
25. My supervisor cares about me as a person.	Relationships	4.36 + 0.04
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.	Career Development	4.32 + 0.33
45. I feel great pride in the team of which I am a part.	Pride	4.32 -0.06
79. I feel "in on things" that are happening at our organization.	Communication	4.30 + 1.01
70. I feel our organization is a great fit for me.	Talent/Fit	4.30 + 0.16
48. Our team recognizes each other's efforts and impact.	Recognition	4.28 -0.04
44. Our team effectively communicates with each other.	Communication	4.26 -0.03
47. I am on a team that encourages each member to surpass expectations.	Quality	4.24 + 0.07
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.21 -0.02
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.20 ---
42. Our team encourages innovation.	Innovation	4.20 + 0.05
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.18 + 0.23
51. Our team has open and trusting relationships.	Relationships	4.17 -0.02
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.16 ---
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.16 + 0.15
27. My supervisor and I have effective two-way communication.	Communication	4.14 -0.10
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.13 -0.01

Question	Dimension	Mean
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.12 -0.01
20. I look forward to coming to work every day.	Satisfaction	4.12 + 0.12
35. My supervisor supports my personal and professional development.	Training & Development	4.12 -0.09
14. I feel great pride in being a part of our organization.	Pride	4.11 + 0.21
71. Our organization is committed to quality work and excellence.	Quality	4.11 + 0.08
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.09 + 0.03
32. I have an open and trusting relationship with my supervisor.	Relationships	4.07 -0.06
24. My supervisor effectively communicates his/her expectations.	Communication	4.05 = 0.00
68. Quality relationships are valued across our organization.	Relationships	4.05 + 0.06
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.04 = 0.00
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.03 ---
36. My supervisor builds a culture of learning and growth.	Training & Development	4.03 ---
34. My supervisor is actively responsive to my needs.	Support-Equip	4.01 -0.22
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.99 + 0.23
15. I am properly trained to achieve excellence in my work.	Training & Development	3.99 + 0.22
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.97 + 0.16
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.95 -0.11

Question	Dimension	Mean
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.93 + 0.19
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.93 -0.12
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.93 + 0.20
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.91 ---
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.89 + 0.02
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.88 ---
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.87 + 0.23
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.86 ---
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.	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 here.	Career Development	3.81 + 0.23
80. Excellence is recognized in our organization.	Recognition	3.80 + 0.09
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.79 + 0.05
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.76 + 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 + 0.15
31. My supervisor inspires me to grow to new levels.	Relationships	3.71 ---
83. Our organization encourages innovation.	Innovation	3.70 -0.01
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.64 + 0.18
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.55 + 0.10
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.42 = 0.00
9. I have received meaningful recognition in the past 10 days.	Recognition	3.36 -0.32
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.33 + 0.18
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.31 + 0.14