

INSIGHTeX Growth Mindset & DEI

Benjamin Franklin Glen Ellyn SD 41

October 2023

Dimensions

Dimension	Mean
Pride	4.40
Fride	+ 0.10
Quality	4.38
Quality	-0.01
Engage-Inspire	4.33
Engage-mspire	-0.02
Satisfaction	4.28
Satisfaction	+ 0.19
Relationshins	4.21
Relationships	+ 0.13
Continuous Improvement	4.18
Continuous Improvement	-0.26
Communication	4.15
Communication	+ 0.19
Innovation	4.11
iiiiovation	-0.10
Performance Planning	4.10
remormance rianning	+ 0.12
Recognition	4.07
Recognition	-0.02
Career Development	4.06
Career Development	+ 0.06
Training & Development	4.05
Training & Development	+ 0.21
Talent/Fit	4.05
Taletty Fit	-0.01
Mission Conscious	3.97
IVIISSIOII COIISCIOUS	+ 0.07
Support-Equip	3.93
Support-Equip	= 0.00

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Pride

Question	Mean	Distribution						
	4.65	SD: 1	D: 0	N: 1	A: 11	SA: 36	NA: 0	
4. I feel great pride in the work I do.	= 0.00	(2.04%)	(0.00%)	(2.04%)	(22.45%)	(73.47%)	(0.00%)	
	= 0.00	A			SA			
45. I feel great pride in the team of	4.43	SD: 1	D: 3	N: 3	A: 9	SA: 33	NA: 0	
which I am a part.	0.00	(2.04%)	(6.12%)	(6.12%)	(18.37%)	(67.35%)	(0.00%)	
-	+ 0.03	D N	Α	SA				
78. I feel proud of and inspired by the	4.37	SD: 0	D: 2	N: 3	A: 19	SA: 25	NA: 0	
success of others on my team.		(0.00%)	(4.08%)	(6.12%)	(38.78%)	(51.02%)	(0.00%)	
,		N	Α			SA		
14. I feel great pride in being a part of	4.16	SD: 0	D: 2	N: 9	A: 17	SA: 21	NA: 0	
our organization.		(0.00%)	(4.08%)	(18.37%)	(34.69%)	(42.86%)	(0.00%)	
	+ 0.01	N		Α		SA		

Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a	4.57	SD: 0	D: 0	N: 1	A: 19	SA: 29	NA: 0
positive workplace culture.		(0.00%)	(0.00%)	(2.04%)	(38.78%)	(59.18%)	(0.00%)
			Α			SA	
43. My teammates demonstrate a	4.55	SD: 0	D: 1	N: 5	A: 9	SA: 34	NA: 0
commitment to quality work and excellence.	0.04	(0.00%)	(2.04%)	(10.20%)	(18.37%)	(69.39%)	(0.00%)
excellence.	-0.04	N	Α	SA			
47. I am on a team that encourages	4.24	SD: 1	D: 3	N: 6	A: 12	SA: 27	NA: 0
each member to surpass expectations.		(2.04%)	(6.12%)	(12.24%)	(24.49%)	(55.10%)	(0.00%)
·	-0.14	D N		Α		SA	
71. Our organization is committed to	4.16	SD: 0	D: 3	N: 8	A: 16	SA: 22	NA: 0
quality work and excellence.		(0.00%)	(6.12%)	(16.33%)	(32.65%)	(44.90%)	(0.00%)
	-0.05	D N		Α		SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Engage-Inspire

Question	Mean		Distribution						
2. I am fully engaged in the work that I	4.65	SD: 2	D: 0	N: 1	A: 7	SA: 39	NA: 0		
do.	- 0.44	(4.08%)	(0.00%)	(2.04%)	(14.29%)	(79.59%)	(0.00%)		
	+ 0.11	Α			SA				
12. I am highly committed to and	4.51	SD: 0	D: 1	N: 3	A: 15	SA: 30	NA: 0		
energized by my work.	+ 0.19	(0.00%)	(2.04%)	(6.12%)	(30.61%)	(61.22%)	(0.00%)		
	+ 0.19	N	Α			SA			
8. I am driven to contribute to the	4.47	SD: 1	D: 1	N: 3	A: 13	SA: 31	NA: 0		
success of our organization.	0.44	(2.04%)	(2.04%)	(6.12%)	(26.53%)	(63.27%)	(0.00%)		
_	-0.11	N	Α			SA			
67. Our organization promotes a	4.12	SD: 0	D: 5	N: 6	A: 16	SA: 22	NA: 0		
positive and engaging culture.		(0.00%)	(10.20%)	(12.24%)	(32.65%)	(44.90%)	(0.00%)		
		D	N	Α		SA			
76. I would recommend our	3.90	SD: 1	D: 5	N: 10	A: 15	SA: 18	NA: 0		
organization to a friend as a great place to work.	0.00	(2.04%)	(10.20%)	(20.41%)	(30.61%)	(36.73%)	(0.00%)		
piace to work.	+ 0.09	D	N	Α		SA			

Satisfaction

Question	Mean	Distribution						
46. I am satisfied being a part of our	4.39	SD: 1	D: 3	N: 2	A: 13	SA: 30	NA: 0	
team.	+ 0.06	(2.04%)	(6.12%)	(4.08%)	(26.53%)	(61.22%)	(0.00%)	
	+ 0.00	D	Α			SA		
	4.37	SD: 0	D: 1	N: 4	A: 20	SA: 24	NA: 0	
13. I am satisfied with my role/work.		(0.00%)	(2.04%)	(8.16%)	(40.82%)	(48.98%)	(0.00%)	
3. I am satisfied with my role/work.	+ 0.24	N	N A		SA			
87. Overall, I am very satisfied with our	4.27	SD: 0	D: 1	N: 7	A: 19	SA: 22	NA: 0	
organization as a place to work.		(0.00%)	(2.04%)	(14.29%)	(38.78%)	(44.90%)	(0.00%)	
	+ 0.36	N		Α		SA		
20. I look forward to coming to work	4.08	SD: 0	D: 2	N: 8	A: 23	SA: 16	NA: 0	
every day.		(0.00%)	(4.08%)	(16.33%)	(46.94%)	(32.65%)	(0.00%)	
	+ 0.09	N		Α		S	A	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Relationships

Question	Mean		Distribution						
91. I take complete ownership for my	4.61	SD: 0	D: 0	N: 0	A: 19	SA: 30	NA: 0		
attitude and effort in embracing a growth mindset.		(0.00%)	(0.00%)	(0.00%)	(38.78%)	(61.22%)	(0.00%)		
growth mindset.			Α			SA			
5. I have at least one close friend at	4.49	SD: 1	D: 1	N: 5	A: 8	SA: 34	NA: 0		
work.	-0.12	(2.04%)	(2.04%)	(10.20%)	(16.33%)	(69.39%)	(0.00%)		
	-0.12	N	Α		SA	4			
50. Based on relationships	4.29	SD: 0	D: 4	N: 3	A: 17	SA: 25	NA: 0		
demonstrated on our team, I would		(0.00%)	(8.16%)	(6.12%)	(34.69%)	(51.02%)	(0.00%)		
recommend someone to join our team.	-0.04	D N	Α			SA			
25. My supervisor cares about me as a	4.27	SD: 1	D: 1	N: 6	A: 17	SA: 24	NA: 0		
person.	. 0.00	(2.04%)	(2.04%)	(12.24%)	(34.69%)	(48.98%)	(0.00%)		
	+ 0.06	N		Α		SA			
51. Our team has open and trusting	4.22	SD: 1	D: 3	N: 4	A: 17	SA: 24	NA: 0		
relationships.	= 0.00	(2.04%)	(6.12%)	(8.16%)	(34.69%)	(48.98%)	(0.00%)		
	- 0.00	D N	N A		SA				
68. Quality relationships are valued	4.06	SD: 0	D: 3	N: 8	A: 21	SA: 17	NA: 0		
across our organization.	-0.20	(0.00%)	(6.12%)	(16.33%)	(42.86%)	(34.69%)	(0.00%)		
	-0.20	D N		Α		SA	4		
32. I have an open and trusting	4.06	SD: 2	D: 1	N: 8	A: 19	SA: 19	NA: 0		
relationship with my supervisor.	+ 0.05	(4.08%)	(2.04%)	(16.33%)	(38.78%)	(38.78%)	(0.00%)		
	T 0.03	N		Α		SA			
31. My supervisor inspires me to grow	4.00	SD: 1	D: 3	N: 10	A: 16	SA: 19	NA: 0		
to new levels.		(2.04%)	(6.12%)	(20.41%)	(32.65%)	(38.78%)	(0.00%)		
		D	N	Α		SA			
38. My supervisor demonstrates effort in establishing and reinforcing a	3.90	SD: 1	D: 5	N: 10	A: 15	SA: 18	NA: 0		
coaching relationship with me.	. 0.09	(2.04%)	(10.20%)	(20.41%)	(30.61%)	(36.73%)	(0.00%)		
codening relationship with the.	+ 0.08	D	N	Α		SA			

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Continuous Improvement

Question	Mean	Distribution						
21. I am committed to a growth	4.51	SD: 0	D: 0	N: 1	A: 22	SA: 26	NA: 0	
mindset to achieve my potential.		(0.00%)	(0.00%) A	(2.04%)	(44.90%)	(53.06%) SA	(0.00%)	
69. I am part of an organization that continues to pursue excellence every day.	4.31	SD: 0	D: 0	N: 8	A: 18	SA: 23	NA: 0	
	+ 0.09	(0.00%)	(0.00%)	(16.33%)	(36.73%)	(46.94%) SA	(0.00%)	
52. I am on a team that continuously	4.29	SD: 0	D: 2	N: 9	A: 11	SA: 27	NA: 0	
challenges me to grow and improve.		(0.00%)	(4.08%)	(18.37%)	(22.45%)	(55.10%) SA	(0.00%)	
89. Our organization demonstrates the	3.90	SD: 0	D: 5	N: 7	A: 24	SA: 12	NA: 1	
effective use of data to guide continuous improvement.		(0.00%)	(10.20%)	(14.29%)	(48.98%)	(24.49%)	(2.04%)	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.88	SD: 0	D: 5	N: 8	A: 24	SA: 12	NA: 0	
		(0.00%)	(10.20%)	(16.33%)	(48.98%)	(24.49%)	(0.00%)	
•		D	N		Α		SA	

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Communication

Question	Mean	Distribution						
79. I feel "in on things" that are	4.41	SD: 0	D: 2	N: 3	A: 17	SA: 27	NA: 0	
happening at our organization.	. 0.99	(0.00%)	(4.08%)	(6.12%)	(34.69%)	(55.10%)	(0.00%)	
	+ 0.88	N	Α			SA		
44. Our team effectively communicates	4.37	SD: 1	D: 2	N: 4	A: 13	SA: 29	NA: 0	
with each other.		(2.04%)	(4.08%)	(8.16%)	(26.53%)	(59.18%)	(0.00%)	
	+ 0.03	N	Α			SA		
27. My supervisor and I have effective	4.14	SD: 1	D: 1	N: 9	A: 17	SA: 21	NA: 0	
two-way communication.	0.47	(2.04%)	(2.04%)	(18.37%)	(34.69%)	(42.86%)	(0.00%)	
	+ 0.17	N		Α		SA		
24. My supervisor effectively	3.94	SD: 2	D: 3	N: 9	A: 17	SA: 18	NA: 0	
communicates his/her expectations.		(4.08%)	(6.12%)	(18.37%)	(34.69%)	(36.73%)	(0.00%)	
, ,	-0.05	D	N	Α		SA		
26. My supervisor gives me	3.88	SD: 1	D: 3	N: 13	A: 16	SA: 16	NA: 0	
constructive feedback about my work		(2.04%)	(6.12%)	(26.53%)	(32.65%)	(32.65%)	(0.00%)	
performance.	+ 0.09	D	N		Α	S	A	

Innovation

Question	Mean	Distribution						
16. I am continuously seeking ways to	4.51	SD: 0	D: 0	N: 2	A: 20	SA: 27	NA: 0	
improve my overall productivity.	-0.22	(0.00%)	(0.00%)	(4.08%)	(40.82%)	(55.10%)	(0.00%)	
	-0.22		Α			SA		
	4.22	SD: 0	D: 4	N: 2	A: 22	SA: 21	NA: 0	
42. Our team encourages innovation.	-0.03	(0.00%)	(8.16%)	(4.08%)	(44.90%)	(42.86%)	(0.00%)	
		D		Α		SA		
75. Our organization embraces an innovative mindset to maximize our	3.88	SD: 1	D: 5	N: 8	A: 20	SA: 15	NA: 0	
		(2.04%)	(10.20%)	(16.33%)	(40.82%)	(30.61%)	(0.00%)	
potential.		D	N	A		SA		
83. Our organization encourages	3.82	SD: 2	D: 3	N: 10	A: 21	SA: 13	NA: 0	
innovation.		(4.08%)	(6.12%)	(20.41%)	(42.86%)	(26.53%)	(0.00%)	
	+ 0.16	D	N		Α		SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Performance Planning

Question	Mean	Distribution						
17. I have set the right goals for myself	4.49	SD: 0	D: 0	N: 2	A: 21	SA: 26	NA: 0	
to excel in my role/position.	+ 0.11	(0.00%)	(0.00%)	(4.08%)	(42.86%)	(53.06%) SA	(0.00%)	
49. Our team effectively sets goals to	4.17	SD: 1	D: 3	N: 7	A: 13	SA: 24	NA: 1	
further enhance our performance.	-0.11	(2.04%)	(6.12%)	(14.29%)	(26.53%)	(48.98%) SA	(2.04%)	
37. My supervisor motivates me to	4.08	SD: 0	D: 3	N: 11	A: 14	SA: 21	NA: 0	
achieve my goals.	+ 0.20	(0.00%)	(6.12%)	(22.45%) A	(28.57%)	(42.86%) SA	(0.00%)	
10. In my current role, I am encouraged to set motivational/stretch goals for	4.00	SD: 0	D: 3	N: 10	A: 20	SA: 16	NA: 0	
myself.	+ 0.19	(0.00%)	(6.12%) N	(20.41%)	(40.82%)	(32.65%) S	(0.00%) A	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.71	SD: 1	D: 9	N: 6	A: 15	SA: 14	NA: 4	
	+ 0.19	(2.04%)	(18.37%) N	(12.24%) A	(30.61%)	(28.57%) SA	(8.16%) NA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Recognition

Question	Mean			Distri	oution		
18. I have provided meaningful recognition to others in the past 10	4.53	SD: 0	D: 0	N: 1	A: 21	SA: 27	NA: 0
days.	+ 0.13	(0.00%)	(0.00%)	(2.04%)	(42.86%)	(55.10%) SA	(0.00%)
48. Our team recognizes each other's	4.31	SD: 1	D: 2	N: 8	A: 8	SA: 30	NA: 0
efforts and impact.	-0.09	(2.04%)	(4.08%)	(16.33%)	(16.33%)	(61.22%)	(0.00%)
80. Excellence is recognized in our	4.02	SD: 1	D: 3	N: 9	A: 17	SA: 19	NA: 0
organization.	+ 0.11	(2.04%)	(6.12%) V	(18.37%) A	(34.69%)	(38.78%) SA	(0.00%)
29. My supervisor recognizes me for a	3.96	SD: 1	D: 3	N: 12	A: 13	SA: 19	NA: 1
job well done.	-0.03	(2.04%)	(6.12%)	(24.49%) A	(26.53%)	(38.78%) SA	(2.04%)
9. I have received meaningful	3.50	SD: 5	D: 5	N: 13	A: 11	SA: 14	NA: 1
recognition in the past 10 days.	-0.26	(10.20%)	(10.20%)	(26.53%) N	(22.45%) A	(28.57%)	(2.04%)

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Career Development

Question	Mean		Distribution						
85. I am committed to achieving my	4.55	SD: 0	D: 0	N: 0	A: 22	SA: 27	NA: 0		
potential through learning and growing.		(0.00%)	(0.00%)	(0.00%)	(44.90%)	(55.10%)	(0.00%)		
growing.			Α			SA			
84. I would like to work at our	4.23	SD: 0	D: 3	N: 6	A: 16	SA: 23	NA: 1		
organization long term.	0.40	(0.00%)	(6.12%)	(12.24%)	(32.65%)	(46.94%)	(2.04%)		
	+ 0.13	D N		Α		SA			
72. Our organization provides the	3.90	SD: 2	D: 4	N: 9	A: 15	SA: 18	NA: 1		
experience and development for me to	-0.11	(4.08%)	(8.16%)	(18.37%)	(30.61%)	(36.73%)	(2.04%)		
further my career here.		D	N	Α		SA			
73. My supervisor advocates for my	3.81	SD: 3	D: 5	N: 8	A: 14	SA: 18	NA: 1		
role and career growth.		(6.12%)	(10.20%)	(16.33%)	(28.57%)	(36.73%)	(2.04%)		
		SD D	N	Α		SA			
74. I have the opportunity to express	3.81	SD: 4	D: 3	N: 7	A: 17	SA: 16	NA: 2		
my career interests at our organization.	-0.13	(8.16%)	(6.12%)	(14.29%)	(34.69%)	(32.65%)	(4.08%)		
organization.		SD D	N	Α		SA			

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Training & Development

Question	Mean		Distribution							
6. I am provided opportunities to	4.53	SD: 1	D: 0	N: 2	A: 15	SA: 31	NA: 0			
further my growth and development.	+ 0.74	(2.04%)	(0.00%)	(4.08%)	(30.61%)	(63.27%) SA	(0.00%)			
35. My supervisor supports my	4.12	SD: 1	D: 1	N: 8	A: 20	SA: 19	NA: 0			
personal and professional development.	+ 0.08	(2.04%)	(2.04%)	(16.33%)	(40.82%)	(38.78%) SA	(0.00%)			
36. My supervisor builds a culture of	4.10	SD: 1	D: 5	N: 4	A: 17	SA: 22	NA: 0			
learning and growth.		(2.04%)	(10.20%)	(8.16%)	(34.69%)	(44.90%) SA	(0.00%)			
30. My supervisor encourages	4.04	SD: 1	D: 2	N: 9	A: 19	SA: 18	NA: 0			
opportunities for my growth and development.	+ 0.15	(2.04%)	(4.08%)	(18.37%)	(38.78%)	(36.73%)	(0.00%)			
·	T 0.13	N	1	Α		SA	\			
15. I am properly trained to achieve	3.96	SD: 0	D: 4	N: 10	A: 19	SA: 16	NA: 0			
excellence in my work.	-0.03	(0.00%)	(8.16%)	(20.41%)	(38.78%)	(32.65%)	(0.00%)			
	-0.03	D	N	Α		S	A			
81. Our organization provides the "right" training for me to excel in my	3.52	SD: 1	D: 11	N: 10	A: 14	SA: 12	NA: 1			
role.	+ 0.03	(2.04%)	(22.45%)	(20.41%)	(28.57%)	(24.49%)	(2.04%)			
		D		N	Α		SA			

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Talent/Fit

Question	Mean	Distribution							
1. In my role I have the opportunity to	4.65	SD: 1	D: 0	N: 0	A: 13	SA: 35	NA: 0		
do things that I both do well and		(2.04%)	(0.00%)	(0.00%)	(26.53%)	(71.43%)	(0.00%)		
enjoy.	+ 0.12	А			SA				
11. I am in a role that allows me to	4.43	SD: 0	D: 0	N: 6	A: 16	SA: 27	NA: 0		
maximize my talents and strengths.	. 0.40	(0.00%)	(0.00%)	(12.24%)	(32.65%)	(55.10%)	(0.00%)		
	+ 0.13	N	Α			SA			
70. I feel our organization is a great fit	4.29	SD: 1	D: 0	N: 6	A: 19	SA: 23	NA: 0		
for me.	+ 0.10	(2.04%)	(0.00%)	(12.24%)	(38.78%)	(46.94%)	(0.00%)		
	+ 0.10	N		Α		SA			
39. My supervisor knows the talents to	3.80	SD: 2	D: 3	N: 12	A: 18	SA: 14	NA: 0		
look for in selecting new teammates who will be successful.		(4.08%)	(6.12%)	(24.49%)	(36.73%)	(28.57%)	(0.00%)		
wild will be successful.	-0.14	D	N		Α		SA		
86. Our organization selects highly	3.76	SD: 1	D: 5	N: 11	A: 20	SA: 12	NA: 0		
talented individuals when hiring.	0.44	(2.04%)	(10.20%)	(22.45%)	(40.82%)	(24.49%)	(0.00%)		
	-0.11	D	N		Α		SA		
77. Our organization selects the right	3.71	SD: 1	D: 7	N: 11	A: 16	SA: 14	NA: 0		
people for the right job.	0.04	(2.04%)	(14.29%)	(22.45%)	(32.65%)	(28.57%)	(0.00%)		
	-0.04	D	N		Α		SA		
7. I have encouraged someone to	3.67	SD: 3	D: 6	N: 11	A: 8	SA: 17	NA: 4		
apply at our organization.	-0.18	(6.12%)	(12.24%)	(22.45%)	(16.33%)	(34.69%)	(8.16%)		
		SD D	N	A		SA	NA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Mission Conscious

Question	Mean		Distribution						
22. I am aware and knowledgeable	4.31	SD: 0	D: 2	N: 4	A: 20	SA: 23	NA: 0		
about our organization's mission.	-0.06	(0.00%)	(4.08%)	(8.16%)	(40.82%)	(46.94%)	(0.00%)		
	-0.00	N	F	4		SA			
88. Our organization effectively aligns our day-to-day activities with the	4.04	SD: 0	D: 1	N: 10	A: 23	SA: 14	NA: 1		
		(0.00%)	(2.04%)	(20.41%)	(46.94%)	(28.57%)	(2.04%)		
organizational mission.	+ 0.22	N		Α		S	A		
41. My supervisor effectively	3.86	SD: 1	D: 5	N: 11	A: 15	SA: 17	NA: 0		
communicates our organizational		(2.04%)	(10.20%)	(22.45%)	(30.61%)	(34.69%)	(0.00%)		
mission to me.	-0.08	D	N	A		SA			
82. Business decisions made are consistent with our mission and core	3.67	SD: 0	D: 8	N: 12	A: 13	SA: 13	NA: 3		
		(0.00%)	(16.33%)	(24.49%)	(26.53%)	(26.53%)	(6.12%)		
values.	+ 0.19	D	N		Α	SA	NA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Support-Equip

Question	Mean	Distribution						
34. My supervisor is actively	4.04	SD: 1	D: 5	N: 7	A: 14	SA: 22	NA: 0	
responsive to my needs.	+ 0.07	(2.04%)	(10.20%)	(14.29%) A	(28.57%)	(44.90%) SA	(0.00%)	
33. My supervisor supports me through challenges and failures in order to succeed.	4.02	SD: 2	D: 2	N: 8	A: 18	SA: 19	NA: 0	
		(4.08%)	(4.08%)	(16.33%)	(36.73%)	(38.78%) SA	(0.00%)	
23. I have a supportive coaching	3.98	SD: 3	D: 1	N: 7	A: 21	SA: 17	NA: 0	
relationship with my supervisor.	-0.13	(6.12%)	(2.04%)	(14.29%)	(42.86%)	(34.69%) S/	(0.00%)	
3. I am provided the core needs	3.96	SD: 1	D: 2	N: 9	A: 23	SA: 14	NA: 0	
necessary for me to excel in my role.	+ 0.08	(2.04%)	(4.08%)	(18.37%)	(46.94%)	(28.57%)	(0.00%) SA	
28. I am provided the opportunity to	3.84	SD: 1	D: 5	N: 12	A: 14	SA: 17	NA: 0	
spend quality time with my supervisor.	-0.04	(2.04%)	(10.20%) N	(24.49%)	(28.57%)	(34.69%) S/	(0.00%)	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.71	SD: 1	D: 6	N: 13	A: 15	SA: 14	NA: 0	
	+ 0.08	(2.04%)	(12.24%)	(26.53%)	(30.61%)	(28.57%)	(0.00%)	
7, 7,		D	N		Α		SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Top Items

Question	Mean		Distribution							
	4.65	SD: 1	D: 0	N: 1	A: 11	SA: 36	NA: 0			
4. I feel great pride in the work I do.	0.00	(2.04%)	(0.00%)	(2.04%)	(22.45%)	(73.47%)	(0.00%)			
	= 0.00	A	A SA							
1. In my role I have the opportunity to	4.65	SD: 1	D: 0	N: 0	A: 13	SA: 35	NA: 0			
do things that I both do well and	+ 0.12	(2.04%)	(0.00%)	(0.00%)	(26.53%)	(71.43%)	(0.00%)			
enjoy.		Α			SA					
2. I am fully engaged in the work that I	4.65	SD: 2	D: 0	N: 1	A: 7	SA: 39	NA: 0			
do.	0.44	(4.08%)	(0.00%)	(2.04%)	(14.29%)	(79.59%)	(0.00%)			
	+ 0.11	Α			SA					
91. I take complete ownership for my	4.61	SD: 0	D: 0	N: 0	A: 19	SA: 30	NA: 0			
attitude and effort in embracing a		(0.00%)	(0.00%)	(0.00%)	(38.78%)	(61.22%)	(0.00%)			
growth mindset.			Α			SA				
92. I demonstrate effort in building a	4.57	SD: 0	D: 0	N: 1	A: 19	SA: 29	NA: 0			
positive workplace culture.		(0.00%)	(0.00%)	(2.04%)	(38.78%)	(59.18%)	(0.00%)			
-			Α			SA				

D: Disagree

N : Neutral

A : Agree

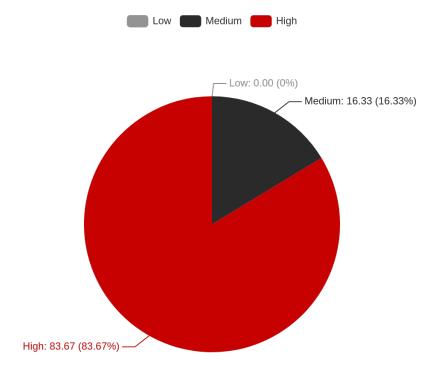
SA : Strongly Agree

NA: Not Applicable

Bottom Items

Question	Mean		Distribution							
9. I have received meaningful	3.50	SD: 5	D: 5	N: 13	A: 11	SA: 14	NA: 1			
recognition in the past 10 days.	-0.26	(10.20%)	(10.20%)	(26.53%) N	(22.45%) A	(28.57%)	(2.04%)			
81. Our organization provides the "right" training for me to excel in my	3.52	SD: 1	D: 11	N: 10	A: 14	SA: 12	NA: 1			
role.	+ 0.03	(2.04%)	(22.45%)	(20.41%)	(28.57%) A	(24.49%)	(2.04%)			
7. I have encouraged someone to	3.67	SD: 3	D: 6	N: 11	A: 8	SA: 17	NA: 4			
apply at our organization.	-0.18	(6.12%)	(12.24%) N	(22.45%)	(16.33%)	(34.69%) SA	(8.16%) NA			
82. Business decisions made are	3.67	SD: 0	D: 8	N: 12	A: 13	SA: 13	NA: 3			
consistent with our mission and core values.	+ 0.19	(0.00%)	(16.33%) N	(24.49%)	(26.53%)	(26.53%)	(6.12%)			
40. In the past three months, my	3.71	SD: 1	D: 9	N: 6	A: 15	SA: 14	NA: 4			
supervisor has discussed my successes and progress with me.	+ 0.19	(2.04%)	(18.37%)	(12.24%)	(30.61%)	(28.57%)	(8.16%)			
19. I am provided the materials,	3.71	SD: 1	D: 6	N: 13	A: 15	SA SA: 14	NA: 0			
equipment, and information necessary to effectively perform my job.	+ 0.08	(2.04%)	(12.24%)	(26.53%)	(30.61%)	(28.57%)	(0.00%)			
77. Our organization selects the right	3.71	D SD: 1	N D: 7	N: 11	A: 16	SA: 14	SA NA: 0			
people for the right job.	-0.04	(2.04%)	(14.29%) N	(22.45%)	(32.65%)	(28.57%)	(0.00%)			
		u U	IN		Α		SA			

Current Growth Mindset Chart



D: Disagree

N : Neutral

A : Agree

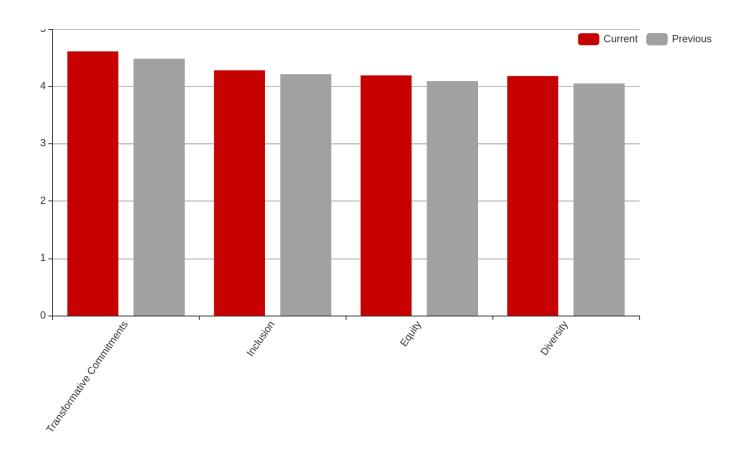
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean						
91. I take complete ownership for my	4.61	SD: 0	D: 0	N: 0	A: 19	SA: 30	NA: 0
attitude and effort in embracing a growth mindset.		(0.00%)	(0.00%)	(0.00%)	(38.78%)	(61.22%)	(0.00%)
growth minuset.			Α			SA	
85. I am committed to achieving my	4.55	SD: 0	D: 0	N: 0	A: 22	SA: 27	NA: 0
potential through learning and growing.		(0.00%)	(0.00%)	(0.00%)	(44.90%)	(55.10%)	(0.00%)
growing.			Α			SA	
6. I am provided opportunities to	4.53	SD: 1	D: 0	N: 2	A: 15	SA: 31	NA: 0
further my growth and development.	+ 0.74	(2.04%)	(0.00%)	(4.08%)	(30.61%)	(63.27%)	(0.00%)
10. I have provided meaningful			A			SA	
18. I have provided meaningful recognition to others in the past 10	4.53	SD: 0	D: 0	N: 1	A: 21	SA: 27	NA: 0
days.	+ 0.13	(0.00%)	(0.00%)	(2.04%)	(42.86%)	(55.10%)	(0.00%)
-	+ 0.10		Α			SA	
21. I am committed to a growth	4.51	SD: 0	D: 0	N: 1	A: 22	SA: 26	NA: 0
mindset to achieve my potential.		(0.00%)	(0.00%)	(2.04%)	(44.90%)	(53.06%)	(0.00%)
			Α			SA	
17. I have set the right goals for myself	4.49	SD: 0	D: 0	N: 2	A: 21	SA: 26	NA: 0
to excel in my role/position.	+ 0.11	(0.00%)	(0.00%)	(4.08%)	(42.86%)	(53.06%)	(0.00%)
78. I feel proud of and inspired by the	4 27	SD: 0	D: 2	N: 3	A: 19	SA: 25	NA: 0
' '	4.37	(0.00%)	(4.08%)	(6.12%)	(38.78%)	(51.02%)	(0.00%)
success of others on my team.		(0.00%)	(4.06%)	(0.12%)	(30.70%)	(51.02%) SA	(0.00%)
52. I am on a team that continuously	4.29	SD: 0	D: 2	N: 9	A: 11	SA: 27	NA: 0
challenges me to grow and improve.	4.23	(0.00%)	(4.08%)	(18.37%)	(22.45%)	(55.10%)	(0.00%)
endirenges me to grow and improve.		N		Α	(==:::0)	SA	(0.00.0)
36. My supervisor builds a culture of	4.10	SD: 1	D: 5	N: 4	A: 17	SA: 22	NA: 0
learning and growth.		(2.04%)	(10.20%)	(8.16%)	(34.69%)	(44.90%)	(0.00%)
		D	N	Α		SA	
90. Our organization embraces	3.88	SD: 0	D: 5	N: 8	A: 24	SA: 12	NA: 0
diversity in people, ideas, and		(0.00%)	(10.20%)	(16.33%)	(48.98%)	(24.49%)	(0.00%)
experiences to maximize our potential.		D	N	(10.5570)	A	(2-1.4570)	SA

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.61
Transformative Commitments	+ 0.13
Inclusion	4.28
inclusion	+ 0.07
Equity	4.19
Equity	+ 0.10
Divorsity	4.18
Diversity	+ 0.13

Transformative Commitments

Question	Mean	Distribution						
105. I embrace our ideals and commitment of anti-bias, anti-hate,	4.80	SD: 0	D: 0	N: 1	A: 8	SA: 40	NA: 0	
and anti-racism to promote what is right for all.	+ 0.14	(0.00%)	(0.00%)	(2.04%)	(16.33%) SA	(81.63%)	(0.00%)	
109. I am committed to being a positive contributor to a workplace	4.76	SD: 0	D: 0	N: 1	A: 10	SA: 38	NA: 0	
culture of anti-bias, anti-hate, and anti-racism with equality for all.	+ 0.05	(0.00%)	(0.00%)	(2.04%)	(20.41%) SA	(77.55%)	(0.00%)	
104. In my department or team, we demonstrate quality efforts in building	4.54	SD: 0	D: 0	N: 2	A: 18	SA: 28	NA: 1	
a culture of anti-bias, anti-hate, and anti-racism.	+ 0.16	(0.00%)	(0.00%)	(4.08%)	(36.73%)	(57.14%)	(2.04%)	
103. Our organization demonstrates quality efforts in building a culture of	4.33	SD: 0	D: 1	N: 4	A: 22	SA: 22	NA: 0	
anti-bias, anti-hate, and anti-racism.	+ 0.17	(0.00%)	(2.04%)	(8.16%)	(44.90%)	(44.90%) SA	(0.00%)	

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Inclusion

Question	Mean			Distri	bution		
108. I am committed to being a	4.78	SD: 0	D: 0	N: 1	A: 9	SA: 39	NA: 0
positive contributor to a workplace	4.70	(0.00%)	(0.000/)	(2.040/)	(10.370/)	(70 500/)	(0.000/)
culture of inclusion, diversity, and	+ 0.13	(0.00%)	(0.00%)	(2.04%)	(18.37%)	(79.59%)	(0.00%)
equity.		A			SA		
106. My team models kindness and	4.65	SD: 0	D: 0	N: 4	A: 9	SA: 36	NA: 0
respect for all, not hateful, hurtful, or racist behavior towards anyone.	. 0.05	(0.00%)	(0.00%)	(8.16%)	(18.37%)	(73.47%)	(0.00%)
racist behavior towards arryone.	+ 0.05	N	Α		SA		
96. I value the contributions of all	4.57	SD: 0	D: 1	N: 2	A: 14	SA: 32	NA: 0
team members.	. 0.07	(0.00%)	(2.04%)	(4.08%)	(28.57%)	(65.31%)	(0.00%)
	+ 0.07		Α		S	SA	
111. Our organization is a safe place for	4.53	SD: 0	D: 0	N: 7	A: 8	SA: 32	NA: 2
people of color to work and be successful.	0.00	(0.00%)	(0.00%)	(14.29%)	(16.33%)	(65.31%)	(4.08%)
	+ 0.22	N	Α		SA		
107. Our organization stands for a	4.53	SD: 0	D: 0	N: 5	A: 13	SA: 31	NA: 0
workplace culture that does not tolerate racism or hurtful behaviors.		(0.00%)	(0.00%)	(10.20%)	(26.53%)	(63.27%)	(0.00%)
	+ 0.02	N	Α			SA	
112. We have a workplace that promotes a professional and inclusive	4.39	SD: 0	D: 0	N: 8	A: 14	SA: 27	NA: 0
culture, where all are respected, treated with dignity, and supported for	+ 0.01	(0.00%)	(0.00%)	(16.33%)	(28.57%)	(55.10%)	(0.00%)
success and potential to be realized.		N	Α			SA	
92. I firmly believe that inclusion and	4.37	SD: 0	D: 0	N: 3	A: 25	SA: 21	NA: 0
diversity make us a stronger team and		(0.00%)	(0.00%)	(6.12%)	(51.02%)	(42.86%)	(0.00%)
organization.	+ 0.15	N	Α	ı		SA	
97. My team values the contributions of all team members, no matter their	4.37	SD: 0	D: 0	N: 7	A: 17	SA: 25	NA: 0
role, background, experiences,		(0.00%)	(0.00%)	(14.29%)	(34.69%)	(51.02%)	(0.00%)
qualities, or perspectives.	+ 0.03	N	Α			SA	
110. Our team is comfortable	4.29	SD: 0	D: 1	N: 8	A: 16	SA: 24	NA: 0
addressing issues of race, racism, and	4.23	(0.00%)	(2.04%)	(16.33%)	(32.65%)	(48.98%)	(0.00%)
bias in our workplace.	+ 0.11	(0.00%)	(2.0470)	A	(32.03%)	SA	(0.0070)
91. I value inclusion efforts to build a	440	SD: 1	D: 0	N: 7	A: 22	SA: 19	NA: 0
quality team culture of respect,	4.18						
kindness, and positive impact.	-0.16	(2.04%)	(0.00%)	(14.29%)	(44.90%)	(38.78%)	(0.00%)
101. We are committed to a workplace		N		Α		SA	
culture where we value, respect, and	4.18	SD: 0	D: 3	N: 3	A: 25	SA: 18	NA: 0
learn from each other to achieve maximum success, happiness, and		(0.00%)	(6.12%)	(6.12%)	(51.02%)	(36.73%)	(0.00%)
potential.	+ 0.03	D N		Α		SA	

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Question	Mean		Distribution							
94. Our team embraces challenging,	4.11	SD: 0	D: 2	N: 7	A: 22	SA: 16	NA: 2			
uniting, and inclusive opportunities to		(0.00%)	(4.08%)	(14.29%)	(44.90%)	(32.65%)	(4.08%)			
work together for quality outcomes.	+ 0.01	N		Α		SA				
98. Our organization embraces a	4.08	SD: 0	D: 2	N: 9	A: 20	SA: 17	NA: 1			
'better together' mindset and efforts to support success for all.		(0.00%)	(4.08%)	(18.37%)	(40.82%)	(34.69%)	(2.04%)			
to support success for all.	+ 0.15	N		Α		SA				
102. We strive to achieve and model 'more together' in an inclusive and	4.06	SD: 0	D: 3	N: 7	A: 23	SA: 16	NA: 0			
diverse culture with strong respect and		(0.00%)	(6.12%)	(14.29%)	(46.94%)	(32.65%)	(0.00%)			
support for all.	-0.01	D N		Α		S	A			
93. Our organization demonstrates a	4.00	SD: 0	D: 1	N: 12	A: 22	SA: 14	NA: 0			
belief with actions, to support a		(0.00%)	(2.04%)	(24.49%)	(44.90%)	(28.57%)	(0.00%)			
culture of inclusion and diversity.	+ 0.19	N		Α		SA				
95. Our organization demonstrates quality efforts in building a culture of	4.00	SD: 0	D: 1	N: 13	A: 19	SA: 15	NA: 1			
inclusion and equity, where individuals are treated fairly and respectfully, and		(0.00%)	(2.04%)	(26.53%)	(38.78%)	(30.61%)	(2.04%)			
provided access to resources and opportunities.	+ 0.15	N	N			SA				
99. Our workplace culture	3.96	SD: 1	D: 3	N: 10	A: 18	SA: 17	NA: 0			
demonstrates that everyone in every	3.50	(2.04%)	(6.12%)	(20.41%)	(36.73%)	(34.69%)	(0.00%)			
role is valued and supported for our	-0.01	, ,	, ,		(36.73%)					
collective success.		D	N	A		SA	4			
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	3.94	SD: 1	D: 2	N: 9	A: 24	SA: 13	NA: 0			
perspectives are respected and valued	0.40	(2.04%)	(4.08%)	(18.37%)	(48.98%)	(26.53%)	(0.00%)			
in our organization.	+ 0.12	N	N		Α		SA			

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	4.78	SD: 0	D: 0	N: 1	A: 9	SA: 39	NA: 0		
culture of inclusion, diversity, and	+ 0.13	(0.00%)	(0.00%)	(2.04%)	(18.37%)	(79.59%)	(0.00%)		
equity.	+ 0.13	Α			SA				
98. Our organization embraces a 'better together' mindset and efforts	4.08	SD: 0	D: 2	N: 9	A: 20	SA: 17	NA: 1		
to support success for all.	0.45	(0.00%)	(4.08%)	(18.37%)	(40.82%)	(34.69%)	(2.04%)		
to support success for all.	+ 0.15	N		Α		SA			
95. Our organization demonstrates quality efforts in building a culture of	4.00	SD: 0	D: 1	N: 13	A: 19	SA: 15	NA: 1		
inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and	+ 0.15	(0.00%)	(2.04%)	(26.53%)	(38.78%)	(30.61%)	(2.04%)		
opportunities.	+ 0.15	N		Α		SA			
100. Our organization demonstrates a	3.90	SD: 2	D: 1	N: 13	A: 17	SA: 16	NA: 0		
commitment to promoting equity and	3.90								
efforts to see potential of all be	-0.04	(4.08%)	(2.04%)	(26.53%)	(34.69%)	(32.65%)	(0.00%)		
realized.	-0.04		N	Α		SA			

D: Disagree

N : Neutral

A : Agree

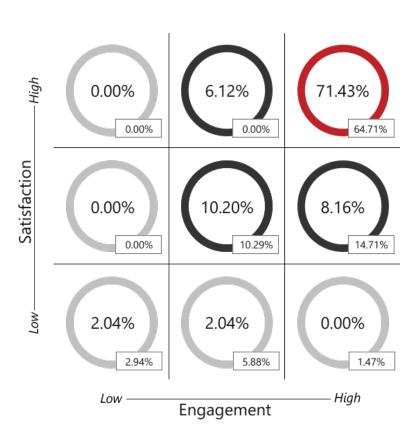
SA : Strongly Agree

NA: Not Applicable

Diversity

Question	Mean			Distril	bution		
108. I am committed to being a	4.78	SD: 0	D: 0	N: 1	A: 9	SA: 39	NA: 0
positive contributor to a workplace culture of inclusion, diversity, and		(0.00%)	(0.00%)	(2.04%)	(18.37%)	(79.59%)	(0.00%)
equity.	+ 0.13	Α			SA		
92. I firmly believe that inclusion and	4.37	SD: 0	D: 0	N: 3	A: 25	SA: 21	NA: 0
diversity make us a stronger team and organization.	. 0.45	(0.00%)	(0.00%)	(6.12%)	(51.02%)	(42.86%)	(0.00%)
organization.	+ 0.15	N	Α			SA	
102. We strive to achieve and model 'more together' in an inclusive and	4.06	SD: 0	D: 3	N: 7	A: 23	SA: 16	NA: 0
diverse culture with strong respect and	-0.01	(0.00%)	(6.12%)	(14.29%)	(46.94%)	(32.65%)	(0.00%)
support for all.		D N		Α		S	A
93. Our organization demonstrates a	4.00	SD: 0	D: 1	N: 12	A: 22	SA: 14	NA: 0
belief with actions, to support a culture of inclusion and diversity.	0.40	(0.00%)	(2.04%)	(24.49%)	(44.90%)	(28.57%)	(0.00%)
culture of inclusion and diversity.	+ 0.19	N	N A			SA	
89. Our organization demonstrates	3.94	SD: 0	D: 1	N: 14	A: 21	SA: 13	NA: 0
quality efforts in building a culture of diversity.	+ 0.20	(0.00%)	(2.04%)	(28.57%)	(42.86%)	(26.53%)	(0.00%)
arversity.	+ 0.20	N		Α		SA	
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	3.94	SD: 1	D: 2	N: 9	A: 24	SA: 13	NA: 0
perspectives are respected and valued		(2.04%)	(4.08%)	(18.37%)	(48.98%)	(26.53%)	(0.00%)
in our organization.	+ 0.12	N		A	1		SA

September 2023



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.65 = 0.00
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65
		+ 0.12
2. I am fully engaged in the work that I do.	Engage-Inspire	4.65
91. I take complete ownership for my attitude	3 3 1	+ 0.11
and effort in embracing a growth mindset.	Relationships	4.61
92. I demonstrate effort in building a positive		4.57
workplace culture.	Quality	
43. My teammates demonstrate a	Quality.	4.55
commitment to quality work and excellence.	Quality	-0.04
85. I am committed to achieving my potential	Caroor Dovolonment	4.55
through learning and growing.	Career Development	
6. I am provided opportunities to further my	Training 9 Development	4.53
growth and development.	Training & Development	+ 0.74
18. I have provided meaningful recognition to	Recognition	4.53
others in the past 10 days.		+ 0.13
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.51
		-0.22
12. I am highly committed to and energized by my work.	Engage-Inspire	4.51
	Liigage iiispiie	+ 0.19
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.51
achieve my potential.	continuous improvement	
5. I have at least one close friend at work.	Relationships	4.49 -0.12
17. I have set the right goals for myself to excel		4.49
in my role/position.	Performance Planning	+ 0.11
8. I am driven to contribute to the success of		4.47
our organization.	Engage-Inspire	-0.11
11. I am in a role that allows me to maximize	Talent/Fit	4.43
my talents and strengths.		+ 0.13
45. I feel great pride in the team of which I am	D.: I	4.43
a part.	Pride	+ 0.03
79. I feel "in on things" that are happening at	Communication	4.41
our organization.	Communication	+ 0.88

Question	Dimension	Mean
46. I am satisfied being a part of our team.	Satisfaction	4.39 + 0.06
44. Our team effectively communicates with each other.	Communication	4.37
		+ 0.03
13. I am satisfied with my role/work.	Satisfaction	4.37 + 0.24
78. I feel proud of and inspired by the success of others on my team.	Pride	4.37
22. I am aware and knowledgeable about our		4.31
organization's mission.	Mission Conscious	-0.06
48. Our team recognizes each other's efforts		4.31
and impact.	Recognition	-0.09
69. I am part of an organization that continues	Continuous Improvement	4.31
to pursue excellence every day.		+ 0.09
50. Based on relationships demonstrated on our team, I would recommend someone to	Polationships	4.29
join our team.	Relationships	-0.04
	Talent/Fit	4.29
70. I feel our organization is a great fit for me.		+ 0.10
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.29
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.27
organization as a place to work.		+ 0.36
25. My supervisor cares about me as a person.	Relationships	4.27
		+ 0.06
47. I am on a team that encourages each	Quality	4.24
member to surpass expectations.		-0.14
84. I would like to work at our organization	Career Development	4.23
long term.		+ 0.13
42. Our team encourages innovation.	Innovation	4.22 -0.03
51. Our team has open and trusting	Relationships	4.22
relationships.		= 0.00
49. Our team effectively sets goals to further		4.17
enhance our performance.	Performance Planning	-0.11

Question	Dimension	Mean
14. I feel great pride in being a part of our	D.1	4.16
organization.	Pride	+ 0.01
71. Our organization is committed to quality	Q 19.	4.16
work and excellence.	Quality	-0.05
27. My supervisor and I have effective two-way	Communication	4.14
communication.		+ 0.17
67. Our organization promotes a positive and	Engage-Inspire	4.12
engaging culture.		
35. My supervisor supports my personal and	Turinin n O Davida mant	4.12
professional development.	Training & Development	+ 0.08
36. My supervisor builds a culture of learning	Training 9 Davidanment	4.10
and growth.	Training & Development	
37. My supervisor motivates me to achieve my		4.08
goals.	Performance Planning	+ 0.20
20. I look forward to coming to work every	Satisfaction	4.08
day.		+ 0.09
32. I have an open and trusting relationship	Relationships	4.06
with my supervisor.		+ 0.05
68. Quality relationships are valued across our	Polaria addina	4.06
organization.	Relationships	-0.20
34. My supervisor is actively responsive to my	Support-Equip	4.04
needs.		+ 0.07
30. My supervisor encourages opportunities	Turinin n 0 David amont	4.04
for my growth and development.	Training & Development	+ 0.15
88. Our organization effectively aligns our		4.04
day-to-day activities with the organizational mission.	Mission Conscious	+ 0.22
80. Excellence is recognized in our	Recognition	4.02
organization.		+ 0.11
33. My supervisor supports me through challenges and failures in order to succeed. Support-Equip	4.02	
	Support-Equip	
31. My supervisor inspires me to grow to new		4.00
levels.	Relationships	
10. In my current role, I am encouraged to set		4.00
motivational/stretch goals for myself.	Performance Planning	+ 0.19

Question	Dimension	Mean
23. I have a supportive coaching relationship		3.98
with my supervisor.	Support-Equip	-0.13
15. I am properly trained to achieve excellence	Training & Development	3.96
in my work.		-0.03
3. I am provided the core needs necessary for	Support-Equip	3.96
me to excel in my role.		+ 0.08
29. My supervisor recognizes me for a job well	Recognition	3.96
done.		-0.03
24. My supervisor effectively communicates	Communication	3.94
his/her expectations.	Communication	-0.05
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.90
	·	-0.11
38. My supervisor demonstrates effort in	Relationships	3.90
establishing and reinforcing a coaching relationship with me.		+ 0.08
76. I would recommend our organization to a	Engage-Inspire	3.90
friend as a great place to work.		+ 0.09
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.90
75. Our organization embraces an innovative	Innovation	3.88
mindset to maximize our potential.		
26. My supervisor gives me constructive	Communication	3.88
feedback about my work performance.		+ 0.09
90. Our organization embraces diversity in people, ideas, and experiences to maximize	Continuous Improvement	3.88
our potential.		
41. My supervisor effectively communicates	Mission Conscious	3.86
our organizational mission to me.		-0.08
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.84
		-0.04
83. Our organization encourages innovation.	Innovation	3.82 + 0.16
74. I have the opportunity to express my		3.81
career interests at our organization.	Career Development	-0.13

Question	Dimension	Mean
73. My supervisor advocates for my role and career growth.	Career Development	3.81
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.80 -0.14
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.76 -0.11
77. Our organization selects the right people for the right job.	Talent/Fit	3.71 -0.04
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.71 + 0.19
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.71 + 0.08
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.67 + 0.19
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.67 -0.18
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.52 + 0.03
9. I have received meaningful recognition in the past 10 days.	Recognition	3.50 -0.26