

# **INSIGHTeX Growth Mindset & DEI**

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October 2023

#### **Dimensions**

Dimension	Mean
Pride	4.34
Filde	+ 0.10
Quality	4.23
Quanty	-0.10
Engage-Inspire	4.14
Liigage-iiispiie	-0.10
Satisfaction	4.10
Satisfaction	+ 0.03
Innovation	3.93
illinovation	-0.13
Continuous Improvement	3.88
Continuous Improvement	-0.33
Talant/Fit	3.86
Talent/Fit	+ 0.01
Corean Development	3.85
Career Development	+ 0.10
Delationships	3.85
Relationships	+ 0.07
Communication	3.79
Communication	+ 0.10
Douformon so Planning	3.78
Performance Planning	+ 0.05
Descrition.	3.78
Recognition	+ 0.02
Turining 9 Development	3.77
Training & Development	+ 0.04
Mission Constitute	3.67
Mission Conscious	+ 0.06
Comment Familia	3.45
Support-Equip	-0.13

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Pride

Question	Mean	Distribution						
	4.59	SD: 0	D: 0	N: 2	A: 18	SA: 34	NA: 0	
4. I feel great pride in the work I do.	+ 0.10	(0.00%)	(0.00%)	(3.70%)	(33.33%)	(62.96%) SA	(0.00%)	
45. I feel great pride in the team of	4.43	SD: 0	D: 0	N: 5	A: 21	SA: 28	NA: 0	
which I am a part.	-0.08	(0.00%)	(0.00%)	(9.26%)	(38.89%)	(51.85%)	(0.00%)	
		N	A			SA		
78. I feel proud of and inspired by the	4.31	SD: 0	D: 0	N: 3	A: 31	SA: 20	NA: 0	
success of others on my team.		(0.00%)	(0.00%)	(5.56%)	(57.41%)	(37.04%)	(0.00%)	
_	<del></del>	N A		Α	9			
14. I feel great pride in being a part of	4.04	SD: 0	D: 5	N: 8	A: 21	SA: 20	NA: 0	
our organization.		(0.00%)	(9.26%)	(14.81%)	(38.89%)	(37.04%)	(0.00%)	
	= 0.00	D	N	Α		SA	ı	

### Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a	4.44	SD: 0	D: 0	N: 3	A: 24	SA: 27	NA: 0
positive workplace culture.		(0.00%)	(0.00%)	(5.56%)	(44.44%)	(50.00%)	(0.00%)
	<del></del>	N	Α			SA	
3. My teammates demonstrate a commitment to quality work and	4.43	SD: 0	D: 1	N: 0	A: 28	SA: 25	NA: 0
1		(0.00%)	(1.85%)	(0.00%)	(51.85%)	(46.30%)	(0.00%)
excellence.	-0.03		Α			SA	
47. I am on a team that encourages	4.09	SD: 0	D: 5	N: 7	A: 20	SA: 22	NA: 0
each member to surpass expectations.		(0.00%)	(9.26%)	(12.96%)	(37.04%)	(40.74%)	(0.00%)
	-0.29	D N	J	Α		SA	
71. Our organization is committed to	3.96	SD: 0	D: 4	N: 8	A: 27	SA: 14	NA: 1
quality work and excellence.	0.40	(0.00%)	(7.41%)	(14.81%)	(50.00%)	(25.93%)	(1.85%)
	-0.18	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	4.59	SD: 0	D: 0	N: 2	A: 18	SA: 34	NA: 0	
do.	. 0.00	(0.00%)	(0.00%)	(3.70%)	(33.33%)	(62.96%)	(0.00%)	
	+ 0.02		Α			SA		
8. I am driven to contribute to the	4.41	SD: 1	D: 0	N: 5	A: 18	SA: 30	NA: 0	
success of our organization.		(1.85%)	(0.00%)	(9.26%)	(33.33%)	(55.56%)	(0.00%)	
	+ 0.12	N	Α			SA		
12. I am highly committed to and	4.15	SD: 0	D: 3	N: 9	A: 19	SA: 23	NA: 0	
energized by my work.		(0.00%)	(5.56%)	(16.67%)	(35.19%)	(42.59%)	(0.00%)	
	-0.04	D N		Α		SA		
67. Our organization promotes a	3.83	SD: 0	D: 6	N: 11	A: 23	SA: 14	NA: 0	
positive and engaging culture.		(0.00%)	(11.11%)	(20.37%)	(42.59%)	(25.93%)	(0.00%)	
		D	N		Α		SA	
76. I would recommend our organization to a friend as a great	3.74	SD: 3	D: 6	N: 8	A: 22	SA: 15	NA: 0	
	-0.01	(5.56%)	(11.11%)	(14.81%)	(40.74%)	(27.78%)	(0.00%)	
place to work.		SD D	N		Α		SA	

#### Satisfaction

Question	Mean			Distri	bution		
46. I am satisfied being a part of our	4.37	SD: 0	D: 2	N: 3	A: 22	SA: 27	NA: 0
team.	0.44	(0.00%)	(3.70%)	(5.56%)	(40.74%)	(50.00%)	(0.00%)
	-0.14	N	Α			SA	
3 Lam satisfied with my role/work	4.24	SD: 0	D: 2	N: 5	A: 25	SA: 22	NA: 0
13. I am satisfied with my role/work.		(0.00%)	(3.70%)	(9.26%)	(46.30%)	(40.74%)	(0.00%)
. I am satisfied with my role/work.	+ 0.23	N		Α		SA	
87. Overall, I am very satisfied with our	4.04	SD: 0	D: 2	N: 11	A: 24	SA: 17	NA: 0
organization as a place to work.		(0.00%)	(3.70%)	(20.37%)	(44.44%)	(31.48%)	(0.00%)
	+ 0.07	N		Α		9	SA
20. I look forward to coming to work	3.76	SD: 1	D: 4	N: 12	A: 27	SA: 10	NA: 0
every day.		(1.85%)	(7.41%)	(22.22%)	(50.00%)	(18.52%)	(0.00%)
	-0.04	D	N		Α		SA

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Innovation

Question	Mean		Distribution						
16. I am continuously seeking ways to	4.44	SD: 0	D: 1	N: 4	A: 19	SA: 30	NA: 0		
improve my overall productivity.	+ 0.07	(0.00%)	(1.85%)	(7.41%)	(35.19%)	(55.56%)	(0.00%)		
		N	A			SA			
12. Our team encourages innovation.	4.02	SD: 2	D: 3	N: 4	A: 28	SA: 17	NA: 0		
	-0.10	(3.70%)	(5.56%)	(7.41%)	(51.85%)	(31.48%)	(0.00%)		
		D N		Α		5	SA		
75. Our organization embraces an	3.63	SD: 3	D: 5	N: 11	A: 25	SA: 10	NA: 0		
innovative mindset to maximize our		(5.56%)	(9.26%)	(20.37%)	(46.30%)	(18.52%)	(0.00%)		
potential.		SD D	N		Α		SA		
83. Our organization encourages	3.63	SD: 2	D: 6	N: 11	A: 26	SA: 9	NA: 0		
innovation.	-0.08	(3.70%)	(11.11%)	(20.37%)	(48.15%)	(16.67%)	(0.00%)		
		D	N	(=1:51 70)	Α	(1213170)	SA		

# Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth	4.30	SD: 0	D: 1	N: 4	A: 27	SA: 22	NA: 0
mindset to achieve my potential.		(0.00%)	(1.85%)	(7.41%)	(50.00%)	(40.74%) SA	(0.00%)
52. I am on a team that continuously	4.23	SD: 0	D: 3	N: 6	A: 20	SA: 24	NA: 1
challenges me to grow and improve.		(0.00%)	(5.56%)	(11.11%)	(37.04%)	(44.44%) SA	(1.85%)
69. I am part of an organization that	4.02	SD: 0	D: 2	N: 12	A: 23	SA: 17	NA: 0
continues to pursue excellence every day.	-0.07	(0.00%)	(3.70%)	(22.22%) <b>A</b>	(42.59%)	(31.48%)	(0.00%) SA
89. Our organization demonstrates the effective use of data to quide	3.58	SD: 2	D: 8	N: 10	A: 23	SA: 10	NA: 1
continuous improvement.		(3.70%)	(14.81%) N	(18.52%)	(42.59%)	(18.52%)	(1.85%) SA
90. Our organization embraces	3.26	SD: 3	D: 16	N: 8	A: 18	SA: 9	NA: 0
diversity in people, ideas, and experiences to maximize our potential.		(5.56%)	(29.63%)	(14.81%)	(33.33%)	(16.67%)	(0.00%)

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	4.41	SD: 1	D: 1	N: 4	A: 17	SA: 31	NA: 0		
do things that I both do well and		(1.85%)	(1.85%)	(7.41%)	(31.48%)	(57.41%)	(0.00%)		
enjoy.	-0.05	N	Α			SA			
70. I feel our organization is a great fit	4.11	SD: 0	D: 1	N: 11	A: 23	SA: 19	NA: 0		
for me.	0.44	(0.00%)	(1.85%)	(20.37%)	(42.59%)	(35.19%)	(0.00%)		
	+ 0.11	N		Α		SA	4		
86. Our organization selects highly	3.81	SD: 0	D: 5	N: 14	A: 21	SA: 14	NA: 0		
alented individuals when hiring.	+ 0.07	(0.00%)	(9.26%)	(25.93%)	(38.89%)	(25.93%)	(0.00%)		
		D	N		Α		SA		
11. I am in a role that allows me to	3.80	SD: 3	D: 10	N: 3	A: 17	SA: 21	NA: 0		
maximize my talents and strengths.	-0.10	(5.56%)	(18.52%)	(5.56%)	(31.48%)	(38.89%)	(0.00%)		
	-0.10	SD D	N	Α		SA			
7. I have encouraged someone to	3.78	SD: 2	D: 6	N: 10	A: 15	SA: 17	NA: 4		
apply at our organization.	0.00	(3.70%)	(11.11%)	(18.52%)	(27.78%)	(31.48%)	(7.41%)		
	+ 0.06	D	N	Α		SA	NA		
77. Our organization selects the right	3.67	SD: 1	D: 5	N: 16	A: 21	SA: 11	NA: 0		
people for the right job.	0.40	(1.85%)	(9.26%)	(29.63%)	(38.89%)	(20.37%)	(0.00%)		
	+ 0.16	D	N		Α		SA		
39. My supervisor knows the talents to	3.43	SD: 4	D: 8	N: 14	A: 17	SA: 11	NA: 0		
look for in selecting new teammates who will be successful.	-0.21	(7.41%)	(14.81%)	(25.93%)	(31.48%)	(20.37%)	(0.00%)		
who will be successful.		SD D		N	Α		SA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

### Career Development

Question	Mean		Distribution					
85. I am committed to achieving my	4.48	SD: 0	D: 0	N: 0	A: 28	SA: 26	NA: 0	
potential through learning and growing.		(0.00%)	(0.00%)	(0.00%)	(51.85%)	(48.15%)	(0.00%)	
growing.			Α			SA		
84. I would like to work at our	4.13	SD: 0	D: 3	N: 11	A: 16	SA: 24	NA: 0	
organization long term.	+ 0.25	(0.00%)	(5.56%)	(20.37%)	(29.63%)	(44.44%)	(0.00%)	
		D	N	Α		SA		
72. Our organization provides the	3.74	SD: 2	D: 7	N: 9	A: 20	SA: 15	NA: 1	
experience and development for me to		(3.70%)	(12.96%)	(16.67%)	(37.04%)	(27.78%)	(1.85%)	
further my career here.	-0.12	D	N		Α		SA	
74. I have the opportunity to express	3.48	SD: 3	D: 11	N: 9	A: 19	SA: 12	NA: 0	
my career interests at our		(5.56%)	(20.37%)	(16.67%)	(35.19%)	(22.22%)	(0.00%)	
organization.	-0.11	SD	D	N	Α		SA	
73. My supervisor advocates for my	3.41	SD: 2	D: 12	N: 15	A: 12	SA: 13	NA: 0	
role and career growth.		(3.70%)	(22.22%)	(27.78%)	(22.22%)	(24.07%)	(0.00%)	
_			D	N	A		SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

### Relationships

Question	Mean	<b>Distribution</b>						
5. I have at least one close friend at	4.63	SD: 0	D: 1	N: 3	A: 11	SA: 39	NA: 0	
work.	+ 0.14	(0.00%)	(1.85%)	(5.56%)	(20.37%)	(72.22%)	(0.00%)	
	7 0.17	N	Α		SA			
91. I take complete ownership for my attitude and effort in embracing a	4.46	SD: 0	D: 0	N: 2	A: 25	SA: 27	NA: 0	
growth mindset.		(0.00%)	(0.00%)	(3.70%)	(46.30%)	(50.00%)	(0.00%)	
growth mindset.			Α			SA		
50. Based on relationships	4.35	SD: 0	D: 2	N: 2	A: 25	SA: 25	NA: 0	
demonstrated on our team, I would		(0.00%)	(3.70%)	(3.70%)	(46.30%)	(46.30%)	(0.00%)	
recommend someone to join our team.	-0.03		Α			SA		
51. Our team has open and trusting	4.30	SD: 0	D: 3	N: 3	A: 23	SA: 25	NA: 0	
relationships.	-0.01	(0.00%)	(5.56%)	(5.56%)	(42.59%)	(46.30%)	(0.00%)	
	-0.01	D N	P	<b>\</b>		SA		
68. Quality relationships are valued	3.72	SD: 1	D: 6	N: 10	A: 27	SA: 10	NA: 0	
across our organization.	-0.22	(1.85%)	(11.11%)	(18.52%)	(50.00%)	(18.52%)	(0.00%)	
	V.22	D	N		Α		SA	
25. My supervisor cares about me as a	3.69	SD: 6	D: 2	N: 9	A: 23	SA: 14	NA: 0	
person.	-0.09	(11.11%)	(3.70%)	(16.67%)	(42.59%)	(25.93%)	(0.00%)	
	-0.03	SD	N		Α		SA	
31. My supervisor inspires me to grow	3.23	SD: 5	D: 11	N: 13	A: 15	SA: 9	NA: 1	
to new levels.		(9.26%)	(20.37%)	(24.07%)	(27.78%)	(16.67%)	(1.85%)	
		SD	D	N		Α	SA	
38. My supervisor demonstrates effort in establishing and reinforcing a	3.19	SD: 7	D: 8	N: 14	A: 18	SA: 7	NA: 0	
coaching relationship with me.	0.44	(12.96%)	(14.81%)	(25.93%)	(33.33%)	(12.96%)	(0.00%)	
coaching relationship with the.	-0.14	SD	D	N		Α	SA	
32. I have an open and trusting	3.09	SD: 8	D: 11	N: 12	A: 14	SA: 9	NA: 0	
relationship with my supervisor.	-0.34	(14.81%)	(20.37%)	(22.22%)	(25.93%)	(16.67%)	(0.00%)	
	-0.34	SD	D	N		Α	SA	

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Communication

Question	Mean		Distribution						
44. Our team effectively communicates	4.37	SD: 0	D: 1	N: 4	A: 23	SA: 26	NA: 0		
with each other.	0.00	(0.00%)	(1.85%)	(7.41%)	(42.59%)	(48.15%)	(0.00%)		
	-0.06	N	Α			SA			
79. I feel "in on things" that are	4.35	SD: 1	D: 0	N: 1	A: 29	SA: 23	NA: 0		
nappening at our organization.		(1.85%)	(0.00%)	(1.85%)	(53.70%)	(42.59%)	(0.00%)		
	+ 1.07		Α			SA			
26. My supervisor gives me	3.54	SD: 4	D: 6	N: 12	A: 21	SA: 11	NA: 0		
constructive feedback about my work		(7.41%)	(11.11%)	(22.22%)	(38.89%)	(20.37%)	(0.00%)		
performance.	+ 0.01	SD D	N		Α		SA		
24. My supervisor effectively	3.39	SD: 5	D: 7	N: 14	A: 18	SA: 10	NA: 0		
communicates his/her expectations.		(9.26%)	(12.96%)	(25.93%)	(33.33%)	(18.52%)	(0.00%)		
	-0.11	SD [	)	N	Α		SA		
27. My supervisor and I have effective	3.30	SD: 5	D: 11	N: 11	A: 17	SA: 10	NA: 0		
two-way communication.	-0.22	(9.26%)	(20.37%)	(20.37%)	(31.48%)	(18.52%)	(0.00%)		
-		SD	D	N	Α		SA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Performance Planning

Question	Mean						
17. I have set the right goals for myself	4.39	SD: 0	D: 0	N: 1	A: 31	SA: 22	NA: 0
to excel in my role/position.	+ 0.15	(0.00%)	(0.00%)	(1.85%)	(57.41%)	(40.74%) SA	(0.00%)
49. Our team effectively sets goals to	4.07	SD: 0	D: 5	N: 5	A: 25	SA: 19	NA: 0
further enhance our performance.	-0.02	(0.00%)	(9.26%)	(9.26%)	(46.30%)	(35.19%) S	(0.00%)
10. In my current role, I am encouraged	3.96	SD: 1	D: 7	N: 2	A: 27	SA: 17	NA: 0
to set motivational/stretch goals for myself.	+ 0.29	(1.85%)	(12.96%)	(3.70%)	(50.00%)	(31.48%)	(0.00%) SA
37. My supervisor motivates me to	3.35	SD: 5	D: 8	N: 11	A: 23	SA: 7	NA: 0
achieve my goals.	-0.22	(9.26%)	(14.81%)	(20.37%)	(42.59%)	(12.96%)	(0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.06	SD: 7	D: 13	N: 9	A: 14	SA: 8	NA: 3
	-0.02	(12.96%) SD	(24.07%)	(16.67%)	(25.93%)	(14.81%) <b>A</b>	(5.56%)

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Recognition

Question	Mean	Distribution							
18. I have provided meaningful	4.39	SD: 0	D: 0	N: 3	A: 27	SA: 24	NA: 0		
recognition to others in the past 10 days.	+ 0.36	(0.00%)	(0.00%)	(5.56%)	(50.00%)	(44.44%)	(0.00%)		
,		N	A			SA			
48. Our team recognizes each other's	4.26	SD: 0	D: 2	N: 7	A: 20	SA: 25	NA: 0		
efforts and impact.	-0.18	(0.00%)	(3.70%)	(12.96%)	(37.04%)	(46.30%)	(0.00%)		
		N		Α		SA			
80. Excellence is recognized in our	3.70	SD: 3	D: 5	N: 10	A: 23	SA: 13	NA: 0		
organization.	+ 0.03	(5.56%)	(9.26%)	(18.52%)	(42.59%)	(24.07%)	(0.00%)		
		SD D	N		Α		SA		
29. My supervisor recognizes me for a	3.37	SD: 4	D: 12	N: 7	A: 22	SA: 9	NA: 0		
job well done.		(7.41%)	(22.22%)	(12.96%)	(40.74%)	(16.67%)	(0.00%)		
	-0.21	SD	D	N	Α		SA		
9. I have received meaningful	3.19	SD: 5	D: 16	N: 6	A: 18	SA: 9	NA: 0		
recognition in the past 10 days.	+ 0.07	(9.26%)	(29.63%)	(11.11%)	(33.33%)	(16.67%)	(0.00%)		
. ,		SD	D	N	J	A	SA		

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

### Training & Development

Question	Mean	Distribution						
6. I am provided opportunities to	4.56	SD: 0	D: 1	N: 2	A: 17	SA: 34	NA: 0	
further my growth and development.	+ 0.68	(0.00%)	(1.85%)	(3.70%)	(31.48%)	(62.96%) SA	(0.00%)	
15. I am properly trained to achieve excellence in my work.	4.24	SD: 1	D: 2	N: 8	A: 15	SA: 28	NA: 0	
	+ 0.11	(1.85%)	(3.70%)	(14.81%)	(27.78%)	(51.85%) SA	(0.00%)	
30. My supervisor encourages	3.61	SD: 4	D: 6	N: 8	A: 25	SA: 11	NA: 0	
opportunities for my growth and development.	-0.07	(7.41%)	(11.11%) N	(14.81%)	(46.30%)	(20.37%)	(0.00%) SA	
35. My supervisor supports my	3.52	SD: 5	D: 3	N: 14	A: 23	SA: 9	NA: 0	
personal and professional development.	-0.16	(9.26%)	(5.56%) N	(25.93%)	(42.59%)	(16.67%)	(0.00%) SA	
81. Our organization provides the	3.37	SD: 4	D: 10	N: 12	A: 18	SA: 10	NA: 0	
"right" training for me to excel in my role.	+ 0.11	(7.41%)	(18.52%)	(22.22%) N	(33.33%)	(18.52%)	(0.00%) SA	
36. My supervisor builds a culture of	3.35	SD: 7	D: 8	N: 8	A: 21	SA: 10	NA: 0	
learning and growth.		(12.96%)	(14.81%)	(14.81%) N	(38.89%) <b>A</b>	(18.52%)	(0.00%) SA	

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Mission Conscious

Question	Mean	Distribution							
22. I am aware and knowledgeable	4.33	SD: 0	D: 0	N: 4	A: 28	SA: 22	NA: 0		
about our organization's mission.	+ 0.29	(0.00%)	(0.00%)	(7.41%)	(51.85%)	(40.74%) SA	(0.00%)		
88. Our organization effectively aligns our day-to-day activities with the	3.69	SD: 0	D: 8	N: 9	A: 29	SA: 8	NA: 0		
organizational mission.	-0.02	(0.00%)	(14.81%) N	(16.67%)	(53.70%)	(14.81%)	(0.00%)		
41. My supervisor effectively communicates our organizational	3.37	SD: 4	D: 8	N: 13	A: 22	SA: 7	NA: 0		
mission to me.	-0.12	(7.41%)	(14.81%)	(24.07%)	(40.74%)	(12.96%) A	(0.00%)		
82. Business decisions made are consistent with our mission and core values.	3.30	SD: 7	D: 5	N: 15	A: 19	SA: 8	NA: 0		
	+ 0.11	(12.96%)	(9.26%)	(27.78%) <b>N</b>	(35.19%)	(14.81%) <b>A</b>	(0.00%)		

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Support-Equip

Question	Mean	Distribution							
3. I am provided the core needs	4.04	SD: 0	D: 4	N: 7	A: 26	SA: 17	NA: 0		
necessary for me to excel in my role.	+ 0.16	(0.00%)	(7.41%)	(12.96%) <b>A</b>	(48.15%)	(31.48%)	(0.00%)		
19. I am provided the materials, equipment, and information necessary	3.81	SD: 4	D: 3	N: 7	A: 25	SA: 15	NA: 0		
to effectively perform my job.	+ 0.26	(7.41%)	(5.56%)	(12.96%)	(46.30%)	(27.78%)	(0.00%)		
23. I have a supportive coaching	3.54	SD: 4	D: 8	N: 11	A: 17	SA: 14	NA: 0		
relationship with my supervisor.	-0.14	(7.41%)	(14.81%)	(20.37%)	(31.48%)	(25.93%)	(0.00%)		
34. My supervisor is actively	3.28	SD: 5	D: 9	N: 13	A: 20	SA: 7	NA: 0		
responsive to my needs.	-0.27	(9.26%)	(16.67%)	(24.07%) N	(37.04%)	(12.96%)	(0.00%)		
33. My supervisor supports me through challenges and failures in	3.17	SD: 5	D: 13	N: 12	A: 16	SA: 8	NA: 0		
order to succeed.		(9.26%)	(24.07%) D	(22.22%) N	(29.63%)	(14.81%) <b>A</b>	(0.00%)		
28. I am provided the opportunity to	2.87	SD: 7	D: 16	N: 15	A: 9	SA: 7	NA: 0		
spend quality time with my supervisor.	-0.37	(12.96%)	(29.63%) D	(27.78%)	(16.67%) <b>N</b>	(12.96%)	(0.00%)		

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

# Top Items

Question	Mean	Distribution						
5. I have at least one close friend at	4.63	SD: 0	D: 1	N: 3	A: 11	SA: 39	NA: 0	
work.	+ 0.14	(0.00%)	(1.85%)	(5.56%)	(20.37%) SA	(72.22%)	(0.00%)	
	4.59	SD: 0	D: 0	N: 2	A: 18	SA: 34	NA: 0	
4. I feel great pride in the work I do.	+ 0.10	(0.00%)	(0.00%)	(3.70%)	(33.33%)	(62.96%) SA	(0.00%)	
2. I am fully engaged in the work that I	4.59	SD: 0	D: 0	N: 2	A: 18	SA: 34	NA: 0	
do.	+ 0.02	(0.00%)	(0.00%)	(3.70%)	(33.33%)	(62.96%) SA	(0.00%)	
6. I am provided opportunities to	4.56	SD: 0	D: 1	N: 2	A: 17	SA: 34	NA: 0	
further my growth and development.	+ 0.68	(0.00%)	(1.85%) <b>A</b>	(3.70%)	(31.48%)	(62.96%) SA	(0.00%)	
85. I am committed to achieving my potential through learning and growing.	4.48	SD: 0	D: 0	N: 0	A: 28	SA: 26	NA: 0	
		(0.00%)	(0.00%)	(0.00%)	(51.85%)	(48.15%) SA	(0.00%)	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

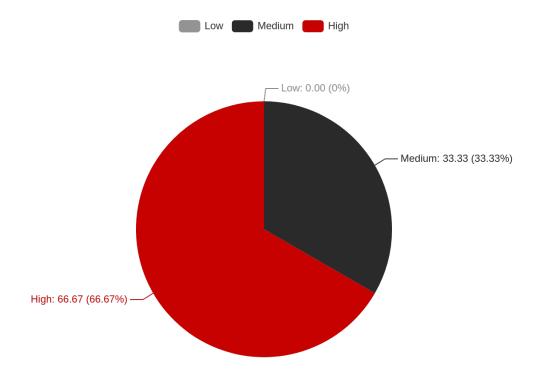
NA: Not Applicable

#### **Bottom Items**

Question	Mean	Distribution							
28. I am provided the opportunity to	2.87	SD: 7	D: 16	N: 15	A: 9	SA: 7	NA: 0		
spend quality time with my supervisor.	0.27	(12.96%)	(29.63%)	(27.78%)	(16.67%)	(12.96%)	(0.00%)		
	-0.37	SD	D		N	Α	SA		
40. In the past three months, my	3.06	SD: 7	D: 13	N: 9	A: 14	SA: 8	NA: 3		
upervisor has discussed my successes nd progress with me.	0.00	(12.96%)	(24.07%)	(16.67%)	(25.93%)	(14.81%)	(5.56%)		
and progress with me.	-0.02	SD	D	N		A	SA NA		
32. I have an open and trusting	3.09	SD: 8	D: 11	N: 12	A: 14	SA: 9	NA: 0		
relationship with my supervisor.	-0.34	(14.81%)	(20.37%)	(22.22%)	(25.93%)	(16.67%)	(0.00%)		
		SD	D	N		Α	SA		
33. My supervisor supports me	3.17	SD: 5	D: 13	N: 12	A: 16	SA: 8	NA: 0		
through challenges and failures in order to succeed.		(9.26%)	(24.07%)	(22.22%)	(29.63%)	(14.81%)	(0.00%)		
order to succeed.		SD	D	N		Α	SA		
38. My supervisor demonstrates effort	3.19	SD: 7	D: 8	N: 14	A: 18	SA: 7	NA: 0		
in establishing and reinforcing a		(12.96%)	(14.81%)	(25.93%)	(33.33%)	(12.96%)	(0.00%)		
coaching relationship with me.	-0.14	SD	D	N		Α	SA		
9. I have received meaningful	3.19	SD: 5	D: 16	N: 6	A: 18	SA: 9	NA: 0		
recognition in the past 10 days.	+ 0.07	(9.26%)	(29.63%)	(11.11%)	(33.33%)	(16.67%)	(0.00%)		
. ,		SD	D	N	ı	A	SA		

September 2023

### **Current Growth Mindset Chart**



D : Disagree

N : Neutral

A : Agree

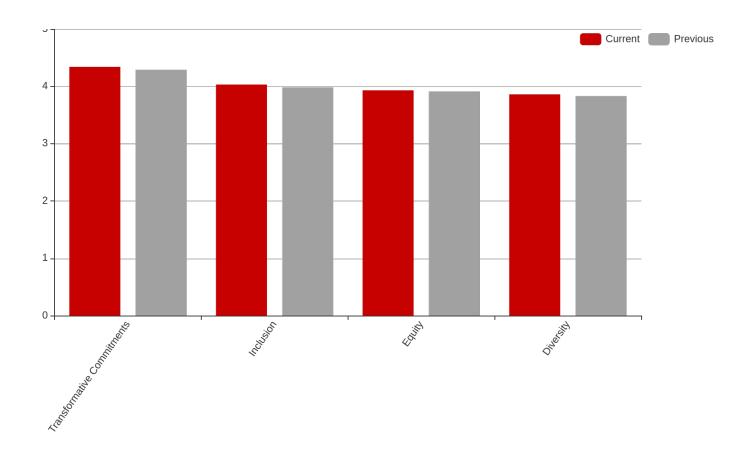
SA : Strongly Agree

NA: Not Applicable

#### **Growth Mindset Table**

Question	Mean	Distribution							
6. I am provided opportunities to	4.56	SD: 0	D: 1	N: 2	A: 17	SA: 34	NA: 0		
further my growth and development.	+ 0.68	(0.00%)	(1.85%) <b>A</b>	(3.70%)	(31.48%)	(62.96%) SA	(0.00%)		
85. I am committed to achieving my	4.48	SD: 0	D: 0	N: 0	A: 28	SA: 26	NA: 0		
potential through learning and growing.	<del></del>	(0.00%)	(0.00%)	(0.00%)	(51.85%)	(48.15%)	(0.00%)		
91. I take complete ownership for my	4.46	SD: 0	D: 0	N: 2	A: 25	SA SA: 27	NA: 0		
attitude and effort in embracing a growth mindset.		(0.00%)	(0.00%)	(3.70%)	(46.30%)	(50.00%)	(0.00%)		
17. I have set the right goals for myself	4.39	SD: 0	D: 0	N: 1	A: 31	SA: 22	NA: 0		
to excel in my role/position.	+ 0.15	(0.00%)	(0.00%)	(1.85%)	(57.41%)	(40.74%) SA	(0.00%)		
18. I have provided meaningful recognition to others in the past 10	4.39	SD: 0	D: 0	N: 3	A: 27	SA: 24	NA: 0		
days.	+ 0.36	(0.00%)	(0.00%)	(5.56%)	(50.00%)	(44.44%) SA	(0.00%)		
78. I feel proud of and inspired by the	4.31	SD: 0	D: 0	N: 3	A: 31	SA: 20	NA: 0		
success of others on my team.	<del></del>	(0.00%)	(0.00%)	(5.56%)	(57.41%)	(37.04%) SA	(0.00%)		
21. I am committed to a growth	4.30	SD: 0	D: 1	A N: 4	A: 27	SA: 22	NA: 0		
mindset to achieve my potential.		(0.00%)	(1.85%)	(7.41%)	(50.00%)	(40.74%)	(0.00%)		
52. I am on a team that continuously	4.23	SD: 0	D: 3	N: 6	A: 20	SA: 24	NA: 1		
challenges me to grow and improve.		(0.00%)	(5.56%)	(11.11%)	(37.04%)	(44.44%) SA	(1.85%)		
36. My supervisor builds a culture of	3.35	SD: 7	D: 8	N: 8	A: 21	SA: 10	NA: 0		
learning and growth.		(12.96%)	(14.81%)	(14.81%) N	(38.89%)	(18.52%)	(0.00%)		
90. Our organization embraces	3.26	SD: 3	D: 16	N: 8	A: 18	SA: 9	NA: 0		
diversity in people, ideas, and experiences to maximize our potential.		(5.56%)	(29.63%)	(14.81%)	(33.33%)	(16.67%)	(0.00%)		
experiences to maximize our potential.		SD	D	N	ı	4	SA		

#### **DEI Chart**



#### **DEI Table**

Dimension	Mean
Transformative Commitments	4.34
Transformative Commitments	+ 0.05
Inclusion	4.03
inclusion	+ 0.05
Equity	3.93
Equity	+ 0.02
Divorcity	3.86
Diversity	+ 0.03

### **Transformative Commitments**

Question	Mean	Distribution							
109. I am committed to being a positive contributor to a workplace	4.68	SD: 0	D: 0	N: 2	A: 13	SA: 38	NA: 1		
culture of anti-bias, anti-hate, and anti-racism with equality for all.	+ 0.06	(0.00%)	(0.00%) A	(3.70%)	(24.07%) SA	(70.37%)	(1.85%)		
105. I embrace our ideals and commitment of anti-bias, anti-hate,	4.60	SD: 0	D: 0	N: 3	A: 15	SA: 35	NA: 1		
and anti-racism to promote what is right for all.	+ 0.09	(0.00%)	(0.00%)	(5.56%)	(27.78%) S <i>i</i>	(64.81%)	(1.85%)		
104. In my department or team, we demonstrate quality efforts in building	4.39	SD: 0	D: 1	N: 4	A: 22	SA: 27	NA: 0		
a culture of anti-bias, anti-hate, and anti-racism.	+ 0.14	(0.00%)	(1.85%)	(7.41%)	(40.74%)	(50.00%)	(0.00%)		
103. Our organization demonstrates quality efforts in building a culture of	3.69	SD: 2	D: 6	N: 12	A: 21	SA: 13	NA: 0		
anti-bias, anti-hate, and anti-racism.	-0.08	(3.70%)	(11.11%) <b>N</b>	(22.22%)	(38.89%) <b>A</b>	(24.07%)	(0.00%) SA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

#### Inclusion

Question	Mean			Distril	oution		
108. I am committed to being a	4.68	SD: 0	D: 0	N: 2	A: 13	SA: 38	NA: 1
positive contributor to a workplace culture of inclusion, diversity, and		(0.00%)	(0.00%)	(3.70%)	(24.07%)	(70.37%)	(1.85%)
equity.	+ 0.10		Α		SA		
96. I value the contributions of all	4.59	SD: 0	D: 0	N: 0	A: 22	SA: 32	NA: 0
team members.		(0.00%)	(0.00%)	(0.00%)	(40.74%)	(59.26%)	(0.00%)
100, 14, 14, 14, 14, 14, 14, 14, 14, 14, 14	+ 0.19		Α			SA	
106. My team models kindness and respect for all, not hateful, hurtful, or	4.49	SD: 0	D: 1	N: 3	A: 18	SA: 31	NA: 1
racist behavior towards anyone.	-0.05	(0.00%)	(1.85%)	(5.56%)	(33.33%)	(57.41%)	(1.85%)
92. I firmly believe that inclusion and		N CD: 0	Α	Ni. 4	A. 22	SA SA 27	NIA: O
diversity make us a stronger team and	4.43	SD: 0	D: 0	N: 4	A: 23	SA: 27	NA: 0
organization.	+ 0.17	(0.00%)	(0.00%)	(7.41%)	(42.59%)	(50.00%) SA	(0.00%)
91. I value inclusion efforts to build a	4.25	N SD: 0	D: 1	N: 4	A: 24	SA: 25	NA: 0
quality team culture of respect,	4.35	(0.00%)	(1.85%)				(0.00%)
kindness, and positive impact.	+ 0.19	(0.00%)	(1.65%) A	(7.41%)	(44.44%)	(46.30%) SA	(0.00%)
97. My team values the contributions of all team members, no matter their	4.20	SD: 0	D: 2	N: 6	A: 25	SA: 21	NA: 0
role, background, experiences,		(0.00%)	(3.70%)	(11.11%)	(46.30%)	(38.89%)	(0.00%)
qualities, or perspectives.	-0.08	N		Α		SA	
94. Our team embraces challenging,	4.15	SD: 0	D: 3	N: 6	A: 25	SA: 20	NA: 0
uniting, and inclusive opportunities to	0.00	(0.00%)	(5.56%)	(11.11%)	(46.30%)	(37.04%)	(0.00%)
work together for quality outcomes.	+ 0.32	D N		Α		SA	
107. Our organization stands for a	4.09	SD: 1	D: 4	N: 7	A: 18	SA: 23	NA: 1
workplace culture that does not tolerate racism or hurtful behaviors.		(1.85%)	(7.41%)	(12.96%)	(33.33%)	(42.59%)	(1.85%)
	-0.07	D	N	Α		SA	
110. Our team is comfortable	4.09	SD: 1	D: 3	N: 9	A: 17	SA: 23	NA: 1
addressing issues of race, racism, and bias in our workplace.	+ 0.28	(1.85%)	(5.56%)	(16.67%)	(31.48%)	(42.59%) SA	(1.85%)
101. We are committed to a workplace culture where we value, respect, and	3.93	SD: 0	D: 3	N: 12	A: 25	SA: 14	NA: 0
learn from each other to achieve		(0.00%)	(5.56%)	(22.22%)	(46.30%)	(25.93%)	(0.00%)
maximum success, happiness, and	+ 0.07					(=5.5570)	
potential.		D	N		A		SA
112. We have a workplace that	3.91	SD: 0	D: 5	N: 12	A: 19	SA: 17	NA: 1
promotes a professional and inclusive	5.51						
culture, where all are respected,		(0.00%)	(9.26%)	(22.22%)	(35.19%)	(31.48%)	(1.85%)
treated with dignity, and supported for success and potential to be realized.	-0.06	D	N	Α		SA	
success and potential to be realized.						- 3/	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Question	Mean			Distri	bution		
98. Our organization embraces a	3.87	SD: 2	D: 4	N: 8	A: 25	SA: 15	NA: 0
'better together' mindset and efforts to support success for all.	+ 0.03	(3.70%)	(7.41%)	(14.81%)	(46.30%)	(27.78%)	(0.00%)
	+ 0.03	D	N	A	4		SA
111. Our organization is a safe place for people of color to work and be	3.85	SD: 3	D: 4	N: 10	A: 17	SA: 19	NA: 1
successful.	-0.06	(5.56%) SD D	(7.41%) N	(18.52%)	(31.48%)	(35.19%) SA	(1.85%)
102. We strive to achieve and model 'more together' in an inclusive and	3.76	SD: 1	D: 3	N: 15	A: 24	SA: 11	NA: 0
diverse culture with strong respect and support for all.	-0.07	(1.85%)	(5.56%) N	(27.78%)	(44.44%) <b>A</b>	(20.37%)	(0.00%)
93. Our organization demonstrates a belief with actions, to support a	3.59	SD: 0	D: 7	N: 18	A: 19	SA: 10	NA: 0
culture of inclusion and diversity.	+ 0.02	(0.00%)	(12.96%) N	(33.33%)	(35.19%)	(18.52%)	(0.00%) SA
95. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals	3.59	SD: 4	D: 6	N: 10	A: 22	SA: 12	NA: 0
are treated fairly and respectfully, and provided access to resources and	-0.05	(7.41%)	(11.11%)	(18.52%)	(40.74%)	(22.22%)	(0.00%)
opportunities.	0.00	SD D	N		Α		SA
99. Our workplace culture demonstrates that everyone in every	3.50	SD: 3	D: 9	N: 11	A: 20	SA: 11	NA: 0
role is valued and supported for our		(5.56%)	(16.67%)	(20.37%)	(37.04%)	(20.37%)	(0.00%)
collective success.	-0.09	SD D	N	1	Α		SA
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	3.41	SD: 5	D: 4	N: 17	A: 20	SA: 8	NA: 0
perspectives are respected and valued		(9.26%)	(7.41%)	(31.48%)	(37.04%)	(14.81%)	(0.00%)
in our organization.	-0.07	SD D	١	l l		A	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	4.68	SD: 0	D: 0	N: 2	A: 13	SA: 38	NA: 1		
culture of inclusion, diversity, and equity.	+ 0.10	(0.00%)	(0.00%)	(3.70%)	(24.07%) SA	(70.37%)	(1.85%)		
98. Our organization embraces a	3.87	SD: 2	D: 4	N: 8	A: 25	SA: 15	NA: 0		
'better together' mindset and efforts to support success for all.	+ 0.03	(3.70%)	(7.41%)	(14.81%)	(46.30%)	(27.78%)	(0.00%)		
100. Our organization demonstrates a commitment to promoting equity and	3.61	SD: 3	D: 6	N: 12	A: 21	SA: 12	NA: 0		
efforts to see potential of all be realized.	+ 0.04	(5.56%)	(11.11%) N	(22.22%)	(38.89%)	(22.22%)	(0.00%) SA		
95. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals	3.59	SD: 4	D: 6	N: 10	A: 22	SA: 12	NA: 0		
are treated fairly and respectfully, and provided access to resources and opportunities.	-0.05	(7.41%) SD D	(11.11%) N	(18.52%)	(40.74%) <b>A</b>	(22.22%)	(0.00%) SA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

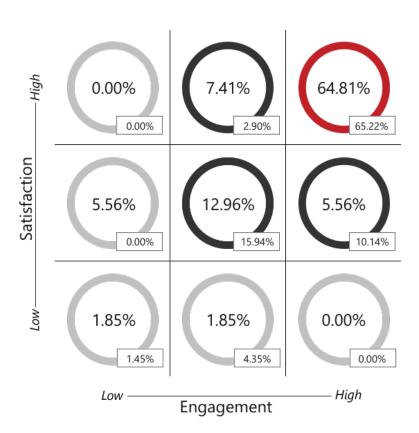
NA: Not Applicable

# Diversity

Question	Mean			Distri	bution		
108. I am committed to being a positive contributor to a workplace	4.68	SD: 0	D: 0	N: 2	A: 13	SA: 38	NA: 1
culture of inclusion, diversity, and	+ 0.10	(0.00%)	(0.00%)	(3.70%)	(24.07%)	(70.37%)	(1.85%)
equity.  92. I firmly believe that inclusion and diversity make us a stronger team and	4.43	SD: 0	D: 0	N: 4	SA A: 23	SA: 27	NA: 0
organization.	+ 0.17	(0.00%)	(0.00%)	(7.41%)	(42.59%)	(50.00%) SA	(0.00%)
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.76	SD: 1	D: 3	N: 15	A: 24	SA: 11	NA: 0
	-0.07	(1.85%)	(5.56%) N	(27.78%)	(44.44%)	(20.37%)	(0.00%)
93. Our organization demonstrates a belief with actions, to support a	3.59	SD: 0	D: 7	N: 18	A: 19	SA: 10	NA: 0
culture of inclusion and diversity.	+ 0.02	(0.00%)	(12.96%) N	(33.33%)	(35.19%)	(18.52%)	(0.00%) SA
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.41	SD: 5	D: 4	N: 17	A: 20	SA: 8	NA: 0
	-0.07	(9.26%)	(7.41%)	(31.48%)	(37.04%)	(14.81%) A	(0.00%)
89. Our organization demonstrates quality efforts in building a culture of	3.31	SD: 2	D: 11	N: 17	A: 16	SA: 8	NA: 0
diversity.	+ 0.02	(3.70%)	(20.37%)	(31.48%) N	(29.63%)	(14.81%) A	(0.00%)

September 2023

3x3



#### All Items

Question	Dimension	Mean
5. I have at least one close friend at work.	Relationships	4.63
		+ 0.14 4.59
4. I feel great pride in the work I do.	Pride	+ 0.10
2. I am fully engaged in the work that I do.	Engage-Inspire	4.59 + 0.02
6. I am provided opportunities to further my	Training & Development	4.56
growth and development.		+ 0.68
85. I am committed to achieving my potential		4.48
through learning and growing.	Career Development	
91. I take complete ownership for my attitude		4.46
and effort in embracing a growth mindset.	Relationships	
16. I am continuously seeking ways to improve		4.44
my overall productivity.	Innovation	+ 0.07
92. I demonstrate effort in building a positive	- "	4.44
workplace culture.	Quality	
45. I feel great pride in the team of which I am	Pride	4.43
a part.		-0.08
43. My teammates demonstrate a	Quality	4.43
commitment to quality work and excellence.		-0.03
In my role I have the opportunity to do	Talent/Fit	4.41
things that I both do well and enjoy.		-0.05
8. I am driven to contribute to the success of		4.41
our organization.	Engage-Inspire	+ 0.12
18. I have provided meaningful recognition to	Recognition	4.39
others in the past 10 days.		+ 0.36
17. I have set the right goals for myself to excel	Portion and Plane's	4.39
in my role/position.	Performance Planning	+ 0.15
44. Our team effectively communicates with	Communication	4.37
each other.	Communication	-0.06
46. I am satisfied being a part of our team.	Satisfaction	4.37
79. I feel "in on things" that are happening at	Communication	-0.14
our organization.		4.35
50. Based on relationships demonstrated on		+ 1.07
our team, I would recommend someone to	Relationships	4.35
join our team.		-0.03

Question Dimension		Mean		
22. I am aware and knowledgeable about our	M: : 6 :	4.33		
organization's mission.	Mission Conscious	+ 0.29		
78. I feel proud of and inspired by the success		4.31		
of others on my team.	Pride			
21. I am committed to a growth mindset to	Carita a almana and	4.30		
achieve my potential.	Continuous Improvement			
51. Our team has open and trusting	Polosia addina	4.30		
relationships.	Relationships	-0.01		
48. Our team recognizes each other's efforts	5	4.26		
and impact.	Recognition	-0.18		
15. I am properly trained to achieve excellence		4.24		
in my work.	Training & Development	+ 0.11		
13. I am satisfied with my role/work.	Satisfaction	4.24		
	Substitution.	+ 0.23		
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.23		
12. I am highly committed to and energized by my work.	Engage-Inspire	4.15		
		-0.04		
84. I would like to work at our organization long term.	Career Development	4.13		
		+ 0.25		
70. I feel our organization is a great fit for me.	Talent/Fit	4.11		
		+ 0.11		
47. I am on a team that encourages each member to surpass expectations.	Quality	4.09		
	,	-0.29		
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.07		
·	. c.romance raming	-0.02		
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.04		
	Sansiaction	+ 0.07		
14. I feel great pride in being a part of our organization.	Pride	4.04		
		= 0.00		
3. I am provided the core needs necessary for	Support-Equip	4.04		
me to excel in my role.	Support-Equip	+ 0.16		
42. Our team encourages innovation.	Innovation	4.02		
-		-0.10		

Question	Dimension	Mean
69. I am part of an organization that continues		4.02
to pursue excellence every day.	Continuous Improvement	-0.07
71. Our organization is committed to quality	Quality.	3.96
work and excellence.	Quality	-0.18
10. In my current role, I am encouraged to set	Doufournous a Diamains	3.96
motivational/stretch goals for myself.	Performance Planning	+ 0.29
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	3.83
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.81
	13.5.14 . 1.	+ 0.07
19. I am provided the materials, equipment, and information necessary to effectively	Support-Equip	3.81
perform my job.	Support Squip	+ 0.26
11. I am in a role that allows me to maximize	- 1	3.80
my talents and strengths.	Talent/Fit	-0.10
7. I have encouraged someone to apply at our	T. 1 /F::	3.78
organization.	Talent/Fit	+ 0.06
20. I look forward to coming to work every	Satisfaction	3.76
day.		-0.04
72. Our organization provides the experience		3.74
and development for me to further my career here.	Career Development	-0.12
76. I would recommend our organization to a		3.74
friend as a great place to work.	Engage-Inspire	-0.01
68. Quality relationships are valued across our	51.0	3.72
organization.	Relationships	-0.22
80. Excellence is recognized in our	D W	3.70
organization.	Recognition	+ 0.03
25. My supervisor cares about me as a person.	Relationships	3.69
		-0.09
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.69
		-0.02
77. Our organization selects the right people		3.67
for the right job.	Talent/Fit	+ 0.16

Question	Dimension	Mean
83. Our organization encourages innovation.	Innovation	3.63 -0.08
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.63
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.61 -0.07
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.58
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.54 -0.14
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.54 + 0.01
35. My supervisor supports my personal and professional development.	Training & Development	3.52 -0.16
74. I have the opportunity to express my career interests at our organization.	Career Development	3.48 -0.11
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.43 -0.21
73. My supervisor advocates for my role and career growth.	Career Development	3.41
24. My supervisor effectively communicates his/her expectations.	Communication	3.39 -0.11
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.37 -0.12
29. My supervisor recognizes me for a job well done.	Recognition	3.37 -0.21
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.37 + 0.11
36. My supervisor builds a culture of learning and growth.	Training & Development	3.35
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.35 -0.22
27. My supervisor and I have effective two-way communication.	Communication	3.30 -0.22

Question	Dimension	Mean		
82. Business decisions made are consistent	Mission Conscious	3.30		
with our mission and core values.	Mission Conscious	+ 0.11		
34. My supervisor is actively responsive to my	Support-Equip	3.28		
needs.	Support-Equip	-0.27		
90. Our organization embraces diversity in people, ideas, and experiences to maximize		3.26		
our potential.	Continuous Improvement			
31. My supervisor inspires me to grow to new	Deletionships	3.23		
levels.	Relationships			
9. I have received meaningful recognition in	Recognition	3.19		
the past 10 days.		+ 0.07		
38. My supervisor demonstrates effort in establishing and reinforcing a coaching	Relationships	3.19		
relationship with me.		-0.14		
33. My supervisor supports me through	Support-Equip	3.17		
challenges and failures in order to succeed.				
32. I have an open and trusting relationship	Relationships	3.09		
with my supervisor.		-0.34		
40. In the past three months, my supervisor	Performance Planning	3.06		
has discussed my successes and progress with me.		-0.02		
28. I am provided the opportunity to spend		2.87		
quality time with my supervisor.	Support-Equip	-0.37		