



# INSIGHTeX Growth Mindset & DEI

Hadley  
Glen Ellyn SD 41

October 2023

Dimensions

Dimension	Mean
Pride	4.34 + 0.10
Quality	4.23 -0.10
Engage-Inspire	4.14 -0.10
Satisfaction	4.10 + 0.03
Innovation	3.93 -0.13
Continuous Improvement	3.88 -0.33
Talent/Fit	3.86 + 0.01
Career Development	3.85 + 0.10
Relationships	3.85 + 0.07
Communication	3.79 + 0.10
Performance Planning	3.78 + 0.05
Recognition	3.78 + 0.02
Training & Development	3.77 + 0.04
Mission Conscious	3.67 + 0.06
Support-Equip	3.45 -0.13

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

## Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.44 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.56%)	A: 24 (44.44%)	SA: 27 (50.00%)	NA: 0 (0.00%)
		N		A		SA	
43. My teammates demonstrate a commitment to quality work and excellence.	4.43 -0.03	SD: 0 (0.00%)	D: 1 (1.85%)	N: 0 (0.00%)	A: 28 (51.85%)	SA: 25 (46.30%)	NA: 0 (0.00%)
				A		SA	
47. I am on a team that encourages each member to surpass expectations.	4.09 -0.29	SD: 0 (0.00%)	D: 5 (9.26%)	N: 7 (12.96%)	A: 20 (37.04%)	SA: 22 (40.74%)	NA: 0 (0.00%)
		D		N		A	
						SA	
71. Our organization is committed to quality work and excellence.	3.96 -0.18	SD: 0 (0.00%)	D: 4 (7.41%)	N: 8 (14.81%)	A: 27 (50.00%)	SA: 14 (25.93%)	NA: 1 (1.85%)
		D		N		A	
						SA	

**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

**SA** : Strongly Agree

**NA** : Not Applicable

## Engage-Inspire





Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.59 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.70%)	A: 18 (33.33%)	SA: 34 (62.96%)	NA: 0 (0.00%)
		A SA					
8. I am driven to contribute to the success of our organization.	4.41 + 0.12	SD: 1 (1.85%)	D: 0 (0.00%)	N: 5 (9.26%)	A: 18 (33.33%)	SA: 30 (55.56%)	NA: 0 (0.00%)
		N A SA					
12. I am highly committed to and energized by my work.	4.15 -0.04	SD: 0 (0.00%)	D: 3 (5.56%)	N: 9 (16.67%)	A: 19 (35.19%)	SA: 23 (42.59%)	NA: 0 (0.00%)
		D N A SA					
67. Our organization promotes a positive and engaging culture.	3.83 ---	SD: 0 (0.00%)	D: 6 (11.11%)	N: 11 (20.37%)	A: 23 (42.59%)	SA: 14 (25.93%)	NA: 0 (0.00%)
		D N A SA					
76. I would recommend our organization to a friend as a great place to work.	3.74 -0.01	SD: 3 (5.56%)	D: 6 (11.11%)	N: 8 (14.81%)	A: 22 (40.74%)	SA: 15 (27.78%)	NA: 0 (0.00%)
		SD D N A SA					

## Satisfaction






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

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

## Innovation

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

## Continuous Improvement

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

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

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

## Career Development

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

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

## Relationships

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



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

## Communication

Question	Mean	Distribution					
44. Our team effectively communicates with each other.	4.37 -0.06	SD: 0 (0.00%)	D: 1 (1.85%)	N: 4 (7.41%)	A: 23 (42.59%)	SA: 26 (48.15%)	NA: 0 (0.00%)
79. I feel "in on things" that are happening at our organization.	4.35 + 1.07	SD: 1 (1.85%)	D: 0 (0.00%)	N: 1 (1.85%)	A: 29 (53.70%)	SA: 23 (42.59%)	NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	3.54 + 0.01	SD: 4 (7.41%)	D: 6 (11.11%)	N: 12 (22.22%)	A: 21 (38.89%)	SA: 11 (20.37%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	3.39 -0.11	SD: 5 (9.26%)	D: 7 (12.96%)	N: 14 (25.93%)	A: 18 (33.33%)	SA: 10 (18.52%)	NA: 0 (0.00%)
27. My supervisor and I have effective two-way communication.	3.30 -0.22	SD: 5 (9.26%)	D: 11 (20.37%)	N: 11 (20.37%)	A: 17 (31.48%)	SA: 10 (18.52%)	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.	4.39 <b>+ 0.15</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (1.85%)	A: 31 (57.41%)	SA: 22 (40.74%)	NA: 0 (0.00%)
		<b>A</b>			<b>SA</b>		
49. Our team effectively sets goals to further enhance our performance.	4.07 <b>-0.02</b>	SD: 0 (0.00%)	D: 5 (9.26%)	N: 5 (9.26%)	A: 25 (46.30%)	SA: 19 (35.19%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.96 <b>+ 0.29</b>	SD: 1 (1.85%)	D: 7 (12.96%)	N: 2 (3.70%)	A: 27 (50.00%)	SA: 17 (31.48%)	NA: 0 (0.00%)
		<b>D</b>		<b>A</b>		<b>SA</b>	
37. My supervisor motivates me to achieve my goals.	3.35 <b>-0.22</b>	SD: 5 (9.26%)	D: 8 (14.81%)	N: 11 (20.37%)	A: 23 (42.59%)	SA: 7 (12.96%)	NA: 0 (0.00%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.06 <b>-0.02</b>	SD: 7 (12.96%)	D: 13 (24.07%)	N: 9 (16.67%)	A: 14 (25.93%)	SA: 8 (14.81%)	NA: 3 (5.56%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b> <b>NA</b>







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

## Recognition

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

**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.	4.56 <b>+ 0.68</b>	SD: 0 (0.00%)	D: 1 (1.85%)	N: 2 (3.70%)	A: 17 (31.48%)	SA: 34 (62.96%)	NA: 0 (0.00%)
							
15. I am properly trained to achieve excellence in my work.	4.24 <b>+ 0.11</b>	SD: 1 (1.85%)	D: 2 (3.70%)	N: 8 (14.81%)	A: 15 (27.78%)	SA: 28 (51.85%)	NA: 0 (0.00%)
							
30. My supervisor encourages opportunities for my growth and development.	3.61 <b>-0.07</b>	SD: 4 (7.41%)	D: 6 (11.11%)	N: 8 (14.81%)	A: 25 (46.30%)	SA: 11 (20.37%)	NA: 0 (0.00%)
							
35. My supervisor supports my personal and professional development.	3.52 <b>-0.16</b>	SD: 5 (9.26%)	D: 3 (5.56%)	N: 14 (25.93%)	A: 23 (42.59%)	SA: 9 (16.67%)	NA: 0 (0.00%)
							
81. Our organization provides the "right" training for me to excel in my role.	3.37 <b>+ 0.11</b>	SD: 4 (7.41%)	D: 10 (18.52%)	N: 12 (22.22%)	A: 18 (33.33%)	SA: 10 (18.52%)	NA: 0 (0.00%)
							
36. My supervisor builds a culture of learning and growth.	3.35 <b>---</b>	SD: 7 (12.96%)	D: 8 (14.81%)	N: 8 (14.81%)	A: 21 (38.89%)	SA: 10 (18.52%)	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.	4.33 <b>+ 0.29</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (7.41%)	A: 28 (51.85%)	SA: 22 (40.74%)	NA: 0 (0.00%)
		<b>N</b>		<b>A</b>		<b>SA</b>	
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.69 <b>-0.02</b>	SD: 0 (0.00%)	D: 8 (14.81%)	N: 9 (16.67%)	A: 29 (53.70%)	SA: 8 (14.81%)	NA: 0 (0.00%)
		<b>D</b>	<b>N</b>	<b>A</b>		<b>SA</b>	
41. My supervisor effectively communicates our organizational mission to me.	3.37 <b>-0.12</b>	SD: 4 (7.41%)	D: 8 (14.81%)	N: 13 (24.07%)	A: 22 (40.74%)	SA: 7 (12.96%)	NA: 0 (0.00%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>	
82. Business decisions made are consistent with our mission and core values.	3.30 <b>+ 0.11</b>	SD: 7 (12.96%)	D: 5 (9.26%)	N: 15 (27.78%)	A: 19 (35.19%)	SA: 8 (14.81%)	NA: 0 (0.00%)
		<b>SD</b>	<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

## Support-Equip

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

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

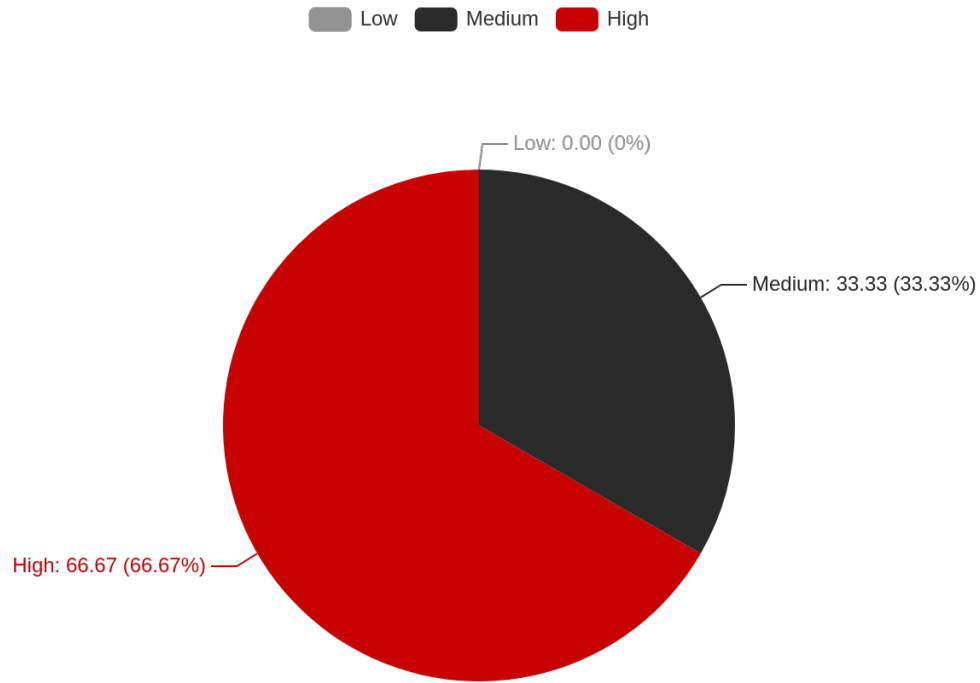
**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Bottom Items

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



## Current Growth Mindset Chart

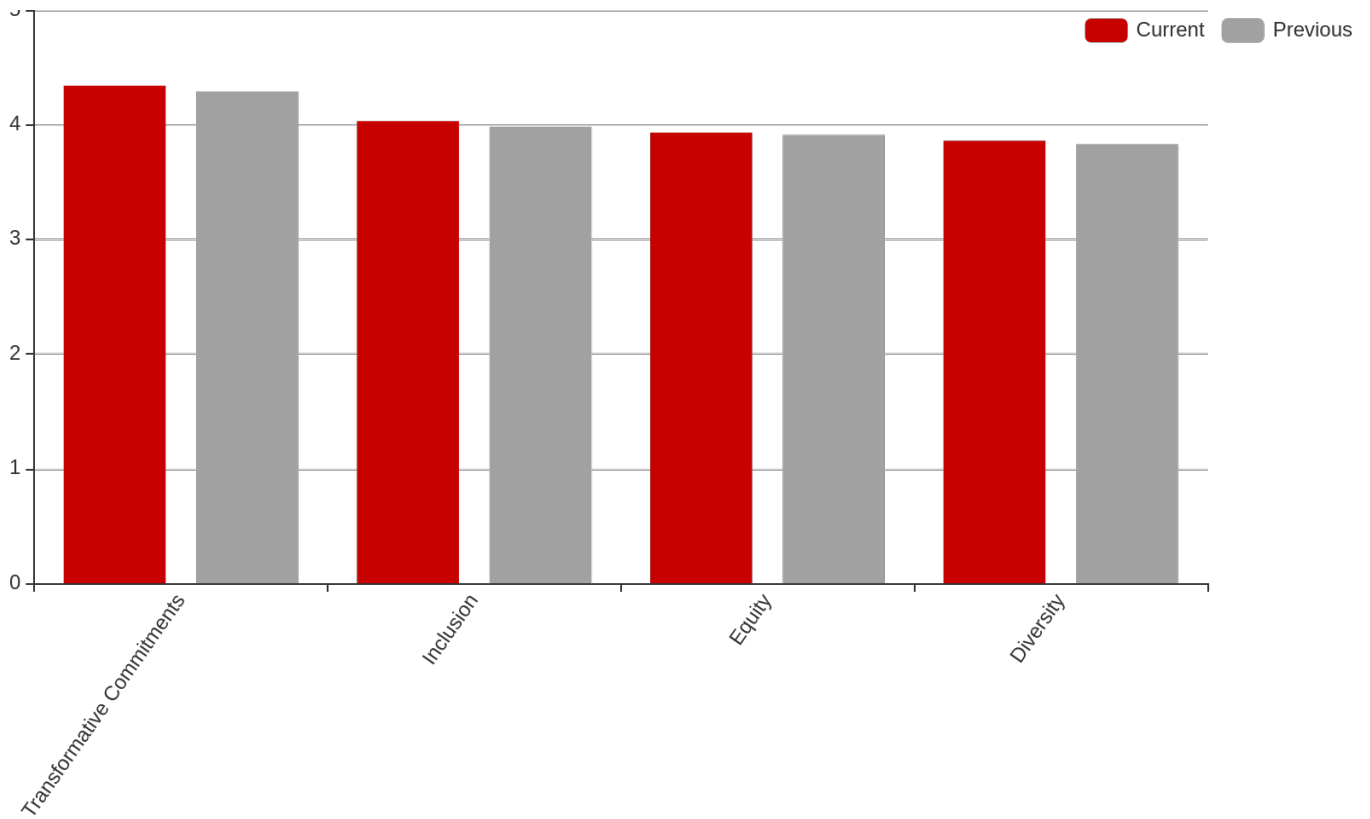


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

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

## DEI Chart



DEI Table

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

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

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

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

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

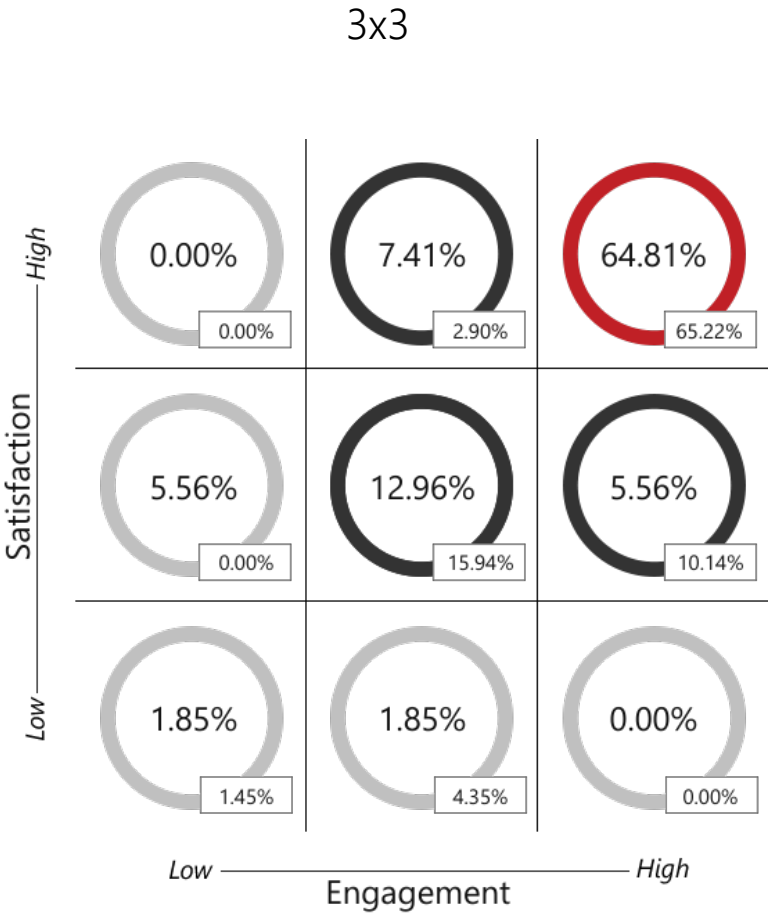
Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.68 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.70%)	A: 13 (24.07%)	SA: 38 (70.37%)	NA: 1 (1.85%)
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.87 <b>+ 0.03</b>	SD: 2 (3.70%)	D: 4 (7.41%)	N: 8 (14.81%)	A: 25 (46.30%)	SA: 15 (27.78%)	NA: 0 (0.00%)
100. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.61 <b>+ 0.04</b>	SD: 3 (5.56%)	D: 6 (11.11%)	N: 12 (22.22%)	A: 21 (38.89%)	SA: 12 (22.22%)	NA: 0 (0.00%)
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.	3.59 <b>-0.05</b>	SD: 4 (7.41%)	D: 6 (11.11%)	N: 10 (18.52%)	A: 22 (40.74%)	SA: 12 (22.22%)	NA: 0 (0.00%)

**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.	4.68 <b>+ 0.10</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (3.70%)	A: 13 (24.07%)	SA: 38 (70.37%)	NA: 1 (1.85%)
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.43 <b>+ 0.17</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (7.41%)	A: 23 (42.59%)	SA: 27 (50.00%)	NA: 0 (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 <b>-0.07</b>	SD: 1 (1.85%)	D: 3 (5.56%)	N: 15 (27.78%)	A: 24 (44.44%)	SA: 11 (20.37%)	NA: 0 (0.00%)
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.59 <b>+ 0.02</b>	SD: 0 (0.00%)	D: 7 (12.96%)	N: 18 (33.33%)	A: 19 (35.19%)	SA: 10 (18.52%)	NA: 0 (0.00%)
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.41 <b>-0.07</b>	SD: 5 (9.26%)	D: 4 (7.41%)	N: 17 (31.48%)	A: 20 (37.04%)	SA: 8 (14.81%)	NA: 0 (0.00%)
89. Our organization demonstrates quality efforts in building a culture of diversity.	3.31 <b>+ 0.02</b>	SD: 2 (3.70%)	D: 11 (20.37%)	N: 17 (31.48%)	A: 16 (29.63%)	SA: 8 (14.81%)	NA: 0 (0.00%)





## All Items

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

Question	Dimension	Mean
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.33 + 0.29
78. I feel proud of and inspired by the success of others on my team.	Pride	4.31 ---
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.30 ---
51. Our team has open and trusting relationships.	Relationships	4.30 -0.01
48. Our team recognizes each other's efforts and impact.	Recognition	4.26 -0.18
15. I am properly trained to achieve excellence in my work.	Training & Development	4.24 + 0.11
13. I am satisfied with my role/work.	Satisfaction	4.24 + 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 -0.02
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.04 + 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 me to excel in my role.	Support-Equip	4.04 + 0.16
42. Our team encourages innovation.	Innovation	4.02 -0.10

Question	Dimension	Mean
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.02 -0.07
71. Our organization is committed to quality work and excellence.	Quality	3.96 -0.18
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.96 + 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 + 0.07
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.81 + 0.26
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	3.80 -0.10
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.78 + 0.06
20. I look forward to coming to work every day.	Satisfaction	3.76 -0.04
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.74 -0.12
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.74 -0.01
68. Quality relationships are valued across our organization.	Relationships	3.72 -0.22
80. Excellence is recognized in our organization.	Recognition	3.70 + 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 for the right job.	Talent/Fit	3.67 + 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 with our mission and core values.	Mission Conscious	3.30 + 0.11
34. My supervisor is actively responsive to my needs.	Support-Equip	3.28 -0.27
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.26 ---
31. My supervisor inspires me to grow to new levels.	Relationships	3.23 ---
9. I have received meaningful recognition in the past 10 days.	Recognition	3.19 + 0.07
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.19 -0.14
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.17 ---
32. I have an open and trusting relationship with my supervisor.	Relationships	3.09 -0.34
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.06 -0.02
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	2.87 -0.37