



INSIGHTeX Growth Mindset & DEI

Abraham Lincoln Glen Ellyn SD 41 October 2023

September 2023

Dimensions

Dimension	Mean
Pride	4.40
	+ 0.13
Communication	4.37
Communication	+ 0.14
Relationships	4.32
Relationships	+ 0.16
Quality	4.27
Quanty	-0.14
	4.23
Engage-Inspire	-0.14
Satisfaction	4.19
Satisfaction	+ 0.06
Decognition	4.11
Recognition	+ 0.03
Performance Planning	4.11
	+ 0.14
Carpor Davelanment	4.10
Career Development	+ 0.23
Support Equin	4.05
Support-Equip	-0.05
Training & Davelopment	4.04
Training & Development	+ 0.37
Continuous Imageneet	4.00
Continuous Improvement	-0.39
Toloot/Eit	3.99
Talent/Fit	+ 0.03
	3.96
Innovation	-0.18
Mission Conscious	3.81
	+ 0.02

D : Disagree

Neutral



SA : Strongly Agree

NA : Not Applicable

Pride

Question	Mean	Distribution						
	4.63	SD: 0	D: 1	N: 2	A: 12	SA: 36	NA: 0	
4. I feel great pride in the work I do.	+ 0.06	(0.00%)	(1.96%) A	(3.92%)	(23.53%) SA	(70.59%)	(0.00%)	
45. I feel great pride in the team of	4.51	SD: 1	D: 1	N: 3	A: 12	SA: 34	NA: 0	
which I am a part.	+ 0.02	(1.96%) N	(1.96%) A	(5.88%)	(23.53%) S	(66.67%) A	(0.00%)	
78. I feel proud of and inspired by the	4.45	SD: 1	D: 0	N: 6	A: 12	SA: 32	NA: 0	
success of others on my team.		(1.96%) N	(0.00%) A	(11.76%)	(23.53%)	(62.75%) SA	(0.00%)	
14. I feel great pride in being a part of	4.00	SD: 1	D: 4	N: 6	A: 23	SA: 17	NA: 0	
our organization.	-0.04	(1.96%)	(7.84%)	(11.76%) A	(45.10%)	(33.33%) S	(0.00%) A	

Communication

Question	Mean	Distribution					
27. My supervisor and I have effective	4.47	SD: 1	D: 1	N: 2	A: 16	SA: 31	NA: 0
two-way communication.	-0.04	(1.96%)	(1.96%) A	(3.92%)	(31.37%)	(60.78%) SA	(0.00%)
24. My supervisor effectively	4.43	SD: 1	D: 2	N: 2	A: 15	SA: 31	NA: 0
communicates his/her expectations.	+ 0.03	(1.96%)	(3.92%) A	(3.92%)	(29.41%)	(60.78%) SA	(0.00%)
79. I feel "in on things" that are	4.43	SD: 1	D: 0	N: 4	A: 17	SA: 29	NA: 0
happening at our organization.	+ 1.09	(1.96%) N	(0.00%) A	(7.84%)	(33.33%)	(56.86%) SA	(0.00%)
44. Our team effectively communicates	4.35	SD: 1	D: 2	N: 4	A: 15	SA: 29	NA: 0
with each other.	+ 0.05	(1.96%)	(3.92%) A	(7.84%)	(29.41%)	(56.86%) SA	(0.00%)
26. My supervisor gives me constructive feedback about my work	4.16	SD: 2	D: 3	N: 4	A: 17	SA: 24	NA: 1
performance.	-0.05	(3.92%)	(5.88%)	(7.84%) A	(33.33%)	(47.06%) SA	(1.96%)

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D : Disagree
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N : Neutral





NA : Not Applicable

Relationships

Question	Mean	Distribution						
5. I have at least one close friend at	4.66	SD: 0	D: 1	N: 3	A: 8	SA: 38	NA: 1	
work.	+ 0.19	(0.00%)	(1.96%)	(5.88%)	(15.69%)	(74.51%)	(1.96%)	
		N A			SA			
91. I take complete ownership for my attitude and effort in embracing a	4.57	SD: 0	D: 0	N: 0	A: 22	SA: 29	NA: 0	
growth mindset.		(0.00%)	(0.00%)	(0.00%)	(43.14%)	(56.86%)	(0.00%)	
			Α			SA		
25. My supervisor cares about me as a	4.51	SD: 1	D: 1	N: 2	A: 14	SA: 33	NA: 0	
person.	. 0.00	(1.96%)	(1.96%)	(3.92%)	(27.45%)	(64.71%)	(0.00%)	
	+ 0.06		Α			SA		
50. Based on relationships	4.46	SD: 1	D: 1	N: 2	A: 16	SA: 30	NA: 1	
demonstrated on our team, I would		(1.96%)	(1.96%)	(3.92%)	(31.37%)	(58.82%)	(1.96%)	
recommend someone to join our team.	+ 0.06		А			SA		
51. Our team has open and trusting	4.38	SD: 1	D: 2	N: 1	A: 19	SA: 27	NA: 1	
relationships.		(1.96%)	(3.92%)	(1.96%)	(37.25%)	(52.94%)	(1.96%)	
	+ 0.04		Α			SA		
32. I have an open and trusting	4.32	SD: 1	D: 1	N: 7	A: 13	SA: 28	NA: 1	
relationship with my supervisor.		(1.96%)	(1.96%)	(13.73%)	(25.49%)	(54.90%)	(1.96%)	
	+ 0.04	N	A			SA		
31. My supervisor inspires me to grow	4.14	SD: 2	D: 3	N: 6	A: 14	SA: 25	NA: 1	
to new levels.		(3.92%)	(5.88%)	(11.76%)	(27.45%)	(49.02%)	(1.96%)	
		DN	N I	Α		SA		
38. My supervisor demonstrates effort	4.06	SD: 3	D: 1	N: 10	A: 12	SA: 24	NA: 1	
in establishing and reinforcing a		(5.88%)	(1.96%)	(19.61%)	(23.53%)	(47.06%)	(1.96%)	
coaching relationship with me.	+ 0.06	SD	N	А		SA		
68. Quality relationships are valued	3.82	SD: 1	D: 7	N: 7	A: 21	SA: 15	NA: 0	
across our organization.		(1.96%)	(13.73%)	(13.73%)	(41.18%)	(29.41%)	(0.00%)	
	-0.39	D	N	1	A		SA	

N : Neutral



SA : Strongly Agree

NA : Not Applicable

Quality

Question	Mean		Distribution					
43. My teammates demonstrate a commitment to quality work and	4.49	SD: 1	D: 1	N: 4	A: 11	SA: 34	NA: 0	
excellence.		(1.96%)	(1.96%)	(7.84%)	(21.57%)	(66.67%)	(0.00%)	
excenence.	-0.04	N	Α		S	A		
92. I demonstrate effort in building a	4.49	SD: 0	D: 0	N: 1	A: 24	SA: 26	NA: 0	
positive workplace culture.		(0.00%)	(0.00%)	(1.96%)	(47.06%)	(50.98%)	(0.00%)	
			А			SA		
47. I am on a team that encourages	4.43	SD: 1	D: 1	N: 2	A: 18	SA: 29	NA: 0	
each member to surpass expectations.		(1.96%)	(1.96%)	(3.92%)	(35.29%)	(56.86%)	(0.00%)	
	+ 0.05		А			SA		
71. Our organization is committed to	3.69	SD: 5	D: 4	N: 9	A: 17	SA: 16	NA: 0	
quality work and excellence.		(9.80%)	(7.84%)	(17.65%)	(33.33%)	(31.37%)	(0.00%)	
	-0.63	SD D	N		А		SA	

Engage-Inspire

Question	Mean		Distribution					
2. I am fully engaged in the work that I	4.73	SD: 0	D: 0	N: 0	A: 14	SA: 37	NA: 0	
do.	. 0.00	(0.00%)	(0.00%)	(0.00%)	(27.45%)	(72.55%)	(0.00%)	
	+ 0.09	Α			SA			
8. I am driven to contribute to the	4.53	SD: 0	D: 2	N: 1	A: 16	SA: 32	NA: 0	
success of our organization.		(0.00%)	(3.92%)	(1.96%)	(31.37%)	(62.75%)	(0.00%)	
	+ 0.04		Α		SA			
12. I am highly committed to and	4.34	SD: 2	D: 0	N: 4	A: 17	SA: 27	NA: 1	
energized by my work.		(3.92%)	(0.00%)	(7.84%)	(33.33%)	(52.94%)	(1.96%)	
	-0.02	N	А			SA		
67. Our organization promotes a	3.92	SD: 1	D: 4	N: 10	A: 19	SA: 17	NA: 0	
positive and engaging culture.		(1.96%)	(7.84%)	(19.61%)	(37.25%)	(33.33%)	(0.00%)	
		D	N	A	A SA			
76. I would recommend our organization to a friend as a great place to work.	3.65	SD: 3	D: 6	N: 9	A: 21	SA: 12	NA: 0	
		(5.88%)	(11.76%)	(17.65%)	(41.18%)	(23.53%)	(0.00%)	
	-0.18	SD D	N		А		SA	

SD : Strongly Disagree D : Disagree



N : Neutral



SA : Strongly Agree



Satisfaction

Question	Mean		Distribution					
46. I am satisfied being a part of our	4.59	SD: 1	D: 1	N: 2	A: 10	SA: 37	NA: 0	
team.	+ 0.12	(1.96%)	(1.96%)	(3.92%)	(19.61%)	(72.55%)	(0.00%)	
	-		A		SA			
	4.26	SD: 2	D: 1	N: 5	A: 16	SA: 26	NA: 1	
13. I am satisfied with my role/work.		(3.92%)	(1.96%)	(9.80%)	(31.37%)	(50.98%)	(1.96%)	
	+ 0.24	N	A			SA		
20. I look forward to coming to work	4.02	SD: 1	D: 5	N: 3	A: 25	SA: 17	NA: 0	
every day.		(1.96%)	(9.80%)	(5.88%)	(49.02%)	(33.33%)	(0.00%)	
	+ 0.02			Α		S	A	
87. Overall, I am very satisfied with our	3.88	SD: 2	D: 3	N: 10	A: 20	SA: 16	NA: 0	
organization as a place to work.	-0.16	(3.92%)	(5.88%)	(19.61%)	(39.22%)	(31.37%)	(0.00%)	
5		D	N	ŀ	1	9	SA	

Recognition

Question	Mean	Distribution					
18. I have provided meaningful	4.49	SD: 0	D: 0	N: 1	A: 24	SA: 26	NA: 0
recognition to others in the past 10		(0.00%)	(0.00%)	(1.96%)	(47.06%)	(50.98%)	(0.00%)
days.	+ 0.23		Α			SA	
48. Our team recognizes each other's	4.35	SD: 1	D: 2	N: 3	A: 17	SA: 28	NA: 0
efforts and impact.	0.04	(1.96%)	(3.92%)	(5.88%)	(33.33%)	(54.90%)	(0.00%)
	+ 0.01	N	А			SA	
29. My supervisor recognizes me for a	4.34	SD: 1	D: 0	N: 8	A: 13	SA: 28	NA: 1
job well done.		(1.96%)	(0.00%)	(15.69%)	(25.49%)	(54.90%)	(1.96%)
	+ 0.04	N	Α			SA	
80. Excellence is recognized in our	3.71	SD: 2	D: 5	N: 11	A: 21	SA: 12	NA: 0
organization.		(3.92%)	(9.80%)	(21.57%)	(41.18%)	(23.53%)	(0.00%)
5	-0.01	D	Ν		Α		SA
9. I have received meaningful	3.69	SD: 2	D: 10	N: 7	A: 15	SA: 17	NA: 0
recognition in the past 10 days.	-0.08	(3.92%)	(19.61%)	(13.73%)	(29.41%)	(33.33%)	(0.00%)
		D	N		Α	S	A

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D : Disagree
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N : Neutral



SA : Strongly Agree

NA : Not Applicable

Performance Planning

Question	Mean			Distribution				
17. I have set the right goals for myself	4.35	SD: 0	D: 1	N: 2	A: 26	SA: 22	NA: 0	
to excel in my role/position.	+ 0.16	(0.00%)	(1.96%) A	(3.92%)	(50.98%)	(43.14%) SA	(0.00%)	
37. My supervisor motivates me to	4.20	SD: 2	D: 1	N: 7	A: 15	SA: 25	NA: 1	
achieve my goals.	+ 0.05	(3.92%)	(1.96%)	(13.73%) A	(29.41%)	(49.02%) SA	(1.96%)	
49. Our team effectively sets goals to	4.18	SD: 1	D: 1	N: 7	A: 21	SA: 21	NA: 0	
further enhance our performance.	+ 0.12	(1.96%) N	(1.96%)	(13.73%) A	(41.18%)	(41.18%) SA	(0.00%)	
10. In my current role, I am encouraged to set motivational/stretch goals for	3.96	SD: 1	D: 4	N: 8	A: 19	SA: 17	NA: 2	
myself.	+ 0.19	(1.96%)	(7.84%) N	(15.69%) A	(37.25%)	(33.33%) SA	(3.92%)	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.85	SD: 2	D: 5	N: 11	A: 10	SA: 20	NA: 3	
	+ 0.18	(3.92%)	(9.80%) N	(21.57%) A	(19.61%)	(39.22%) SA	(5.88%) NA	

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D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

Career Development

Question	Mean	Distribution					
85. I am committed to achieving my	4.57	SD: 0	D: 1	N: 0	A: 19	SA: 31	NA: 0
potential through learning and growing.		(0.00%)	(1.96%)	(0.00%)	(37.25%)	(60.78%)	(0.00%)
growing.			Α			SA	
84. I would like to work at our organization long term.	4.16	SD: 2	D: 1	N: 6	A: 19	SA: 22	NA: 1
	0.40	(3.92%)	(1.96%)	(11.76%)	(37.25%)	(43.14%)	(1.96%)
	-0.10	N		Α		SA	
73. My supervisor advocates for my	4.02	SD: 3	D: 4	N: 6	A: 12	SA: 24	NA: 2
role and career growth.		(5.88%)	(7.84%)	(11.76%)	(23.53%)	(47.06%)	(3.92%)
_		SD D	N	Α		SA	
74. I have the opportunity to express	4.00	SD: 1	D: 4	N: 8	A: 16	SA: 19	NA: 3
my career interests at our		(1.96%)	(7.84%)	(15.69%)	(31.37%)	(37.25%)	(5.88%)
organization.	+ 0.37	D	N	Α		SA	NA
72. Our organization provides the experience and development for me to further my career here.	3.73	SD: 3	D: 5	N: 6	A: 23	SA: 12	NA: 2
	-0.18	(5.88%)	(9.80%)	(11.76%)	(45.10%)	(23.53%)	(3.92%)
		SD D	N		A	9	SA

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D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

Support-Equip

Question	Mean	Distribution						
23. I have a supportive coaching	4.27	SD: 1	D: 3	N: 3	A: 18	SA: 26	NA: 0	
relationship with my supervisor.	-0.18	(1.96%)	(5.88%) A	(5.88%)	(35.29%)	(50.98%) SA	(0.00%)	
34. My supervisor is actively	4.27	SD: 2	D: 1	N: 7	A: 12	SA: 29	NA: 0	
responsive to my needs.	-0.22	(3.92%)	(1.96%) A	(13.73%)	(23.53%)	(56.86%) SA	(0.00%)	
33. My supervisor supports me	4.22	SD: 2	D: 2	N: 6	A: 12	SA: 27	NA: 2	
through challenges and failures in order to succeed.		(3.92%)	(3.92%) A	(11.76%)	(23.53%)	(52.94%) SA	(3.92%)	
28. I am provided the opportunity to	4.16	SD: 3	D: 1	N: 6	A: 16	SA: 25	NA: 0	
spend quality time with my supervisor.	+ 0.18	(5.88%) SD N	(1.96%)	(11.76%) A	(31.37%)	(49.02%) SA	(0.00%)	
3. I am provided the core needs	3.84	SD: 2	D: 7	N: 5	A: 20	SA: 17	NA: 0	
necessary for me to excel in my role.	+ 0.07	(3.92%)	(13.73%) N	(9.80%) A	(39.22%)	(33.33%) S	(0.00%) A	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.55	SD: 3	D: 10	N: 8	A: 16	SA: 14	NA: 0	
	+ 0.17	(5.88%)	(19.61%)	(15.69%) N	(31.37%) A	(27.45%)	(0.00%) SA	

D : Disagree

Neutral



SA : Strongly Agree

NA : Not Applicable

Training & Development

Question	Mean	Distribution							
6. I am provided opportunities to	4.61	SD: 0	D: 0	N: 3	A: 14	SA: 34	NA: 0		
further my growth and development.	+ 1.12	(0.00%)	(0.00%) A	(5.88%)	(27.45%)	(66.67%) A	(0.00%)		
36. My supervisor builds a culture of	4.29	SD: 2	D: 0	N: 7	A: 14	SA: 28	NA: 0		
learning and growth.		(3.92%)	(0.00%)	(13.73%)	(27.45%)	(54.90%)	(0.00%)		
		N	A			SA			
35. My supervisor supports my personal and professional	4.22	SD: 2	D: 2	N: 7	A: 12	SA: 28	NA: 0		
development.	0.04	(3.92%)	(3.92%)	(13.73%)	(23.53%)	(54.90%)	(0.00%)		
	-0.04	N	ا ا	A		SA			
30. My supervisor encourages	4.10	SD: 1	D: 4	N: 6	A: 16	SA: 22	NA: 2		
opportunities for my growth and development.	0.40	(1.96%)	(7.84%)	(11.76%)	(31.37%)	(43.14%)	(3.92%)		
	+ 0.12	D	N	Α		SA			
15. I am properly trained to achieve	3.90	SD: 3	D: 3	N: 7	A: 20	SA: 17	NA: 1		
excellence in my work.	. 0.20	(5.88%)	(5.88%)	(13.73%)	(39.22%)	(33.33%)	(1.96%)		
	+ 0.39	SD D	N	А		SA			
81. Our organization provides the "right" training for me to excel in my	3.08	SD: 8	D: 9	N: 11	A: 15	SA: 7	NA: 1		
role.	-0.05	(15.69%)	(17.65%)	(21.57%)	(29.41%)	(13.73%)	(1.96%)		
		SD	D	N		Α	SA		

D : Disagree

N : Neutral



SA : Strongly Agree

NA : Not Applicable

Continuous Improvement

Question	Mean	Distribution						
21. I am committed to a growth mindset to achieve my potential.	4.47	SD: 0 (0.00%)	D: 0 (0.00%) A	N: 2 (3.92%)	A: 23 (45.10%)	SA: 26 (50.98%) SA	NA: 0 (0.00%)	
52. I am on a team that continuously challenges me to grow and improve.	4.27	SD: 1 (1.96%)	D: 2 (3.92%)	N: 3 (5.88%)	A: 21 (41.18%)	SA: 24 (47.06%) SA	NA: 0 (0.00%)	
69. I am part of an organization that continues to pursue excellence every day.	3.86 -0.33	SD: 1 (1.96%) D	D: 4 (7.84%) N	N: 10 (19.61%)	A: 22 (43.14%)	SA: 14 (27.45%)	NA: 0 (0.00%) SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.75	SD: 3 (5.88%) SD D	D: 5 (9.80%) N	N: 9 (17.65%)	A: 19 (37.25%) A	SA: 15 (29.41%)	NA: 0 (0.00%) SA	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.65	SD: 3 (5.88%) SD D	D: 7 (13.73%)	N: 7 (13.73%)	A: 22 (43.14%) A	SA: 12 (23.53%)	NA: 0 (0.00%) SA	

NA : Not Applicable

SA : Strongly Agree

5D : Strongly Disagree

D : Disagree

Question	Mean			Distril	oution		
1. In my role I have the opportunity to	4.65	SD: 0	D: 0	N: 3	A: 12	SA: 36	NA: 0
do things that I both do well and enjoy.	+ 0.20	(0.00%) N	(0.00%) A	(5.88%)	(23.53%) SA	(70.59%)	(0.00%)
11. I am in a role that allows me to	4.36	SD: 0	D: 4	N: 2	A: 16	SA: 28	NA: 1
maximize my talents and strengths.	+ 0.45	(0.00%)	(7.84%) A	(3.92%)	(31.37%)	(54.90%) SA	(1.96%)
39. My supervisor knows the talents to look for in selecting new teammates	4.13	SD: 3	D: 2	N: 6	A: 12	SA: 25	NA: 3
who will be successful.	+ 0.11	(5.88%)	(3.92%) J	(11.76%) A	(23.53%)	(49.02%) SA	(5.88%) NA
70. I feel our organization is a great fit	4.04	SD: 1	D: 2	N: 6	A: 27	SA: 15	NA: 0
for me.	-0.24	(1.96%)	(3.92%)	(11.76%) A	(52.94%)	(29.41%)	(0.00%) SA
7. I have encouraged someone to	3.77	SD: 2	D: 6	N: 8	A: 17	SA: 15	NA: 3
apply at our organization.	+ 0.07	(3.92%)	(11.76%) N	(15.69%) A	(33.33%)	(29.41%) SA	(5.88%) NA
86. Our organization selects highly	3.61	SD: 3	D: 5	N: 12	A: 20	SA: 11	NA: 0
talented individuals when hiring.	-0.16	(5.88%)	(9.80%) N	(23.53%)	(39.22%)	(21.57%)	(0.00%) SA
77. Our organization selects the right	3.37	SD: 4	D: 5	N: 17	A A: 18	SA: 7	SA NA: 0
people for the right job.	-0.18	(7.84%)	(9.80%)	(33.33%) N	(35.29%)	(13.73%) A	(0.00%) SA

Neutral

A : Agree

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D : Disagree
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Neutral



SA : Strongly Agree



Innovation

Question	Mean	Distribution						
16. I am continuously seeking ways to	4.52	SD: 0	D: 1	N: 0	A: 21	SA: 28	NA: 1	
improve my overall productivity.	-0.12	(0.00%)	(1.96%) A	(0.00%)	(41.18%)	(54.90%) SA	(1.96%)	
	4.38	SD: 2	D: 1	N: 3	A: 14	SA: 30	NA: 1	
42. Our team encourages innovation.	+ 0.23	(3.92%)	(1.96%) A	(5.88%)	(27.45%)	(58.82%) SA	(1.96%)	
83. Our organization encourages	3.51	SD: 4	D: 6	N: 11	A: 20	SA: 10	NA: 0	
innovation.	-0.13	(7.84%)	(11.76%) N	(21.57%)	(39.22%) A	(19.61%)	(0.00%) SA	
75. Our organization embraces an innovative mindset to maximize our potential.	3.45	SD: 3	D: 8	N: 12	A: 19	SA: 9	NA: 0	
		(5.88%) SD D	(15.69%)	(23.53%) N	(37.25%) A	(17.65%)	(0.00%) SA	

Mission Conscious

Question	Mean	Distribution							
22. I am aware and knowledgeable	4.22	SD: 0	D: 1	N: 8	A: 21	SA: 21	NA: 0		
about our organization's mission.	+ 0.01	(0.00%)	(1.96%)	(15.69%) A	(41.18%)	(41.18%) SA	(0.00%)		
41. My supervisor effectively	4.16	SD: 1	D: 3	N: 7	A: 16	SA: 24	NA: 0		
communicates our organizational mission to me.	+ 0.22	(1.96%)	(5.88%) J	(13.73%) A	(31.37%)	(47.06%) SA	(0.00%)		
88. Our organization effectively aligns our day-to-day activities with the	3.57	SD: 2	D: 5	N: 13	A: 24	SA: 7	NA: 0		
organizational mission.	-0.13	(3.92%)	(9.80%) N	(25.49%)	(47.06%) A	(13.73%)	(0.00%) SA		
82. Business decisions made are consistent with our mission and core values.	3.29	SD: 5	D: 9	N: 10	A: 20	SA: 7	NA: 0		
	-0.03	(9.80%) SD	(17.65%) D	(19.61%) N	(39.22%)	(13.73%) A	(0.00%) SA		

NA : Not Applicable

SA : Strongly Agree

sp : Strongly Disagree

D : Disagree

Question	Mean			Distri	bution		
2. I am fully engaged in the work that I	4.73	SD: 0	D: 0	N: 0	A: 14	SA: 37	NA: 0
do.	+ 0.09	(0.00%) (0.00%)	(0.00%)	(27.45%)	(72.55%)	(0.00%)
	+ 0.03		A		SA		
5. I have at least one close friend at	4.66	SD: 0	D: 1	N: 3	A: 8	SA: 38	NA: 1
work.	+ 0.19	(0.00%) (1.96%)	(5.88%)	(15.69%)	(74.51%)	(1.96%)
		N	Α		SA		
1. In my role I have the opportunity to	4.65	SD: 0	D: 0	N: 3	A: 12	SA: 36	NA: 0
do things that I both do well and		(0.00%) (0.00%)	(5.88%)	(23.53%)	(70.59%)	(0.00%)
enjoy.	+ 0.20	N	Α		SA	۱.	
	4.63	SD: 0	D: 1	N: 2	A: 12	SA: 36	NA: 0
4. I feel great pride in the work I do.	0.00	(0.00%) (1.96%)	(3.92%)	(23.53%)	(70.59%)	(0.00%)
	+ 0.06		A		SA	1	
6. I am provided opportunities to	4.61	SD: 0	D: 0	N: 3	A: 14	SA: 34	NA: 0
further my growth and development.		(0.00%) (0.00%)	(5.88%)	(27.45%)	(66.67%)	(0.00%)
	+ 1.12	N	А		S	A	

A : Agree

Neutral

NA : Not Applicable

SA : Strongly Agree

Bottom Items

SD : Strongly Disagree

D : Disagree

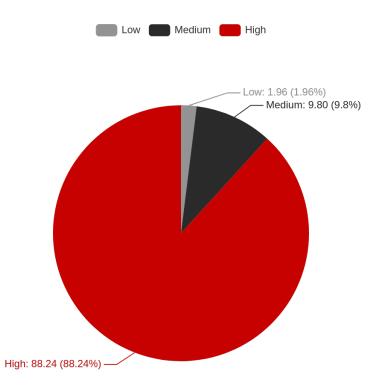
Question	Mean			Distri	bution		
81. Our organization provides the	3.08	SD: 8	D: 9	N: 11	A: 15	SA: 7	NA: 1
"right" training for me to excel in my role.		(15.69%)	(17.65%)	(21.57%)	(29.41%)	(13.73%)	(1.96%)
	-0.05	SD	D	N		А	SA
82. Business decisions made are consistent with our mission and core	3.29	SD: 5	D: 9	N: 10	A: 20	SA: 7	NA: 0
values.	-0.03	(9.80%)	(17.65%)	(19.61%)	(39.22%)	(13.73%)	(0.00%)
values.		SD	D	N		4	SA
77. Our organization selects the right	3.37	SD: 4	D: 5	N: 17	A: 18	SA: 7	NA: 0
people for the right job.	0.40	(7.84%)	(9.80%)	(33.33%)	(35.29%)	(13.73%)	(0.00%)
	-0.18	SD D		N		Α	SA
75. Our organization embraces an innovative mindset to maximize our	3.45	SD: 3	D: 8	N: 12	A: 19	SA: 9	NA: 0
		(5.88%)	(15.69%)	(23.53%)	(37.25%)	(17.65%)	(0.00%)
potential.		SD D		N	А		SA
83. Our organization encourages	3.51	SD: 4	D: 6	N: 11	A: 20	SA: 10	NA: 0
innovation.	-0.13	(7.84%)	(11.76%)	(21.57%)	(39.22%)	(19.61%)	(0.00%)
		SD D	N		А		SA

Neutral

A : Agree

September 2023

Current Growth Mindset Chart



D : Disagree

Neutral



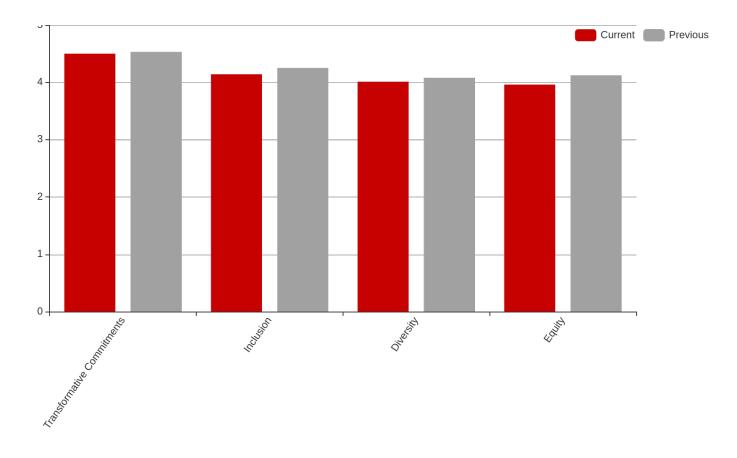
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean			Distri	bution		
6. I am provided opportunities to	4.61	SD: 0	D: 0	N: 3	A: 14	SA: 34	NA: 0
further my growth and development.	+ 1.12	(0.00%)	(0.00%)	(5.88%)	(27.45%)	(66.67%)	(0.00%)
	2	N	А		S	A	
85. I am committed to achieving my potential through learning and	4.57	SD: 0	D: 1	N: 0	A: 19	SA: 31	NA: 0
growing.		(0.00%)	(1.96%)	(0.00%)	(37.25%)	(60.78%)	(0.00%)
			Α			SA	
91. I take complete ownership for my	4.57	SD: 0	D: 0	N: 0	A: 22	SA: 29	NA: 0
attitude and effort in embracing a growth mindset.		(0.00%)	(0.00%)	(0.00%)	(43.14%)	(56.86%)	(0.00%)
5			Α			SA	
18. I have provided meaningful	4.49	SD: 0	D: 0	N: 1	A: 24	SA: 26	NA: 0
recognition to others in the past 10		(0.00%)	(0.00%)	(1.96%)	(47.06%)	(50.98%)	(0.00%)
days.	+ 0.23		А			SA	
21. I am committed to a growth	4.47	SD: 0	D: 0	N: 2	A: 23	SA: 26	NA: 0
mindset to achieve my potential.		(0.00%)	(0.00%)	(3.92%)	(45.10%)	(50.98%)	(0.00%)
			А			SA	
78. I feel proud of and inspired by the	4.45	SD: 1	D: 0	N: 6	A: 12	SA: 32	NA: 0
success of others on my team.		(1.96%)	(0.00%)	(11.76%)	(23.53%)	(62.75%)	(0.00%)
		N	Α			SA	
17. I have set the right goals for myself	4.35	SD: 0	D: 1	N: 2	A: 26	SA: 22	NA: 0
to excel in my role/position.	+ 0.16	(0.00%)	(1.96%)	(3.92%)	(50.98%)	(43.14%)	(0.00%)
			A			SA	
36. My supervisor builds a culture of	4.29	SD: 2	D: 0	N: 7	A: 14	SA: 28	NA: 0
learning and growth.		(3.92%)	(0.00%)	(13.73%)	(27.45%)	(54.90%)	(0.00%)
			D: 2	N: 3	A: 21	SA SA: 24	NA: 0
52. I am on a team that continuously	4.27	SD: 1				SA: 24	
challenges me to grow and improve.		(1.96%)	(3.92%)	(5.88%)	(41.18%)	(47.06%) SA	(0.00%)
90. Our organization embraces		SD: 3	 D: 5	N: 9	A: 19	SA: 15	NA: 0
diversity in people, ideas, and	3.75	5.5	D. 5	IN. 3	A. 15	JA. 1J	INA. U
experiences to maximize our potential.		(5.88%)	(9.80%)	(17.65%)	(37.25%)	(29.41%)	(0.00%)
experiences to maximize our potential.		SD D	Ν		Α		SA

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.50
Transformative Commitments	-0.03
Inclusion	4.14
inclusion	-0.11
Diversity	4.01
Diversity	-0.07
Equity	3.96
Equity	-0.16

Transformative Commitments

Question	Mean	Distribution							
109. I am committed to being a positive contributor to a workplace	4.75	SD: 0	D: 0	N: 0	A: 13	SA: 38	NA: 0		
culture of anti-bias, anti-hate, and anti-racism with equality for all.	-0.06	(0.00%) A	(0.00%)	(0.00%)	(25.49%) SA	(74.51%)	(0.00%)		
105. I embrace our ideals and commitment of anti-bias, anti-hate,	4.69	SD: 0	D: 0	N: 1	A: 14	SA: 36	NA: 0		
and anti-racism to promote what is	-0.03	(0.00%)	(0.00%)	(1.96%)	(27.45%)	(70.59%)	(0.00%)		
right for all. 104. In my department or team, we demonstrate quality efforts in building	4.47	SD: 0	D: 1	N: 3	SA A: 18	SA: 29	NA: 0		
a culture of anti-bias, anti-hate, and anti-racism.	+ 0.07	(0.00%)	(1.96%) A	(5.88%)	(35.29%)	(56.86%) SA	(0.00%)		
103. Our organization demonstrates quality efforts in building a culture of	4.10	SD: 3	D: 2	N: 4	A: 19	SA: 22	NA: 1		
anti-bias, anti-hate, and anti-racism.	-0.07	(5.88%) SD N	(3.92%)	(7.84%) A	(37.25%)	(43.14%) SA	(1.96%)		

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D : Disagree
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Neutral



SA : Strongly Agree

NA : Not Applicable

Inclusion

Question	Mean	Distribution						
108. I am committed to being a	4.76	SD: 0	D: 0	N: 0	A: 12	SA: 39	NA: 0	
positive contributor to a workplace culture of inclusion, diversity, and		(0.00%)	(0.00%)	(0.00%)	(23.53%)	(76.47%)	(0.00%)	
equity.	-0.03	А			SA			
96. I value the contributions of all	4.61	SD: 0	D: 0	N: 1	A: 18	SA: 32	NA: 0	
team members.		(0.00%)	(0.00%)	(1.96%)	(35.29%)	(62.75%)	(0.00%)	
	-0.05		А			SA		
106. My team models kindness and respect for all, not hateful, hurtful, or	4.57	SD: 1	D: 1	N: 1	A: 13	SA: 35	NA: 0	
racist behavior towards anyone.	-0.22	(1.96%)	(1.96%) A	(1.96%)	(25.49%) S <i>I</i>	(68.63%) A	(0.00%)	
91. I value inclusion efforts to build a	4.44	SD: 0	D: 1	N: 1	A: 23	SA: 25	NA: 1	
quality team culture of respect,		(0.00%)	(1.96%)	(1.96%)	(45.10%)	(49.02%)	(1.96%)	
kindness, and positive impact.	+ 0.10		Α			SA		
92. I firmly believe that inclusion and	4.31	SD: 0	D: 1	N: 4	A: 24	SA: 22	NA: 0	
diversity make us a stronger team and organization.	-0.01	(0.00%)	(1.96%)	(7.84%)	(47.06%)	(43.14%)	(0.00%)	
	-0.01	N	1	A		SA		
111. Our organization is a safe place for	4.30	SD: 1	D: 1	N: 7	A: 14	SA: 27	NA: 1	
people of color to work and be successful.	-0.24	(1.96%)	(1.96%)	(13.73%)	(27.45%)	(52.94%)	(1.96%)	
	0.24	N	A			SA		
110. Our team is comfortable addressing issues of race, racism, and	4.26	SD: 1	D: 0	N: 8	A: 17	SA: 24	NA: 1	
bias in our workplace.	-0.08	(1.96%)	(0.00%)	(15.69%)	(33.33%)	(47.06%)	(1.96%)	
07 My team values the contributions		N		Α		SA		
97. My team values the contributions of all team members, no matter their	4.24	SD: 1	D: 1	N: 7	A: 18	SA: 24	NA: 0	
role, background, experiences,	0.04	(1.96%)	(1.96%)	(13.73%)	(35.29%)	(47.06%)	(0.00%)	
qualities, or perspectives.	-0.21	N		Α		SA		
94. Our team embraces challenging,	4.22	SD: 1	D: 3	N: 2	A: 23	SA: 22	NA: 0	
uniting, and inclusive opportunities to		(1.96%)	(5.88%)	(3.92%)	(45.10%)	(43.14%)	(0.00%)	
work together for quality outcomes.	-0.01	D		Α		SA		
107. Our organization stands for a	4.20	SD: 1	D: 4	N: 3	A: 18	SA: 24	NA: 1	
workplace culture that does not		(1.96%)	(7.84%)	(5.88%)	(35.29%)	(47.06%)	(1.96%)	
tolerate racism or hurtful behaviors.	-0.18	D N		Α		SA		
112. We have a workplace that		SD: 1	D: 4	N: 4	A: 21	SA: 21	NA: 0	
promotes a professional and inclusive	4.12	50.1	D . 4	11.4	A. 21	JA. 21	INA. U	
culture, where all are respected,		(1.96%)	(7.84%)	(7.84%)	(41.18%)	(41.18%)	(0.00%)	
treated with dignity, and supported for	-0.20							
success and potential to be realized.		D N		А		SA		

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SD : Strongly Disagree
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D : Disagree
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N : Neutral



SA : Strongly Agree

NA : Not Applicable

Question	Mean	Distribution							
101. We are committed to a workplace culture where we value, respect, and	4.06	SD: 2	D: 3	N: 4	A: 23	SA: 19	NA: 0		
learn from each other to achieve maximum success, happiness, and potential.	-0.03	(3.92%)	(5.88%)	(7.84%) A	(45.10%)	(37.25%) SA	(0.00%)		
102. We strive to achieve and model 'more together' in an inclusive and	4.00	SD: 1	D: 5	N: 5	A: 22	SA: 18	NA: 0		
diverse culture with strong respect and support for all.	+ 0.02	(1.96%)	(9.80%) <mark>N</mark>	(9.80%) A	(43.14%)	(35.29%) S <i>I</i>	(0.00%) A		
99. Our workplace culture demonstrates that everyone in every	3.84	SD: 3	D: 6	N: 7	A: 15	SA: 20	NA: 0		
role is valued and supported for our collective success.	-0.10	(5.88%) SD D	(11.76%) N	(13.73%) A	(29.41%)	(39.22%) SA	(0.00%)		
98. Our organization embraces a 'better together' mindset and efforts	3.82	SD: 2 (3.92%)	D: 4 (7.84%)	N: 11 (21.57%)	A: 18 (35.29%)	SA: 16 (31.37%)	NA: 0 (0.00%)		
to support success for all.	-0.07	D	N	, , ,	Α		SA SA		
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	3.71	SD: 4	D: 5	N: 9	A: 17	SA: 16	NA: 0		
perspectives are respected and valued in our organization.	-0.14	(7.84%) SD D	(9.80%) N	(17.65%)	(33.33%) A	(31.37%)	(0.00%) SA		
93. Our organization demonstrates a belief with actions, to support a	3.57	SD: 3	D: 8	N: 7	A: 23	SA: 10	NA: 0		
culture of inclusion and diversity.	-0.28	(5.88%)	(15.69%) N	(13.73%)	(45.10%) A	(19.61%)	(0.00%) SA		
95. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals	3.53	SD: 4	D: 8	N: 10	A: 15	SA: 14	NA: 0		
are treated fairly and respectfully, and provided access to resources and	-0.30	(7.84%)	(15.69%)	(19.61%)	(29.41%)	(27.45%)	(0.00%)		
opportunities.		SD D	1 (N	А		SA		

```
D : Disagree
```

N : Neutral



SA : Strongly Agree

NA : Not Applicable

Diversity

Question	Mean			Distri	bution		
108. I am committed to being a positive contributor to a workplace	4.76	SD: 0	D: 0	N: 0	A: 12	SA: 39	NA: 0
culture of inclusion, diversity, and	-0.03	(0.00%)	(0.00%)	(0.00%)	(23.53%)	(76.47%)	(0.00%)
equity. 92. I firmly believe that inclusion and	4.31	A SD: 0	D: 1	N: 4	SA A: 24	SA: 22	NA: 0
diversity make us a stronger team and organization.	-0.01	(0.00%)	(1.96%)	(7.84%) A	(47.06%)	(43.14%) SA	(0.00%)
102. We strive to achieve and model 'more together' in an inclusive and	4.00	SD: 1	D: 5	N: 5	A: 22	SA: 18	NA: 0
diverse culture with strong respect and support for all.	+ 0.02	(1.96%)	(9.80%) N	(9.80%) A	(43.14%)	(35.29%) S	(0.00%) A
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and	3.71	SD: 4	D: 5	N: 9	A: 17	SA: 16	NA: 0
perspectives are respected and valued in our organization.	-0.14	(7.84%)	(9.80%) N	(17.65%)	(33.33%) A	(31.37%)	(0.00%) SA
89. Our organization demonstrates quality efforts in building a culture of diversity.	3.69	SD: 3	D: 4	N: 12	A: 19	SA: 13	NA: 0
	-0.01	(5.88%) SD D	(7.84%) N	(23.53%)	(37.25%) A	(25.49%)	(0.00%) SA
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.57	SD: 3	D: 8	N: 7	A: 23	SA: 10	NA: 0
	-0.28	(5.88%) SD D	(15.69%) N	(13.73%)	(45.10%) A	(19.61%)	(0.00%) SA

```
D : Disagree
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Neutral

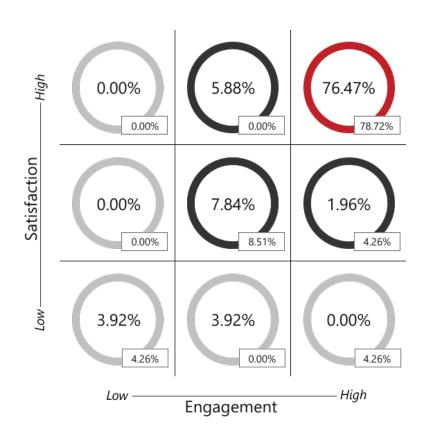


SA : Strongly Agree

NA : Not Applicable

Equity

Question	Mean				Distri	bution		
108. I am committed to being a positive contributor to a workplace	4.76	SD: ()	D: 0	N: 0	A: 12	SA: 39	NA: 0
culture of inclusion, diversity, and equity.	-0.03	(0.00%	6) A	(0.00%)	(0.00%)	(23.53%) SA	(76.47%)	(0.00%)
98. Our organization embraces a 'better together' mindset and efforts	3.82	SD: 2	2	D: 4	N: 11	A: 18	SA: 16	NA: 0
to support success for all.	-0.07	(3.92%	6)	(7.84%) N	(21.57%)	(35.29%) A	(31.37%)	(0.00%) SA
100. Our organization demonstrates a commitment to promoting equity and	3.71	SD: 3	3	D: 4	N: 10	A: 22	SA: 12	NA: 0
efforts to see potential of all be	-0.25	(5.88%	-	(7.84%)	(19.61%)	(43.14%)	(23.53%)	(0.00%)
realized. 95. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals	3.53	SD D SD: 4		N D: 8	N: 10	A A: 15	SA: 14	SA NA: 0
are treated fairly and respectfully, and provided access to resources and opportunities.	-0.30	(7.84%) SD	6) D	(15.69%)	(19.61%) N	(29.41%) A	(27.45%)	(0.00%) SA



All Items

Question	Dimension	Mean
2. I am fully engaged in the work that I do.	Engage-Inspire	4.73 + 0.09
5. I have at least one close friend at work.	Relationships	4.66
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65
4. I feel great pride in the work I do.	Pride	+ 0.20
6. I am provided opportunities to further my growth and development.	Training & Development	+ 0.06 4.61 + 1.12
46. I am satisfied being a part of our team.	Satisfaction	4.59 + 0.12
85. I am committed to achieving my potential through learning and growing.	Career Development	4.57
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.57
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.53
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.52
45. I feel great pride in the team of which I am a part.	Pride	4.51
25. My supervisor cares about me as a person.	Relationships	4.51
92. I demonstrate effort in building a positive workplace culture.	Quality	4.49
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.49
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.49
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.47
27. My supervisor and I have effective two-way communication.	Communication	4.47
50. Based on relationships demonstrated on our team, I would recommend someone to	Relationships	4.46
join our team.	Relationships	+ 0.06

Question	Dimension	Mean
78. I feel proud of and inspired by the success of others on my team.	Pride	4.45
24. My supervisor effectively communicates his/her expectations.	Communication	4.43 + 0.03
79. I feel "in on things" that are happening at our organization.	Communication	4.43 + 1.09
47. I am on a team that encourages each member to surpass expectations.	Quality	4.43
51. Our team has open and trusting relationships.	Relationships	4.38
42. Our team encourages innovation.	Innovation	4.38 + 0.23
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.36 + 0.45
48. Our team recognizes each other's efforts and impact.	Recognition	4.35 + 0.01
44. Our team effectively communicates with each other.	Communication	4.35 + 0.05
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.35 + 0.16
29. My supervisor recognizes me for a job well done.	Recognition	4.34
12. I am highly committed to and energized by my work.	Engage-Inspire	4.34
32. I have an open and trusting relationship with my supervisor.	Relationships	4.32
36. My supervisor builds a culture of learning and growth.	Training & Development	4.29
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.27 -0.18
34. My supervisor is actively responsive to my needs.	Support-Equip	4.27 -0.22
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.27

Question	Dimension	Mean
13. I am satisfied with my role/work.	Satisfaction	4.26 + 0.24
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.22
35. My supervisor supports my personal and professional development.	Training & Development	4.22
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.22
37. My supervisor motivates me to achieve my goals.	Performance Planning	+ 0.01 4.20
49. Our team effectively sets goals to further	Performance Planning	+ 0.05 4.18
enhance our performance. 41. My supervisor effectively communicates		+ 0.12 4.16
our organizational mission to me. 28. I am provided the opportunity to spend	Mission Conscious	+ 0.22
quality time with my supervisor. 26. My supervisor gives me constructive	Support-Equip	+ 0.18
feedback about my work performance.	Communication	4.16 -0.05
84. I would like to work at our organization long term.	Career Development	4.16 -0.10
31. My supervisor inspires me to grow to new levels.	Relationships	4.14
39. My supervisor knows the talents to look for in selecting new teammates who will be	Talent/Fit	4.13
successful. 30. My supervisor encourages opportunities		+ 0.11 4.10
for my growth and development. 38. My supervisor demonstrates effort in	Training & Development	+ 0.12
establishing and reinforcing a coaching relationship with me.	Relationships	4.06 + 0.06
70. I feel our organization is a great fit for me.	Talent/Fit	4.04
20. I look forward to coming to work every day.	Satisfaction	4.02
73. My supervisor advocates for my role and career growth.	Career Development	4.02

74.1 have the opportunity to express my career interests at our organization. Career Development 4.00 14.1 feel great pride in being a part of our organization. Pride 4.00 10. In my current role, I am encouraged to set motivational/stretch goals for myself. Performance Planning 3.96 15.1 am properly trained to achieve excellence in my work. Engage-Inspire 15.1 am properly trained to achieve excellence in my work. Training & Development 3.80 16.1 am very satisfied with our organization as place to work. Satisfaction 16.1 am properly trained to achieve excellence to paramize the parameter of an organization that continues to pursue excellence every day. Continuous Improvement 16.1 am part of an organization that continues to pursue excellence every day. Continuous Improvement 3.1 am provided the core needs necessary for me to excel in my role. Support-Equip 3.84 + 26.0 quify relationships are valued across our organization. Relationships 27.1 have encouraged someone to apply at our organization. Relationships <	Question	Dimension	Mean
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Question	Dimension	Mean
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.65
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.65 -0.18
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.61 -0.16
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.57 -0.13
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	-0.13 3.55 + 0.17
83. Our organization encourages innovation.	Innovation	3.51 -0.13
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.45
77. Our organization selects the right people for the right job.	Talent/Fit	3.37 -0.18
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.29 -0.03
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.08 -0.05