



# INSIGHTeX Growth Mindset & DEI

Abraham Lincoln  
Glen Ellyn SD 41

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Dimensions

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

**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

**SA** : Strongly Agree

**NA** : Not Applicable

## Pride

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

## Communication

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

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

## Quality

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

## Engage-Inspire

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

## Satisfaction

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

## Recognition

Question	Mean	Distribution
18. I have provided meaningful recognition to others in the past 10 days.	4.49 <b>+ 0.23</b>	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (1.96%) A: 24 (47.06%) SA: 26 (50.98%) NA: 0 (0.00%) 
48. Our team recognizes each other's efforts and impact.	4.35 <b>+ 0.01</b>	SD: 1 (1.96%) D: 2 (3.92%) N: 3 (5.88%) A: 17 (33.33%) SA: 28 (54.90%) NA: 0 (0.00%) 
29. My supervisor recognizes me for a job well done.	4.34 <b>+ 0.04</b>	SD: 1 (1.96%) D: 0 (0.00%) N: 8 (15.69%) A: 13 (25.49%) SA: 28 (54.90%) NA: 1 (1.96%) 
80. Excellence is recognized in our organization.	3.71 <b>-0.01</b>	SD: 2 (3.92%) D: 5 (9.80%) N: 11 (21.57%) A: 21 (41.18%) SA: 12 (23.53%) NA: 0 (0.00%) 
9. I have received meaningful recognition in the past 10 days.	3.69 <b>-0.08</b>	SD: 2 (3.92%) D: 10 (19.61%) N: 7 (13.73%) A: 15 (29.41%) SA: 17 (33.33%) 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.	4.35 + 0.16	SD: 0 (0.00%)	D: 1 (1.96%)	N: 2 (3.92%)	A: 26 (50.98%)	SA: 22 (43.14%)	NA: 0 (0.00%)
		A			SA		
37. My supervisor motivates me to achieve my goals.	4.20 + 0.05	SD: 2 (3.92%)	D: 1 (1.96%)	N: 7 (13.73%)	A: 15 (29.41%)	SA: 25 (49.02%)	NA: 1 (1.96%)
		N		A		SA	
49. Our team effectively sets goals to further enhance our performance.	4.18 + 0.12	SD: 1 (1.96%)	D: 1 (1.96%)	N: 7 (13.73%)	A: 21 (41.18%)	SA: 21 (41.18%)	NA: 0 (0.00%)
		N		A		SA	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.96 + 0.19	SD: 1 (1.96%)	D: 4 (7.84%)	N: 8 (15.69%)	A: 19 (37.25%)	SA: 17 (33.33%)	NA: 2 (3.92%)
		D	N	A		SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.85 + 0.18	SD: 2 (3.92%)	D: 5 (9.80%)	N: 11 (21.57%)	A: 10 (19.61%)	SA: 20 (39.22%)	NA: 3 (5.88%)
		D	N	A	SA		NA

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









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

## Support-Equip

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

## Training & Development

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

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

Continuous Improvement

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

**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.	4.65 + 0.20	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (5.88%)	A: 12 (23.53%)	SA: 36 (70.59%)	NA: 0 (0.00%)
		N A SA					
11. I am in a role that allows me to maximize my talents and strengths.	4.36 + 0.45	SD: 0 (0.00%)	D: 4 (7.84%)	N: 2 (3.92%)	A: 16 (31.37%)	SA: 28 (54.90%)	NA: 1 (1.96%)
		D A SA					
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.13 + 0.11	SD: 3 (5.88%)	D: 2 (3.92%)	N: 6 (11.76%)	A: 12 (23.53%)	SA: 25 (49.02%)	NA: 3 (5.88%)
		SD N A SA NA					
70. I feel our organization is a great fit for me.	4.04 -0.24	SD: 1 (1.96%)	D: 2 (3.92%)	N: 6 (11.76%)	A: 27 (52.94%)	SA: 15 (29.41%)	NA: 0 (0.00%)
		N A SA					
7. I have encouraged someone to apply at our organization.	3.77 + 0.07	SD: 2 (3.92%)	D: 6 (11.76%)	N: 8 (15.69%)	A: 17 (33.33%)	SA: 15 (29.41%)	NA: 3 (5.88%)
		D N A SA NA					
86. Our organization selects highly talented individuals when hiring.	3.61 -0.16	SD: 3 (5.88%)	D: 5 (9.80%)	N: 12 (23.53%)	A: 20 (39.22%)	SA: 11 (21.57%)	NA: 0 (0.00%)
		SD D N A SA					
77. Our organization selects the right people for the right job.	3.37 -0.18	SD: 4 (7.84%)	D: 5 (9.80%)	N: 17 (33.33%)	A: 18 (35.29%)	SA: 7 (13.73%)	NA: 0 (0.00%)
		SD 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.	4.52 -0.12	SD: 0 (0.00%)	D: 1 (1.96%)	N: 0 (0.00%)	A: 21 (41.18%)	SA: 28 (54.90%)	NA: 1 (1.96%)
		A		SA			
42. Our team encourages innovation.	4.38 + 0.23	SD: 2 (3.92%)	D: 1 (1.96%)	N: 3 (5.88%)	A: 14 (27.45%)	SA: 30 (58.82%)	NA: 1 (1.96%)
		N		A		SA	
83. Our organization encourages innovation.	3.51 -0.13	SD: 4 (7.84%)	D: 6 (11.76%)	N: 11 (21.57%)	A: 20 (39.22%)	SA: 10 (19.61%)	NA: 0 (0.00%)
		SD	D	N		A	
75. Our organization embraces an innovative mindset to maximize our potential.	3.45 ---	SD: 3 (5.88%)	D: 8 (15.69%)	N: 12 (23.53%)	A: 19 (37.25%)	SA: 9 (17.65%)	NA: 0 (0.00%)
		SD	D	N		A	

## Mission Conscious

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

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

## Top Items

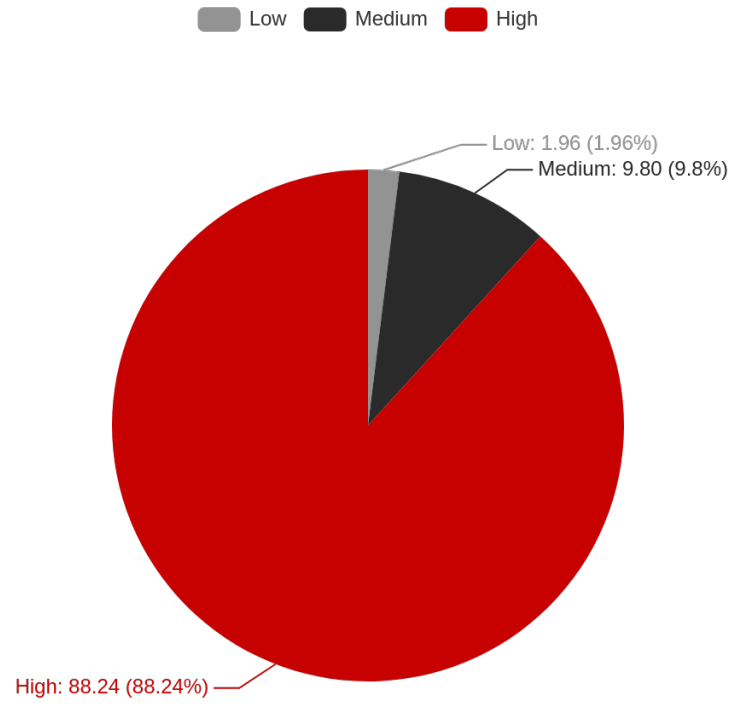
Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.73 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 14 (27.45%)	SA: 37 (72.55%)	NA: 0 (0.00%)
		A		SA			
5. I have at least one close friend at work.	4.66 + 0.19	SD: 0 (0.00%)	D: 1 (1.96%)	N: 3 (5.88%)	A: 8 (15.69%)	SA: 38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

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

## Bottom Items

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

## Current Growth Mindset Chart



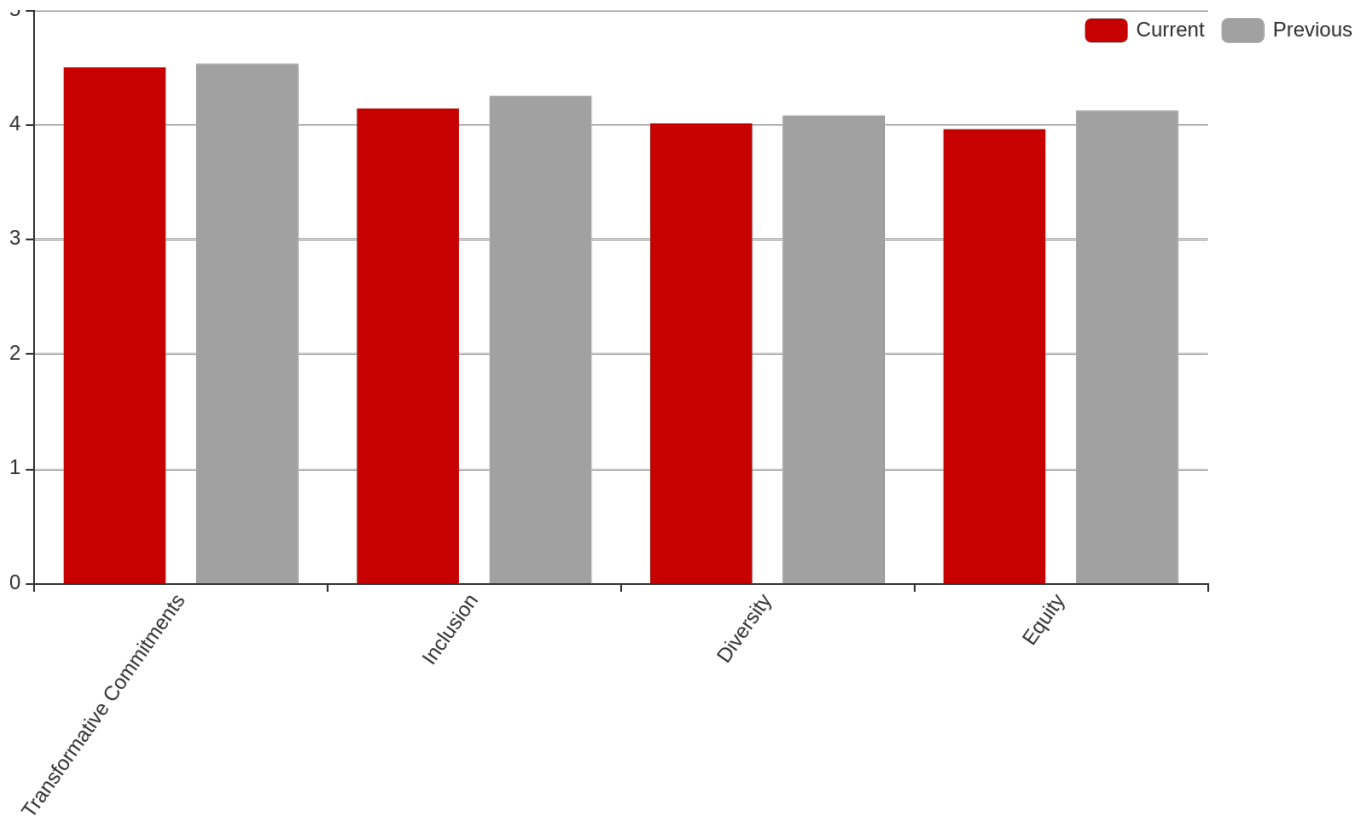


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

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

## DEI Chart



DEI Table

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

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

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

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

Question	Mean	Distribution					
101. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.06 <b>-0.03</b>	SD: 2 (3.92%)	D: 3 (5.88%)	N: 4 (7.84%)	A: 23 (45.10%)	SA: 19 (37.25%)	NA: 0 (0.00%)
		<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.	4.00 <b>+ 0.02</b>	SD: 1 (1.96%)	D: 5 (9.80%)	N: 5 (9.80%)	A: 22 (43.14%)	SA: 18 (35.29%)	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.	3.84 <b>-0.10</b>	SD: 3 (5.88%)	D: 6 (11.76%)	N: 7 (13.73%)	A: 15 (29.41%)	SA: 20 (39.22%)	NA: 0 (0.00%)
		<b>SD</b>	<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>	
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.82 <b>-0.07</b>	SD: 2 (3.92%)	D: 4 (7.84%)	N: 11 (21.57%)	A: 18 (35.29%)	SA: 16 (31.37%)	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.	3.71 <b>-0.14</b>	SD: 4 (7.84%)	D: 5 (9.80%)	N: 9 (17.65%)	A: 17 (33.33%)	SA: 16 (31.37%)	NA: 0 (0.00%)
		<b>SD</b>	<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.	3.57 <b>-0.28</b>	SD: 3 (5.88%)	D: 8 (15.69%)	N: 7 (13.73%)	A: 23 (45.10%)	SA: 10 (19.61%)	NA: 0 (0.00%)
		<b>SD</b>	<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.	3.53 <b>-0.30</b>	SD: 4 (7.84%)	D: 8 (15.69%)	N: 10 (19.61%)	A: 15 (29.41%)	SA: 14 (27.45%)	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

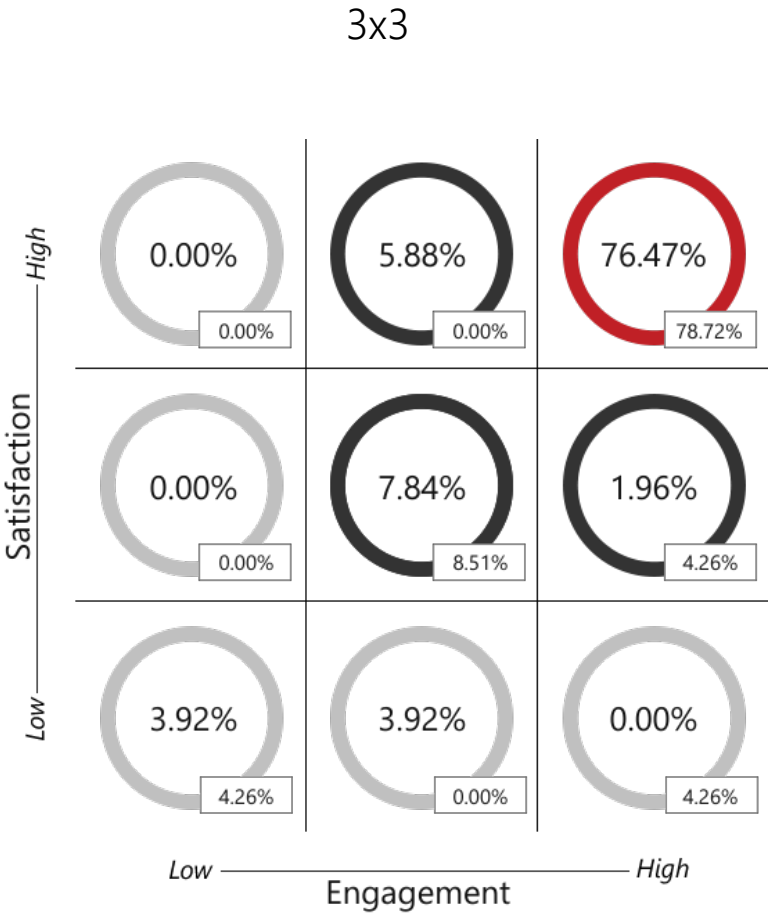
## Diversity

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

**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.	4.76 -0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 12 (23.53%)	SA: 39 (76.47%)	NA: 0 (0.00%)
		A		SA			
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.82 -0.07	SD: 2 (3.92%)	D: 4 (7.84%)	N: 11 (21.57%)	A: 18 (35.29%)	SA: 16 (31.37%)	NA: 0 (0.00%)
		D	N	A		SA	
100. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.71 -0.25	SD: 3 (5.88%)	D: 4 (7.84%)	N: 10 (19.61%)	A: 22 (43.14%)	SA: 12 (23.53%)	NA: 0 (0.00%)
		SD	D	N	A		SA
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.	3.53 -0.30	SD: 4 (7.84%)	D: 8 (15.69%)	N: 10 (19.61%)	A: 15 (29.41%)	SA: 14 (27.45%)	NA: 0 (0.00%)
		SD	D	N	A		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 + 0.19
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65 + 0.20
4. I feel great pride in the work I do.	Pride	4.63 + 0.06
6. I am provided opportunities to further my growth and development.	Training & Development	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 + 0.04
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.52 -0.12
45. I feel great pride in the team of which I am a part.	Pride	4.51 + 0.02
25. My supervisor cares about me as a person.	Relationships	4.51 + 0.06
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 -0.04
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.49 + 0.23
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 -0.04
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.46 + 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 + 0.05
51. Our team has open and trusting relationships.	Relationships	4.38 + 0.04
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 + 0.04
12. I am highly committed to and energized by my work.	Engage-Inspire	4.34 -0.02
32. I have an open and trusting relationship with my supervisor.	Relationships	4.32 + 0.04
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 -0.04
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.22 + 0.01
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.20 + 0.05
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.18 + 0.12
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.16 + 0.22
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	4.16 + 0.18
26. My supervisor gives me constructive 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 successful.	Talent/Fit	4.13 + 0.11
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.10 + 0.12
38. My supervisor demonstrates effort in 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 -0.24
20. I look forward to coming to work every day.	Satisfaction	4.02 + 0.02
73. My supervisor advocates for my role and career growth.	Career Development	4.02 ---

Question	Dimension	Mean
74. I have the opportunity to express my career interests at our organization.	Career Development	4.00 + 0.37
14. I feel great pride in being a part of our organization.	Pride	4.00 -0.04
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.96 + 0.19
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	3.92 ---
15. I am properly trained to achieve excellence in my work.	Training & Development	3.90 + 0.39
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	3.88 -0.16
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	3.86 -0.33
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.85 + 0.18
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.84 + 0.07
68. Quality relationships are valued across our organization.	Relationships	3.82 -0.39
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.77 + 0.07
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.75 ---
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.73 -0.18
80. Excellence is recognized in our organization.	Recognition	3.71 -0.01
9. I have received meaningful recognition in the past 10 days.	Recognition	3.69 -0.08
71. Our organization is committed to quality work and excellence.	Quality	3.69 -0.63

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	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