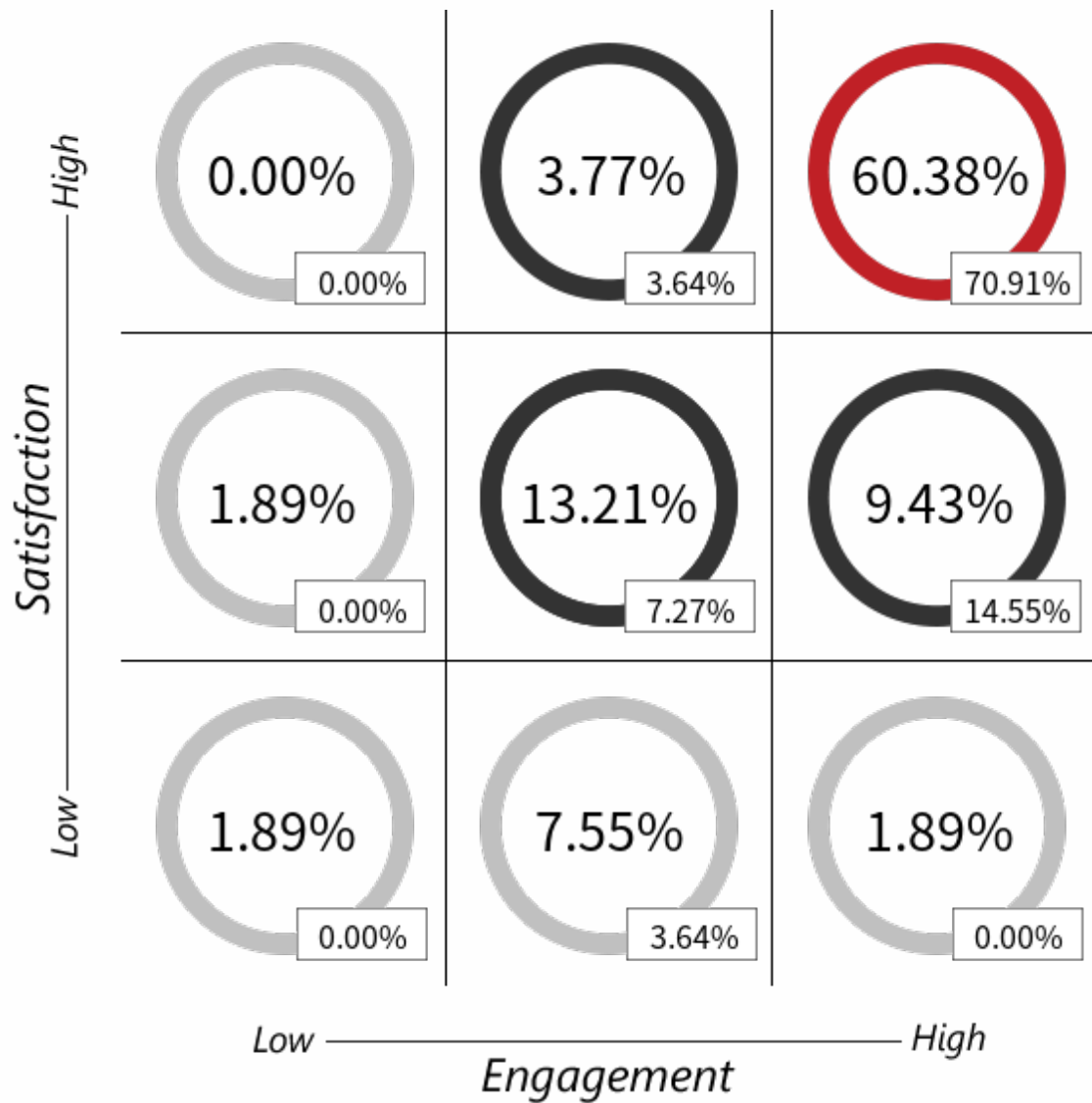




# INSIGHTeX DEI+

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Humanex Ventures Cultural Assessment Index  
Satisfaction/Engagement 3x3



## Dimensions (N=53)

Dimension	Mean
Quality	4.36
Continuous Improvement	4.29
Engage-Inspire	4.25
Pride	4.12
Innovation	4.00
Satisfaction	3.94
Talent & Fit	3.77
Recognition	3.75
Relationships	3.72
Performance Planning	3.67
Training & Development	3.65
Career Development	3.65
Communication	3.59
Mission Conscious	3.53
Support-Equip	3.38

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Quality</b>	<b>4.36</b>						
43. My teammates demonstrate a commitment to quality work and excellence.	4.64	0% n=0	0% n=0	1.89% n=1	32.08% n=17	66.04% n=35	0% n=0
47. I am on a team that encourages each member to surpass expectations.	4.46	0% n=0	3.77% n=2	9.43% n=5	22.64% n=12	62.26% n=33	1.89% n=1
57. Our organization is committed to quality work and excellence.	3.98	5.66% n=3	1.89% n=1	20.75% n=11	32.08% n=17	39.62% n=21	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Continuous Improvement</b>	<b>4.29</b>						
21. I strive to find a better way every day.	4.53	0% n=0	0% n=0	1.89% n=1	43.4% n=23	54.72% n=29	0% n=0
52. Our team strives to pursue excellence.	4.47	0% n=0	3.77% n=2	3.77% n=2	33.96% n=18	58.49% n=31	0% n=0
55. I am part of an organization that continues to pursue excellence every day.	3.87	5.66% n=3	9.43% n=5	13.21% n=7	35.85% n=19	35.85% n=19	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Engage-Inspire</b>	<b>4.25</b>						
2. I am fully engaged in the work that I do.	4.62	0% n=0	0% n=0	3.77% n=2	30.19% n=16	66.04% n=35	0% n=0
8. I am driven to contribute to the success of our organization.	4.49	0% n=0	1.89% n=1	11.32% n=6	22.64% n=12	64.15% n=34	0% n=0
53. I am committed to the success of our organization.	4.40	0% n=0	1.89% n=1	7.55% n=4	39.62% n=21	50.94% n=27	0% n=0
12. I am highly committed to and energized by my work.	4.34	0% n=0	3.77% n=2	11.32% n=6	32.08% n=17	52.83% n=28	0% n=0
62. I would recommend our organization to a friend as a great place to work.	3.38	11.32% n=6	15.09% n=8	24.53% n=13	22.64% n=12	26.42% n=14	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Pride</b>	<b>4.12</b>						
4. I feel great pride in the work I do.	4.58	0% n=0	1.89% n=1	5.66% n=3	24.53% n=13	66.04% n=35	1.89% n=1
45. I feel great pride in the team of which I am a part.	4.55	0% n=0	0% n=0	11.32% n=6	22.64% n=12	66.04% n=35	0% n=0
14. I feel great pride in being a part of our organization.	3.81	5.66% n=3	13.21% n=7	18.87% n=10	18.87% n=10	43.4% n=23	0% n=0
64. I speak of our organization with pride.	3.55	9.43% n=5	11.32% n=6	20.75% n=11	32.08% n=17	26.42% n=14	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Innovation</b>	<b>4.00</b>						
16. I am continuously seeking ways to improve my overall productivity.	4.53	1.89% n=1	0% n=0	5.66% n=3	28.3% n=15	64.15% n=34	0% n=0
42. Our team encourages innovation.	4.13	0% n=0	9.43% n=5	7.55% n=4	41.51% n=22	39.62% n=21	1.89% n=1
69. Our organization encourages innovation.	3.34	9.43% n=5	16.98% n=9	20.75% n=11	35.85% n=19	16.98% n=9	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Satisfaction</b>	<b>3.94</b>						
46. I am satisfied being a part of our team.	4.51	0% n=0	0% n=0	13.21% n=7	22.64% n=12	64.15% n=34	0% n=0
13. I am satisfied with my role/work.	3.87	0% n=0	13.21% n=7	16.98% n=9	39.62% n=21	30.19% n=16	0% n=0
20. I look forward to coming to work every day.	3.75	5.66% n=3	5.66% n=3	18.87% n=10	47.17% n=25	22.64% n=12	0% n=0
73. Overall, I am very satisfied with our organization as a place to work.	3.64	5.66% n=3	11.32% n=6	16.98% n=9	45.28% n=24	20.75% n=11	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Talent &amp; Fit</b>	<b>3.77</b>						
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.45	0% n=0	5.66% n=3	5.66% n=3	26.42% n=14	62.26% n=33	0% n=0
56. I feel our organization is a great fit for me.	4.04	3.77% n=2	3.77% n=2	18.87% n=10	32.08% n=17	41.51% n=22	0% n=0
11. I am in a role that allows me to maximize my talents and strengths.	3.96	3.77% n=2	11.32% n=6	3.77% n=2	47.17% n=25	33.96% n=18	0% n=0
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.67	11.32% n=6	1.89% n=1	18.87% n=10	39.62% n=21	24.53% n=13	3.77% n=2
72. Our organization selects highly talented individuals when hiring.	3.49	5.66% n=3	11.32% n=6	30.19% n=16	33.96% n=18	18.87% n=10	0% n=0
7. I have encouraged someone to apply at our organization.	3.42	11.32% n=6	20.75% n=11	16.98% n=9	16.98% n=9	33.96% n=18	0% n=0
63. Our organization selects the right people for the right job.	3.38	7.55% n=4	15.09% n=8	24.53% n=13	37.74% n=20	15.09% n=8	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Recognition</b>	<b>3.75</b>						
48. Our team recognizes each other's efforts and impact.	4.51	0% n=0	5.66% n=3	3.77% n=2	24.53% n=13	66.04% n=35	0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	4.23	0% n=0	5.66% n=3	7.55% n=4	43.4% n=23	41.51% n=22	1.89% n=1
29. My supervisor recognizes me for a job well done.	3.45	13.21% n=7	15.09% n=8	13.21% n=7	30.19% n=16	28.3% n=15	0% n=0
66. Excellence is recognized in our organization.	3.42	3.77% n=2	18.87% n=10	28.3% n=15	30.19% n=16	18.87% n=10	0% n=0
9. I have received meaningful recognition in the past 10 days.	3.13	15.09% n=8	22.64% n=12	15.09% n=8	24.53% n=13	20.75% n=11	1.89% n=1

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Relationships</b>	<b>3.72</b>						
5. I have at least one close friend at work.	4.42	0% n=0	1.89% n=1	16.98% n=9	18.87% n=10	62.26% n=33	0% n=0
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.29	0% n=0	7.55% n=4	9.43% n=5	28.3% n=15	52.83% n=28	1.89% n=1
51. Our team has open and trusting relationships.	4.25	0% n=0	9.43% n=5	5.66% n=3	35.85% n=19	49.06% n=26	0% n=0
54. Quality relationships are valued across our organization.	3.98	3.77% n=2	5.66% n=3	15.09% n=8	39.62% n=21	35.85% n=19	0% n=0
25. My supervisor cares about me as a person.	3.79	9.43% n=5	7.55% n=4	18.87% n=10	22.64% n=12	41.51% n=22	0% n=0
32. I have an open and trusting relationship with my supervisor.	3.51	11.32% n=6	15.09% n=8	13.21% n=7	32.08% n=17	28.3% n=15	0% n=0
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.21	15.09% n=8	9.43% n=5	28.3% n=15	30.19% n=16	15.09% n=8	1.89% n=1
61. Our organization has a genuine concern and interest about me as a person.	3.13	11.32% n=6	20.75% n=11	22.64% n=12	33.96% n=18	11.32% n=6	0% n=0
31. I am provided personal coaching from my supervisor.	2.92	18.87% n=10	16.98% n=9	26.42% n=14	20.75% n=11	13.21% n=7	3.77% n=2

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Performance Planning</b>	<b>3.67</b>						
17. I have set the right goals for myself to excel in my role/position.	4.38	0% n=0	0% n=0	9.43% n=5	43.4% n=23	47.17% n=25	0% n=0
49. Our team effectively sets goals to further enhance our performance.	4.17	0% n=0	5.66% n=3	13.21% n=7	37.74% n=20	41.51% n=22	1.89% n=1
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.49	3.77% n=2	20.75% n=11	18.87% n=10	35.85% n=19	20.75% n=11	0% n=0
37. My supervisor motivates me to achieve my goals.	3.40	9.43% n=5	13.21% n=7	20.75% n=11	37.74% n=20	16.98% n=9	1.89% n=1
40. In the past three months, my supervisor has discussed my successes and progress with me.	2.92	20.75% n=11	18.87% n=10	16.98% n=9	26.42% n=14	13.21% n=7	3.77% n=2

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
<b>Training &amp; Development</b>		<b>3.65</b>						
6. I am provided opportunities to further my growth and development.	4.06	1.89% n=1	7.55% n=4	13.21% n=7	37.74% n=20	39.62% n=21	0% n=0	
35. My supervisor supports my personal and professional development.	3.91	3.77% n=2	7.55% n=4	15.09% n=8	41.51% n=22	32.08% n=17	0% n=0	
15. I am properly trained to achieve excellence in my work.	3.74	3.77% n=2	16.98% n=9	11.32% n=6	37.74% n=20	30.19% n=16	0% n=0	
30. My supervisor encourages opportunities for my growth and development.	3.46	7.55% n=4	13.21% n=7	24.53% n=13	32.08% n=17	20.75% n=11	1.89% n=1	
67. Our organization provides the "right" training for me to excel in my role.	3.06	15.09% n=8	16.98% n=9	26.42% n=14	30.19% n=16	11.32% n=6	0% n=0	

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
<b>Career Development</b>		<b>3.65</b>						
70. I would like to work at our organization long term.	3.94	3.77% n=2	5.66% n=3	16.98% n=9	37.74% n=20	33.96% n=18	1.89% n=1	
58. Our organization provides the experience and development for me to further my career here.	3.65	11.32% n=6	7.55% n=4	15.09% n=8	33.96% n=18	30.19% n=16	1.89% n=1	
59. I value the career opportunities that I have at our organization.	3.59	3.77% n=2	9.43% n=5	30.19% n=16	32.08% n=17	20.75% n=11	3.77% n=2	
60. I have the opportunity to express my career interests at our organization.	3.58	1.89% n=1	11.32% n=6	30.19% n=16	32.08% n=17	18.87% n=10	5.66% n=3	
71. I am aware of the career opportunities that are available for me at our organization.	3.51	3.77% n=2	11.32% n=6	30.19% n=16	33.96% n=18	16.98% n=9	3.77% n=2	

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
<b>Communication</b>		<b>3.59</b>						
44. Our team effectively communicates with each other.	4.43	0% n=0	3.77% n=2	3.77% n=2	37.74% n=20	54.72% n=29	0% n=0	
36. I have the opportunity to communicate with my supervisor.	3.74	7.55% n=4	11.32% n=6	15.09% n=8	32.08% n=17	33.96% n=18	0% n=0	
27. My supervisor and I have effective two-way communication.	3.53	15.09% n=8	13.21% n=7	7.55% n=4	32.08% n=17	32.08% n=17	0% n=0	
24. My supervisor effectively communicates his/her expectations.	3.49	11.32% n=6	16.98% n=9	11.32% n=6	32.08% n=17	28.3% n=15	0% n=0	
26. My supervisor gives me constructive feedback about my work performance.	3.34	13.21% n=7	15.09% n=8	15.09% n=8	37.74% n=20	18.87% n=10	0% n=0	
65. I feel "in on things" that are happening at our organization.	3.00	16.98% n=9	20.75% n=11	20.75% n=11	28.3% n=15	13.21% n=7	0% n=0	

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
<b>Mission Conscious</b>		<b>3.53</b>						
22. I am aware and knowledgeable about our organization's mission.	4.08	1.89% n=1	7.55% n=4	9.43% n=5	43.4% n=23	37.74% n=20	0% n=0	
41. My supervisor effectively communicates our organizational mission to me.	3.56	7.55% n=4	1.89% n=1	33.96% n=18	37.74% n=20	16.98% n=9	1.89% n=1	
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.53	5.66% n=3	11.32% n=6	24.53% n=13	41.51% n=22	16.98% n=9	0% n=0	
68. Business decisions made are consistent with our mission and core values.	2.94	16.98% n=9	16.98% n=9	28.3% n=15	30.19% n=16	7.55% n=4	0% n=0	

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	
<b>Support-Equip</b>		<b>3.38</b>						
33. My supervisor is available for me when needs arise.	3.64	5.66% n=3	15.09% n=8	13.21% n=7	41.51% n=22	24.53% n=13	0% n=0	
34. My supervisor is actively responsive to my needs.	3.62	3.77% n=2	18.87% n=10	13.21% n=7	39.62% n=21	24.53% n=13	0% n=0	
23. I have a supportive coaching relationship with my supervisor.	3.47	15.09% n=8	15.09% n=8	3.77% n=2	39.62% n=21	26.42% n=14	0% n=0	
3. I am provided the core needs necessary for me to excel in my role.	3.43	11.32% n=6	26.42% n=14	1.89% n=1	28.3% n=15	32.08% n=17	0% n=0	
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.06	15.09% n=8	24.53% n=13	18.87% n=10	22.64% n=12	18.87% n=10	0% n=0	
28. I am provided the opportunity to spend quality time with my supervisor.	3.06	15.09% n=8	26.42% n=14	15.09% n=8	20.75% n=11	20.75% n=11	1.89% n=1	



## Top Items (N=53)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Question</b>							
43. My teammates demonstrate a commitment to quality work and excellence.	4.64	0% n=0	0% n=0	1.89% n=1	32.08% n=17	66.04% n=35	0% n=0
2. I am fully engaged in the work that I do.	4.62	0% n=0	0% n=0	3.77% n=2	30.19% n=16	66.04% n=35	0% n=0
4. I feel great pride in the work I do.	4.58	0% n=0	1.89% n=1	5.66% n=3	24.53% n=13	66.04% n=35	1.89% n=1
45. I feel great pride in the team of which I am a part.	4.55	0% n=0	0% n=0	11.32% n=6	22.64% n=12	66.04% n=35	0% n=0
16. I am continuously seeking ways to improve my overall productivity.	4.53	1.89% n=1	0% n=0	5.66% n=3	28.3% n=15	64.15% n=34	0% n=0
21. I strive to find a better way every day.	4.53	0% n=0	0% n=0	1.89% n=1	43.4% n=23	54.72% n=29	0% n=0

## Bottom Items (N=53)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Question</b>							
40. In the past three months, my supervisor has discussed my successes and progress with me.	2.92	20.75% n=11	18.87% n=10	16.98% n=9	26.42% n=14	13.21% n=7	3.77% n=2
31. I am provided personal coaching from my supervisor.	2.92	18.87% n=10	16.98% n=9	26.42% n=14	20.75% n=11	13.21% n=7	3.77% n=2
68. Business decisions made are consistent with our mission and core values.	2.94	16.98% n=9	16.98% n=9	28.3% n=15	30.19% n=16	7.55% n=4	0% n=0
65. I feel "in on things" that are happening at our organization.	3.00	16.98% n=9	20.75% n=11	20.75% n=11	28.3% n=15	13.21% n=7	0% n=0
28. I am provided the opportunity to spend quality time with my supervisor.	3.06	15.09% n=8	26.42% n=14	15.09% n=8	20.75% n=11	20.75% n=11	1.89% n=1
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.06	15.09% n=8	24.53% n=13	18.87% n=10	22.64% n=12	18.87% n=10	0% n=0
67. Our organization provides the "right" training for me to excel in my role.	3.06	15.09% n=8	16.98% n=9	26.42% n=14	30.19% n=16	11.32% n=6	0% n=0

# DEI+ (N=53)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
<b>Question</b>							
95. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.70	0% n=0	0% n=0	5.66% n=3	18.87% n=10	75.47% n=40	0% n=0
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.68	0% n=0	0% n=0	1.89% n=1	28.3% n=15	69.81% n=37	0% n=0
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.68	0% n=0	0% n=0	3.77% n=2	24.53% n=13	71.7% n=38	0% n=0
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.66	0% n=0	0% n=0	5.66% n=3	22.64% n=12	71.7% n=38	0% n=0
82. I value the contributions of all team members.	4.49	0% n=0	1.89% n=1	3.77% n=2	37.74% n=20	56.6% n=30	0% n=0
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.42	0% n=0	1.89% n=1	1.89% n=1	49.06% n=26	47.17% n=25	0% n=0
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.40	0% n=0	0% n=0	7.55% n=4	45.28% n=24	47.17% n=25	0% n=0
97. Our organization is a safe place for people of color to work and be successful.	4.25	0% n=0	0% n=0	15.09% n=8	43.4% n=23	39.62% n=21	1.89% n=1
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.21	0% n=0	3.77% n=2	18.87% n=10	30.19% n=16	47.17% n=25	0% n=0
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.15	5.66% n=3	1.89% n=1	5.66% n=3	45.28% n=24	41.51% n=22	0% n=0
98. 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.	4.09	1.89% n=1	1.89% n=1	15.09% n=8	47.17% n=25	33.96% n=18	0% n=0
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.09	5.66% n=3	3.77% n=2	9.43% n=5	37.74% n=20	43.4% n=23	0% n=0
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.09	0% n=0	3.77% n=2	15.09% n=8	39.62% n=21	39.62% n=21	1.89% n=1
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.02	1.89% n=1	1.89% n=1	18.87% n=10	47.17% n=25	30.19% n=16	0% n=0
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.91	3.77% n=2	3.77% n=2	18.87% n=10	45.28% n=24	28.3% n=15	0% n=0
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	3.85	3.77% n=2	5.66% n=3	22.64% n=12	37.74% n=20	30.19% n=16	0% n=0
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.81	3.77% n=2	3.77% n=2	26.42% n=14	39.62% n=21	26.42% n=14	0% n=0
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.74	1.89% n=1	3.77% n=2	33.96% n=18	39.62% n=21	20.75% n=11	0% n=0
81. 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.	3.57	3.77% n=2	11.32% n=6	26.42% n=14	41.51% n=22	16.98% n=9	0% n=0
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.55	5.66% n=3	11.32% n=6	26.42% n=14	35.85% n=19	20.75% n=11	0% n=0
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.51	9.43% n=5	7.55% n=4	24.53% n=13	39.62% n=21	18.87% n=10	0% n=0
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.47	7.55% n=4	18.87% n=10	15.09% n=8	35.85% n=19	22.64% n=12	0% n=0
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.45	3.77% n=2	15.09% n=8	30.19% n=16	33.96% n=18	16.98% n=9	0% n=0

76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.40	7.55% n=4	18.87% n=10	16.98% n=9	39.62% n=21	16.98% n=9	0% n=0
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## Rank Ordered Questions According to Mean (N=53)

	Mean	Dimension
<b>Question</b>		
43. My teammates demonstrate a commitment to quality work and excellence.	4.64	Quality
2. I am fully engaged in the work that I do.	4.62	Engage-Inspire
4. I feel great pride in the work I do.	4.58	Pride
45. I feel great pride in the team of which I am a part.	4.55	Pride
16. I am continuously seeking ways to improve my overall productivity.	4.53	Innovation
21. I strive to find a better way every day.	4.53	Continuous Improvement
46. I am satisfied being a part of our team.	4.51	Satisfaction
48. Our team recognizes each other's efforts and impact.	4.51	Recognition
8. I am driven to contribute to the success of our organization.	4.49	Engage-Inspire
52. Our team strives to pursue excellence.	4.47	Continuous Improvement
47. I am on a team that encourages each member to surpass expectations.	4.46	Quality
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.45	Talent & Fit
44. Our team effectively communicates with each other.	4.43	Communication
5. I have at least one close friend at work.	4.42	Relationships
53. I am committed to the success of our organization.	4.40	Engage-Inspire
17. I have set the right goals for myself to excel in my role/position.	4.38	Performance Planning
12. I am highly committed to and energized by my work.	4.34	Engage-Inspire
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.29	Relationships
51. Our team has open and trusting relationships.	4.25	Relationships
18. I have provided meaningful recognition to others in the past 10 days.	4.23	Recognition
49. Our team effectively sets goals to further enhance our performance.	4.17	Performance Planning
42. Our team encourages innovation.	4.13	Innovation
22. I am aware and knowledgeable about our organization's mission.	4.08	Mission Conscious
6. I am provided opportunities to further my growth and development.	4.06	Training & Development
56. I feel our organization is a great fit for me.	4.04	Talent & Fit
54. Quality relationships are valued across our organization.	3.98	Relationships
57. Our organization is committed to quality work and excellence.	3.98	Quality
11. I am in a role that allows me to maximize my talents and strengths.	3.96	Talent & Fit
70. I would like to work at our organization long term.	3.94	Career Development
35. My supervisor supports my personal and professional development.	3.91	Training & Development
13. I am satisfied with my role/work.	3.87	Satisfaction

55. I am part of an organization that continues to pursue excellence every day.	3.87	Continuous Improvement
14. I feel great pride in being a part of our organization.	3.81	Pride
25. My supervisor cares about me as a person.	3.79	Relationships
20. I look forward to coming to work every day.	3.75	Satisfaction
36. I have the opportunity to communicate with my supervisor.	3.74	Communication
15. I am properly trained to achieve excellence in my work.	3.74	Training & Development
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.67	Talent & Fit
58. Our organization provides the experience and development for me to further my career here.	3.65	Career Development
33. My supervisor is available for me when needs arise.	3.64	Support-Equip
73. Overall, I am very satisfied with our organization as a place to work.	3.64	Satisfaction
34. My supervisor is actively responsive to my needs.	3.62	Support-Equip
59. I value the career opportunities that I have at our organization.	3.59	Career Development
60. I have the opportunity to express my career interests at our organization.	3.58	Career Development
41. My supervisor effectively communicates our organizational mission to me.	3.56	Mission Conscious
64. I speak of our organization with pride.	3.55	Pride
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.53	Mission Conscious
27. My supervisor and I have effective two-way communication.	3.53	Communication
32. I have an open and trusting relationship with my supervisor.	3.51	Relationships
71. I am aware of the career opportunities that are available for me at our organization.	3.51	Career Development
24. My supervisor effectively communicates his/her expectations.	3.49	Communication
72. Our organization selects highly talented individuals when hiring.	3.49	Talent & Fit
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.49	Performance Planning
23. I have a supportive coaching relationship with my supervisor.	3.47	Support-Equip
30. My supervisor encourages opportunities for my growth and development.	3.46	Training & Development
29. My supervisor recognizes me for a job well done.	3.45	Recognition
3. I am provided the core needs necessary for me to excel in my role.	3.43	Support-Equip
7. I have encouraged someone to apply at our organization.	3.42	Talent & Fit
66. Excellence is recognized in our organization.	3.42	Recognition
37. My supervisor motivates me to achieve my goals.	3.40	Performance Planning
63. Our organization selects the right people for the right job.	3.38	Talent & Fit
62. I would recommend our organization to a friend as a great place to work.	3.38	Engage-Inspire
69. Our organization encourages innovation.	3.34	Innovation
26. My supervisor gives me constructive feedback about my work performance.	3.34	Communication

38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.21	Relationships
61. Our organization has a genuine concern and interest about me as a person.	3.13	Relationships
9. I have received meaningful recognition in the past 10 days.	3.13	Recognition
67. Our organization provides the "right" training for me to excel in my role.	3.06	Training & Development
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.06	Support-Equip
28. I am provided the opportunity to spend quality time with my supervisor.	3.06	Support-Equip
65. I feel "in on things" that are happening at our organization.	3.00	Communication
68. Business decisions made are consistent with our mission and core values.	2.94	Mission Conscious
31. I am provided personal coaching from my supervisor.	2.92	Relationships
40. In the past three months, my supervisor has discussed my successes and progress with me.	2.92	Performance Planning