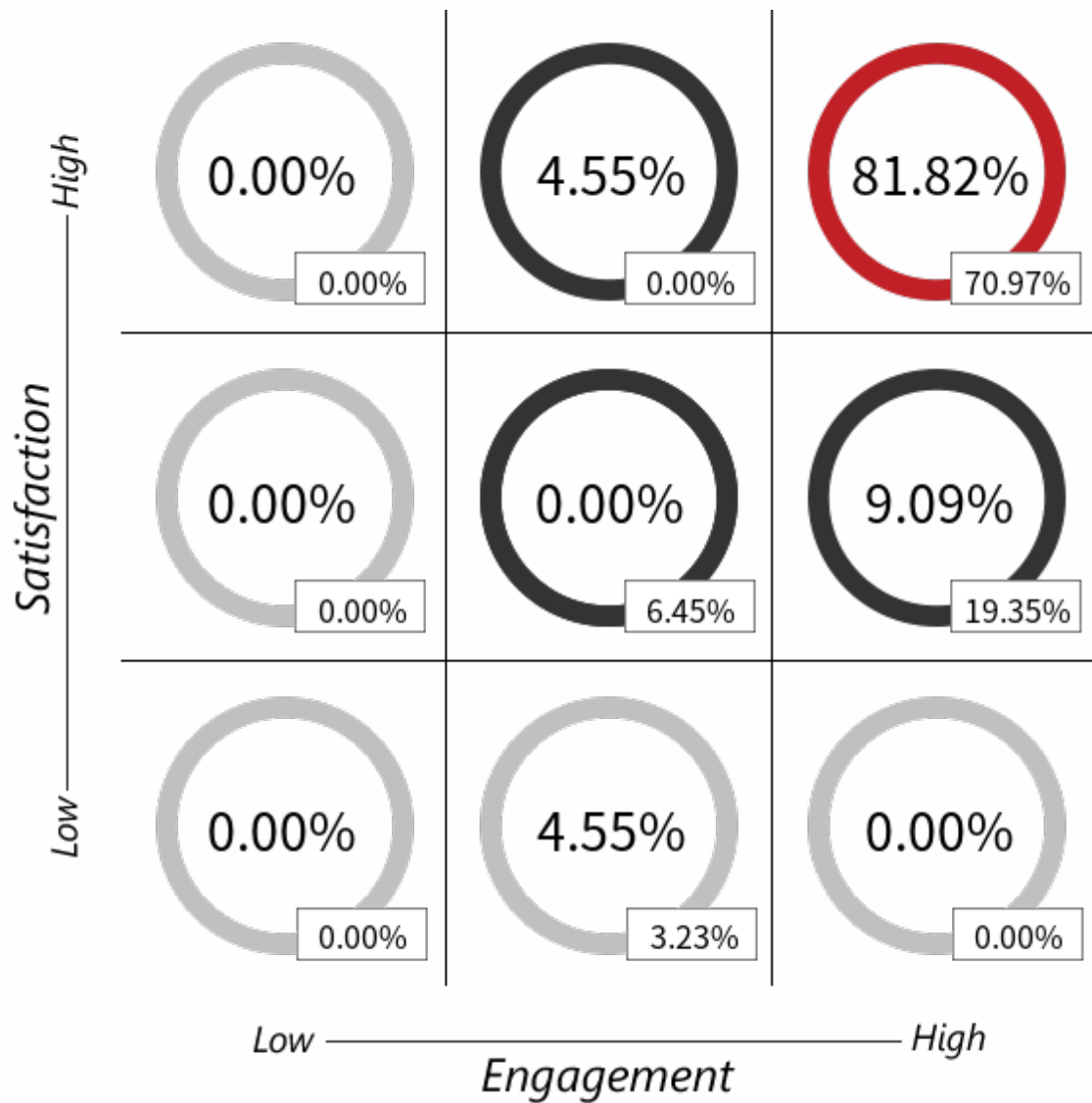




INSIGHTeX DEI+

Glen Ellyn 41
Central Services Office/Admin
September 2021

Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3



Dimensions (N=22)

| Dimension | Mean |
|------------------------|------|
| Quality | 4.62 |
| Continuous Improvement | 4.55 |
| Innovation | 4.43 |
| Engage-Inspire | 4.40 |
| Pride | 4.36 |
| Support-Equip | 4.33 |
| Satisfaction | 4.30 |
| Relationships | 4.29 |
| Training & Development | 4.29 |
| Communication | 4.25 |
| Mission Conscious | 4.22 |
| Recognition | 4.19 |
| Career Development | 4.15 |
| Performance Planning | 4.15 |
| Talent & Fit | 4.10 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|--------------|---------------|---------------|----------------|-----------|
| Quality | 4.62 | | | | | | |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.73 | 0% n=0 | 0% n=0 | 4.55% n=1 | 18.18% n=4 | 77.27% n=17 | 0% n=0 |
| 57. Our organization is committed to quality work and excellence. | 4.59 | 0% n=0 | 4.55% n=1 | 0% n=0 | 27.27% n=6 | 68.18% n=15 | 0% n=0 |
| 47. I am on a team that encourages each member to surpass expectations. | 4.55 | 0% n=0 | 0% n=0 | 13.64% n=3 | 18.18% n=4 | 68.18% n=15 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|--------------|--------------|---------------|----------------|-----------|
| Continuous Improvement | 4.55 | | | | | | |
| 52. Our team strives to pursue excellence. | 4.68 | 0% n=0 | 0% n=0 | 4.55% n=1 | 22.73% n=5 | 72.73% n=16 | 0% n=0 |
| 21. I strive to find a better way every day. | 4.55 | 0% n=0 | 0% n=0 | 4.55% n=1 | 36.36% n=8 | 59.09% n=13 | 0% n=0 |
| 55. I am part of an organization that continues to pursue excellence every day. | 4.41 | 0% n=0 | 9.09% n=2 | 0% n=0 | 31.82% n=7 | 59.09% n=13 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|--------------|--------------|---------------|----------------|-----------|
| Innovation | 4.43 | | | | | | |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.64 | 0% n=0 | 0% n=0 | 4.55% n=1 | 27.27% n=6 | 68.18% n=15 | 0% n=0 |
| 42. Our team encourages innovation. | 4.41 | 0% n=0 | 0% n=0 | 9.09% n=2 | 40.91% n=9 | 50% n=11 | 0% n=0 |
| 69. Our organization encourages innovation. | 4.23 | 0% n=0 | 9.09% n=2 | 9.09% n=2 | 31.82% n=7 | 50% n=11 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|--------------|---------------|----------------|----------------|-----------|
| Engage-Inspire | 4.40 | | | | | | |
| 53. I am committed to the success of our organization. | 4.68 | 0% n=0 | 0% n=0 | 0% n=0 | 31.82% n=7 | 68.18% n=15 | 0% n=0 |
| 8. I am driven to contribute to the success of our organization. | 4.50 | 4.55% n=1 | 0% n=0 | 0% n=0 | 31.82% n=7 | 63.64% n=14 | 0% n=0 |
| 12. I am highly committed to and energized by my work. | 4.45 | 0% n=0 | 0% n=0 | 4.55% n=1 | 45.45% n=10 | 50% n=11 | 0% n=0 |
| 2. I am fully engaged in the work that I do. | 4.32 | 4.55% n=1 | 4.55% n=1 | 0% n=0 | 36.36% n=8 | 54.55% n=12 | 0% n=0 |
| 62. I would recommend our organization to a friend as a great place to work. | 4.05 | 4.55% n=1 | 0% n=0 | 18.18% n=4 | 40.91% n=9 | 36.36% n=8 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|--------------|--------------|----------------|----------------|-----------|
| Pride | 4.36 | | | | | | |
| 45. I feel great pride in the team of which I am a part. | 4.59 | 0% n=0 | 4.55% n=1 | 0% n=0 | 27.27% n=6 | 68.18% n=15 | 0% n=0 |
| 4. I feel great pride in the work I do. | 4.45 | 4.55% n=1 | 0% n=0 | 4.55% n=1 | 27.27% n=6 | 63.64% n=14 | 0% n=0 |
| 64. I speak of our organization with pride. | 4.23 | 0% n=0 | 4.55% n=1 | 9.09% n=2 | 45.45% n=10 | 40.91% n=9 | 0% n=0 |
| 14. I feel great pride in being a part of our organization. | 4.18 | 0% n=0 | 4.55% n=1 | 9.09% n=2 | 50% n=11 | 36.36% n=8 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|---------------|---------------|----------------|----------------|-----------|
| Support-Equip | 4.33 | | | | | | |
| 34. My supervisor is actively responsive to my needs. | 4.45 | 0% n=0 | 4.55% n=1 | 9.09% n=2 | 22.73% n=5 | 63.64% n=14 | 0% n=0 |
| 33. My supervisor is available for me when needs arise. | 4.41 | 0% n=0 | 0% n=0 | 13.64% n=3 | 31.82% n=7 | 54.55% n=12 | 0% n=0 |
| 3. I am provided the core needs necessary for me to excel in my role. | 4.36 | 4.55% n=1 | 0% n=0 | 0% n=0 | 45.45% n=10 | 50% n=11 | 0% n=0 |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 4.32 | 0% n=0 | 4.55% n=1 | 13.64% n=3 | 27.27% n=6 | 54.55% n=12 | 0% n=0 |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 4.23 | 0% n=0 | 13.64% n=3 | 9.09% n=2 | 18.18% n=4 | 59.09% n=13 | 0% n=0 |
| 23. I have a supportive coaching relationship with my supervisor. | 4.18 | 9.09% n=2 | 0% n=0 | 4.55% n=1 | 36.36% n=8 | 50% n=11 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|--------------|---------------|---------------|----------------|-----------|
| Satisfaction | 4.30 | | | | | | |
| 46. I am satisfied being a part of our team. | 4.55 | 0% n=0 | 4.55% n=1 | 4.55% n=1 | 22.73% n=5 | 68.18% n=15 | 0% n=0 |
| 73. Overall, I am very satisfied with our organization as a place to work. | 4.32 | 0% n=0 | 0% n=0 | 13.64% n=3 | 40.91% n=9 | 45.45% n=10 | 0% n=0 |
| 13. I am satisfied with my role/work. | 4.23 | 0% n=0 | 4.55% n=1 | 13.64% n=3 | 36.36% n=8 | 45.45% n=10 | 0% n=0 |
| 20. I look forward to coming to work every day. | 4.09 | 0% n=0 | 4.55% n=1 | 18.18% n=4 | 40.91% n=9 | 36.36% n=8 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|--|------|-------------------|--------------|---------------|---------------|----------------|-----------|--|
| Relationships | | 4.29 | | | | | | |
| 51. Our team has open and trusting relationships. | 4.55 | 0% n=0 | 4.55% n=1 | 4.55% n=1 | 22.73% n=5 | 68.18% n=15 | 0% n=0 | |
| 50. Based on relationships demonstrated on our team, I would recommend someone to join our team. | 4.45 | 0% n=0 | 4.55% n=1 | 13.64% n=3 | 13.64% n=3 | 68.18% n=15 | 0% n=0 | |
| 32. I have an open and trusting relationship with my supervisor. | 4.36 | 0% n=0 | 4.55% n=1 | 13.64% n=3 | 22.73% n=5 | 59.09% n=13 | 0% n=0 | |
| 5. I have at least one close friend at work. | 4.32 | 4.55% n=1 | 4.55% n=1 | 9.09% n=2 | 18.18% n=4 | 63.64% n=14 | 0% n=0 | |
| 25. My supervisor cares about me as a person. | 4.27 | 0% n=0 | 9.09% n=2 | 13.64% n=3 | 18.18% n=4 | 59.09% n=13 | 0% n=0 | |
| 54. Quality relationships are valued across our organization. | 4.23 | 9.09% n=2 | 0% n=0 | 4.55% n=1 | 31.82% n=7 | 54.55% n=12 | 0% n=0 | |
| 38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | 4.18 | 0% n=0 | 9.09% n=2 | 18.18% n=4 | 18.18% n=4 | 54.55% n=12 | 0% n=0 | |
| 61. Our organization has a genuine concern and interest about me as a person. | 4.14 | 4.55% n=1 | 0% n=0 | 13.64% n=3 | 40.91% n=9 | 40.91% n=9 | 0% n=0 | |
| 31. I am provided personal coaching from my supervisor. | 4.14 | 9.09% n=2 | 0% n=0 | 13.64% n=3 | 22.73% n=5 | 54.55% n=12 | 0% n=0 | |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|--|------|-------------------|--------------|---------------|---------------|----------------|-----------|--|
| Training & Development | | 4.29 | | | | | | |
| 15. I am properly trained to achieve excellence in my work. | 4.55 | 0% n=0 | 0% n=0 | 9.09% n=2 | 27.27% n=6 | 63.64% n=14 | 0% n=0 | |
| 35. My supervisor supports my personal and professional development. | 4.45 | 0% n=0 | 9.09% n=2 | 4.55% n=1 | 18.18% n=4 | 68.18% n=15 | 0% n=0 | |
| 30. My supervisor encourages opportunities for my growth and development. | 4.41 | 4.55% n=1 | 4.55% n=1 | 9.09% n=2 | 9.09% n=2 | 72.73% n=16 | 0% n=0 | |
| 67. Our organization provides the "right" training for me to excel in my role. | 4.14 | 0% n=0 | 9.09% n=2 | 9.09% n=2 | 40.91% n=9 | 40.91% n=9 | 0% n=0 | |
| 6. I am provided opportunities to further my growth and development. | 3.91 | 9.09% n=2 | 4.55% n=1 | 13.64% n=3 | 31.82% n=7 | 40.91% n=9 | 0% n=0 | |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|---|------|-------------------|---------------|---------------|---------------|----------------|-----------|--|
| Communication | | 4.25 | | | | | | |
| 36. I have the opportunity to communicate with my supervisor. | 4.55 | 0% n=0 | 0% n=0 | 9.09% n=2 | 27.27% n=6 | 63.64% n=14 | 0% n=0 | |
| 44. Our team effectively communicates with each other. | 4.41 | 4.55% n=1 | 0% n=0 | 4.55% n=1 | 31.82% n=7 | 59.09% n=13 | 0% n=0 | |
| 27. My supervisor and I have effective two-way communication. | 4.32 | 4.55% n=1 | 4.55% n=1 | 4.55% n=1 | 27.27% n=6 | 59.09% n=13 | 0% n=0 | |
| 24. My supervisor effectively communicates his/her expectations. | 4.23 | 9.09% n=2 | 0% n=0 | 4.55% n=1 | 31.82% n=7 | 54.55% n=12 | 0% n=0 | |
| 26. My supervisor gives me constructive feedback about my work performance. | 4.23 | 4.55% n=1 | 4.55% n=1 | 13.64% n=3 | 18.18% n=4 | 59.09% n=13 | 0% n=0 | |
| 65. I feel "in on things" that are happening at our organization. | 3.77 | 9.09% n=2 | 13.64% n=3 | 9.09% n=2 | 27.27% n=6 | 40.91% n=9 | 0% n=0 | |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|--|------|-------------------|--------------|---------------|---------------|----------------|--------------|--|
| Mission Conscious | | 4.22 | | | | | | |
| 22. I am aware and knowledgeable about our organization's mission. | 4.55 | 0% n=0 | 0% n=0 | 4.55% n=1 | 36.36% n=8 | 59.09% n=13 | 0% n=0 | |
| 68. Business decisions made are consistent with our mission and core values. | 4.14 | 0% n=0 | 9.09% n=2 | 9.09% n=2 | 36.36% n=8 | 40.91% n=9 | 4.55% n=1 | |
| 74. Our organization effectively aligns our day-to-day activities with the organizational mission. | 4.10 | 0% n=0 | 9.09% n=2 | 9.09% n=2 | 40.91% n=9 | 36.36% n=8 | 4.55% n=1 | |
| 41. My supervisor effectively communicates our organizational mission to me. | 4.09 | 0% n=0 | 4.55% n=1 | 27.27% n=6 | 22.73% n=5 | 45.45% n=10 | 0% n=0 | |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|---|------|-------------------|--------------|---------------|----------------|----------------|-----------|--|
| Recognition | | 4.19 | | | | | | |
| 48. Our team recognizes each other's efforts and impact. | 4.55 | 0% n=0 | 0% n=0 | 9.09% n=2 | 27.27% n=6 | 63.64% n=14 | 0% n=0 | |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.27 | 0% n=0 | 0% n=0 | 13.64% n=3 | 45.45% n=10 | 40.91% n=9 | 0% n=0 | |
| 29. My supervisor recognizes me for a job well done. | 4.23 | 9.09% n=2 | 0% n=0 | 9.09% n=2 | 22.73% n=5 | 59.09% n=13 | 0% n=0 | |
| 66. Excellence is recognized in our organization. | 4.14 | 4.55% n=1 | 4.55% n=1 | 9.09% n=2 | 36.36% n=8 | 45.45% n=10 | 0% n=0 | |
| 9. I have received meaningful recognition in the past 10 days. | 3.77 | 4.55% n=1 | 9.09% n=2 | 22.73% n=5 | 31.82% n=7 | 31.82% n=7 | 0% n=0 | |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|--|------|-------------------|---------------|---------------|---------------|----------------|--------------|--|
| Career Development | | 4.15 | | | | | | |
| 59. I value the career opportunities that I have at our organization. | 4.36 | 0% n=0 | 0% n=0 | 18.18% n=4 | 27.27% n=6 | 54.55% n=12 | 0% n=0 | |
| 70. I would like to work at our organization long term. | 4.27 | 0% n=0 | 0% n=0 | 18.18% n=4 | 36.36% n=8 | 45.45% n=10 | 0% n=0 | |
| 60. I have the opportunity to express my career interests at our organization. | 4.14 | 0% n=0 | 4.55% n=1 | 13.64% n=3 | 22.73% n=5 | 54.55% n=12 | 4.55% n=1 | |
| 58. Our organization provides the experience and development for me to further my career here. | 4.05 | 0% n=0 | 13.64% n=3 | 13.64% n=3 | 27.27% n=6 | 45.45% n=10 | 0% n=0 | |
| 71. I am aware of the career opportunities that are available for me at our organization. | 3.95 | 0% n=0 | 9.09% n=2 | 27.27% n=6 | 18.18% n=4 | 40.91% n=9 | 4.55% n=1 | |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|--|------|-------------------|--------------|---------------|---------------|----------------|--------------|--|
| Performance Planning | | 4.15 | | | | | | |
| 49. Our team effectively sets goals to further enhance our performance. | 4.33 | 0% n=0 | 9.09% n=2 | 4.55% n=1 | 27.27% n=6 | 54.55% n=12 | 4.55% n=1 | |
| 17. I have set the right goals for myself to excel in my role/position. | 4.32 | 0% n=0 | 0% n=0 | 9.09% n=2 | 50% n=11 | 40.91% n=9 | 0% n=0 | |
| 37. My supervisor motivates me to achieve my goals. | 4.27 | 0% n=0 | 0% n=0 | 22.73% n=5 | 27.27% n=6 | 50% n=11 | 0% n=0 | |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.95 | 4.55% n=1 | 9.09% n=2 | 18.18% n=4 | 22.73% n=5 | 45.45% n=10 | 0% n=0 | |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.86 | 9.09% n=2 | 0% n=0 | 27.27% n=6 | 22.73% n=5 | 40.91% n=9 | 0% n=0 | |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A | |
|--|------|-------------------|---------------|---------------|----------------|----------------|--------------|--|
| Talent & Fit | | 4.10 | | | | | | |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.41 | 4.55% n=1 | 4.55% n=1 | 0% n=0 | 27.27% n=6 | 63.64% n=14 | 0% n=0 | |
| 39. My supervisor knows the talents to look for in selecting new teammates who will be successful. | 4.33 | 0% n=0 | 4.55% n=1 | 18.18% n=4 | 13.64% n=3 | 59.09% n=13 | 4.55% n=1 | |
| 56. I feel our organization is a great fit for me. | 4.32 | 0% n=0 | 0% n=0 | 13.64% n=3 | 40.91% n=9 | 45.45% n=10 | 0% n=0 | |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.09 | 4.55% n=1 | 4.55% n=1 | 13.64% n=3 | 31.82% n=7 | 45.45% n=10 | 0% n=0 | |
| 72. Our organization selects highly talented individuals when hiring. | 4.00 | 0% n=0 | 13.64% n=3 | 13.64% n=3 | 27.27% n=6 | 40.91% n=9 | 4.55% n=1 | |
| 63. Our organization selects the right people for the right job. | 3.86 | 0% n=0 | 13.64% n=3 | 13.64% n=3 | 45.45% n=10 | 27.27% n=6 | 0% n=0 | |
| 7. I have encouraged someone to apply at our organization. | 3.68 | 9.09% n=2 | 4.55% n=1 | 22.73% n=5 | 36.36% n=8 | 27.27% n=6 | 0% n=0 | |

Top Items (N=22)

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|------|-------------------|--------------|--------------|---------------|----------------|-----------|
| Question | | | | | | | |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.73 | 0% n=0 | 0% n=0 | 4.55% n=1 | 18.18% n=4 | 77.27% n=17 | 0% n=0 |
| 53. I am committed to the success of our organization. | 4.68 | 0% n=0 | 0% n=0 | 0% n=0 | 31.82% n=7 | 68.18% n=15 | 0% n=0 |
| 52. Our team strives to pursue excellence. | 4.68 | 0% n=0 | 0% n=0 | 4.55% n=1 | 22.73% n=5 | 72.73% n=16 | 0% n=0 |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.64 | 0% n=0 | 0% n=0 | 4.55% n=1 | 27.27% n=6 | 68.18% n=15 | 0% n=0 |
| 57. Our organization is committed to quality work and excellence. | 4.59 | 0% n=0 | 4.55% n=1 | 0% n=0 | 27.27% n=6 | 68.18% n=15 | 0% n=0 |
| 45. I feel great pride in the team of which I am a part. | 4.59 | 0% n=0 | 4.55% n=1 | 0% n=0 | 27.27% n=6 | 68.18% n=15 | 0% n=0 |

Bottom Items (N=22)

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|------|-------------------|---------------|---------------|----------------|----------------|-----------|
| Question | | | | | | | |
| 7. I have encouraged someone to apply at our organization. | 3.68 | 9.09% n=2 | 4.55% n=1 | 22.73% n=5 | 36.36% n=8 | 27.27% n=6 | 0% n=0 |
| 9. I have received meaningful recognition in the past 10 days. | 3.77 | 4.55% n=1 | 9.09% n=2 | 22.73% n=5 | 31.82% n=7 | 31.82% n=7 | 0% n=0 |
| 65. I feel "in on things" that are happening at our organization. | 3.77 | 9.09% n=2 | 13.64% n=3 | 9.09% n=2 | 27.27% n=6 | 40.91% n=9 | 0% n=0 |
| 63. Our organization selects the right people for the right job. | 3.86 | 0% n=0 | 13.64% n=3 | 13.64% n=3 | 45.45% n=10 | 27.27% n=6 | 0% n=0 |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.86 | 9.09% n=2 | 0% n=0 | 27.27% n=6 | 22.73% n=5 | 40.91% n=9 | 0% n=0 |

DEI+ (N=22)

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|------|-------------------|---------------|---------------|---------------|----------------|-----------|
| Question | | | | | | | |
| 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. | 4.77 | 0% n=0 | 0% n=0 | 0% n=0 | 22.73% n=5 | 77.27% n=17 | 0% n=0 |
| 94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity. | 4.77 | 0% n=0 | 0% n=0 | 0% n=0 | 22.73% n=5 | 77.27% n=17 | 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. | 4.73 | 0% n=0 | 0% n=0 | 0% n=0 | 27.27% n=6 | 72.73% n=16 | 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 | 4.55% n=1 | 22.73% n=5 | 72.73% n=16 | 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. | 4.59 | 0% n=0 | 0% n=0 | 13.64% n=3 | 13.64% n=3 | 72.73% n=16 | 0% n=0 |
| 82. I value the contributions of all team members. | 4.59 | 0% n=0 | 0% n=0 | 4.55% n=1 | 31.82% n=7 | 63.64% n=14 | 0% n=0 |
| 93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors. | 4.55 | 0% n=0 | 0% n=0 | 9.09% n=2 | 27.27% n=6 | 63.64% n=14 | 0% n=0 |
| 77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact. | 4.41 | 0% n=0 | 4.55% n=1 | 9.09% n=2 | 27.27% n=6 | 59.09% n=13 | 0% n=0 |
| 78. I firmly believe that inclusion and diversity make us a stronger team and organization. | 4.36 | 4.55% n=1 | 4.55% n=1 | 4.55% n=1 | 22.73% n=5 | 63.64% n=14 | 0% n=0 |
| 97. Our organization is a safe place for people of color to work and be successful. | 4.36 | 0% n=0 | 4.55% n=1 | 4.55% n=1 | 40.91% n=9 | 50% n=11 | 0% n=0 |
| 83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives. | 4.32 | 4.55% n=1 | 4.55% n=1 | 4.55% n=1 | 27.27% n=6 | 59.09% n=13 | 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. | 4.27 | 0% n=0 | 4.55% n=1 | 9.09% n=2 | 40.91% n=9 | 45.45% n=10 | 0% n=0 |
| 84. Our organization embraces a 'better together' mindset and efforts to support success for all. | 4.23 | 0% n=0 | 9.09% n=2 | 9.09% n=2 | 31.82% n=7 | 50% n=11 | 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. | 4.23 | 0% n=0 | 4.55% n=1 | 18.18% n=4 | 27.27% n=6 | 50% 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. | 4.23 | 0% n=0 | 0% n=0 | 18.18% n=4 | 40.91% n=9 | 40.91% n=9 | 0% n=0 |
| 96. Our team is comfortable addressing issues of race, racism, and bias in our workplace. | 4.23 | 0% n=0 | 0% n=0 | 22.73% n=5 | 31.82% n=7 | 45.45% n=10 | 0% n=0 |
| 85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success. | 4.18 | 0% n=0 | 9.09% n=2 | 18.18% n=4 | 18.18% n=4 | 54.55% n=12 | 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. | 4.14 | 0% n=0 | 9.09% n=2 | 18.18% n=4 | 22.73% n=5 | 50% n=11 | 0% n=0 |
| 89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism. | 4.14 | 0% n=0 | 4.55% n=1 | 18.18% n=4 | 36.36% n=8 | 40.91% n=9 | 0% n=0 |
| 86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized. | 4.09 | 0% n=0 | 13.64% n=3 | 13.64% n=3 | 22.73% n=5 | 50% n=11 | 0% n=0 |
| 76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization. | 4.00 | 0% n=0 | 4.55% n=1 | 27.27% n=6 | 31.82% n=7 | 36.36% n=8 | 0% n=0 |
| 80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes. | 4.00 | 0% n=0 | 9.09% n=2 | 27.27% n=6 | 18.18% n=4 | 45.45% n=10 | 0% n=0 |
| 79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity. | 3.91 | 0% n=0 | 9.09% n=2 | 27.27% n=6 | 27.27% n=6 | 36.36% n=8 | 0% n=0 |

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|---|------|-----------|---------------|---------------|---------------|---------------|-----------|
| 75. Our organization demonstrates quality efforts in building a culture of diversity. | 3.82 | 0% n=0 | 13.64% n=3 | 22.73% n=5 | 31.82% n=7 | 31.82% n=7 | 0% n=0 |
|---|------|-----------|---------------|---------------|---------------|---------------|-----------|

Rank Ordered Questions According to Mean (N=22)

| | Mean | Dimension |
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| Question | | |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.73 | Quality |
| 52. Our team strives to pursue excellence. | 4.68 | Continuous Improvement |
| 53. I am committed to the success of our organization. | 4.68 | Engage-Inspire |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.64 | Innovation |
| 57. Our organization is committed to quality work and excellence. | 4.59 | Quality |
| 45. I feel great pride in the team of which I am a part. | 4.59 | Pride |
| 22. I am aware and knowledgeable about our organization's mission. | 4.55 | Mission Conscious |
| 47. I am on a team that encourages each member to surpass expectations. | 4.55 | Quality |
| 46. I am satisfied being a part of our team. | 4.55 | Satisfaction |
| 36. I have the opportunity to communicate with my supervisor. | 4.55 | Communication |
| 48. Our team recognizes each other's efforts and impact. | 4.55 | Recognition |
| 51. Our team has open and trusting relationships. | 4.55 | Relationships |
| 15. I am properly trained to achieve excellence in my work. | 4.55 | Training & Development |
| 21. I strive to find a better way every day. | 4.55 | Continuous Improvement |
| 8. I am driven to contribute to the success of our organization. | 4.50 | Engage-Inspire |
| 34. My supervisor is actively responsive to my needs. | 4.45 | Support-Equip |
| 35. My supervisor supports my personal and professional development. | 4.45 | Training & Development |
| 50. Based on relationships demonstrated on our team, I would recommend someone to join our team. | 4.45 | Relationships |
| 12. I am highly committed to and energized by my work. | 4.45 | Engage-Inspire |
| 4. I feel great pride in the work I do. | 4.45 | Pride |
| 42. Our team encourages innovation. | 4.41 | Innovation |
| 44. Our team effectively communicates with each other. | 4.41 | Communication |
| 33. My supervisor is available for me when needs arise. | 4.41 | Support-Equip |
| 30. My supervisor encourages opportunities for my growth and development. | 4.41 | Training & Development |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.41 | Talent & Fit |
| 55. I am part of an organization that continues to pursue excellence every day. | 4.41 | Continuous Improvement |
| 32. I have an open and trusting relationship with my supervisor. | 4.36 | Relationships |
| 3. I am provided the core needs necessary for me to excel in my role. | 4.36 | Support-Equip |
| 59. I value the career opportunities that I have at our organization. | 4.36 | Career Development |
| 49. Our team effectively sets goals to further enhance our performance. | 4.33 | Performance Planning |
| 39. My supervisor knows the talents to look for in selecting new teammates who will be successful. | 4.33 | Talent & Fit |

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| 2. I am fully engaged in the work that I do. | 4.32 | Engage-Inspire |
| 17. I have set the right goals for myself to excel in my role/position. | 4.32 | Performance Planning |
| 5. I have at least one close friend at work. | 4.32 | Relationships |
| 73. Overall, I am very satisfied with our organization as a place to work. | 4.32 | Satisfaction |
| 56. I feel our organization is a great fit for me. | 4.32 | Talent & Fit |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 4.32 | Support-Equip |
| 27. My supervisor and I have effective two-way communication. | 4.32 | Communication |
| 70. I would like to work at our organization long term. | 4.27 | Career Development |
| 25. My supervisor cares about me as a person. | 4.27 | Relationships |
| 37. My supervisor motivates me to achieve my goals. | 4.27 | Performance Planning |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.27 | Recognition |
| 13. I am satisfied with my role/work. | 4.23 | Satisfaction |
| 64. I speak of our organization with pride. | 4.23 | Pride |
| 69. Our organization encourages innovation. | 4.23 | Innovation |
| 54. Quality relationships are valued across our organization. | 4.23 | Relationships |
| 24. My supervisor effectively communicates his/her expectations. | 4.23 | Communication |
| 29. My supervisor recognizes me for a job well done. | 4.23 | Recognition |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 4.23 | Support-Equip |
| 26. My supervisor gives me constructive feedback about my work performance. | 4.23 | Communication |
| 38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | 4.18 | Relationships |
| 23. I have a supportive coaching relationship with my supervisor. | 4.18 | Support-Equip |
| 14. I feel great pride in being a part of our organization. | 4.18 | Pride |
| 61. Our organization has a genuine concern and interest about me as a person. | 4.14 | Relationships |
| 31. I am provided personal coaching from my supervisor. | 4.14 | Relationships |
| 68. Business decisions made are consistent with our mission and core values. | 4.14 | Mission Conscious |
| 67. Our organization provides the "right" training for me to excel in my role. | 4.14 | Training & Development |
| 66. Excellence is recognized in our organization. | 4.14 | Recognition |
| 60. I have the opportunity to express my career interests at our organization. | 4.14 | Career Development |
| 74. Our organization effectively aligns our day-to-day activities with the organizational mission. | 4.10 | Mission Conscious |
| 41. My supervisor effectively communicates our organizational mission to me. | 4.09 | Mission Conscious |
| 20. I look forward to coming to work every day. | 4.09 | Satisfaction |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.09 | Talent & Fit |
| 62. I would recommend our organization to a friend as a great place to work. | 4.05 | Engage-Inspire |
| 58. Our organization provides the experience and development for me to further my career here. | 4.05 | Career Development |

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| 72. Our organization selects highly talented individuals when hiring. | 4.00 | Talent & Fit |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.95 | Performance Planning |
| 71. I am aware of the career opportunities that are available for me at our organization. | 3.95 | Career Development |
| 6. I am provided opportunities to further my growth and development. | 3.91 | Training & Development |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.86 | Performance Planning |
| 63. Our organization selects the right people for the right job. | 3.86 | Talent & Fit |
| 65. I feel "in on things" that are happening at our organization. | 3.77 | Communication |
| 9. I have received meaningful recognition in the past 10 days. | 3.77 | Recognition |
| 7. I have encouraged someone to apply at our organization. | 3.68 | Talent & Fit |