

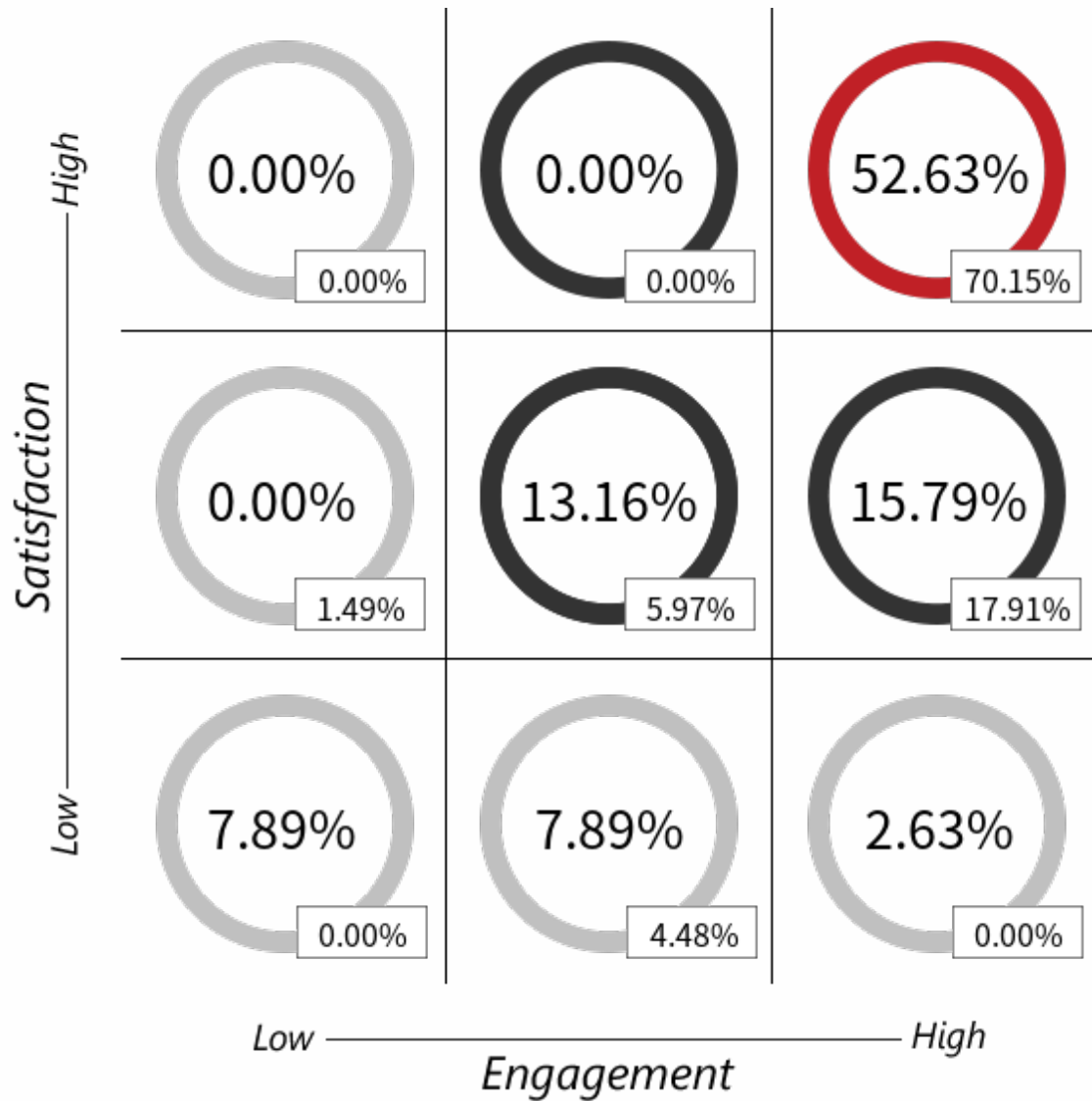


INSIGHTeX DEI+

Glen Ellyn 41
Forest Glen
September 2021

Humanex Ventures Cultural Assessment Index

Satisfaction/Engagement 3x3



Dimensions (N=38)

Dimension	Mean
Continuous Improvement	4.21
Engage-Inspire	4.21
Innovation	4.11
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Pride	4.02
Talent & Fit	3.86
Satisfaction	3.84
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Performance Planning	3.63
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	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Continuous Improvement	4.21						
52. Our team strives to pursue excellence.	4.37	0% n=0	0% n=0	10.53% n=4	42.11% n=16	47.37% n=18	0% n=0
21. I strive to find a better way every day.	4.35	0% n=0	0% n=0	7.89% n=3	47.37% n=18	42.11% n=16	2.63% n=1
55. I am part of an organization that continues to pursue excellence every day.	3.92	0% n=0	13.16% n=5	7.89% n=3	52.63% n=20	26.32% n=10	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Engage-Inspire	4.21						
2. I am fully engaged in the work that I do.	4.55	0% n=0	2.63% n=1	5.26% n=2	26.32% n=10	65.79% n=25	0% n=0
8. I am driven to contribute to the success of our organization.	4.50	0% n=0	2.63% n=1	10.53% n=4	21.05% n=8	65.79% n=25	0% n=0
53. I am committed to the success of our organization.	4.42	0% n=0	2.63% n=1	10.53% n=4	28.95% n=11	57.89% n=22	0% n=0
12. I am highly committed to and energized by my work.	4.16	0% n=0	7.89% n=3	10.53% n=4	39.47% n=15	42.11% n=16	0% n=0
62. I would recommend our organization to a friend as a great place to work.	3.43	10.53% n=4	13.16% n=5	18.42% n=7	34.21% n=13	21.05% n=8	2.63% n=1

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Innovation	4.11						
16. I am continuously seeking ways to improve my overall productivity.	4.55	0% n=0	0% n=0	2.63% n=1	39.47% n=15	57.89% n=22	0% n=0
42. Our team encourages innovation.	4.03	0% n=0	7.89% n=3	18.42% n=7	36.84% n=14	36.84% n=14	0% n=0
69. Our organization encourages innovation.	3.74	2.63% n=1	7.89% n=3	21.05% n=8	50% n=19	18.42% n=7	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Quality	4.11						
43. My teammates demonstrate a commitment to quality work and excellence.	4.37	0% n=0	2.63% n=1	10.53% n=4	34.21% n=13	52.63% n=20	0% n=0
47. I am on a team that encourages each member to surpass expectations.	4.08	0% n=0	13.16% n=5	10.53% n=4	31.58% n=12	44.74% n=17	0% n=0
57. Our organization is committed to quality work and excellence.	3.89	2.63% n=1	13.16% n=5	10.53% n=4	39.47% n=15	34.21% n=13	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Pride	4.02						
4. I feel great pride in the work I do.	4.50	0% n=0	2.63% n=1	7.89% n=3	26.32% n=10	63.16% n=24	0% n=0
45. I feel great pride in the team of which I am a part.	4.13	0% n=0	10.53% n=4	15.79% n=6	23.68% n=9	50% n=19	0% n=0
14. I feel great pride in being a part of our organization.	3.76	7.89% n=3	7.89% n=3	21.05% n=8	26.32% n=10	36.84% n=14	0% n=0
64. I speak of our organization with pride.	3.68	5.26% n=2	7.89% n=3	26.32% n=10	34.21% n=13	26.32% n=10	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Talent & Fit	3.86						
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.47	0% n=0	0% n=0	5.26% n=2	42.11% n=16	52.63% n=20	0% n=0
11. I am in a role that allows me to maximize my talents and strengths.	3.97	0% n=0	5.26% n=2	21.05% n=8	44.74% n=17	28.95% n=11	0% n=0
56. I feel our organization is a great fit for me.	3.95	0% n=0	7.89% n=3	23.68% n=9	34.21% n=13	34.21% n=13	0% n=0
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.83	2.63% n=1	2.63% n=1	21.05% n=8	50% n=19	18.42% n=7	5.26% n=2
72. Our organization selects highly talented individuals when hiring.	3.79	2.63% n=1	0% n=0	34.21% n=13	42.11% n=16	21.05% n=8	0% n=0
63. Our organization selects the right people for the right job.	3.66	2.63% n=1	0% n=0	31.58% n=12	47.37% n=18	15.79% n=6	2.63% n=1
7. I have encouraged someone to apply at our organization.	3.34	10.53% n=4	13.16% n=5	13.16% n=5	31.58% n=12	21.05% n=8	10.53% n=4

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Satisfaction	3.84						
46. I am satisfied being a part of our team.	4.18	0% n=0	7.89% n=3	15.79% n=6	26.32% n=10	50% n=19	0% n=0
13. I am satisfied with my role/work.	3.87	0% n=0	10.53% n=4	21.05% n=8	39.47% n=15	28.95% n=11	0% n=0
73. Overall, I am very satisfied with our organization as a place to work.	3.66	2.63% n=1	13.16% n=5	21.05% n=8	42.11% n=16	21.05% n=8	0% n=0
20. I look forward to coming to work every day.	3.63	0% n=0	23.68% n=9	15.79% n=6	34.21% n=13	26.32% n=10	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Recognition	3.83						
48. Our team recognizes each other's efforts and impact.	4.29	0% n=0	2.63% n=1	7.89% n=3	47.37% n=18	42.11% n=16	0% n=0
18. I have provided meaningful recognition to others in the past 10 days.	4.16	0% n=0	7.89% n=3	5.26% n=2	50% n=19	36.84% n=14	0% n=0
29. My supervisor recognizes me for a job well done.	3.68	0% n=0	15.79% n=6	21.05% n=8	42.11% n=16	21.05% n=8	0% n=0
66. Excellence is recognized in our organization.	3.63	7.89% n=3	2.63% n=1	26.32% n=10	44.74% n=17	18.42% n=7	0% n=0
9. I have received meaningful recognition in the past 10 days.	3.37	10.53% n=4	15.79% n=6	15.79% n=6	42.11% n=16	15.79% n=6	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Communication	3.83						
44. Our team effectively communicates with each other.	4.21	0% n=0	5.26% n=2	15.79% n=6	31.58% n=12	47.37% n=18	0% n=0
36. I have the opportunity to communicate with my supervisor.	4.16	0% n=0	0% n=0	10.53% n=4	63.16% n=24	26.32% n=10	0% n=0
27. My supervisor and I have effective two-way communication.	3.95	0% n=0	10.53% n=4	13.16% n=5	47.37% n=18	28.95% n=11	0% n=0
24. My supervisor effectively communicates his/her expectations.	3.89	0% n=0	5.26% n=2	23.68% n=9	47.37% n=18	23.68% n=9	0% n=0
26. My supervisor gives me constructive feedback about my work performance.	3.58	0% n=0	13.16% n=5	28.95% n=11	44.74% n=17	13.16% n=5	0% n=0
65. I feel "in on things" that are happening at our organization.	3.21	10.53% n=4	15.79% n=6	23.68% n=9	42.11% n=16	7.89% n=3	0% n=0

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Relationships	3.78						
5. I have at least one close friend at work.	4.37	0% n=0	7.89% n=3	10.53% n=4	18.42% n=7	63.16% n=24	0% n=0
25. My supervisor cares about me as a person.	4.26	0% n=0	2.63% n=1	13.16% n=5	39.47% n=15	44.74% n=17	0% n=0
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.08	2.63% n=1	7.89% n=3	10.53% n=4	36.84% n=14	42.11% n=16	0% n=0
51. Our team has open and trusting relationships.	3.95	2.63% n=1	5.26% n=2	23.68% n=9	31.58% n=12	36.84% n=14	0% n=0
54. Quality relationships are valued across our organization.	3.84	5.26% n=2	10.53% n=4	7.89% n=3	47.37% n=18	28.95% n=11	0% n=0
32. I have an open and trusting relationship with my supervisor.	3.82	0% n=0	10.53% n=4	15.79% n=6	55.26% n=21	18.42% n=7	0% n=0
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.46	2.63% n=1	15.79% n=6	18.42% n=7	42.11% n=16	15.79% n=6	5.26% n=2
61. Our organization has a genuine concern and interest about me as a person.	3.32	13.16% n=5	10.53% n=4	21.05% n=8	42.11% n=16	13.16% n=5	0% n=0
31. I am provided personal coaching from my supervisor.	2.95	5.26% n=2	21.05% n=8	34.21% n=13	34.21% n=13	0% n=0	5.26% n=2

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Performance Planning	3.63						
17. I have set the right goals for myself to excel in my role/position.	4.08	0% n=0	2.63% n=1	7.89% n=3	68.42% n=26	21.05% n=8	0% n=0
49. Our team effectively sets goals to further enhance our performance.	3.84	0% n=0	7.89% n=3	23.68% n=9	44.74% n=17	23.68% n=9	0% n=0
37. My supervisor motivates me to achieve my goals.	3.66	0% n=0	10.53% n=4	31.58% n=12	39.47% n=15	18.42% n=7	0% n=0
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.63	0% n=0	18.42% n=7	23.68% n=9	34.21% n=13	23.68% n=9	0% n=0
40. In the past three months, my supervisor has discussed my successes and progress with me.	2.95	2.63% n=1	31.58% n=12	28.95% n=11	23.68% n=9	7.89% n=3	5.26% n=2

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Mission Conscious	3.61						
22. I am aware and knowledgeable about our organization's mission.	4.16	0% n=0	2.63% n=1	10.53% n=4	55.26% n=21	31.58% n=12	0% n=0
41. My supervisor effectively communicates our organizational mission to me.	3.68	0% n=0	10.53% n=4	26.32% n=10	47.37% n=18	15.79% n=6	0% n=0
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.66	5.26% n=2	10.53% n=4	15.79% n=6	50% n=19	18.42% n=7	0% n=0
68. Business decisions made are consistent with our mission and core values.	2.95	15.79% n=6	10.53% n=4	39.47% n=15	26.32% n=10	5.26% n=2	2.63% n=1

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Support-Equip	3.58						
33. My supervisor is available for me when needs arise.	4.05	0% n=0	2.63% n=1	7.89% n=3	71.05% n=27	18.42% n=7	0% n=0
34. My supervisor is actively responsive to my needs.	3.84	0% n=0	5.26% n=2	18.42% n=7	63.16% n=24	13.16% n=5	0% n=0
23. I have a supportive coaching relationship with my supervisor.	3.74	2.63% n=1	13.16% n=5	15.79% n=6	44.74% n=17	23.68% n=9	0% n=0
3. I am provided the core needs necessary for me to excel in my role.	3.34	10.53% n=4	15.79% n=6	18.42% n=7	39.47% n=15	15.79% n=6	0% n=0
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.34	13.16% n=5	13.16% n=5	15.79% n=6	42.11% n=16	15.79% n=6	0% n=0
28. I am provided the opportunity to spend quality time with my supervisor.	3.16	2.63% n=1	18.42% n=7	34.21% n=13	31.58% n=12	7.89% n=3	5.26% n=2

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Career Development	3.58						
71. I am aware of the career opportunities that are available for me at our organization.	3.84	0% n=0	5.26% n=2	21.05% n=8	44.74% n=17	26.32% n=10	2.63% n=1
70. I would like to work at our organization long term.	3.82	2.63% n=1	10.53% n=4	15.79% n=6	31.58% n=12	36.84% n=14	2.63% n=1
59. I value the career opportunities that I have at our organization.	3.58	10.53% n=4	2.63% n=1	15.79% n=6	39.47% n=15	23.68% n=9	7.89% n=3
60. I have the opportunity to express my career interests at our organization.	3.39	10.53% n=4	0% n=0	26.32% n=10	44.74% n=17	10.53% n=4	7.89% n=3
58. Our organization provides the experience and development for me to further my career here.	3.27	13.16% n=5	10.53% n=4	21.05% n=8	28.95% n=11	21.05% n=8	5.26% n=2

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Training & Development	3.47						
35. My supervisor supports my personal and professional development.	3.76	0% n=0	10.53% n=4	21.05% n=8	50% n=19	18.42% n=7	0% n=0
15. I am properly trained to achieve excellence in my work.	3.58	10.53% n=4	10.53% n=4	15.79% n=6	36.84% n=14	26.32% n=10	0% n=0
6. I am provided opportunities to further my growth and development.	3.50	7.89% n=3	7.89% n=3	26.32% n=10	42.11% n=16	15.79% n=6	0% n=0
30. My supervisor encourages opportunities for my growth and development.	3.42	5.26% n=2	13.16% n=5	26.32% n=10	44.74% n=17	10.53% n=4	0% n=0
67. Our organization provides the "right" training for me to excel in my role.	3.08	13.16% n=5	15.79% n=6	28.95% n=11	34.21% n=13	7.89% n=3	0% n=0

Top Items (N=38)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Question							
2. I am fully engaged in the work that I do.	4.55	0% n=0	2.63% n=1	5.26% n=2	26.32% n=10	65.79% n=25	0% n=0
16. I am continuously seeking ways to improve my overall productivity.	4.55	0% n=0	0% n=0	2.63% n=1	39.47% n=15	57.89% n=22	0% n=0
4. I feel great pride in the work I do.	4.50	0% n=0	2.63% n=1	7.89% n=3	26.32% n=10	63.16% n=24	0% n=0
8. I am driven to contribute to the success of our organization.	4.50	0% n=0	2.63% n=1	10.53% n=4	21.05% n=8	65.79% n=25	0% n=0
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.47	0% n=0	0% n=0	5.26% n=2	42.11% n=16	52.63% n=20	0% n=0

Bottom Items (N=38)

	Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
Question							
40. In the past three months, my supervisor has discussed my successes and progress with me.	2.95	2.63% n=1	31.58% n=12	28.95% n=11	23.68% n=9	7.89% n=3	5.26% n=2
31. I am provided personal coaching from my supervisor.	2.95	5.26% n=2	21.05% n=8	34.21% n=13	34.21% n=13	0% n=0	5.26% n=2
68. Business decisions made are consistent with our mission and core values.	2.95	15.79% n=6	10.53% n=4	39.47% n=15	26.32% n=10	5.26% n=2	2.63% n=1
67. Our organization provides the "right" training for me to excel in my role.	3.08	13.16% n=5	15.79% n=6	28.95% n=11	34.21% n=13	7.89% n=3	0% n=0
28. I am provided the opportunity to spend quality time with my supervisor.	3.16	2.63% n=1	18.42% n=7	34.21% n=13	31.58% n=12	7.89% n=3	5.26% n=2

DEI+ (N=38)

	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.	4.61	0% n=0	2.63% n=1	2.63% n=1	26.32% n=10	68.42% n=26	0% n=0
82. I value the contributions of all team members.	4.58	0% n=0	0% n=0	5.26% n=2	31.58% n=12	63.16% n=24	0% n=0
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.58	0% n=0	2.63% n=1	0% n=0	34.21% n=13	63.16% n=24	0% n=0
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.55	0% n=0	0% n=0	7.89% n=3	28.95% n=11	63.16% n=24	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.	4.53	2.63% n=1	0% n=0	2.63% n=1	31.58% n=12	63.16% n=24	0% n=0
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.42	0% n=0	0% n=0	5.26% n=2	47.37% n=18	47.37% n=18	0% n=0
97. Our organization is a safe place for people of color to work and be successful.	4.32	0% n=0	0% n=0	13.16% n=5	39.47% n=15	44.74% n=17	2.63% n=1
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.29	0% n=0	5.26% n=2	7.89% n=3	39.47% n=15	47.37% n=18	0% n=0
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.29	0% n=0	2.63% n=1	5.26% n=2	52.63% n=20	39.47% n=15	0% n=0
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.18	0% n=0	0% n=0	13.16% n=5	55.26% n=21	31.58% n=12	0% n=0
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.16	0% n=0	7.89% n=3	7.89% n=3	44.74% n=17	39.47% n=15	0% n=0
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.14	0% n=0	2.63% n=1	13.16% n=5	36.84% n=14	42.11% n=16	5.26% n=2
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.	4.13	0% n=0	7.89% n=3	7.89% n=3	47.37% n=18	36.84% n=14	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.	4.13	0% n=0	0% n=0	15.79% n=6	42.11% n=16	39.47% n=15	2.63% n=1
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.00	0% n=0	5.26% n=2	13.16% n=5	57.89% n=22	23.68% n=9	0% n=0
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.89	5.26% n=2	2.63% n=1	21.05% n=8	39.47% n=15	31.58% n=12	0% n=0
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.87	2.63% n=1	5.26% n=2	21.05% n=8	44.74% n=17	26.32% n=10	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.	3.87	0% n=0	10.53% n=4	15.79% n=6	50% n=19	23.68% n=9	0% n=0
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.79	2.63% n=1	5.26% n=2	26.32% n=10	42.11% n=16	23.68% n=9	0% n=0
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.76	7.89% n=3	5.26% n=2	18.42% n=7	39.47% n=15	28.95% n=11	0% n=0
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.76	7.89% n=3	5.26% n=2	15.79% n=6	44.74% n=17	26.32% n=10	0% n=0
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.74	5.26% n=2	7.89% n=3	15.79% n=6	50% n=19	21.05% n=8	0% n=0
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.74	5.26% n=2	10.53% n=4	15.79% n=6	42.11% n=16	26.32% n=10	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.

3.74

7.89%
n=3

5.26%
n=2

18.42%
n=7

42.11%
n=16

26.32%
n=10

0%
n=0

Rank Ordered Questions According to Mean (N=38)

	Mean	Dimension
Question		
2. I am fully engaged in the work that I do.	4.55	Engage-Inspire
16. I am continuously seeking ways to improve my overall productivity.	4.55	Innovation
4. I feel great pride in the work I do.	4.50	Pride
8. I am driven to contribute to the success of our organization.	4.50	Engage-Inspire
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.47	Talent & Fit
53. I am committed to the success of our organization.	4.42	Engage-Inspire
5. I have at least one close friend at work.	4.37	Relationships
43. My teammates demonstrate a commitment to quality work and excellence.	4.37	Quality
52. Our team strives to pursue excellence.	4.37	Continuous Improvement
21. I strive to find a better way every day.	4.35	Continuous Improvement
48. Our team recognizes each other's efforts and impact.	4.29	Recognition
25. My supervisor cares about me as a person.	4.26	Relationships
44. Our team effectively communicates with each other.	4.21	Communication
46. I am satisfied being a part of our team.	4.18	Satisfaction
36. I have the opportunity to communicate with my supervisor.	4.16	Communication
12. I am highly committed to and energized by my work.	4.16	Engage-Inspire
18. I have provided meaningful recognition to others in the past 10 days.	4.16	Recognition
22. I am aware and knowledgeable about our organization's mission.	4.16	Mission Conscious
45. I feel great pride in the team of which I am a part.	4.13	Pride
47. I am on a team that encourages each member to surpass expectations.	4.08	Quality
17. I have set the right goals for myself to excel in my role/position.	4.08	Performance Planning
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.08	Relationships
33. My supervisor is available for me when needs arise.	4.05	Support-Equip
42. Our team encourages innovation.	4.03	Innovation
11. I am in a role that allows me to maximize my talents and strengths.	3.97	Talent & Fit
56. I feel our organization is a great fit for me.	3.95	Talent & Fit
27. My supervisor and I have effective two-way communication.	3.95	Communication
51. Our team has open and trusting relationships.	3.95	Relationships
55. I am part of an organization that continues to pursue excellence every day.	3.92	Continuous Improvement
24. My supervisor effectively communicates his/her expectations.	3.89	Communication
57. Our organization is committed to quality work and excellence.	3.89	Quality
13. I am satisfied with my role/work.	3.87	Satisfaction

71. I am aware of the career opportunities that are available for me at our organization.	3.84	Career Development
49. Our team effectively sets goals to further enhance our performance.	3.84	Performance Planning
34. My supervisor is actively responsive to my needs.	3.84	Support-Equip
54. Quality relationships are valued across our organization.	3.84	Relationships
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.83	Talent & Fit
70. I would like to work at our organization long term.	3.82	Career Development
32. I have an open and trusting relationship with my supervisor.	3.82	Relationships
72. Our organization selects highly talented individuals when hiring.	3.79	Talent & Fit
35. My supervisor supports my personal and professional development.	3.76	Training & Development
14. I feel great pride in being a part of our organization.	3.76	Pride
23. I have a supportive coaching relationship with my supervisor.	3.74	Support-Equip
69. Our organization encourages innovation.	3.74	Innovation
41. My supervisor effectively communicates our organizational mission to me.	3.68	Mission Conscious
29. My supervisor recognizes me for a job well done.	3.68	Recognition
64. I speak of our organization with pride.	3.68	Pride
63. Our organization selects the right people for the right job.	3.66	Talent & Fit
73. Overall, I am very satisfied with our organization as a place to work.	3.66	Satisfaction
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.66	Mission Conscious
37. My supervisor motivates me to achieve my goals.	3.66	Performance Planning
20. I look forward to coming to work every day.	3.63	Satisfaction
66. Excellence is recognized in our organization.	3.63	Recognition
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.63	Performance Planning
26. My supervisor gives me constructive feedback about my work performance.	3.58	Communication
59. I value the career opportunities that I have at our organization.	3.58	Career Development
15. I am properly trained to achieve excellence in my work.	3.58	Training & Development
6. I am provided opportunities to further my growth and development.	3.50	Training & Development
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.46	Relationships
62. I would recommend our organization to a friend as a great place to work.	3.43	Engage-Inspire
30. My supervisor encourages opportunities for my growth and development.	3.42	Training & Development
60. I have the opportunity to express my career interests at our organization.	3.39	Career Development
9. I have received meaningful recognition in the past 10 days.	3.37	Recognition
3. I am provided the core needs necessary for me to excel in my role.	3.34	Support-Equip

7. I have encouraged someone to apply at our organization.	3.34	Talent & Fit
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.34	Support-Equip
61. Our organization has a genuine concern and interest about me as a person.	3.32	Relationships
58. Our organization provides the experience and development for me to further my career here.	3.27	Career Development
65. I feel "in on things" that are happening at our organization.	3.21	Communication
28. I am provided the opportunity to spend quality time with my supervisor.	3.16	Support-Equip
67. Our organization provides the "right" training for me to excel in my role.	3.08	Training & Development
68. Business decisions made are consistent with our mission and core values.	2.95	Mission Conscious
31. I am provided personal coaching from my supervisor.	2.95	Relationships
40. In the past three months, my supervisor has discussed my successes and progress with me.	2.95	Performance Planning