



# INSIGHTeX Growth Mindset & DEI

Full Organization  
Lake Bluff School District

December 2025

## Dimensions

Dimension	Mean
Pride	4.64 + 0.15
Engage-Inspire	4.46 + 0.09
Quality	4.44 -0.03
Satisfaction	4.42 + 0.11
Relationships	4.32 -0.01
Talent/Fit	4.25 + 0.03
Innovation	4.22 -0.03
Career Development	4.22 = 0.00
Continuous Improvement	4.22 -0.08
Communication	4.15 -0.08
Performance Planning	4.13 -0.13
Recognition	4.08 -0.10
Training & Development	4.05 -0.12
Support-Equip	4.05 -0.09
Mission Conscious	3.95 -0.08

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Pride

Question	Mean	Distribution					
		SD: 2 (1.72%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 14 (12.07%)	SA: 98 (84.48%)	NA: 0 (0.00%)
4. I feel great pride in the work I do.	4.78 <span style="color: green;">+ 0.15</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">A</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	
78. I feel proud of and inspired by the success of others on my team.	4.69 <span style="color: green;">+ 0.18</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">A</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	
45. I feel great pride in the team of which I am a part.	4.66 <span style="color: green;">+ 0.11</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">A</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	
14. I feel great pride in being a part of our organization.	4.43 <span style="color: green;">+ 0.15</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">A</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	

## Engage-Inspire

Question	Mean	Distribution					
		SD: 2 (1.72%)	D: 1 (0.86%)	N: 2 (1.72%)	A: 19 (16.38%)	SA: 92 (79.31%)	NA: 0 (0.00%)
2. I am fully engaged in the work that I do.	4.71 <span style="color: green;">+ 0.12</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">A</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	
8. I am driven to contribute to the success of our organization.	4.71 <span style="color: green;">+ 0.16</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">A</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	
12. I am highly committed to and energized by my work.	4.53 <span style="color: green;">+ 0.08</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">A</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	
76. I would recommend our organization to a friend as a great place to work.	4.25 <span style="color: green;">+ 0.13</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">N</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">A</span>	
67. Our organization promotes a positive and engaging culture.	4.09 <span style="color: red;">-0.06</span>	<span style="background-color: #c0392b; width: 10px; display: inline-block;"></span> <span style="background-color: #ffd700; width: 10px; display: inline-block;"></span> <span style="background-color: #2e9e9e; width: 10px; display: inline-block;">D</span>				<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">N</span>	
						<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">A</span>	
						<span style="background-color: #2e9e9e; width: 100%; display: inline-block;">SA</span>	

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.64 + 0.02	SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 34 (29.31%)	SA: 79 (68.10%)	NA: 0 (0.00%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.58 -0.04	SD: 2 (1.72%)	D: 0 (0.00%)	N: 8 (6.90%)	A: 25 (21.55%)	SA: 81 (69.83%)	NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.44 + 0.02	SD: 2 (1.72%)	D: 5 (4.31%)	N: 9 (7.76%)	A: 24 (20.69%)	SA: 76 (65.52%)	NA: 0 (0.00%)
71. Our organization is committed to quality collaboration and excellence.	4.09 -0.14	SD: 7 (6.03%)	D: 5 (4.31%)	N: 14 (12.07%)	A: 35 (30.17%)	SA: 55 (47.41%)	NA: 0 (0.00%)

## Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.66 + 0.14	SD: 2 (1.72%)	D: 0 (0.00%)	N: 4 (3.45%)	A: 24 (20.69%)	SA: 86 (74.14%)	NA: 0 (0.00%)
13. My work is fulfilling and enjoyable.	4.53 + 0.17	SD: 1 (0.86%)	D: 2 (1.72%)	N: 7 (6.03%)	A: 30 (25.86%)	SA: 76 (65.52%)	NA: 0 (0.00%)
87. Overall, I am very satisfied with our organization as a place to work.	4.28 = 0.00	SD: 2 (1.72%)	D: 2 (1.72%)	N: 12 (10.34%)	A: 46 (39.66%)	SA: 54 (46.55%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.22 + 0.14	SD: 2 (1.72%)	D: 3 (2.59%)	N: 15 (12.93%)	A: 43 (37.07%)	SA: 53 (45.69%)	NA: 0 (0.00%)

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.	4.64 + 0.07	SD: 3 (2.59%)	D: 1 (0.86%)	N: 3 (2.59%)	A: 21 (18.10%)	SA: 88 (75.86%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.64 - 0.04	SD: 1 (0.86%)	D: 0 (0.00%)	N: 5 (4.31%)	A: 28 (24.14%)	SA: 82 (70.69%)	NA: 0 (0.00%)
64. Our team is committed to creating an enjoyable work environment.	4.62 + 0.17	SD: 1 (0.86%)	D: 1 (0.86%)	N: 6 (5.17%)	A: 25 (21.55%)	SA: 83 (71.55%)	NA: 0 (0.00%)
66. I look forward to interacting with our team when I come to work.	4.61 + 0.20	SD: 1 (0.86%)	D: 1 (0.86%)	N: 3 (2.59%)	A: 32 (27.59%)	SA: 79 (68.10%)	NA: 0 (0.00%)
53. I trust my teammates to follow through on projects.	4.58 + 0.13	SD: 2 (1.72%)	D: 2 (1.72%)	N: 6 (5.17%)	A: 23 (19.83%)	SA: 83 (71.55%)	NA: 0 (0.00%)
63. I am highly energized by the people I work with on our team.	4.57 + 0.19	SD: 2 (1.72%)	D: 2 (1.72%)	N: 4 (3.45%)	A: 28 (24.14%)	SA: 80 (68.97%)	NA: 0 (0.00%)
65. Our team members invest time developing relationships with each other.	4.55 + 0.12	SD: 1 (0.86%)	D: 3 (2.59%)	N: 7 (6.03%)	A: 25 (21.55%)	SA: 80 (68.97%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.53 + 0.12	SD: 2 (1.72%)	D: 2 (1.72%)	N: 7 (6.03%)	A: 26 (22.41%)	SA: 79 (68.10%)	NA: 0 (0.00%)
51. Our team has open and trusting relationships.	4.45 + 0.03	SD: 2 (1.72%)	D: 1 (0.86%)	N: 13 (11.21%)	A: 27 (23.28%)	SA: 73 (62.93%)	NA: 0 (0.00%)
25. My supervisor cares about me as a person.	4.22 - 0.19	SD: 3 (2.59%)	D: 5 (4.31%)	N: 13 (11.21%)	A: 38 (32.76%)	SA: 57 (49.14%)	NA: 0 (0.00%)
68. Quality and inclusive relationships are valued across our organization.	4.16 - 0.10	SD: 3 (2.59%)	D: 6 (5.17%)	N: 12 (10.34%)	A: 43 (37.07%)	SA: 52 (44.83%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	3.80 - 0.29	SD: 9 (7.76%)	D: 9 (7.76%)	N: 21 (18.10%)	A: 33 (28.45%)	SA: 43 (37.07%)	NA: 1 (0.86%)
31. My supervisor inspires me to grow to new levels.	3.61 - 0.31	SD: 9 (7.76%)	D: 10 (8.62%)	N: 28 (24.14%)	A: 39 (33.62%)	SA: 30 (25.86%)	NA: 0 (0.00%)

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

Question	Mean	Distribution					
		SD: 16 (13.79%)	D: 14 (12.07%)	N: 25 (21.55%)	A: 26 (22.41%)	SA: 35 (30.17%)	NA: 0 (0.00%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.43  -0.32	SD	D	N	A	SA	NA

## Talent/Fit

Question	Mean	Distribution					
		SD: 2 (1.72%)	D: 1 (0.86%)	N: 3 (2.59%)	A: 23 (19.83%)	SA: 87 (75.00%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.66  + 0.10	SD	D	N	A	SA	NA
60. I fit in well with our team.	4.54  + 0.08	SD: 2 (1.72%)	D: 0 (0.00%)	N: 9 (7.76%)	A: 27 (23.28%)	SA: 78 (67.24%)	NA: 0 (0.00%)
70. I feel our organization is a great fit for me.	4.45  + 0.11	SD: 2 (1.72%)	D: 2 (1.72%)	N: 8 (6.90%)	A: 34 (29.31%)	SA: 70 (60.34%)	NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.32  = 0.00	SD: 2 (1.72%)	D: 6 (5.17%)	N: 8 (6.90%)	A: 36 (31.03%)	SA: 63 (54.31%)	NA: 1 (0.86%)
86. Our organization selects highly talented individuals when hiring.	4.25  + 0.17	SD: 3 (2.59%)	D: 1 (0.86%)	N: 14 (12.07%)	A: 44 (37.93%)	SA: 54 (46.55%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	3.97  -0.12	SD: 6 (5.17%)	D: 4 (3.45%)	N: 26 (22.41%)	A: 25 (21.55%)	SA: 49 (42.24%)	NA: 6 (5.17%)
77. Our organization selects the right people for the right job.	3.97  + 0.04	SD: 5 (4.31%)	D: 2 (1.72%)	N: 20 (17.24%)	A: 53 (45.69%)	SA: 36 (31.03%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.80  -0.19	SD: 7 (6.03%)	D: 7 (6.03%)	N: 19 (16.38%)	A: 51 (43.97%)	SA: 31 (26.72%)	NA: 1 (0.86%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Innovation

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 43 (37.07%)	SA: 69 (59.48%)	NA: 1 (0.86%)
16. I seek new ways to achieve excellence in my role.	4.56 <span style="color: green;">+ 0.09</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e6334a; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	<span style="background-color: #1f78b4; color: white; padding: 2px 5px;">NA</span>
42. Our team encourages innovation.	4.43 <span style="color: green;">+ 0.04</span>	SD: 3 (2.59%)	D: 0 (0.00%)	N: 9 (7.76%)	A: 36 (31.03%)	SA: 68 (58.62%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	4.02 <span style="color: red;">-0.04</span>	SD: 4 (3.45%)	D: 4 (3.45%)	N: 22 (18.97%)	A: 42 (36.21%)	SA: 44 (37.93%)	NA: 0 (0.00%)
75. Our organization embraces an innovative mindset to maximize our potential.	3.88 <span style="color: red;">-0.19</span>	SD: 6 (5.17%)	D: 7 (6.03%)	N: 20 (17.24%)	A: 45 (38.79%)	SA: 38 (32.76%)	NA: 0 (0.00%)

## Career Development

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 0 (0.00%)	N: 4 (3.45%)	A: 33 (28.45%)	SA: 78 (67.24%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.61 <span style="color: red;">-0.04</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e6334a; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	<span style="background-color: #1f78b4; color: white; padding: 2px 5px;">NA</span>
84. I would like to work at our organization long term.	4.45 <span style="color: green;">+ 0.14</span>	SD: 3 (2.59%)	D: 1 (0.86%)	N: 7 (6.03%)	A: 35 (30.17%)	SA: 70 (60.34%)	NA: 0 (0.00%)
72. Our organization provides the experience and development for me to further my career here.	4.11 <span style="color: blue;">= 0.00</span>	SD: 4 (3.45%)	D: 4 (3.45%)	N: 16 (13.79%)	A: 43 (37.07%)	SA: 49 (42.24%)	NA: 0 (0.00%)
74. I have the opportunity to express my career interests at our organization.	4.02 <span style="color: red;">-0.02</span>	SD: 3 (2.59%)	D: 7 (6.03%)	N: 22 (18.97%)	A: 33 (28.45%)	SA: 47 (40.52%)	NA: 4 (3.45%)
73. My supervisor advocates for my role and career growth.	3.90 <span style="color: red;">-0.07</span>	SD: 7 (6.03%)	D: 7 (6.03%)	N: 21 (18.10%)	A: 37 (31.90%)	SA: 44 (37.93%)	NA: 0 (0.00%)

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.	4.58 <span style="color: green;">+ 0.08</span>	SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 41 (35.34%)	SA: 72 (62.07%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.51 <span style="color: green;">+ 0.08</span>	SD: 2 (1.72%)	D: 1 (0.86%)	N: 10 (8.62%)	A: 26 (22.41%)	SA: 77 (66.38%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.38 <span style="color: red;">- 0.03</span>	SD: 2 (1.72%)	D: 4 (3.45%)	N: 12 (10.34%)	A: 28 (24.14%)	SA: 70 (60.34%)	NA: 0 (0.00%)
69. I am part of an organization that continues to pursue excellence every day.	4.23 <span style="color: red;">- 0.03</span>	SD: 3 (2.59%)	D: 2 (1.72%)	N: 14 (12.07%)	A: 43 (37.07%)	SA: 54 (46.55%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.06 <span style="color: red;">- 0.05</span>	SD: 1 (0.86%)	D: 6 (5.17%)	N: 16 (13.79%)	A: 55 (47.41%)	SA: 38 (32.76%)	NA: 0 (0.00%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.55 <span style="color: red;">- 0.51</span>	SD: 10 (8.62%)	D: 15 (12.93%)	N: 18 (15.52%)	A: 47 (40.52%)	SA: 26 (22.41%)	NA: 0 (0.00%)
		SD	D	N	A	SA	

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Communication

Question	Mean	Distribution					
		SD: 2 (1.72%)	D: 0 (0.00%)	N: 7 (6.03%)	A: 29 (25.00%)	SA: 78 (67.24%)	NA: 0 (0.00%)
79. My teammates share important information with me.	4.56 <span style="color: green;">+ 0.10</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
44. Our team effectively communicates with each other.	4.52 <span style="color: green;">+ 0.04</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e63935; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
55. Information is shared effectively within our team.	4.45 <span style="color: green;">+ 0.17</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e63935; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.32 <span style="color: green;">+ 0.08</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e63935; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
27. My supervisor and I have effective two-way communication.	3.91 <span style="color: red;">- 0.24</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e63935; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
26. My supervisor gives me constructive feedback about my work performance.	3.72 <span style="color: red;">- 0.32</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e63935; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
24. My supervisor effectively communicates his/her expectations.	3.59 <span style="color: red;">- 0.36</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #e63935; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Performance Planning

Question	Mean	Distribution					
57. Our team has improved our performance over time by learning from each other.	4.51 + 0.04	SD: 2 (1.72%)	D: 1 (0.86%)	N: 10 (8.62%)	A: 25 (21.55%)	SA: 77 (66.38%)	NA: 1 (0.86%)
58. I am satisfied that our team performs up to our potential.	4.47 + 0.09	SD: 2 (1.72%)	D: 2 (1.72%)	N: 8 (6.90%)	A: 31 (26.72%)	SA: 73 (62.93%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.47 + 0.07	SD: 1 (0.86%)	D: 1 (0.86%)	N: 7 (6.03%)	A: 40 (34.48%)	SA: 67 (57.76%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.33 + 0.11	SD: 2 (1.72%)	D: 2 (1.72%)	N: 13 (11.21%)	A: 36 (31.03%)	SA: 61 (52.59%)	NA: 2 (1.72%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.02 -0.12	SD: 3 (2.59%)	D: 6 (5.17%)	N: 19 (16.38%)	A: 46 (39.66%)	SA: 42 (36.21%)	NA: 0 (0.00%)
37. My supervisor motivates me to achieve my goals.	3.66 -0.38	SD: 8 (6.90%)	D: 12 (10.34%)	N: 26 (22.41%)	A: 36 (31.03%)	SA: 34 (29.31%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.44 -0.72	SD: 16 (13.79%)	D: 18 (15.52%)	N: 14 (12.07%)	A: 33 (28.45%)	SA: 34 (29.31%)	NA: 1 (0.86%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Recognition

Question	Mean	Distribution					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.56 + 0.05	SD: 1 (0.86%)	D: 0 (0.00%)	N: 1 (0.86%)	A: 45 (38.79%)	SA: 69 (59.48%)	NA: 0 (0.00%)
48. My teammates promote gratitude in our culture.	4.53 + 0.02	SD: 2 (1.72%)	D: 2 (1.72%)	N: 8 (6.90%)	A: 25 (21.55%)	SA: 79 (68.10%)	NA: 0 (0.00%)
80. Our organization practices gratitude by recognizing excellence in our work.	4.03 -0.12	SD: 5 (4.31%)	D: 6 (5.17%)	N: 13 (11.21%)	A: 47 (40.52%)	SA: 44 (37.93%)	NA: 1 (0.86%)
29. My supervisor recognizes me for a job well done.	3.80 -0.20	SD: 8 (6.90%)	D: 11 (9.48%)	N: 16 (13.79%)	A: 41 (35.34%)	SA: 39 (33.62%)	NA: 1 (0.86%)
9. I have received meaningful recognition in the past 10 days.	3.48 -0.27	SD: 12 (10.34%)	D: 21 (18.10%)	N: 11 (9.48%)	A: 43 (37.07%)	SA: 29 (25.00%)	NA: 0 (0.00%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Training & Development

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 2 (1.72%)	N: 7 (6.03%)	A: 39 (33.62%)	SA: 67 (57.76%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.46 <b>-0.04</b>	<span style="background-color: red; border: 1px solid black; padding: 2px 5px;">SD</span> N	<span style="background-color: orange; border: 1px solid black; padding: 2px 5px;">D</span> A	<span style="background-color: yellow; border: 1px solid black; padding: 2px 5px;">N</span> A	<span style="background-color: green; border: 1px solid black; padding: 2px 5px;">A</span> SA		
15. I am properly trained to achieve excellence in my work.	4.30 <b>+ 0.04</b>	<span style="background-color: red; border: 1px solid black; padding: 2px 5px;">SD</span> N	<span style="background-color: orange; border: 1px solid black; padding: 2px 5px;">D</span> A	<span style="background-color: yellow; border: 1px solid black; padding: 2px 5px;">N</span> A	<span style="background-color: green; border: 1px solid black; padding: 2px 5px;">A</span> SA		
35. My supervisor supports my personal and professional development.	4.09 <b>-0.13</b>	<span style="background-color: red; border: 1px solid black; padding: 2px 5px;">SD</span> N	<span style="background-color: orange; border: 1px solid black; padding: 2px 5px;">D</span> A	<span style="background-color: yellow; border: 1px solid black; padding: 2px 5px;">N</span> A	<span style="background-color: green; border: 1px solid black; padding: 2px 5px;">A</span> SA		
30. My supervisor encourages opportunities for my growth and development.	3.88 <b>-0.24</b>	<span style="background-color: red; border: 1px solid black; padding: 2px 5px;">SD</span> D	<span style="background-color: orange; border: 1px solid black; padding: 2px 5px;">D</span> N	<span style="background-color: yellow; border: 1px solid black; padding: 2px 5px;">N</span> A	<span style="background-color: green; border: 1px solid black; padding: 2px 5px;">A</span> SA		
81. Our organization provides the "right" training for me to excel in my role.	3.83 <b>-0.01</b>	<span style="background-color: red; border: 1px solid black; padding: 2px 5px;">SD</span> D	<span style="background-color: orange; border: 1px solid black; padding: 2px 5px;">D</span> N	<span style="background-color: yellow; border: 1px solid black; padding: 2px 5px;">N</span> A	<span style="background-color: green; border: 1px solid black; padding: 2px 5px;">A</span> SA		
36. My supervisor builds a culture of learning and growth.	3.77 <b>-0.29</b>	<span style="background-color: red; border: 1px solid black; padding: 2px 5px;">SD</span> D	<span style="background-color: orange; border: 1px solid black; padding: 2px 5px;">D</span> N	<span style="background-color: yellow; border: 1px solid black; padding: 2px 5px;">N</span> A	<span style="background-color: green; border: 1px solid black; padding: 2px 5px;">A</span> SA		

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Support-Equip

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 1 (0.86%)	N: 2 (1.72%)	A: 28 (24.14%)	SA: 84 (72.41%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.66 <span style="color: green;">+ 0.17</span>		<span style="background-color: red; border: 1px solid black; padding: 2px 4px;">SD</span>	<span style="background-color: orange; border: 1px solid black; padding: 2px 4px;">D</span>	<span style="background-color: yellow; border: 1px solid black; padding: 2px 4px;">N</span>	<span style="background-color: green; border: 1px solid black; padding: 2px 4px;">A</span>	<span style="background-color: darkgreen; border: 1px solid black; padding: 2px 4px;">SA</span>
56. Our team actively responds when needs arise within our team.	4.62 <span style="color: green;">+ 0.01</span>	SD: 1 (0.86%)	D: 2 (1.72%)	N: 4 (3.45%)	A: 26 (22.41%)	SA: 83 (71.55%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.09 <span style="color: red;">-0.11</span>	SD: 3 (2.59%)	D: 8 (6.90%)	N: 12 (10.34%)	A: 45 (38.79%)	SA: 48 (41.38%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.03 <span style="color: red;">-0.04</span>	SD: 5 (4.31%)	D: 9 (7.76%)	N: 11 (9.48%)	A: 44 (37.93%)	SA: 47 (40.52%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.00 <span style="color: red;">-0.06</span>	SD: 5 (4.31%)	D: 6 (5.17%)	N: 18 (15.52%)	A: 42 (36.21%)	SA: 45 (38.79%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	3.91 <span style="color: red;">-0.17</span>	SD: 5 (4.31%)	D: 6 (5.17%)	N: 28 (24.14%)	A: 33 (28.45%)	SA: 44 (37.93%)	NA: 0 (0.00%)
23. I have a supportive coaching relationship with my supervisor.	3.82 <span style="color: red;">-0.18</span>	SD: 9 (7.76%)	D: 8 (6.90%)	N: 19 (16.38%)	A: 39 (33.62%)	SA: 41 (35.34%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.29 <span style="color: red;">-0.29</span>	SD: 16 (13.79%)	D: 15 (12.93%)	N: 34 (29.31%)	A: 20 (17.24%)	SA: 30 (25.86%)	NA: 1 (0.86%)
		<span style="background-color: red; border: 1px solid black; padding: 2px 4px;">SD</span>	<span style="background-color: orange; border: 1px solid black; padding: 2px 4px;">D</span>	<span style="background-color: yellow; border: 1px solid black; padding: 2px 4px;">N</span>	<span style="background-color: green; border: 1px solid black; padding: 2px 4px;">A</span>	<span style="background-color: darkgreen; border: 1px solid black; padding: 2px 4px;">SA</span>	

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Mission Conscious

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 0 (0.00%)	N: 5 (4.31%)	A: 33 (28.45%)	SA: 77 (66.38%)	NA: 0 (0.00%)
22. I support our organization's mission.	4.59 <span style="color: green;">+ 0.09</span>	<span style="background-color: #c00000; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #ff0000; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffff00; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #008000; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #006400; color: white; padding: 2px 5px;">SA</span>	
59. Our team is very inspired by the work we do.	4.53 <span style="color: green;">+ 0.10</span>	<span style="background-color: #c00000; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #ff0000; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffff00; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #008000; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #006400; color: white; padding: 2px 5px;">SA</span>	
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.85 <span style="color: red;">-0.12</span>	<span style="background-color: #c00000; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #ff0000; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffff00; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #008000; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #006400; color: white; padding: 2px 5px;">SA</span>	
41. My supervisor effectively communicates our organizational mission to me.	3.63 <span style="color: red;">-0.28</span>	<span style="background-color: #c00000; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #ff0000; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffff00; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #008000; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #006400; color: white; padding: 2px 5px;">SA</span>	
82. Business decisions made are consistent with our mission and core values.	3.13 <span style="color: red;">-0.21</span>	<span style="background-color: #c00000; color: white; padding: 2px 5px;">SD</span>	<span style="background-color: #ff0000; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffff00; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #008000; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #006400; color: white; padding: 2px 5px;">SA</span>	

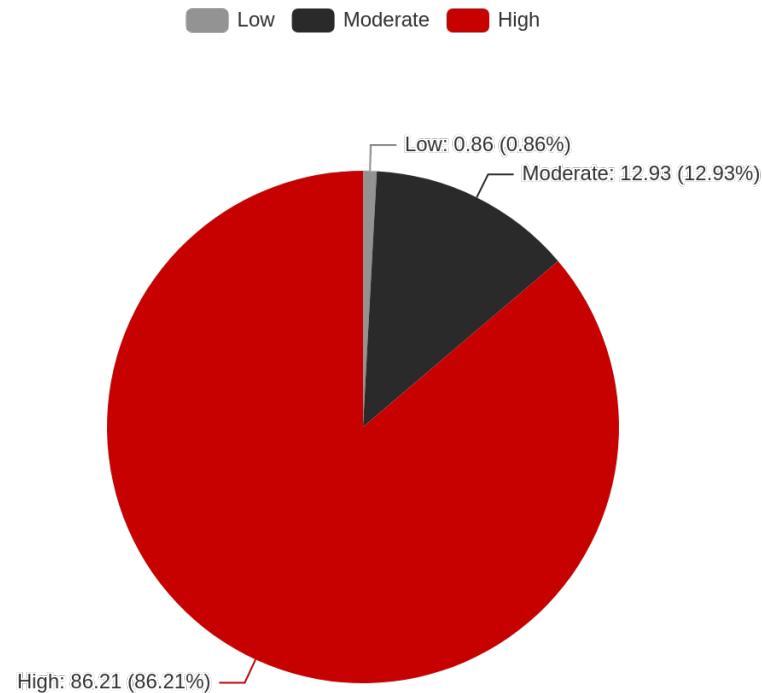
## Top Items

Question	Mean
4. I feel great pride in the work I do.	4.78 + 0.15
2. I am fully engaged in the work that I do.	4.71 + 0.12
8. I am driven to contribute to the success of our organization.	4.71 + 0.16
78. I feel proud of and inspired by the success of others on my team.	4.69 + 0.18
46. I am satisfied being a part of our team.	4.66 + 0.14
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.66 + 0.10
62. My teammates demonstrate commitment to helping and supporting each other.	4.66 + 0.17
45. I feel great pride in the team of which I am a part.	4.66 + 0.11

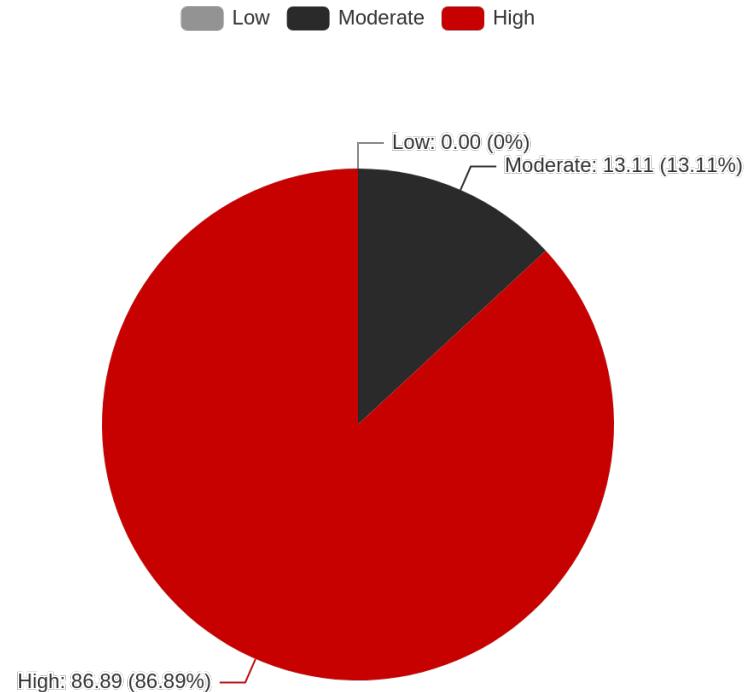
## Bottom Items

Question	Mean
82. Business decisions made are consistent with our mission and core values.	3.13 -0.21
28. I am provided the opportunity to spend quality time with my supervisor.	3.29 -0.29
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.43 -0.32
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.44 -0.72
9. I have received meaningful recognition in the past 10 days.	3.48 -0.27

## Current Growth Mindset Chart



## Previous Growth Mindset Chart



SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

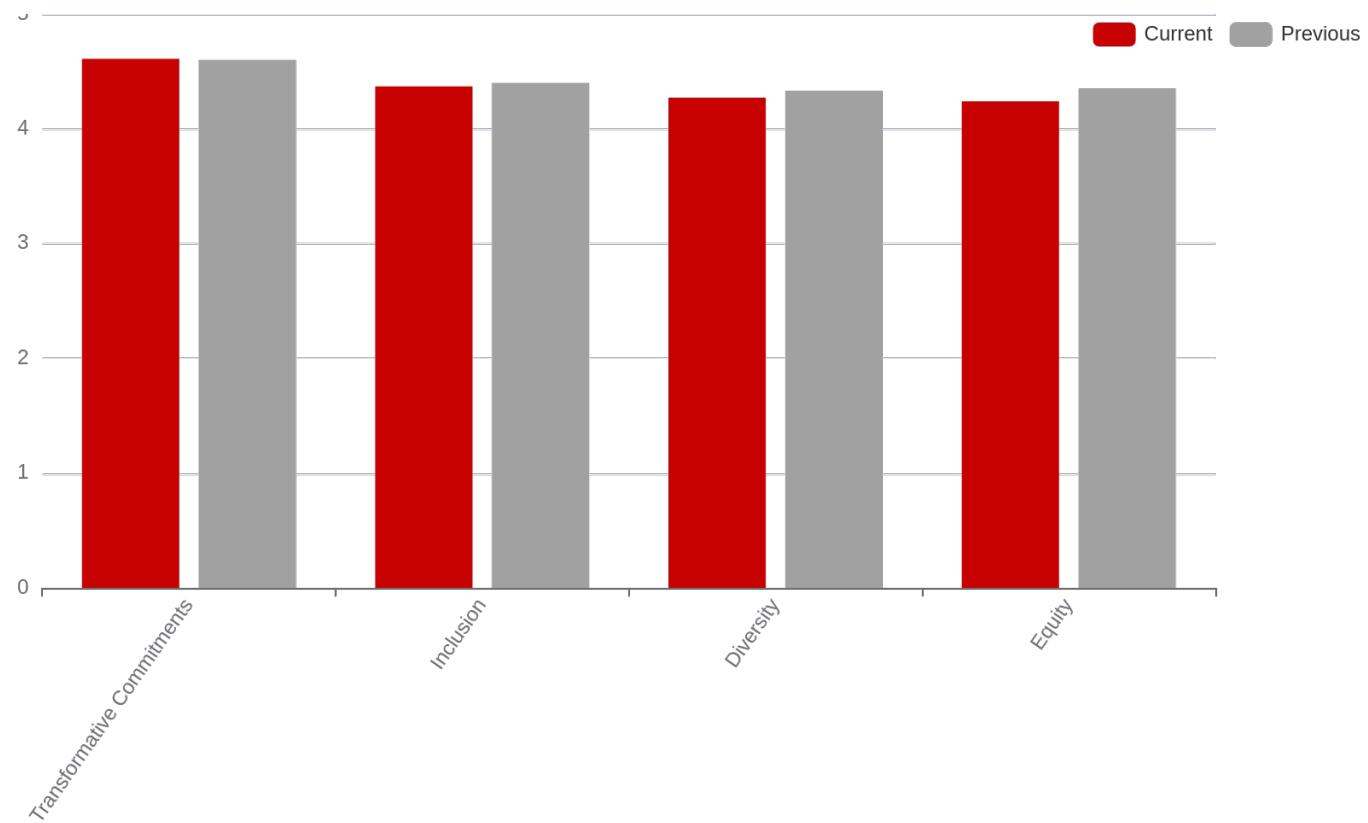
SA : Strongly Agree

NA : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
78. I feel proud of and inspired by the success of others on my team.	4.69 + 0.18	SD: 2 (1.72%)	D: 0 (0.00%)	N: 4 (3.45%)	A: 20 (17.24%)	SA: 90 (77.59%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.64 -0.04	SD: 1 (0.86%)	D: 0 (0.00%)	N: 5 (4.31%)	A: 28 (24.14%)	SA: 82 (70.69%)	NA: 0 (0.00%)
85. I am committed to achieving my potential through learning and growing.	4.61 -0.04	SD: 1 (0.86%)	D: 0 (0.00%)	N: 4 (3.45%)	A: 33 (28.45%)	SA: 78 (67.24%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.58 + 0.08	SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 41 (35.34%)	SA: 72 (62.07%)	NA: 0 (0.00%)
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.56 + 0.05	SD: 1 (0.86%)	D: 0 (0.00%)	N: 1 (0.86%)	A: 45 (38.79%)	SA: 69 (59.48%)	NA: 0 (0.00%)
17. I embrace challenges as opportunities for growth.	4.47 + 0.07	SD: 1 (0.86%)	D: 1 (0.86%)	N: 7 (6.03%)	A: 40 (34.48%)	SA: 67 (57.76%)	NA: 0 (0.00%)
6. I seek opportunities to further my growth and development.	4.46 -0.04	SD: 1 (0.86%)	D: 2 (1.72%)	N: 7 (6.03%)	A: 39 (33.62%)	SA: 67 (57.76%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.38 -0.03	SD: 2 (1.72%)	D: 4 (3.45%)	N: 12 (10.34%)	A: 28 (24.14%)	SA: 70 (60.34%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.06 -0.05	SD: 1 (0.86%)	D: 6 (5.17%)	N: 16 (13.79%)	A: 55 (47.41%)	SA: 38 (32.76%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	3.77 -0.29	SD: 9 (7.76%)	D: 8 (6.90%)	N: 25 (21.55%)	A: 33 (28.45%)	SA: 41 (35.34%)	NA: 0 (0.00%)

## DEI Chart



## DEI Table

Dimension	Mean
Transformative Commitments	4.61 + 0.01
Inclusion	4.37 -0.03
Diversity	4.27 -0.06
Equity	4.24 -0.11

### Transformative Commitments

Question	Mean	Distribution					
113. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.81 + 0.03	SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 14 (12.07%)	SA: 99 (85.34%)	NA: 0 (0.00%)
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.79 + 0.01	SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 16 (13.79%)	SA: 96 (82.76%)	NA: 1 (0.86%)
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.57 -0.01	SD: 1 (0.86%)	D: 1 (0.86%)	N: 7 (6.03%)	A: 29 (25.00%)	SA: 77 (66.38%)	NA: 1 (0.86%)
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.27 + 0.01	SD: 2 (1.72%)	D: 3 (2.59%)	N: 11 (9.48%)	A: 46 (39.66%)	SA: 54 (46.55%)	NA: 0 (0.00%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Inclusion

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 14 (12.07%)	SA: 99 (85.34%)	NA: 0 (0.00%)
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.81 <b>+ 0.04</b>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>				<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
100. I value the contributions of all team members.	4.75 <b>+ 0.14</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">A</span>				<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.73 <b>+ 0.05</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.64 <b>+ 0.03</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.64 <b>+ 0.08</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.58 <b>+ 0.06</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
115. Our organization is a safe place for people of color to work and be successful.	4.50 <b>-0.08</b>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.50 <b>+ 0.03</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">A</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.37 <b>+ 0.04</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.35 <b>= 0.00</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
116. 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.	4.34 <b>-0.08</b>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">N</span>	<span style="background-color: #2e7131; color: white; padding: 2px 5px;">A</span>			<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Question	Mean	Distribution					
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.22  <b>-0.03</b>	SD: 3 (2.59%)	D: 5 (4.31%)	N: 8 (6.90%)	A: 47 (40.52%)	SA: 53 (45.69%)	NA: 0 (0.00%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.16  <b>-0.06</b>	SD: 3 (2.59%)	D: 3 (2.59%)	N: 14 (12.07%)	A: 48 (41.38%)	SA: 48 (41.38%)	NA: 0 (0.00%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.13  <b>-0.18</b>	SD: 4 (3.45%)	D: 7 (6.03%)	N: 8 (6.90%)	A: 48 (41.38%)	SA: 49 (42.24%)	NA: 0 (0.00%)
99. 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.	4.08  <b>-0.11</b>	SD: 2 (1.72%)	D: 9 (7.76%)	N: 16 (13.79%)	A: 40 (34.48%)	SA: 49 (42.24%)	NA: 0 (0.00%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.07  <b>-0.15</b>	SD: 1 (0.86%)	D: 9 (7.76%)	N: 17 (14.66%)	A: 43 (37.07%)	SA: 46 (39.66%)	NA: 0 (0.00%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.94  <b>-0.13</b>	SD: 2 (1.72%)	D: 11 (9.48%)	N: 18 (15.52%)	A: 46 (39.66%)	SA: 39 (33.62%)	NA: 0 (0.00%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.85  <b>-0.23</b>	SD: 8 (6.90%)	D: 6 (5.17%)	N: 21 (18.10%)	A: 41 (35.34%)	SA: 40 (34.48%)	NA: 0 (0.00%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

## Diversity

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 14 (12.07%)	SA: 99 (85.34%)	NA: 0 (0.00%)
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.81 <span style="color: green;">+ 0.04</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>				<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">SA</span>	
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.64 <span style="color: green;">+ 0.03</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>				<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">SA</span>	
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.16 <span style="color: red;">-0.06</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD: 3 (2.59%)</span>	<span style="background-color: #e6334a; color: white; padding: 2px 5px;">D: 3 (2.59%)</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N: 14 (12.07%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">A: 48 (41.38%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">SA: 48 (41.38%)</span>	<span style="background-color: #1a237e; color: white; padding: 2px 5px;">NA: 0 (0.00%)</span>
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.07 <span style="color: red;">-0.15</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">D: 1 (0.86%)</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N: 9 (7.76%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">A: 43 (14.66%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">SA: 46 (37.07%)</span>	<span style="background-color: #1a237e; color: white; padding: 2px 5px;">NA: 0 (39.66%)</span>	<span style="background-color: #1a237e; color: white; padding: 2px 5px;">0 (0.00%)</span>
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.00 <span style="color: red;">-0.11</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD: 2 (1.72%)</span>	<span style="background-color: #e6334a; color: white; padding: 2px 5px;">D: 5 (4.31%)</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N: 20 (17.24%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">A: 53 (45.69%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">SA: 36 (31.03%)</span>	<span style="background-color: #1a237e; color: white; padding: 2px 5px;">NA: 0 (0.00%)</span>
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.94 <span style="color: red;">-0.13</span>	<span style="background-color: #c0392b; color: white; padding: 2px 5px;">SD: 2 (1.72%)</span>	<span style="background-color: #e6334a; color: white; padding: 2px 5px;">D: 11 (9.48%)</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N: 18 (15.52%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">A: 46 (39.66%)</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">SA: 39 (33.62%)</span>	<span style="background-color: #1a237e; color: white; padding: 2px 5px;">NA: 0 (0.00%)</span>
		<span style="background-color: #c0392b; color: white; padding: 2px 5px;">D</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">N</span>	<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">A</span>			<span style="background-color: #2e9e9e; color: white; padding: 2px 5px;">SA</span>

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

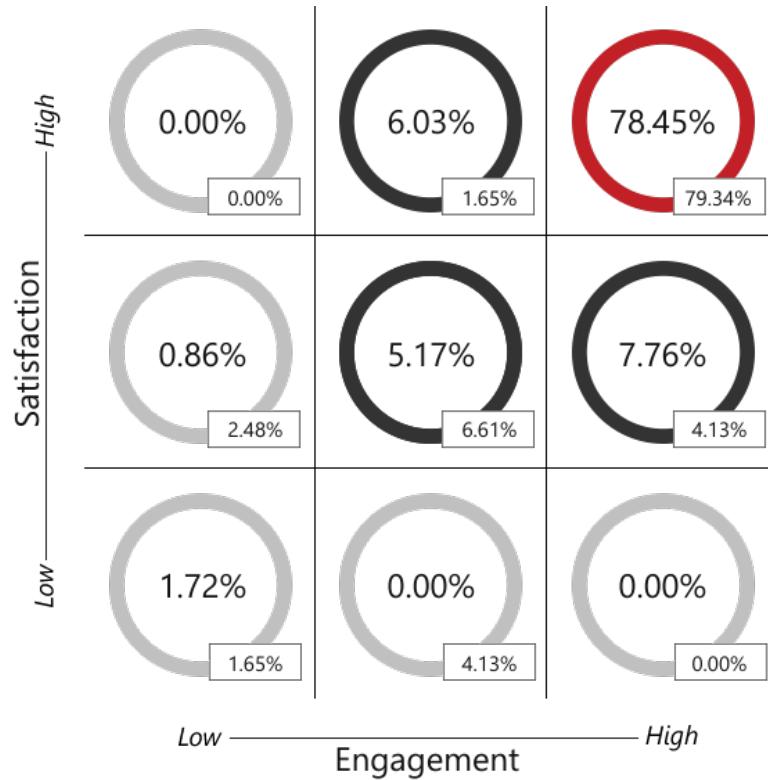
SA : Strongly Agree

NA : Not Applicable

## Equity

Question	Mean	Distribution					
		SD: 1 (0.86%)	D: 0 (0.00%)	N: 2 (1.72%)	A: 14 (12.07%)	SA: 99 (85.34%)	NA: 0 (0.00%)
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.81 <span style="color: green;">+ 0.04</span>	<span style="background-color: #ffd700; color: black; padding: 2px 5px;">A</span>				<span style="background-color: #2e7131; color: white; padding: 2px 5px;">SA</span>	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.13 <span style="color: red;">-0.18</span>	SD: 4 (3.45%)	D: 7 (6.03%)	N: 8 (6.90%)	A: 48 (41.38%)	SA: 49 (42.24%)	NA: 0 (0.00%)
99. 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.	4.08 <span style="color: red;">-0.11</span>	SD: 2 (1.72%)	D: 9 (7.76%)	N: 16 (13.79%)	A: 40 (34.48%)	SA: 49 (42.24%)	NA: 0 (0.00%)
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.94 <span style="color: red;">-0.20</span>	SD: 2 (1.72%)	D: 9 (7.76%)	N: 22 (18.97%)	A: 44 (37.93%)	SA: 39 (33.62%)	NA: 0 (0.00%)

3x3



## All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.78 + 0.15
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71 + 0.12
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.71 + 0.16
78. I feel proud of and inspired by the success of others on my team.	Pride	4.69 + 0.18
46. I am satisfied being a part of our team.	Satisfaction	4.66 + 0.14
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.66 + 0.10
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.66 + 0.17
45. I feel great pride in the team of which I am a part.	Pride	4.66 + 0.11
92. I demonstrate effort in building a positive workplace culture.	Quality	4.64 + 0.02
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.64 -0.04
5. I have at least one close friend at work.	Relationships	4.64 + 0.07
56. Our team actively responds when needs arise within our team.	Support-Equip	4.62 + 0.01
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.62 + 0.17
66. I look forward to interacting with our team when I come to work.	Relationships	4.61 + 0.20
85. I am committed to achieving my potential through learning and growing.	Career Development	4.61 -0.04
22. I support our organization's mission.	Mission Conscious	4.59 + 0.09
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.58 -0.04
53. I trust my teammates to follow through on projects.	Relationships	4.58 + 0.13

Question	Dimension	Mean
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.58 + 0.08
63. I am highly energized by the people I work with on our team.	Relationships	4.57 + 0.19
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.56 + 0.05
79. My teammates share important information with me.	Communication	4.56 + 0.10
16. I seek new ways to achieve excellence in my role.	Innovation	4.56 + 0.09
65. Our team members invest time developing relationships with each other.	Relationships	4.55 + 0.12
60. I fit in well with our team.	Talent/Fit	4.54 + 0.08
13. My work is fulfilling and enjoyable.	Satisfaction	4.53 + 0.17
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.53 + 0.12
12. I am highly committed to and energized by my work.	Engage-Inspire	4.53 + 0.08
59. Our team is very inspired by the work we do.	Mission Conscious	4.53 + 0.10
48. My teammates promote gratitude in our culture.	Recognition	4.53 + 0.02
44. Our team effectively communicates with each other.	Communication	4.52 + 0.04
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.51 + 0.08
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.51 + 0.04
17. I embrace challenges as opportunities for growth.	Performance Planning	4.47 + 0.07
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.47 + 0.09

Question	Dimension	Mean
6. I seek opportunities to further my growth and development.	Training & Development	4.46 -0.04
51. Our team has open and trusting relationships.	Relationships	4.45 + 0.03
70. I feel our organization is a great fit for me.	Talent/Fit	4.45 + 0.11
55. Information is shared effectively within our team.	Communication	4.45 + 0.17
84. I would like to work at our organization long term.	Career Development	4.45 + 0.14
47. I am on a team that encourages each member to surpass expectations.	Quality	4.44 + 0.02
42. Our team encourages innovation.	Innovation	4.43 + 0.04
14. I feel great pride in being a part of our organization.	Pride	4.43 + 0.15
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.38 -0.03
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.33 + 0.11
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.32 + 0.08
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.32 = 0.00
15. I am properly trained to achieve excellence in my work.	Training & Development	4.30 + 0.04
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.28 = 0.00
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.25 + 0.17
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.25 + 0.13
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.23 -0.03

Question	Dimension	Mean
25. My supervisor cares about me as a person.	Relationships	4.22 -0.19
20. I look forward to coming to work every day.	Satisfaction	4.22 + 0.14
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.16 -0.10
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.11 = 0.00
35. My supervisor supports my personal and professional development.	Training & Development	4.09 -0.13
71. Our organization is committed to quality collaboration and excellence.	Quality	4.09 -0.14
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.09 -0.06
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.09 -0.11
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.06 -0.05
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.03 -0.12
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.03 -0.04
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.02 -0.12
74. I have the opportunity to express my career interests at our organization.	Career Development	4.02 -0.02
83. Our organization encourages innovation.	Innovation	4.02 -0.04
34. My supervisor is actively responsive to my needs.	Support-Equip	4.00 -0.06
77. Our organization selects the right people for the right job.	Talent/Fit	3.97 + 0.04

Question	Dimension	Mean
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.97 -0.12
27. My supervisor and I have effective two-way communication.	Communication	3.91 -0.24
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.91 -0.17
73. My supervisor advocates for my role and career growth.	Career Development	3.90 -0.07
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.88 -0.19
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.88 -0.24
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.85 -0.12
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.83 -0.01
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.82 -0.18
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.80 -0.19
29. My supervisor recognizes me for a job well done.	Recognition	3.80 -0.20
32. I have an open and trusting relationship with my supervisor.	Relationships	3.80 -0.29
36. My supervisor builds a culture of learning and growth.	Training & Development	3.77 -0.29
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.72 -0.32
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.66 -0.38
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.63 -0.28

Question	Dimension	Mean
31. My supervisor inspires me to grow to new levels.	Relationships	3.61 <span style="color: red;">-0.31</span>
24. My supervisor effectively communicates his/her expectations.	Communication	3.59 <span style="color: red;">-0.36</span>
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.55 <span style="color: red;">-0.51</span>
9. I have received meaningful recognition in the past 10 days.	Recognition	3.48 <span style="color: red;">-0.27</span>
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.44 <span style="color: red;">-0.72</span>
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.43 <span style="color: red;">-0.32</span>
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.29 <span style="color: red;">-0.29</span>
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.13 <span style="color: red;">-0.21</span>