



# INSIGHTeX Growth Mindset & DEI

Full Organization  
Lake Bluff School District





April 2025

Dimensions





Dimension	Mean
Pride	4.49 -0.14
Quality	4.47 -0.05
Engage-Inspire	4.37 -0.14
Relationships	4.33 -0.06
Satisfaction	4.31 -0.14
Continuous Improvement	4.30 -0.08
Performance Planning	4.26 + 0.01
Innovation	4.25 -0.07
Communication	4.23 -0.07
Talent/Fit	4.22 -0.14
Career Development	4.22 -0.12
Recognition	4.18 + 0.02
Training & Development	4.17 -0.07
Support-Equip	4.14 -0.06
Mission Conscious	4.03 -0.12

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

## Pride

Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.63 -0.10	SD: 1 (0.83%)	D: 2 (1.65%)	N: 4 (3.31%)	A: 26 (21.49%)	SA: 87 (71.90%)	NA: 1 (0.83%)
							
45. I feel great pride in the team of which I am a part.	4.55 -0.09	SD: 1 (0.83%)	D: 3 (2.48%)	N: 7 (5.79%)	A: 27 (22.31%)	SA: 82 (67.77%)	NA: 1 (0.83%)
							
78. I feel proud of and inspired by the success of others on my team.	4.51 -0.10	SD: 1 (0.83%)	D: 1 (0.83%)	N: 3 (2.48%)	A: 46 (38.02%)	SA: 69 (57.02%)	NA: 1 (0.83%)
							
14. I feel great pride in being a part of our organization.	4.28 -0.27	SD: 1 (0.83%)	D: 5 (4.13%)	N: 14 (11.57%)	A: 39 (32.23%)	SA: 61 (50.41%)	NA: 1 (0.83%)
							

## Quality

Question	Mean	Distribution					
43. My teammates demonstrate a commitment to quality work and excellence.	4.62 + 0.02	SD: 1 (0.83%)	D: 1 (0.83%)	N: 4 (3.31%)	A: 31 (25.62%)	SA: 83 (68.60%)	NA: 1 (0.83%)
							
92. I demonstrate effort in building a positive workplace culture.	4.62 -0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (2.48%)	A: 40 (33.06%)	SA: 77 (63.64%)	NA: 1 (0.83%)
							
47. I am on a team that encourages each member to surpass expectations.	4.42 -0.10	SD: 1 (0.83%)	D: 3 (2.48%)	N: 9 (7.44%)	A: 38 (31.40%)	SA: 68 (56.20%)	NA: 2 (1.65%)
							
71. Our organization is committed to quality collaboration and excellence.	4.23 -0.13	SD: 1 (0.83%)	D: 5 (4.13%)	N: 13 (10.74%)	A: 48 (39.67%)	SA: 54 (44.63%)	NA: 0 (0.00%)
							

**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

**SA** : Strongly Agree

**NA** : Not Applicable

## Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.59 -0.14	SD: 1 (0.83%)	D: 1 (0.83%)	N: 5 (4.13%)	A: 32 (26.45%)	SA: 81 (66.94%)	NA: 1 (0.83%)
8. I am driven to contribute to the success of our organization.	4.55 -0.13	SD: 1 (0.83%)	D: 2 (1.65%)	N: 6 (4.96%)	A: 31 (25.62%)	SA: 79 (65.29%)	NA: 2 (1.65%)
12. I am highly committed to and energized by my work.	4.45 + 0.05	SD: 0 (0.00%)	D: 4 (3.31%)	N: 8 (6.61%)	A: 38 (31.40%)	SA: 69 (57.02%)	NA: 2 (1.65%)
67. Our organization promotes a positive and engaging culture.	4.15 -0.20	SD: 0 (0.00%)	D: 6 (4.96%)	N: 14 (11.57%)	A: 56 (46.28%)	SA: 44 (36.36%)	NA: 1 (0.83%)
76. I would recommend our organization to a friend as a great place to work.	4.12 -0.25	SD: 2 (1.65%)	D: 5 (4.13%)	N: 16 (13.22%)	A: 51 (42.15%)	SA: 46 (38.02%)	NA: 1 (0.83%)

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

## Relationships

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.68 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 34 (28.10%)	SA: 84 (69.42%)	NA: 1 (0.83%)
		A		SA			
5. I have at least one close friend at work.	4.57 + 0.07	SD: 1 (0.83%)	D: 7 (5.79%)	N: 4 (3.31%)	A: 19 (15.70%)	SA: 89 (73.55%)	NA: 1 (0.83%)
		D	A	SA			
64. Our team is committed to creating an enjoyable work environment.	4.45 -0.06	SD: 1 (0.83%)	D: 3 (2.48%)	N: 7 (5.79%)	A: 39 (32.23%)	SA: 70 (57.85%)	NA: 1 (0.83%)
		N	A	SA			
53. I trust my teammates to follow through on projects.	4.45 -0.10	SD: 1 (0.83%)	D: 3 (2.48%)	N: 8 (6.61%)	A: 37 (30.58%)	SA: 70 (57.85%)	NA: 2 (1.65%)
		N	A	SA			
65. Our team members invest time developing relationships with each other.	4.43 -0.03	SD: 2 (1.65%)	D: 1 (0.83%)	N: 7 (5.79%)	A: 43 (35.54%)	SA: 67 (55.37%)	NA: 1 (0.83%)
		N	A	SA			
51. Our team has open and trusting relationships.	4.42 + 0.01	SD: 1 (0.83%)	D: 3 (2.48%)	N: 7 (5.79%)	A: 43 (35.54%)	SA: 66 (54.55%)	NA: 1 (0.83%)
		N	A	SA			
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.41 -0.13	SD: 2 (1.65%)	D: 5 (4.13%)	N: 6 (4.96%)	A: 36 (29.75%)	SA: 71 (58.68%)	NA: 1 (0.83%)
		A		SA			
25. My supervisor cares about me as a person.	4.41 -0.11	SD: 0 (0.00%)	D: 6 (4.96%)	N: 7 (5.79%)	A: 39 (32.23%)	SA: 69 (57.02%)	NA: 0 (0.00%)
		N	A	SA			
66. I look forward to interacting with our team when I come to work.	4.41 -0.09	SD: 1 (0.83%)	D: 3 (2.48%)	N: 11 (9.09%)	A: 36 (29.75%)	SA: 70 (57.85%)	NA: 0 (0.00%)
		N	A	SA			
63. I am highly energized by the people I work with on our team.	4.38 -0.10	SD: 1 (0.83%)	D: 4 (3.31%)	N: 12 (9.92%)	A: 34 (28.10%)	SA: 69 (57.02%)	NA: 1 (0.83%)
		N	A	SA			
68. Quality and inclusive relationships are valued across our organization.	4.26 -0.08	SD: 0 (0.00%)	D: 4 (3.31%)	N: 16 (13.22%)	A: 45 (37.19%)	SA: 56 (46.28%)	NA: 0 (0.00%)
		N	A	SA			
32. I have an open and trusting relationship with my supervisor.	4.09 -0.14	SD: 5 (4.13%)	D: 7 (5.79%)	N: 14 (11.57%)	A: 40 (33.06%)	SA: 54 (44.63%)	NA: 1 (0.83%)
		D	N	A	SA		
31. My supervisor inspires me to grow to new levels.	3.92 -0.07	SD: 2 (1.65%)	D: 12 (9.92%)	N: 21 (17.36%)	A: 45 (37.19%)	SA: 41 (33.88%)	NA: 0 (0.00%)
		D	N	A	SA		

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

Question	Mean	Distribution					
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.75	SD: 3	D: 16	N: 24	A: 40	SA: 35	NA: 3
	-0.11	(2.48%)	(13.22%)	(19.83%)	(33.06%)	(28.93%)	(2.48%)
		D	N	A	SA		

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.52	SD: 1	D: 3	N: 7	A: 31	SA: 78	NA: 1
	-0.12	(0.83%)	(2.48%)	(5.79%)	(25.62%)	(64.46%)	(0.83%)
		N	A	SA			
13. My work is fulfilling and enjoyable.	4.36	SD: 0	D: 3	N: 12	A: 44	SA: 61	NA: 1
	-0.11	(0.00%)	(2.48%)	(9.92%)	(36.36%)	(50.41%)	(0.83%)
		N	A	SA			
87. Overall, I am very satisfied with our organization as a place to work.	4.28	SD: 0	D: 5	N: 11	A: 50	SA: 54	NA: 1
	-0.21	(0.00%)	(4.13%)	(9.09%)	(41.32%)	(44.63%)	(0.83%)
		N	A	SA			
20. I look forward to coming to work every day.	4.08	SD: 2	D: 7	N: 15	A: 52	SA: 44	NA: 1
	-0.13	(1.65%)	(5.79%)	(12.40%)	(42.98%)	(36.36%)	(0.83%)
		D	N	A	SA		








**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.	4.50 -0.06	SD: 0 (0.00%)	D: 1 (0.83%)	N: 8 (6.61%)	A: 42 (34.71%)	SA: 70 (57.85%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	4.43 -0.06	SD: 1 (0.83%)	D: 2 (1.65%)	N: 10 (8.26%)	A: 38 (31.40%)	SA: 69 (57.02%)	NA: 1 (0.83%)
52. I am on a team that continuously challenges me to grow and improve.	4.41 -0.08	SD: 1 (0.83%)	D: 2 (1.65%)	N: 13 (10.74%)	A: 34 (28.10%)	SA: 69 (57.02%)	NA: 2 (1.65%)
69. I am part of an organization that continues to pursue excellence every day.	4.26 -0.16	SD: 1 (0.83%)	D: 5 (4.13%)	N: 12 (9.92%)	A: 46 (38.02%)	SA: 57 (47.11%)	NA: 0 (0.00%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.11 -0.11	SD: 1 (0.83%)	D: 5 (4.13%)	N: 16 (13.22%)	A: 56 (46.28%)	SA: 42 (34.71%)	NA: 1 (0.83%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.06 -0.06	SD: 3 (2.48%)	D: 5 (4.13%)	N: 17 (14.05%)	A: 53 (43.80%)	SA: 43 (35.54%)	NA: 0 (0.00%)

**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.	4.47 -0.10	SD: 1 (0.83%)	D: 3 (2.48%)	N: 5 (4.13%)	A: 41 (33.88%)	SA: 70 (57.85%)	NA: 1 (0.83%)
							
17. I embrace challenges as opportunities for growth.	4.40 -0.10	SD: 0 (0.00%)	D: 2 (1.65%)	N: 6 (4.96%)	A: 54 (44.63%)	SA: 59 (48.76%)	NA: 0 (0.00%)
							
58. I am satisfied that our team performs up to our potential.	4.38 -0.11	SD: 1 (0.83%)	D: 3 (2.48%)	N: 11 (9.09%)	A: 39 (32.23%)	SA: 66 (54.55%)	NA: 1 (0.83%)
							
49. Our team effectively sets goals to further enhance our performance.	4.22 -0.11	SD: 1 (0.83%)	D: 7 (5.79%)	N: 13 (10.74%)	A: 42 (34.71%)	SA: 57 (47.11%)	NA: 1 (0.83%)
							
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.16 + 0.47	SD: 1 (0.83%)	D: 6 (4.96%)	N: 15 (12.40%)	A: 46 (38.02%)	SA: 49 (40.50%)	NA: 4 (3.31%)
							
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.14 + 0.05	SD: 1 (0.83%)	D: 3 (2.48%)	N: 17 (14.05%)	A: 57 (47.11%)	SA: 43 (35.54%)	NA: 0 (0.00%)
							
37. My supervisor motivates me to achieve my goals.	4.04 + 0.01	SD: 2 (1.65%)	D: 5 (4.13%)	N: 24 (19.83%)	A: 44 (36.36%)	SA: 45 (37.19%)	NA: 1 (0.83%)
							



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

Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.47 + 0.02	SD: 0 (0.00%)	D: 1 (0.83%)	N: 8 (6.61%)	A: 44 (36.36%)	SA: 67 (55.37%)	NA: 1 (0.83%)
		<div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
42. Our team encourages innovation.	4.39 -0.09	SD: 1 (0.83%)	D: 1 (0.83%)	N: 10 (8.26%)	A: 46 (38.02%)	SA: 62 (51.24%)	NA: 1 (0.83%)
		<div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
75. Our organization embraces an innovative mindset to maximize our potential.	4.07 -0.14	SD: 0 (0.00%)	D: 5 (4.13%)	N: 22 (18.18%)	A: 54 (44.63%)	SA: 40 (33.06%)	NA: 0 (0.00%)
		<div><div></div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					
83. Our organization encourages innovation.	4.06 -0.07	SD: 0 (0.00%)	D: 6 (4.96%)	N: 21 (17.36%)	A: 53 (43.80%)	SA: 40 (33.06%)	NA: 1 (0.83%)
		<div><div></div><div></div><div>N</div><div></div><div>A</div><div></div><div>SA</div></div>					

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

## Communication

Question	Mean	Distribution					
44. Our team effectively communicates with each other.	4.48 + 0.02	SD: 1 (0.83%)	D: 1 (0.83%)	N: 10 (8.26%)	A: 36 (29.75%)	SA: 73 (60.33%)	NA: 0 (0.00%)
79. My teammates share important information with me.	4.46 -0.06	SD: 1 (0.83%)	D: 2 (1.65%)	N: 3 (2.48%)	A: 49 (40.50%)	SA: 65 (53.72%)	NA: 1 (0.83%)
55. Information is shared effectively within our team.	4.28 -0.09	SD: 2 (1.65%)	D: 7 (5.79%)	N: 8 (6.61%)	A: 42 (34.71%)	SA: 62 (51.24%)	NA: 0 (0.00%)
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.24 -0.04	SD: 2 (1.65%)	D: 3 (2.48%)	N: 15 (12.40%)	A: 44 (36.36%)	SA: 56 (46.28%)	NA: 1 (0.83%)
27. My supervisor and I have effective two-way communication.	4.15 -0.11	SD: 1 (0.83%)	D: 8 (6.61%)	N: 15 (12.40%)	A: 44 (36.36%)	SA: 52 (42.98%)	NA: 1 (0.83%)
26. My supervisor gives me constructive feedback about my work performance.	4.04 -0.09	SD: 2 (1.65%)	D: 12 (9.92%)	N: 10 (8.26%)	A: 51 (42.15%)	SA: 45 (37.19%)	NA: 1 (0.83%)
24. My supervisor effectively communicates his/her expectations.	3.95 -0.15	SD: 3 (2.48%)	D: 12 (9.92%)	N: 17 (14.05%)	A: 45 (37.19%)	SA: 44 (36.36%)	NA: 0 (0.00%)

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

## Talent/Fit

Question	Mean	Distribution					
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.56 -0.14	SD: 1 (0.83%)	D: 2 (1.65%)	N: 7 (5.79%)	A: 29 (23.97%)	SA: 82 (67.77%)	NA: 0 (0.00%)
60. I fit in well with our team.	4.46 -0.09	SD: 3 (2.48%)	D: 1 (0.83%)	N: 9 (7.44%)	A: 32 (26.45%)	SA: 75 (61.98%)	NA: 1 (0.83%)
70. I feel our organization is a great fit for me.	4.34 -0.18	SD: 3 (2.48%)	D: 2 (1.65%)	N: 12 (9.92%)	A: 37 (30.58%)	SA: 66 (54.55%)	NA: 1 (0.83%)
11. I am in a role that allows me to maximize my talents and strengths.	4.32 -0.08	SD: 1 (0.83%)	D: 4 (3.31%)	N: 13 (10.74%)	A: 40 (33.06%)	SA: 63 (52.07%)	NA: 0 (0.00%)
7. I have encouraged someone to apply at our organization.	4.09 -0.05	SD: 3 (2.48%)	D: 10 (8.26%)	N: 12 (9.92%)	A: 36 (29.75%)	SA: 51 (42.15%)	NA: 9 (7.44%)
86. Our organization selects highly talented individuals when hiring.	4.08 -0.19	SD: 1 (0.83%)	D: 5 (4.13%)	N: 21 (17.36%)	A: 50 (41.32%)	SA: 43 (35.54%)	NA: 1 (0.83%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.99 -0.19	SD: 2 (1.65%)	D: 4 (3.31%)	N: 28 (23.14%)	A: 46 (38.02%)	SA: 41 (33.88%)	NA: 0 (0.00%)
77. Our organization selects the right people for the right job.	3.93 -0.19	SD: 2 (1.65%)	D: 7 (5.79%)	N: 26 (21.49%)	A: 49 (40.50%)	SA: 37 (30.58%)	NA: 0 (0.00%)

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

## Career Development

Question	Mean	Distribution					
85. I am committed to achieving my potential through learning and growing.	4.65 <b>+ 0.01</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 38 (31.40%)	SA: 81 (66.94%)	NA: 0 (0.00%)
		A		SA			
84. I would like to work at our organization long term.	4.31 <b>-0.20</b>	SD: 2 (1.65%)	D: 5 (4.13%)	N: 12 (9.92%)	A: 35 (28.93%)	SA: 64 (52.89%)	NA: 3 (2.48%)
		N		A		SA	
72. Our organization provides the experience and development for me to further my career here.	4.11 <b>-0.09</b>	SD: 1 (0.83%)	D: 10 (8.26%)	N: 15 (12.40%)	A: 43 (35.54%)	SA: 51 (42.15%)	NA: 1 (0.83%)
		D	N	A		SA	
74. I have the opportunity to express my career interests at our organization.	4.04 <b>-0.12</b>	SD: 1 (0.83%)	D: 8 (6.61%)	N: 22 (18.18%)	A: 42 (34.71%)	SA: 46 (38.02%)	NA: 2 (1.65%)
		D	N	A		SA	
73. My supervisor advocates for my role and career growth.	3.97 <b>-0.19</b>	SD: 4 (3.31%)	D: 11 (9.09%)	N: 22 (18.18%)	A: 31 (25.62%)	SA: 52 (42.98%)	NA: 1 (0.83%)
		D	N	A		SA	

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.	4.51 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (3.31%)	A: 51 (42.15%)	SA: 66 (54.55%)	NA: 0 (0.00%)
		A			SA		
48. My teammates promote gratitude in our culture.	4.51 + 0.02	SD: 2 (1.65%)	D: 1 (0.83%)	N: 5 (4.13%)	A: 38 (31.40%)	SA: 74 (61.16%)	NA: 1 (0.83%)
		A			SA		
80. Our organization practices gratitude by recognizing excellence in our work.	4.15 -0.01	SD: 0 (0.00%)	D: 10 (8.26%)	N: 9 (7.44%)	A: 54 (44.63%)	SA: 47 (38.84%)	NA: 1 (0.83%)
		D	N	A		SA	
29. My supervisor recognizes me for a job well done.	4.00 -0.07	SD: 2 (1.65%)	D: 12 (9.92%)	N: 15 (12.40%)	A: 46 (38.02%)	SA: 45 (37.19%)	NA: 1 (0.83%)
		D	N	A		SA	
9. I have received meaningful recognition in the past 10 days.	3.75 + 0.06	SD: 8 (6.61%)	D: 13 (10.74%)	N: 19 (15.70%)	A: 40 (33.06%)	SA: 39 (32.23%)	NA: 2 (1.65%)
		SD	D	N	A		SA

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

## Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.50 -0.05	SD: 1 (0.83%)	D: 1 (0.83%)	N: 3 (2.48%)	A: 47 (38.84%)	SA: 68 (56.20%)	NA: 1 (0.83%)
		A SA					
15. I am properly trained to achieve excellence in my work.	4.26 -0.10	SD: 0 (0.00%)	D: 7 (5.79%)	N: 9 (7.44%)	A: 50 (41.32%)	SA: 55 (45.45%)	NA: 0 (0.00%)
		D N A SA					
35. My supervisor supports my personal and professional development.	4.22 -0.04	SD: 2 (1.65%)	D: 1 (0.83%)	N: 16 (13.22%)	A: 50 (41.32%)	SA: 51 (42.15%)	NA: 1 (0.83%)
		N A SA					
30. My supervisor encourages opportunities for my growth and development.	4.12 -0.06	SD: 1 (0.83%)	D: 9 (7.44%)	N: 12 (9.92%)	A: 52 (42.98%)	SA: 47 (38.84%)	NA: 0 (0.00%)
		D N A SA					
36. My supervisor builds a culture of learning and growth.	4.06 -0.18	SD: 3 (2.48%)	D: 8 (6.61%)	N: 14 (11.57%)	A: 49 (40.50%)	SA: 46 (38.02%)	NA: 1 (0.83%)
		D N A SA					
81. Our organization provides the "right" training for me to excel in my role.	3.84 -0.02	SD: 2 (1.65%)	D: 12 (9.92%)	N: 24 (19.83%)	A: 47 (38.84%)	SA: 35 (28.93%)	NA: 1 (0.83%)
		D N A SA					






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

## Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when needs arise within our team.	4.61 -0.01	SD: 1 (0.83%)	D: 1 (0.83%)	N: 2 (1.65%)	A: 36 (29.75%)	SA: 81 (66.94%)	NA: 0 (0.00%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.49 -0.14	SD: 2 (1.65%)	D: 0 (0.00%)	N: 5 (4.13%)	A: 44 (36.36%)	SA: 70 (57.85%)	NA: 0 (0.00%)
3. I am provided the core needs necessary for me to excel in my role.	4.20 + 0.03	SD: 2 (1.65%)	D: 5 (4.13%)	N: 10 (8.26%)	A: 54 (44.63%)	SA: 50 (41.32%)	NA: 0 (0.00%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.08 -0.05	SD: 4 (3.31%)	D: 8 (6.61%)	N: 12 (9.92%)	A: 47 (38.84%)	SA: 49 (40.50%)	NA: 1 (0.83%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.07 -0.02	SD: 1 (0.83%)	D: 13 (10.74%)	N: 8 (6.61%)	A: 53 (43.80%)	SA: 46 (38.02%)	NA: 0 (0.00%)
34. My supervisor is actively responsive to my needs.	4.06 -0.10	SD: 3 (2.48%)	D: 8 (6.61%)	N: 17 (14.05%)	A: 43 (35.54%)	SA: 49 (40.50%)	NA: 1 (0.83%)
23. I have a supportive coaching relationship with my supervisor.	4.00 -0.11	SD: 3 (2.48%)	D: 13 (10.74%)	N: 14 (11.57%)	A: 40 (33.06%)	SA: 49 (40.50%)	NA: 2 (1.65%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.58 -0.11	SD: 6 (4.96%)	D: 22 (18.18%)	N: 20 (16.53%)	A: 37 (30.58%)	SA: 33 (27.27%)	NA: 3 (2.48%)

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

## Mission Conscious

Question	Mean	Distribution					
22. I support our organization's mission.	4.50 -0.07	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (5.79%)	A: 45 (37.19%)	SA: 67 (55.37%)	NA: 2 (1.65%)
							
59. Our team is very inspired by the work we do.	4.43 -0.09	SD: 2 (1.65%)	D: 2 (1.65%)	N: 7 (5.79%)	A: 40 (33.06%)	SA: 69 (57.02%)	NA: 1 (0.83%)
							
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.97 -0.19	SD: 1 (0.83%)	D: 12 (9.92%)	N: 19 (15.70%)	A: 47 (38.84%)	SA: 42 (34.71%)	NA: 0 (0.00%)
							
41. My supervisor effectively communicates our organizational mission to me.	3.91 -0.27	SD: 2 (1.65%)	D: 11 (9.09%)	N: 20 (16.53%)	A: 51 (42.15%)	SA: 37 (30.58%)	NA: 0 (0.00%)
							
82. Business decisions made are consistent with our mission and core values.	3.34 + 0.01	SD: 13 (10.74%)	D: 19 (15.70%)	N: 32 (26.45%)	A: 26 (21.49%)	SA: 30 (24.79%)	NA: 1 (0.83%)
							

## Top Items

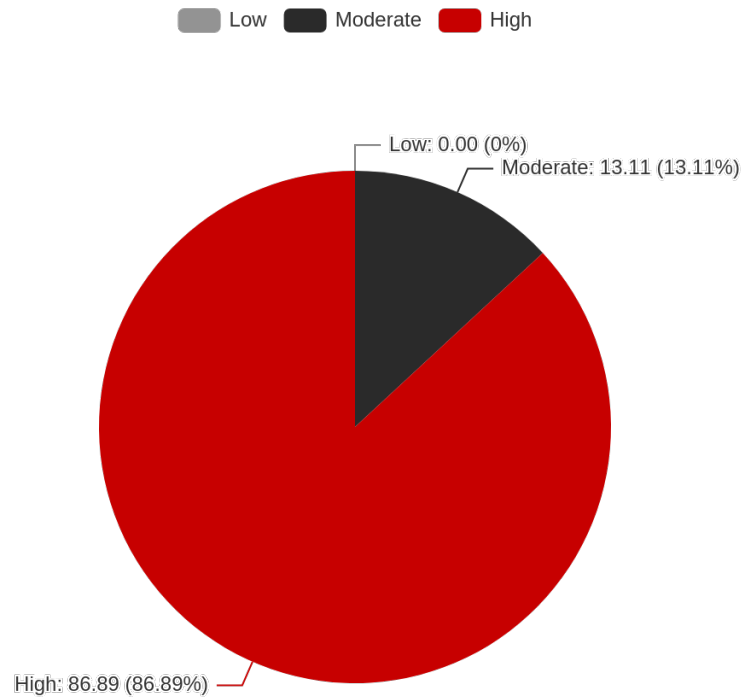
Question	Mean
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.68 + 0.06
85. I am committed to achieving my potential through learning and growing.	4.65 + 0.01
4. I feel great pride in the work I do.	4.63 -0.10
43. My teammates demonstrate a commitment to quality work and excellence.	4.62 + 0.02
92. I demonstrate effort in building a positive workplace culture.	4.62 -0.01



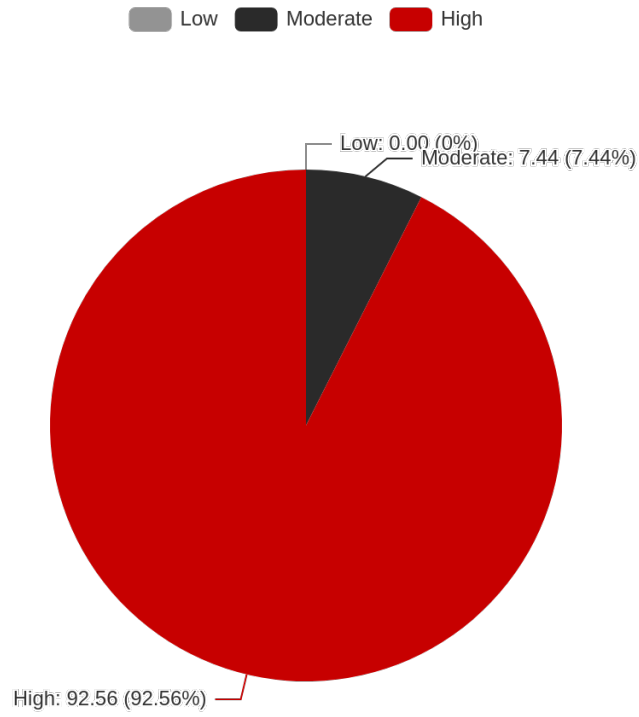
## Bottom Items

Question	Mean
82. Business decisions made are consistent with our mission and core values.	3.34 + 0.01
28. I am provided the opportunity to spend quality time with my supervisor.	3.58 -0.11
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.75 -0.11
9. I have received meaningful recognition in the past 10 days.	3.75 + 0.06
81. Our organization provides the "right" training for me to excel in my role.	3.84 -0.02

## Current Growth Mindset Chart



## Previous Growth Mindset Chart

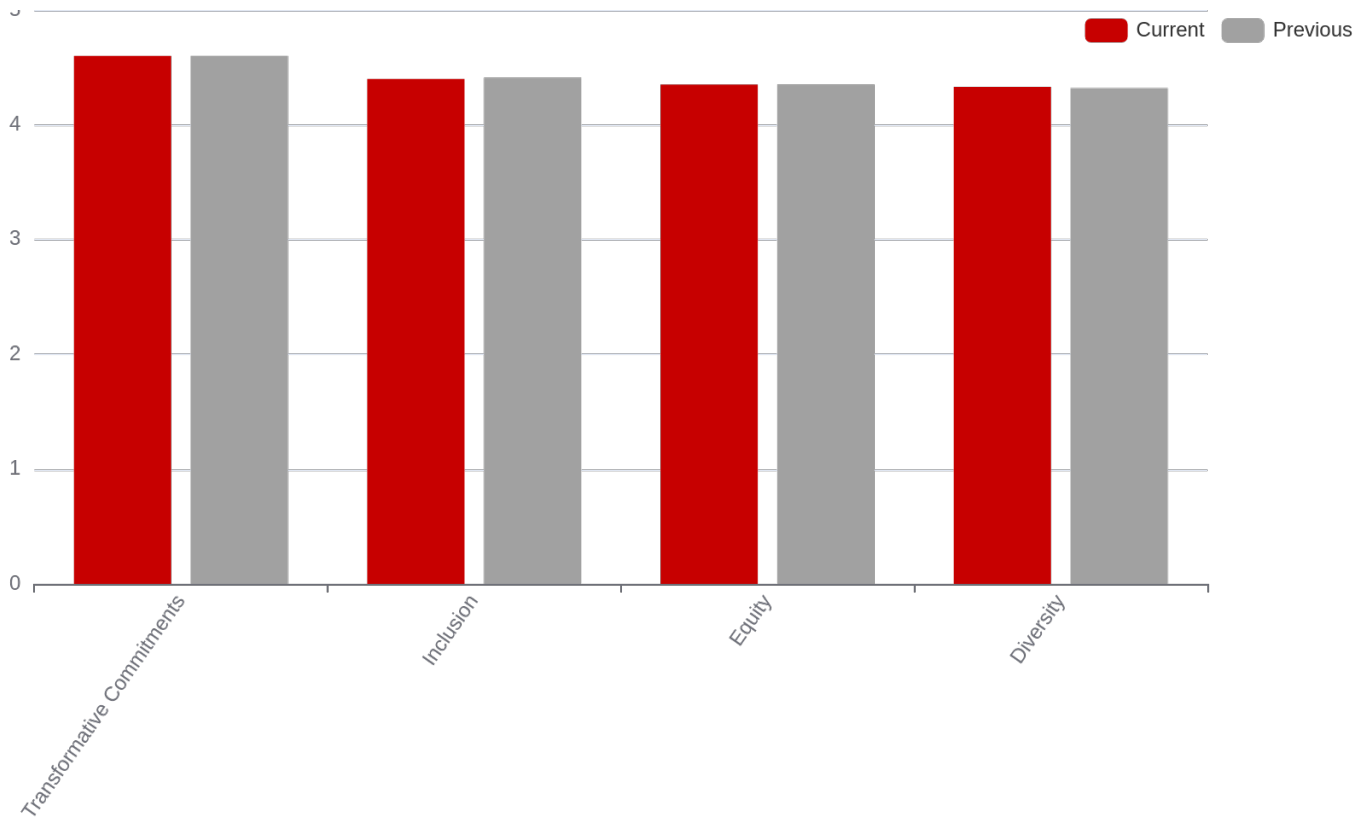


**SD** : Strongly Disagree    **D** : Disagree    **N** : Neutral    **A** : Agree    **SA** : Strongly Agree    **NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.68 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 34 (28.10%)	SA: 84 (69.42%)	NA: 1 (0.83%)
		A		SA			
85. I am committed to achieving my potential through learning and growing.	4.65 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 38 (31.40%)	SA: 81 (66.94%)	NA: 0 (0.00%)
		A		SA			
78. I feel proud of and inspired by the success of others on my team.	4.51 -0.10	SD: 1 (0.83%)	D: 1 (0.83%)	N: 3 (2.48%)	A: 46 (38.02%)	SA: 69 (57.02%)	NA: 1 (0.83%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.51 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (3.31%)	A: 51 (42.15%)	SA: 66 (54.55%)	NA: 0 (0.00%)
		A		SA			
21. I am committed to a growth mindset to achieve my potential.	4.50 -0.06	SD: 0 (0.00%)	D: 1 (0.83%)	N: 8 (6.61%)	A: 42 (34.71%)	SA: 70 (57.85%)	NA: 0 (0.00%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.50 -0.05	SD: 1 (0.83%)	D: 1 (0.83%)	N: 3 (2.48%)	A: 47 (38.84%)	SA: 68 (56.20%)	NA: 1 (0.83%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.41 -0.08	SD: 1 (0.83%)	D: 2 (1.65%)	N: 13 (10.74%)	A: 34 (28.10%)	SA: 69 (57.02%)	NA: 2 (1.65%)
		A		SA			
17. I embrace challenges as opportunities for growth.	4.40 -0.10	SD: 0 (0.00%)	D: 2 (1.65%)	N: 6 (4.96%)	A: 54 (44.63%)	SA: 59 (48.76%)	NA: 0 (0.00%)
		A		SA			
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.11 -0.11	SD: 1 (0.83%)	D: 5 (4.13%)	N: 16 (13.22%)	A: 56 (46.28%)	SA: 42 (34.71%)	NA: 1 (0.83%)
		A		SA			
36. My supervisor builds a culture of learning and growth.	4.06 -0.18	SD: 3 (2.48%)	D: 8 (6.61%)	N: 14 (11.57%)	A: 49 (40.50%)	SA: 46 (38.02%)	NA: 1 (0.83%)
		A		SA			

## DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.60 = 0.00
Inclusion	4.40 -0.01
Equity	4.35 = 0.00
Diversity	4.33 + 0.01

Transformative Commitments

Question	Mean	Distribution					
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.78 + 0.06	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 23 (19.01%)	SA: 95 (78.51%)	NA: 1 (0.83%)
		A		SA			
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.	4.78 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 23 (19.01%)	SA: 95 (78.51%)	NA: 1 (0.83%)
		A		SA			
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.58 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (4.13%)	A: 40 (33.06%)	SA: 75 (61.98%)	NA: 1 (0.83%)
		A		SA			
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.26 -0.10	SD: 1 (0.83%)	D: 6 (4.96%)	N: 16 (13.22%)	A: 36 (29.75%)	SA: 62 (51.24%)	NA: 0 (0.00%)
		N		A		SA	

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

## Inclusion

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.77 <b>+ 0.03</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 24 (19.83%)	SA: 94 (77.69%)	NA: 1 (0.83%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.68 <b>+ 0.03</b>	SD: 0 (0.00%)	D: 1 (0.83%)	N: 3 (2.48%)	A: 29 (23.97%)	SA: 87 (71.90%)	NA: 1 (0.83%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.61 <b>+ 0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (4.13%)	A: 37 (30.58%)	SA: 78 (64.46%)	NA: 1 (0.83%)
100. I value the contributions of all team members.	4.61 <b>-0.09</b>	SD: 1 (0.83%)	D: 0 (0.00%)	N: 1 (0.83%)	A: 40 (33.06%)	SA: 77 (63.64%)	NA: 2 (1.65%)
115. Our organization is a safe place for people of color to work and be successful.	4.58 <b>+ 0.11</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (5.79%)	A: 35 (28.93%)	SA: 76 (62.81%)	NA: 3 (2.48%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.56 <b>+ 0.02</b>	SD: 0 (0.00%)	D: 2 (1.65%)	N: 4 (3.31%)	A: 39 (32.23%)	SA: 75 (61.98%)	NA: 1 (0.83%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.52 <b>-0.03</b>	SD: 1 (0.83%)	D: 1 (0.83%)	N: 4 (3.31%)	A: 43 (35.54%)	SA: 72 (59.50%)	NA: 0 (0.00%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.47 <b>-0.09</b>	SD: 2 (1.65%)	D: 4 (3.31%)	N: 5 (4.13%)	A: 33 (27.27%)	SA: 75 (61.98%)	NA: 2 (1.65%)
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.	4.42 <b>-0.01</b>	SD: 0 (0.00%)	D: 7 (5.79%)	N: 9 (7.44%)	A: 31 (25.62%)	SA: 73 (60.33%)	NA: 1 (0.83%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.35 <b>-0.07</b>	SD: 1 (0.83%)	D: 1 (0.83%)	N: 9 (7.44%)	A: 53 (43.80%)	SA: 56 (46.28%)	NA: 1 (0.83%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.33 <b>+ 0.09</b>	SD: 1 (0.83%)	D: 6 (4.96%)	N: 10 (8.26%)	A: 38 (31.40%)	SA: 65 (53.72%)	NA: 1 (0.83%)

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

Question	Mean	Distribution					
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.31 -0.03	SD: 0 (0.00%)	D: 3 (2.48%)	N: 15 (12.40%)	A: 44 (36.36%)	SA: 59 (48.76%)	NA: 0 (0.00%)
105. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.25 -0.09	SD: 0 (0.00%)	D: 6 (4.96%)	N: 13 (10.74%)	A: 46 (38.02%)	SA: 55 (45.45%)	NA: 1 (0.83%)
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.22 -0.02	SD: 0 (0.00%)	D: 6 (4.96%)	N: 14 (11.57%)	A: 47 (38.84%)	SA: 52 (42.98%)	NA: 2 (1.65%)
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.22 + 0.03	SD: 1 (0.83%)	D: 1 (0.83%)	N: 18 (14.88%)	A: 51 (42.15%)	SA: 50 (41.32%)	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.	4.19 + 0.02	SD: 1 (0.83%)	D: 3 (2.48%)	N: 14 (11.57%)	A: 57 (47.11%)	SA: 46 (38.02%)	NA: 0 (0.00%)
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.08 -0.04	SD: 1 (0.83%)	D: 9 (7.44%)	N: 15 (12.40%)	A: 50 (41.32%)	SA: 45 (37.19%)	NA: 1 (0.83%)
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.07 -0.04	SD: 0 (0.00%)	D: 9 (7.44%)	N: 13 (10.74%)	A: 59 (48.76%)	SA: 40 (33.06%)	NA: 0 (0.00%)



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

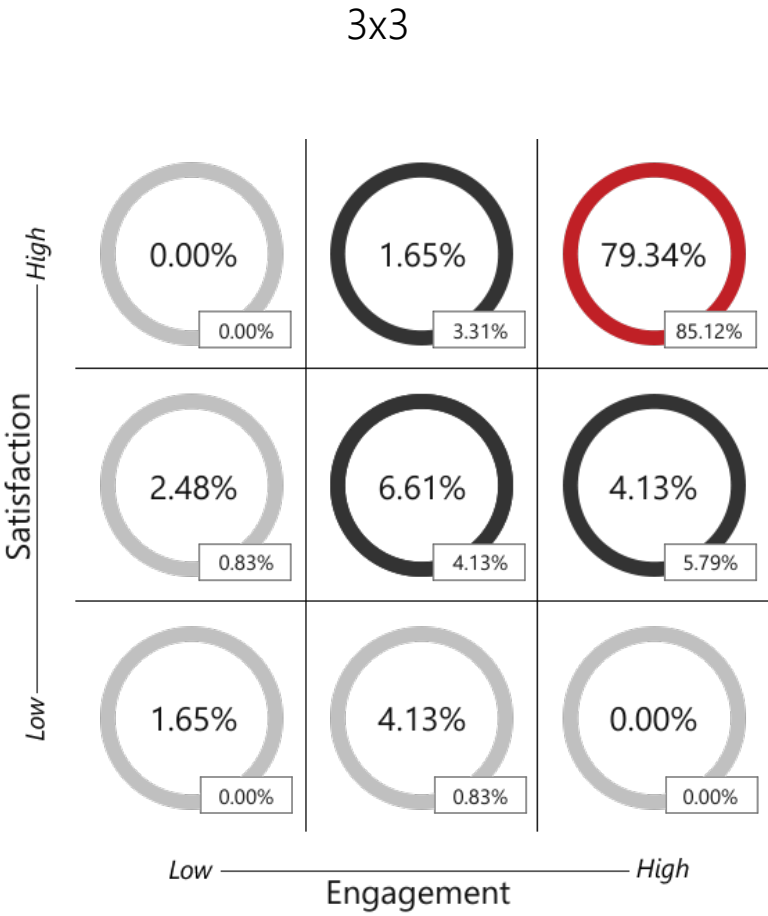
Equity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.77  + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 24 (19.83%)	SA: 94 (77.69%)	NA: 1 (0.83%)
		A		SA			
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.31  -0.03	SD: 0 (0.00%)	D: 3 (2.48%)	N: 15 (12.40%)	A: 44 (36.36%)	SA: 59 (48.76%)	NA: 0 (0.00%)
		N	A		SA		
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.	4.19  + 0.02	SD: 1 (0.83%)	D: 3 (2.48%)	N: 14 (11.57%)	A: 57 (47.11%)	SA: 46 (38.02%)	NA: 0 (0.00%)
		N	A		SA		
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.14  -0.03	SD: 1 (0.83%)	D: 5 (4.13%)	N: 16 (13.22%)	A: 53 (43.80%)	SA: 46 (38.02%)	NA: 0 (0.00%)
		N	A		SA		

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

## Diversity

Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.77 <b>+ 0.03</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (1.65%)	A: 24 (19.83%)	SA: 94 (77.69%)	NA: 1 (0.83%)
		A		SA			
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.61 <b>+ 0.04</b>	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (4.13%)	A: 37 (30.58%)	SA: 78 (64.46%)	NA: 1 (0.83%)
		A		SA			
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.22 <b>-0.02</b>	SD: 0 (0.00%)	D: 6 (4.96%)	N: 14 (11.57%)	A: 47 (38.84%)	SA: 52 (42.98%)	NA: 2 (1.65%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.22 <b>+ 0.03</b>	SD: 1 (0.83%)	D: 1 (0.83%)	N: 18 (14.88%)	A: 51 (42.15%)	SA: 50 (41.32%)	NA: 0 (0.00%)
		N		A		SA	
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.11 <b>+ 0.02</b>	SD: 0 (0.00%)	D: 4 (3.31%)	N: 20 (16.53%)	A: 56 (46.28%)	SA: 41 (33.88%)	NA: 0 (0.00%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.07 <b>-0.04</b>	SD: 0 (0.00%)	D: 9 (7.44%)	N: 13 (10.74%)	A: 59 (48.76%)	SA: 40 (33.06%)	NA: 0 (0.00%)
		D	N	A		SA	



## All Items

Question	Dimension	Mean
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.68 + 0.06
85. I am committed to achieving my potential through learning and growing.	Career Development	4.65 + 0.01
4. I feel great pride in the work I do.	Pride	4.63 -0.10
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.62 + 0.02
92. I demonstrate effort in building a positive workplace culture.	Quality	4.62 -0.01
56. Our team actively responds when needs arise within our team.	Support-Equip	4.61 -0.01
2. I am fully engaged in the work that I do.	Engage-Inspire	4.59 -0.14
5. I have at least one close friend at work.	Relationships	4.57 + 0.07
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.56 -0.14
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.55 -0.13
45. I feel great pride in the team of which I am a part.	Pride	4.55 -0.09
46. I am satisfied being a part of our team.	Satisfaction	4.52 -0.12
48. My teammates promote gratitude in our culture.	Recognition	4.51 + 0.02
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.51 + 0.11
78. I feel proud of and inspired by the success of others on my team.	Pride	4.51 -0.10
6. I seek opportunities to further my growth and development.	Training & Development	4.50 -0.05
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.50 -0.06
22. I support our organization's mission.	Mission Conscious	4.50 -0.07

Question	Dimension	Mean
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.49 -0.14
44. Our team effectively communicates with each other.	Communication	4.48 + 0.02
16. I seek new ways to achieve excellence in my role.	Innovation	4.47 + 0.02
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.47 -0.10
60. I fit in well with our team.	Talent/Fit	4.46 -0.09
79. My teammates share important information with me.	Communication	4.46 -0.06
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.45 -0.06
53. I trust my teammates to follow through on projects.	Relationships	4.45 -0.10
12. I am highly committed to and energized by my work.	Engage-Inspire	4.45 + 0.05
65. Our team members invest time developing relationships with each other.	Relationships	4.43 -0.03
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.43 -0.06
59. Our team is very inspired by the work we do.	Mission Conscious	4.43 -0.09
47. I am on a team that encourages each member to surpass expectations.	Quality	4.42 -0.10
51. Our team has open and trusting relationships.	Relationships	4.42 + 0.01
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.41 -0.08
66. I look forward to interacting with our team when I come to work.	Relationships	4.41 -0.09
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.41 -0.13

Question	Dimension	Mean
25. My supervisor cares about me as a person.	Relationships	4.41 -0.11
17. I embrace challenges as opportunities for growth.	Performance Planning	4.40 -0.10
42. Our team encourages innovation.	Innovation	4.39 -0.09
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.38 -0.11
63. I am highly energized by the people I work with on our team.	Relationships	4.38 -0.10
13. My work is fulfilling and enjoyable.	Satisfaction	4.36 -0.11
70. I feel our organization is a great fit for me.	Talent/Fit	4.34 -0.18
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.32 -0.08
84. I would like to work at our organization long term.	Career Development	4.31 -0.20
55. Information is shared effectively within our team.	Communication	4.28 -0.09
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.28 -0.21
14. I feel great pride in being a part of our organization.	Pride	4.28 -0.27
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.26 -0.08
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.26 -0.16
15. I am properly trained to achieve excellence in my work.	Training & Development	4.26 -0.10
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.24 -0.04
71. Our organization is committed to quality collaboration and excellence.	Quality	4.23 -0.13

Question	Dimension	Mean
35. My supervisor supports my personal and professional development.	Training & Development	4.22 -0.04
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.22 -0.11
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.20 + 0.03
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	4.16 + 0.47
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	4.15 -0.01
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.15 -0.20
27. My supervisor and I have effective two-way communication.	Communication	4.15 -0.11
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.14 + 0.05
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.12 -0.06
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.12 -0.25
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.11 -0.09
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.11 -0.11
32. I have an open and trusting relationship with my supervisor.	Relationships	4.09 -0.14
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.09 -0.05
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	4.08 -0.19
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.08 -0.05

Question	Dimension	Mean
20. I look forward to coming to work every day.	Satisfaction	4.08 -0.13
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	4.07 -0.14
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	4.07 -0.02
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.06 -0.06
83. Our organization encourages innovation.	Innovation	4.06 -0.07
36. My supervisor builds a culture of learning and growth.	Training & Development	4.06 -0.18
34. My supervisor is actively responsive to my needs.	Support-Equip	4.06 -0.10
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.04 + 0.01
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.04 -0.09
74. I have the opportunity to express my career interests at our organization.	Career Development	4.04 -0.12
29. My supervisor recognizes me for a job well done.	Recognition	4.00 -0.07
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.00 -0.11
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.99 -0.19
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.97 -0.19
73. My supervisor advocates for my role and career growth.	Career Development	3.97 -0.19
24. My supervisor effectively communicates his/her expectations.	Communication	3.95 -0.15



Question	Dimension	Mean
77. Our organization selects the right people for the right job.	Talent/Fit	3.93 -0.19
31. My supervisor inspires me to grow to new levels.	Relationships	3.92 -0.07
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.91 -0.27
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.84 -0.02
9. I have received meaningful recognition in the past 10 days.	Recognition	3.75 + 0.06
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.75 -0.11
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.58 -0.11
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.34 + 0.01