

INSIGHTeX Growth Mindset & DEI

Full Organization Lake Bluff School District

April 2025

Dimensions

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

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Pride

Question	Mean	Distribution							
	4.63	SD: 1	D: 2	N: 4	A: 26	SA: 87	NA: 1		
4. I feel great pride in the work I do.	0.40	(0.83%)	(1.65%)	(3.31%)	(21.49%)	(71.90%)	(0.83%)		
	-0.10		A			SA			
45. I feel great pride in the team of	4.55	SD: 1	D: 3	N: 7	A: 27	SA: 82	NA: 1		
which I am a part.		(0.83%)	(2.48%)	(5.79%)	(22.31%)	(67.77%)	(0.83%)		
·	-0.09	N	Α	SA					
78. I feel proud of and inspired by the	4.51	SD: 1	D: 1	N: 3	A: 46	SA: 69	NA: 1		
success of others on my team.	0.40	(0.83%)	(0.83%)	(2.48%)	(38.02%)	(57.02%)	(0.83%)		
	-0.10		Α			SA			
14. I feel great pride in being a part of	4.28	SD: 1	D: 5	N: 14	A: 39	SA: 61	NA: 1		
our organization.	0.07	(0.83%)	(4.13%)	(11.57%)	(32.23%)	(50.41%)	(0.83%)		
_	-0.27	N	- 1	4		SA			

Quality

Question	Mean	Distribution					
43. My teammates demonstrate a	4.62	SD: 1	D: 1	N: 4	A: 31	SA: 83	NA: 1
commitment to quality work and excellence.	0.00	(0.83%)	(0.83%)	(3.31%)	(25.62%)	(68.60%)	(0.83%)
excellence.	+ 0.02		Α		SA	\	
92. I demonstrate effort in building a	4.62	SD: 0	D: 0	N: 3	A: 40	SA: 77	NA: 1
positive workplace culture.	0.04	(0.00%)	(0.00%)	(2.48%)	(33.06%)	(63.64%)	(0.83%)
	-0.01	Α		SA		SA	
47. I am on a team that encourages	4.42	SD: 1	D: 3	N: 9	A: 38	SA: 68	NA: 2
each member to surpass expectations.		(0.83%)	(2.48%)	(7.44%)	(31.40%)	(56.20%)	(1.65%)
	-0.10	N	Α			SA	
71. Our organization is committed to	4.23	SD: 1	D: 5	N: 13	A: 48	SA: 54	NA: 0
quality collaboration and excellence.		(0.83%)	(4.13%)	(10.74%)	(39.67%)	(44.63%)	(0.00%)
	-0.13	N		Α		SA	

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

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Relationships

Question	Mean		Distribution						
91. I take complete ownership for my	4.68	SD: 0	D: 0	N: 2	A: 34	SA: 84	NA: 1		
attitude and effort in embracing a		(0.00%)	(0.00%)	(1.65%)	(28.10%)	(69.42%)	(0.83%)		
growth mindset.	+ 0.06	A			SA	1			
5. I have at least one close friend at	4.57	SD: 1	D: 7	N: 4	A: 19	SA: 89	NA: 1		
work.	+ 0.07	(0.83%)	(5.79%)	(3.31%)	(15.70%)	(73.55%)	(0.83%)		
			Α	N 7	SA	CA 70	NA 4		
64. Our team is committed to creating	4.45	SD: 1	D: 3	N: 7	A: 39	SA: 70	NA: 1		
an enjoyable work environment.	-0.06	(0.83%)	(2.48%)	(5.79%)	(32.23%)	(57.85%)	(0.83%)		
E2. I twist my too more to follow		N SD: 1	A D. 3	NI: O	۸. 27	SA: 70	NA: 2		
53. I trust my teammates to follow	4.45	SD: 1	D: 3	N: 8	A: 37	SA: 70			
through on projects.	-0.10	(0.83%)	(2.48%)	(6.61%)	(30.58%)	(57.85%) SA	(1.65%)		
65. Our team members invest time	4.42	SD: 2	D: 1	N: 7	A: 43	SA: 67	NA: 1		
developing relationships with each	4.43								
other.	-0.03	(1.65%) N	(0.83%) A	(5.79%)	(35.54%)	(55.37%) SA	(0.83%)		
51. Our team has open and trusting	4.42	SD: 1	D: 3	N: 7	A: 43	SA: 66	NA: 1		
relationships.	4.42	(0.83%)	(2.48%)	(5.79%)	(35.54%)	(54.55%)	(0.83%)		
	+ 0.01	(0.03%)	(2.40%)	(3.1370)	(33.3470)	SA	(0.0370)		
50. Based on relationships	4.41	SD: 2	D: 5	N: 6	A: 36	SA: 71	NA: 1		
demonstrated on our team, I would	4.41								
recommend someone to join our team.	-0.13	(1.65%)	(4.13%)	(4.96%)	(29.75%)	(58.68%)	(0.83%)		
, , , , , , , , , , , , , , , , , , ,	0.10		Α			SA			
25. My supervisor cares about me as a	4.41	SD: 0	D: 6	N: 7	A: 39	SA: 69	NA: 0		
person.	-0.11	(0.00%)	(4.96%)	(5.79%)	(32.23%)	(57.02%)	(0.00%)		
	-0.11	N	A			SA			
66. I look forward to interacting with	4.41	SD: 1	D: 3	N: 11	A: 36	SA: 70	NA: 0		
our team when I come to work.	-0.09	(0.83%)	(2.48%)	(9.09%)	(29.75%)	(57.85%)	(0.00%)		
62 Lam highly energized by the	4.20	SD: 1	A D: 4	N: 12	A: 34	SA SA: 69	NA: 1		
63. I am highly energized by the	4.38					(57.02%)			
people I work with on our team.	-0.10	(0.83%)	(3.31%) A	(9.92%)	(28.10%)	(57.02%) SA	(0.83%)		
68. Quality and inclusive relationships	4.26	SD: 0	D: 4	N: 16	A: 45	SA: 56	NA: 0		
are valued across our organization.		(0.00%)	(3.31%)	(13.22%)	(37.19%)	(46.28%)	(0.00%)		
	-0.08	N		Α		SA			
32. I have an open and trusting	4.09	SD: 5	D: 7	N: 14	A: 40	SA: 54	NA: 1		
relationship with my supervisor.		(4.13%)	(5.79%)	(11.57%)	(33.06%)	(44.63%)	(0.83%)		
	-0.14	D N		Α		SA			
31. My supervisor inspires me to grow	3.92	SD: 2	D: 12	N: 21	A: 45	SA: 41	NA: 0		
to new levels.	-0.07	(1.65%)	(9.92%)	(17.36%)	(37.19%)	(33.88%)	(0.00%)		
	0.01	D	N	A		S	4		

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	3.75	SD: 3	D: 16	N: 24	A: 40	SA: 35	NA: 3	
coaching relationship with me.	-0.11	(2.48%)	(13.22%) N	(19.83%)	(33.06%)	(28.93%) SA	(2.48%)	

Satisfaction

Question	Mean	Distribution						
46. I am satisfied being a part of our	4.52	SD: 1	D: 3	N: 7	A: 31	SA: 78	NA: 1	
team.	0.40	(0.83%)	(2.48%)	(5.79%)	(25.62%)	(64.46%)	(0.83%)	
	-0.12	N	Α		S	A		
	4.36	SD: 0	D: 3	N: 12	A: 44	SA: 61	NA: 1	
13. My work is fulfilling and enjoyable.		(0.00%)	(2.48%)	(9.92%)	(36.36%)	(50.41%)	(0.83%)	
	-0.11	N	Α		SA			
87. Overall, I am very satisfied with our	4.28	SD: 0	D: 5	N: 11	A: 50	SA: 54	NA: 1	
organization as a place to work.		(0.00%)	(4.13%)	(9.09%)	(41.32%)	(44.63%)	(0.83%)	
	-0.21	N		Α	SA			
20. I look forward to coming to work	4.08	SD: 2	D: 7	N: 15	A: 52	SA: 44	NA: 1	
every day.	0.40	(1.65%)	(5.79%)	(12.40%)	(42.98%)	(36.36%)	(0.83%)	
	-0.13	D N		Α		SA		

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Continuous Improvement

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

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Performance Planning

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

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Innovation

Question	Mean		Distribution					
16. I seek new ways to achieve	4.47	SD: 0	D: 1	N: 8	A: 44	SA: 67	NA: 1	
excellence in my role.	+ 0.02	(0.00%)	(0.83%)	(6.61%)	(36.36%)	(55.37%)	(0.83%)	
	+ 0.02	N	Α			SA		
2. Our team encourages innovation	4.39	SD: 1	D: 1	N: 10	A: 46	SA: 62	NA: 1	
42. Our team encourages innovation.		(0.83%)	(0.83%)	(8.26%)	(38.02%)	(51.24%)	(0.83%)	
	-0.09	N	Α			SA		
75. Our organization embraces an	4.07	SD: 0	D: 5	N: 22	A: 54	SA: 40	NA: 0	
innovative mindset to maximize our		(0.00%)	(4.13%)	(18.18%)	(44.63%)	(33.06%)	(0.00%)	
potential.	-0.14	N		Α		S	A	
83. Our organization encourages	4.06	SD: 0	D: 6	N: 21	A: 53	SA: 40	NA: 1	
innovation.	-0.07	(0.00%)	(4.96%)	(17.36%)	(43.80%)	(33.06%)	(0.83%)	
		N		Α		SA	١	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Communication

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

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Talent/Fit

Question	Mean			Distri	bution		
1. In my role I have the opportunity to	4.56	SD: 1	D: 2	N: 7	A: 29	SA: 82	NA: 0
do things that I both do well and		(0.83%)	(1.65%)	(5.79%)	(23.97%)	(67.77%)	(0.00%)
enjoy.	-0.14	N	Α		S	A	
	4.46	SD: 3	D: 1	N: 9	A: 32	SA: 75	NA: 1
60. I fit in well with our team.	-0.09	(2.48%)	(0.83%)	(7.44%)	(26.45%)	(61.98%)	(0.83%)
	-0.09	N	Α			SA	
70. I feel our organization is a great fit	4.34	SD: 3	D: 2	N: 12	A: 37	SA: 66	NA: 1
for me.	-0.18	(2.48%)	(1.65%)	(9.92%)	(30.58%)	(54.55%)	(0.83%)
	-0.18	N	Α			SA	
11. I am in a role that allows me to	4.32	SD: 1	D: 4	N: 13	A: 40	SA: 63	NA: 0
maximize my talents and strengths.	-0.08	(0.83%)	(3.31%)	(10.74%)	(33.06%)	(52.07%)	(0.00%)
		N	l l	4		SA	
7. I have encouraged someone to	4.09	SD: 3	D: 10	N: 12	A: 36	SA: 51	NA: 9
apply at our organization.	-0.05	(2.48%)	(8.26%)	(9.92%)	(29.75%)	(42.15%)	(7.44%)
	-0.05	D	N	Α		SA	NA
86. Our organization selects highly	4.08	SD: 1	D: 5	N: 21	A: 50	SA: 43	NA: 1
talented individuals when hiring.	-0.19	(0.83%)	(4.13%)	(17.36%)	(41.32%)	(35.54%)	(0.83%)
	-0.19		V	Α		SA	
39. My supervisor knows the talents to	3.99	SD: 2	D: 4	N: 28	A: 46	SA: 41	NA: 0
look for in selecting new teammates who will be successful.		(1.65%)	(3.31%)	(23.14%)	(38.02%)	(33.88%)	(0.00%)
who will be successful.	-0.19		N			SA	
77. Our organization selects the right	3.93	SD: 2	D: 7	N: 26	A: 49	SA: 37	NA: 0
people for the right job.	0.40	(1.65%)	(5.79%)	(21.49%)	(40.50%)	(30.58%)	(0.00%)
	-0.19	D	N	ļ.	4		SA

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Career Development

Question	Mean		Distribution						
85. I am committed to achieving my	4.65	SD: 0	D: 0	N: 2	A: 38	SA: 81	NA: 0		
potential through learning and growing.	0.04	(0.00%)	(0.00%)	(1.65%)	(31.40%)	(66.94%)	(0.00%)		
growing.	+ 0.01		Α		S	A			
84. I would like to work at our	4.31	SD: 2	D: 5	N: 12	A: 35	SA: 64	NA: 3		
organization long term.		(1.65%)	(4.13%)	(9.92%)	(28.93%)	(52.89%)	(2.48%)		
	-0.20	N	Α			SA			
72. Our organization provides the	4.11	SD: 1	D: 10	N: 15	A: 43	SA: 51	NA: 1		
experience and development for me to		(0.83%)	(8.26%)	(12.40%)	(35.54%)	(42.15%)	(0.83%)		
further my career here.	-0.09	D	N	Α		SA			
74. I have the opportunity to express	4.04	SD: 1	D: 8	N: 22	A: 42	SA: 46	NA: 2		
my career interests at our		(0.83%)	(6.61%)	(18.18%)	(34.71%)	(38.02%)	(1.65%)		
organization.	-0.12	D	N	Α		SA			
73. My supervisor advocates for my	3.97	SD: 4	D: 11	N: 22	A: 31	SA: 52	NA: 1		
role and career growth.		(3.31%)	(9.09%)	(18.18%)	(25.62%)	(42.98%)	(0.83%)		
	-0.19	D	N	Α		SA			

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Recognition

Question	Mean	Distribution						
18. I demonstrate gratitude by	4.51	SD: 0	D: 0	N: 4	A: 51	SA: 66	NA: 0	
recognizing others in meaningful ways.	. 0.44	(0.00%)	(0.00%)	(3.31%)	(42.15%)	(54.55%)	(0.00%)	
	+ 0.11		Α			SA		
48. My teammates promote gratitude	4.51	SD: 2	D: 1	N: 5	A: 38	SA: 74	NA: 1	
in our culture.		(1.65%)	(0.83%)	(4.13%)	(31.40%)	(61.16%)	(0.83%)	
	+ 0.02		Α			SA		
80. Our organization practices	4.15	SD: 0	D: 10	N: 9	A: 54	SA: 47	NA: 1	
gratitude by recognizing excellence in		(0.00%)	(8.26%)	(7.44%)	(44.63%)	(38.84%)	(0.83%)	
our work.	-0.01	D N		Α		SA		
29. My supervisor recognizes me for a	4.00	SD: 2	D: 12	N: 15	A: 46	SA: 45	NA: 1	
job well done.		(1.65%)	(9.92%)	(12.40%)	(38.02%)	(37.19%)	(0.83%)	
	-0.07	D	N	Α		SA		
9. I have received meaningful	3.75	SD: 8	D: 13	N: 19	A: 40	SA: 39	NA: 2	
recognition in the past 10 days.		(6.61%)	(10.74%)	(15.70%)	(33.06%)	(32.23%)	(1.65%)	
	+ 0.06	SD D	N	ı	4	SA	\	

Training & Development

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

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Support-Equip

Question	Mean	Distribution					
56. Our team actively responds when	4.61	SD: 1	D: 1	N: 2	A: 36	SA: 81	NA: 0
needs arise within our team.	-0.01	(0.83%)	(0.83%)	(1.65%)	(29.75%)	(66.94%)	(0.00%)
	-0.01		Α		S	A	
62. My teammates demonstrate commitment to helping and	4.49	SD: 2	D: 0	N: 5	A: 44	SA: 70	NA: 0
supporting each other.	-0.14	(1.65%)	(0.00%)	(4.13%)	(36.36%)	(57.85%)	(0.00%)
	0.14		Α			SA	
3. I am provided the core needs	4.20	SD: 2	D: 5	N: 10	A: 54	SA: 50	NA: 0
necessary for me to excel in my role.	0.00	(1.65%)	(4.13%)	(8.26%)	(44.63%)	(41.32%)	(0.00%)
-	+ 0.03	N		Α		SA	
33. My supervisor supports me through challenges and failures in	4.08	SD: 4	D: 8	N: 12	A: 47	SA: 49	NA: 1
order to succeed.	-0.05	(3.31%)	(6.61%)	(9.92%)	(38.84%)	(40.50%)	(0.83%)
order to succeed.		D N		Α		SA	
19. I am provided the materials,	4.07	SD: 1	D: 13	N: 8	A: 53	SA: 46	NA: 0
equipment, and information necessary		(0.83%)	(10.74%)	(6.61%)	(43.80%)	(38.02%)	(0.00%)
to effectively perform my job.	-0.02	D N	` '	A	(1010010)	SA	
34. My supervisor is actively	4.06	SD: 3	D: 8	N: 17	A: 43	SA: 49	NA: 1
responsive to my needs.	0.40	(2.48%)	(6.61%)	(14.05%)	(35.54%)	(40.50%)	(0.83%)
,	-0.10	D	J	Α		SA	
23. I have a supportive coaching	4.00	SD: 3	D: 13	N: 14	A: 40	SA: 49	NA: 2
relationship with my supervisor.		(2.48%)	(10.74%)	(11.57%)	(33.06%)	(40.50%)	(1.65%)
	-0.11	D	N	Α		SA	
28. I am provided the opportunity to	3.58	SD: 6	D: 22	N: 20	A: 37	SA: 33	NA: 3
spend quality time with my supervisor.	0.44	(4.96%)	(18.18%)	(16.53%)	(30.58%)	(27.27%)	(2.48%)
	-0.11	D	N		Α	S	A

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Mission Conscious

Mean	Distribution					
4.50	SD: 0	D: 0	N: 7	A: 45	SA: 67	NA: 2
-0.07	(0.00%)	(0.00%)	(5.79%)	(37.19%)	(55.37%) SA	(1.65%)
4.43	SD: 2	D: 2	N: 7	A: 40	SA: 69	NA: 1
-0.09	(1.65%)	(1.65%)	(5.79%)	(33.06%)	(57.02%) SA	(0.83%)
3.97	SD: 1	D: 12	N: 19	A: 47	SA: 42	NA: 0
-0.19	(0.83%)	(9.92%)	(15.70%)	(38.84%)	(34.71%) S	(0.00%) A
3.91	SD: 2	D: 11	N: 20	A: 51	SA: 37	NA: 0
-0.27	(1.65%)	(9.09%)	(16.53%)	(42.15%)	(30.58%)	(0.00%) SA
3.34	SD: 13	D: 19	N: 32	A: 26	SA: 30	NA: 1
+ 0.01	(10.74%)	(15.70%)	(26.45%)	(21.49%)	(24.79%)	(0.83%) SA
	4.50 -0.07 4.43 -0.09 3.97 -0.19 3.91 -0.27 3.34	4.50 SD: 0 (0.00%) -0.07 N 4.43 SD: 2 (1.65%) N 3.97 SD: 1 (0.83%) -0.19 D 3.91 SD: 2 (1.65%) D 3.91 SD: 2 (1.65%) D 3.34 SD: 13 (10.74%)	4.50	4.50	4.50	4.50

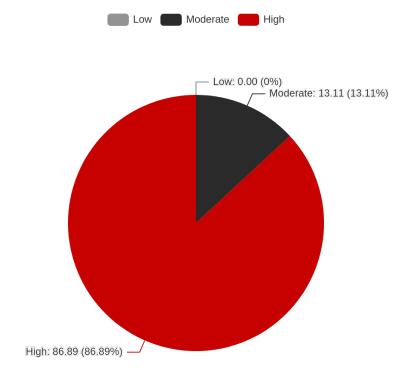
Top Items

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

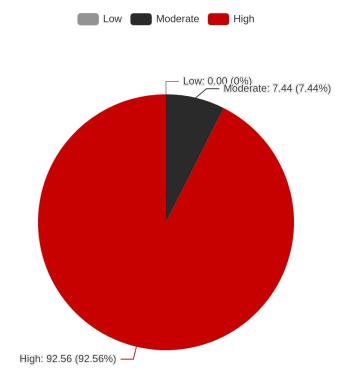
Bottom Items

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

Current Growth Mindset Chart



Previous Growth Mindset Chart



D: Disagree

N : Neutral

A : Agree

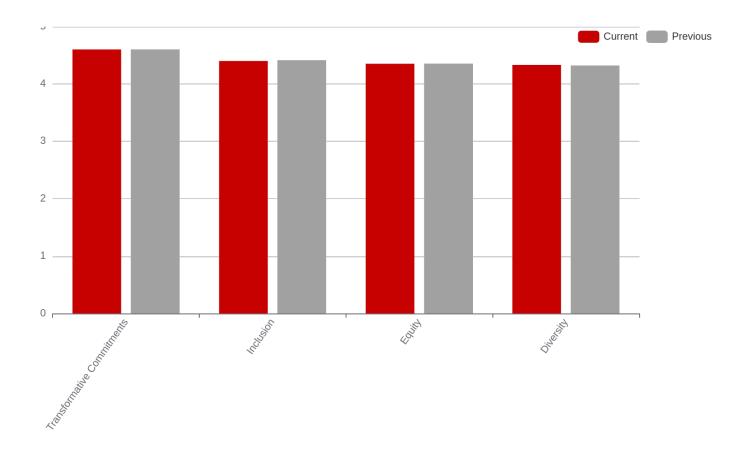
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

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

DEI Chart



DEI Table

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

Transformative Commitments

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

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

Inclusion

Question	Mean			Distri	bution		
112. I am committed to being a	4.77	SD: 0	D: 0	N: 2	A: 24	SA: 94	NA: 1
positive contributor to a workplace culture of inclusion, diversity, and		(0.00%)	(0.00%)	(1.65%)	(19.83%)	(77.69%)	(0.83%)
equity.	+ 0.03	Α		, ,	SA		, ,
110. My team models kindness and	4.68	SD: 0	D: 1	N: 3	A: 29	SA: 87	NA: 1
respect for all, not hateful, hurtful, or	4.00	(0.00%)	(0.83%)	(2.48%)	(23.97%)	(71.90%)	(0.83%)
racist behavior towards anyone.	+ 0.03	Α	<u> </u>	(21.1070)	SA	(1.13070)	(0.0070)
96. I firmly believe that inclusion and	4.61	SD: 0	D: 0	N: 5	A: 37	SA: 78	NA: 1
diversity make us a stronger team and		(0.00%)	(0.00%)	(4.13%)	(30.58%)	(64.46%)	(0.83%)
organization.	+ 0.04		Α		S	A	
100. I value the contributions of all	4.61	SD: 1	D: 0	N: 1	A: 40	SA: 77	NA: 2
team members.	-0.09	(0.83%)	(0.00%)	(0.83%)	(33.06%)	(63.64%)	(1.65%)
11E Our organization is a safe place for	-0.03		Α		S		
115. Our organization is a safe place for people of color to work and be	4.58	SD: 0	D: 0	N: 7	A: 35	SA: 76	NA: 3
successful.	+ 0.11	(0.00%)	(0.00%)	(5.79%)	(28.93%)	(62.81%)	(2.48%)
95. I value inclusion efforts to build a		SD: 0	A D: 2	N: 4	A: 39	A SA: 75	NA: 1
quality team culture of respect,	4.56						
kindness, and positive impact.	+ 0.02	(0.00%)	(1.65%) A	(3.31%)	(32.23%)	(61.98%) SA	(0.83%)
101. My team values the contributions	4.52	SD: 1	D: 1	N: 4	A: 43	SA: 72	NA: 0
of all team members, no matter their	4.52	30.1	D. 1	14. 4	A. 43	3A. 12	NA. U
role, background, experiences,	-0.03	(0.83%)	(0.83%)	(3.31%)	(35.54%)	(59.50%)	(0.00%)
qualities, or perspectives.			Α			SA	
111. Our organization stands for a	4.47	SD: 2	D: 4	N: 5	A: 33	SA: 75	NA: 2
workplace culture that does not tolerate racism or hurtful behaviors.	-0.09	(1.65%)	(3.31%)	(4.13%)	(27.27%)	(61.98%)	(1.65%)
	-0.09		Α		9	SA	
116. We have a workplace that promotes a professional and inclusive	4.42	SD: 0	D: 7	N: 9	A: 31	SA: 73	NA: 1
culture, where all are respected,							
treated with dignity, and supported for		(0.00%)	(5.79%)	(7.44%)	(25.62%)	(60.33%)	(0.83%)
success and potential to be realized.	-0.01	D N	Α			SA	
98. Our team embraces challenging,	4.35	SD: 1	D: 1	N: 9	A: 53	SA: 56	NA: 1
uniting, and inclusive opportunities to	4.55	(0.839/)	(0.83%)			(46.28%)	(0.830/)
work together for quality outcomes.	-0.07	(0.83%) N	(0.83%)	(7.44%)	(43.80%)	(46.28%)	(0.83%)
114. Our team is comfortable				Ni. 10	Λ. 20		NA. 1
addressing issues of race, racism, and	4.33	SD: 1	D: 6	N: 10	A: 38	SA: 65	NA: 1
bias in our workplace.	+ 0.09	(0.83%)	(4.96%)	(8.26%)	(31.40%)	(53.72%)	(0.83%)
		N	A			SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA: Not Applicable

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

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Equity

Question	Mean			Distri	bution		
112. I am committed to being a positive contributor to a workplace	4.77	SD: 0	D: 0	N: 2	A: 24	SA: 94	NA: 1
culture of inclusion, diversity, and		(0.00%)	(0.00%)	(1.65%)	(19.83%)	(77.69%)	(0.83%)
equity.	+ 0.03	Α			SA		
102. Our organization embraces a	4.31	SD: 0	D: 3	N: 15	A: 44	SA: 59	NA: 0
'better together' mindset and efforts		(0.00%)	(2.48%)	(12.40%)	(36.36%)	(48.76%)	(0.00%)
to support success for all.	-0.03	N	ı	Ą		SA	
99. Our organization demonstrates quality efforts in building a culture of	4.19	SD: 1	D: 3	N: 14	A: 57	SA: 46	NA: 0
inclusion and equity, where individuals are treated fairly and respectfully, and		(0.83%)	(2.48%)	(11.57%)	(47.11%)	(38.02%)	(0.00%)
provided access to resources and opportunities.	+ 0.02	N		Α		SA	
104. Our organization demonstrates a	4.14	SD: 1	D: 5	N: 16	A: 53	SA: 46	NA: 0
commitment to promoting equity and	••••	(0.030()	(4.130/)	(12.220/)	(42.000()	(20.020()	(0.000()
efforts to see potential of all be	-0.03	(0.83%)	(4.13%)	(13.22%)	(43.80%)	(38.02%)	(0.00%)
realized.		N		Α		SA	

D: Disagree

N : Neutral

A : Agree

SA : Strongly Agree

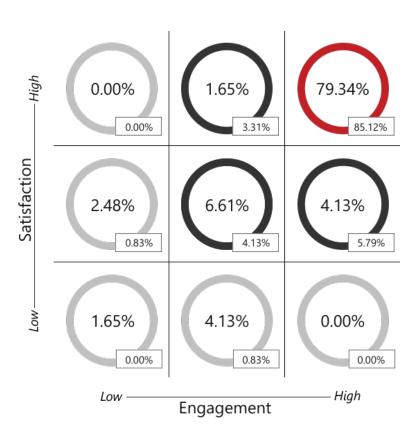
NA: Not Applicable

Diversity

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

April 2025

3x3



All Items

Question	Dimension	Mean
91. I take complete ownership for my attitude	51	4.68
and effort in embracing a growth mindset.	Relationships	+ 0.06
85. I am committed to achieving my potential	Career Development	4.65
through learning and growing.		+ 0.01
4. I feel great pride in the work I do.	Pride	4.63
	Filde	-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	Quality	4.62
workplace culture.	Quanty	-0.01
56. Our team actively responds when needs	6 1 5	4.61
arise within our team.	Support-Equip	-0.01
2. I am fully engaged in the work that I do.	Engage-Inspire	4.59
2. I am runy engaged in the work that I do.	Liigage-iiispiie	-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		4.56
things that I both do well and enjoy.	Talent/Fit	-0.14
8. I am driven to contribute to the success of		4.55
our organization.	Engage-Inspire	-0.13
45. I feel great pride in the team of which I am		4.55
a part.	Pride	-0.09
		4.52
46. I am satisfied being a part of our team.	Satisfaction	-0.12
48. My teammates promote gratitude in our	Recognition	4.51
culture.	Recognition	+ 0.02
18. I demonstrate gratitude by recognizing	B	4.51
others in meaningful ways.	Recognition	+ 0.11
78. I feel proud of and inspired by the success	2.1	4.51
of others on my team.	eam. Pride	-0.10
6. I seek opportunities to further my growth		4.50
and development.	Training & Development	-0.05
21. I am committed to a growth mindset to	Continuous lung or a second	4.50
achieve my potential.	Continuous Improvement	-0.06
22. I support our organization's mission.	Mission Conscious	4.50
support our organization s mission.	sion conscious	-0.07

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

Question	Dimension	Mean
	21.1.1.1	4.41
25. My supervisor cares about me as a person.	Relationships	-0.11
17. I embrace challenges as opportunities for	Performance Planning	4.40
growth.		-0.10
42. Our team encourages innovation.	Innovation	4.39
58. I am satisfied that our team performs up to		-0.09 4.38
our potential.	Performance Planning	-0.11
63. I am highly energized by the people I work		4.38
with on our team.	Relationships	-0.10
		4.36
13. My work is fulfilling and enjoyable.	Satisfaction	-0.11
70. I feel our organization is a great fit for me	Talent/Fit	4.34
70. I feel our organization is a great fit for me.	raient/ Fit	-0.18
11. I am in a role that allows me to maximize	Talent/Fit	4.32
my talents and strengths.	raient/ Fit	-0.08
84. I would like to work at our organization	Career Development	4.31
long term.	Career Development	-0.20
55. Information is shared effectively within our	Communication	4.28
team.		-0.09
87. Overall, I am very satisfied with our		4.28
organization as a place to work.	Satisfaction	-0.21
14. I feel great pride in being a part of our	D.: d.	4.28
organization.	Pride	-0.27
68. Quality and inclusive relationships are	Poloticoskina	4.26
valued across our organization.	Relationships	-0.08
69. I am part of an organization that continues	6 .: .	4.26
to pursue excellence every day.	Continuous Improvement	-0.16
15. I am properly trained to achieve excellence	T	4.26
in my work.	Training & Development	-0.10
61. When disagreements arise within our team,		4.24
we effectively communicate to seek resolution.	Communication	-0.04
71. Our organization is committed to quality	Ovelite	4.23
collaboration and excellence.	Quality	-0.13

Question	Dimension	Mean
35. My supervisor supports my personal and		4.22
professional development.	Training & Development	-0.04
49. Our team effectively sets goals to further	De Common Plancia	4.22
enhance our performance.	Performance Planning	-0.11
3. I am provided the core needs necessary for	Support Equip	4.20
me to excel in my role.	Support-Equip	+ 0.03
40. In the past three months, my supervisor		4.16
has discussed my successes and progress with me.	Performance Planning	+ 0.47
80. Our organization practices gratitude by		4.15
recognizing excellence in our work.	Recognition	-0.01
67. Our organization promotes a positive and		4.15
engaging culture.	Engage-Inspire	-0.20
27. My supervisor and I have effective two-way		4.15
communication.	Communication	-0.11
10. In my current role, I am encouraged to set	Performance Planning	4.14
motivational/stretch goals for myself.		+ 0.05
30. My supervisor encourages opportunities	T :: 05 I	4.12
for my growth and development.	Training & Development	-0.06
76. I would recommend our organization to a	Francisco Insurino	4.12
friend as a great place to work.	Engage-Inspire	-0.25
72. Our organization provides the experience and development for me to further my career	Career Development	4.11
here.	Career Development	-0.09
90. Our organization embraces diversity in people, ideas, and experiences to maximize	Continuo alumina anno d	4.11
our potential.	Continuous Improvement	-0.11
32. I have an open and trusting relationship	Deletionskins	4.09
with my supervisor.	Relationships	-0.14
7. I have encouraged someone to apply at our	Talent/Fit	4.09
organization.		-0.05
86. Our organization selects highly talented	Tolont/Fit	4.08
individuals when hiring.	Talent/Fit	-0.19
33. My supervisor supports me through	Support-Equip	4.08
challenges and failures in order to succeed.	Support-Equip	-0.05

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

Question	Dimension	Mean
77. Our organization selects the right people	Tolont/Fit	3.93
for the right job.	Talent/Fit	-0.19
31. My supervisor inspires me to grow to new	Dolationshins	3.92
levels.	Relationships	-0.07
41. My supervisor effectively communicates	Mission Conscious	3.91
our organizational mission to me.	Mission Conscious	-0.27
81. Our organization provides the "right"	T :: 0 D .	3.84
training for me to excel in my role.	Training & Development	-0.02
9. I have received meaningful recognition in	Posagnition	3.75
the past 10 days.	Recognition	+ 0.06
38. My supervisor demonstrates effort in establishing and reinforcing a coaching	Deletienskins	3.75
relationship with me.	Relationships	-0.11
28. I am provided the opportunity to spend		3.58
quality time with my supervisor.	Support-Equip	-0.11
82. Business decisions made are consistent	Mining	3.34
with our mission and core values.	Mission Conscious	+ 0.01