



# INSIGHTeX Growth Mindset & DEI

Full Organization  
Arlington Heights School District 25

August 2025

Dimensions

Dimension	Mean
Pride	4.46 -0.08
Engage-Inspire	4.39 -0.11
Quality	4.36 -0.09
Relationships	4.29 -0.06
Continuous Improvement	4.25 -0.08
Satisfaction	4.25 -0.10
Communication	4.24 -0.04
Talent/Fit	4.20 -0.11
Career Development	4.17 -0.10
Innovation	4.17 -0.11
Performance Planning	4.14 -0.06
Support-Equip	4.14 -0.11
Training & Development	4.11 -0.14
Mission Conscious	4.11 -0.12
Recognition	4.08 -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.	4.68 -0.02	SD: 2 (0.43%)	D: 5 (1.07%)	N: 7 (1.50%)	A: 110 (23.55%)	SA: 338 (72.38%)	NA: 5 (1.07%)
45. I feel great pride in the team of which I am a part.	4.46 -0.03	SD: 7 (1.50%)	D: 8 (1.71%)	N: 28 (6.00%)	A: 140 (29.98%)	SA: 279 (59.74%)	NA: 5 (1.07%)
78. I feel proud of and inspired by the success of others on my team.	4.41 -0.05	SD: 3 (0.64%)	D: 3 (0.64%)	N: 29 (6.21%)	A: 194 (41.54%)	SA: 232 (49.68%)	NA: 6 (1.28%)
14. I feel great pride in being a part of our organization.	4.29 -0.21	SD: 8 (1.71%)	D: 17 (3.64%)	N: 37 (7.92%)	A: 171 (36.62%)	SA: 229 (49.04%)	NA: 5 (1.07%)

## Engage-Inspire

Question	Mean	Distribution					
2. I am fully engaged in the work that I do.	4.65 -0.09	SD: 2 (0.43%)	D: 4 (0.86%)	N: 6 (1.28%)	A: 132 (28.27%)	SA: 318 (68.09%)	NA: 5 (1.07%)
8. I am driven to contribute to the success of our organization.	4.61 -0.03	SD: 4 (0.86%)	D: 1 (0.21%)	N: 7 (1.50%)	A: 147 (31.48%)	SA: 301 (64.45%)	NA: 7 (1.50%)
12. I am highly committed to and energized by my work.	4.37 -0.06	SD: 6 (1.28%)	D: 10 (2.14%)	N: 32 (6.85%)	A: 171 (36.62%)	SA: 242 (51.82%)	NA: 6 (1.28%)
67. Our organization promotes a positive and engaging culture.	4.20 -0.14	SD: 11 (2.36%)	D: 19 (4.07%)	N: 43 (9.21%)	A: 185 (39.61%)	SA: 207 (44.33%)	NA: 2 (0.43%)
76. I would recommend our organization to a friend as a great place to work.	4.13 -0.20	SD: 10 (2.14%)	D: 25 (5.35%)	N: 56 (11.99%)	A: 172 (36.83%)	SA: 198 (42.40%)	NA: 6 (1.28%)

**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.	4.55 -0.08	SD: 2 (0.43%)	D: 0 (0.00%)	N: 13 (2.78%)	A: 175 (37.47%)	SA: 273 (58.46%)	NA: 4 (0.86%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.44 -0.08						
47. I am on a team that encourages each member to surpass expectations.	4.27 -0.02	SD: 6 (1.28%)	D: 9 (1.93%)	N: 65 (13.92%)	A: 156 (33.40%)	SA: 226 (48.39%)	NA: 5 (1.07%)
71. Our organization is committed to quality collaboration and excellence.	4.20 -0.15						

**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.	4.58 = 0.00	SD: 2 (0.43%)	D: 0 (0.00%)	N: 7 (1.50%)	A: 174 (37.26%)	SA: 280 (59.96%)	NA: 4 (0.86%)
		A		SA			
5. I have at least one close friend at work.	4.53 -0.01	SD: 2 (0.43%)	D: 11 (2.36%)	N: 38 (8.14%)	A: 101 (21.63%)	SA: 310 (66.38%)	NA: 5 (1.07%)
		N	A	SA			
66. I look forward to interacting with our team when I come to work.	4.42 -0.01	SD: 6 (1.28%)	D: 7 (1.50%)	N: 32 (6.85%)	A: 163 (34.90%)	SA: 257 (55.03%)	NA: 2 (0.43%)
		N	A	SA			
53. I trust my teammates to follow through on projects.	4.39 -0.03	SD: 4 (0.86%)	D: 11 (2.36%)	N: 40 (8.57%)	A: 152 (32.55%)	SA: 255 (54.60%)	NA: 5 (1.07%)
		N	A	SA			
64. Our team is committed to creating an enjoyable work environment.	4.37 -0.09	SD: 6 (1.28%)	D: 11 (2.36%)	N: 31 (6.64%)	A: 174 (37.26%)	SA: 241 (51.61%)	NA: 4 (0.86%)
		N	A	SA			
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.35 -0.07	SD: 11 (2.36%)	D: 11 (2.36%)	N: 32 (6.85%)	A: 158 (33.83%)	SA: 250 (53.53%)	NA: 5 (1.07%)
		N	A	SA			
25. My supervisor cares about me as a person.	4.33 -0.08	SD: 13 (2.78%)	D: 15 (3.21%)	N: 25 (5.35%)	A: 165 (35.33%)	SA: 249 (53.32%)	NA: 0 (0.00%)
		A		SA			
65. Our team members invest time developing relationships with each other.	4.31 -0.03	SD: 5 (1.07%)	D: 13 (2.78%)	N: 41 (8.78%)	A: 176 (37.69%)	SA: 226 (48.39%)	NA: 6 (1.28%)
		N	A	SA			
51. Our team has open and trusting relationships.	4.30 -0.04	SD: 7 (1.50%)	D: 18 (3.85%)	N: 40 (8.57%)	A: 162 (34.69%)	SA: 238 (50.96%)	NA: 2 (0.43%)
		N	A	SA			
63. I am highly energized by the people I work with on our team.	4.27 -0.04	SD: 7 (1.50%)	D: 14 (3.00%)	N: 52 (11.13%)	A: 164 (35.12%)	SA: 225 (48.18%)	NA: 5 (1.07%)
		N	A	SA			
68. Quality and inclusive relationships are valued across our organization.	4.18 -0.15	SD: 6 (1.28%)	D: 23 (4.93%)	N: 47 (10.06%)	A: 194 (41.54%)	SA: 195 (41.76%)	NA: 2 (0.43%)
		N	A	SA			
32. I have an open and trusting relationship with my supervisor.	4.12 -0.08	SD: 22 (4.71%)	D: 15 (3.21%)	N: 57 (12.21%)	A: 160 (34.26%)	SA: 211 (45.18%)	NA: 2 (0.43%)
		N	A	SA			
31. My supervisor inspires me to grow to new levels.	3.94 -0.10	SD: 24 (5.14%)	D: 21 (4.50%)	N: 82 (17.56%)	A: 169 (36.19%)	SA: 166 (35.55%)	NA: 5 (1.07%)
		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.	3.91 -0.09	SD: 21 (4.50%)	D: 34 (7.28%)	N: 79 (16.92%)	A: 156 (33.40%)	SA: 169 (36.19%)	NA: 8 (1.71%)
		<b>D</b>	<b>N</b>	<b>A</b>	<b>SA</b>		

## Continuous Improvement

Question	Mean	Distribution					
21. I am committed to a growth mindset to achieve my potential.	4.42 -0.07	SD: 3 (0.64%)	D: 2 (0.43%)	N: 29 (6.21%)	A: 193 (41.33%)	SA: 235 (50.32%)	NA: 5 (1.07%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
54. Our team continuously seeks ways to improve our performance.	4.36 -0.04	SD: 4 (0.86%)	D: 8 (1.71%)	N: 48 (10.28%)	A: 160 (34.26%)	SA: 243 (52.03%)	NA: 4 (0.86%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
52. I am on a team that continuously challenges me to grow and improve.	4.25 -0.02	SD: 6 (1.28%)	D: 13 (2.78%)	N: 57 (12.21%)	A: 170 (36.40%)	SA: 216 (46.25%)	NA: 5 (1.07%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
69. I am part of an organization that continues to pursue excellence every day.	4.24 -0.18	SD: 7 (1.50%)	D: 15 (3.21%)	N: 48 (10.28%)	A: 183 (39.19%)	SA: 212 (45.40%)	NA: 2 (0.43%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.17 -0.09	SD: 7 (1.50%)	D: 14 (3.00%)	N: 55 (11.78%)	A: 206 (44.11%)	SA: 182 (38.97%)	NA: 3 (0.64%)
		<b>N</b>	<b>A</b>	<b>SA</b>			
89. Our organization demonstrates the effective use of data to guide continuous improvement.	4.04 -0.10	SD: 11 (2.36%)	D: 20 (4.28%)	N: 71 (15.20%)	A: 200 (42.83%)	SA: 161 (34.48%)	NA: 4 (0.86%)
		<b>N</b>	<b>A</b>	<b>SA</b>			








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

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.43 -0.07	SD: 7 (1.50%)	D: 10 (2.14%)	N: 31 (6.64%)	A: 143 (30.62%)	SA: 272 (58.24%)	NA: 4 (0.86%)
13. My work is fulfilling and enjoyable.	4.29 -0.06	SD: 7 (1.50%)	D: 11 (2.36%)	N: 34 (7.28%)	A: 202 (43.25%)	SA: 209 (44.75%)	NA: 4 (0.86%)
87. Overall, I am very satisfied with our organization as a place to work.	4.20 -0.18	SD: 8 (1.71%)	D: 21 (4.50%)	N: 48 (10.28%)	A: 183 (39.19%)	SA: 205 (43.90%)	NA: 2 (0.43%)
20. I look forward to coming to work every day.	4.07 -0.11	SD: 8 (1.71%)	D: 22 (4.71%)	N: 59 (12.63%)	A: 217 (46.47%)	SA: 159 (34.05%)	NA: 2 (0.43%)

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









## Communication

Question	Mean	Distribution					
79. My teammates share important information with me.	4.44 = 0.00	SD: 4 (0.86%)	D: 7 (1.50%)	N: 23 (4.93%)	A: 176 (37.69%)	SA: 254 (54.39%)	NA: 3 (0.64%)
							
44. Our team effectively communicates with each other.	4.35 -0.05	SD: 7 (1.50%)	D: 9 (1.93%)	N: 44 (9.42%)	A: 155 (33.19%)	SA: 247 (52.89%)	NA: 5 (1.07%)
							
55. Information is shared effectively within our team.	4.30 -0.03	SD: 10 (2.14%)	D: 17 (3.64%)	N: 37 (7.92%)	A: 161 (34.48%)	SA: 239 (51.18%)	NA: 3 (0.64%)
							
27. My supervisor and I have effective two-way communication.	4.22 -0.05	SD: 16 (3.43%)	D: 18 (3.85%)	N: 34 (7.28%)	A: 176 (37.69%)	SA: 221 (47.32%)	NA: 2 (0.43%)
							
61. When disagreements arise within our team, we effectively communicate to seek resolution.	4.18 -0.01	SD: 9 (1.93%)	D: 17 (3.64%)	N: 53 (11.35%)	A: 180 (38.54%)	SA: 196 (41.97%)	NA: 12 (2.57%)
							
24. My supervisor effectively communicates his/her expectations.	4.11 -0.06	SD: 20 (4.28%)	D: 23 (4.93%)	N: 49 (10.49%)	A: 165 (35.33%)	SA: 208 (44.54%)	NA: 2 (0.43%)
							
26. My supervisor gives me constructive feedback about my work performance.	4.09 -0.08	SD: 13 (2.78%)	D: 25 (5.35%)	N: 53 (11.35%)	A: 184 (39.40%)	SA: 183 (39.19%)	NA: 9 (1.93%)
							



**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.	4.58 -0.08	SD: 2 (0.43%)	D: 5 (1.07%)	N: 16 (3.43%)	A: 141 (30.19%)	SA: 303 (64.88%)	NA: 0 (0.00%)
							
60. I fit in well with our team.	4.43 -0.01	SD: 2 (0.43%)	D: 11 (2.36%)	N: 27 (5.78%)	A: 168 (35.97%)	SA: 254 (54.39%)	NA: 5 (1.07%)
							
70. I feel our organization is a great fit for me.	4.37 -0.09	SD: 6 (1.28%)	D: 6 (1.28%)	N: 44 (9.42%)	A: 164 (35.12%)	SA: 245 (52.46%)	NA: 2 (0.43%)
							
11. I am in a role that allows me to maximize my talents and strengths.	4.26 -0.10	SD: 4 (0.86%)	D: 26 (5.57%)	N: 44 (9.42%)	A: 161 (34.48%)	SA: 230 (49.25%)	NA: 2 (0.43%)
							
7. I have encouraged someone to apply at our organization.	4.08 -0.11	SD: 9 (1.93%)	D: 31 (6.64%)	N: 59 (12.63%)	A: 152 (32.55%)	SA: 185 (39.61%)	NA: 31 (6.64%)
							
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.01 -0.16	SD: 21 (4.50%)	D: 25 (5.35%)	N: 61 (13.06%)	A: 164 (35.12%)	SA: 178 (38.12%)	NA: 18 (3.85%)
							
86. Our organization selects highly talented individuals when hiring.	3.98 -0.16	SD: 9 (1.93%)	D: 29 (6.21%)	N: 80 (17.13%)	A: 190 (40.69%)	SA: 157 (33.62%)	NA: 2 (0.43%)
							
77. Our organization selects the right people for the right job.	3.88 -0.15	SD: 15 (3.21%)	D: 32 (6.85%)	N: 92 (19.70%)	A: 181 (38.76%)	SA: 147 (31.48%)	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.	4.52 -0.09	SD: 4 (0.86%)	D: 3 (0.64%)	N: 12 (2.57%)	A: 173 (37.04%)	SA: 272 (58.24%)	NA: 3 (0.64%)
		<div><div></div><div>A</div><div>SA</div></div>					
84. I would like to work at our organization long term.	4.33 -0.15	SD: 5 (1.07%)	D: 15 (3.21%)	N: 52 (11.13%)	A: 141 (30.19%)	SA: 248 (53.10%)	NA: 6 (1.28%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
72. Our organization provides the experience and development for me to further my career here.	4.03 -0.09	SD: 12 (2.57%)	D: 24 (5.14%)	N: 81 (17.34%)	A: 163 (34.90%)	SA: 180 (38.54%)	NA: 7 (1.50%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
73. My supervisor advocates for my role and career growth.	4.00 -0.10	SD: 19 (4.07%)	D: 22 (4.71%)	N: 75 (16.06%)	A: 165 (35.33%)	SA: 174 (37.26%)	NA: 12 (2.57%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
74. I have the opportunity to express my career interests at our organization.	3.96 -0.09	SD: 15 (3.21%)	D: 24 (5.14%)	N: 86 (18.42%)	A: 167 (35.76%)	SA: 159 (34.05%)	NA: 16 (3.43%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					

Innovation

Question	Mean	Distribution					
16. I seek new ways to achieve excellence in my role.	4.45 -0.07	SD: 2 (0.43%)	D: 4 (0.86%)	N: 26 (5.57%)	A: 182 (38.97%)	SA: 250 (53.53%)	NA: 3 (0.64%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
42. Our team encourages innovation.	4.23 -0.06	SD: 6 (1.28%)	D: 13 (2.78%)	N: 48 (10.28%)	A: 198 (42.40%)	SA: 200 (42.83%)	NA: 2 (0.43%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
75. Our organization embraces an innovative mindset to maximize our potential.	3.99 -0.16	SD: 9 (1.93%)	D: 22 (4.71%)	N: 82 (17.56%)	A: 205 (43.90%)	SA: 147 (31.48%)	NA: 2 (0.43%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					
83. Our organization encourages innovation.	3.99 -0.15	SD: 6 (1.28%)	D: 20 (4.28%)	N: 82 (17.56%)	A: 222 (47.54%)	SA: 135 (28.91%)	NA: 2 (0.43%)
		<div><div></div><div>N</div><div>A</div><div>SA</div></div>					

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

## Performance Planning

Question	Mean	Distribution					
17. I embrace challenges as opportunities for growth.	4.38 -0.01	SD: 3 (0.64%)	D: 2 (0.43%)	N: 20 (4.28%)	A: 233 (49.89%)	SA: 209 (44.75%)	NA: 0 (0.00%)
		A			SA		
57. Our team has improved our performance over time by learning from each other.	4.38 = 0.00	SD: 4 (0.86%)	D: 9 (1.93%)	N: 38 (8.14%)	A: 164 (35.12%)	SA: 240 (51.39%)	NA: 12 (2.57%)
		N	A			SA	
58. I am satisfied that our team performs up to our potential.	4.32 = 0.00	SD: 4 (0.86%)	D: 17 (3.64%)	N: 43 (9.21%)	A: 163 (34.90%)	SA: 235 (50.32%)	NA: 5 (1.07%)
		N	A			SA	
49. Our team effectively sets goals to further enhance our performance.	4.16 -0.05	SD: 8 (1.71%)	D: 24 (5.14%)	N: 55 (11.78%)	A: 175 (37.47%)	SA: 201 (43.04%)	NA: 4 (0.86%)
		N		A		SA	
37. My supervisor motivates me to achieve my goals.	4.02 -0.10	SD: 20 (4.28%)	D: 21 (4.50%)	N: 68 (14.56%)	A: 173 (37.04%)	SA: 181 (38.76%)	NA: 4 (0.86%)
		N		A		SA	
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.01 -0.12	SD: 10 (2.14%)	D: 30 (6.42%)	N: 63 (13.49%)	A: 200 (42.83%)	SA: 157 (33.62%)	NA: 7 (1.50%)
		D	N	A		SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.73 -0.14	SD: 25 (5.35%)	D: 60 (12.85%)	N: 70 (14.99%)	A: 147 (31.48%)	SA: 144 (30.84%)	NA: 21 (4.50%)
		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.	4.52 + 0.01	SD: 3 (0.64%)	D: 4 (0.86%)	N: 25 (5.35%)	A: 149 (31.91%)	SA: 282 (60.39%)	NA: 4 (0.86%)
62. My teammates demonstrate commitment to helping and supporting each other.	4.42 -0.07	SD: 4 (0.86%)	D: 12 (2.57%)	N: 25 (5.35%)	A: 167 (35.76%)	SA: 254 (54.39%)	NA: 5 (1.07%)
3. I am provided the core needs necessary for me to excel in my role.	4.13 -0.16	SD: 4 (0.86%)	D: 32 (6.85%)	N: 46 (9.85%)	A: 199 (42.61%)	SA: 184 (39.40%)	NA: 2 (0.43%)
33. My supervisor supports me through challenges and failures in order to succeed.	4.10 -0.12	SD: 20 (4.28%)	D: 13 (2.78%)	N: 61 (13.06%)	A: 172 (36.83%)	SA: 194 (41.54%)	NA: 7 (1.50%)
23. I have a supportive coaching relationship with my supervisor.	4.09 -0.07	SD: 19 (4.07%)	D: 20 (4.28%)	N: 56 (11.99%)	A: 175 (37.47%)	SA: 194 (41.54%)	NA: 3 (0.64%)
34. My supervisor is actively responsive to my needs.	4.08 -0.11	SD: 22 (4.71%)	D: 22 (4.71%)	N: 55 (11.78%)	A: 163 (34.90%)	SA: 202 (43.25%)	NA: 3 (0.64%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.98 -0.20	SD: 11 (2.36%)	D: 38 (8.14%)	N: 59 (12.63%)	A: 201 (43.04%)	SA: 157 (33.62%)	NA: 1 (0.21%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.83 -0.10	SD: 22 (4.71%)	D: 38 (8.14%)	N: 83 (17.77%)	A: 171 (36.62%)	SA: 148 (31.69%)	NA: 5 (1.07%)






**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.	4.51 + 0.01	SD: 3 (0.64%)	D: 2 (0.43%)	N: 24 (5.14%)	A: 159 (34.05%)	SA: 273 (58.46%)	NA: 6 (1.28%)
15. I am properly trained to achieve excellence in my work.	4.16 -0.20	SD: 10 (2.14%)	D: 25 (5.35%)	N: 44 (9.42%)	A: 189 (40.47%)	SA: 197 (42.18%)	NA: 2 (0.43%)
35. My supervisor supports my personal and professional development.	4.15 -0.13	SD: 17 (3.64%)	D: 17 (3.64%)	N: 46 (9.85%)	A: 181 (38.76%)	SA: 202 (43.25%)	NA: 4 (0.86%)
30. My supervisor encourages opportunities for my growth and development.	4.13 -0.05	SD: 17 (3.64%)	D: 21 (4.50%)	N: 53 (11.35%)	A: 167 (35.76%)	SA: 206 (44.11%)	NA: 3 (0.64%)
36. My supervisor builds a culture of learning and growth.	4.08 -0.14	SD: 20 (4.28%)	D: 25 (5.35%)	N: 53 (11.35%)	A: 169 (36.19%)	SA: 198 (42.40%)	NA: 2 (0.43%)
81. Our organization provides the "right" training for me to excel in my role.	3.64 -0.31	SD: 19 (4.07%)	D: 67 (14.35%)	N: 97 (20.77%)	A: 157 (33.62%)	SA: 122 (26.12%)	NA: 5 (1.07%)

**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.	4.44 -0.06	SD: 4 (0.86%)	D: 3 (0.64%)	N: 21 (4.50%)	A: 191 (40.90%)	SA: 244 (52.25%)	NA: 4 (0.86%)
							
59. Our team is very inspired by the work we do.	4.31 -0.02	SD: 5 (1.07%)	D: 12 (2.57%)	N: 43 (9.21%)	A: 176 (37.69%)	SA: 226 (48.39%)	NA: 5 (1.07%)
							
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.07 -0.16	SD: 9 (1.93%)	D: 18 (3.85%)	N: 71 (15.20%)	A: 197 (42.18%)	SA: 168 (35.97%)	NA: 4 (0.86%)
							
41. My supervisor effectively communicates our organizational mission to me.	4.00 -0.16	SD: 13 (2.78%)	D: 31 (6.64%)	N: 68 (14.56%)	A: 180 (38.54%)	SA: 168 (35.97%)	NA: 7 (1.50%)
							
82. Business decisions made are consistent with our mission and core values.	3.72 -0.19	SD: 16 (3.43%)	D: 45 (9.64%)	N: 106 (22.70%)	A: 169 (36.19%)	SA: 118 (25.27%)	NA: 13 (2.78%)
							

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.	4.43 -0.03	SD: 1 (0.21%)	D: 1 (0.21%)	N: 29 (6.21%)	A: 198 (42.40%)	SA: 234 (50.11%)	NA: 4 (0.86%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
48. My teammates promote gratitude in our culture.	4.35 -0.09	SD: 6 (1.28%)	D: 12 (2.57%)	N: 42 (8.99%)	A: 154 (32.98%)	SA: 248 (53.10%)	NA: 5 (1.07%)
		<div><div>N</div><div>A</div><div>SA</div></div>					
29. My supervisor recognizes me for a job well done.	4.04 -0.13	SD: 21 (4.50%)	D: 27 (5.78%)	N: 50 (10.71%)	A: 179 (38.33%)	SA: 187 (40.04%)	NA: 3 (0.64%)
		<div><div>D</div><div>N</div><div>A</div><div>SA</div></div>					
80. Our organization practices gratitude by recognizing excellence in our work.	3.98 -0.21	SD: 14 (3.00%)	D: 27 (5.78%)	N: 75 (16.06%)	A: 187 (40.04%)	SA: 163 (34.90%)	NA: 1 (0.21%)
		<div><div>D</div><div>N</div><div>A</div><div>SA</div></div>					
9. I have received meaningful recognition in the past 10 days.	3.61 -0.10	SD: 25 (5.35%)	D: 70 (14.99%)	N: 89 (19.06%)	A: 155 (33.19%)	SA: 124 (26.55%)	NA: 4 (0.86%)
		<div><div>D</div><div>N</div><div>A</div><div>SA</div></div>					

Top Items

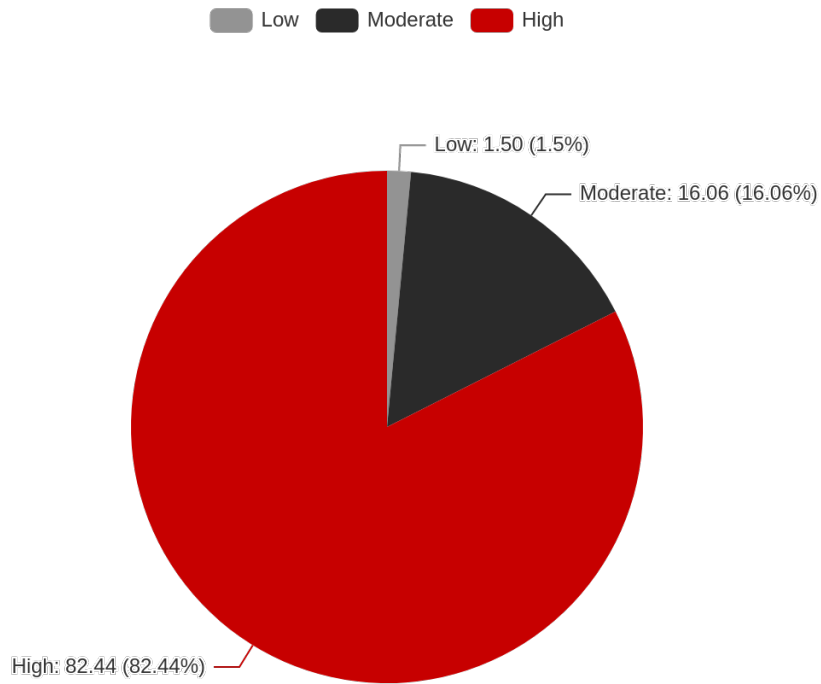
Question	Mean
4. I feel great pride in the work I do.	4.68 -0.02
2. I am fully engaged in the work that I do.	4.65 -0.09
8. I am driven to contribute to the success of our organization.	4.61 -0.03
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.58 = 0.00
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.58 -0.08

## Bottom Items

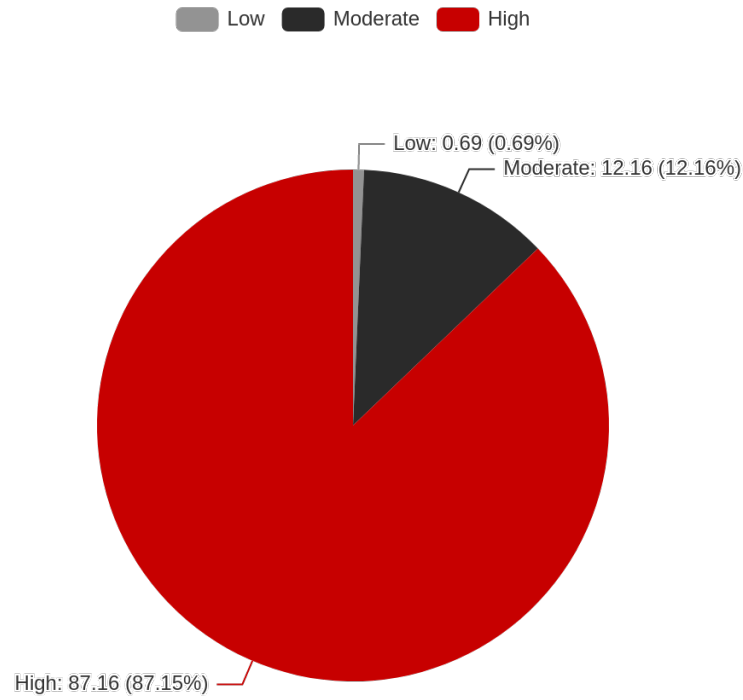
Question	Mean
9. I have received meaningful recognition in the past 10 days.	3.61 -0.10
81. Our organization provides the "right" training for me to excel in my role.	3.64 -0.31
82. Business decisions made are consistent with our mission and core values.	3.72 -0.19
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.73 -0.14
28. I am provided the opportunity to spend quality time with my supervisor.	3.83 -0.10



## Current Growth Mindset Chart



## Previous Growth Mindset Chart



**SD** : Strongly Disagree

**D** : Disagree

**N** : Neutral

**A** : Agree

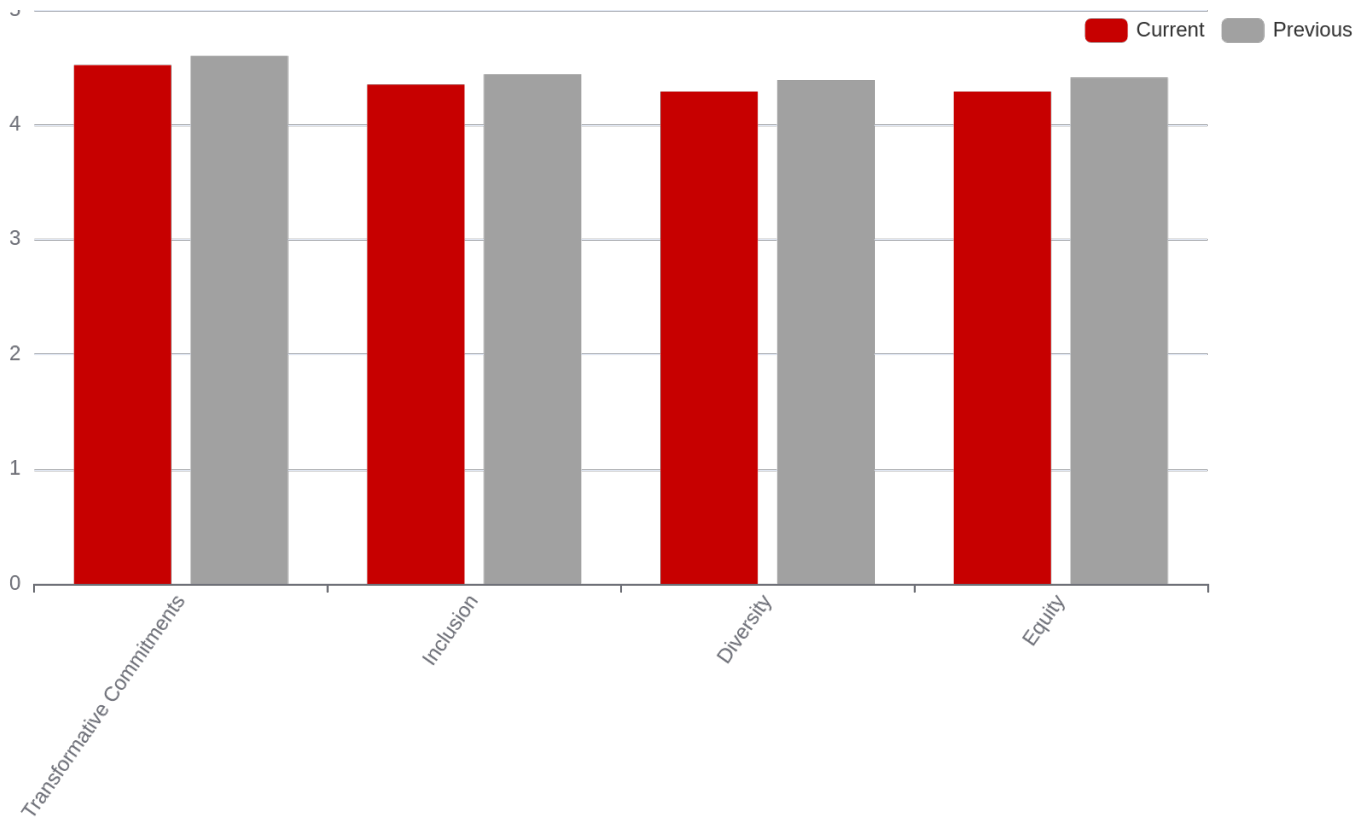
**SA** : Strongly Agree

**NA** : Not Applicable

## Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.58 = 0.00	SD: 2 (0.43%)	D: 0 (0.00%)	N: 7 (1.50%)	A: 174 (37.26%)	SA: 280 (59.96%)	NA: 4 (0.86%)
		A		SA			
85. I am committed to achieving my potential through learning and growing.	4.52 -0.09	SD: 4 (0.86%)	D: 3 (0.64%)	N: 12 (2.57%)	A: 173 (37.04%)	SA: 272 (58.24%)	NA: 3 (0.64%)
		A		SA			
6. I seek opportunities to further my growth and development.	4.51 + 0.01	SD: 3 (0.64%)	D: 2 (0.43%)	N: 24 (5.14%)	A: 159 (34.05%)	SA: 273 (58.46%)	NA: 6 (1.28%)
		A		SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.43 -0.03	SD: 1 (0.21%)	D: 1 (0.21%)	N: 29 (6.21%)	A: 198 (42.40%)	SA: 234 (50.11%)	NA: 4 (0.86%)
		N	A		SA		
21. I am committed to a growth mindset to achieve my potential.	4.42 -0.07	SD: 3 (0.64%)	D: 2 (0.43%)	N: 29 (6.21%)	A: 193 (41.33%)	SA: 235 (50.32%)	NA: 5 (1.07%)
		N	A		SA		
78. I feel proud of and inspired by the success of others on my team.	4.41 -0.05	SD: 3 (0.64%)	D: 3 (0.64%)	N: 29 (6.21%)	A: 194 (41.54%)	SA: 232 (49.68%)	NA: 6 (1.28%)
		N	A		SA		
17. I embrace challenges as opportunities for growth.	4.38 -0.01	SD: 3 (0.64%)	D: 2 (0.43%)	N: 20 (4.28%)	A: 233 (49.89%)	SA: 209 (44.75%)	NA: 0 (0.00%)
		A		SA			
52. I am on a team that continuously challenges me to grow and improve.	4.25 -0.02	SD: 6 (1.28%)	D: 13 (2.78%)	N: 57 (12.21%)	A: 170 (36.40%)	SA: 216 (46.25%)	NA: 5 (1.07%)
		N	A		SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.17 -0.09	SD: 7 (1.50%)	D: 14 (3.00%)	N: 55 (11.78%)	A: 206 (44.11%)	SA: 182 (38.97%)	NA: 3 (0.64%)
		N	A		SA		
36. My supervisor builds a culture of learning and growth.	4.08 -0.14	SD: 20 (4.28%)	D: 25 (5.35%)	N: 53 (11.35%)	A: 169 (36.19%)	SA: 198 (42.40%)	NA: 2 (0.43%)
		N	A		SA		

## DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.52 -0.08
Inclusion	4.35 -0.09
Diversity	4.29 -0.10
Equity	4.29 -0.12

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.	4.72 -0.04	<div><div>SD: 1 (0.21%)</div><div>D: 3 (0.64%)</div><div>N: 9 (1.93%)</div><div>A: 99 (21.20%)</div><div>SA: 350 (74.95%)</div><div>NA: 5 (1.07%)</div></div> <div><div>N</div><div>A</div><div>SA</div></div>
109. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.66 -0.06	<div><div>SD: 2 (0.43%)</div><div>D: 3 (0.64%)</div><div>N: 11 (2.36%)</div><div>A: 119 (25.48%)</div><div>SA: 331 (70.88%)</div><div>NA: 1 (0.21%)</div></div> <div><div>N</div><div>A</div><div>SA</div></div>
108. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.43 -0.09	<div><div>SD: 1 (0.21%)</div><div>D: 6 (1.28%)</div><div>N: 32 (6.85%)</div><div>A: 176 (37.69%)</div><div>SA: 246 (52.68%)</div><div>NA: 6 (1.28%)</div></div> <div><div>N</div><div>A</div><div>SA</div></div>
107. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.28 -0.12	<div><div>SD: 5 (1.07%)</div><div>D: 14 (3.00%)</div><div>N: 42 (8.99%)</div><div>A: 187 (40.04%)</div><div>SA: 215 (46.04%)</div><div>NA: 4 (0.86%)</div></div> <div><div>N</div><div>A</div><div>SA</div></div>

**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.	4.71 -0.05	SD: 3 (0.64%)	D: 2 (0.43%)	N: 9 (1.93%)	A: 100 (21.41%)	SA: 348 (74.52%)	NA: 5 (1.07%)
110. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.63 -0.05	SD: 1 (0.21%)	D: 3 (0.64%)	N: 17 (3.64%)	A: 125 (26.77%)	SA: 315 (67.45%)	NA: 6 (1.28%)
100. I value the contributions of all team members.	4.58 -0.05	SD: 3 (0.64%)	D: 0 (0.00%)	N: 10 (2.14%)	A: 164 (35.12%)	SA: 285 (61.03%)	NA: 5 (1.07%)
111. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.52 -0.11	SD: 3 (0.64%)	D: 6 (1.28%)	N: 22 (4.71%)	A: 149 (31.91%)	SA: 283 (60.60%)	NA: 4 (0.86%)
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.51 -0.07	SD: 3 (0.64%)	D: 6 (1.28%)	N: 22 (4.71%)	A: 152 (32.55%)	SA: 279 (59.74%)	NA: 5 (1.07%)
95. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.49 -0.06	SD: 3 (0.64%)	D: 3 (0.64%)	N: 20 (4.28%)	A: 174 (37.26%)	SA: 262 (56.10%)	NA: 5 (1.07%)
115. Our organization is a safe place for people of color to work and be successful.	4.46 -0.01	SD: 3 (0.64%)	D: 4 (0.86%)	N: 35 (7.49%)	A: 153 (32.76%)	SA: 262 (56.10%)	NA: 10 (2.14%)
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.	4.40 -0.09	SD: 8 (1.71%)	D: 6 (1.28%)	N: 29 (6.21%)	A: 168 (35.97%)	SA: 250 (53.53%)	NA: 6 (1.28%)
101. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.37 -0.07	SD: 6 (1.28%)	D: 11 (2.36%)	N: 23 (4.93%)	A: 189 (40.47%)	SA: 236 (50.54%)	NA: 2 (0.43%)
98. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.27 -0.07	SD: 4 (0.86%)	D: 12 (2.57%)	N: 39 (8.35%)	A: 209 (44.75%)	SA: 199 (42.61%)	NA: 4 (0.86%)
114. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.26 + 0.01	SD: 3 (0.64%)	D: 15 (3.21%)	N: 54 (11.56%)	A: 175 (37.47%)	SA: 210 (44.97%)	NA: 10 (2.14%)

**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.	4.24 -0.12	SD: 9 (1.93%)	D: 16 (3.43%)	N: 35 (7.49%)	A: 200 (42.83%)	SA: 205 (43.90%)	NA: 2 (0.43%)
		N		A		SA	
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.23 -0.13	SD: 7 (1.50%)	D: 18 (3.85%)	N: 43 (9.21%)	A: 190 (40.69%)	SA: 207 (44.33%)	NA: 2 (0.43%)
		N		A		SA	
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.18 -0.11	SD: 6 (1.28%)	D: 17 (3.64%)	N: 57 (12.21%)	A: 192 (41.11%)	SA: 192 (41.11%)	NA: 3 (0.64%)
		N		A		SA	
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.18 -0.10	SD: 2 (0.43%)	D: 14 (3.00%)	N: 66 (14.13%)	A: 199 (42.61%)	SA: 183 (39.19%)	NA: 3 (0.64%)
		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.	4.15 -0.12	SD: 8 (1.71%)	D: 19 (4.07%)	N: 49 (10.49%)	A: 210 (44.97%)	SA: 180 (38.54%)	NA: 1 (0.21%)
		N		A		SA	
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.12 -0.12	SD: 7 (1.50%)	D: 19 (4.07%)	N: 59 (12.63%)	A: 204 (43.68%)	SA: 174 (37.26%)	NA: 4 (0.86%)
		N		A		SA	
103. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.02 -0.24	SD: 24 (5.14%)	D: 27 (5.78%)	N: 53 (11.35%)	A: 173 (37.04%)	SA: 189 (40.47%)	NA: 1 (0.21%)
		D	N	A		SA	

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

## Diversity

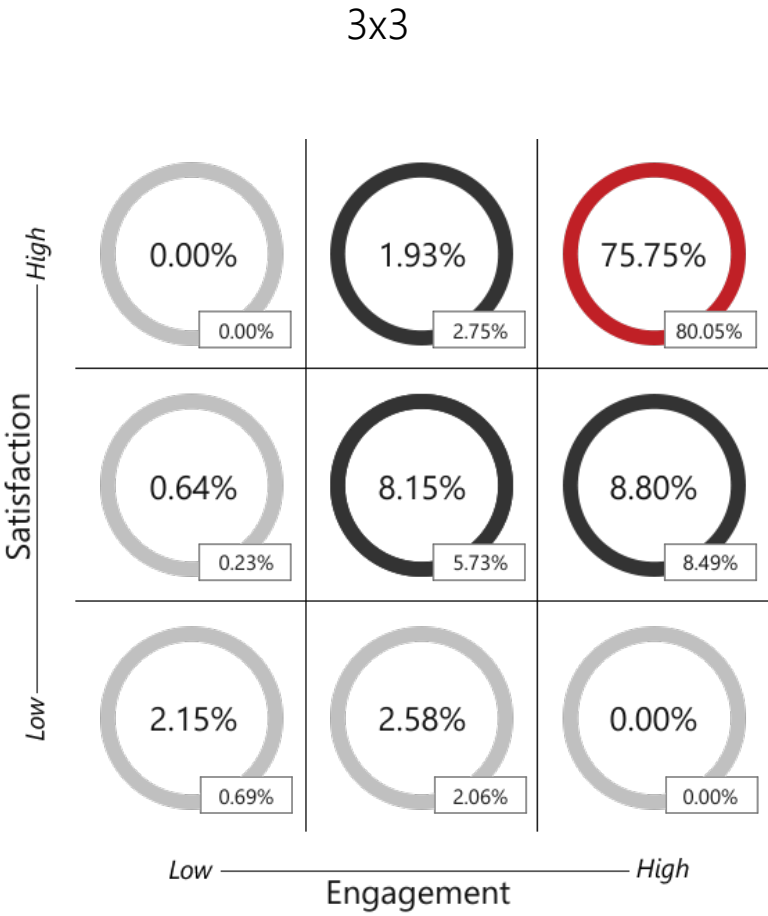
Question	Mean	Distribution					
112. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.71 <b>-0.05</b>	SD: 3 (0.64%)	D: 2 (0.43%)	N: 9 (1.93%)	A: 100 (21.41%)	SA: 348 (74.52%)	NA: 5 (1.07%)
							
96. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.51 <b>-0.07</b>	SD: 3 (0.64%)	D: 6 (1.28%)	N: 22 (4.71%)	A: 152 (32.55%)	SA: 279 (59.74%)	NA: 5 (1.07%)
							
106. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.18 <b>-0.11</b>	SD: 6 (1.28%)	D: 17 (3.64%)	N: 57 (12.21%)	A: 192 (41.11%)	SA: 192 (41.11%)	NA: 3 (0.64%)
							
97. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.18 <b>-0.10</b>	SD: 2 (0.43%)	D: 14 (3.00%)	N: 66 (14.13%)	A: 199 (42.61%)	SA: 183 (39.19%)	NA: 3 (0.64%)
							
94. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.12 <b>-0.12</b>	SD: 7 (1.50%)	D: 19 (4.07%)	N: 59 (12.63%)	A: 204 (43.68%)	SA: 174 (37.26%)	NA: 4 (0.86%)
							
93. Our organization demonstrates quality efforts in building a culture of diversity.	4.07 <b>-0.10</b>	SD: 7 (1.50%)	D: 20 (4.28%)	N: 65 (13.92%)	A: 211 (45.18%)	SA: 160 (34.26%)	NA: 4 (0.86%)
							



**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.	4.71 -0.05	SD: 3 (0.64%)	D: 2 (0.43%)	N: 9 (1.93%)	A: 100 (21.41%)	SA: 348 (74.52%)	NA: 5 (1.07%)
102. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.23 -0.13	SD: 7 (1.50%)	D: 18 (3.85%)	N: 43 (9.21%)	A: 190 (40.69%)	SA: 207 (44.33%)	NA: 2 (0.43%)
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.	4.15 -0.12	SD: 8 (1.71%)	D: 19 (4.07%)	N: 49 (10.49%)	A: 210 (44.97%)	SA: 180 (38.54%)	NA: 1 (0.21%)
104. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.07 -0.19	SD: 13 (2.78%)	D: 24 (5.14%)	N: 56 (11.99%)	A: 196 (41.97%)	SA: 177 (37.90%)	NA: 1 (0.21%)



## All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.68 -0.02
2. I am fully engaged in the work that I do.	Engage-Inspire	4.65 -0.09
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.61 -0.03
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.58 = 0.00
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.58 -0.08
92. I demonstrate effort in building a positive workplace culture.	Quality	4.55 -0.08
5. I have at least one close friend at work.	Relationships	4.53 -0.01
85. I am committed to achieving my potential through learning and growing.	Career Development	4.52 -0.09
56. Our team actively responds when needs arise within our team.	Support-Equip	4.52 + 0.01
6. I seek opportunities to further my growth and development.	Training & Development	4.51 + 0.01
45. I feel great pride in the team of which I am a part.	Pride	4.46 -0.03
16. I seek new ways to achieve excellence in my role.	Innovation	4.45 -0.07
79. My teammates share important information with me.	Communication	4.44 = 0.00
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.44 -0.08
22. I support our organization's mission.	Mission Conscious	4.44 -0.06
60. I fit in well with our team.	Talent/Fit	4.43 -0.01
46. I am satisfied being a part of our team.	Satisfaction	4.43 -0.07
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.43 -0.03
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	4.42 -0.07

Question	Dimension	Mean
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.42 -0.07
66. I look forward to interacting with our team when I come to work.	Relationships	4.42 -0.01
78. I feel proud of and inspired by the success of others on my team.	Pride	4.41 -0.05
53. I trust my teammates to follow through on projects.	Relationships	4.39 -0.03
57. Our team has improved our performance over time by learning from each other.	Performance Planning	4.38 = 0.00
17. I embrace challenges as opportunities for growth.	Performance Planning	4.38 -0.01
70. I feel our organization is a great fit for me.	Talent/Fit	4.37 -0.09
12. I am highly committed to and energized by my work.	Engage-Inspire	4.37 -0.06
64. Our team is committed to creating an enjoyable work environment.	Relationships	4.37 -0.09
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	4.36 -0.04
44. Our team effectively communicates with each other.	Communication	4.35 -0.05
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.35 -0.07
48. My teammates promote gratitude in our culture.	Recognition	4.35 -0.09
25. My supervisor cares about me as a person.	Relationships	4.33 -0.08
84. I would like to work at our organization long term.	Career Development	4.33 -0.15
58. I am satisfied that our team performs up to our potential.	Performance Planning	4.32 = 0.00
59. Our team is very inspired by the work we do.	Mission Conscious	4.31 -0.02

Question	Dimension	Mean
65. Our team members invest time developing relationships with each other.	Relationships	4.31 -0.03
51. Our team has open and trusting relationships.	Relationships	4.30 -0.04
55. Information is shared effectively within our team.	Communication	4.30 -0.03
14. I feel great pride in being a part of our organization.	Pride	4.29 -0.21
13. My work is fulfilling and enjoyable.	Satisfaction	4.29 -0.06
47. I am on a team that encourages each member to surpass expectations.	Quality	4.27 -0.02
63. I am highly energized by the people I work with on our team.	Relationships	4.27 -0.04
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.26 -0.10
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.25 -0.02
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.24 -0.18
42. Our team encourages innovation.	Innovation	4.23 -0.06
27. My supervisor and I have effective two-way communication.	Communication	4.22 -0.05
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.20 -0.14
71. Our organization is committed to quality collaboration and excellence.	Quality	4.20 -0.15
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.20 -0.18
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	4.18 -0.01
68. Quality and inclusive relationships are valued across our organization.	Relationships	4.18 -0.15

Question	Dimension	Mean
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	4.17 -0.09
15. I am properly trained to achieve excellence in my work.	Training & Development	4.16 -0.20
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.16 -0.05
35. My supervisor supports my personal and professional development.	Training & Development	4.15 -0.13
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	4.13 -0.20
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.13 -0.05
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	4.13 -0.16
32. I have an open and trusting relationship with my supervisor.	Relationships	4.12 -0.08
24. My supervisor effectively communicates his/her expectations.	Communication	4.11 -0.06
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.10 -0.12
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	4.09 -0.07
26. My supervisor gives me constructive feedback about my work performance.	Communication	4.09 -0.08
7. I have encouraged someone to apply at our organization.	Talent/Fit	4.08 -0.11
34. My supervisor is actively responsive to my needs.	Support-Equip	4.08 -0.11
36. My supervisor builds a culture of learning and growth.	Training & Development	4.08 -0.14
20. I look forward to coming to work every day.	Satisfaction	4.07 -0.11

Question	Dimension	Mean
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.07 -0.16
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	4.04 -0.10
29. My supervisor recognizes me for a job well done.	Recognition	4.04 -0.13
72. Our organization provides the experience and development for me to further my career here.	Career Development	4.03 -0.09
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.02 -0.10
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	4.01 -0.16
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.01 -0.12
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	4.00 -0.16
73. My supervisor advocates for my role and career growth.	Career Development	4.00 -0.10
83. Our organization encourages innovation.	Innovation	3.99 -0.15
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.99 -0.16
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.98 -0.16
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.98 -0.21
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.98 -0.20
74. I have the opportunity to express my career interests at our organization.	Career Development	3.96 -0.09
31. My supervisor inspires me to grow to new levels.	Relationships	3.94 -0.10

Question	Dimension	Mean
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.91 -0.09
77. Our organization selects the right people for the right job.	Talent/Fit	3.88 -0.15
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.83 -0.10
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.73 -0.14
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.72 -0.19
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.64 -0.31
9. I have received meaningful recognition in the past 10 days.	Recognition	3.61 -0.10