



INSIGHTeX Growth Mindset & DEI

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Dimensions

Dimension	Mean
Pride	4.40 + 0.10
Quality	4.38 -0.01
Engage-Inspire	4.33 -0.02
Satisfaction	4.28 + 0.19
Relationships	4.21 + 0.13
Continuous Improvement	4.18 -0.26
Communication	4.15 + 0.19
Innovation	4.11 -0.10
Performance Planning	4.10 + 0.12
Recognition	4.07 -0.02
Career Development	4.06 + 0.06
Training & Development	4.05 + 0.21
Talent/Fit	4.05 -0.01
Mission Conscious	3.97 + 0.07
Support-Equip	3.93 = 0.00

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.	4.65 = 0.00	SD: 1 (2.04%) D: 0 (0.00%) N: 1 (2.04%) A: 11 (22.45%) SA: 36 (73.47%) NA: 0 (0.00%)
45. I feel great pride in the team of which I am a part.	4.43 + 0.03	SD: 1 (2.04%) D: 3 (6.12%) N: 3 (6.12%) A: 9 (18.37%) SA: 33 (67.35%) NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.37 ---	SD: 0 (0.00%) D: 2 (4.08%) N: 3 (6.12%) A: 19 (38.78%) SA: 25 (51.02%) NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.16 + 0.01	SD: 0 (0.00%) D: 2 (4.08%) N: 9 (18.37%) A: 17 (34.69%) SA: 21 (42.86%) NA: 0 (0.00%)

Quality

Question	Mean	Distribution
92. I demonstrate effort in building a positive workplace culture.	4.57 ---	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.04%) A: 19 (38.78%) SA: 29 (59.18%) NA: 0 (0.00%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.55 -0.04	SD: 0 (0.00%) D: 1 (2.04%) N: 5 (10.20%) A: 9 (18.37%) SA: 34 (69.39%) NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.24 -0.14	SD: 1 (2.04%) D: 3 (6.12%) N: 6 (12.24%) A: 12 (24.49%) SA: 27 (55.10%) NA: 0 (0.00%)
71. Our organization is committed to quality work and excellence.	4.16 -0.05	SD: 0 (0.00%) D: 3 (6.12%) N: 8 (16.33%) A: 16 (32.65%) SA: 22 (44.90%) 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.	4.65 + 0.11	SD: 2 (4.08%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 7 (14.29%)	SA: 39 (79.59%)	NA: 0 (0.00%)
12. I am highly committed to and energized by my work.	4.51 + 0.19	SD: 0 (0.00%)	D: 1 (2.04%)	N: 3 (6.12%)	A: 15 (30.61%)	SA: 30 (61.22%)	NA: 0 (0.00%)
8. I am driven to contribute to the success of our organization.	4.47 -0.11	SD: 1 (2.04%)	D: 1 (2.04%)	N: 3 (6.12%)	A: 13 (26.53%)	SA: 31 (63.27%)	NA: 0 (0.00%)
67. Our organization promotes a positive and engaging culture.	4.12 ---	SD: 0 (0.00%)	D: 5 (10.20%)	N: 6 (12.24%)	A: 16 (32.65%)	SA: 22 (44.90%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	3.90 + 0.09	SD: 1 (2.04%)	D: 5 (10.20%)	N: 10 (20.41%)	A: 15 (30.61%)	SA: 18 (36.73%)	NA: 0 (0.00%)

Satisfaction

Question	Mean	Distribution					
46. I am satisfied being a part of our team.	4.39 + 0.06	SD: 1 (2.04%)	D: 3 (6.12%)	N: 2 (4.08%)	A: 13 (26.53%)	SA: 30 (61.22%)	NA: 0 (0.00%)
13. I am satisfied with my role/work.	4.37 + 0.24	SD: 0 (0.00%)	D: 1 (2.04%)	N: 4 (8.16%)	A: 20 (40.82%)	SA: 24 (48.98%)	NA: 0 (0.00%)
87. Overall, I am very satisfied with our organization as a place to work.	4.27 + 0.36	SD: 0 (0.00%)	D: 1 (2.04%)	N: 7 (14.29%)	A: 19 (38.78%)	SA: 22 (44.90%)	NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.08 + 0.09	SD: 0 (0.00%)	D: 2 (4.08%)	N: 8 (16.33%)	A: 23 (46.94%)	SA: 16 (32.65%)	NA: 0 (0.00%)

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.	4.61 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (38.78%)	SA: 30 (61.22%)	NA: 0 (0.00%)
		A		SA			
5. I have at least one close friend at work.	4.49 -0.12	SD: 1 (2.04%)	D: 1 (2.04%)	N: 5 (10.20%)	A: 8 (16.33%)	SA: 34 (69.39%)	NA: 0 (0.00%)
		N	A	SA			
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.29 -0.04	SD: 0 (0.00%)	D: 4 (8.16%)	N: 3 (6.12%)	A: 17 (34.69%)	SA: 25 (51.02%)	NA: 0 (0.00%)
		D	N	A	SA		
25. My supervisor cares about me as a person.	4.27 + 0.06	SD: 1 (2.04%)	D: 1 (2.04%)	N: 6 (12.24%)	A: 17 (34.69%)	SA: 24 (48.98%)	NA: 0 (0.00%)
		N	A	SA			
51. Our team has open and trusting relationships.	4.22 = 0.00	SD: 1 (2.04%)	D: 3 (6.12%)	N: 4 (8.16%)	A: 17 (34.69%)	SA: 24 (48.98%)	NA: 0 (0.00%)
		D	N	A	SA		
68. Quality relationships are valued across our organization.	4.06 -0.20	SD: 0 (0.00%)	D: 3 (6.12%)	N: 8 (16.33%)	A: 21 (42.86%)	SA: 17 (34.69%)	NA: 0 (0.00%)
		D	N	A	SA		
32. I have an open and trusting relationship with my supervisor.	4.06 + 0.05	SD: 2 (4.08%)	D: 1 (2.04%)	N: 8 (16.33%)	A: 19 (38.78%)	SA: 19 (38.78%)	NA: 0 (0.00%)
		N	A	SA			
31. My supervisor inspires me to grow to new levels.	4.00 ---	SD: 1 (2.04%)	D: 3 (6.12%)	N: 10 (20.41%)	A: 16 (32.65%)	SA: 19 (38.78%)	NA: 0 (0.00%)
		D	N	A	SA		
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.90 + 0.08	SD: 1 (2.04%)	D: 5 (10.20%)	N: 10 (20.41%)	A: 15 (30.61%)	SA: 18 (36.73%)	NA: 0 (0.00%)
		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.	4.51 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 22 (44.90%)	SA: 26 (53.06%)	NA: 0 (0.00%)
		A			SA		
69. I am part of an organization that continues to pursue excellence every day.	4.31 + 0.09	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (16.33%)	A: 18 (36.73%)	SA: 23 (46.94%)	NA: 0 (0.00%)
		N	A			SA	
52. I am on a team that continuously challenges me to grow and improve.	4.29 ---	SD: 0 (0.00%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 11 (22.45%)	SA: 27 (55.10%)	NA: 0 (0.00%)
		N	A	SA			
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.90 ---	SD: 0 (0.00%)	D: 5 (10.20%)	N: 7 (14.29%)	A: 24 (48.98%)	SA: 12 (24.49%)	NA: 1 (2.04%)
		D	N	A		SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.88 ---	SD: 0 (0.00%)	D: 5 (10.20%)	N: 8 (16.33%)	A: 24 (48.98%)	SA: 12 (24.49%)	NA: 0 (0.00%)
		D	N	A		SA	

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

Communication

Question	Mean	Distribution					
79. I feel "in on things" that are happening at our organization.	4.41 + 0.88	SD: 0 (0.00%)	D: 2 (4.08%)	N: 3 (6.12%)	A: 17 (34.69%)	SA: 27 (55.10%)	NA: 0 (0.00%)
44. Our team effectively communicates with each other.	4.37 + 0.03	SD: 1 (2.04%)	D: 2 (4.08%)	N: 4 (8.16%)	A: 13 (26.53%)	SA: 29 (59.18%)	NA: 0 (0.00%)
27. My supervisor and I have effective two-way communication.	4.14 + 0.17	SD: 1 (2.04%)	D: 1 (2.04%)	N: 9 (18.37%)	A: 17 (34.69%)	SA: 21 (42.86%)	NA: 0 (0.00%)
24. My supervisor effectively communicates his/her expectations.	3.94 -0.05	SD: 2 (4.08%)	D: 3 (6.12%)	N: 9 (18.37%)	A: 17 (34.69%)	SA: 18 (36.73%)	NA: 0 (0.00%)
26. My supervisor gives me constructive feedback about my work performance.	3.88 + 0.09	SD: 1 (2.04%)	D: 3 (6.12%)	N: 13 (26.53%)	A: 16 (32.65%)	SA: 16 (32.65%)	NA: 0 (0.00%)

Innovation

Question	Mean	Distribution					
16. I am continuously seeking ways to improve my overall productivity.	4.51 -0.22	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 20 (40.82%)	SA: 27 (55.10%)	NA: 0 (0.00%)
42. Our team encourages innovation.	4.22 -0.03	SD: 0 (0.00%)	D: 4 (8.16%)	N: 2 (4.08%)	A: 22 (44.90%)	SA: 21 (42.86%)	NA: 0 (0.00%)
75. Our organization embraces an innovative mindset to maximize our potential.	3.88 ---	SD: 1 (2.04%)	D: 5 (10.20%)	N: 8 (16.33%)	A: 20 (40.82%)	SA: 15 (30.61%)	NA: 0 (0.00%)
83. Our organization encourages innovation.	3.82 + 0.16	SD: 2 (4.08%)	D: 3 (6.12%)	N: 10 (20.41%)	A: 21 (42.86%)	SA: 13 (26.53%)	NA: 0 (0.00%)

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

Performance Planning

Question	Mean	Distribution					
17. I have set the right goals for myself to excel in my role/position.	4.49 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 21 (42.86%)	SA: 26 (53.06%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.17 -0.11	SD: 1 (2.04%)	D: 3 (6.12%)	N: 7 (14.29%)	A: 13 (26.53%)	SA: 24 (48.98%)	NA: 1 (2.04%)
37. My supervisor motivates me to achieve my goals.	4.08 + 0.20	SD: 0 (0.00%)	D: 3 (6.12%)	N: 11 (22.45%)	A: 14 (28.57%)	SA: 21 (42.86%)	NA: 0 (0.00%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.00 + 0.19	SD: 0 (0.00%)	D: 3 (6.12%)	N: 10 (20.41%)	A: 20 (40.82%)	SA: 16 (32.65%)	NA: 0 (0.00%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.71 + 0.19	SD: 1 (2.04%)	D: 9 (18.37%)	N: 6 (12.24%)	A: 15 (30.61%)	SA: 14 (28.57%)	NA: 4 (8.16%)

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

Recognition

Question	Mean	Distribution					
18. I have provided meaningful recognition to others in the past 10 days.	4.53 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 21 (42.86%)	SA: 27 (55.10%)	NA: 0 (0.00%)
		A			SA		
48. Our team recognizes each other's efforts and impact.	4.31 -0.09	SD: 1 (2.04%)	D: 2 (4.08%)	N: 8 (16.33%)	A: 8 (16.33%)	SA: 30 (61.22%)	NA: 0 (0.00%)
		N		A		SA	
80. Excellence is recognized in our organization.	4.02 + 0.11	SD: 1 (2.04%)	D: 3 (6.12%)	N: 9 (18.37%)	A: 17 (34.69%)	SA: 19 (38.78%)	NA: 0 (0.00%)
		D	N	A		SA	
29. My supervisor recognizes me for a job well done.	3.96 -0.03	SD: 1 (2.04%)	D: 3 (6.12%)	N: 12 (24.49%)	A: 13 (26.53%)	SA: 19 (38.78%)	NA: 1 (2.04%)
		D	N	A		SA	
9. I have received meaningful recognition in the past 10 days.	3.50 -0.26	SD: 5 (10.20%)	D: 5 (10.20%)	N: 13 (26.53%)	A: 11 (22.45%)	SA: 14 (28.57%)	NA: 1 (2.04%)
		SD	D	N	A		SA

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.	4.55 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 22 (44.90%)	SA: 27 (55.10%)	NA: 0 (0.00%)
		A			SA		
84. I would like to work at our organization long term.	4.23 + 0.13	SD: 0 (0.00%)	D: 3 (6.12%)	N: 6 (12.24%)	A: 16 (32.65%)	SA: 23 (46.94%)	NA: 1 (2.04%)
		D	N	A	SA		
72. Our organization provides the experience and development for me to further my career here.	3.90 -0.11	SD: 2 (4.08%)	D: 4 (8.16%)	N: 9 (18.37%)	A: 15 (30.61%)	SA: 18 (36.73%)	NA: 1 (2.04%)
		D	N	A	SA		
73. My supervisor advocates for my role and career growth.	3.81 ---	SD: 3 (6.12%)	D: 5 (10.20%)	N: 8 (16.33%)	A: 14 (28.57%)	SA: 18 (36.73%)	NA: 1 (2.04%)
		SD	D	N	A	SA	
74. I have the opportunity to express my career interests at our organization.	3.81 -0.13	SD: 4 (8.16%)	D: 3 (6.12%)	N: 7 (14.29%)	A: 17 (34.69%)	SA: 16 (32.65%)	NA: 2 (4.08%)
		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 am provided opportunities to further my growth and development.	4.53 + 0.74	SD: 1 (2.04%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 15 (30.61%)	SA: 31 (63.27%)	NA: 0 (0.00%)
35. My supervisor supports my personal and professional development.	4.12 + 0.08	SD: 1 (2.04%)	D: 1 (2.04%)	N: 8 (16.33%)	A: 20 (40.82%)	SA: 19 (38.78%)	NA: 0 (0.00%)
36. My supervisor builds a culture of learning and growth.	4.10 ---	SD: 1 (2.04%)	D: 5 (10.20%)	N: 4 (8.16%)	A: 17 (34.69%)	SA: 22 (44.90%)	NA: 0 (0.00%)
30. My supervisor encourages opportunities for my growth and development.	4.04 + 0.15	SD: 1 (2.04%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 19 (38.78%)	SA: 18 (36.73%)	NA: 0 (0.00%)
15. I am properly trained to achieve excellence in my work.	3.96 -0.03	SD: 0 (0.00%)	D: 4 (8.16%)	N: 10 (20.41%)	A: 19 (38.78%)	SA: 16 (32.65%)	NA: 0 (0.00%)
81. Our organization provides the "right" training for me to excel in my role.	3.52 + 0.03	SD: 1 (2.04%)	D: 11 (22.45%)	N: 10 (20.41%)	A: 14 (28.57%)	SA: 12 (24.49%)	NA: 1 (2.04%)

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.	4.65 + 0.12	SD: 1 (2.04%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (26.53%)	SA: 35 (71.43%)	NA: 0 (0.00%)	
		A		SA				
11. I am in a role that allows me to maximize my talents and strengths.	4.43 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 6 (12.24%)	A: 16 (32.65%)	SA: 27 (55.10%)	NA: 0 (0.00%)	
		N	A		SA			
70. I feel our organization is a great fit for me.	4.29 + 0.10	SD: 1 (2.04%)	D: 0 (0.00%)	N: 6 (12.24%)	A: 19 (38.78%)	SA: 23 (46.94%)	NA: 0 (0.00%)	
		N	A		SA			
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.80 -0.14	SD: 2 (4.08%)	D: 3 (6.12%)	N: 12 (24.49%)	A: 18 (36.73%)	SA: 14 (28.57%)	NA: 0 (0.00%)	
		D	N	A		SA		
86. Our organization selects highly talented individuals when hiring.	3.76 -0.11	SD: 1 (2.04%)	D: 5 (10.20%)	N: 11 (22.45%)	A: 20 (40.82%)	SA: 12 (24.49%)	NA: 0 (0.00%)	
		D	N	A		SA		
77. Our organization selects the right people for the right job.	3.71 -0.04	SD: 1 (2.04%)	D: 7 (14.29%)	N: 11 (22.45%)	A: 16 (32.65%)	SA: 14 (28.57%)	NA: 0 (0.00%)	
		D	N	A		SA		
7. I have encouraged someone to apply at our organization.	3.67 -0.18	SD: 3 (6.12%)	D: 6 (12.24%)	N: 11 (22.45%)	A: 8 (16.33%)	SA: 17 (34.69%)	NA: 4 (8.16%)	
		SD	D	N	A	SA		NA

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

Mission Conscious

Question	Mean	Distribution					
22. I am aware and knowledgeable about our organization's mission.	4.31 -0.06	SD: 0 (0.00%)	D: 2 (4.08%)	N: 4 (8.16%)	A: 20 (40.82%)	SA: 23 (46.94%)	NA: 0 (0.00%)
		N		A		SA	
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.04 + 0.22	SD: 0 (0.00%)	D: 1 (2.04%)	N: 10 (20.41%)	A: 23 (46.94%)	SA: 14 (28.57%)	NA: 1 (2.04%)
		N		A		SA	
41. My supervisor effectively communicates our organizational mission to me.	3.86 -0.08	SD: 1 (2.04%)	D: 5 (10.20%)	N: 11 (22.45%)	A: 15 (30.61%)	SA: 17 (34.69%)	NA: 0 (0.00%)
		D	N	A		SA	
82. Business decisions made are consistent with our mission and core values.	3.67 + 0.19	SD: 0 (0.00%)	D: 8 (16.33%)	N: 12 (24.49%)	A: 13 (26.53%)	SA: 13 (26.53%)	NA: 3 (6.12%)
		D	N	A		SA	NA

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

Support-Equip

Question	Mean	Distribution					
34. My supervisor is actively responsive to my needs.	4.04 + 0.07	SD: 1 (2.04%)	D: 5 (10.20%)	N: 7 (14.29%)	A: 14 (28.57%)	SA: 22 (44.90%)	NA: 0 (0.00%)
		D	N	A	SA		
33. My supervisor supports me through challenges and failures in order to succeed.	4.02 ---	SD: 2 (4.08%)	D: 2 (4.08%)	N: 8 (16.33%)	A: 18 (36.73%)	SA: 19 (38.78%)	NA: 0 (0.00%)
			N	A	SA		
23. I have a supportive coaching relationship with my supervisor.	3.98 -0.13	SD: 3 (6.12%)	D: 1 (2.04%)	N: 7 (14.29%)	A: 21 (42.86%)	SA: 17 (34.69%)	NA: 0 (0.00%)
		SD	N	A	SA		
3. I am provided the core needs necessary for me to excel in my role.	3.96 + 0.08	SD: 1 (2.04%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 23 (46.94%)	SA: 14 (28.57%)	NA: 0 (0.00%)
			N	A	SA		
28. I am provided the opportunity to spend quality time with my supervisor.	3.84 -0.04	SD: 1 (2.04%)	D: 5 (10.20%)	N: 12 (24.49%)	A: 14 (28.57%)	SA: 17 (34.69%)	NA: 0 (0.00%)
		D	N	A	SA		
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.71 + 0.08	SD: 1 (2.04%)	D: 6 (12.24%)	N: 13 (26.53%)	A: 15 (30.61%)	SA: 14 (28.57%)	NA: 0 (0.00%)
		D	N	A	SA		

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

Top Items

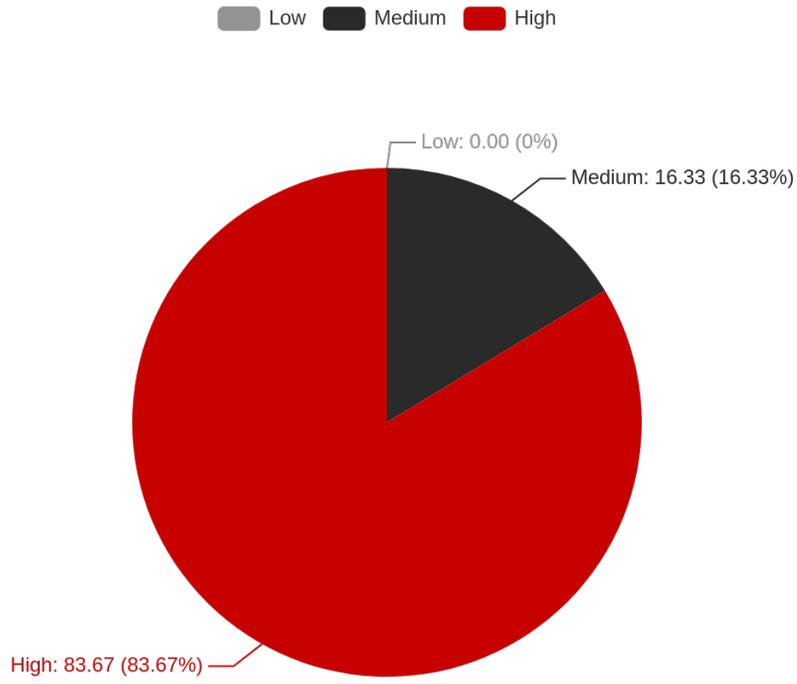
Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.65 = 0.00	SD: 1 (2.04%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 11 (22.45%)	SA: 36 (73.47%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.65 + 0.12	SD: 1 (2.04%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 13 (26.53%)	SA: 35 (71.43%)	NA: 0 (0.00%)
2. I am fully engaged in the work that I do.	4.65 + 0.11	SD: 2 (4.08%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 7 (14.29%)	SA: 39 (79.59%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.61 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (38.78%)	SA: 30 (61.22%)	NA: 0 (0.00%)
92. I demonstrate effort in building a positive workplace culture.	4.57 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 19 (38.78%)	SA: 29 (59.18%)	NA: 0 (0.00%)

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

Bottom Items

Question	Mean	Distribution					
9. I have received meaningful recognition in the past 10 days.	3.50 -0.26	SD: 5 (10.20%)	D: 5 (10.20%)	N: 13 (26.53%)	A: 11 (22.45%)	SA: 14 (28.57%)	NA: 1 (2.04%)
		SD	D	N	A	SA	
81. Our organization provides the "right" training for me to excel in my role.	3.52 + 0.03	SD: 1 (2.04%)	D: 11 (22.45%)	N: 10 (20.41%)	A: 14 (28.57%)	SA: 12 (24.49%)	NA: 1 (2.04%)
			D	N	A	SA	
7. I have encouraged someone to apply at our organization.	3.67 -0.18	SD: 3 (6.12%)	D: 6 (12.24%)	N: 11 (22.45%)	A: 8 (16.33%)	SA: 17 (34.69%)	NA: 4 (8.16%)
		SD	D	N	A	SA	NA
82. Business decisions made are consistent with our mission and core values.	3.67 + 0.19	SD: 0 (0.00%)	D: 8 (16.33%)	N: 12 (24.49%)	A: 13 (26.53%)	SA: 13 (26.53%)	NA: 3 (6.12%)
			D	N	A	SA	NA
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.71 + 0.19	SD: 1 (2.04%)	D: 9 (18.37%)	N: 6 (12.24%)	A: 15 (30.61%)	SA: 14 (28.57%)	NA: 4 (8.16%)
			D	N	A	SA	NA
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.71 + 0.08	SD: 1 (2.04%)	D: 6 (12.24%)	N: 13 (26.53%)	A: 15 (30.61%)	SA: 14 (28.57%)	NA: 0 (0.00%)
			D	N	A	SA	
77. Our organization selects the right people for the right job.	3.71 -0.04	SD: 1 (2.04%)	D: 7 (14.29%)	N: 11 (22.45%)	A: 16 (32.65%)	SA: 14 (28.57%)	NA: 0 (0.00%)
			D	N	A	SA	

Current Growth Mindset Chart

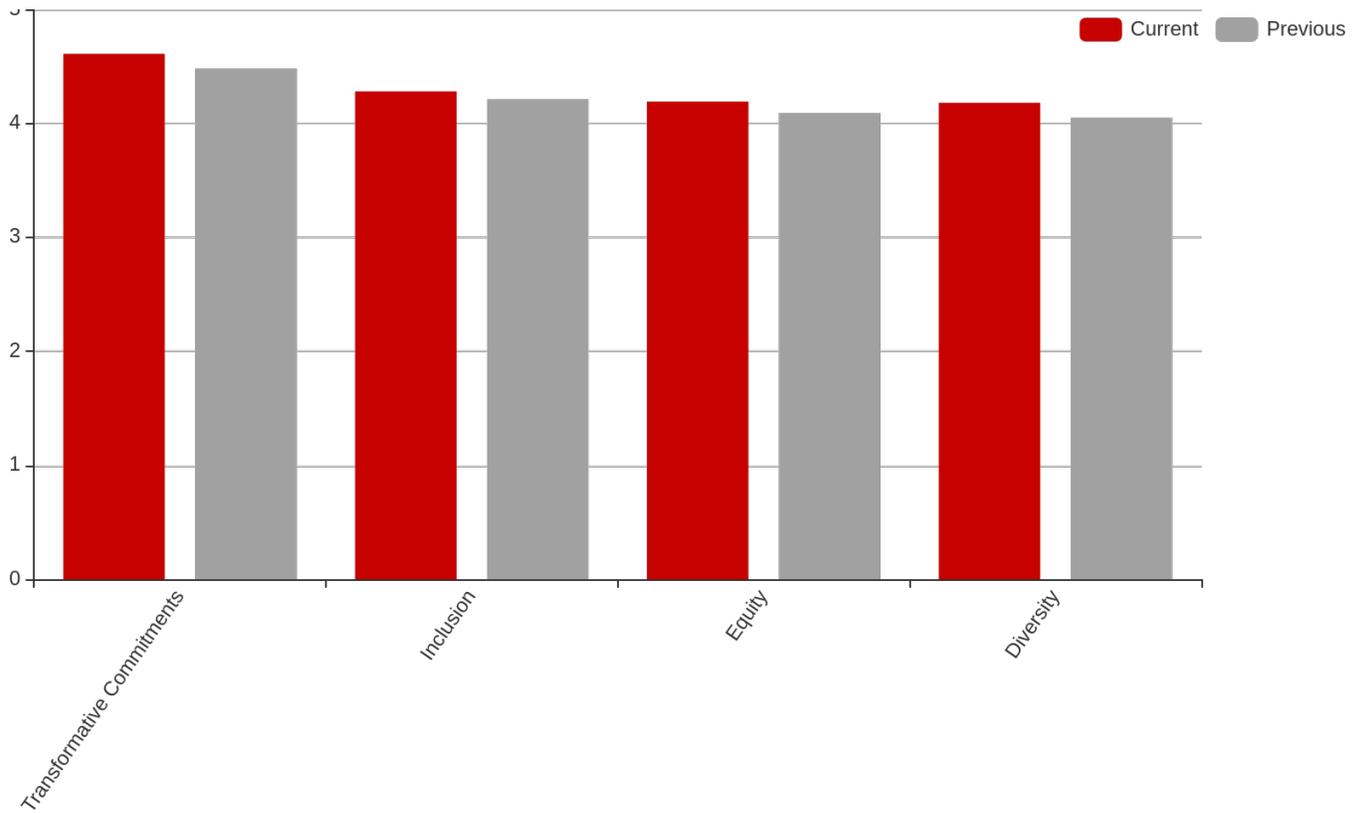


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.61 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 19 (38.78%)	SA: 30 (61.22%)	NA: 0 (0.00%)
		A			SA		
85. I am committed to achieving my potential through learning and growing.	4.55 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 0 (0.00%)	A: 22 (44.90%)	SA: 27 (55.10%)	NA: 0 (0.00%)
		A			SA		
6. I am provided opportunities to further my growth and development.	4.53 + 0.74	SD: 1 (2.04%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 15 (30.61%)	SA: 31 (63.27%)	NA: 0 (0.00%)
		A			SA		
18. I have provided meaningful recognition to others in the past 10 days.	4.53 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 21 (42.86%)	SA: 27 (55.10%)	NA: 0 (0.00%)
		A			SA		
21. I am committed to a growth mindset to achieve my potential.	4.51 ---	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 22 (44.90%)	SA: 26 (53.06%)	NA: 0 (0.00%)
		A			SA		
17. I have set the right goals for myself to excel in my role/position.	4.49 + 0.11	SD: 0 (0.00%)	D: 0 (0.00%)	N: 2 (4.08%)	A: 21 (42.86%)	SA: 26 (53.06%)	NA: 0 (0.00%)
		A			SA		
78. I feel proud of and inspired by the success of others on my team.	4.37 ---	SD: 0 (0.00%)	D: 2 (4.08%)	N: 3 (6.12%)	A: 19 (38.78%)	SA: 25 (51.02%)	NA: 0 (0.00%)
		A			SA		
52. I am on a team that continuously challenges me to grow and improve.	4.29 ---	SD: 0 (0.00%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 11 (22.45%)	SA: 27 (55.10%)	NA: 0 (0.00%)
		A			SA		
36. My supervisor builds a culture of learning and growth.	4.10 ---	SD: 1 (2.04%)	D: 5 (10.20%)	N: 4 (8.16%)	A: 17 (34.69%)	SA: 22 (44.90%)	NA: 0 (0.00%)
		A			SA		
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.88 ---	SD: 0 (0.00%)	D: 5 (10.20%)	N: 8 (16.33%)	A: 24 (48.98%)	SA: 12 (24.49%)	NA: 0 (0.00%)
		A			SA		

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.61 + 0.13
Inclusion	4.28 + 0.07
Equity	4.19 + 0.10
Diversity	4.18 + 0.13

Transformative Commitments

Question	Mean	Distribution
105. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.80 + 0.14	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.04%) A: 8 (16.33%) SA: 40 (81.63%) NA: 0 (0.00%)
109. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.76 + 0.05	SD: 0 (0.00%) D: 0 (0.00%) N: 1 (2.04%) A: 10 (20.41%) SA: 38 (77.55%) NA: 0 (0.00%)
104. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.54 + 0.16	SD: 0 (0.00%) D: 0 (0.00%) N: 2 (4.08%) A: 18 (36.73%) SA: 28 (57.14%) NA: 1 (2.04%)
103. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.33 + 0.17	SD: 0 (0.00%) D: 1 (2.04%) N: 4 (8.16%) A: 22 (44.90%) SA: 22 (44.90%) NA: 0 (0.00%)

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

Inclusion

Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.78 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 9 (18.37%)	SA: 39 (79.59%)	NA: 0 (0.00%)
106. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.65 + 0.05	SD: 0 (0.00%)	D: 0 (0.00%)	N: 4 (8.16%)	A: 9 (18.37%)	SA: 36 (73.47%)	NA: 0 (0.00%)
96. I value the contributions of all team members.	4.57 + 0.07	SD: 0 (0.00%)	D: 1 (2.04%)	N: 2 (4.08%)	A: 14 (28.57%)	SA: 32 (65.31%)	NA: 0 (0.00%)
111. Our organization is a safe place for people of color to work and be successful.	4.53 + 0.22	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (14.29%)	A: 8 (16.33%)	SA: 32 (65.31%)	NA: 2 (4.08%)
107. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.53 + 0.02	SD: 0 (0.00%)	D: 0 (0.00%)	N: 5 (10.20%)	A: 13 (26.53%)	SA: 31 (63.27%)	NA: 0 (0.00%)
112. 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.	4.39 + 0.01	SD: 0 (0.00%)	D: 0 (0.00%)	N: 8 (16.33%)	A: 14 (28.57%)	SA: 27 (55.10%)	NA: 0 (0.00%)
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.37 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (6.12%)	A: 25 (51.02%)	SA: 21 (42.86%)	NA: 0 (0.00%)
97. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.37 + 0.03	SD: 0 (0.00%)	D: 0 (0.00%)	N: 7 (14.29%)	A: 17 (34.69%)	SA: 25 (51.02%)	NA: 0 (0.00%)
110. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.29 + 0.11	SD: 0 (0.00%)	D: 1 (2.04%)	N: 8 (16.33%)	A: 16 (32.65%)	SA: 24 (48.98%)	NA: 0 (0.00%)
91. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.18 -0.16	SD: 1 (2.04%)	D: 0 (0.00%)	N: 7 (14.29%)	A: 22 (44.90%)	SA: 19 (38.78%)	NA: 0 (0.00%)
101. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.18 + 0.03	SD: 0 (0.00%)	D: 3 (6.12%)	N: 3 (6.12%)	A: 25 (51.02%)	SA: 18 (36.73%)	NA: 0 (0.00%)

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

Question	Mean	Distribution					
94. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.11 + 0.01	SD: 0 (0.00%)	D: 2 (4.08%)	N: 7 (14.29%)	A: 22 (44.90%)	SA: 16 (32.65%)	NA: 2 (4.08%)
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.08 + 0.15	SD: 0 (0.00%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 20 (40.82%)	SA: 17 (34.69%)	NA: 1 (2.04%)
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.06 -0.01	SD: 0 (0.00%)	D: 3 (6.12%)	N: 7 (14.29%)	A: 23 (46.94%)	SA: 16 (32.65%)	NA: 0 (0.00%)
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.00 + 0.19	SD: 0 (0.00%)	D: 1 (2.04%)	N: 12 (24.49%)	A: 22 (44.90%)	SA: 14 (28.57%)	NA: 0 (0.00%)
95. 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.	4.00 + 0.15	SD: 0 (0.00%)	D: 1 (2.04%)	N: 13 (26.53%)	A: 19 (38.78%)	SA: 15 (30.61%)	NA: 1 (2.04%)
99. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.96 -0.01	SD: 1 (2.04%)	D: 3 (6.12%)	N: 10 (20.41%)	A: 18 (36.73%)	SA: 17 (34.69%)	NA: 0 (0.00%)
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.94 + 0.12	SD: 1 (2.04%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 24 (48.98%)	SA: 13 (26.53%)	NA: 0 (0.00%)

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

Equity

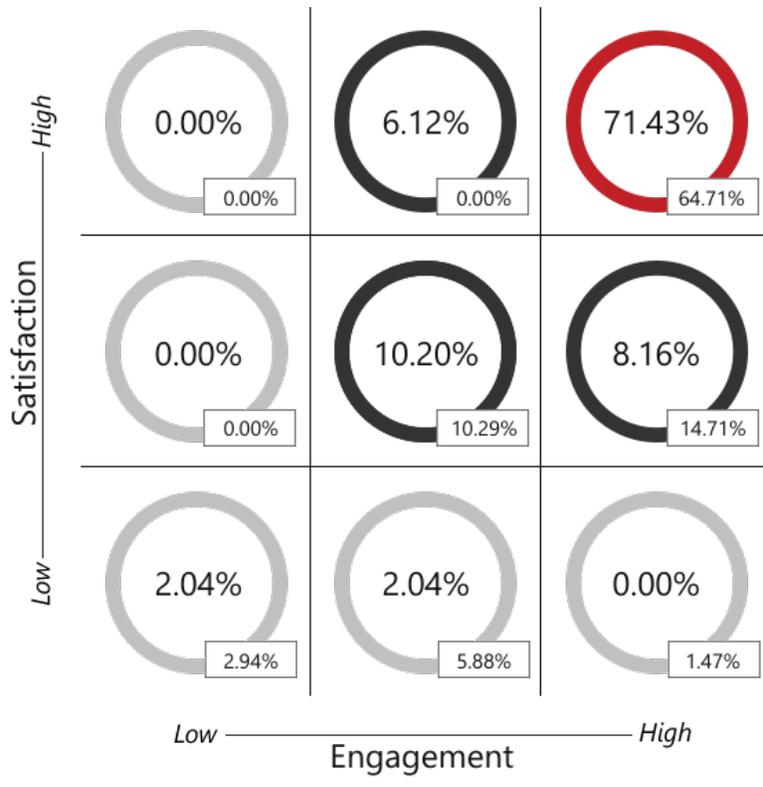
Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.78 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 9 (18.37%)	SA: 39 (79.59%)	NA: 0 (0.00%)
		A		SA			
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.08 + 0.15	SD: 0 (0.00%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 20 (40.82%)	SA: 17 (34.69%)	NA: 1 (2.04%)
		N		A		SA	
95. 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.	4.00 + 0.15	SD: 0 (0.00%)	D: 1 (2.04%)	N: 13 (26.53%)	A: 19 (38.78%)	SA: 15 (30.61%)	NA: 1 (2.04%)
		N		A		SA	
100. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.90 -0.04	SD: 2 (4.08%)	D: 1 (2.04%)	N: 13 (26.53%)	A: 17 (34.69%)	SA: 16 (32.65%)	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					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.78 + 0.13	SD: 0 (0.00%)	D: 0 (0.00%)	N: 1 (2.04%)	A: 9 (18.37%)	SA: 39 (79.59%)	NA: 0 (0.00%)
		A		SA			
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.37 + 0.15	SD: 0 (0.00%)	D: 0 (0.00%)	N: 3 (6.12%)	A: 25 (51.02%)	SA: 21 (42.86%)	NA: 0 (0.00%)
		N	A		SA		
102. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.06 -0.01	SD: 0 (0.00%)	D: 3 (6.12%)	N: 7 (14.29%)	A: 23 (46.94%)	SA: 16 (32.65%)	NA: 0 (0.00%)
		D	N	A		SA	
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.00 + 0.19	SD: 0 (0.00%)	D: 1 (2.04%)	N: 12 (24.49%)	A: 22 (44.90%)	SA: 14 (28.57%)	NA: 0 (0.00%)
		N		A		SA	
89. Our organization demonstrates quality efforts in building a culture of diversity.	3.94 + 0.20	SD: 0 (0.00%)	D: 1 (2.04%)	N: 14 (28.57%)	A: 21 (42.86%)	SA: 13 (26.53%)	NA: 0 (0.00%)
		N		A		SA	
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.94 + 0.12	SD: 1 (2.04%)	D: 2 (4.08%)	N: 9 (18.37%)	A: 24 (48.98%)	SA: 13 (26.53%)	NA: 0 (0.00%)
		N		A		SA	

3x3



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.65 = 0.00
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65 + 0.12
2. I am fully engaged in the work that I do.	Engage-Inspire	4.65 + 0.11
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.61 ---
92. I demonstrate effort in building a positive workplace culture.	Quality	4.57 ---
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.55 -0.04
85. I am committed to achieving my potential through learning and growing.	Career Development	4.55 ---
6. I am provided opportunities to further my growth and development.	Training & Development	4.53 + 0.74
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.53 + 0.13
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.51 -0.22
12. I am highly committed to and energized by my work.	Engage-Inspire	4.51 + 0.19
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.51 ---
5. I have at least one close friend at work.	Relationships	4.49 -0.12
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.49 + 0.11
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.47 -0.11
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.43 + 0.13
45. I feel great pride in the team of which I am a part.	Pride	4.43 + 0.03
79. I feel "in on things" that are happening at our organization.	Communication	4.41 + 0.88

Question	Dimension	Mean
46. I am satisfied being a part of our team.	Satisfaction	4.39 + 0.06
44. Our team effectively communicates with each other.	Communication	4.37 + 0.03
13. I am satisfied with my role/work.	Satisfaction	4.37 + 0.24
78. I feel proud of and inspired by the success of others on my team.	Pride	4.37 ---
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.31 -0.06
48. Our team recognizes each other's efforts and impact.	Recognition	4.31 -0.09
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.31 + 0.09
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.29 -0.04
70. I feel our organization is a great fit for me.	Talent/Fit	4.29 + 0.10
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.29 ---
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.27 + 0.36
25. My supervisor cares about me as a person.	Relationships	4.27 + 0.06
47. I am on a team that encourages each member to surpass expectations.	Quality	4.24 -0.14
84. I would like to work at our organization long term.	Career Development	4.23 + 0.13
42. Our team encourages innovation.	Innovation	4.22 -0.03
51. Our team has open and trusting relationships.	Relationships	4.22 = 0.00
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.17 -0.11

Question	Dimension	Mean
14. I feel great pride in being a part of our organization.	Pride	4.16 + 0.01
71. Our organization is committed to quality work and excellence.	Quality	4.16 -0.05
27. My supervisor and I have effective two-way communication.	Communication	4.14 + 0.17
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.12 ---
35. My supervisor supports my personal and professional development.	Training & Development	4.12 + 0.08
36. My supervisor builds a culture of learning and growth.	Training & Development	4.10 ---
37. My supervisor motivates me to achieve my goals.	Performance Planning	4.08 + 0.20
20. I look forward to coming to work every day.	Satisfaction	4.08 + 0.09
32. I have an open and trusting relationship with my supervisor.	Relationships	4.06 + 0.05
68. Quality relationships are valued across our organization.	Relationships	4.06 -0.20
34. My supervisor is actively responsive to my needs.	Support-Equip	4.04 + 0.07
30. My supervisor encourages opportunities for my growth and development.	Training & Development	4.04 + 0.15
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	4.04 + 0.22
80. Excellence is recognized in our organization.	Recognition	4.02 + 0.11
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	4.02 ---
31. My supervisor inspires me to grow to new levels.	Relationships	4.00 ---
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	4.00 + 0.19

Question	Dimension	Mean
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.98 -0.13
15. I am properly trained to achieve excellence in my work.	Training & Development	3.96 -0.03
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.96 + 0.08
29. My supervisor recognizes me for a job well done.	Recognition	3.96 -0.03
24. My supervisor effectively communicates his/her expectations.	Communication	3.94 -0.05
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.90 -0.11
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.90 + 0.08
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.90 + 0.09
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.90 ---
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.88 ---
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.88 + 0.09
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.88 ---
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.86 -0.08
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.84 -0.04
83. Our organization encourages innovation.	Innovation	3.82 + 0.16
74. I have the opportunity to express my career interests at our organization.	Career Development	3.81 -0.13

Question	Dimension	Mean
73. My supervisor advocates for my role and career growth.	Career Development	3.81 ---
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.80 -0.14
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.76 -0.11
77. Our organization selects the right people for the right job.	Talent/Fit	3.71 -0.04
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.71 + 0.19
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.71 + 0.08
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.67 + 0.19
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.67 -0.18
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.52 + 0.03
9. I have received meaningful recognition in the past 10 days.	Recognition	3.50 -0.26