



INSIGHTeX Growth Mindset & DEI

Full Organization
Glen Ellyn SD 41

October 2023

Dimensions

Dimension	Mean
Pride	4.37 + 0.15
Quality	4.31 = 0.00
Engage-Inspire	4.26 -0.03
Satisfaction	4.21 + 0.13
Relationships	4.13 + 0.18
Communication	4.11 + 0.20
Continuous Improvement	4.08 -0.21
Innovation	4.06 -0.05
Career Development	4.04 + 0.22
Performance Planning	4.01 + 0.16
Talent/Fit	4.00 + 0.05
Recognition	3.99 + 0.06
Training & Development	3.99 + 0.26
Mission Conscious	3.86 + 0.14
Support-Equip	3.84 + 0.04

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.	4.62 + 0.09	SD: 4 (1.27%)	D: 1 (0.32%)	N: 11 (3.49%)	A: 79 (25.08%)	SA: 219 (69.52%)	NA: 1 (0.32%)
45. I feel great pride in the team of which I am a part.	4.42 = 0.00	SD: 5 (1.59%)	D: 6 (1.90%)	N: 24 (7.62%)	A: 97 (30.79%)	SA: 183 (58.10%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.35 ---	SD: 2 (0.63%)	D: 4 (1.27%)	N: 28 (8.89%)	A: 128 (40.63%)	SA: 153 (48.57%)	NA: 0 (0.00%)
14. I feel great pride in being a part of our organization.	4.10 + 0.07	SD: 3 (0.95%)	D: 18 (5.71%)	N: 46 (14.60%)	A: 124 (39.37%)	SA: 123 (39.05%)	NA: 1 (0.32%)

Quality

Question	Mean	Distribution					
92. I demonstrate effort in building a positive workplace culture.	4.51 ---	SD: 1 (0.32%)	D: 0 (0.00%)	N: 8 (2.54%)	A: 133 (42.22%)	SA: 173 (54.92%)	NA: 0 (0.00%)
43. My teammates demonstrate a commitment to quality work and excellence.	4.48 + 0.01	SD: 3 (0.95%)	D: 6 (1.90%)	N: 17 (5.40%)	A: 101 (32.06%)	SA: 188 (59.68%)	NA: 0 (0.00%)
47. I am on a team that encourages each member to surpass expectations.	4.27 -0.05	SD: 5 (1.59%)	D: 15 (4.76%)	N: 29 (9.21%)	A: 104 (33.02%)	SA: 160 (50.79%)	NA: 2 (0.63%)
71. Our organization is committed to quality work and excellence.	3.99 -0.15	SD: 6 (1.90%)	D: 25 (7.94%)	N: 43 (13.65%)	A: 131 (41.59%)	SA: 108 (34.29%)	NA: 2 (0.63%)

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.	4.62 + 0.05	SD: 4 (1.27%) D: 2 (0.63%) N: 7 (2.22%) A: 83 (26.35%) SA: 218 (69.21%) NA: 1 (0.32%)
8. I am driven to contribute to the success of our organization.	4.52 + 0.08	SD: 4 (1.27%) D: 3 (0.95%) N: 13 (4.13%) A: 100 (31.75%) SA: 193 (61.27%) NA: 2 (0.63%)
12. I am highly committed to and energized by my work.	4.35 + 0.07	SD: 3 (0.95%) D: 5 (1.59%) N: 32 (10.16%) A: 114 (36.19%) SA: 159 (50.48%) NA: 2 (0.63%)
67. Our organization promotes a positive and engaging culture.	4.05 ---	SD: 2 (0.63%) D: 24 (7.62%) N: 43 (13.65%) A: 132 (41.90%) SA: 114 (36.19%) NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	3.78 + 0.04	SD: 12 (3.81%) D: 28 (8.89%) N: 58 (18.41%) A: 134 (42.54%) SA: 82 (26.03%) NA: 1 (0.32%)

Satisfaction

Question	Mean	Distribution
46. I am satisfied being a part of our team.	4.44 + 0.03	SD: 5 (1.59%) D: 8 (2.54%) N: 18 (5.71%) A: 97 (30.79%) SA: 187 (59.37%) NA: 0 (0.00%)
13. I am satisfied with my role/work.	4.30 + 0.24	SD: 3 (0.95%) D: 7 (2.22%) N: 29 (9.21%) A: 127 (40.32%) SA: 147 (46.67%) NA: 2 (0.63%)
87. Overall, I am very satisfied with our organization as a place to work.	4.10 + 0.19	SD: 3 (0.95%) D: 11 (3.49%) N: 52 (16.51%) A: 136 (43.17%) SA: 113 (35.87%) NA: 0 (0.00%)
20. I look forward to coming to work every day.	4.01 + 0.08	SD: 3 (0.95%) D: 21 (6.67%) N: 46 (14.60%) A: 144 (45.71%) SA: 101 (32.06%) NA: 0 (0.00%)

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

Relationships

Question	Mean	Distribution					
5. I have at least one close friend at work.	4.52 + 0.10	SD: 4 (1.27%)	D: 6 (1.90%)	N: 23 (7.30%)	A: 71 (22.54%)	SA: 209 (66.35%)	NA: 2 (0.63%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.51 ---	SD: 1 (0.32%)	D: 0 (0.00%)	N: 4 (1.27%)	A: 142 (45.08%)	SA: 168 (53.33%)	NA: 0 (0.00%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.31 = 0.00	SD: 4 (1.27%)	D: 12 (3.81%)	N: 27 (8.57%)	A: 111 (35.24%)	SA: 159 (50.48%)	NA: 2 (0.63%)
51. Our team has open and trusting relationships.	4.24 -0.01	SD: 6 (1.90%)	D: 15 (4.76%)	N: 28 (8.89%)	A: 115 (36.51%)	SA: 150 (47.62%)	NA: 1 (0.32%)
25. My supervisor cares about me as a person.	4.16 + 0.02	SD: 9 (2.86%)	D: 8 (2.54%)	N: 43 (13.65%)	A: 119 (37.78%)	SA: 136 (43.17%)	NA: 0 (0.00%)
68. Quality relationships are valued across our organization.	3.98 -0.10	SD: 5 (1.59%)	D: 26 (8.25%)	N: 39 (12.38%)	A: 144 (45.71%)	SA: 101 (32.06%)	NA: 0 (0.00%)
32. I have an open and trusting relationship with my supervisor.	3.89 = 0.00	SD: 15 (4.76%)	D: 21 (6.67%)	N: 55 (17.46%)	A: 115 (36.51%)	SA: 107 (33.97%)	NA: 2 (0.63%)
31. My supervisor inspires me to grow to new levels.	3.79 ---	SD: 13 (4.13%)	D: 27 (8.57%)	N: 62 (19.68%)	A: 119 (37.78%)	SA: 91 (28.89%)	NA: 3 (0.95%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.75 + 0.11	SD: 14 (4.44%)	D: 24 (7.62%)	N: 74 (23.49%)	A: 114 (36.19%)	SA: 87 (27.62%)	NA: 2 (0.63%)

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.	4.34 + 1.00	SD: 6 (1.90%)	D: 8 (2.54%)	N: 20 (6.35%)	A: 120 (38.10%)	SA: 161 (51.11%)	NA: 0 (0.00%)
		N		A		SA	
44. Our team effectively communicates with each other.	4.32 -0.02	SD: 5 (1.59%)	D: 10 (3.17%)	N: 31 (9.84%)	A: 103 (32.70%)	SA: 166 (52.70%)	NA: 0 (0.00%)
		N		A		SA	
24. My supervisor effectively communicates his/her expectations.	4.01 + 0.16	SD: 11 (3.49%)	D: 15 (4.76%)	N: 51 (16.19%)	A: 121 (38.41%)	SA: 116 (36.83%)	NA: 1 (0.32%)
		N		A		SA	
27. My supervisor and I have effective two-way communication.	4.01 + 0.04	SD: 8 (2.54%)	D: 20 (6.35%)	N: 45 (14.29%)	A: 129 (40.95%)	SA: 113 (35.87%)	NA: 0 (0.00%)
		D	N		A		SA
26. My supervisor gives me constructive feedback about my work performance.	3.88 + 0.06	SD: 8 (2.54%)	D: 25 (7.94%)	N: 54 (17.14%)	A: 133 (42.22%)	SA: 92 (29.21%)	NA: 3 (0.95%)
		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.	4.43 ---	SD: 1 (0.32%)	D: 2 (0.63%)	N: 16 (5.08%)	A: 139 (44.13%)	SA: 157 (49.84%)	NA: 0 (0.00%)
		A			SA		
52. I am on a team that continuously challenges me to grow and improve.	4.24 ---	SD: 3 (0.95%)	D: 14 (4.44%)	N: 36 (11.43%)	A: 111 (35.24%)	SA: 149 (47.30%)	NA: 2 (0.63%)
		N	A			SA	
69. I am part of an organization that continues to pursue excellence every day.	4.10 -0.02	SD: 3 (0.95%)	D: 15 (4.76%)	N: 44 (13.97%)	A: 138 (43.81%)	SA: 115 (36.51%)	NA: 0 (0.00%)
		N	A			SA	
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.81 ---	SD: 8 (2.54%)	D: 38 (12.06%)	N: 42 (13.33%)	A: 144 (45.71%)	SA: 83 (26.35%)	NA: 0 (0.00%)
		D	N	A		SA	
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.79 ---	SD: 9 (2.86%)	D: 30 (9.52%)	N: 48 (15.24%)	A: 153 (48.57%)	SA: 71 (22.54%)	NA: 4 (1.27%)
		D	N	A		SA	

Innovation

Question	Mean	Distribution					
16. I am continuously seeking ways to improve my overall productivity.	4.46 -0.02	SD: 1 (0.32%)	D: 2 (0.63%)	N: 13 (4.13%)	A: 132 (41.90%)	SA: 165 (52.38%)	NA: 2 (0.63%)
		A			SA		
42. Our team encourages innovation.	4.24 + 0.08	SD: 5 (1.59%)	D: 14 (4.44%)	N: 25 (7.94%)	A: 126 (40.00%)	SA: 142 (45.08%)	NA: 3 (0.95%)
		N	A			SA	
75. Our organization embraces an innovative mindset to maximize our potential.	3.78 ---	SD: 10 (3.17%)	D: 27 (8.57%)	N: 57 (18.10%)	A: 148 (46.98%)	SA: 73 (23.17%)	NA: 0 (0.00%)
		D	N	A		SA	
83. Our organization encourages innovation.	3.75 + 0.05	SD: 11 (3.49%)	D: 24 (7.62%)	N: 68 (21.59%)	A: 140 (44.44%)	SA: 70 (22.22%)	NA: 2 (0.63%)
		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.	4.53 ---	SD: 1 (0.32%)	D: 1 (0.32%)	N: 3 (0.95%)	A: 135 (42.86%)	SA: 175 (55.56%)	NA: 0 (0.00%)
		A			SA		
84. I would like to work at our organization long term.	4.21 + 0.18	SD: 3 (0.95%)	D: 12 (3.81%)	N: 42 (13.33%)	A: 115 (36.51%)	SA: 140 (44.44%)	NA: 3 (0.95%)
		N	A			SA	
72. Our organization provides the experience and development for me to further my career here.	3.84 + 0.04	SD: 12 (3.81%)	D: 27 (8.57%)	N: 53 (16.83%)	A: 124 (39.37%)	SA: 94 (29.84%)	NA: 5 (1.59%)
		D	N	A		SA	
73. My supervisor advocates for my role and career growth.	3.82 ---	SD: 12 (3.81%)	D: 32 (10.16%)	N: 61 (19.37%)	A: 98 (31.11%)	SA: 105 (33.33%)	NA: 7 (2.22%)
		D	N	A		SA	
74. I have the opportunity to express my career interests at our organization.	3.78 + 0.11	SD: 12 (3.81%)	D: 30 (9.52%)	N: 58 (18.41%)	A: 115 (36.51%)	SA: 88 (27.94%)	NA: 12 (3.81%)
		D	N	A		SA	

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.	4.41 + 0.18	SD: 1 (0.32%)	D: 2 (0.63%)	N: 11 (3.49%)	A: 154 (48.89%)	SA: 147 (46.67%)	NA: 0 (0.00%)
49. Our team effectively sets goals to further enhance our performance.	4.16 + 0.02	SD: 3 (0.95%)	D: 18 (5.71%)	N: 39 (12.38%)	A: 120 (38.10%)	SA: 133 (42.22%)	NA: 2 (0.63%)
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.98 + 0.26	SD: 5 (1.59%)	D: 26 (8.25%)	N: 45 (14.29%)	A: 131 (41.59%)	SA: 106 (33.65%)	NA: 2 (0.63%)
37. My supervisor motivates me to achieve my goals.	3.90 + 0.11	SD: 9 (2.86%)	D: 23 (7.30%)	N: 56 (17.78%)	A: 126 (40.00%)	SA: 99 (31.43%)	NA: 2 (0.63%)
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.56 + 0.22	SD: 16 (5.08%)	D: 48 (15.24%)	N: 66 (20.95%)	A: 86 (27.30%)	SA: 79 (25.08%)	NA: 20 (6.35%)

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.	4.51 + 0.05	SD: 6 (1.90%)	D: 4 (1.27%)	N: 13 (4.13%)	A: 91 (28.89%)	SA: 201 (63.81%)	NA: 0 (0.00%)
11. I am in a role that allows me to maximize my talents and strengths.	4.17 + 0.12	SD: 5 (1.59%)	D: 22 (6.98%)	N: 33 (10.48%)	A: 109 (34.60%)	SA: 144 (45.71%)	NA: 2 (0.63%)
70. I feel our organization is a great fit for me.	4.17 + 0.07	SD: 3 (0.95%)	D: 6 (1.90%)	N: 49 (15.56%)	A: 132 (41.90%)	SA: 125 (39.68%)	NA: 0 (0.00%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.85 = 0.00	SD: 14 (4.44%)	D: 17 (5.40%)	N: 64 (20.32%)	A: 117 (37.14%)	SA: 94 (29.84%)	NA: 9 (2.86%)
86. Our organization selects highly talented individuals when hiring.	3.82 + 0.02	SD: 6 (1.90%)	D: 25 (7.94%)	N: 68 (21.59%)	A: 135 (42.86%)	SA: 80 (25.40%)	NA: 1 (0.32%)
7. I have encouraged someone to apply at our organization.	3.77 + 0.06	SD: 12 (3.81%)	D: 35 (11.11%)	N: 53 (16.83%)	A: 94 (29.84%)	SA: 93 (29.52%)	NA: 28 (8.89%)
77. Our organization selects the right people for the right job.	3.66 + 0.02	SD: 8 (2.54%)	D: 32 (10.16%)	N: 78 (24.76%)	A: 136 (43.17%)	SA: 60 (19.05%)	NA: 1 (0.32%)

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.	4.43 + 0.24	SD: 2 (0.63%)	D: 0 (0.00%)	N: 11 (3.49%)	A: 148 (46.98%)	SA: 154 (48.89%)	NA: 0 (0.00%)
		A			SA		
48. Our team recognizes each other's efforts and impact.	4.31 -0.04	SD: 5 (1.59%)	D: 9 (2.86%)	N: 36 (11.43%)	A: 97 (30.79%)	SA: 166 (52.70%)	NA: 2 (0.63%)
		N	A		SA		
29. My supervisor recognizes me for a job well done.	3.88 + 0.02	SD: 10 (3.17%)	D: 23 (7.30%)	N: 58 (18.41%)	A: 126 (40.00%)	SA: 95 (30.16%)	NA: 3 (0.95%)
		D	N	A		SA	
80. Excellence is recognized in our organization.	3.86 + 0.12	SD: 9 (2.86%)	D: 23 (7.30%)	N: 59 (18.73%)	A: 135 (42.86%)	SA: 88 (27.94%)	NA: 1 (0.32%)
		D	N	A		SA	
9. I have received meaningful recognition in the past 10 days.	3.48 -0.03	SD: 29 (9.21%)	D: 55 (17.46%)	N: 48 (15.24%)	A: 100 (31.75%)	SA: 82 (26.03%)	NA: 1 (0.32%)
		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.	4.54 + 0.84	SD: 3 (0.95%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 107 (33.97%)	SA: 192 (60.95%)	NA: 1 (0.32%)
15. I am properly trained to achieve excellence in my work.	4.04 + 0.16	SD: 6 (1.90%)	D: 25 (7.94%)	N: 42 (13.33%)	A: 119 (37.78%)	SA: 121 (38.41%)	NA: 2 (0.63%)
35. My supervisor supports my personal and professional development.	4.01 + 0.01	SD: 10 (3.17%)	D: 9 (2.86%)	N: 54 (17.14%)	A: 136 (43.17%)	SA: 104 (33.02%)	NA: 2 (0.63%)
36. My supervisor builds a culture of learning and growth.	3.97 ---	SD: 14 (4.44%)	D: 19 (6.03%)	N: 41 (13.02%)	A: 128 (40.63%)	SA: 112 (35.56%)	NA: 1 (0.32%)
30. My supervisor encourages opportunities for my growth and development.	3.94 + 0.15	SD: 11 (3.49%)	D: 19 (6.03%)	N: 46 (14.60%)	A: 139 (44.13%)	SA: 97 (30.79%)	NA: 3 (0.95%)
81. Our organization provides the "right" training for me to excel in my role.	3.44 + 0.15	SD: 19 (6.03%)	D: 54 (17.14%)	N: 71 (22.54%)	A: 108 (34.29%)	SA: 61 (19.37%)	NA: 2 (0.63%)

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.	4.23 + 0.05	SD: 1 (0.32%)	D: 13 (4.13%)	N: 33 (10.48%)	A: 132 (41.90%)	SA: 136 (43.17%)	NA: 0 (0.00%)
41. My supervisor effectively communicates our organizational mission to me.	3.90 + 0.18	SD: 8 (2.54%)	D: 22 (6.98%)	N: 58 (18.41%)	A: 131 (41.59%)	SA: 94 (29.84%)	NA: 2 (0.63%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.82 + 0.12	SD: 3 (0.95%)	D: 29 (9.21%)	N: 61 (19.37%)	A: 149 (47.30%)	SA: 71 (22.54%)	NA: 2 (0.63%)
82. Business decisions made are consistent with our mission and core values.	3.47 + 0.18	SD: 16 (5.08%)	D: 46 (14.60%)	N: 80 (25.40%)	A: 109 (34.60%)	SA: 57 (18.10%)	NA: 7 (2.22%)

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

Support-Equip

Question	Mean	Distribution					
23. I have a supportive coaching relationship with my supervisor.	3.97 + 0.03	SD: 13 (4.13%)	D: 21 (6.67%)	N: 38 (12.06%)	A: 131 (41.59%)	SA: 111 (35.24%)	NA: 1 (0.32%)
		D	N	A	SA		
34. My supervisor is actively responsive to my needs.	3.92 -0.04	SD: 10 (3.17%)	D: 23 (7.30%)	N: 55 (17.46%)	A: 120 (38.10%)	SA: 106 (33.65%)	NA: 1 (0.32%)
		D	N	A	SA		
3. I am provided the core needs necessary for me to excel in my role.	3.91 + 0.11	SD: 10 (3.17%)	D: 26 (8.25%)	N: 43 (13.65%)	A: 138 (43.81%)	SA: 98 (31.11%)	NA: 0 (0.00%)
		D	N	A	SA		
33. My supervisor supports me through challenges and failures in order to succeed.	3.88 ---	SD: 13 (4.13%)	D: 22 (6.98%)	N: 50 (15.87%)	A: 127 (40.32%)	SA: 96 (30.48%)	NA: 7 (2.22%)
		D	N	A	SA		
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.71 + 0.21	SD: 18 (5.71%)	D: 35 (11.11%)	N: 53 (16.83%)	A: 124 (39.37%)	SA: 85 (26.98%)	NA: 0 (0.00%)
		SD	D	N	A	SA	
28. I am provided the opportunity to spend quality time with my supervisor.	3.63 + 0.06	SD: 16 (5.08%)	D: 41 (13.02%)	N: 71 (22.54%)	A: 97 (30.79%)	SA: 86 (27.30%)	NA: 4 (1.27%)
		D	N	A	SA		

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

Top Items

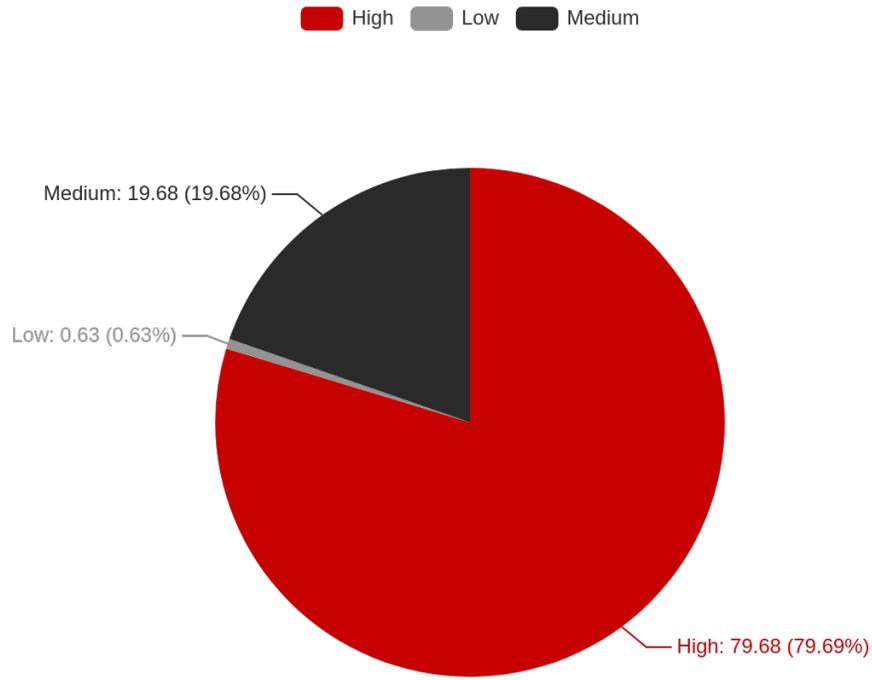
Question	Mean	Distribution					
4. I feel great pride in the work I do.	4.62 + 0.09	SD: 4 (1.27%)	D: 1 (0.32%)	N: 11 (3.49%)	A: 79 (25.08%)	SA: 219 (69.52%)	NA: 1 (0.32%)
2. I am fully engaged in the work that I do.	4.62 + 0.05	SD: 4 (1.27%)	D: 2 (0.63%)	N: 7 (2.22%)	A: 83 (26.35%)	SA: 218 (69.21%)	NA: 1 (0.32%)
6. I am provided opportunities to further my growth and development.	4.54 + 0.84	SD: 3 (0.95%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 107 (33.97%)	SA: 192 (60.95%)	NA: 1 (0.32%)
85. I am committed to achieving my potential through learning and growing.	4.53 ---	SD: 1 (0.32%)	D: 1 (0.32%)	N: 3 (0.95%)	A: 135 (42.86%)	SA: 175 (55.56%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.52 + 0.10	SD: 4 (1.27%)	D: 6 (1.90%)	N: 23 (7.30%)	A: 71 (22.54%)	SA: 209 (66.35%)	NA: 2 (0.63%)
8. I am driven to contribute to the success of our organization.	4.52 + 0.08	SD: 4 (1.27%)	D: 3 (0.95%)	N: 13 (4.13%)	A: 100 (31.75%)	SA: 193 (61.27%)	NA: 2 (0.63%)

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

Bottom Items

Question	Mean	Distribution					
81. Our organization provides the "right" training for me to excel in my role.	3.44 + 0.15	SD: 19 (6.03%)	D: 54 (17.14%)	N: 71 (22.54%)	A: 108 (34.29%)	SA: 61 (19.37%)	NA: 2 (0.63%)
		SD	D	N	A	SA	
82. Business decisions made are consistent with our mission and core values.	3.47 + 0.18	SD: 16 (5.08%)	D: 46 (14.60%)	N: 80 (25.40%)	A: 109 (34.60%)	SA: 57 (18.10%)	NA: 7 (2.22%)
			D	N	A	SA	
9. I have received meaningful recognition in the past 10 days.	3.48 -0.03	SD: 29 (9.21%)	D: 55 (17.46%)	N: 48 (15.24%)	A: 100 (31.75%)	SA: 82 (26.03%)	NA: 1 (0.32%)
		SD	D	N	A	SA	
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.56 + 0.22	SD: 16 (5.08%)	D: 48 (15.24%)	N: 66 (20.95%)	A: 86 (27.30%)	SA: 79 (25.08%)	NA: 20 (6.35%)
			D	N	A	SA	NA
28. I am provided the opportunity to spend quality time with my supervisor.	3.63 + 0.06	SD: 16 (5.08%)	D: 41 (13.02%)	N: 71 (22.54%)	A: 97 (30.79%)	SA: 86 (27.30%)	NA: 4 (1.27%)
			D	N	A	SA	

Current Growth Mindset Chart

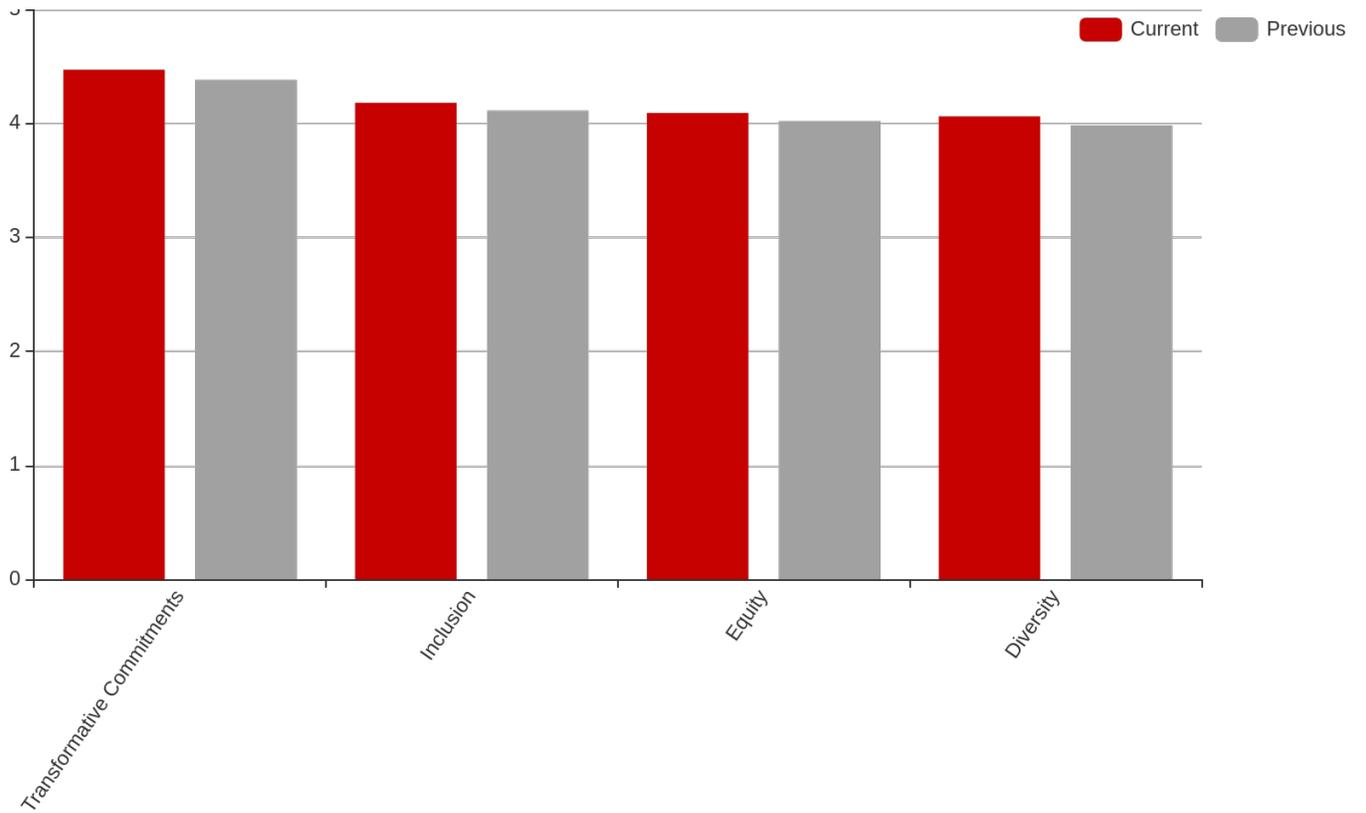


SD : Strongly Disagree **D** : Disagree **N** : Neutral **A** : Agree **SA** : Strongly Agree **NA** : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
6. I am provided opportunities to further my growth and development.	4.54 + 0.84	SD: 3 (0.95%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 107 (33.97%)	SA: 192 (60.95%)	NA: 1 (0.32%)
85. I am committed to achieving my potential through learning and growing.	4.53 ---	SD: 1 (0.32%)	D: 1 (0.32%)	N: 3 (0.95%)	A: 135 (42.86%)	SA: 175 (55.56%)	NA: 0 (0.00%)
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.51 ---	SD: 1 (0.32%)	D: 0 (0.00%)	N: 4 (1.27%)	A: 142 (45.08%)	SA: 168 (53.33%)	NA: 0 (0.00%)
21. I am committed to a growth mindset to achieve my potential.	4.43 ---	SD: 1 (0.32%)	D: 2 (0.63%)	N: 16 (5.08%)	A: 139 (44.13%)	SA: 157 (49.84%)	NA: 0 (0.00%)
18. I have provided meaningful recognition to others in the past 10 days.	4.43 + 0.24	SD: 2 (0.63%)	D: 0 (0.00%)	N: 11 (3.49%)	A: 148 (46.98%)	SA: 154 (48.89%)	NA: 0 (0.00%)
17. I have set the right goals for myself to excel in my role/position.	4.41 + 0.18	SD: 1 (0.32%)	D: 2 (0.63%)	N: 11 (3.49%)	A: 154 (48.89%)	SA: 147 (46.67%)	NA: 0 (0.00%)
78. I feel proud of and inspired by the success of others on my team.	4.35 ---	SD: 2 (0.63%)	D: 4 (1.27%)	N: 28 (8.89%)	A: 128 (40.63%)	SA: 153 (48.57%)	NA: 0 (0.00%)
52. I am on a team that continuously challenges me to grow and improve.	4.24 ---	SD: 3 (0.95%)	D: 14 (4.44%)	N: 36 (11.43%)	A: 111 (35.24%)	SA: 149 (47.30%)	NA: 2 (0.63%)
36. My supervisor builds a culture of learning and growth.	3.97 ---	SD: 14 (4.44%)	D: 19 (6.03%)	N: 41 (13.02%)	A: 128 (40.63%)	SA: 112 (35.56%)	NA: 1 (0.32%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.81 ---	SD: 8 (2.54%)	D: 38 (12.06%)	N: 42 (13.33%)	A: 144 (45.71%)	SA: 83 (26.35%)	NA: 0 (0.00%)

DEI Chart



DEI Table

Dimension	Mean
Transformative Commitments	4.47 + 0.09
Inclusion	4.18 + 0.07
Equity	4.09 + 0.07
Diversity	4.06 + 0.08

Transformative Commitments

Question	Mean	Distribution
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.	4.69 + 0.06	SD: 2 (0.63%) D: 0 (0.00%) N: 6 (1.90%) A: 78 (24.76%) SA: 228 (72.38%) NA: 1 (0.32%) A SA
105. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.66 + 0.11	SD: 2 (0.63%) D: 1 (0.32%) N: 7 (2.22%) A: 81 (25.71%) SA: 223 (70.79%) NA: 1 (0.32%) A SA
104. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.41 + 0.07	SD: 3 (0.95%) D: 4 (1.27%) N: 20 (6.35%) A: 121 (38.41%) SA: 166 (52.70%) NA: 1 (0.32%) N A SA
103. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.11 + 0.09	SD: 8 (2.54%) D: 14 (4.44%) N: 34 (10.79%) A: 137 (43.49%) SA: 121 (38.41%) NA: 1 (0.32%) N A SA

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.	4.70 + 0.10	SD: 1 (0.32%)	D: 0 (0.00%)	N: 5 (1.59%)	A: 80 (25.40%)	SA: 227 (72.06%)	NA: 2 (0.63%)
96. I value the contributions of all team members.	4.55 + 0.11	SD: 1 (0.32%)	D: 2 (0.63%)	N: 10 (3.17%)	A: 112 (35.56%)	SA: 190 (60.32%)	NA: 0 (0.00%)
106. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.54 -0.01	SD: 3 (0.95%)	D: 4 (1.27%)	N: 15 (4.76%)	A: 89 (28.25%)	SA: 203 (64.44%)	NA: 1 (0.32%)
107. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.39 + 0.08	SD: 3 (0.95%)	D: 10 (3.17%)	N: 21 (6.67%)	A: 108 (34.29%)	SA: 171 (54.29%)	NA: 2 (0.63%)
111. Our organization is a safe place for people of color to work and be successful.	4.32 + 0.11	SD: 5 (1.59%)	D: 7 (2.22%)	N: 34 (10.79%)	A: 101 (32.06%)	SA: 162 (51.43%)	NA: 6 (1.90%)
91. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.32 + 0.09	SD: 2 (0.63%)	D: 4 (1.27%)	N: 25 (7.94%)	A: 142 (45.08%)	SA: 140 (44.44%)	NA: 2 (0.63%)
97. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28 -0.04	SD: 2 (0.63%)	D: 9 (2.86%)	N: 37 (11.75%)	A: 119 (37.78%)	SA: 148 (46.98%)	NA: 0 (0.00%)
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.28 + 0.07	SD: 1 (0.32%)	D: 5 (1.59%)	N: 35 (11.11%)	A: 136 (43.17%)	SA: 137 (43.49%)	NA: 1 (0.32%)
110. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.25 + 0.16	SD: 3 (0.95%)	D: 8 (2.54%)	N: 41 (13.02%)	A: 114 (36.19%)	SA: 142 (45.08%)	NA: 7 (2.22%)
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.	4.24 + 0.08	SD: 2 (0.63%)	D: 14 (4.44%)	N: 33 (10.48%)	A: 123 (39.05%)	SA: 142 (45.08%)	NA: 1 (0.32%)
101. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.10 + 0.09	SD: 3 (0.95%)	D: 18 (5.71%)	N: 35 (11.11%)	A: 147 (46.67%)	SA: 112 (35.56%)	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.	4.08 + 0.09	SD: 3 (0.95%)	D: 17 (5.40%)	N: 39 (12.38%)	A: 145 (46.03%)	SA: 108 (34.29%)	NA: 3 (0.95%)
		D N		A		SA	
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.01 + 0.10	SD: 5 (1.59%)	D: 18 (5.71%)	N: 47 (14.92%)	A: 142 (45.08%)	SA: 102 (32.38%)	NA: 1 (0.32%)
		D	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.	3.99 + 0.06	SD: 3 (0.95%)	D: 21 (6.67%)	N: 47 (14.92%)	A: 147 (46.67%)	SA: 96 (30.48%)	NA: 1 (0.32%)
		D	N	A		SA	
99. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.89 + 0.04	SD: 8 (2.54%)	D: 32 (10.16%)	N: 48 (15.24%)	A: 125 (39.68%)	SA: 102 (32.38%)	NA: 0 (0.00%)
		D	N	A		SA	
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.83 + 0.08	SD: 13 (4.13%)	D: 21 (6.67%)	N: 54 (17.14%)	A: 145 (46.03%)	SA: 81 (25.71%)	NA: 1 (0.32%)
		D	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.	3.78 + 0.03	SD: 13 (4.13%)	D: 29 (9.21%)	N: 60 (19.05%)	A: 122 (38.73%)	SA: 89 (28.25%)	NA: 2 (0.63%)
		D	N	A		SA	
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.77 + 0.05	SD: 5 (1.59%)	D: 31 (9.84%)	N: 69 (21.90%)	A: 135 (42.86%)	SA: 74 (23.49%)	NA: 1 (0.32%)
		D	N	A		SA	

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

Equity

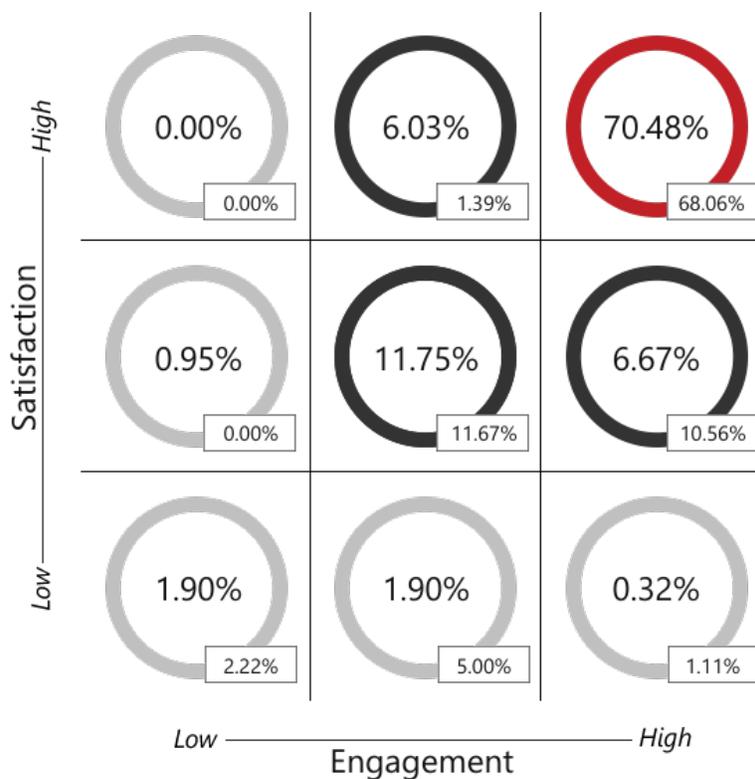
Question	Mean	Distribution					
108. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.70 + 0.10	SD: 1 (0.32%)	D: 0 (0.00%)	N: 5 (1.59%)	A: 80 (25.40%)	SA: 227 (72.06%)	NA: 2 (0.63%)
		A		SA			
98. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.01 + 0.10	SD: 5 (1.59%)	D: 18 (5.71%)	N: 47 (14.92%)	A: 142 (45.08%)	SA: 102 (32.38%)	NA: 1 (0.32%)
		D	N	A		SA	
100. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.88 + 0.07	SD: 9 (2.86%)	D: 22 (6.98%)	N: 59 (18.73%)	A: 133 (42.22%)	SA: 91 (28.89%)	NA: 1 (0.32%)
		D	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.	3.78 + 0.03	SD: 13 (4.13%)	D: 29 (9.21%)	N: 60 (19.05%)	A: 122 (38.73%)	SA: 89 (28.25%)	NA: 2 (0.63%)
		D	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.	4.70 + 0.10	SD: 1 (0.32%)	D: 0 (0.00%)	N: 5 (1.59%)	A: 80 (25.40%)	SA: 227 (72.06%)	NA: 2 (0.63%)
		A		SA			
92. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.28 + 0.07	SD: 1 (0.32%)	D: 5 (1.59%)	N: 35 (11.11%)	A: 136 (43.17%)	SA: 137 (43.49%)	NA: 1 (0.32%)
		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.	3.99 + 0.06	SD: 3 (0.95%)	D: 21 (6.67%)	N: 47 (14.92%)	A: 147 (46.67%)	SA: 96 (30.48%)	NA: 1 (0.32%)
		D	N	A		SA	
90. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.83 + 0.08	SD: 13 (4.13%)	D: 21 (6.67%)	N: 54 (17.14%)	A: 145 (46.03%)	SA: 81 (25.71%)	NA: 1 (0.32%)
		D	N	A		SA	
89. Our organization demonstrates quality efforts in building a culture of diversity.	3.78 + 0.11	SD: 7 (2.22%)	D: 26 (8.25%)	N: 65 (20.63%)	A: 146 (46.35%)	SA: 70 (22.22%)	NA: 1 (0.32%)
		D	N	A		SA	
93. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.77 + 0.05	SD: 5 (1.59%)	D: 31 (9.84%)	N: 69 (21.90%)	A: 135 (42.86%)	SA: 74 (23.49%)	NA: 1 (0.32%)
		D	N	A		SA	

3x3



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.62 + 0.09
2. I am fully engaged in the work that I do.	Engage-Inspire	4.62 + 0.05
6. I am provided opportunities to further my growth and development.	Training & Development	4.54 + 0.84
85. I am committed to achieving my potential through learning and growing.	Career Development	4.53 ---
5. I have at least one close friend at work.	Relationships	4.52 + 0.10
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.52 + 0.08
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.51 ---
92. I demonstrate effort in building a positive workplace culture.	Quality	4.51 ---
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.51 + 0.05
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.48 + 0.01
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.46 -0.02
46. I am satisfied being a part of our team.	Satisfaction	4.44 + 0.03
18. I have provided meaningful recognition to others in the past 10 days.	Recognition	4.43 + 0.24
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.43 ---
45. I feel great pride in the team of which I am a part.	Pride	4.42 = 0.00
17. I have set the right goals for myself to excel in my role/position.	Performance Planning	4.41 + 0.18
12. I am highly committed to and energized by my work.	Engage-Inspire	4.35 + 0.07
78. I feel proud of and inspired by the success of others on my team.	Pride	4.35 ---

Question	Dimension	Mean
79. I feel "in on things" that are happening at our organization.	Communication	4.34 + 1.00
44. Our team effectively communicates with each other.	Communication	4.32 -0.02
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	4.31 = 0.00
48. Our team recognizes each other's efforts and impact.	Recognition	4.31 -0.04
13. I am satisfied with my role/work.	Satisfaction	4.30 + 0.24
47. I am on a team that encourages each member to surpass expectations.	Quality	4.27 -0.05
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	4.24 ---
51. Our team has open and trusting relationships.	Relationships	4.24 -0.01
42. Our team encourages innovation.	Innovation	4.24 + 0.08
22. I am aware and knowledgeable about our organization's mission.	Mission Conscious	4.23 + 0.05
84. I would like to work at our organization long term.	Career Development	4.21 + 0.18
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	4.17 + 0.12
70. I feel our organization is a great fit for me.	Talent/Fit	4.17 + 0.07
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	4.16 + 0.02
25. My supervisor cares about me as a person.	Relationships	4.16 + 0.02
14. I feel great pride in being a part of our organization.	Pride	4.10 + 0.07
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	4.10 -0.02

Question	Dimension	Mean
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	4.10 + 0.19
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	4.05 ---
15. I am properly trained to achieve excellence in my work.	Training & Development	4.04 + 0.16
20. I look forward to coming to work every day.	Satisfaction	4.01 + 0.08
24. My supervisor effectively communicates his/her expectations.	Communication	4.01 + 0.16
35. My supervisor supports my personal and professional development.	Training & Development	4.01 + 0.01
27. My supervisor and I have effective two-way communication.	Communication	4.01 + 0.04
71. Our organization is committed to quality work and excellence.	Quality	3.99 -0.15
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.98 + 0.26
68. Quality relationships are valued across our organization.	Relationships	3.98 -0.10
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.97 + 0.03
36. My supervisor builds a culture of learning and growth.	Training & Development	3.97 ---
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.94 + 0.15
34. My supervisor is actively responsive to my needs.	Support-Equip	3.92 -0.04
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.91 + 0.11
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.90 + 0.18
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.90 + 0.11

Question	Dimension	Mean
32. I have an open and trusting relationship with my supervisor.	Relationships	3.89 = 0.00
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.88 ---
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.88 + 0.06
29. My supervisor recognizes me for a job well done.	Recognition	3.88 + 0.02
80. Excellence is recognized in our organization.	Recognition	3.86 + 0.12
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.85 = 0.00
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.84 + 0.04
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.82 + 0.02
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.82 + 0.12
73. My supervisor advocates for my role and career growth.	Career Development	3.82 ---
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.81 ---
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.79 ---
31. My supervisor inspires me to grow to new levels.	Relationships	3.79 ---
74. I have the opportunity to express my career interests at our organization.	Career Development	3.78 + 0.11
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.78 + 0.04
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.78 ---

Question	Dimension	Mean
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.77 + 0.06
83. Our organization encourages innovation.	Innovation	3.75 + 0.05
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.75 + 0.11
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.71 + 0.21
77. Our organization selects the right people for the right job.	Talent/Fit	3.66 + 0.02
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.63 + 0.06
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.56 + 0.22
9. I have received meaningful recognition in the past 10 days.	Recognition	3.48 -0.03
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.47 + 0.18
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.44 + 0.15