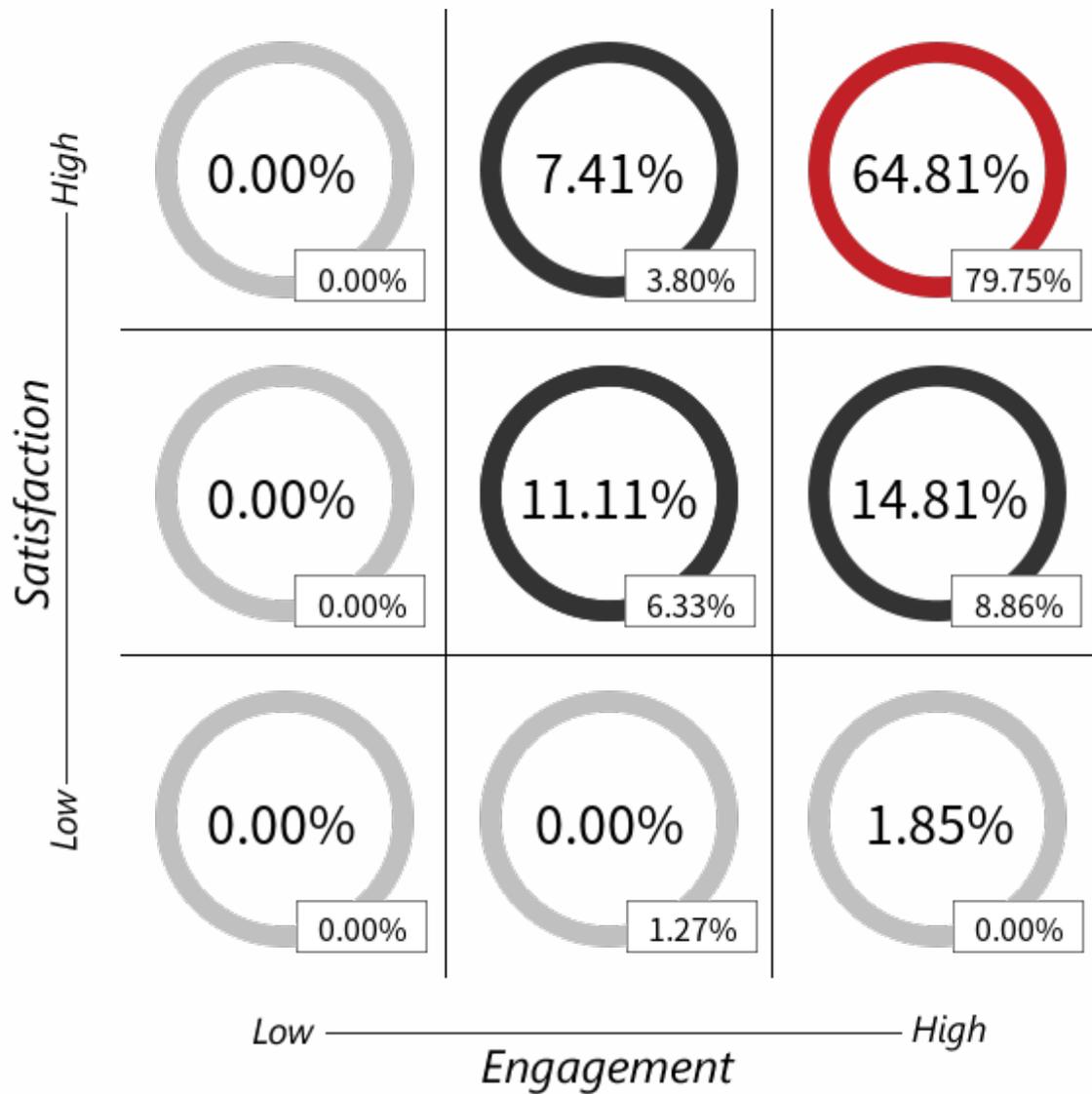


INSIGHTeX DEI+

Glen Ellyn 41
Hadley
September 2021

Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3



Dimensions (N=54)

| Dimension | Mean |
|------------------------|------|
| Engage-Inspire | 4.42 |
| Pride | 4.36 |
| Continuous Improvement | 4.36 |
| Quality | 4.34 |
| Innovation | 4.25 |
| Satisfaction | 4.18 |
| Recognition | 4.04 |
| Talent & Fit | 4.01 |
| Career Development | 3.98 |
| Relationships | 3.94 |
| Mission Conscious | 3.91 |
| Performance Planning | 3.90 |
| Support-Equip | 3.88 |
| Communication | 3.87 |
| Training & Development | 3.86 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|--------------|----------------|----------------|----------------|-----------|
| Engage-Inspire | 4.42 | | | | | | |
| 12. I am highly committed to and energized by my work. | 4.57 | 0% n=0 | 0% n=0 | 3.7% n=2 | 35.19% n=19 | 61.11% n=33 | 0% n=0 |
| 2. I am fully engaged in the work that I do. | 4.57 | 0% n=0 | 0% n=0 | 3.7% n=2 | 35.19% n=19 | 61.11% n=33 | 0% n=0 |
| 8. I am driven to contribute to the success of our organization. | 4.54 | 0% n=0 | 0% n=0 | 9.26% n=5 | 27.78% n=15 | 62.96% n=34 | 0% n=0 |
| 53. I am committed to the success of our organization. | 4.48 | 0% n=0 | 0% n=0 | 3.7% n=2 | 44.44% n=24 | 51.85% n=28 | 0% n=0 |
| 62. I would recommend our organization to a friend as a great place to work. | 3.96 | 0% n=0 | 7.41% n=4 | 20.37% n=11 | 40.74% n=22 | 31.48% n=17 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|--------------|----------------|----------------|----------------|--------------|
| Pride | 4.36 | | | | | | |
| 4. I feel great pride in the work I do. | 4.65 | 0% n=0 | 0% n=0 | 0% n=0 | 25.93% n=14 | 72.22% n=39 | 1.85% n=1 |
| 45. I feel great pride in the team of which I am a part. | 4.47 | 0% n=0 | 1.85% n=1 | 0% n=0 | 46.3% n=25 | 50% n=27 | 1.85% n=1 |
| 64. I speak of our organization with pride. | 4.17 | 0% n=0 | 3.7% n=2 | 16.67% n=9 | 38.89% n=21 | 40.74% n=22 | 0% n=0 |
| 14. I feel great pride in being a part of our organization. | 4.15 | 0% n=0 | 1.85% n=1 | 20.37% n=11 | 38.89% n=21 | 38.89% n=21 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|--------------|--------------|----------------|----------------|--------------|
| Continuous Improvement | 4.36 | | | | | | |
| 52. Our team strives to pursue excellence. | 4.51 | 0% n=0 | 1.85% n=1 | 5.56% n=3 | 31.48% n=17 | 59.26% n=32 | 1.85% n=1 |
| 21. I strive to find a better way every day. | 4.30 | 0% n=0 | 1.85% n=1 | 7.41% n=4 | 50% n=27 | 40.74% n=22 | 0% n=0 |
| 55. I am part of an organization that continues to pursue excellence every day. | 4.28 | 0% n=0 | 3.7% n=2 | 3.7% n=2 | 53.7% n=29 | 38.89% n=21 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|--------------|---------------|----------------|----------------|--------------|
| Quality | 4.34 | | | | | | |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.38 | 0% n=0 | 3.7% n=2 | 7.41% n=4 | 35.19% n=19 | 51.85% n=28 | 1.85% n=1 |
| 57. Our organization is committed to quality work and excellence. | 4.33 | 0% n=0 | 1.85% n=1 | 3.7% n=2 | 53.7% n=29 | 40.74% n=22 | 0% n=0 |
| 47. I am on a team that encourages each member to surpass expectations. | 4.30 | 0% n=0 | 1.85% n=1 | 11.11% n=6 | 40.74% n=22 | 44.44% n=24 | 1.85% n=1 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|--------------|---------------|----------------|----------------|--------------|
| Innovation | 4.25 | | | | | | |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.54 | 0% n=0 | 0% n=0 | 7.41% n=4 | 31.48% n=17 | 61.11% n=33 | 0% n=0 |
| 42. Our team encourages innovation. | 4.25 | 0% n=0 | 5.56% n=3 | 9.26% n=5 | 38.89% n=21 | 44.44% n=24 | 1.85% n=1 |
| 69. Our organization encourages innovation. | 3.96 | 0% n=0 | 7.41% n=4 | 12.96% n=7 | 55.56% n=30 | 24.07% n=13 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|-------------|----------------|----------------|----------------|--------------|
| Satisfaction | 4.18 | | | | | | |
| 46. I am satisfied being a part of our team. | 4.43 | 0% n=0 | 0% n=0 | 7.41% n=4 | 40.74% n=22 | 50% n=27 | 1.85% n=1 |
| 13. I am satisfied with my role/work. | 4.24 | 0% n=0 | 3.7% n=2 | 11.11% n=6 | 42.59% n=23 | 42.59% n=23 | 0% n=0 |
| 73. Overall, I am very satisfied with our organization as a place to work. | 4.04 | 0% n=0 | 3.7% n=2 | 18.52% n=10 | 48.15% n=26 | 29.63% n=16 | 0% n=0 |
| 20. I look forward to coming to work every day. | 4.02 | 1.85% n=1 | 3.7% n=2 | 18.52% n=10 | 42.59% n=23 | 33.33% n=18 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|---------------|---------------|----------------|----------------|--------------|
| Recognition | 4.04 | | | | | | |
| 48. Our team recognizes each other's efforts and impact. | 4.40 | 0% n=0 | 1.85% n=1 | 5.56% n=3 | 42.59% n=23 | 48.15% n=26 | 1.85% n=1 |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.30 | 1.85% n=1 | 0% n=0 | 5.56% n=3 | 51.85% n=28 | 40.74% n=22 | 0% n=0 |
| 66. Excellence is recognized in our organization. | 3.98 | 1.85% n=1 | 3.7% n=2 | 14.81% n=8 | 53.7% n=29 | 25.93% n=14 | 0% n=0 |
| 29. My supervisor recognizes me for a job well done. | 3.89 | 7.41% n=4 | 7.41% n=4 | 12.96% n=7 | 31.48% n=17 | 38.89% n=21 | 1.85% n=1 |
| 9. I have received meaningful recognition in the past 10 days. | 3.65 | 9.26% n=5 | 16.67% n=9 | 7.41% n=4 | 33.33% n=18 | 33.33% n=18 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|---------------|----------------|----------------|----------------|---------------|
| Talent & Fit | 4.01 | | | | | | |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.52 | 1.85% n=1 | 1.85% n=1 | 5.56% n=3 | 24.07% n=13 | 66.67% n=36 | 0% n=0 |
| 56. I feel our organization is a great fit for me. | 4.24 | 0% n=0 | 1.85% n=1 | 14.81% n=8 | 40.74% n=22 | 42.59% n=23 | 0% n=0 |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.11 | 3.7% n=2 | 3.7% n=2 | 9.26% n=5 | 44.44% n=24 | 38.89% n=21 | 0% n=0 |
| 72. Our organization selects highly talented individuals when hiring. | 3.96 | 0% n=0 | 1.85% n=1 | 24.07% n=13 | 48.15% n=26 | 24.07% n=13 | 1.85% n=1 |
| 39. My supervisor knows the talents to look for in selecting new teammates who will be successful. | 3.83 | 7.41% n=4 | 9.26% n=5 | 5.56% n=3 | 46.3% n=25 | 29.63% n=16 | 1.85% n=1 |
| 63. Our organization selects the right people for the right job. | 3.75 | 3.7% n=2 | 5.56% n=3 | 24.07% n=13 | 42.59% n=23 | 22.22% n=12 | 1.85% n=1 |
| 7. I have encouraged someone to apply at our organization. | 3.63 | 0% n=0 | 14.81% n=8 | 11.11% n=6 | 35.19% n=19 | 27.78% n=15 | 11.11% n=6 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|---------------|---------------|----------------|----------------|--------------|
| Career Development | 3.98 | | | | | | |
| 70. I would like to work at our organization long term. | 4.11 | 1.85% n=1 | 1.85% n=1 | 14.81% n=8 | 37.04% n=20 | 42.59% n=23 | 1.85% n=1 |
| 59. I value the career opportunities that I have at our organization. | 4.07 | 0% n=0 | 5.56% n=3 | 12.96% n=7 | 50% n=27 | 31.48% n=17 | 0% n=0 |
| 58. Our organization provides the experience and development for me to further my career here. | 4.06 | 0% n=0 | 9.26% n=5 | 9.26% n=5 | 48.15% n=26 | 33.33% n=18 | 0% n=0 |
| 71. I am aware of the career opportunities that are available for me at our organization. | 3.83 | 0% n=0 | 7.41% n=4 | 14.81% n=8 | 46.3% n=25 | 27.78% n=15 | 3.7% n=2 |
| 60. I have the opportunity to express my career interests at our organization. | 3.83 | 3.7% n=2 | 11.11% n=6 | 9.26% n=5 | 50% n=27 | 25.93% n=14 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|---------------|----------------|----------------|----------------|--------------|
| Relationships | 3.94 | | | | | | |
| 5. I have at least one close friend at work. | 4.50 | 0% n=0 | 1.85% n=1 | 5.56% n=3 | 24.07% n=13 | 66.67% n=36 | 1.85% n=1 |
| 50. Based on relationships demonstrated on our team, I would recommend someone to join our team. | 4.30 | 0% n=0 | 3.7% n=2 | 3.7% n=2 | 50% n=27 | 40.74% n=22 | 1.85% n=1 |
| 51. Our team has open and trusting relationships. | 4.25 | 0% n=0 | 1.85% n=1 | 12.96% n=7 | 42.59% n=23 | 40.74% n=22 | 1.85% n=1 |
| 54. Quality relationships are valued across our organization. | 4.02 | 1.85% n=1 | 7.41% n=4 | 7.41% n=4 | 53.7% n=29 | 29.63% n=16 | 0% n=0 |
| 25. My supervisor cares about me as a person. | 3.87 | 9.26% n=5 | 7.41% n=4 | 9.26% n=5 | 35.19% n=19 | 38.89% n=21 | 0% n=0 |
| 61. Our organization has a genuine concern and interest about me as a person. | 3.72 | 3.7% n=2 | 12.96% n=7 | 18.52% n=10 | 37.04% n=20 | 27.78% n=15 | 0% n=0 |
| 32. I have an open and trusting relationship with my supervisor. | 3.72 | 9.26% n=5 | 7.41% n=4 | 18.52% n=10 | 31.48% n=17 | 33.33% n=18 | 0% n=0 |
| 38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.65 | 9.26% n=5 | 11.11% n=6 | 16.67% n=9 | 31.48% n=17 | 31.48% n=17 | 0% n=0 |
| 31. I am provided personal coaching from my supervisor. | 3.47 | 11.11% n=6 | 12.96% n=7 | 20.37% n=11 | 25.93% n=14 | 27.78% n=15 | 1.85% n=1 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|---------------|----------------|----------------|----------------|--------------|
| Mission Conscious | 3.91 | | | | | | |
| 22. I am aware and knowledgeable about our organization's mission. | 4.31 | 1.85% n=1 | 1.85% n=1 | 5.56% n=3 | 44.44% n=24 | 46.3% n=25 | 0% n=0 |
| 74. Our organization effectively aligns our day-to-day activities with the organizational mission. | 3.91 | 1.85% n=1 | 5.56% n=3 | 16.67% n=9 | 51.85% n=28 | 24.07% n=13 | 0% n=0 |
| 41. My supervisor effectively communicates our organizational mission to me. | 3.78 | 5.56% n=3 | 11.11% n=6 | 12.96% n=7 | 40.74% n=22 | 29.63% n=16 | 0% n=0 |
| 68. Business decisions made are consistent with our mission and core values. | 3.62 | 1.85% n=1 | 9.26% n=5 | 29.63% n=16 | 40.74% n=22 | 16.67% n=9 | 1.85% n=1 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|---------------|---------------|----------------|----------------|--------------|
| Performance Planning | 3.90 | | | | | | |
| 17. I have set the right goals for myself to excel in my role/position. | 4.30 | 0% n=0 | 5.56% n=3 | 1.85% n=1 | 50% n=27 | 42.59% n=23 | 0% n=0 |
| 49. Our team effectively sets goals to further enhance our performance. | 4.17 | 0% n=0 | 3.7% n=2 | 7.41% n=4 | 55.56% n=30 | 31.48% n=17 | 1.85% n=1 |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.89 | 5.56% n=3 | 3.7% n=2 | 16.67% n=9 | 44.44% n=24 | 29.63% n=16 | 0% n=0 |
| 37. My supervisor motivates me to achieve my goals. | 3.65 | 11.11% n=6 | 7.41% n=4 | 11.11% n=6 | 46.3% n=25 | 24.07% n=13 | 0% n=0 |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.49 | 11.11% n=6 | 16.67% n=9 | 9.26% n=5 | 35.19% n=19 | 25.93% n=14 | 1.85% n=1 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|---------------|---------------|----------------|----------------|-----------|
| Support-Equip | 3.88 | | | | | | |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 4.17 | 0% n=0 | 3.7% n=2 | 11.11% n=6 | 50% n=27 | 35.19% n=19 | 0% n=0 |
| 3. I am provided the core needs necessary for me to excel in my role. | 4.17 | 0% n=0 | 5.56% n=3 | 5.56% n=3 | 55.56% n=30 | 33.33% n=18 | 0% n=0 |
| 33. My supervisor is available for me when needs arise. | 3.89 | 7.41% n=4 | 5.56% n=3 | 7.41% n=4 | 50% n=27 | 29.63% n=16 | 0% n=0 |
| 23. I have a supportive coaching relationship with my supervisor. | 3.80 | 9.26% n=5 | 9.26% n=5 | 11.11% n=6 | 33.33% n=18 | 37.04% n=20 | 0% n=0 |
| 34. My supervisor is actively responsive to my needs. | 3.65 | 9.26% n=5 | 11.11% n=6 | 12.96% n=7 | 38.89% n=21 | 27.78% n=15 | 0% n=0 |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 3.61 | 7.41% n=4 | 14.81% n=8 | 16.67% n=9 | 31.48% n=17 | 29.63% n=16 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|-------------|-------------------|---------------|---------------|----------------|----------------|--------------|
| Communication | 3.87 | | | | | | |
| 44. Our team effectively communicates with each other. | 4.26 | 0% n=0 | 7.41% n=4 | 1.85% n=1 | 46.3% n=25 | 42.59% n=23 | 1.85% n=1 |
| 36. I have the opportunity to communicate with my supervisor. | 4.00 | 5.56% n=3 | 3.7% n=2 | 11.11% n=6 | 44.44% n=24 | 35.19% n=19 | 0% n=0 |
| 26. My supervisor gives me constructive feedback about my work performance. | 3.87 | 9.26% n=5 | 5.56% n=3 | 11.11% n=6 | 35.19% n=19 | 37.04% n=20 | 1.85% n=1 |
| 27. My supervisor and I have effective two-way communication. | 3.80 | 11.11% n=6 | 3.7% n=2 | 12.96% n=7 | 38.89% n=21 | 33.33% n=18 | 0% n=0 |
| 24. My supervisor effectively communicates his/her expectations. | 3.74 | 9.26% n=5 | 7.41% n=4 | 14.81% n=8 | 37.04% n=20 | 31.48% n=17 | 0% n=0 |
| 65. I feel "in on things" that are happening at our organization. | 3.57 | 5.56% n=3 | 14.81% n=8 | 14.81% n=8 | 46.3% n=25 | 18.52% n=10 | 0% n=0 |

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|-------------|-------------------|----------------|---------------|----------------|----------------|--------------|
| Training & Development | 3.86 | | | | | | |
| 15. I am properly trained to achieve excellence in my work. | 4.17 | 0% n=0 | 7.41% n=4 | 11.11% n=6 | 29.63% n=16 | 50% n=27 | 1.85% n=1 |
| 6. I am provided opportunities to further my growth and development. | 3.93 | 0% n=0 | 11.11% n=6 | 12.96% n=7 | 38.89% n=21 | 35.19% n=19 | 1.85% n=1 |
| 35. My supervisor supports my personal and professional development. | 3.83 | 11.11% n=6 | 1.85% n=1 | 11.11% n=6 | 44.44% n=24 | 31.48% n=17 | 0% n=0 |
| 30. My supervisor encourages opportunities for my growth and development. | 3.81 | 7.41% n=4 | 9.26% n=5 | 9.26% n=5 | 42.59% n=23 | 31.48% n=17 | 0% n=0 |
| 67. Our organization provides the "right" training for me to excel in my role. | 3.57 | 1.85% n=1 | 20.37% n=11 | 12.96% n=7 | 48.15% n=26 | 16.67% n=9 | 0% n=0 |

Top Items (N=54)

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|------|-------------------|-----------|--------------|----------------|----------------|--------------|
| Question | | | | | | | |
| 4. I feel great pride in the work I do. | 4.65 | 0% n=0 | 0% n=0 | 0% n=0 | 25.93% n=14 | 72.22% n=39 | 1.85% n=1 |
| 12. I am highly committed to and energized by my work. | 4.57 | 0% n=0 | 0% n=0 | 3.7% n=2 | 35.19% n=19 | 61.11% n=33 | 0% n=0 |
| 2. I am fully engaged in the work that I do. | 4.57 | 0% n=0 | 0% n=0 | 3.7% n=2 | 35.19% n=19 | 61.11% n=33 | 0% n=0 |
| 8. I am driven to contribute to the success of our organization. | 4.54 | 0% n=0 | 0% n=0 | 9.26% n=5 | 27.78% n=15 | 62.96% n=34 | 0% n=0 |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.54 | 0% n=0 | 0% n=0 | 7.41% n=4 | 31.48% n=17 | 61.11% n=33 | 0% n=0 |

Bottom Items (N=54)

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|--|------|-------------------|----------------|----------------|----------------|----------------|--------------|
| Question | | | | | | | |
| 31. I am provided personal coaching from my supervisor. | 3.47 | 11.11% n=6 | 12.96% n=7 | 20.37% n=11 | 25.93% n=14 | 27.78% n=15 | 1.85% n=1 |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.49 | 11.11% n=6 | 16.67% n=9 | 9.26% n=5 | 35.19% n=19 | 25.93% n=14 | 1.85% n=1 |
| 67. Our organization provides the "right" training for me to excel in my role. | 3.57 | 1.85% n=1 | 20.37% n=11 | 12.96% n=7 | 48.15% n=26 | 16.67% n=9 | 0% n=0 |
| 65. I feel "in on things" that are happening at our organization. | 3.57 | 5.56% n=3 | 14.81% n=8 | 14.81% n=8 | 46.3% n=25 | 18.52% n=10 | 0% n=0 |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 3.61 | 7.41% n=4 | 14.81% n=8 | 16.67% n=9 | 31.48% n=17 | 29.63% n=16 | 0% n=0 |

DEI+ (N=54)

| | Mean | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | N/A |
|---|------|-------------------|---------------|----------------|----------------|----------------|--------------|
| Question | | | | | | | |
| 92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone. | 4.61 | 0% n=0 | 0% n=0 | 5.56% n=3 | 27.78% n=15 | 66.67% n=36 | 0% n=0 |
| 94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity. | 4.59 | 0% n=0 | 0% n=0 | 3.7% n=2 | 24.07% n=13 | 70.37% n=38 | 1.85% n=1 |
| 91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all. | 4.52 | 0% n=0 | 0% n=0 | 3.7% n=2 | 31.48% n=17 | 62.96% n=34 | 1.85% n=1 |
| 95. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all. | 4.50 | 0% n=0 | 0% n=0 | 3.7% n=2 | 24.07% n=13 | 68.52% n=37 | 3.7% n=2 |
| 82. I value the contributions of all team members. | 4.46 | 0% n=0 | 0% n=0 | 7.41% n=4 | 38.89% n=21 | 53.7% n=29 | 0% n=0 |
| 77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact. | 4.28 | 0% n=0 | 3.7% n=2 | 5.56% n=3 | 50% n=27 | 40.74% n=22 | 0% n=0 |
| 90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism. | 4.26 | 0% n=0 | 0% n=0 | 12.96% n=7 | 46.3% n=25 | 38.89% n=21 | 1.85% n=1 |
| 78. I firmly believe that inclusion and diversity make us a stronger team and organization. | 4.25 | 0% n=0 | 1.85% n=1 | 3.7% n=2 | 42.59% n=23 | 46.3% n=25 | 5.56% n=3 |
| 93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors. | 4.20 | 1.85% n=1 | 0% n=0 | 12.96% n=7 | 46.3% n=25 | 38.89% n=21 | 0% n=0 |
| 83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives. | 4.17 | 0% n=0 | 1.85% n=1 | 11.11% n=6 | 53.7% n=29 | 31.48% n=17 | 1.85% n=1 |
| 84. Our organization embraces a 'better together' mindset and efforts to support success for all. | 4.11 | 0% n=0 | 3.7% n=2 | 14.81% n=8 | 48.15% n=26 | 33.33% n=18 | 0% n=0 |
| 87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential. | 4.09 | 0% n=0 | 1.85% n=1 | 14.81% n=8 | 55.56% n=30 | 27.78% n=15 | 0% n=0 |
| 85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success. | 3.96 | 0% n=0 | 11.11% n=6 | 11.11% n=6 | 48.15% n=26 | 29.63% n=16 | 0% n=0 |
| 80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes. | 3.89 | 1.85% n=1 | 7.41% n=4 | 9.26% n=5 | 51.85% n=28 | 25.93% n=14 | 3.7% n=2 |
| 88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all. | 3.89 | 0% n=0 | 5.56% n=3 | 18.52% n=10 | 48.15% n=26 | 25.93% n=14 | 1.85% n=1 |
| 97. Our organization is a safe place for people of color to work and be successful. | 3.87 | 3.7% n=2 | 3.7% n=2 | 24.07% n=13 | 37.04% n=20 | 29.63% n=16 | 1.85% n=1 |
| 98. 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. | 3.87 | 5.56% n=3 | 0% n=0 | 25.93% n=14 | 38.89% n=21 | 29.63% n=16 | 0% n=0 |
| 81. 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. | 3.79 | 3.7% n=2 | 5.56% n=3 | 20.37% n=11 | 46.3% n=25 | 22.22% n=12 | 1.85% n=1 |
| 86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized. | 3.78 | 3.7% n=2 | 9.26% n=5 | 18.52% n=10 | 42.59% n=23 | 25.93% n=14 | 0% n=0 |
| 89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism. | 3.74 | 5.56% n=3 | 9.26% n=5 | 16.67% n=9 | 42.59% n=23 | 25.93% n=14 | 0% n=0 |
| 96. Our team is comfortable addressing issues of race, racism, and bias in our workplace. | 3.74 | 5.56% n=3 | 12.96% n=7 | 18.52% n=10 | 25.93% n=14 | 35.19% n=19 | 1.85% n=1 |
| 79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity. | 3.63 | 3.7% n=2 | 11.11% n=6 | 25.93% n=14 | 37.04% n=20 | 22.22% n=12 | 0% n=0 |
| 76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization. | 3.61 | 3.7% n=2 | 12.96% n=7 | 22.22% n=12 | 40.74% n=22 | 20.37% n=11 | 0% n=0 |

| | | | | | | | |
|---|------|--------------|---------------|----------------|----------------|----------------|-----------|
| 75. Our organization demonstrates quality efforts in building a culture of diversity. | 3.44 | 9.26% n=5 | 11.11% n=6 | 24.07% n=13 | 37.04% n=20 | 18.52% n=10 | 0% n=0 |
|---|------|--------------|---------------|----------------|----------------|----------------|-----------|

Rank Ordered Questions According to Mean (N=54)

| | Mean | Dimension |
|--|------|------------------------|
| Question | | |
| 4. I feel great pride in the work I do. | 4.65 | Pride |
| 12. I am highly committed to and energized by my work. | 4.57 | Engage-Inspire |
| 2. I am fully engaged in the work that I do. | 4.57 | Engage-Inspire |
| 8. I am driven to contribute to the success of our organization. | 4.54 | Engage-Inspire |
| 16. I am continuously seeking ways to improve my overall productivity. | 4.54 | Innovation |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | 4.52 | Talent & Fit |
| 52. Our team strives to pursue excellence. | 4.51 | Continuous Improvement |
| 5. I have at least one close friend at work. | 4.50 | Relationships |
| 53. I am committed to the success of our organization. | 4.48 | Engage-Inspire |
| 45. I feel great pride in the team of which I am a part. | 4.47 | Pride |
| 46. I am satisfied being a part of our team. | 4.43 | Satisfaction |
| 48. Our team recognizes each other's efforts and impact. | 4.40 | Recognition |
| 43. My teammates demonstrate a commitment to quality work and excellence. | 4.38 | Quality |
| 57. Our organization is committed to quality work and excellence. | 4.33 | Quality |
| 22. I am aware and knowledgeable about our organization's mission. | 4.31 | Mission Conscious |
| 50. Based on relationships demonstrated on our team, I would recommend someone to join our team. | 4.30 | Relationships |
| 17. I have set the right goals for myself to excel in my role/position. | 4.30 | Performance Planning |
| 18. I have provided meaningful recognition to others in the past 10 days. | 4.30 | Recognition |
| 47. I am on a team that encourages each member to surpass expectations. | 4.30 | Quality |
| 21. I strive to find a better way every day. | 4.30 | Continuous Improvement |
| 55. I am part of an organization that continues to pursue excellence every day. | 4.28 | Continuous Improvement |
| 44. Our team effectively communicates with each other. | 4.26 | Communication |
| 51. Our team has open and trusting relationships. | 4.25 | Relationships |
| 42. Our team encourages innovation. | 4.25 | Innovation |
| 56. I feel our organization is a great fit for me. | 4.24 | Talent & Fit |
| 13. I am satisfied with my role/work. | 4.24 | Satisfaction |
| 64. I speak of our organization with pride. | 4.17 | Pride |
| 19. I am provided the materials, equipment, and information necessary to effectively perform my job. | 4.17 | Support-Equip |
| 15. I am properly trained to achieve excellence in my work. | 4.17 | Training & Development |
| 49. Our team effectively sets goals to further enhance our performance. | 4.17 | Performance Planning |
| 3. I am provided the core needs necessary for me to excel in my role. | 4.17 | Support-Equip |

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| 14. I feel great pride in being a part of our organization. | 4.15 | Pride |
| 70. I would like to work at our organization long term. | 4.11 | Career Development |
| 11. I am in a role that allows me to maximize my talents and strengths. | 4.11 | Talent & Fit |
| 59. I value the career opportunities that I have at our organization. | 4.07 | Career Development |
| 58. Our organization provides the experience and development for me to further my career here. | 4.06 | Career Development |
| 73. Overall, I am very satisfied with our organization as a place to work. | 4.04 | Satisfaction |
| 54. Quality relationships are valued across our organization. | 4.02 | Relationships |
| 20. I look forward to coming to work every day. | 4.02 | Satisfaction |
| 36. I have the opportunity to communicate with my supervisor. | 4.00 | Communication |
| 66. Excellence is recognized in our organization. | 3.98 | Recognition |
| 62. I would recommend our organization to a friend as a great place to work. | 3.96 | Engage-Inspire |
| 72. Our organization selects highly talented individuals when hiring. | 3.96 | Talent & Fit |
| 69. Our organization encourages innovation. | 3.96 | Innovation |
| 6. I am provided opportunities to further my growth and development. | 3.93 | Training & Development |
| 74. Our organization effectively aligns our day-to-day activities with the organizational mission. | 3.91 | Mission Conscious |
| 33. My supervisor is available for me when needs arise. | 3.89 | Support-Equip |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | 3.89 | Performance Planning |
| 29. My supervisor recognizes me for a job well done. | 3.89 | Recognition |
| 26. My supervisor gives me constructive feedback about my work performance. | 3.87 | Communication |
| 25. My supervisor cares about me as a person. | 3.87 | Relationships |
| 39. My supervisor knows the talents to look for in selecting new teammates who will be successful. | 3.83 | Talent & Fit |
| 71. I am aware of the career opportunities that are available for me at our organization. | 3.83 | Career Development |
| 35. My supervisor supports my personal and professional development. | 3.83 | Training & Development |
| 60. I have the opportunity to express my career interests at our organization. | 3.83 | Career Development |
| 30. My supervisor encourages opportunities for my growth and development. | 3.81 | Training & Development |
| 23. I have a supportive coaching relationship with my supervisor. | 3.80 | Support-Equip |
| 27. My supervisor and I have effective two-way communication. | 3.80 | Communication |
| 41. My supervisor effectively communicates our organizational mission to me. | 3.78 | Mission Conscious |
| 63. Our organization selects the right people for the right job. | 3.75 | Talent & Fit |
| 24. My supervisor effectively communicates his/her expectations. | 3.74 | Communication |
| 61. Our organization has a genuine concern and interest about me as a person. | 3.72 | Relationships |
| 32. I have an open and trusting relationship with my supervisor. | 3.72 | Relationships |
| 34. My supervisor is actively responsive to my needs. | 3.65 | Support-Equip |

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| 37. My supervisor motivates me to achieve my goals. | 3.65 | Performance Planning |
| 9. I have received meaningful recognition in the past 10 days. | 3.65 | Recognition |
| 38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.65 | Relationships |
| 7. I have encouraged someone to apply at our organization. | 3.63 | Talent & Fit |
| 68. Business decisions made are consistent with our mission and core values. | 3.62 | Mission Conscious |
| 28. I am provided the opportunity to spend quality time with my supervisor. | 3.61 | Support-Equip |
| 65. I feel "in on things" that are happening at our organization. | 3.57 | Communication |
| 67. Our organization provides the "right" training for me to excel in my role. | 3.57 | Training & Development |
| 40. In the past three months, my supervisor has discussed my successes and progress with me. | 3.49 | Performance Planning |
| 31. I am provided personal coaching from my supervisor. | 3.47 | Relationships |