



INSIGHTeX Growth Mindset

Full Organization
Saginaw ISD

November 2025

Dimensions

Dimension	Mean
Pride	4.08
Engage-Inspire	3.99
Quality	3.95
Communication	3.87
Training & Development	3.87
Satisfaction	3.85
Relationships	3.84
Performance Planning	3.82
Career Development	3.80
Innovation	3.79
Continuous Improvement	3.78
Support-Equip	3.77
Talent/Fit	3.77
Recognition	3.72
Mission Conscious	3.69

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Pride

Question	Mean	Distribution					
		SD: 5 (1.08%)	D: 2 (0.43%)	N: 23 (4.98%)	A: 152 (32.90%)	SA: 277 (59.96%)	NA: 3 (0.65%)
4. I feel great pride in the work I do.	4.51			A		SA	
45. I feel great pride in the team of which I am a part.	4.06	SD: 8 (1.73%)	D: 20 (4.33%)	N: 82 (17.75%)	A: 179 (38.74%)	SA: 172 (37.23%)	NA: 1 (0.22%)
78. I feel proud of and inspired by the success of others on my team.	4.04	SD: 7 (1.52%)	D: 13 (2.81%)	N: 80 (17.32%)	A: 213 (46.10%)	SA: 147 (31.82%)	NA: 2 (0.43%)
14. I feel great pride in being a part of our organization.	3.73	SD: 19 (4.11%)	D: 37 (8.01%)	N: 116 (25.11%)	A: 165 (35.71%)	SA: 122 (26.41%)	NA: 3 (0.65%)

Engage-Inspire

Question	Mean	Distribution					
		SD: 3 (0.65%)	D: 6 (1.30%)	N: 21 (4.55%)	A: 159 (34.42%)	SA: 270 (58.44%)	NA: 3 (0.65%)
2. I am fully engaged in the work that I do.	4.50			A		SA	
8. I am driven to contribute to the success of our organization.	4.19	SD: 9 (1.95%)	D: 10 (2.16%)	N: 56 (12.12%)	A: 192 (41.56%)	SA: 187 (40.48%)	NA: 8 (1.73%)
12. I am highly committed to and energized by my work.	4.07	SD: 6 (1.30%)	D: 19 (4.11%)	N: 72 (15.58%)	A: 201 (43.51%)	SA: 160 (34.63%)	NA: 4 (0.87%)
67. Our organization promotes a positive and engaging culture.	3.62	SD: 21 (4.55%)	D: 46 (9.96%)	N: 114 (24.68%)	A: 189 (40.91%)	SA: 92 (19.91%)	NA: 0 (0.00%)
76. I would recommend our organization to a friend as a great place to work.	3.61	SD: 20 (4.33%)	D: 46 (9.96%)	N: 127 (27.49%)	A: 166 (35.93%)	SA: 99 (21.43%)	NA: 4 (0.87%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Quality

Question	Mean	Distribution					
		SD: 1 (0.22%)	D: 4 (0.87%)	N: 36 (7.79%)	A: 218 (47.19%)	SA: 203 (43.94%)	NA: 0 (0.00%)
92. I demonstrate effort in building a positive workplace culture.	4.34	N	A	SA			
43. My teammates demonstrate a commitment to quality work and excellence.	4.04	D	N	A	SA		
47. I am on a team that encourages each member to surpass expectations.	3.78	D	N	A	SA		
71. Our organization is committed to quality collaboration and excellence.	3.62	D	N	A	SA		

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Communication

Question	Mean	Distribution					
		SD: 16 (3.46%)	D: 26 (5.63%)	N: 59 (12.77%)	A: 180 (38.96%)	SA: 179 (38.74%)	NA: 2 (0.43%)
27. My supervisor and I have effective two-way communication.	4.04	D	N	A	SA		
79. My teammates share important information with me.	3.95	D	N	A	SA		
24. My supervisor effectively communicates his/her expectations.	3.94	SD	D	N	A	SA	
26. My supervisor gives me constructive feedback about my work performance.	3.93	D	N	A	SA		
44. Our team effectively communicates with each other.	3.86	D	N	A	SA		
55. Information is shared effectively within our team.	3.70	D	N	A	SA		
61. When disagreements arise within our team, we effectively communicate to seek resolution.	3.65	D	N	A	SA		NA

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Training & Development

Question	Mean	Distribution					
6. I seek opportunities to further my growth and development.	4.20	SD: 7 (1.52%)	D: 14 (3.03%)	N: 63 (13.64%)	A: 169 (36.58%)	SA: 205 (44.37%)	NA: 4 (0.87%)
35. My supervisor supports my personal and professional development.	3.97	SD: 16 (3.46%)	D: 15 (3.25%)	N: 81 (17.53%)	A: 200 (43.29%)	SA: 146 (31.60%)	NA: 4 (0.87%)
15. I am properly trained to achieve excellence in my work.	3.87	SD: 7 (1.52%)	D: 39 (8.44%)	N: 92 (19.91%)	A: 190 (41.13%)	SA: 133 (28.79%)	NA: 1 (0.22%)
30. My supervisor encourages opportunities for my growth and development.	3.87	SD: 19 (4.11%)	D: 34 (7.36%)	N: 79 (17.10%)	A: 178 (38.53%)	SA: 146 (31.60%)	NA: 6 (1.30%)
36. My supervisor builds a culture of learning and growth.	3.87	SD: 13 (2.81%)	D: 24 (5.19%)	N: 107 (23.16%)	A: 181 (39.18%)	SA: 134 (29.00%)	NA: 3 (0.65%)
81. Our organization provides the "right" training for me to excel in my role.	3.42	SD: 28 (6.06%)	D: 61 (13.20%)	N: 128 (27.71%)	A: 179 (38.74%)	SA: 66 (14.29%)	NA: 0 (0.00%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Satisfaction

Question	Mean	Distribution					
		SD: 5 (1.08%)	D: 26 (5.63%)	N: 72 (15.58%)	A: 192 (41.56%)	SA: 166 (35.93%)	NA: 1 (0.22%)
46. I am satisfied being a part of our team.	4.06	D	N	A	SA		
13. My work is fulfilling and enjoyable.	4.03	D	N	A	SA		
20. I look forward to coming to work every day.	3.69	D	N	A	SA		
87. Overall, I am very satisfied with our organization as a place to work.	3.64	D	N	A	SA		

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.	4.36	SD: 3 (0.65%)	D: 5 (1.08%)	N: 29 (6.28%)	A: 212 (45.89%)	SA: 213 (46.10%)	NA: 0 (0.00%)
5. I have at least one close friend at work.	4.08	N A				SA	
25. My supervisor cares about me as a person.	4.03	SD: 17 (3.68%)	D: 21 (4.55%)	N: 74 (16.02%)	A: 165 (35.71%)	SA: 182 (39.39%)	NA: 3 (0.65%)
66. I look forward to interacting with our team when I come to work.	3.97	SD: 5 (1.08%)	D: 17 (3.68%)	N: 97 (21.00%)	A: 209 (45.24%)	SA: 131 (28.35%)	NA: 3 (0.65%)
53. I trust my teammates to follow through on projects.	3.86	SD: 11 (2.38%)	D: 29 (6.28%)	N: 89 (19.26%)	A: 214 (46.32%)	SA: 117 (25.32%)	NA: 2 (0.43%)
64. Our team is committed to creating an enjoyable work environment.	3.85	SD: 11 (2.38%)	D: 33 (7.14%)	N: 95 (20.56%)	A: 194 (41.99%)	SA: 127 (27.49%)	NA: 2 (0.43%)
32. I have an open and trusting relationship with my supervisor.	3.83	SD: 25 (5.41%)	D: 32 (6.93%)	N: 88 (19.05%)	A: 161 (34.85%)	SA: 151 (32.68%)	NA: 5 (1.08%)
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	3.78	SD: 15 (3.25%)	D: 37 (8.01%)	N: 103 (22.29%)	A: 180 (38.96%)	SA: 122 (26.41%)	NA: 5 (1.08%)
63. I am highly energized by the people I work with on our team.	3.74	SD: 12 (2.60%)	D: 36 (7.79%)	N: 126 (27.27%)	A: 170 (36.80%)	SA: 116 (25.11%)	NA: 2 (0.43%)
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.73	SD: 23 (4.98%)	D: 34 (7.36%)	N: 106 (22.94%)	A: 175 (37.88%)	SA: 118 (25.54%)	NA: 6 (1.30%)
65. Our team members invest time developing relationships with each other.	3.73	SD: 12 (2.60%)	D: 43 (9.31%)	N: 109 (23.59%)	A: 187 (40.48%)	SA: 109 (23.59%)	NA: 2 (0.43%)
31. My supervisor inspires me to grow to new levels.	3.68	SD: 22 (4.76%)	D: 36 (7.79%)	N: 130 (28.14%)	A: 146 (31.60%)	SA: 123 (26.62%)	NA: 5 (1.08%)
51. Our team has open and trusting relationships.	3.64	SD: 16 (3.46%)	D: 54 (11.69%)	N: 117 (25.32%)	A: 161 (34.85%)	SA: 110 (23.81%)	NA: 4 (0.87%)

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

Question	Mean	Distribution					
		SD: 26 (5.63%)	D: 43 (9.31%)	N: 128 (27.71%)	A: 193 (41.77%)	SA: 71 (15.37%)	NA: 1 (0.22%)
68. Quality and inclusive relationships are valued across our organization.	3.52	SD D	N	A		SA	

Performance Planning

Question	Mean	Distribution					
		SD: 1 (0.22%)	D: 14 (3.03%)	N: 51 (11.04%)	A: 247 (53.46%)	SA: 148 (32.03%)	NA: 1 (0.22%)
17. I embrace challenges as opportunities for growth.	4.14	N	A		SA		
57. Our team has improved our performance over time by learning from each other.	3.91	D	N	A	SA		
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.79	D	N	A	SA		
37. My supervisor motivates me to achieve my goals.	3.79	D	N	A	SA		
58. I am satisfied that our team performs up to our potential.	3.77	D	N	A	SA		
49. Our team effectively sets goals to further enhance our performance.	3.68	D	N	A	SA		
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.63	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					
		SD: 1 (0.22%)	D: 5 (1.08%)	N: 42 (9.09%)	A: 213 (46.10%)	SA: 200 (43.29%)	NA: 1 (0.22%)
85. I am committed to achieving my potential through learning and growing.	4.31				A	SA	
84. I would like to work at our organization long term.	3.91	SD: 8 (1.73%)	D: 17 (3.68%)	N: 120 (25.97%)	A: 175 (37.88%)	SA: 138 (29.87%)	NA: 4 (0.87%)
73. My supervisor advocates for my role and career growth.	3.72	SD: 18 (3.90%)	D: 45 (9.74%)	N: 104 (22.51%)	A: 168 (36.36%)	SA: 119 (25.76%)	NA: 8 (1.73%)
72. Our organization provides the experience and development for me to further my career here.	3.55	SD: 26 (5.63%)	D: 48 (10.39%)	N: 123 (26.62%)	A: 168 (36.36%)	SA: 91 (19.70%)	NA: 6 (1.30%)
74. I have the opportunity to express my career interests at our organization.	3.50	SD: 25 (5.41%)	D: 45 (9.74%)	N: 132 (28.57%)	A: 156 (33.77%)	SA: 80 (17.32%)	NA: 24 (5.19%)

Innovation

Question	Mean	Distribution					
		SD: 1 (0.22%)	D: 7 (1.52%)	N: 49 (10.61%)	A: 227 (49.13%)	SA: 173 (37.45%)	NA: 5 (1.08%)
16. I seek new ways to achieve excellence in my role.	4.23			A	SA		
42. Our team encourages innovation.	3.80	SD: 19 (4.11%)	D: 31 (6.71%)	N: 91 (19.70%)	A: 202 (43.72%)	SA: 116 (25.11%)	NA: 3 (0.65%)
83. Our organization encourages innovation.	3.58	SD: 24 (5.19%)	D: 37 (8.01%)	N: 124 (26.84%)	A: 195 (42.21%)	SA: 78 (16.88%)	NA: 4 (0.87%)
75. Our organization embraces an innovative mindset to maximize our potential.	3.56	SD: 22 (4.76%)	D: 44 (9.52%)	N: 133 (28.79%)	A: 173 (37.45%)	SA: 85 (18.40%)	NA: 5 (1.08%)

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.	4.23	SD: 3 (0.65%)	D: 6 (1.30%)	N: 56 (12.12%)	A: 216 (46.75%)	SA: 181 (39.18%)	NA: 0 (0.00%)
54. Our team continuously seeks ways to improve our performance.	3.83	SD: 10 (2.16%)	D: 29 (6.28%)	N: 104 (22.51%)	A: 203 (43.94%)	SA: 115 (24.89%)	NA: 1 (0.22%)
52. I am on a team that continuously challenges me to grow and improve.	3.75	SD: 15 (3.25%)	D: 34 (7.36%)	N: 116 (25.11%)	A: 182 (39.39%)	SA: 113 (24.46%)	NA: 2 (0.43%)
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.68	SD: 20 (4.33%)	D: 36 (7.79%)	N: 114 (24.68%)	A: 186 (40.26%)	SA: 101 (21.86%)	NA: 5 (1.08%)
69. I am part of an organization that continues to pursue excellence every day.	3.66	SD: 20 (4.33%)	D: 31 (6.71%)	N: 126 (27.27%)	A: 192 (41.56%)	SA: 92 (19.91%)	NA: 1 (0.22%)
89. Our organization demonstrates the effective use of data to guide continuous improvement.	3.52	SD: 22 (4.76%)	D: 41 (8.87%)	N: 142 (30.74%)	A: 175 (37.88%)	SA: 74 (16.02%)	NA: 8 (1.73%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Support-Equip

Question	Mean	Distribution					
		SD: 9 (1.95%)	D: 26 (5.63%)	N: 77 (16.67%)	A: 202 (43.72%)	SA: 147 (31.82%)	NA: 1 (0.22%)
56. Our team actively responds when needs arise within our team.	3.98	D N	N	A	SA	SA	NA
62. My teammates demonstrate commitment to helping and supporting each other.	3.92	SD: 7 (1.52%)	D: 27 (5.84%)	N: 91 (19.70%)	A: 203 (43.94%)	SA: 131 (28.35%)	NA: 3 (0.65%)
34. My supervisor is actively responsive to my needs.	3.90	SD: 21 (4.55%)	D N	N: 89 (19.26%)	A: 170 (36.80%)	SA: 156 (33.77%)	NA: 2 (0.43%)
33. My supervisor supports me through challenges and failures in order to succeed.	3.88	SD: 21 (4.55%)	D N	N: 91 (19.70%)	A: 169 (36.58%)	SA: 148 (32.03%)	NA: 8 (1.73%)
23. I have a supportive coaching relationship with my supervisor.	3.87	SD: 27 (5.84%)	D N	N: 87 (18.83%)	A: 157 (33.98%)	SA: 162 (35.06%)	NA: 2 (0.43%)
3. I am provided the core needs necessary for me to excel in my role.	3.66	SD: 8 (1.73%)	D N	N: 107 (23.16%)	A: 185 (40.04%)	SA: 99 (21.43%)	NA: 0 (0.00%)
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.49	SD: 23 (4.98%)	D N	N: 103 (22.29%)	A: 178 (38.53%)	SA: 84 (18.18%)	NA: 0 (0.00%)
28. I am provided the opportunity to spend quality time with my supervisor.	3.43	SD: 37 (8.01%)	D N	N: 109 (23.59%)	A: 142 (30.74%)	SA: 98 (21.21%)	NA: 8 (1.73%)

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Talent/Fit

Question	Mean	Distribution					
		SD: 6 (1.30%)	D: 11 (2.38%)	N: 30 (6.49%)	A: 191 (41.34%)	SA: 224 (48.48%)	NA: 0 (0.00%)
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.33	N	A			SA	
60. I fit in well with our team.	4.00	SD: 6 (1.30%)	D: 17 (3.68%)	N: 83 (17.97%)	A: 218 (47.19%)	SA: 135 (29.22%)	NA: 3 (0.65%)
11. I am in a role that allows me to maximize my talents and strengths.	3.91	SD: 16 (3.46%)	D: 31 (6.71%)	N: 71 (15.37%)	A: 201 (43.51%)	SA: 141 (30.52%)	NA: 2 (0.43%)
70. I feel our organization is a great fit for me.	3.86	SD: 9 (1.95%)	D: 12 (2.60%)	N: 131 (28.35%)	A: 191 (41.34%)	SA: 118 (25.54%)	NA: 1 (0.22%)
7. I have encouraged someone to apply at our organization.	3.74	SD: 24 (5.19%)	D: 40 (8.66%)	N: 89 (19.26%)	A: 155 (33.55%)	SA: 126 (27.27%)	NA: 28 (6.06%)
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.71	SD: 18 (3.90%)	D: 39 (8.44%)	N: 110 (23.81%)	A: 159 (34.42%)	SA: 113 (24.46%)	NA: 23 (4.98%)
86. Our organization selects highly talented individuals when hiring.	3.37	SD: 27 (5.84%)	D: 61 (13.20%)	N: 157 (33.98%)	A: 142 (30.74%)	SA: 70 (15.15%)	NA: 5 (1.08%)
77. Our organization selects the right people for the right job.	3.20	SD: 36 (7.79%)	D: 77 (16.67%)	N: 162 (35.06%)	A: 128 (27.71%)	SA: 56 (12.12%)	NA: 3 (0.65%)
		SD	D	N	A	SA	NA

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Recognition

Question	Mean	Distribution					
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.20	SD: 3 (0.65%)	D: 2 (0.43%)	N: 46 (9.96%)	A: 256 (55.41%)	SA: 153 (33.12%)	NA: 2 (0.43%)
		N	A			SA	
29. My supervisor recognizes me for a job well done.	3.85	SD: 25 (5.41%)	D: 28 (6.06%)	N: 89 (19.26%)	A: 164 (35.50%)	SA: 152 (32.90%)	NA: 4 (0.87%)
		D	N	A		SA	
48. My teammates promote gratitude in our culture.	3.84	SD: 14 (3.03%)	D: 28 (6.06%)	N: 107 (23.16%)	A: 176 (38.10%)	SA: 133 (28.79%)	NA: 4 (0.87%)
		D	N	A		SA	
80. Our organization practices gratitude by recognizing excellence in our work.	3.56	SD: 28 (6.06%)	D: 39 (8.44%)	N: 126 (27.27%)	A: 182 (39.39%)	SA: 85 (18.40%)	NA: 2 (0.43%)
		SD	D	N	A	SA	
9. I have received meaningful recognition in the past 10 days.	3.12	SD: 65 (14.07%)	D: 101 (21.86%)	N: 80 (17.32%)	A: 128 (27.71%)	SA: 78 (16.88%)	NA: 10 (2.16%)
		SD	D	N	A	SA	

SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

SA : Strongly Agree

NA : Not Applicable

Mission Conscious

Question	Mean	Distribution					
		SD: 8 (1.73%)	D: 9 (1.95%)	N: 59 (12.77%)	A: 210 (45.45%)	SA: 171 (37.01%)	NA: 5 (1.08%)
22. I support our organization's mission.	4.15			N	A	SA	
59. Our team is very inspired by the work we do.	3.86	SD: 8 (1.73%)	D: 26 (5.63%)	N: 104 (22.51%)	A: 207 (44.81%)	SA: 115 (24.89%)	NA: 2 (0.43%)
41. My supervisor effectively communicates our organizational mission to me.	3.72	SD: 18 (3.90%)	D: 39 (8.44%)	N: 98 (21.21%)	A: 199 (43.07%)	SA: 102 (22.08%)	NA: 6 (1.30%)
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.53	SD: 24 (5.19%)	D: 39 (8.44%)	N: 147 (31.82%)	A: 171 (37.01%)	SA: 79 (17.10%)	NA: 2 (0.43%)
82. Business decisions made are consistent with our mission and core values.	3.20	SD: 48 (10.39%)	D: 66 (14.29%)	N: 134 (29.00%)	A: 143 (30.95%)	SA: 55 (11.90%)	NA: 16 (3.46%)

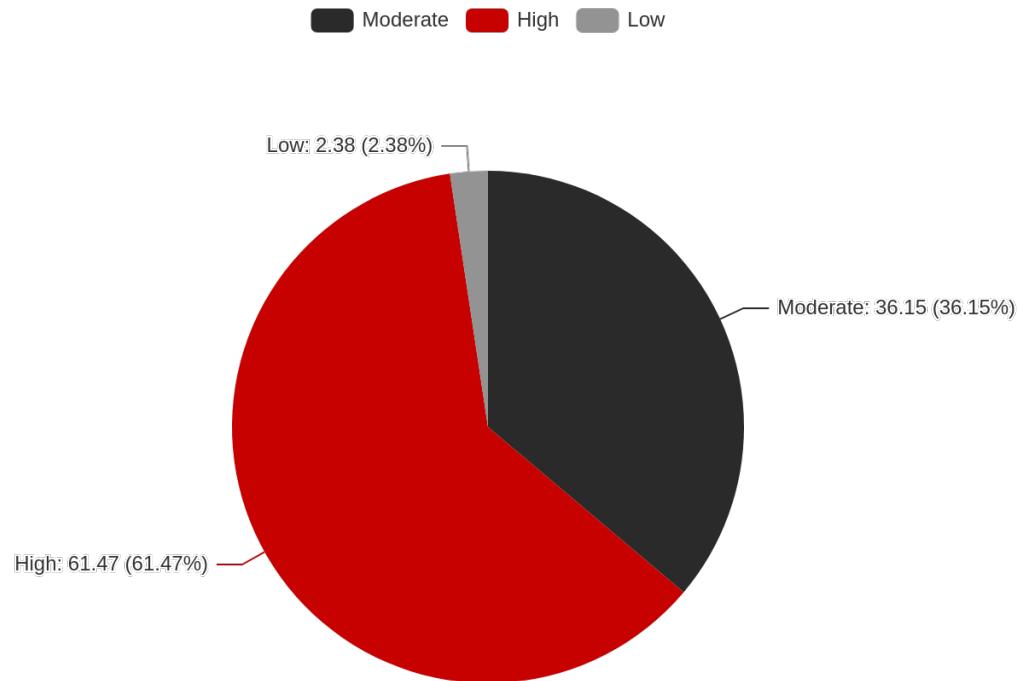
Top Items

Question	Mean
4. I feel great pride in the work I do.	4.51
2. I am fully engaged in the work that I do.	4.50
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.36
92. I demonstrate effort in building a positive workplace culture.	4.34
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.33

Bottom Items

Question	Mean
9. I have received meaningful recognition in the past 10 days.	3.12
82. Business decisions made are consistent with our mission and core values.	3.20
77. Our organization selects the right people for the right job.	3.20
86. Our organization selects highly talented individuals when hiring.	3.37
81. Our organization provides the "right" training for me to excel in my role.	3.42

Current Growth Mindset Chart



SD : Strongly Disagree

D : Disagree

N : Neutral

A : Agree

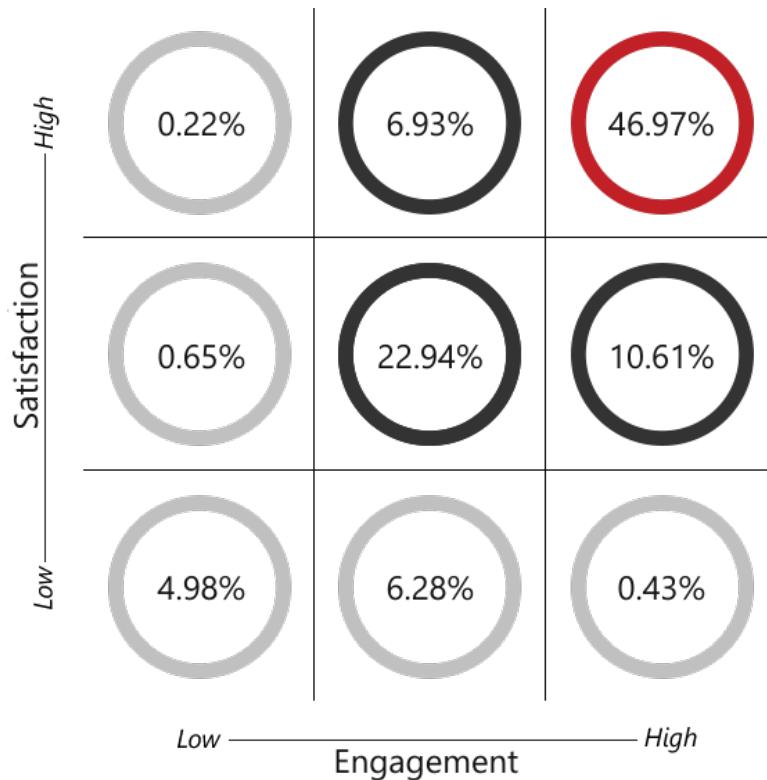
SA : Strongly Agree

NA : Not Applicable

Growth Mindset Table

Question	Mean	Distribution					
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.36	SD: 3 (0.65%)	D: 5 (1.08%)	N: 29 (6.28%)	A: 212 (45.89%)	SA: 213 (46.10%)	NA: 0 (0.00%)
		N	A	SA			
85. I am committed to achieving my potential through learning and growing.	4.31	SD: 1 (0.22%)	D: 5 (1.08%)	N: 42 (9.09%)	A: 213 (46.10%)	SA: 200 (43.29%)	NA: 1 (0.22%)
		N	A	SA			
21. I am committed to a growth mindset to achieve my potential.	4.23	SD: 3 (0.65%)	D: 6 (1.30%)	N: 56 (12.12%)	A: 216 (46.75%)	SA: 181 (39.18%)	NA: 0 (0.00%)
		N	A	SA			
6. I seek opportunities to further my growth and development.	4.20	SD: 7 (1.52%)	D: 14 (3.03%)	N: 63 (13.64%)	A: 169 (36.58%)	SA: 205 (44.37%)	NA: 4 (0.87%)
		N	A	SA			
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.20	SD: 3 (0.65%)	D: 2 (0.43%)	N: 46 (9.96%)	A: 256 (55.41%)	SA: 153 (33.12%)	NA: 2 (0.43%)
		N	A	SA			
17. I embrace challenges as opportunities for growth.	4.14	SD: 1 (0.22%)	D: 14 (3.03%)	N: 51 (11.04%)	A: 247 (53.46%)	SA: 148 (32.03%)	NA: 1 (0.22%)
		N	A	SA			
78. I feel proud of and inspired by the success of others on my team.	4.04	SD: 7 (1.52%)	D: 13 (2.81%)	N: 80 (17.32%)	A: 213 (46.10%)	SA: 147 (31.82%)	NA: 2 (0.43%)
		N	A	SA			
36. My supervisor builds a culture of learning and growth.	3.87	SD: 13 (2.81%)	D: 24 (5.19%)	N: 107 (23.16%)	A: 181 (39.18%)	SA: 134 (29.00%)	NA: 3 (0.65%)
		N	A	SA			
52. I am on a team that continuously challenges me to grow and improve.	3.75	SD: 15 (3.25%)	D: 34 (7.36%)	N: 116 (25.11%)	A: 182 (39.39%)	SA: 113 (24.46%)	NA: 2 (0.43%)
		D	N	SA			
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	3.68	SD: 20 (4.33%)	D: 36 (7.79%)	N: 114 (24.68%)	A: 186 (40.26%)	SA: 101 (21.86%)	NA: 5 (1.08%)
		D	N	SA			

3x3



All Items

Question	Dimension	Mean
4. I feel great pride in the work I do.	Pride	4.51
2. I am fully engaged in the work that I do.	Engage-Inspire	4.50
91. I take complete ownership for my attitude and effort in embracing a growth mindset.	Relationships	4.36
92. I demonstrate effort in building a positive workplace culture.	Quality	4.34
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.33
85. I am committed to achieving my potential through learning and growing.	Career Development	4.31
21. I am committed to a growth mindset to achieve my potential.	Continuous Improvement	4.23
16. I seek new ways to achieve excellence in my role.	Innovation	4.23
18. I demonstrate gratitude by recognizing others in meaningful ways.	Recognition	4.20
6. I seek opportunities to further my growth and development.	Training & Development	4.20
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.19
22. I support our organization's mission.	Mission Conscious	4.15
17. I embrace challenges as opportunities for growth.	Performance Planning	4.14
5. I have at least one close friend at work.	Relationships	4.08
12. I am highly committed to and energized by my work.	Engage-Inspire	4.07
45. I feel great pride in the team of which I am a part.	Pride	4.06
46. I am satisfied being a part of our team.	Satisfaction	4.06
27. My supervisor and I have effective two-way communication.	Communication	4.04

Question	Dimension	Mean
78. I feel proud of and inspired by the success of others on my team.	Pride	4.04
43. My teammates demonstrate a commitment to quality work and excellence.	Quality	4.04
25. My supervisor cares about me as a person.	Relationships	4.03
13. My work is fulfilling and enjoyable.	Satisfaction	4.03
60. I fit in well with our team.	Talent/Fit	4.00
56. Our team actively responds when needs arise within our team.	Support-Equip	3.98
66. I look forward to interacting with our team when I come to work.	Relationships	3.97
35. My supervisor supports my personal and professional development.	Training & Development	3.97
79. My teammates share important information with me.	Communication	3.95
24. My supervisor effectively communicates his/her expectations.	Communication	3.94
26. My supervisor gives me constructive feedback about my work performance.	Communication	3.93
62. My teammates demonstrate commitment to helping and supporting each other.	Support-Equip	3.92
11. I am in a role that allows me to maximize my talents and strengths.	Talent/Fit	3.91
57. Our team has improved our performance over time by learning from each other.	Performance Planning	3.91
84. I would like to work at our organization long term.	Career Development	3.91
34. My supervisor is actively responsive to my needs.	Support-Equip	3.90
33. My supervisor supports me through challenges and failures in order to succeed.	Support-Equip	3.88

Question	Dimension	Mean
23. I have a supportive coaching relationship with my supervisor.	Support-Equip	3.87
36. My supervisor builds a culture of learning and growth.	Training & Development	3.87
30. My supervisor encourages opportunities for my growth and development.	Training & Development	3.87
15. I am properly trained to achieve excellence in my work.	Training & Development	3.87
70. I feel our organization is a great fit for me.	Talent/Fit	3.86
53. I trust my teammates to follow through on projects.	Relationships	3.86
59. Our team is very inspired by the work we do.	Mission Conscious	3.86
44. Our team effectively communicates with each other.	Communication	3.86
64. Our team is committed to creating an enjoyable work environment.	Relationships	3.85
29. My supervisor recognizes me for a job well done.	Recognition	3.85
48. My teammates promote gratitude in our culture.	Recognition	3.84
54. Our team continuously seeks ways to improve our performance.	Continuous Improvement	3.83
32. I have an open and trusting relationship with my supervisor.	Relationships	3.83
42. Our team encourages innovation.	Innovation	3.80
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	Performance Planning	3.79
37. My supervisor motivates me to achieve my goals.	Performance Planning	3.79
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	Relationships	3.78

Question	Dimension	Mean
47. I am on a team that encourages each member to surpass expectations.	Quality	3.78
58. I am satisfied that our team performs up to our potential.	Performance Planning	3.77
52. I am on a team that continuously challenges me to grow and improve.	Continuous Improvement	3.75
7. I have encouraged someone to apply at our organization.	Talent/Fit	3.74
63. I am highly energized by the people I work with on our team.	Relationships	3.74
14. I feel great pride in being a part of our organization.	Pride	3.73
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.73
65. Our team members invest time developing relationships with each other.	Relationships	3.73
41. My supervisor effectively communicates our organizational mission to me.	Mission Conscious	3.72
73. My supervisor advocates for my role and career growth.	Career Development	3.72
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	Talent/Fit	3.71
55. Information is shared effectively within our team.	Communication	3.70
20. I look forward to coming to work every day.	Satisfaction	3.69
90. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	Continuous Improvement	3.68
31. My supervisor inspires me to grow to new levels.	Relationships	3.68
49. Our team effectively sets goals to further enhance our performance.	Performance Planning	3.68

Question	Dimension	Mean
3. I am provided the core needs necessary for me to excel in my role.	Support-Equip	3.66
69. I am part of an organization that continues to pursue excellence every day.	Continuous Improvement	3.66
61. When disagreements arise within our team, we effectively communicate to seek resolution.	Communication	3.65
51. Our team has open and trusting relationships.	Relationships	3.64
87. Overall, I am very satisfied with our organization as a place to work.	Satisfaction	3.64
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.63
67. Our organization promotes a positive and engaging culture.	Engage-Inspire	3.62
71. Our organization is committed to quality collaboration and excellence.	Quality	3.62
76. I would recommend our organization to a friend as a great place to work.	Engage-Inspire	3.61
83. Our organization encourages innovation.	Innovation	3.58
80. Our organization practices gratitude by recognizing excellence in our work.	Recognition	3.56
75. Our organization embraces an innovative mindset to maximize our potential.	Innovation	3.56
72. Our organization provides the experience and development for me to further my career here.	Career Development	3.55
88. Our organization effectively aligns our day-to-day activities with the organizational mission.	Mission Conscious	3.53
89. Our organization demonstrates the effective use of data to guide continuous improvement.	Continuous Improvement	3.52
68. Quality and inclusive relationships are valued across our organization.	Relationships	3.52

Question	Dimension	Mean
74. I have the opportunity to express my career interests at our organization.	Career Development	3.50
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	Support-Equip	3.49
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.43
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.42
86. Our organization selects highly talented individuals when hiring.	Talent/Fit	3.37
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.20
77. Our organization selects the right people for the right job.	Talent/Fit	3.20
9. I have received meaningful recognition in the past 10 days.	Recognition	3.12