



INSIGHTeX Growth Mindset+ DEI

Schaumburg

Link

September 2022

Dimensions (N=60)

Dimension	Mean	Previous Mean	(+/-) Change
Relationships	4.65	4.65	=
Quality	4.63	4.60	↑
Communication	4.62	4.52	↑
Engage-Inspire	4.61	4.59	↑
Pride	4.61	4.63	↓
Innovation	4.60	4.62	↓
Continuous Improvement	4.60	4.66	↓
Goal & Performance Planning	4.58	4.59	↓
Training & Development	4.58	4.59	↓
Mission Conscious	4.55	4.47	↑
Recognition	4.55	4.36	↑
Role & Career Development	4.55	4.53	↑
Satisfaction	4.51	4.50	↑
Talent & Fit	4.48	4.49	↓
Support-Equip	4.48	4.54	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships									
	4.65	4.65							
77. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.72		0% n=0	0% n=0	1.67% n=1	25% n=15	73.33% n=44	0% n=0	↑
31. My supervisor inspires me to grow to new levels.	4.72		0% n=0	0% n=0	1.67% n=1	25% n=15	73.33% n=44	0% n=0	↑
5. I have at least one close friend at work.	4.71	4.81	0% n=0	1.67% n=1	1.67% n=1	20% n=12	75% n=45	1.67% n=1	↓
25. My supervisor cares about me as a person.	4.70	4.71	0% n=0	0% n=0	5% n=3	20% n=12	75% n=45	0% n=0	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.63	4.58	1.67% n=1	1.67% n=1	1.67% n=1	21.67% n=13	73.33% n=44	0% n=0	↑
51. Our team has open and trusting relationships.	4.62	4.58	0% n=0	1.67% n=1	5% n=3	23.33% n=14	70% n=42	0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	4.61	4.67	0% n=0	3.33% n=2	1.67% n=1	25% n=15	68.33% n=41	1.67% n=1	↓
54. Quality and inclusive relationships are valued across our organization.	4.60	4.51	0% n=0	3.33% n=2	0% n=0	30% n=18	66.67% n=40	0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.54	4.69	0% n=0	3.33% n=2	3.33% n=2	28.33% n=17	63.33% n=38	1.67% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality									
	4.63	4.60							
78. I demonstrate effort in building a positive workplace culture.	4.72		0% n=0	0% n=0	0% n=0	28.33% n=17	71.67% n=43	0% n=0	↑
43. My teammates demonstrate a commitment to quality work and excellence.	4.65	4.63	0% n=0	1.67% n=1	1.67% n=1	26.67% n=16	70% n=42	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.58	4.54	1.67% n=1	3.33% n=2	1.67% n=1	21.67% n=13	71.67% n=43	0% n=0	↑
57. Our organization is committed to quality collaboration and excellence.	4.55	4.64	0% n=0	3.33% n=2	1.67% n=1	31.67% n=19	63.33% n=38	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication									
	4.62	4.52							
27. My supervisor and I have effective two-way communication.	4.66	4.63	0% n=0	1.67% n=1	1.67% n=1	25% n=15	70% n=42	1.67% n=1	↑
44. Our team effectively communicates with each other.	4.65	4.63	0% n=0	5% n=3	0% n=0	20% n=12	75% n=45	0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	4.65	4.58	0% n=0	0% n=0	3.33% n=2	28.33% n=17	68.33% n=41	0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	4.60	4.63	0% n=0	0% n=0	1.67% n=1	36.67% n=22	61.67% n=37	0% n=0	↓
65. My teammates share important information with me.	4.55	4.13	1.67% n=1	1.67% n=1	3.33% n=2	26.67% n=16	66.67% n=40	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire									
8. I am driven to contribute to the success of our organization.	4.75	4.71	0% n=0	0% n=0	0% n=0	25% n=15	75% n=45	0% n=0	↑
2. I am fully engaged in the work that I do.	4.75	4.73	0% n=0	0% n=0	0% n=0	25% n=15	75% n=45	0% n=0	↑
53. Our organization promotes a positive and engaging culture.	4.58		0% n=0	3.33% n=2	0% n=0	31.67% n=19	65% n=39	0% n=0	↑
12. I am highly committed to and energized by my work.	4.52	4.52	0% n=0	1.67% n=1	1.67% n=1	40% n=24	56.67% n=34	0% n=0	=
62. I would recommend our organization to a friend as a great place to work.	4.45	4.38	0% n=0	1.67% n=1	10% n=6	30% n=18	58.33% n=35	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride									
4. I feel great pride in the work I do.	4.70	4.69	0% n=0	0% n=0	0% n=0	30% n=18	70% n=42	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.65	4.63	0% n=0	3.33% n=2	1.67% n=1	21.67% n=13	73.33% n=44	0% n=0	↑
64. I feel proud of and inspired by the success of others on my team.	4.57		1.67% n=1	0% n=0	1.67% n=1	33.33% n=20	63.33% n=38	0% n=0	↑
14. I feel great pride in being a part of our organization.	4.50	4.56	0% n=0	1.67% n=1	5% n=3	35% n=21	58.33% n=35	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation									
16. I seek new ways to achieve excellence in my role.	4.68	4.75	0% n=0	0% n=0	0% n=0	31.67% n=19	68.33% n=41	0% n=0	↓
42. Our team encourages innovation.	4.65	4.67	0% n=0	1.67% n=1	1.67% n=1	26.67% n=16	70% n=42	0% n=0	↓
61. Our organization embraces an innovative mindset to maximize our potential.	4.55		0% n=0	1.67% n=1	3.33% n=2	33.33% n=20	61.67% n=37	0% n=0	↑
69. Our organization encourages innovation.	4.52	4.45	1.67% n=1	1.67% n=1	0% n=0	36.67% n=22	60% n=36	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement	4.60	4.66							
52. I am on a team that continuously challenges me to grow and improve.	4.68		0% n=0	1.67% n=1	1.67% n=1	23.33% n=14	73.33% n=44	0% n=0	↑
55. I am part of an organization that continues to pursue excellence every day.	4.65	4.66	0% n=0	3.33% n=2	0% n=0	25% n=15	71.67% n=43	0% n=0	↓
21. I am committed to a growth mindset to achieve my potential.	4.63		0% n=0	0% n=0	0% n=0	36.67% n=22	63.33% n=38	0% n=0	↑
76. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.55		1.67% n=1	0% n=0	1.67% n=1	35% n=21	61.67% n=37	0% n=0	↑
75. Our organization demonstrates the effective use of data to guide continuous improvement.	4.47		0% n=0	3.33% n=2	3.33% n=2	36.67% n=22	56.67% n=34	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Goal & Performance Planning	4.58	4.59							
37. My supervisor motivates me to achieve my goals.	4.70	4.65	0% n=0	0% n=0	3.33% n=2	23.33% n=14	73.33% n=44	0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.64	4.60	0% n=0	3.33% n=2	0% n=0	25% n=15	70% n=42	1.67% n=1	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	4.60	4.46	0% n=0	1.67% n=1	0% n=0	35% n=21	63.33% n=38	0% n=0	↑
17. I embrace challenges as opportunities for growth.	4.58		0% n=0	0% n=0	0% n=0	41.67% n=25	58.33% n=35	0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	4.39	4.63	0% n=0	8.33% n=5	3.33% n=2	28.33% n=17	58.33% n=35	1.67% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	4.58	4.59							
6. I seek opportunities to further my growth and development.	4.70		0% n=0	1.67% n=1	0% n=0	25% n=15	73.33% n=44	0% n=0	↑
36. My supervisor builds a culture of learning and growth.	4.68		0% n=0	0% n=0	1.67% n=1	28.33% n=17	70% n=42	0% n=0	↑
35. My supervisor supports my personal and professional development.	4.68	4.63	0% n=0	0% n=0	1.67% n=1	28.33% n=17	68.33% n=41	1.67% n=1	↑
30. My supervisor encourages opportunities for my growth and development.	4.63	4.62	0% n=0	3.33% n=2	1.67% n=1	23.33% n=14	71.67% n=43	0% n=0	↑
15. I am properly trained to achieve excellence in my work.	4.40	4.67	1.67% n=1	1.67% n=1	0% n=0	48.33% n=29	48.33% n=29	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	4.40	4.45	1.67% n=1	3.33% n=2	1.67% n=1	40% n=24	53.33% n=32	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious									
	4.55	4.47							
41. My supervisor effectively communicates our organizational mission to me.	4.72	4.71	0% n=0	0% n=0	1.67% n=1	25% n=15	73.33% n=44	0% n=0	↑
22. I support our organization's mission.	4.65		0% n=0	0% n=0	0% n=0	35% n=21	65% n=39	0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	4.43	4.43	0% n=0	3.33% n=2	5% n=3	36.67% n=22	55% n=33	0% n=0	=
68. Business decisions made are consistent with our mission and core values.	4.40	4.26	0% n=0	3.33% n=2	6.67% n=4	36.67% n=22	53.33% n=32	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition									
	4.55	4.36							
48. My teammates promote gratitude in our culture.	4.68		0% n=0	0% n=0	1.67% n=1	28.33% n=17	70% n=42	0% n=0	↑
29. My supervisor recognizes me for a job well done.	4.63	4.63	0% n=0	3.33% n=2	3.33% n=2	20% n=12	71.67% n=43	1.67% n=1	=
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.62		0% n=0	3.33% n=2	0% n=0	28.33% n=17	68.33% n=41	0% n=0	↑
66. Our organization practices gratitude by recognizing excellence in our work.	4.52	4.38	0% n=0	3.33% n=2	3.33% n=2	31.67% n=19	61.67% n=37	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	4.30	4.06	1.67% n=1	6.67% n=4	3.33% n=2	36.67% n=22	51.67% n=31	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Role & Career Development									
	4.55	4.53							
71. I am committed to achieving my potential through learning and growing.	4.67		0% n=0	0% n=0	1.67% n=1	30% n=18	68.33% n=41	0% n=0	↑
59. My supervisor advocates for my role and career growth.	4.58		0% n=0	0% n=0	5% n=3	31.67% n=19	63.33% n=38	0% n=0	↑
70. I would like to work at our organization long term.	4.55	4.54	0% n=0	0% n=0	10% n=6	25% n=15	65% n=39	0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	4.50	4.55	0% n=0	3.33% n=2	5% n=3	30% n=18	61.67% n=37	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	4.43	4.50	1.67% n=1	1.67% n=1	5% n=3	35% n=21	56.67% n=34	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction									
	4.51	4.50							
46. I am satisfied being a part of our team.	4.65	4.60	0% n=0	5% n=3	1.67% n=1	16.67% n=10	76.67% n=46	0% n=0	↑
13. My work is fulfilling and enjoyable.	4.53	4.62	0% n=0	1.67% n=1	0% n=0	41.67% n=25	56.67% n=34	0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.50	4.47	0% n=0	3.33% n=2	3.33% n=2	33.33% n=20	60% n=36	0% n=0	↑
20. I look forward to coming to work every day.	4.37	4.29	0% n=0	3.33% n=2	1.67% n=1	50% n=30	45% n=27	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit									
	4.48	4.49							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.75	4.79	0% n=0	0% n=0	0% n=0	25% n=15	75% n=45	0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.60	4.62	0% n=0	1.67% n=1	1.67% n=1	31.67% n=19	65% n=39	0% n=0	↓
56. I feel our organization is a great fit for me.	4.58	4.64	0% n=0	1.67% n=1	5% n=3	26.67% n=16	66.67% n=40	0% n=0	↓
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.58	4.55	0% n=0	1.67% n=1	5% n=3	26.67% n=16	65% n=39	1.67% n=1	↑
7. I have encouraged someone to apply at our organization.	4.38	4.40	0% n=0	8.33% n=5	5% n=3	26.67% n=16	60% n=36	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	4.30	4.25	3.33% n=2	1.67% n=1	6.67% n=4	38.33% n=23	50% n=30	0% n=0	↑
63. Our organization selects the right people for the right job.	4.18	4.15	1.67% n=1	5% n=3	8.33% n=5	43.33% n=26	41.67% n=25	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip									
	4.48	4.54							
23. I have a supportive coaching relationship with my supervisor.	4.58	4.67	0% n=0	0% n=0	1.67% n=1	38.33% n=23	60% n=36	0% n=0	↓
33. My supervisor supports me through challenges and failures in order to succeed.	4.56		0% n=0	3.33% n=2	1.67% n=1	30% n=18	63.33% n=38	1.67% n=1	↑
28. I am provided the opportunity to spend quality time with my supervisor.	4.56	4.47	0% n=0	3.33% n=2	1.67% n=1	30% n=18	63.33% n=38	1.67% n=1	↑
34. My supervisor is actively responsive to my needs.	4.53	4.63	0% n=0	1.67% n=1	3.33% n=2	35% n=21	60% n=36	0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	4.35	4.52	0% n=0	5% n=3	3.33% n=2	43.33% n=26	48.33% n=29	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.32	4.42	0% n=0	6.67% n=4	1.67% n=1	45% n=27	46.67% n=28	0% n=0	↓

Top Items (N=60)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.75	4.79	0% n=0	0% n=0	0% n=0	25% n=15	75% n=45	0% n=0	↓
2. I am fully engaged in the work that I do.	4.75	4.73	0% n=0	0% n=0	0% n=0	25% n=15	75% n=45	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.75	4.71	0% n=0	0% n=0	0% n=0	25% n=15	75% n=45	0% n=0	↑
77. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.72		0% n=0	0% n=0	1.67% n=1	25% n=15	73.33% n=44	0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	4.72	4.71	0% n=0	0% n=0	1.67% n=1	25% n=15	73.33% n=44	0% n=0	↑
31. My supervisor inspires me to grow to new levels.	4.72		0% n=0	0% n=0	1.67% n=1	25% n=15	73.33% n=44	0% n=0	↑
78. I demonstrate effort in building a positive workplace culture.	4.72		0% n=0	0% n=0	0% n=0	28.33% n=17	71.67% n=43	0% n=0	↑

Bottom Items (N=60)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
63. Our organization selects the right people for the right job.	4.18	4.15	1.67% n=1	5% n=3	8.33% n=5	43.33% n=26	41.67% n=25	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	4.30	4.06	1.67% n=1	6.67% n=4	3.33% n=2	36.67% n=22	51.67% n=31	0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	4.30	4.25	3.33% n=2	1.67% n=1	6.67% n=4	38.33% n=23	50% n=30	0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	4.32	4.42	0% n=0	6.67% n=4	1.67% n=1	45% n=27	46.67% n=28	0% n=0	↓
3. I am provided the core needs necessary for me to excel in my role.	4.35	4.52	0% n=0	5% n=3	3.33% n=2	43.33% n=26	48.33% n=29	0% n=0	↓

Growth Mindset Index (N=60)

Intensity Level	Percent
High	96.67%
Moderate	3.33%

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
77. I take complete ownership for my attitude and effort in embracing a growth mindset.	4.72		0% n=0	0% n=0	1.67% n=1	25% n=15	73.33% n=44	0% n=0	↑
6. I seek opportunities to further my growth and development.	4.70		0% n=0	1.67% n=1	0% n=0	25% n=15	73.33% n=44	0% n=0	↑
36. My supervisor builds a culture of learning and growth.	4.68		0% n=0	0% n=0	1.67% n=1	28.33% n=17	70% n=42	0% n=0	↑
52. I am on a team that continuously challenges me to grow and improve.	4.68		0% n=0	1.67% n=1	1.67% n=1	23.33% n=14	73.33% n=44	0% n=0	↑
71. I am committed to achieving my potential through learning and growing.	4.67		0% n=0	0% n=0	1.67% n=1	30% n=18	68.33% n=41	0% n=0	↑
21. I am committed to a growth mindset to achieve my potential.	4.63		0% n=0	0% n=0	0% n=0	36.67% n=22	63.33% n=38	0% n=0	↑
18. I demonstrate gratitude by recognizing others in meaningful ways.	4.62		0% n=0	3.33% n=2	0% n=0	28.33% n=17	68.33% n=41	0% n=0	↑
17. I embrace challenges as opportunities for growth.	4.58		0% n=0	0% n=0	0% n=0	41.67% n=25	58.33% n=35	0% n=0	↑
64. I feel proud of and inspired by the success of others on my team.	4.57		1.67% n=1	0% n=0	1.67% n=1	33.33% n=20	63.33% n=38	0% n=0	↑
76. Our organization embraces diversity in people, ideas, and experiences to maximize our potential.	4.55		1.67% n=1	0% n=0	1.67% n=1	35% n=21	61.67% n=37	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Diversity	4.64	0.00							
98. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.77		0% n=0	0% n=0	0% n=0	23.33% n=14	76.67% n=46	0% n=0	↑
82. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.70		0% n=0	0% n=0	1.67% n=1	26.67% n=16	71.67% n=43	0% n=0	↑
92. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.65		0% n=0	0% n=0	3.33% n=2	28.33% n=17	68.33% n=41	0% n=0	↑
79. Our organization demonstrates quality efforts in building a culture of diversity.	4.60		1.67% n=1	0% n=0	3.33% n=2	26.67% n=16	68.33% n=41	0% n=0	↑
83. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.57		1.67% n=1	0% n=0	1.67% n=1	33.33% n=20	63.33% n=38	0% n=0	↑
80. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.53		1.67% n=1	3.33% n=2	1.67% n=1	26.67% n=16	66.67% n=40	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Inclusion	4.66	0.00							
96. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.80		0% n=0	0% n=0	0% n=0	20% n=12	80% n=48	0% n=0	↑
98. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.77		0% n=0	0% n=0	0% n=0	23.33% n=14	76.67% n=46	0% n=0	↑
86. I value the contributions of all team members.	4.73		0% n=0	0% n=0	0% n=0	26.67% n=16	73.33% n=44	0% n=0	↑
81. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.70		0% n=0	0% n=0	0% n=0	30% n=18	70% n=42	0% n=0	↑
82. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.70		0% n=0	0% n=0	1.67% n=1	26.67% n=16	71.67% n=43	0% n=0	↑
97. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.70		0% n=0	1.67% n=1	0% n=0	25% n=15	73.33% n=44	0% n=0	↑
102. 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.	4.68		3.33% n=2	0% n=0	1.67% n=1	48.33% n=29	146.67% n=88	0% n=0	↑
101. Our organization is a safe place for people of color to work and be successful.	4.68		3.33% n=2	0% n=0	1.67% n=1	48.33% n=29	146.67% n=88	0% n=0	↑
100. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.68		0% n=0	1.67% n=1	0% n=0	26.67% n=16	71.67% n=43	0% n=0	↑
91. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.65		0% n=0	0% n=0	1.67% n=1	31.67% n=19	66.67% n=40	0% n=0	↑
87. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.65		0% n=0	0% n=0	1.67% n=1	31.67% n=19	66.67% n=40	0% n=0	↑
92. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.65		0% n=0	0% n=0	3.33% n=2	28.33% n=17	68.33% n=41	0% n=0	↑
89. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.60		0% n=0	0% n=0	5% n=3	30% n=18	65% n=39	0% n=0	↑
88. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.60		0% n=0	1.67% n=1	3.33% n=2	28.33% n=17	66.67% n=40	0% n=0	↑
85. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.58		1.67% n=1	1.67% n=1	0% n=0	30% n=18	66.67% n=40	0% n=0	↑
84. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.57		0% n=0	1.67% n=1	1.67% n=1	35% n=21	61.67% n=37	0% n=0	↑
83. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.57		1.67% n=1	0% n=0	1.67% n=1	33.33% n=20	63.33% n=38	0% n=0	↑
80. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.53		1.67% n=1	3.33% n=2	1.67% n=1	26.67% n=16	66.67% n=40	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Equity	4.63	0.00							
98. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.77		0% n=0	0% n=0	0% n=0	23.33% n=14	76.67% n=46	0% n=0	↑
88. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.60		0% n=0	1.67% n=1	3.33% n=2	28.33% n=17	66.67% n=40	0% n=0	↑
85. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.58		1.67% n=1	1.67% n=1	0% n=0	30% n=18	66.67% n=40	0% n=0	↑
90. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.55		1.67% n=1	0% n=0	1.67% n=1	35% n=21	61.67% n=37	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Transformative Commitments	4.71	0.00							
99. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.80		0% n=0	0% n=0	0% n=0	20% n=12	80% n=48	0% n=0	↑
95. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.78		0% n=0	0% n=0	0% n=0	21.67% n=13	78.33% n=47	0% n=0	↑
94. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.67		0% n=0	0% n=0	1.67% n=1	30% n=18	68.33% n=41	0% n=0	↑
93. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.58		0% n=0	1.67% n=1	1.67% n=1	33.33% n=20	63.33% n=38	0% n=0	↑

DEI+ Questions Rank Ordered According to Mean (N=60)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
96. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.80		0% n=0	0% n=0	0% n=0	20% n=12	80% n=48	0% n=0	↑
99. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.80		0% n=0	0% n=0	0% n=0	20% n=12	80% n=48	0% n=0	↑
95. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.78		0% n=0	0% n=0	0% n=0	21.67% n=13	78.33% n=47	0% n=0	↑
98. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.77		0% n=0	0% n=0	0% n=0	23.33% n=14	76.67% n=46	0% n=0	↑
86. I value the contributions of all team members.	4.73		0% n=0	0% n=0	0% n=0	26.67% n=16	73.33% n=44	0% n=0	↑
81. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.70		0% n=0	0% n=0	0% n=0	30% n=18	70% n=42	0% n=0	↑
82. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.70		0% n=0	0% n=0	1.67% n=1	26.67% n=16	71.67% n=43	0% n=0	↑
97. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.70		0% n=0	1.67% n=1	0% n=0	25% n=15	73.33% n=44	0% n=0	↑
102. 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.	4.68		3.33% n=2	0% n=0	1.67% n=1	48.33% n=29	146.67% n=88	0% n=0	↑
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94. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.67		0% n=0	0% n=0	1.67% n=1	30% n=18	68.33% n=41	0% n=0	↑
91. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.65		0% n=0	0% n=0	1.67% n=1	31.67% n=19	66.67% n=40	0% n=0	↑
87. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.65		0% n=0	0% n=0	1.67% n=1	31.67% n=19	66.67% n=40	0% n=0	↑
92. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.65		0% n=0	0% n=0	3.33% n=2	28.33% n=17	68.33% n=41	0% n=0	↑
89. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.60		0% n=0	0% n=0	5% n=3	30% n=18	65% n=39	0% n=0	↑
88. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.60		0% n=0	1.67% n=1	3.33% n=2	28.33% n=17	66.67% n=40	0% n=0	↑
79. Our organization demonstrates quality efforts in building a culture of diversity.	4.60		1.67% n=1	0% n=0	3.33% n=2	26.67% n=16	68.33% n=41	0% n=0	↑
93. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.58		0% n=0	1.67% n=1	1.67% n=1	33.33% n=20	63.33% n=38	0% n=0	↑
85. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	4.58		1.67% n=1	1.67% n=1	0% n=0	30% n=18	66.67% n=40	0% n=0	↑

84. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.57	0% n=0	1.67% n=1	1.67% n=1	35% n=21	61.67% n=37	0% n=0	↑
83. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.57	1.67% n=1	0% n=0	1.67% n=1	33.33% n=20	63.33% n=38	0% n=0	↑
90. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.55	1.67% n=1	0% n=0	1.67% n=1	35% n=21	61.67% n=37	0% n=0	↑
80. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	4.53	1.67% n=1	3.33% n=2	1.67% n=1	26.67% n=16	66.67% n=40	0% n=0	↑

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