

Data Report At a Glance

Part A

Performance Culture Among Employees/Staff

1.1	Employees/Staff: Performance Excellence		3.40	
1.2	Employees/Staff: Personal and Organizational Integrity		3.61	
1.3	Employees/Staff: Communication, Collaboration, Teamwork		3.28	
1.4	Employees/Staff: Growth Mindset, Stress Management, Well-Being		3.10	

Part B

Leadership, Mentoring and Support Practices

2.1	Leadership Practices: Communication to Clarify and Reinforce Expectations		3.29	
2.2	Leadership Practices: Skill Development, Professional Growth, Well-Being		3.03	
2.3	Leadership Practices: Accountability Through Support and Challenge		3.35	
2.4	Leadership Practices: Promoting Confidence, Initiative, and Optimal Performance Mindset		3.16	

SUMMARY REPORT

Summary Report presents scores on the Poor-to-Optimal performance scale, shown both graphically and numerically.

Survey Data Summary

Aggregated scores for each of the eight areas allow for a quick overview of the overall results for the unit/organization.

Data Detail

The remaining pages in the Summary Report show individual question scores in each area allowing for a deeper understanding of the findings.

Item Tables

Item tables show frequencies, means, standard deviations, and valid Ns for each item (question).

Comments

Comments are presented as submitted without edits and without any individual-identifying indicators.

Scores

Respondents answer questions on a 1-5 scale:

1 = poor, 2 = fair, 3 = good, 4 = very good, and 5 = excellent.

Area scores and individual item scores are calculated as averages (means) and then broken down into the following four categories indicated by color and an icon on the right-hand side of the score:

Optimal performance: Maintain current focus and attention	Scores ≥ 4.5		
Approaching optimal performance: Build on current focus and attention	Scores ≥ 3.75 and < 4.5		
Area of opportunity: Intensify focus and attention	Scores ≥ 3 and < 3.75		
Area of concern: Commit to intensive effort & focus on improvement	Scores < 3		

