

## Workplace Culture Survey

Version 3.5

Means, Reliability Alphas, and Variance Explained in Confirmatory Factor Analysis

	Valid N	Cronbach's Alpha	% Variance Explained	N of Factors	N of Items	Mean	Std. Deviation
Performance: Excellence	632	0.943	66.6	1	10	3.03	0.837
Performance: Personal and Organizational Integrity	602	0.939	64.7	1	10	3.25	0.850
Performance: Communication, Collaboration, Teamwork	606	0.939	64.9	1	10	3.16	0.834
Performance: Growth Mindset, Stress Management, Well-Being	580	0.950	69.1	1	10	3.01	0.816
Leadership: Communication to Clarify and Reinforce Expectations	555	0.957	77.2	1	8	3.08	1.002
Leadership: Skill Development, Professional Growth, and Well-Being	509	0.959	77.6	1	8	2.89	1.043
Leadership: Accountability through Support & Challenge	516	0.952	75.2	1	8	3.11	1.057
Leadership: Promoting Confidence, Initiative, and Optimal Performance Mindset	516	0.964	80.1	1	8	2.95	1.048