|  |  | Total Employee UN | Engagement |  |  |  | Race |  |  |  | Ethnicity |  |  |  |  | Gender |  | Faculty/Staff/Admin |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Total | Actively Disengaged | Not Engaged | Engaged | American Indian or Alaska Native | Asian | Black or African American | Native Hawaiian or Other Pacific | Two or more races | Unknow <br> n | White | Hisp Lat |  | Not Hispanic/ Latino | Female | Male | Faculty | Staff | Exec/ Admin |
| At work, I am treated with respect. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 2\% | 8\% | 1\% | 0\% |  | 3\% | 2\% |  | 2\% | 5\% | 2\% | 4\% | 2\% | 2\% | 1\% | 3\% | 2\% | 2\% | 1\% |
|  | 2 | 5\% | 23\% | 3\% | 0\% |  | 5\% | 9\% |  | 6\% | 9\% | 5\% | 6\% | 5\% | 5\% | 5\% | 5\% | 5\% | 5\% | 5\% |
|  | 3 | 14\% | 38\% | 14\% | 1\% |  | 11\% | 17\% |  | 19\% | 14\% | 14\% | 13\% | 14\% | 14\% | 14\% | 13\% | 14\% | 14\% | 8\% |
|  | 4 | 38\% | 27\% | 55\% | 18\% |  | 38\% | 34\% |  | 24\% | 36\% | 38\% | 34\% | 38\% | 38\% | 40\% | 33\% | 36\% | 39\% | 33\% |
|  | 5 | 42\% | 4\% | 28\% | 80\% |  | 44\% | 38\% |  | 49\% | 36\% | 42\% | 43\% | $42 \%$ | 42\% | 39\% | 46\% | 43\% | 41\% | 52\% |
| My workplace is committed to building the strengths of each team member. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 4\% | 21\% | 2\% | 0\% |  | 5\% | 9\% |  | 6\% | 11\% | 4\% | 9\% | 4\% | 4\% | 4\% | 6\% | 5\% | 4\% | 2\% |
|  | 2 | 11\% | 37\% | 9\% | 1\% |  | 12\% | 9\% |  | 10\% | 12\% | 11\% | 10\% | 11\% | 11\% | 11\% | 11\% | 10\% | 11\% | 8\% |
|  | 3 | 23\% | 33\% | 32\% | 6\% |  | 19\% | 22\% |  | 27\% | 16\% | 23\% | 18\% | 23\% | 23\% | 24\% | 21\% | 24\% | 23\% | 15\% |
|  | 4 | 34\% | 8\% | 45\% | 29\% |  | 30\% | 35\% |  | 27\% | 31\% | 34\% | 31\% | 34\% | 34\% | 34\% | 34\% | 33\% | 34\% | 34\% |
|  | 5 | 28\% | 1\% | 12\% | 64\% |  | 34\% | 26\% |  | 30\% | 31\% | 28\% | 32\% | 28\% | 28\% | 27\% | 29\% | 27\% | 28\% | 41\% |
| Q 26487 If I raised a concern about ethics and integrity, I am confident my employer would do what is right. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  |  | 6\% | 24\% | 3\% | 1\% |  | 7\% | 7\% |  | 3\% | 11\% | 6\% | 9\% | 6\% | 6\% | 5\% | 7\% | 8\% | 5\% | 3\% |
|  |  | 11\% | 28\% | 11\% | 2\% |  | 8\% | 12\% |  | 10\% | 15\% | 10\% | 13\% | 10\% | 10\% | 10\% | 11\% | 12\% | 10\% | 9\% |
|  | 3 | 20\% | 26\% | 25\% | 7\% |  | 13\% | 23\% |  | 24\% | 15\% | 20\% | 17\% | 20\% | 20\% | 21\% | 17\% | 19\% | 20\% | 17\% |
|  | 4 | 32\% | 18\% | 40\% | 25\% |  | 33\% | 27\% |  | 32\% | 25\% | 32\% | 24\% | $32 \%$ | 32\% | 31\% | 32\% | 33\% | 31\% | 33\% |
|  | 5 | 32\% | 4\% | 20\% | 64\% |  | 39\% | 31\% |  | 31\% | 34\% | 32\% | 37\% | $32 \%$ | 32\% | 32\% | 34\% | 28\% | 34\% | 37\% |
| Everyone at this organization is treated fairly regardless of ethnic background, race, gender, age, disability, or other differences not related to job performance. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 6\% | 21\% | 4\% | 1\% |  | 8\% | 18\% |  | 7\% | 11\% | 5\% | 9\% | 6\% | 6\% | 6\% | 6\% | 8\% | 5\% | 4\% |
|  | 2 | 12\% | 27\% | 13\% | 3\% |  | 10\% | 19\% |  | 21\% | 14\% | 12\% | 11\% | 12\% | 12\% | 14\% | 9\% | 14\% | 11\% | 11\% |
|  | 3 | 19\% | 26\% | 24\% | 11\% |  | 18\% | 24\% |  | 26\% | 19\% | 19\% | 20\% | 19\% | 19\% | 21\% | 17\% | 19\% | 19\% | 21\% |
|  | 4 | 32\% | 17\% | 38\% | 28\% |  | 30\% | 21\% |  | 21\% | 23\% | 32\% | 25\% | $32 \%$ | 32\% | 31\% | 32\% | 33\% | 31\% | 34\% |
|  | 5 | 31\% | 8\% | 21\% | 57\% |  | 34\% | 18\% |  | 26\% | 33\% | 31\% | 34\% | $31 \%$ | 31\% | 27\% | $36 \%$ | 27\% | 33\% | 29\% |
| My supervisor creates an environment that is trusting and open. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 6\% | 27\% | 3\% | 0\% |  | 7\% | 9\% |  | 11\% | 8\% | 6\% | 10\% | 6\% | 6\% | 6\% | 6\% | 7\% | 6\% | 6\% |
|  | 2 | 8\% | 25\% | 7\% | 0\% |  | 6\% | 9\% |  | 5\% | 9\% | 8\% | 7\% | 8\% | 8\% | 9\% | 7\% | 8\% | 8\% | 5\% |
|  | 3 | 13\% | 25\% | 16\% | 3\% |  | 13\% | 11\% |  | 16\% | 14\% | 13\% | 15\% | 13\% | 13\% | 14\% | 12\% | 13\% | 13\% | 13\% |
|  | 4 | 28\% | 17\% | 41\% | 14\% |  | 27\% | 28\% |  | 19\% | 25\% | 28\% | 24\% | 28\% | 28\% | 27\% | 29\% | 28\% | 28\% | 27\% |
|  | 5 | 45\% | 6\% | 33\% | 83\% |  | 47\% | 43\% |  | 48\% | 44\% | 45\% | 45\% | 45\% | 45\% | 44\% | 47\% | 43\% | 46\% | 49\% |
| Ifeel like a valued member of my team. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 5\% | 27\% | 2\% | 0\% |  | 7\% | 9\% |  | 5\% | 11\% | 5\% | 7\% | 5\% | 5\% | 5\% | 6\% | 7\% | 5\% | 3\% |
|  | 2 | 9\% | 33\% | 7\% | 0\% |  | 7\% | 8\% |  | 10\% | 13\% | 9\% | 12\% | 9\% | 9\% | 9\% | 8\% | 9\% | 9\% | 7\% |
|  | 3 | 16\% | 28\% | 21\% | 2\% |  | 16\% | 15\% |  | 17\% | 16\% | 16\% | 15\% | 16\% | 16\% | 17\% | 15\% | 16\% | 16\% | 12\% |
|  | 4 | 30\% | 11\% | 48\% | 13\% |  | 28\% | 32\% |  | 25\% | 28\% | 30\% | 27\% | 30\% | 30\% | 30\% | 29\% | 30\% | 30\% | 26\% |
|  | 5 | 40\% | 1\% | 23\% | 85\% |  | 42\% | 36\% |  | 43\% | 33\% | 41\% | 39\% | 40\% | 40\% | 39\% | 42\% | 38\% | 40\% | 53\% |
| Diversity and inclusiveness issues are openly discussed. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 5\% | 16\% | 3\% | 1\% |  | 8\% | 14\% |  | 3\% | 8\% | 4\% | 8\% | 4\% | 4\% | 4\% | 5\% | 5\% | 5\% | 1\% |
|  | 2 | 9\% | 25\% | 8\% | 2\% |  | 11\% | 15\% |  | 11\% | 11\% | 8\% | 10\% | 9\% | 9\% | 9\% | 8\% | 8\% | 9\% | 6\% |
|  | 3 | 19\% | 26\% | 24\% | 7\% |  | 16\% | 18\% |  | 24\% | 19\% | 19\% | 21\% | 19\% | 19\% | 19\% | 18\% | 17\% | 20\% | 13\% |
|  | 4 | 32\% | 22\% | 40\% | 25\% |  | 29\% | 30\% |  | 23\% | 33\% | 32\% | 30\% | 32\% | 32\% | 33\% | $31 \%$ | 34\% | 31\% | 29\% |
|  | 5 | 36\% | 9\% | 24\% | 66\% |  | 37\% | 23\% |  | 39\% | 29\% | 37\% | 32\% | 36\% | 36\% | 35\% | 38\% | 37\% | 34\% | 51\% |
| I believe that I have adequate opportunities for career advancement at my organization. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 13\% | 42\% | 10\% | 3\% |  | 14\% | 18\% |  | 16\% | 19\% | 12\% | 15\% | 13\% | 13\% | 12\% | 13\% | 9\% | 15\% | 8\% |
|  | 2 | 15\% | 30\% | 17\% | 5\% |  | 10\% | 20\% |  | 14\% | 13\% | 15\% | 12\% | 15\% | 15\% | 15\% | 14\% | 12\% | 17\% | 9\% |
|  | 3 | 23\% | 21\% | 31\% | 13\% |  | 19\% | 26\% |  | 24\% | 16\% | 24\% | 18\% | 23\% | 23\% | 25\% | $21 \%$ | 19\% | 26\% | 16\% |
|  | 4 | 27\% | 5\% | 33\% | 29\% |  | 29\% | 21\% |  | 29\% | 32\% | 27\% | 33\% | 27\% | 27\% | 27\% | 27\% | 31\% | 25\% | 29\% |
|  | 5 | 22\% | 1\% | 10\% | 51\% |  | 28\% | 15\% |  | 17\% | 20\% | 22\% | 22\% | 22\% | 22\% | 20\% | 25\% | 28\% | 17\% | 38\% |
| Iam asked for my input regarding changes that affect my work. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 9\% | 36\% | 6\% | 1\% |  | 13\% | 12\% |  | 8\% | 13\% | 9\% | 13\% | 9\% | 9\% | 9\% | 10\% | 9\% | 9\% | 5\% |
|  | 2 | 14\% | 36\% | 16\% | 2\% |  | 8\% | 13\% |  | 13\% | 13\% | 15\% | 13\% | 14\% | 14\% | 15\% | 13\% | 14\% | 15\% | 11\% |
|  | 3 | 20\% | 20\% | 28\% | 8\% |  | 21\% | 18\% |  | 13\% | 25\% | 20\% | 19\% | 20\% | 20\% | 21\% | 18\% | 20\% | 20\% | 16\% |
|  | 4 | 30\% | 6\% | 40\% | 28\% |  | 32\% | 31\% |  | 29\% | 24\% | 31\% | 23\% | 31\% | 31\% | 30\% | $32 \%$ | 31\% | 30\% | 34\% |
|  | 5 | 26\% | 1\% | 11\% | 62\% |  | 27\% | 27\% |  | 37\% | 25\% | 26\% | 32\% | 26\% | 26\% | 26\% | 27\% | 25\% | 26\% | 33\% |
| There is open communication throughout all levels of my organization. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 15\% | 47\% | 14\% | 2\% |  | 16\% | 20\% |  | 13\% | 21\% | 15\% | 19\% | 15\% | 15\% | 16\% | 15\% | 16\% | 16\% | 9\% |
|  | 2 | 21\% | 37\% | 26\% | 8\% |  | 12\% | 22\% |  | 33\% | 20\% | 22\% | 18\% | 22\% | 22\% | 22\% | 20\% | 21\% | 22\% | 20\% |
|  | 3 | 25\% | 13\% | 33\% | 18\% |  | 22\% | 23\% |  | 20\% | 24\% | 25\% | 24\% | 25\% | 25\% | 26\% | 23\% | 24\% | 25\% | 24\% |
|  | 4 | 24\% | 3\% | 23\% | 36\% |  | 27\% | 22\% |  | 12\% | 18\% | 24\% | 19\% | 24\% | 24\% | 23\% | 25\% | 25\% | 23\% | 31\% |
|  | 5 | 14\% | 0\% | 5\% | 36\% |  | 22\% | 12\% |  | 22\% | 17\% | 14\% | 20\% | 14\% | 14\% | 13\% | 17\% | 14\% | 15\% | 16\% |
| Leadership communicates effectively with the organization. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 13\% | 43\% | 11\% | 2\% |  | 13\% | 11\% |  | 11\% | 18\% | 13\% | 16\% | 13\% | 13\% | 13\% | 14\% | 14\% | 13\% | 8\% |
|  | 2 | 18\% | 32\% | 22\% | 6\% |  | 12\% | 18\% |  | 21\% | 15\% | 18\% | 14\% | 18\% | 18\% | 19\% | 17\% | 18\% | 18\% | 14\% |
|  | 3 | 25\% | 17\% | 33\% | 16\% |  | 21\% | 25\% |  | 22\% | 28\% | 25\% | 22\% | 25\% | 25\% | 26\% | 23\% | 22\% | 26\% | 25\% |
|  | 4 | 28\% | 7\% | 28\% | 37\% |  | 28\% | 33\% |  | 27\% | 22\% | 28\% | 27\% | 28\% | 28\% | 27\% | 29\% | 28\% | 27\% | 34\% |
|  | 5 | 17\% | 1\% | 6\% | 39\% |  | 26\% | 13\% |  | 19\% | 18\% | 16\% | 20\% | 16\% | 16\% | 16\% | 18\% | 17\% | 16\% | 19\% |
| At work, we are direct and honest in all our communications. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 8\% | 33\% | 5\% | 1\% |  | 8\% | 16\% |  | 8\% | 10\% | 8\% | 10\% | 8\% | 8\% | 8\% | 8\% | 10\% | 8\% | 4\% |
|  | 2 | 15\% | 37\% | 17\% | 3\% |  | 11\% | 16\% |  | 23\% | 15\% | 16\% | 14\% | 16\% | 16\% | 17\% | 13\% | 16\% | 16\% | 11\% |
|  | 3 | 27\% | 22\% | 37\% | 14\% |  | 20\% | 29\% |  | 32\% | 29\% | 27\% | 24\% | 27\% | 27\% | 29\% | 24\% | 28\% | 27\% | 26\% |
|  | 4 | 31\% | 6\% | 35\% | 39\% |  | 32\% | 24\% |  | 21\% | 26\% | 32\% | 29\% | 32\% | 32\% | 30\% | 34\% | 30\% | 31\% | 40\% |
|  | 5 | 18\% | 2\% | 6\% | 43\% |  | 28\% | 15\% |  | 16\% | 20\% | 17\% | 23\% | 18\% | 18\% | 16\% | 20\% | 16\% | 19\% | 18\% |
| Someone at work recently went out of their way to help me. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 5\% | 19\% | 2\% | 1\% |  | 8\% | 7\% |  | 5\% | 7\% | 4\% | 7\% | 5\% | 5\% | 4\% | 6\% | 6\% | 5\% | 2\% |
|  | 2 | 9\% | 27\% | 8\% | 2\% |  | 8\% | 9\% |  | 12\% | 10\% | 9\% | 10\% | 9\% | 9\% | 9\% | 9\% | 8\% | 9\% | 6\% |
|  | 3 | 18\% | 24\% | 23\% | 7\% |  | 19\% | 20\% |  | 8\% | 17\% | 18\% | 19\% | 18\% | 18\% | 17\% | 19\% | 17\% | 19\% | 12\% |
|  | 4 | 31\% | 21\% | 41\% | 22\% |  | 34\% | 31\% |  | 32\% | 25\% | 31\% | 23\% | 31\% | 31\% | 31\% | $31 \%$ | 31\% | $31 \%$ | 28\% |
|  | 5 | 38\% | 8\% | 26\% | 69\% |  | 31\% | 34\% |  | 42\% | 41\% | 38\% | $41 \%$ | 37\% | 37\% | 38\% | 36\% | 38\% | 36\% | 51\% |
| It is easy for me to get the information I need to do my job. | Total | 100\% | 100\% | 100\% | 100\% |  | 100\% | 100\% |  | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  |  | 4\% | 19\% | 2\% | 0\% |  | 3\% | 6\% |  | 5\% | 6\% | 4\% | 5\% | 4\% | 4\% | 4\% | 4\% | 5\% | 4\% | 3\% |
|  | 2 | 11\% | 34\% | 11\% | 2\% |  | 8\% | 9\% |  | 10\% | 10\% | 12\% | 11\% | 11\% | 11\% | 12\% | 10\% | 10\% | 12\% | 9\% |
|  | 3 | 24\% | 33\% | 33\% | 8\% |  | 22\% | 26\% |  | 29\% | 32\% | 24\% | 26\% | 24\% | 24\% | 25\% | 23\% | 22\% | 25\% | 23\% |
|  | 4 | 38\% | 13\% | 45\% | 38\% |  | 40\% | 35\% |  | 30\% | 32\% | 38\% | 34\% | 38\% | 38\% | 37\% | 38\% | 39\% | 37\% | 38\% |


|  | 5 | 22\% | 1\% | 9\% | 51\% | 27\% | 24\% | 27\% | 20\% | 22\% | 24\% | 22\% | 22\% | 21\% | 25\% | 24\% | 21\% | 27\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| I am satisfied with the cooperation I receive from colleagues in other departments. | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 4\% | 14\% | 2\% | 0\% | 4\% | 6\% | 4\% | 5\% | 3\% | 6\% | 3\% | 3\% | $3 \%$ | 4\% | 4\% | 4\% | 2\% |
|  | 2 | 8\% | 22\% | 8\% | 3\% | 7\% | 9\% | 7\% | 9\% | 9\% | 9\% | 8\% | 8\% | 8\% | 8\% | 7\% | 9\% | 8\% |
|  | 3 | 22\% | 32\% | 28\% | 10\% | 19\% | 24\% | 18\% | 24\% | 23\% | 23\% | 22\% | 22\% | 22\% | 23\% | 21\% | 23\% | 17\% |
|  | 4 | 41\% | 25\% | 49\% | 36\% | 41\% | 36\% | 42\% | 37\% | 41\% | 37\% | 41\% | 41\% | 42\% | 39\% | 42\% | 40\% | 44\% |
|  | 5 | 25\% | 6\% | 13\% | 51\% | 30\% | 25\% | 29\% | 25\% | 25\% | 25\% | 25\% | 25\% | 25\% | 25\% | 26\% | 24\% | 29\% |
| Overall Satisfaction | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 4\% | 20\% | 1\% | 0\% | 6\% | 6\% | 3\% | 8\% | 4\% | 7\% | 4\% | 4\% | 3\% | 5\% | 6\% | 3\% | 1\% |
|  | 2 | 10\% | 35\% | 9\% | 1\% | 10\% | 9\% | 11\% | 14\% | 10\% | 11\% | 10\% | 10\% | 10\% | 10\% | 10\% | 10\% | 8\% |
|  | 3 | 23\% | 36\% | 32\% | 5\% | 20\% | 29\% | 29\% | 20\% | 23\% | 24\% | 23\% | 23\% | 25\% | 22\% | 22\% | 25\% | 16\% |
|  | 4 | 40\% | 9\% | 51\% | 39\% | 38\% | 39\% | 29\% | 36\% | 40\% | 36\% | 40\% | 40\% | 40\% | 39\% | 38\% | 40\% | 44\% |
|  | 5 | 23\% | 0\% | 7\% | 56\% | 26\% | 17\% | 27\% | 22\% | 23\% | 22\% | 23\% | 23\% | 22\% | 24\% | 24\% | 21\% | 31\% |
| Know What's Expected | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 2\% | 10\% | 0\% | 0\% | 2\% | $3 \%$ | 3\% | 2\% | 2\% | $3 \%$ | $2 \%$ | 2\% | 2\% | 2\% | 2\% | 1\% | 2\% |
|  | 2 | 5\% | 20\% | 3\% | 0\% | 5\% | 5\% | 10\% | 4\% | 5\% | 6\% | 5\% | 5\% | 5\% | 5\% | 5\% | 5\% | 3\% |
|  | 3 | 14\% | 36\% | 15\% | 1\% | 11\% | 15\% | 16\% | 20\% | 14\% | 17\% | 14\% | 14\% | 14\% | 13\% | 14\% | 14\% | 11\% |
|  | 4 | 39\% | 28\% | 61\% | 13\% | 36\% | 41\% | 27\% | 38\% | 40\% | 34\% | 40\% | 40\% | 39\% | 40\% | 39\% | 40\% | 38\% |
|  | 5 | 40\% | 6\% | 21\% | 85\% | 46\% | 36\% | 44\% | 36\% | 40\% | 40\% | 40\% | 40\% | 40\% | $41 \%$ | 40\% | 40\% | 46\% |
| Materials and Equipment | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 3\% | 13\% | 1\% | 0\% | 2\% | 3\% | 2\% | 3\% | 3\% | 3\% | 3\% | 3\% | 2\% | 4\% | 4\% | 2\% | 3\% |
|  | 2 | 7\% | 22\% | 7\% | 1\% | 9\% | 9\% | 11\% | 7\% | 7\% | 9\% | 7\% | 7\% | 7\% | 8\% | 10\% | 6\% | 8\% |
|  | 3 | 16\% | 30\% | 20\% | 3\% | 14\% | 20\% | 13\% | 20\% | 16\% | 18\% | 16\% | 16\% | 16\% | 15\% | 16\% | 16\% | 13\% |
|  | 4 | 39\% | 29\% | 51\% | 25\% | 38\% | 35\% | 32\% | 34\% | 39\% | 31\% | 39\% | 39\% | 38\% | 39\% | 39\% | 39\% | 36\% |
|  | 5 | 35\% | 6\% | 20\% | 71\% | 37\% | 34\% | 42\% | 36\% | 35\% | 40\% | $35 \%$ | 35\% | 36\% | 34\% | 31\% | 37\% | 40\% |
| Opportunity to do Best | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 3\% | 17\% | 1\% | 0\% | 3\% | 5\% | 6\% | 4\% | 3\% | 4\% | $3 \%$ | 3\% | $3 \%$ | 4\% | 4\% | 3\% | 2\% |
|  | 2 | 9\% | 34\% | 7\% | 0\% | 9\% | 10\% | 10\% | 8\% | 9\% | 8\% | 9\% | 9\% | 9\% | 9\% | 9\% | 9\% | 11\% |
|  | 3 | 19\% | 33\% | 26\% | 1\% | 16\% | 17\% | 22\% | 21\% | 19\% | 19\% | 19\% | 19\% | 19\% | 19\% | 18\% | 20\% | 15\% |
|  | 4 | 37\% | 13\% | 55\% | 23\% | 39\% | 35\% | 29\% | 31\% | 38\% | 34\% | $37 \%$ | 37\% | 38\% | 36\% | 37\% | 38\% | 38\% |
|  | 5 | 31\% | 2\% | 11\% | 76\% | 34\% | 33\% | 33\% | 36\% | 31\% | 36\% | $31 \%$ | 31\% | $31 \%$ | 32\% | 32\% | 31\% | 34\% |
| $\overline{\text { Recognition }}$ | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 19\% | 60\% | 16\% | 3\% | 16\% | 24\% | 20\% | 24\% | 19\% | 23\% | 19\% | 19\% | 19\% | 19\% | 26\% | 16\% | 12\% |
|  | 2 | 15\% | 22\% | 19\% | 5\% | 16\% | 15\% | 23\% | 14\% | 14\% | 12\% | 15\% | 15\% | 15\% | 15\% | 17\% | 14\% | 13\% |
|  | 3 | 16\% | 10\% | 22\% | 10\% | 15\% | 12\% | 12\% | 16\% | 17\% | 14\% | 16\% | 16\% | 16\% | 17\% | 16\% | 16\% | 17\% |
|  | 4 | 24\% | 6\% | 30\% | 25\% | 27\% | 25\% | 13\% | 18\% | 24\% | 19\% | 24\% | 24\% | 24\% | 24\% | 20\% | 27\% | 22\% |
|  | 5 | 26\% | 2\% | 13\% | 58\% | 26\% | 24\% | 32\% | 28\% | 26\% | 32\% | 26\% | 26\% | 27\% | 25\% | 22\% | 27\% | 36\% |
| Cares About Me | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 4\% | 21\% | 1\% | 0\% | 7\% | 6\% | 2\% | 7\% | 4\% | 7\% | 4\% | 4\% | 4\% | 5\% | 6\% | 3\% | 2\% |
|  | 2 | 6\% | 26\% | 3\% | 0\% | 7\% | 4\% | 10\% | 9\% | 6\% | 8\% | 6\% | 6\% | 5\% | 7\% | 6\% | 6\% | 6\% |
|  | 3 | 11\% | 26\% | 14\% | 0\% | 14\% | 11\% | 5\% | 10\% | 11\% | 9\% | 11\% | 11\% | 11\% | 12\% | 12\% | 11\% | 10\% |
|  | 4 | 29\% | 22\% | 44\% | 9\% | 26\% | 34\% | 23\% | 25\% | 29\% | 24\% | 29\% | 29\% | 28\% | 29\% | 28\% | 29\% | 25\% |
|  | 5 | 50\% | 6\% | 37\% | 91\% | 45\% | 45\% | 61\% | 49\% | 51\% | 53\% | 50\% | 50\% | 52\% | 48\% | 48\% | 51\% | 57\% |
| $\overline{\text { Development }}$ | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 6\% | 36\% | 1\% | 0\% | 9\% | 12\% | 6\% | 6\% | 6\% | 7\% | 6\% | 6\% | 6\% | 7\% | 7\% | 6\% | 5\% |
|  | 2 | 10\% | 44\% | 6\% | 0\% | 8\% | 9\% | 10\% | 9\% | 10\% | 9\% | 10\% | 10\% | 9\% | 11\% | 9\% | 10\% | 10\% |
|  | 3 | 17\% | 17\% | 29\% | 0\% | 16\% | 18\% | 10\% | 16\% | 18\% | 15\% | 18\% | 18\% | 17\% | 18\% | 17\% | 18\% | 16\% |
|  | 4 | 30\% | 2\% | 49\% | 16\% | 28\% | 26\% | 29\% | 29\% | 30\% | 27\% | 30\% | 30\% | 30\% | 30\% | 28\% | 30\% | 30\% |
|  | 5 | 36\% | 0\% | 16\% | 84\% | 38\% | 36\% | 46\% | 40\% | 36\% | 41\% | 36\% | 36\% | 38\% | 34\% | 38\% | 35\% | 40\% |
| Opinions Count | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 7\% | 38\% | 2\% | 0\% | 7\% | 8\% | 5\% | 9\% | 7\% | 7\% | 7\% | 7\% | 7\% | 8\% | 8\% | 7\% | 3\% |
|  | 2 | 11\% | 42\% | 9\% | 0\% | 8\% | 14\% | 10\% | 13\% | 11\% | 12\% | 11\% | 11\% | 11\% | 11\% | 11\% | 11\% | 7\% |
|  | 3 | 20\% | 18\% | 33\% | 2\% | 20\% | 21\% | 22\% | 20\% | 20\% | 21\% | 20\% | 20\% | 21\% | 19\% | 19\% | 21\% | 15\% |
|  | 4 | 33\% | 2\% | 50\% | 23\% | 34\% | 37\% | 27\% | 28\% | 33\% | 25\% | 33\% | 33\% | 33\% | 32\% | 32\% | 33\% | 32\% |
|  | 5 | 29\% | 0\% | 6\% | 75\% | $31 \%$ | 21\% | 37\% | 29\% | 29\% | 34\% | 28\% | 28\% | 27\% | 30\% | 29\% | 27\% | 43\% |
| $\overline{\text { Mission/Purpose }}$ | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 5\% | 23\% | 3\% | 0\% | 7\% | 7\% | 10\% | 8\% | 5\% | 7\% | 5\% | 5\% | 4\% | 6\% | 6\% | 5\% | 2\% |
|  | 2 | 7\% | 26\% | 6\% | 1\% | 6\% | 6\% | 10\% | 8\% | 7\% | 7\% | 7\% | 7\% | 6\% | 9\% | 7\% | 8\% | 4\% |
|  | 3 | 17\% | 27\% | 23\% | 4\% | 18\% | 14\% | 11\% | 16\% | 17\% | 16\% | 17\% | 17\% | 18\% | 16\% | 17\% | 18\% | 9\% |
|  | 4 | 34\% | 18\% | 48\% | 21\% | 33\% | 38\% | 30\% | 31\% | 34\% | 29\% | 34\% | 34\% | 35\% | 32\% | 32\% | 35\% | 28\% |
|  | 5 | 37\% | 6\% | 20\% | 75\% | 36\% | 35\% | 40\% | 37\% | 37\% | 41\% | $36 \%$ | 36\% | 36\% | 37\% | 37\% | 35\% | 56\% |
| Committed to Quality | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 2\% | 10\% | 1\% | 0\% | 3\% | 4\% | 2\% | 6\% | 2\% | 5\% | $2 \%$ | 2\% | 2\% | 3\% | $3 \%$ | 2\% | 1\% |
|  | 2 | 5\% | 17\% | 4\% | 1\% | 5\% | 4\% | 10\% | 5\% | 5\% | 5\% | 5\% | 5\% | 5\% | 5\% | 5\% | 5\% | 2\% |
|  | 3 | 15\% | 31\% | 18\% | 4\% | 17\% | 16\% | 11\% | 16\% | 15\% | 16\% | 15\% | 15\% | 16\% | 15\% | 15\% | 16\% | 10\% |
|  | 4 | 37\% | 30\% | 50\% | 22\% | 36\% | 43\% | 22\% | 38\% | 37\% | 33\% | $37 \%$ | 37\% | 36\% | 38\% | 37\% | 37\% | 35\% |
|  | 5 | 40\% | 12\% | 27\% | 73\% | 38\% | 33\% | 56\% | 35\% | 41\% | $41 \%$ | 40\% | 40\% | 41\% | 39\% | 40\% | 39\% | 52\% |
| $\overline{\text { Progress }}$ | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 10\% | 35\% | 7\% | 2\% | 11\% | 11\% | 16\% | 12\% | 10\% | 14\% | 10\% | 10\% | 10\% | 11\% | 13\% | 9\% | 6\% |
|  | 2 | 12\% | 27\% | 12\% | 3\% | 9\% | 13\% | 10\% | 11\% | 12\% | 9\% | 12\% | 12\% | 12\% | 11\% | 13\% | 11\% | 10\% |
|  | 3 | 16\% | 20\% | 21\% | 5\% | 16\% | 17\% | 13\% | 19\% | 16\% | 14\% | 16\% | 16\% | 16\% | 16\% | 15\% | 17\% | 13\% |
|  | 4 | 27\% | 13\% | 37\% | 19\% | 31\% | 27\% | 18\% | 28\% | 27\% | 26\% | 27\% | 27\% | 27\% | 28\% | 26\% | 27\% | 28\% |
|  | 5 | 35\% | 5\% | 22\% | 70\% | 34\% | 32\% | 44\% | 30\% | 36\% | 36\% | 35\% | 35\% | 36\% | 34\% | 33\% | 36\% | 43\% |
| Learn and Grow | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 5\% | 26\% | 2\% | 0\% | 8\% | 8\% | 7\% | 6\% | 5\% | 6\% | 5\% | 5\% | 5\% | 6\% | 5\% | 6\% | 3\% |
|  | 2 | 8\% | 27\% | 6\% | 0\% | 7\% | 10\% | 8\% | 7\% | 7\% | 7\% | 8\% | 8\% | 7\% | 8\% | 6\% | 9\% | 5\% |
|  | 3 | 16\% | 28\% | 21\% | 2\% | 17\% | 15\% | 17\% | 16\% | 16\% | 14\% | 16\% | 16\% | 16\% | 16\% | 15\% | 17\% | 11\% |
|  | 4 | 32\% | 17\% | 47\% | 18\% | 31\% | 30\% | 25\% | 33\% | 32\% | 30\% | 32\% | 32\% | 33\% | $31 \%$ | 32\% | 33\% | 29\% |
|  | 5 | 39\% | 3\% | 23\% | 79\% | 38\% | 36\% | 43\% | 37\% | 39\% | $43 \%$ | 39\% | 39\% | 39\% | 39\% | 42\% | 36\% | 53\% |
| Our organization has a welldeveloped strategy that supports its vision. | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 7\% | 26\% | 5\% | 1\% | 8\% | 7\% | 10\% | 12\% | 7\% | 11\% | 7\% | 7\% | 5\% | 9\% | 9\% | 6\% | 3\% |
|  | 2 | 12\% | 30\% | 13\% | 2\% | 11\% | 12\% | 12\% | 12\% | 12\% | 13\% | 12\% | 12\% | 11\% | 13\% | 13\% | 11\% | 12\% |
|  | 3 | 27\% | $31 \%$ | 37\% | 11\% | 24\% | 28\% | 17\% | 25\% | 27\% | 24\% | 27\% | 27\% | 28\% | 25\% | 26\% | 27\% | 23\% |
|  | 4 | 35\% | 11\% | 38\% | 42\% | 33\% | 33\% | 39\% | 31\% | 36\% | $31 \%$ | 35\% | 35\% | 36\% | $34 \%$ | 33\% | 36\% | 38\% |
|  | 5 | 19\% | 1\% | 8\% | 44\% | 25\% | 20\% | 22\% | 21\% | 19\% | 22\% | 19\% | 19\% | 20\% | 19\% | 19\% | 19\% | 23\% |
| I understand how my role supports the overall strategy of my organization. | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  |  | 4\% | 17\% | 2\% | 0\% | 5\% | 8\% | 7\% | 6\% | 4\% | 7\% | 4\% | 4\% | 3\% | 5\% | 6\% | 3\% | 3\% |
|  | 2 | 8\% | 24\% | 7\% | 1\% | 6\% | 7\% | 8\% | 5\% | 8\% | 4\% | $8 \%$ | 8\% | 7\% | 8\% | 10\% | 7\% | 5\% |
|  | 3 | 20\% | 33\% | 26\% | 5\% | 22\% | 18\% | 20\% | 21\% | 20\% | 17\% | 20\% | 20\% | 20\% | 19\% | 22\% | 20\% | 11\% |
|  | 4 | 38\% | 19\% | 50\% | 29\% | 34\% | 37\% | 31\% | 35\% | 38\% | 35\% | 38\% | 38\% | 39\% | 37\% | 36\% | 40\% | 34\% |
|  | 5 | 31\% | 7\% | 15\% | 65\% | 33\% | 30\% | 34\% | 33\% | 30\% | 37\% | 30\% | 30\% | 31\% | 30\% | 27\% | 31\% | 47\% |
| The leadership of my organization is creating a future I want to be a part of. | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
|  | 1 | 9\% | 34\% | 5\% | 1\% | 11\% | 11\% | 9\% | 13\% | 8\% | 12\% | 8\% | 8\% | 7\% | 11\% | 11\% | 8\% | 5\% |
|  | 2 | 11\% | 28\% | 11\% | 2\% | 9\% | 8\% | 14\% | 10\% | 11\% | 11\% | 11\% | 11\% | 11\% | 11\% | 11\% | 11\% | 7\% |


|  | 3 | 24\% | 26\% | 33\% | 9\% | 24\% | 22\% | 19\% | 22\% | 24\% | 19\% | 24\% | 24\% | 24\% | 23\% | 24\% | 24\% | 19\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 4 | 31\% | 10\% | 39\% | 29\% | 28\% | 32\% | 26\% | 29\% | 31\% | 28\% | 31\% | 31\% | 32\% | 29\% | 30\% | 32\% | 29\% |
|  | 5 | 26\% | 2\% | 11\% | 59\% | 27\% | 28\% | 33\% | 27\% | 26\% | 30\% | 26\% | 26\% | 26\% | 26\% | 24\% | 25\% | 40\% |
| I know I will be a | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
| important part of this | 1 | 9\% | 36\% | 5\% | 1\% | 11\% | 13\% | 15\% | 13\% | 8\% | 10\% | 9\% | 9\% | 8\% | 11\% | 11\% | 8\% | 4\% |
|  | 2 | 13\% | 32\% | 14\% | 2\% | 10\% | 10\% | 7\% | 8\% | 13\% | 10\% | 13\% | 13\% | 13\% | 12\% | 13\% | 13\% | 10\% |
|  | 3 | 26\% | 24\% | 38\% | 11\% | 23\% | 24\% | 27\% | 29\% | 26\% | 25\% | 26\% | 26\% | 28\% | 24\% | 27\% | 26\% | 19\% |
|  | 4 | 29\% | 5\% | 34\% | 32\% | 29\% | 30\% | 25\% | 26\% | 29\% | 27\% | 29\% | 29\% | 29\% | 28\% | 27\% | 30\% | 32\% |
|  | 5 | 23\% | 2\% | 9\% | 54\% | 27\% | 23\% | 25\% | 24\% | 23\% | 29\% | 23\% | 23\% | 23\% | 24\% | 22\% | 23\% | 34\% |
| T have enough time to | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
| complete everything I need | 1 | 15\% | 29\% | 16\% | 6\% | 10\% | 14\% | 14\% | 15\% | 15\% | 14\% | 15\% | 15\% | 17\% | 12\% | 20\% | 12\% | 24\% |
| to do at work. | 2 | 20\% | 26\% | 23\% | 13\% | 14\% | 12\% | 22\% | 20\% | 20\% | 21\% | 20\% | 20\% | 21\% | 19\% | 25\% | 17\% | 26\% |
|  | 3 | 23\% | 23\% | 25\% | 19\% | 23\% | 27\% | 19\% | 18\% | 23\% | 22\% | 23\% | 23\% | 22\% | 23\% | 22\% | 23\% | 25\% |
|  | 4 | 27\% | 16\% | 27\% | $31 \%$ | 33\% | 21\% | 33\% | 33\% | 26\% | 28\% | 27\% | 27\% | 26\% | 29\% | 22\% | 30\% | 16\% |
|  | 5 | 15\% | 6\% | 8\% | 30\% | 20\% | 26\% | 11\% | 15\% | 15\% | 14\% | 15\% | 15\% | 14\% | 17\% | 11\% | 18\% | 9\% |
| Tam able to maintain a | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
| healthy balance between | 1 | 9\% | 23\% | 9\% | 3\% | 7\% | 9\% | 11\% | 13\% | 9\% | 14\% | 9\% | 9\% | 10\% | 8\% | 14\% | 7\% | 11\% |
| commitments. | 2 | 17\% | 26\% | 21\% | 8\% | 11\% | 14\% | 10\% | 12\% | 18\% | 14\% | 17\% | 17\% | 18\% | 16\% | 22\% | 14\% | 22\% |
|  | 3 | 24\% | 25\% | 28\% | 19\% | 26\% | 25\% | 30\% | 27\% | 24\% | 25\% | 24\% | 24\% | 25\% | 24\% | 25\% | 24\% | 29\% |
|  | 4 | 30\% | 18\% | 31\% | 33\% | 33\% | 33\% | 25\% | $31 \%$ | 30\% | 29\% | 30\% | 30\% | 29\% | 31\% | 26\% | 32\% | 26\% |
|  | 5 | 19\% | 8\% | 11\% | 37\% | 23\% | 20\% | 24\% | 17\% | 19\% | 18\% | 19\% | 19\% | 18\% | 22\% | 14\% | 23\% | 12\% |
| When I am feeling | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
| overwhelmed, appropriate | 1 | 9\% | $31 \%$ | 7\% | 2\% | 8\% | 9\% | 10\% | 13\% | 9\% | 13\% | 9\% | 9\% | 9\% | 9\% | 12\% | 8\% | 6\% |
| resources are available to me. | 2 | 17\% | 32\% | 21\% | 6\% | 17\% | 12\% | 22\% | 21\% | 17\% | 19\% | 17\% | 17\% | 18\% | 17\% | 21\% | 15\% | 22\% |
|  | 3 | 28\% | 27\% | 36\% | 17\% | 27\% | 27\% | 25\% | 21\% | 28\% | 19\% | 28\% | 28\% | 28\% | 27\% | 27\% | 28\% | 28\% |
|  | 4 | 29\% | 8\% | 30\% | 36\% | 28\% | 29\% | 29\% | 30\% | 29\% | 29\% | 29\% | 29\% | 29\% | 29\% | 26\% | 30\% | 27\% |
|  | 5 | 17\% | 2\% | 6\% | 39\% | 21\% | 23\% | 14\% | 15\% | 16\% | 19\% | 17\% | 17\% | 16\% | 17\% | 13\% | 18\% | 17\% |
| How often do you feel | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
| burned out at work? | 1 Always | 7\% | 20\% | 7\% | 2\% | 6\% | 10\% | 13\% | 9\% | 7\% | 11\% | 7\% | 7\% | 8\% | 6\% | 7\% | 7\% | 7\% |
|  | 2 Very often | 27\% | 41\% | $31 \%$ | 14\% | 21\% | 27\% | 23\% | 27\% | 27\% | 27\% | 27\% | 27\% | 30\% | 21\% | 28\% | 25\% | 29\% |
|  | 3 Sometimes | 42\% | 31\% | 44\% | 43\% | 46\% | 34\% | 32\% | 44\% | 42\% | 41\% | 42\% | 42\% | 41\% | 43\% | 40\% | 43\% | 42\% |
|  | 4 Rarely | 21\% | 6\% | 16\% | 34\% | 23\% | 26\% | 30\% | 19\% | 20\% | 20\% | 21\% | 21\% | 18\% | 24\% | 20\% | 21\% | 18\% |
|  | 5 Never | 4\% | 2\% | 2\% | 7\% | 4\% | 4\% | 2\% | 1\% | 4\% | 1\% | 4\% | 4\% | 2\% | 5\% | 5\% | 3\% | 4\% |
| Tam confident that the | Total | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% | 100\% |
| findings arising out of this | 1 | 21\% | 55\% | 20\% | 6\% | 15\% | 29\% | 28\% | 31\% | 21\% | 26\% | 21\% | 21\% | 20\% | 23\% | 24\% | 21\% | 13\% |
|  | 2 | 21\% | 28\% | 26\% | 11\% | 19\% | 17\% | 20\% | 8\% | 22\% | 14\% | 21\% | 21\% | 21\% | 21\% | 22\% | 21\% | 24\% |
|  | 3 | 26\% | 15\% | 33\% | 23\% | 20\% | 21\% | 25\% | 28\% | 27\% | 26\% | 26\% | 26\% | 27\% | 25\% | 25\% | 27\% | 27\% |
|  | 4 | 20\% | 2\% | 17\% | 32\% | 27\% | 19\% | 15\% | 20\% | 19\% | 19\% | 20\% | 20\% | 20\% | 20\% | 18\% | 20\% | 22\% |
|  | 5 | 12\% | 1\% | 4\% | 29\% | 19\% | 14\% | 12\% | 14\% | 11\% | 15\% | 11\% | 11\% | 12\% | 12\% | 11\% | 12\% | 15\% |

