

## ORGANIZATIONAL ENGAGEMENT CLIMATE

1. Overall, people at my institution strive to perform to the best of their ability.
2. People at my institution are enthusiastic about their work.
3. People at my institution are willing to do their best to achieve the best possible outcomes.
4. People at my institution really try to do a good job.

**It Says...** (What does the data say?)

**I Say...** (Personal thoughts, experiences, or reflections related to the data)

**And So...** (What key insights do you take away from this data? What can we do as a result of this data?)

## SOCIAL EMBEDDEDNESS

1. As a workplace, my institution feels like a family to me.
2. I like to be socially connected to the people with whom I work.
3. I put in effort to feel part of my institution.
4. I would like to establish relationships with my coworkers that extend beyond the workplace.

**It Says...** (What does the data say?)

**I Say...** (Personal thoughts, experiences, or reflections related to the data)

**And So...** (What key insights do you take away from this data? What can we do as a result of this data?)