

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Job Satisfaction Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Overall, I am satisfied with my job.	All Smithsonian Employees	81%	34%	47%	8%	7%	3%	3460	82%	81%	82%		
	Federal Employees	80%	34%	46%	9%	7%	4%	2205	81%	79%	81%	82%	79%
	Trust Employees	83%	36%	47%	7%	7%	3%	892	85%	85%	86%	88%	86%
	Smithsonian Enterprise Employees	80%	26%	54%	11%	7%	2%	208	82%	79%	76%	82%	78%
	STRI Panama Employees	89%	39%	50%	6%	3%	2%	155	91%	89%	89%	91%	89%
I like the kind of work I do.	All Smithsonian Employees	90%	51%	39%	6%	3%	1%	3428	90%	88%	91%		
	Federal Employees	89%	52%	37%	6%	3%	1%	2193	89%	87%	90%	90%	91%
	Trust Employees	92%	50%	41%	6%	2%	1%	875	92%	91%	92%	92%	91%
	Smithsonian Enterprise Employees	90%	42%	48%	6%	2%	2%	206	89%	88%	89%	89%	85%
	STRI Panama Employees	96%	52%	44%	2%	2%	1%	154	92%	92%	95%	89%	93%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Institution Satisfaction Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Considering everything, I am satisfied with the Smithsonian.	All Smithsonian Employees	78%	30%	48%	12%	7%	3%	3447	76%	76%	77%		
	Federal Employees	76%	30%	46%	13%	8%	3%	2202	76%	75%	74%	74%	81%
	Trust Employees	80%	31%	49%	11%	7%	2%	886	79%	80%	82%	84%	84%
	Smithsonian Enterprise Employees	79%	26%	54%	13%	7%	0%	207	72%	80%	74%	78%	79%
	STRI Panama Employees	83%	25%	58%	12%	3%	1%	152	79%	76%	80%	83%	87%
I would recommend the Smithsonian as a good place to work.	All Smithsonian Employees	78%	35%	44%	14%	5%	3%	3430	78%	76%	78%		
	Federal Employees	77%	34%	43%	14%	5%	4%	2195	77%	76%	78%	79%	74%
	Trust Employees	82%	38%	43%	11%	5%	2%	882	80%	81%	81%	84%	79%
	Smithsonian Enterprise Employees	78%	31%	47%	17%	4%	0%	206	76%	77%	72%	81%	75%
	STRI Panama Employees	76%	21%	54%	17%	5%	2%	147	73%	65%	73%	78%	74%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Satisfaction Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Considering everything, I am satisfied with my Unit.	All Smithsonian Employees	69%	24%	45%	14%	11%	6%	3439	70%	72%	72%		
	Federal Employees	65%	23%	43%	16%	12%	7%	2194	68%	69%	69%	67%	
	Trust Employees	74%	29%	44%	12%	11%	4%	887	76%	78%	80%	78%	
	Smithsonian Enterprise Employees	71%	23%	48%	14%	11%	4%	206	66%	72%	63%	70%	
	STRI Panama Employees	84%	14%	70%	9%	5%	2%	152	79%	80%	78%	75%	
I would recommend my Unit as a good place to work.	All Smithsonian Employees	69%	27%	42%	17%	8%	6%	3433	69%	68%	70%		
	Federal Employees	66%	26%	41%	18%	9%	7%	2193	67%	66%	68%	68%	65%
	Trust Employees	72%	32%	41%	16%	8%	4%	883	74%	74%	77%	75%	71%
	Smithsonian Enterprise Employees	68%	25%	44%	21%	8%	3%	205	64%	62%	61%	70%	67%
	STRI Panama Employees	81%	18%	64%	10%	5%	3%	152	78%	69%	76%	74%	79%
My Unit successfully accomplishes its mission.	All Smithsonian Employees	80%	32%	48%	12%	5%	3%	3391	79%	78%	73%		
	Federal Employees	78%	30%	48%	13%	5%	3%	2165	76%	76%	70%	71%	
	Trust Employees	85%	40%	45%	10%	3%	2%	873	82%	85%	80%	85%	
	Smithsonian Enterprise Employees	81%	30%	51%	14%	4%	0%	202	81%	78%	69%	75%	
	STRI Panama Employees	86%	28%	57%	9%	3%	2%	151	88%	85%	90%	91%	

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Satisfaction Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
The overall quality of work done by my immediate work unit is very good.	All Smithsonian Employees	88%	46%	42%	7%	3%	1%	3447	89%	88%	89%		
	Federal Employees	87%	44%	43%	7%	4%	1%	2202	87%	87%	87%	87%	
	Trust Employees	91%	54%	37%	6%	2%	0%	886	92%	92%	93%	94%	
	Smithsonian Enterprise Employees	88%	41%	47%	10%	2%	0%	208	91%	87%	91%	87%	
	STRI Panama Employees	91%	35%	56%	5%	3%	1%	151	94%	92%	91%	93%	

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Institution Leadership Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders.	All Smithsonian Employees	65%	11%	54%	26%	7%	2%	3216	67%	63%	61%		
	Federal Employees	63%	12%	51%	27%	7%	3%	2065	66%	62%	60%	65%	59%
	Trust Employees	67%	9%	58%	23%	8%	2%	819	67%	67%	60%	65%	59%
	Smithsonian Enterprise Employees	70%	9%	61%	21%	7%	2%	192	70%	64%	58%	68%	66%
	STRI Panama Employees	72%	9%	63%	22%	5%	1%	140	77%	63%	70%	63%	61%
I feel that I can bring up issues of incivility and disrespect to my supervisor or superiors with the expectation that those issues will be addressed.	All Smithsonian Employees	70%	33%	37%	14%	9%	7%	3349	70%	72%			
	Federal Employees	69%	31%	37%	15%	9%	8%	2151	66%	70%			
	Trust Employees	74%	41%	33%	12%	7%	6%	856	78%	77%			
	Smithsonian Enterprise Employees	71%	33%	38%	12%	11%	6%	201	73%	67%			
	STRI Panama Employees	72%	23%	49%	14%	10%	4%	141	73%	77%			

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Leadership Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	All Smithsonian Employees	45%	12%	33%	23%	18%	13%	3320	44%	67%	66%		
	Federal Employees	41%	11%	31%	24%	18%	16%	2130	41%	64%	63%	59%	
	Trust Employees	53%	14%	39%	21%	18%	9%	842	51%	75%	75%	69%	
	Smithsonian Enterprise Employees	45%	11%	34%	26%	18%	10%	202	49%	67%	55%	61%	
	STRI Panama Employees	57%	14%	43%	23%	15%	5%	146	53%	71%	68%	64%	
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All Smithsonian Employees	68%	24%	44%	18%	8%	6%	3182	70%	71%	71%		
	Federal Employees	65%	21%	43%	19%	9%	7%	2047	66%	68%	70%	66%	
	Trust Employees	77%	33%	43%	14%	5%	4%	807	82%	82%	79%	80%	
	Smithsonian Enterprise Employees	77%	24%	53%	15%	4%	4%	191	75%	75%	67%	73%	
	STRI Panama Employees	59%	15%	43%	22%	13%	6%	137	65%	66%	64%	69%	
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives. (*)	All Smithsonian Employees	67%	25%	42%	22%	7%	4%	2892	69%	72%	73%		
	Federal Employees	65%	23%	41%	24%	7%	4%	1969	64%	70%	71%	72%	65%
	Trust Employees	71%	28%	43%	20%	6%	3%	738	73%	77%	76%	82%	74%
	Smithsonian Enterprise Employees	70%	26%	45%	19%	5%	5%	185	77%	72%	68%	76%	66%
	STRI Panama Employees								83%	69%	82%	76%	65%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Leadership Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Managers in my Unit support collaboration across work units to accomplish work objectives.	All Smithsonian Employees	70%	24%	46%	14%	11%	5%	3390	68%	67%	64%		
	Federal Employees	67%	23%	45%	15%	12%	6%	2165	66%	66%	62%	58%	
	Trust Employees	74%	28%	46%	11%	10%	5%	873	73%	72%	70%	68%	
	Smithsonian Enterprise Employees	76%	28%	48%	12%	8%	4%	203	71%	66%	65%	68%	
	STRI Panama Employees	77%	15%	61%	14%	7%	2%	149	75%	64%	65%	67%	
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All Smithsonian Employees	81%	34%	47%	10%	6%	3%	3376	80%	82%	81%		
	Federal Employees	80%	33%	47%	11%	6%	4%	2172	79%	81%	81%	77%	74%
	Trust Employees	85%	40%	45%	8%	5%	2%	862	85%	86%	85%	85%	84%
	Smithsonian Enterprise Employees	76%	21%	55%	12%	9%	4%	190	73%	66%	68%	71%	62%
	STRI Panama Employees	74%	20%	55%	12%	11%	2%	152	79%	80%	78%	74%	74%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Institution Communications Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
I am satisfied that I have received appropriate information, or can access appropriate information, about new policies and procedures of the Smithsonian.	All Smithsonian Employees	76%	16%	61%	15%	7%	2%	3386	80%	79%	76%		
	Federal Employees	78%	17%	60%	14%	6%	2%	2157	80%	79%	76%	74%	74%
	Trust Employees	74%	14%	59%	16%	8%	2%	877	77%	78%	75%	74%	73%
	Smithsonian Enterprise Employees	77%	11%	66%	13%	7%	2%	202	75%	81%	74%	76%	75%
	STRI Panama Employees	72%	7%	65%	21%	6%	1%	150	82%	76%	77%	74%	81%
Smithsonian leaders and managers support communication and collaboration across Smithsonian units. **	All Smithsonian Employees	56%	11%	45%	21%	16%	6%	3354	64%	63%	60%		
	Federal Employees	56%	11%	44%	21%	16%	7%	2151	63%	63%	59%	50%	
	Trust Employees	58%	10%	48%	21%	17%	4%	857	64%	62%	60%	46%	
	Smithsonian Enterprise Employees	52%	10%	42%	24%	17%	6%	201	69%	58%	54%	52%	
	STRI Panama Employees	58%	6%	52%	24%	16%	2%	145	74%	68%	72%	67%	

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Communications Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
The people in my immediate work unit cooperate to get the job done.	All Smithsonian Employees	95%	57%	38%	4%	1%	0%	3453	82%	83%	84%		
	Federal Employees	94%	56%	38%	5%	1%	0%	2204	82%	81%	82%	82%	77%
	Trust Employees	97%	66%	31%	2%	1%	0%	888	85%	88%	88%	89%	84%
	Smithsonian Enterprise Employees	97%	48%	48%	3%	0%	0%	208	81%	82%	80%	85%	80%
	STRI Panama Employees	95%	42%	53%	4%	1%	0%	153	81%	90%	87%	86%	80%
Employees in my immediate work unit share job knowledge with each other.	All Smithsonian Employees	86%	37%	49%	7%	5%	2%	3435	81%	81%	82%		
	Federal Employees	84%	36%	49%	8%	6%	2%	2193	79%	79%	80%	80%	76%
	Trust Employees	88%	44%	44%	7%	4%	1%	888	85%	87%	85%	85%	84%
	Smithsonian Enterprise Employees	88%	33%	54%	7%	5%	1%	206	82%	80%	80%	84%	80%
	STRI Panama Employees	89%	28%	62%	7%	2%	2%	148	84%	87%	87%	88%	85%
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	All Smithsonian Employees	84%	38%	46%	7%	7%	2%	3344	84%	83%	84%		
	Federal Employees	82%	36%	46%	8%	8%	2%	2152	83%	83%	84%	81%	78%
	Trust Employees	86%	45%	40%	8%	4%	2%	851	87%	87%	89%	87%	84%
	Smithsonian Enterprise Employees	88%	31%	57%	4%	6%	2%	191	76%	74%	74%	82%	72%
	STRI Panama Employees	88%	29%	59%	5%	5%	2%	150	83%	81%	82%	78%	78%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Innovation Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Smithsonian leaders and managers support implementation of new ideas and approaches.	All Smithsonian Employees	55%	11%	44%	25%	14%	6%	3347	56%	55%			
	Federal Employees	53%	11%	42%	25%	14%	7%	2154	54%	54%			
	Trust Employees	58%	11%	47%	24%	14%	4%	852	60%	57%			
	Smithsonian Enterprise Employees	59%	10%	49%	24%	12%	5%	200	61%	50%			
	STRI Panama Employees	62%	8%	54%	26%	11%	1%	141	68%	64%			
In my Unit, people value new ideas.	All Smithsonian Employees	64%	22%	42%	17%	12%	6%	3412	76%				
	Federal Employees	61%	21%	40%	19%	14%	7%	2179	73%				
	Trust Employees	72%	27%	45%	14%	9%	4%	882	81%				
	Smithsonian Enterprise Employees	70%	25%	45%	15%	9%	5%	202	76%				
	STRI Panama Employees	71%	12%	59%	16%	10%	3%	149	87%				
My Unit has a process for conducting and evaluating new ideas.	All Smithsonian Employees	51%	13%	38%	23%	18%	7%	3246	45%				
	Federal Employees	49%	12%	37%	24%	18%	8%	2078	43%				
	Trust Employees	55%	16%	39%	22%	18%	4%	830	46%				
	Smithsonian Enterprise Employees	58%	14%	44%	20%	19%	4%	194	52%				
	STRI Panama Employees	51%	10%	41%	23%	20%	6%	144	59%				

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Diversity Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Smithsonian policies and programs promote diversity in the workplace.	All Smithsonian Employees	73%	20%	53%	16%	7%	4%	3323	71%	71%	70%		
	Federal Employees	73%	21%	52%	16%	7%	5%	2127	71%	71%	71%	70%	66%
	Trust Employees	72%	19%	53%	17%	8%	2%	853	75%	72%	70%	66%	65%
	Smithsonian Enterprise Employees	77%	23%	54%	16%	4%	3%	204	68%	79%	66%	76%	65%
	STRI Panama Employees	72%	12%	61%	16%	9%	2%	139	68%	66%	66%	60%	53%
Differences among individuals are respected and valued by employees within my Unit.	All Smithsonian Employees	81%	34%	47%	10%	5%	4%	3401	79%	79%	79%		
	Federal Employees	77%	31%	46%	11%	5%	6%	2169	76%	75%	75%	74%	73%
	Trust Employees	86%	40%	45%	9%	4%	2%	876	87%	86%	87%	87%	83%
	Smithsonian Enterprise Employees	90%	35%	55%	6%	2%	1%	206	84%	83%	80%	86%	77%
	STRI Panama Employees	88%	28%	60%	8%	3%	1%	150	88%	88%	88%	88%	86%
My supervisor is committed to a workforce representative of all segments of society.	All Smithsonian Employees	78%	34%	44%	16%	4%	3%	3189	76%	78%	80%		
	Federal Employees	76%	32%	44%	17%	4%	3%	2049	74%	76%	79%	74%	71%
	Trust Employees	82%	41%	41%	14%	3%	2%	809	83%	85%	84%	84%	80%
	Smithsonian Enterprise Employees	84%	33%	50%	13%	2%	1%	193	79%	80%	83%	86%	79%
	STRI Panama Employees	71%	22%	49%	17%	8%	4%	138	78%	80%	81%	77%	75%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Diversity Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Within the past twelve months, I have heard language, or witnessed behavior, in my workplace that I considered insensitive to my identity. ****	All Smithsonian Employees	77%	5%	8%	10%	36%	41%	3282	73%	72%	75%		
	Federal Employees	73%	6%	10%	11%	36%	37%	2104	68%	67%	70%	73%	
	Trust Employees	85%	2%	5%	8%	30%	56%	849	83%	83%	87%	85%	
	Smithsonian Enterprise Employees	79%	4%	8%	8%	40%	39%	198	80%	76%	76%	71%	
	STRI Panama Employees	79%	3%	8%	10%	51%	28%	131	77%	75%	79%	71%	

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Civility Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Generally, employees, supervisors, and managers in my unit are civil, respectful, and courteous in dealing with each other.	All Smithsonian Employees	75%	26%	48%	11%	10%	5%	3445	74%	76%	79%		
	Federal Employees	72%	23%	48%	12%	11%	6%	2198	71%	73%	77%		
	Trust Employees	79%	33%	45%	9%	9%	3%	887	80%	81%	84%		
	Smithsonian Enterprise Employees	80%	29%	52%	8%	8%	4%	207	78%	76%	77%		
	STRI Panama Employees	85%	23%	62%	7%	5%	2%	153	89%	87%	86%		
In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their career. (Q201)	All Smithsonian Employees	52%	16%	36%	22%	15%	11%	3346					
	Federal Employees	48%	15%	34%	23%	16%	12%	2139					
	Trust Employees	60%	19%	41%	19%	12%	9%	858					
	Smithsonian Enterprise Employees	54%	15%	39%	23%	13%	9%	201					
	STRI Panama Employees	55%	10%	45%	20%	18%	7%	148					
I feel that I can bring up issues of incivility and disrespect to my supervisor or superiors with the expectation that those issues will be addressed.	All Smithsonian Employees	70%	33%	37%	14%	9%	7%	3349	70%	72%			
	Federal Employees	69%	31%	37%	15%	9%	8%	2151	66%	70%			
	Trust Employees	74%	41%	33%	12%	7%	6%	856	78%	77%			
	Smithsonian Enterprise Employees	71%	33%	38%	12%	11%	6%	201	73%	67%			
	STRI Panama Employees	72%	23%	49%	14%	10%	4%	141	73%	77%			

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Civility Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
My work environment is civil and respectful.	All Smithsonian Employees	81%	35%	46%	9%	7%	3%	3446	77%	77%			
	Federal Employees	78%	32%	46%	11%	7%	3%	2197	74%	75%			
	Trust Employees	85%	43%	42%	7%	6%	2%	888	82%	82%			
	Smithsonian Enterprise Employees	86%	38%	48%	5%	7%	1%	208	75%	75%			
	STRI Panama Employees	89%	31%	58%	6%	2%	2%	153	87%	90%			

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
I am satisfied with Smithsonian work-life programs. **	All Smithsonian Employees	74%	22%	52%	15%	8%	3%	3253	71%	68%	67%		
	Federal Employees	74%	22%	51%	15%	8%	3%	2082	71%	69%	68%	65%	
	Trust Employees	75%	22%	53%	15%	8%	2%	829	72%	71%	65%	65%	
	Smithsonian Enterprise Employees	77%	29%	47%	16%	5%	2%	189	70%	58%	55%	65%	
	STRI Panama Employees	64%	12%	52%	11%	18%	6%	153	70%	55%	71%	70%	
In my Unit, employees are protected from health and safety hazards on the job.	All Smithsonian Employees	88%	36%	52%	7%	3%	2%	3392	86%	86%	83%		
	Federal Employees	87%	36%	52%	6%	4%	2%	2182	84%	85%	82%	81%	79%
	Trust Employees	91%	42%	49%	7%	2%	0%	854	91%	92%	89%	88%	85%
	Smithsonian Enterprise Employees	94%	30%	64%	3%	2%	1%	202	79%	85%	82%	82%	78%
	STRI Panama Employees	77%	20%	57%	13%	6%	4%	154	81%	78%	74%	79%	81%
My unit's management is aware of the areas that can make my job difficult to accomplish. (Q40)	All Smithsonian Employees	63%	17%	46%	18%	13%	6%	3339					
	Federal Employees	62%	17%	45%	18%	13%	7%	2139					
	Trust Employees	64%	19%	45%	19%	12%	5%	849					
	Smithsonian Enterprise Employees	68%	15%	53%	15%	12%	5%	200					
	STRI Panama Employees	71%	12%	59%	16%	9%	4%	151					

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
My supervisor supports my need to balance work and other life issues.	All Smithsonian Employees	83%	44%	39%	9%	5%	3%	3389	82%	82%	83%		
	Federal Employees	81%	40%	41%	11%	5%	4%	2162	80%	80%	81%	80%	79%
	Trust Employees	87%	55%	32%	7%	5%	2%	872	87%	88%	89%	88%	86%
	Smithsonian Enterprise Employees	84%	43%	41%	4%	7%	4%	205	77%	79%	83%	84%	82%
	STRI Panama Employees	80%	31%	49%	6%	10%	5%	150	82%	81%	80%	77%	81%
My supervisor is flexible in how I get my job done.	All Smithsonian Employees	85%	43%	43%	7%	4%	3%	3430					
	Federal Employees	85%	40%	45%	8%	4%	4%	2192					
	Trust Employees	88%	53%	35%	6%	4%	2%	880					
	Smithsonian Enterprise Employees	80%	38%	43%	10%	5%	4%	204					
	STRI Panama Employees	80%	28%	52%	9%	7%	3%	154					
My level of work-related stress has a negative impact on my work output. ****	All Smithsonian Employees	46%	10%	27%	18%	35%	11%	3345					
	Federal Employees	42%	10%	28%	19%	32%	11%	2142					
	Trust Employees	52%	10%	22%	16%	39%	13%	861					
	Smithsonian Enterprise Employees	49%	5%	29%	17%	39%	9%	202					
	STRI Panama Employees	49%	6%	32%	13%	41%	8%	140					

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
My supervisor provides constructive suggestions to improve my job performance.	All Smithsonian Employees	73%	32%	41%	13%	9%	5%	3397	73%	74%	74%		
	Federal Employees	71%	30%	41%	15%	10%	5%	2165	71%	71%	72%	70%	66%
	Trust Employees	77%	37%	41%	12%	7%	4%	874	78%	79%	76%	75%	70%
	Smithsonian Enterprise Employees	79%	35%	44%	10%	7%	4%	207	72%	78%	76%	80%	71%
	STRI Panama Employees	75%	27%	48%	10%	10%	5%	151	80%	80%	76%	75%	79%
My workload is reasonable.	All Smithsonian Employees	62%	14%	48%	14%	16%	8%	3431	69%	67%	68%		
	Federal Employees	59%	13%	46%	15%	17%	10%	2190	67%	66%	68%	66%	66%
	Trust Employees	66%	17%	49%	12%	16%	6%	882	73%	70%	69%	70%	68%
	Smithsonian Enterprise Employees	67%	10%	57%	11%	16%	5%	207	63%	68%	71%	76%	75%
	STRI Panama Employees	65%	9%	56%	14%	15%	6%	152	67%	66%	62%	63%	57%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Career Growth Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
In my Unit, time is made available for education and training activities.	All Smithsonian Employees	70%	24%	46%	13%	11%	6%	3405	70%				
	Federal Employees	69%	23%	46%	13%	11%	7%	2181	70%				
	Trust Employees	77%	30%	48%	10%	9%	4%	877	75%				
	Smithsonian Enterprise Employees	56%	16%	40%	23%	15%	6%	198	50%				
	STRI Panama Employees	61%	12%	49%	15%	17%	7%	149	59%				
My supervisor regularly evaluates my training needs for my present job.	All Smithsonian Employees	65%	25%	40%	15%	13%	6%	3313	62%	63%	63%		
	Federal Employees	64%	24%	41%	15%	13%	7%	2112	62%	62%	64%	60%	55%
	Trust Employees	68%	30%	38%	15%	13%	4%	856	64%	65%	63%	60%	58%
	Smithsonian Enterprise Employees	62%	21%	41%	17%	16%	5%	201	59%	61%	53%	67%	51%
	STRI Panama Employees	58%	19%	39%	14%	20%	8%	144	63%	58%	58%	56%	47%
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All Smithsonian Employees	71%	30%	41%	14%	9%	6%	3384	71%	71%	71%		
	Federal Employees	69%	28%	40%	15%	10%	6%	2161	68%	69%	69%	70%	67%
	Trust Employees	76%	36%	40%	13%	8%	3%	869	78%	77%	75%	73%	73%
	Smithsonian Enterprise Employees	69%	31%	38%	15%	10%	6%	202	74%	70%	71%	73%	68%
	STRI Panama Employees	68%	21%	48%	16%	10%	6%	152	75%	71%	74%	72%	75%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Career Growth Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
I have adequate access to career planning and career growth tools and opportunities.	All Smithsonian Employees	57%	15%	41%	20%	15%	8%	3275	54%				
	Federal Employees	57%	15%	41%	20%	15%	9%	2110	55%				
	Trust Employees	60%	18%	42%	19%	16%	5%	830	50%				
	Smithsonian Enterprise Employees	51%	11%	40%	27%	14%	8%	193	49%				
	STRI Panama Employees	47%	8%	39%	26%	17%	10%	142	50%				
I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job.	All Smithsonian Employees	62%	16%	45%	20%	13%	6%	3297	65%	66%	63%		
	Federal Employees	61%	16%	45%	20%	12%	6%	2122	66%	67%	65%	65%	60%
	Trust Employees	65%	19%	46%	18%	13%	3%	839	66%	65%	63%	63%	56%
	Smithsonian Enterprise Employees	58%	11%	48%	24%	12%	6%	191	59%	65%	54%	63%	54%
	STRI Panama Employees	49%	9%	40%	20%	20%	10%	145	60%	56%	54%	49%	50%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Recognition Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Individual pay raises depend on how well individual employees perform their jobs.	All Smithsonian Employees	41%	11%	30%	23%	20%	16%	3108	41%	43%	45%		
	Federal Employees	37%	9%	28%	24%	22%	18%	2013	38%	40%	45%	36%	37%
	Trust Employees	44%	13%	31%	22%	18%	15%	759	44%	48%	47%	42%	39%
	Smithsonian Enterprise Employees	56%	13%	43%	20%	15%	9%	193	51%	54%	43%	45%	39%
	STRI Panama Employees	48%	8%	40%	22%	20%	11%	143	57%	39%	40%	35%	28%
Grade promotions in my Unit are based on merit.	All Smithsonian Employees	39%	11%	29%	28%	17%	15%	3071	45%	45%	43%		
	Federal Employees	37%	10%	27%	27%	19%	17%	2014	42%	42%	41%	40%	38%
	Trust Employees	44%	14%	31%	28%	15%	12%	751	53%	53%	51%	48%	46%
	Smithsonian Enterprise Employees	47%	12%	36%	35%	12%	6%	174	51%	51%	47%	51%	44%
	STRI Panama Employees	39%	6%	33%	29%	20%	11%	132	49%	49%	38%	38%	34%
Recognition and awards in my Unit depend on how well employees perform their jobs.	All Smithsonian Employees	54%	15%	40%	22%	13%	11%	3164	52%	53%	52%		
	Federal Employees	53%	14%	39%	21%	14%	12%	2068	50%	53%	52%	50%	50%
	Trust Employees	57%	19%	38%	24%	11%	9%	775	56%	55%	53%	53%	50%
	Smithsonian Enterprise Employees	55%	13%	43%	24%	10%	11%	188	52%	49%	48%	54%	42%
	STRI Panama Employees	53%	4%	49%	24%	15%	8%	133	55%	52%	55%	44%	43%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Recognition Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All Smithsonian Employees	45%	11%	34%	26%	18%	11%	3270	46%	48%	47%		
	Federal Employees	43%	10%	33%	26%	19%	12%	2111	44%	46%	46%	42%	42%
	Trust Employees	48%	11%	36%	24%	18%	10%	826	47%	52%	53%	48%	44%
	Smithsonian Enterprise Employees	54%	13%	41%	28%	11%	7%	195	55%	50%	43%	54%	44%
	STRI Panama Employees	42%	7%	35%	28%	24%	6%	138	52%	47%	35%	43%	40%
My supervisor takes steps to address a poor performer who cannot or will not improve.	All Smithsonian Employees	59%	21%	38%	22%	11%	8%	3039	58%	59%	60%		
	Federal Employees	58%	21%	37%	23%	11%	8%	1987	56%	58%	60%	56%	53%
	Trust Employees	61%	23%	38%	20%	12%	8%	739	60%	60%	60%	55%	45%
	Smithsonian Enterprise Employees	61%	15%	46%	24%	10%	4%	178	64%	59%	60%	70%	65%
	STRI Panama Employees	58%	18%	40%	25%	14%	4%	135	74%	66%	63%	60%	61%
My supervisor recognizes and acknowledges my positive work contributions.	All Smithsonian Employees	81%	41%	40%	9%	6%	4%	3433	80%	81%	82%		
	Federal Employees	79%	39%	40%	10%	6%	5%	2191	77%	78%	81%	79%	75%
	Trust Employees	87%	49%	38%	6%	4%	3%	883	86%	87%	87%	85%	84%
	Smithsonian Enterprise Employees	83%	42%	41%	8%	6%	3%	206	78%	83%	84%	82%	77%
	STRI Panama Employees	74%	31%	43%	12%	8%	6%	153	83%	80%	77%	81%	79%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Recognition Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
My performance appraisal is a fair reflection of my performance.	All Smithsonian Employees	77%	33%	45%	10%	8%	5%	3366	77%	76%	78%		
	Federal Employees	75%	32%	43%	10%	9%	5%	2178	75%	76%	77%	73%	71%
	Trust Employees	85%	39%	46%	8%	5%	2%	846	82%	83%	86%	83%	82%
	Smithsonian Enterprise Employees	74%	21%	53%	10%	10%	6%	190	70%	66%	69%	70%	66%
	STRI Panama Employees	71%	20%	51%	14%	9%	6%	152	74%	67%	72%	71%	75%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Resources Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
I have sufficient resources to get my job done.	All Smithsonian Employees	59%	17%	42%	11%	20%	10%	3443	57%	57%	57%		
	Federal Employees	57%	16%	41%	11%	21%	12%	2197	55%	55%	55%	51%	51%
	Trust Employees	64%	21%	43%	11%	18%	7%	887	62%	64%	62%	60%	55%
	Smithsonian Enterprise Employees	59%	9%	50%	12%	23%	7%	208	59%	56%	60%	69%	59%
	STRI Panama Employees	61%	16%	45%	14%	19%	5%	151	66%	59%	62%	65%	66%
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	All Smithsonian Employees	87%	39%	48%	8%	4%	2%	3435	84%	85%	85%		
	Federal Employees	85%	37%	48%	9%	4%	2%	2191	83%	83%	84%	84%	81%
	Trust Employees	89%	44%	45%	5%	4%	1%	884	88%	90%	90%	90%	86%
	Smithsonian Enterprise Employees	87%	35%	52%	9%	4%	0%	208	81%	83%	82%	85%	82%
	STRI Panama Employees	87%	25%	62%	7%	5%	1%	152	86%	88%	86%	88%	81%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions*Leadership**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	68%	27%	41%	24%	6%	2%	3163	68%	65%	64%		
	Federal Employees	65%	27%	37%	26%	7%	2%	2067	67%	63%	63%	65%	61%
	Trust Employees	72%	29%	43%	22%	5%	1%	788	70%	69%	62%	70%	65%
	Smithsonian Enterprise Employees	79%	25%	54%	16%	5%	1%	174	67%	67%	67%	72%	67%
	STRI Panama Employees	77%	17%	59%	22%	1%	0%	134	77%	70%	74%	73%	69%
My Unit's Director generates high levels of motivation and commitment in the workforce. *****	All Smithsonian Employees	60%	25%	35%	21%	12%	7%	3032	59%	63%	63%		
	Federal Employees	61%	24%	36%	20%	12%	7%	2065	57%	62%	62%	61%	56%
	Trust Employees	58%	25%	33%	22%	13%	7%	774	60%	63%	63%	63%	58%
	Smithsonian Enterprise Employees	58%	26%	32%	23%	13%	7%	193	63%	74%	51%	67%	56%
	STRI Panama Employees								71%	65%	68%	65%	54%
My Unit's Director maintains high standards of honesty and integrity. *****	All Smithsonian Employees	72%	32%	40%	19%	5%	4%	3015	71%	74%	73%		
	Federal Employees	71%	30%	41%	20%	5%	4%	2047	68%	72%	70%	70%	
	Trust Employees	77%	37%	40%	15%	5%	4%	782	76%	78%	80%	81%	
	Smithsonian Enterprise Employees	71%	29%	42%	20%	6%	3%	186	72%	82%	65%	71%	
	STRI Panama Employees								80%	73%	80%	77%	

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
My Unit's Director communicates my Unit's goals and priorities. *****	All Smithsonian Employees	70%	26%	44%	16%	9%	5%	3086	67%	72%	75%		
	Federal Employees	70%	25%	45%	16%	9%	5%	2095	64%	71%	74%	72%	65%
	Trust Employees	73%	30%	43%	15%	8%	4%	803	70%	76%	76%	80%	71%
	Smithsonian Enterprise Employees	66%	23%	43%	20%	7%	6%	188	69%	72%	65%	69%	66%
	STRI Panama Employees								80%	76%	83%	84%	80%
I have a high level of respect for the Smithsonian's Secretary.	All Smithsonian Employees	82%	39%	43%	15%	2%	1%	3196	82%	78%	77%		
	Federal Employees	79%	37%	42%	17%	3%	1%	2071	81%	76%	75%	79%	76%
	Trust Employees	85%	43%	42%	13%	2%	0%	803	84%	82%	75%	85%	83%
	Smithsonian Enterprise Employees	91%	35%	57%	7%	1%	1%	183	80%	81%	77%	83%	79%
	STRI Panama Employees	94%	34%	60%	6%	0%	0%	139	92%	91%	96%	92%	90%
I have a high level of respect for my Unit's Director. *****	All Smithsonian Employees	73%	34%	39%	15%	7%	4%	3092	73%	74%	73%		
	Federal Employees	72%	33%	39%	16%	7%	5%	2097	70%	72%	71%	70%	67%
	Trust Employees	74%	34%	40%	15%	7%	4%	801	75%	75%	78%	78%	75%
	Smithsonian Enterprise Employees	70%	32%	38%	18%	9%	3%	194	72%	77%	61%	69%	64%
	STRI Panama Employees								87%	87%	90%	88%	88%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
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2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
The Assistant Secretary for Education and Access generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	74%	37%	37%	19%	7%	0%	92	75%	66%	67%		
	Federal Employees	71%	32%	39%	20%	9%	0%	31	74%	74%	65%		
	Trust Employees	76%	40%	36%	18%	7%	0%	61	76%	62%	68%		
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Under Secretary for History, Art, and Culture generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	48%	14%	33%	36%	13%	4%	571	53%	58%	52%		
	Federal Employees	46%	12%	34%	37%	12%	5%	368	51%	56%	50%	57%	51%
	Trust Employees	51%	18%	32%	33%	14%	3%	203	56%	61%	56%	66%	63%
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Under Secretary for Science generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees								49%	45%	46%		
	Federal Employees								42%	42%	41%	37%	28%
	Trust Employees								53%	47%	41%	30%	47%
	Smithsonian Enterprise Employees												
	STRI Panama Employees								73%	58%	66%	69%	46%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
The Deputy Under Secretary for Collections and Interdisciplinary Support generates high levels of motivation and commitment.	All Smithsonian Employees	66%	13%	53%	30%	4%	0%	86	63%	63%	59%		
	Federal Employees	65%	12%	54%	29%	6%	0%	70	64%	64%	61%		
	Trust Employees	69%	19%	50%	31%	0%	0%	16	**	62%	51%		
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Under Secretary for Finance and Administration generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	56%	18%	38%	33%	7%	4%	1058	50%	50%	55%		
	Federal Employees	55%	17%	38%	34%	7%	4%	968	50%	50%	55%	50%	51%
	Trust Employees	63%	28%	35%	22%	6%	9%	90	52%	52%	56%	49%	50%
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The President of Smithsonian Enterprises generates high levels of motivation and commitment in the workforce. (Not asked in 2012.)	All Smithsonian Employees	60%	28%	32%	21%	12%	6%	177	72%				
	Federal Employees												
	Trust Employees												
	Smithsonian Enterprise Employees	60%	28%	32%	21%	12%	6%	177	72%		40%	52%	48%
	STRI Panama Employees												

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Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
The Director of OFEO generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	71%	32%	39%	18%	6%	5%	890	74%	60%	63%		
	Federal Employees	70%	32%	39%	18%	6%	5%	878	74%	60%	63%	55%	41%
	Trust Employees	100%	50%	50%	0%	0%	0%	12	81%	71%	77%	58%	23%
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Director of Communications generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	86%	57%	29%	8%	3%	2%	38	82%	87%	83%		
	Federal Employees	78%	57%	21%	8%	8%	7%	14	**	93%	90%	86%	85%
	Trust Employees	91%	58%	34%	9%	0%	0%	24	87%	82%	79%	70%	67%
	Smithsonian Enterprise Employees												
	STRI Panama Employees												

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions*Supervisors**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
My supervisor supports career development. (Previous years used "employee development.")	All Smithsonian Employees	73%	34%	39%	15%	7%	6%	3372	77%	76%	78%		
	Federal Employees	70%	32%	39%	16%	7%	6%	2143	74%	75%	77%	75%	72%
	Trust Employees	79%	41%	38%	11%	5%	4%	874	83%	82%	81%	77%	77%
	Smithsonian Enterprise Employees	67%	32%	34%	23%	7%	4%	205	78%	71%	75%	73%	71%
	STRI Panama Employees	70%	25%	45%	13%	9%	8%	150	78%	73%	74%	75%	78%
My supervisor listens attentively to what I have to say. (Before 2013: My supervisor listens to what I have to say.)	All Smithsonian Employees	79%	38%	41%	10%	6%	5%	3442	79%	80%	81%		
	Federal Employees	77%	35%	42%	12%	6%	5%	2202	77%	78%	80%	79%	
	Trust Employees	83%	46%	37%	8%	6%	4%	882	83%	86%	86%	84%	
	Smithsonian Enterprise Employees	78%	39%	39%	11%	7%	5%	206	79%	81%	81%	85%	
	STRI Panama Employees	83%	33%	51%	7%	7%	3%	152	82%	82%	83%	82%	
I have trust and confidence in my supervisor.	All Smithsonian Employees	74%	38%	36%	12%	8%	6%	3451	73%	74%	75%		
	Federal Employees	71%	35%	37%	14%	8%	7%	2202	70%	71%	73%	69%	64%
	Trust Employees	80%	47%	33%	9%	7%	4%	890	82%	81%	81%	81%	75%
	Smithsonian Enterprise Employees	78%	41%	37%	9%	7%	6%	206	73%	74%	74%	79%	70%
	STRI Panama Employees	76%	26%	50%	10%	9%	5%	153	75%	76%	76%	82%	83%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions*Supervisors**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
Overall, my immediate supervisor is an effective supervisor.	All Smithsonian Employees	72%	34%	38%	13%	8%	7%	3439		72%	73%		
	Federal Employees	70%	32%	38%	14%	9%	7%	2200		70%	71%	69%	65%
	Trust Employees	75%	40%	35%	11%	7%	6%	885		77%	76%	76%	72%
	Smithsonian Enterprise Employees	75%	36%	39%	11%	7%	7%	204		72%	72%	78%	70%
	STRI Panama Employees	74%	25%	49%	12%	9%	5%	150		77%	78%	76%	82%

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions*Intrinsic Work Experience**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
My work gives me a feeling of personal accomplishment.	All Smithsonian Employees	82%	40%	42%	8%	7%	3%	3450	82%	81%	83%		
	Federal Employees	80%	40%	40%	8%	8%	4%	2200	80%	79%	83%	85%	81%
	Trust Employees	86%	42%	44%	7%	5%	2%	891	85%	86%	86%	90%	85%
	Smithsonian Enterprise Employees	80%	29%	51%	10%	8%	2%	207	84%	81%	78%	84%	72%
	STRI Panama Employees	86%	41%	45%	7%	6%	1%	152	87%	86%	87%	86%	86%
My job makes good use of my knowledge and abilities.	All Smithsonian Employees	78%	41%	38%	8%	9%	5%	3432	76%	75%	77%		
	Federal Employees	76%	40%	36%	8%	9%	6%	2190	75%	73%	75%	76%	74%
	Trust Employees	83%	45%	38%	6%	8%	3%	884	79%	80%	81%	82%	80%
	Smithsonian Enterprise Employees	79%	33%	46%	10%	8%	2%	207	76%	77%	76%	78%	65%
	STRI Panama Employees	80%	35%	45%	9%	8%	3%	151	79%	78%	80%	78%	82%
I know how my work relates to the Smithsonian's goals and priorities.	All Smithsonian Employees	89%	36%	54%	6%	3%	1%	3425	87%	85%	86%		
	Federal Employees	88%	34%	54%	7%	3%	2%	2178	86%	84%	84%	86%	82%
	Trust Employees	91%	41%	50%	4%	3%	1%	885	89%	88%	88%	92%	88%
	Smithsonian Enterprise Employees	91%	32%	59%	4%	3%	1%	208	85%	84%	88%	89%	88%
	STRI Panama Employees	93%	30%	63%	3%	2%	1%	154	90%	90%	94%	96%	94%

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Work Schedule Questions**

2013 SEPS Question	Smithsonian Employee Workforce Component	I telework on a regular basis (at least one entire work day a week)	I telework infrequently (less than one entire work day a week)	I do not telework because I have to be physically present on the job	I do not telework because I have technical issues that prevent me from teleworking.	I do not telework because I am not allowed to, even though I have the kind of job where I can telework.	I do not telework because I choose not to telework.	No manager or supervisor in my Unit has explained teleworking to me.	Number of Participating Employees (unweighted)
Select the answer that best describes your teleworking situation.	All Smithsonian Employees	8%	21%	33%	3%	12%	14%	9%	3428
	Federal Employees	7%	20%	41%	2%	11%	13%	7%	2181
	Trust Employees	11%	31%	13%	3%	14%	19%	9%	889
	Smithsonian Enterprise Employees	7%	13%	30%	3%	19%	9%	19%	207
	STRI Panama Employees	5%	2%	39%	9%	3%	5%	36%	151
	2013 All Smithsonian Employees	7%	19%	33%	4%	11%	15%	13%	3599

2013 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
I am satisfied with telework programs in my Unit.	All Smithsonian Employees	77%	27%	49%	13%	9%	2%	1000	76%	75%	69%		
	Federal Employees	76%	25%	51%	12%	10%	1%	580	76%	76%	67%	62%	
	Trust Employees	77%	30%	47%	14%	6%	3%	371	78%	74%	72%	63%	
	Smithsonian Enterprise Employees	77%	33%	44%	5%	15%	2%	39	60%	70%	66%	53%	
	STRI Panama Employees	71%	11%	61%	18%	11%	0%	10	75%	57%	73%		

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Work Schedule Questions

2013 SEPS Question	Smithsonian Employee Workforce Component	I work an Alternative Working Schedule (AWS).	No manager or supervisor in my Unit has explained AWS to me.	I do not work an AWS because I have to be physically present on the job	I do not work an AWS because I am not allowed to, even though I have the kind of job where I can.	I do not work an AWS because I choose not to.	Number of Participating Employees (unweighted)
Select the answer that best describes your Alternative Working Schedule (AWS) situation.	All Smithsonian Employees	27%	49%	13%	9%	2%	3273
	Federal Employees	25%	51%	12%	10%	1%	2180
	Trust Employees	30%	47%	14%	6%	3%	886
	Smithsonian Enterprise Employees	33%	44%	5%	15%	2%	207
	STRI Panama Employees	11%	61%	18%	11%	0%	
	2013 All Smithsonian Employees	20%	10%	27%	13%	30%	2383

2013 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit .	All Smithsonian Employees	93%	53%	40%	4%	2%	2%	611	91%	91%	91%		
	Federal Employees	93%	53%	40%	3%	2%	3%	453	92%	91%	92%	90%	
	Trust Employees	94%	54%	39%	4%	2%	0%	147	91%	95%	90%	89%	
	Smithsonian Enterprise Employees	**	37%	54%	9%	0%	0%	11	**	92%	92%	78%	
	STRI Panama Employees								86%	79%	77%		
	2013 All Smithsonian Employees												

2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Administration Questions

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
It is important that the general public sees the Smithsonian as creative.	All Smithsonian Employees	95%	57%	38%	4%	1%	0%	3419					
	Federal Employees	94%	56%	38%	5%	1%	0%	2186					
	Trust Employees	97%	66%	31%	2%	1%	0%	879					
	Smithsonian Enterprise Employees	97%	48%	48%	3%	0%	0%	205					
	STRI Panama Employees	95%	42%	53%	4%	1%	0%	149					
It is important that the general public sees the Smithsonian as fun.	All Smithsonian Employees	87%	45%	42%	9%	4%	1%	3412					
	Federal Employees	88%	46%	43%	8%	3%	1%	2184					
	Trust Employees	88%	48%	39%	9%	3%	0%	880					
	Smithsonian Enterprise Employees	95%	41%	54%	5%	0%	0%	207					
	STRI Panama Employees	50%	18%	33%	19%	26%	4%	141					
It is important that the general public sees the Smithsonian as innovative.	All Smithsonian Employees	95%	58%	37%	4%	1%	0%	3432					
	Federal Employees	94%	56%	38%	5%	1%	0%	2186					
	Trust Employees	97%	64%	33%	2%	1%	0%	887					
	Smithsonian Enterprise Employees	98%	54%	43%	2%	0%	0%	206					
	STRI Panama Employees												

**2014 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Administration Questions**

2014 SEPS Question	Smithsonian Employee Workforce Component	2014 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score
The Office of Advancement is responsive to my concerns and needs regarding fund raising and development.	All Smithsonian Employees	50%	22%	28%	22%	22%	6%	18	24%	58%			
	Federal Employees												
	Trust Employees	60%	27%	33%	13%	27%	0%	15	27%	65%			
	Smithsonian Enterprise Employees												
	STRI Panama Employees												

		Yes, but there are few SI jobs in my field	Yes, but I don't know how to find another SI job	Yes, but there are no jobs in the Smithsonian	No	Not sure	Prefer Not To Answer
Would you prefer to remain at the Smithsonian if you could find a better job?	All Smithsonian Employees	8%	24%	31%	28%	9%	0%
	Federal Employees	9%	24%	33%	26%	8%	0%
	Trust Employees	6%	24%	26%	35%	8%	0%
	Smithsonian Enterprise Employees	0%	51%	19%	10%	20%	0%
	STRI Panama Employees	15%	0%	36%	15%	33%	0%