

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Job Satisfaction Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
Overall, I am satisfied with my job.	All Smithsonian Employees	79%	36%	43%	9%	7%	4%	3360	81%	82%	81%	82%			
	Federal Employees	78%	35%	43%	10%	7%	5%	2107	80%	81%	79%	81%	82%	79%	50%
	Trust Employees	83%	38%	45%	7%	8%	3%	948	83%	85%	85%	86%	88%	86%	
	Smithsonian Enterprise Employees	78%	29%	49%	12%	9%	1%	198	80%	82%	79%	76%	82%	78%	
	STRI Panama Employees	88%	49%	39%	8%	4%	0%	107	89%	91%	89%	89%	91%	89%	
I like the kind of work I do.	All Smithsonian Employees	90%	51%	39%	7%	3%	1%	3343	90%	90%	88%	91%			
	Federal Employees	89%	52%	37%	7%	3%	1%	2092	89%	89%	87%	90%	90%	91%	82%
	Trust Employees	91%	49%	42%	6%	3%	1%	946	92%	92%	91%	92%	92%	91%	
	Smithsonian Enterprise Employees	85%	42%	43%	9%	4%	2%	198	90%	89%	88%	89%	89%	85%	
	STRI Panama Employees	90%	55%	35%	6%	3%	1%	107	96%	92%	92%	95%	89%	93%	
Considering everything, I am satisfied with the Smithsonian.	All Smithsonian Employees	75%	31%	44%	14%	8%	3%	3343	78%	76%	76%	77%			
	Federal Employees	74%	31%	43%	16%	7%	4%	2095	76%	76%	75%	74%	74%	81%	55%
	Trust Employees	77%	31%	46%	11%	9%	3%	944	80%	79%	80%	82%	84%	84%	
	Smithsonian Enterprise Employees	80%	28%	52%	10%	6%	3%	197	79%	72%	80%	74%	78%	79%	
	STRI Panama Employees	79%	33%	46%	14%	5%	1%	107	83%	79%	76%	80%	83%	87%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Institution Satisfaction Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
I would recommend the Smithsonian as a good place to work.	All Smithsonian Employees	77%	36%	41%	15%	5%	3%	3340	78%	78%	76%	78%			
	Federal Employees	77%	35%	42%	15%	5%	4%	2090	77%	77%	76%	78%	79%	74%	62%
	Trust Employees	77%	37%	40%	15%	6%	2%	946	82%	80%	81%	81%	84%	79%	
	Smithsonian Enterprise Employees	80%	41%	39%	13%	4%	3%	198	78%	76%	77%	72%	81%	75%	
	STRI Panama Employees	82%	36%	46%	12%	3%	3%	106	76%	73%	65%	73%	78%	74%	
Considering everything, I am satisfied with my Unit.	All Smithsonian Employees	69%	26%	43%	14%	11%	6%	3352	69%	70%	72%	72%			
	Federal Employees	67%	25%	42%	15%	11%	7%	2099	65%	68%	69%	69%	67%		55%
	Trust Employees	72%	29%	43%	12%	12%	4%	948	74%	76%	78%	80%	78%		
	Smithsonian Enterprise Employees	73%	27%	46%	14%	9%	4%	198	71%	66%	72%	63%	70%		
	STRI Panama Employees	87%	35%	52%	6%	5%	2%	107	84%	79%	80%	78%	75%		
I would recommend my Unit as a good place to work.	All Smithsonian Employees	69%	29%	40%	17%	9%	6%	3343	69%	69%	68%	70%			
	Federal Employees	68%	28%	40%	17%	8%	7%	2095	66%	67%	66%	68%	68%	65%	62%
	Trust Employees	70%	31%	39%	15%	10%	5%	944	72%	74%	74%	77%	75%	71%	
	Smithsonian Enterprise Employees	74%	31%	43%	15%	7%	4%	198	68%	64%	62%	61%	70%	67%	
	STRI Panama Employees	84%	37%	47%	12%	2%	2%	106	81%	78%	69%	76%	74%	79%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Satisfaction Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My Unit successfully accomplishes its mission.	All Smithsonian Employees	80%	34%	46%	13%	5%	2%	3302	80%	79%	78%	73%			
	Federal Employees	77%	31%	46%	14%	6%	3%	2067	78%	76%	76%	70%	71%		73%
	Trust Employees	85%	39%	46%	10%	4%	1%	934	85%	82%	85%	80%	85%		
	Smithsonian Enterprise Employees	90%	38%	52%	7%	2%	1%	198	81%	81%	78%	69%	75%		
	STRI Panama Employees	89%	38%	51%	10%	0%	1%	103	86%	88%	85%	90%	91%		
The overall quality of work done by my immediate work unit is very good.	All Smithsonian Employees	90%	49%	41%	7%	3%	1%	3314	88%	89%	88%	89%			
	Federal Employees	89%	47%	42%	7%	3%	1%	2073	87%	87%	87%	87%	87%		82%
	Trust Employees	92%	53%	39%	5%	2%	0%	941	91%	92%	92%	93%	94%		
	Smithsonian Enterprise Employees	91%	41%	50%	6%	2%	1%	196	88%	91%	87%	91%	87%		
	STRI Panama Employees	93%	43%	50%	6%	2%	0%	104	91%	94%	92%	91%	93%		
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders.	All Smithsonian Employees	66%	13%	53%	26%	6%	2%	3097	65%	67%	63%	61%			
	Federal Employees	64%	12%	52%	26%	6%	2%	1951	63%	66%	62%	60%	65%	59%	40%
	Trust Employees	66%	13%	53%	26%	6%	2%	865	67%	67%	67%	60%	65%	59%	
	Smithsonian Enterprise Employees	73%	16%	57%	21%	5%	2%	184	70%	70%	64%	58%	68%	66%	
	STRI Panama Employees	72%	24%	48%	23%	2%	3%	97	72%	77%	63%	70%	63%	61%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Institution Leadership Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
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	71%	36%	35%	13%	8%	7%	3202	70%	70%	72%				
	Federal Employees	70%	34%	36%	13%	9%	8%	2017	69%	66%	70%				
	Trust Employees	75%	41%	34%	11%	8%	6%	895	74%	78%	77%				
	Smithsonian Enterprise Employees	72%	38%	34%	19%	6%	3%	183	71%	73%	67%				
	STRI Panama Employees	74%	40%	34%	15%	5%	6%	107	72%	73%	77%				
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Wording changed in 2013)	All Smithsonian Employees	46%	12%	34%	23%	19%	12%	3209	45%	44%	67%	66%			
	Federal Employees	44%	12%	32%	23%	20%	13%	2013	41%	41%	64%	63%	59%		76%
	Trust Employees	52%	13%	39%	21%	18%	10%	902	53%	51%	75%	75%	69%		
	Smithsonian Enterprise Employees	57%	16%	41%	22%	12%	8%	191	45%	49%	67%	55%	61%		
	STRI Panama Employees	60%	21%	39%	25%	8%	7%	103	57%	53%	71%	68%	64%		
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All Smithsonian Employees	68%	27%	41%	18%	7%	6%	3060	68%	70%	71%	71%			
	Federal Employees	65%	24%	41%	20%	8%	7%	1930	65%	66%	68%	70%	66%		60%
	Trust Employees	76%	35%	41%	14%	5%	4%	856	77%	82%	82%	79%	80%		
	Smithsonian Enterprise Employees	77%	32%	45%	13%	5%	5%	178	77%	75%	75%	67%	73%		
	STRI Panama Employees	70%	32%	38%	17%	6%	7%	96	59%	65%	66%	64%	69%		

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Leadership Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives. (*)	All Smithsonian Employees	68%	27%	41%	22%	6%	4%	3043	67%	69%	72%	73%			
	Federal Employees	66%	26%	40%	22%	6%	5%	1942	65%	64%	70%	71%	72%	65%	58%
	Trust Employees	71%	29%	42%	20%	6%	3%	825	71%	73%	77%	76%	82%	74%	
	Smithsonian Enterprise Employees	84%	28%	56%	13%	1%	3%	183	70%	77%	72%	68%	76%	66%	
	STRI Panama Employees	XX	25%	44%	24%	7%	1%	93	XX	83%	69%	82%	76%	65%	
Managers in my Unit support collaboration across work units to accomplish work objectives.	All Smithsonian Employees	68%	26%	42%	16%	11%	5%	3302	70%	68%	67%	64%			
	Federal Employees	67%	25%	42%	16%	11%	6%	2070	67%	66%	66%	62%	58%		54%
	Trust Employees	71%	29%	42%	14%	11%	5%	929	74%	73%	72%	70%	68%		
	Smithsonian Enterprise Employees	80%	26%	54%	8%	9%	3%	198	76%	71%	66%	65%	68%		
	STRI Panama Employees	76%	30%	46%	18%	3%	3%	105	77%	75%	64%	65%	67%		
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All Smithsonian Employees	79%	35%	44%	11%	6%	4%	3226	81%	80%	82%	81%			
	Federal Employees	78%	33%	45%	12%	6%	4%	2052	80%	79%	81%	81%	77%	74%	
	Trust Employees	83%	41%	42%	8%	6%	3%	891	85%	85%	86%	85%	85%	84%	
	Smithsonian Enterprise Employees	77%	26%	51%	16%	5%	2%	184	76%	73%	66%	68%	71%	62%	
	STRI Panama Employees	80%	33%	47%	13%	4%	4%	99	74%	79%	80%	78%	74%	74%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Institution Communications Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
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	75%	17%	58%	16%	7%	2%	3293	76%	80%	79%	76%			
	Federal Employees	76%	17%	59%	16%	6%	2%	2070	78%	80%	79%	76%	74%	74%	50%
	Trust Employees	73%	18%	55%	16%	10%	2%	929	74%	77%	78%	75%	74%	73%	
	Smithsonian Enterprise Employees	80%	17%	63%	13%	7%	0%	192	77%	75%	81%	74%	76%	75%	
	STRI Panama Employees	70%	22%	48%	20%	10%	1%	102	72%	82%	76%	77%	74%	81%	
Smithsonian leaders and managers promote communication and collaboration across Smithsonian units. **	All Smithsonian Employees	55%	11%	44%	23%	15%	6%	3274	56%	64%	63%	60%			
	Federal Employees	56%	12%	44%	23%	15%	6%	2062	56%	63%	63%	59%	50%		50%
	Trust Employees	54%	9%	45%	24%	17%	4%	914	58%	64%	62%	60%	46%		
	Smithsonian Enterprise Employees	60%	13%	47%	20%	14%	6%	195	52%	69%	58%	54%	52%		
	STRI Panama Employees	64%	18%	46%	24%	8%	5%	103	58%	74%	68%	72%	67%		

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Smithsonian Unit Communications Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
The people in my immediate work unit cooperate to get the job done.	All Smithsonian Employees	87%	40%	47%	7%	5%	2%	3322	95%	82%	83%	84%			
	Federal Employees	85%	38%	47%	8%	5%	2%	2080	94%	82%	81%	82%	82%	77%	72%
	Trust Employees	90%	44%	46%	5%	5%	1%	941	97%	85%	88%	88%	89%	84%	
	Smithsonian Enterprise Employees	87%	32%	55%	7%	5%	1%	198	97%	81%	82%	80%	85%	80%	
	STRI Panama Employees	91%	42%	49%	4%	5%	1%	103	95%	81%	90%	87%	86%	80%	
Employees in my immediate work unit share job knowledge with each other.	All Smithsonian Employees	83%	39%	44%	8%	5%	2%	3317	86%	81%	81%	82%			
	Federal Employees	83%	38%	45%	9%	5%	3%	2072	84%	79%	79%	80%	80%	76%	38%
	Trust Employees	86%	44%	42%	7%	5%	2%	942	88%	85%	87%	85%	85%	84%	
	Smithsonian Enterprise Employees	91%	33%	58%	3%	5%	1%	197	88%	82%	80%	80%	84%	80%	
	STRI Panama Employees	89%	36%	53%	5%	3%	2%	106	89%	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	81%	36%	45%	10%	6%	4%	3156	84%	84%	83%	84%			
	Federal Employees	80%	34%	46%	10%	6%	4%	2006	82%	83%	83%	84%	81%	78%	68%
	Trust Employees	84%	41%	43%	9%	5%	3%	871	86%	87%	87%	89%	87%	84%	
	Smithsonian Enterprise Employees	81%	25%	56%	11%	5%	3%	182	88%	76%	74%	74%	82%	72%	
	STRI Panama Employees	81%	31%	50%	13%	3%	4%	97	88%	83%	81%	82%	78%	78%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Innovation Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
Smithsonian leaders and managers support implementation of new ideas and approaches.	All Smithsonian Employees	54%	12%	42%	26%	13%	6%	3258	55%	56%	55%				
	Federal Employees	55%	13%	42%	25%	13%	7%	2050	53%	54%	54%				
	Trust Employees	54%	11%	43%	27%	15%	4%	912	58%	60%	57%				
	Smithsonian Enterprise Employees	61%	14%	47%	23%	12%	4%	195	59%	61%	50%				
	STRI Panama Employees	65%	18%	47%	22%	9%	4%	101	62%	68%	64%				
In my Unit, people value new ideas.	All Smithsonian Employees	64%	25%	39%	18%	11%	6%	3328	64%	76%					
	Federal Employees	62%	23%	39%	19%	12%	7%	2085	61%	73%					
	Trust Employees	69%	29%	40%	18%	10%	4%	944	72%	81%					
	Smithsonian Enterprise Employees	73%	26%	47%	13%	8%	6%	196	70%	76%					
	STRI Panama Employees	75%	30%	45%	17%	5%	4%	103	71%	87%					
My Unit has a process for conducting and evaluating new ideas.	All Smithsonian Employees	52%	15%	37%	25%	17%	7%	3132	51%	45%					
	Federal Employees	52%	15%	37%	25%	17%	7%	1964	49%	43%					
	Trust Employees	52%	16%	36%	25%	18%	6%	875	55%	46%					
	Smithsonian Enterprise Employees	66%	16%	50%	18%	15%	1%	191	58%	52%					
	STRI Panama Employees	59%	18%	41%	28%	9%	3%	102	51%	59%					

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Diversity Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
Smithsonian policies and programs promote diversity in the workplace.	All Smithsonian Employees	73%	21%	52%	15%	8%	4%	3207	73%	71%	71%	70%			
	Federal Employees	73%	22%	51%	15%	8%	4%	2020	73%	71%	71%	71%	70%	66%	56%
	Trust Employees	73%	20%	53%	16%	7%	3%	900	72%	75%	72%	70%	66%	65%	
	Smithsonian Enterprise Employees	83%	31%	52%	13%	3%	1%	183	77%	68%	79%	66%	76%	65%	
	STRI Panama Employees	82%	29%	53%	11%	5%	2%	104	72%	68%	66%	66%	60%	53%	
Differences among individuals are respected and valued by employees within my Unit.	All Smithsonian Employees	81%	36%	45%	10%	6%	4%	3323	81%	79%	79%	79%			
	Federal Employees	79%	33%	46%	11%	5%	5%	2080	77%	76%	75%	75%	74%	73%	
	Trust Employees	84%	42%	42%	8%	6%	2%	937	86%	87%	86%	87%	87%	83%	
	Smithsonian Enterprise Employees	89%	38%	51%	4%	5%	1%	199	90%	84%	83%	80%	86%	77%	
	STRI Panama Employees	88%	45%	43%	6%	4%	2%	107	88%	88%	88%	88%	88%	86%	
My supervisor is committed to a workforce representative of all segments of society.	All Smithsonian Employees	77%	36%	41%	16%	4%	3%	3050	78%	76%	78%	80%			
	Federal Employees	75%	34%	41%	17%	4%	4%	1922	76%	74%	76%	79%	74%	71%	66%
	Trust Employees	81%	41%	40%	15%	3%	2%	846	82%	83%	85%	84%	84%	80%	
	Smithsonian Enterprise Employees	78%	39%	39%	18%	3%	2%	179	84%	79%	80%	83%	86%	79%	
	STRI Panama Employees	82%	35%	47%	9%	4%	5%	103	71%	78%	80%	81%	77%	75%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Diversity Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
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	75%	6%	8%	10%	33%	42%	3154	77%	73%	72%	75%			
	Federal Employees	72%	7%	9%	12%	34%	38%	1979	73%	68%	67%	70%	73%		
	Trust Employees	83%	3%	6%	7%	31%	52%	897	85%	83%	83%	87%	85%		
	Smithsonian Enterprise Employees	85%	2%	9%	5%	37%	48%	182	79%	80%	76%	76%	71%		
	STRI Panama Employees	75%	6%	6%	12%	34%	41%	96	79%	77%	75%	79%	71%		

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Civility Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
Generally, employees, supervisors, and managers in my unit are civil, respectful, and courteous in dealing with each other.	All Smithsonian Employees	75%	29%	46%	11%	9%	6%	3344	75%	74%	76%	79%			
	Federal Employees	73%	26%	47%	11%	9%	6%	2092	72%	71%	73%	77%			
	Trust Employees	79%	35%	44%	10%	8%	4%	946	79%	80%	81%	84%			
	Smithsonian Enterprise Employees	83%	35%	48%	8%	5%	3%	199	80%	78%	76%	77%			
	STRI Panama Employees	88%	41%	47%	6%	4%	2%	107	85%	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	53%	17%	36%	21%	15%	12%	3261	52%						
	Federal Employees	51%	15%	36%	21%	15%	12%	2041	48%						
	Trust Employees	55%	20%	35%	20%	14%	10%	921	60%						
	Smithsonian Enterprise Employees	63%	22%	41%	19%	11%	6%	195	54%						
	STRI Panama Employees	59%	24%	35%	26%	10%	5%	104	55%						
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	71%	36%	35%	13%	8%	7%	3202	70%	70%	72%				
	Federal Employees	70%	34%	36%	13%	9%	8%	2017	69%	66%	70%				
	Trust Employees	75%	41%	34%	11%	8%	6%	895	74%	78%	77%				
	Smithsonian Enterprise Employees	72%	38%	34%	19%	6%	3%	183	71%	73%	67%				
	STRI Panama Employees	74%	40%	34%	15%	5%	6%	107	72%	73%	77%				

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Civility Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My work environment is civil and respectful.	All Smithsonian Employees	81%	38%	43%	10%	7%	3%	3321	81%	77%	77%				
	Federal Employees	80%	35%	45%	10%	7%	4%	2084	78%	74%	75%				
	Trust Employees	83%	44%	39%	10%	5%	2%	936	85%	82%	82%				
	Smithsonian Enterprise Employees	88%	36%	52%	6%	4%	2%	197	86%	75%	75%				
	STRI Panama Employees	92%	47%	45%	5%	3%	1%	104	89%	87%	90%				

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
I am satisfied with Smithsonian work-life programs. **	All Smithsonian Employees	74%	22%	52%	16%	7%	4%	3156	74%	71%	68%	67%			
	Federal Employees	75%	22%	53%	16%	6%	4%	1990	74%	71%	69%	68%	65%		80%
	Trust Employees	72%	23%	49%	16%	9%	3%	878	75%	72%	71%	65%	65%		
	Smithsonian Enterprise Employees	84%	26%	58%	9%	5%	2%	182	77%	70%	58%	55%	65%		
	STRI Panama Employees	66%	25%	41%	18%	10%	6%	106	64%	70%	55%	71%	70%		
In my Unit, employees are protected from health and safety hazards on the job.	All Smithsonian Employees	87%	37%	50%	8%	3%	2%	3267	88%	86%	86%	83%			
	Federal Employees	86%	36%	50%	9%	3%	2%	2059	87%	84%	85%	82%	81%	79%	76%
	Trust Employees	90%	40%	50%	6%	3%	0%	912	91%	91%	92%	89%	88%	85%	
	Smithsonian Enterprise Employees	90%	37%	53%	7%	3%	0%	191	94%	79%	85%	82%	82%	78%	
	STRI Panama Employees	87%	37%	50%	9%	2%	2%	105	77%	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	62%	19%	43%	19%	13%	6%	3248	63%						
	Federal Employees	62%	19%	43%	19%	13%	6%	2041	62%						
	Trust Employees	63%	21%	42%	18%	13%	6%	914	64%						
	Smithsonian Enterprise Employees	70%	19%	51%	19%	7%	4%	192	68%						
	STRI Panama Employees	75%	26%	49%	17%	4%	5%	101	71%						

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My supervisor supports my need to balance work and other life issues.	All Smithsonian Employees	82%	46%	36%	10%	4%	4%	3277	83%	82%	82%	83%			
	Federal Employees	81%	43%	38%	10%	5%	4%	2050	81%	80%	80%	81%	80%	79%	77%
	Trust Employees	86%	53%	33%	9%	3%	2%	929	87%	87%	88%	89%	88%	86%	
	Smithsonian Enterprise Employees	82%	44%	38%	10%	5%	3%	191	84%	77%	79%	83%	84%	82%	
	STRI Panama Employees	82%	39%	43%	6%	6%	5%	107	80%	82%	81%	80%	77%	81%	
My supervisor is flexible in how I get my job done.	All Smithsonian Employees	84%	46%	38%	9%	4%	3%	3310	85%						
	Federal Employees	83%	44%	39%	9%	5%	4%	2070	85%						
	Trust Employees	86%	51%	35%	8%	3%	3%	936	88%						
	Smithsonian Enterprise Employees	82%	37%	45%	10%	4%	4%	197	80%						
	STRI Panama Employees	85%	41%	44%	8%	3%	4%	107	80%						
My level of work-related stress has a negative impact on my work output. ****	All Smithsonian Employees	44%	11%	25%	20%	32%	12%	3228	46%						
	Federal Employees	40%	12%	27%	21%	29%	11%	2033	42%						
	Trust Employees	53%	9%	22%	17%	40%	13%	906	52%						
	Smithsonian Enterprise Employees	51%	10%	23%	16%	37%	14%	192	49%						
	STRI Panama Employees	55%	11%	20%	14%	43%	12%	97	49%						

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My supervisor provides constructive suggestions to improve my job performance.	All Smithsonian Employees	72%	33%	39%	14%	9%	5%	3281	73%	73%	74%	74%			
	Federal Employees	72%	33%	39%	14%	9%	5%	2056	71%	71%	71%	72%	70%	66%	61%
	Trust Employees	74%	35%	39%	14%	8%	3%	921	77%	78%	79%	76%	75%	70%	
	Smithsonian Enterprise Employees	81%	36%	45%	9%	8%	2%	198	79%	72%	78%	76%	80%	71%	
	STRI Panama Employees	79%	43%	36%	10%	6%	5%	106	75%	80%	80%	76%	75%	79%	
My workload is reasonable.	All Smithsonian Employees	61%	16%	45%	15%	16%	8%	3316	62%	69%	67%	68%			
	Federal Employees	60%	16%	44%	16%	16%	9%	2080	59%	67%	66%	68%	66%	66%	57%
	Trust Employees	66%	17%	49%	12%	16%	6%	934	66%	73%	70%	69%	70%	68%	
	Smithsonian Enterprise Employees	75%	21%	54%	12%	10%	3%	196	67%	63%	68%	71%	76%	75%	
	STRI Panama Employees	67%	18%	49%	13%	13%	7%	106	65%	67%	66%	62%	63%	57%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Career Growth Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
In my Unit, time is made available for education and training activities.	All Smithsonian Employees	72%	27%	45%	13%	9%	5%	3321	70%	70%					
	Federal Employees	72%	26%	46%	14%	8%	5%	2084	69%	70%					
	Trust Employees	72%	29%	43%	12%	12%	4%	938	77%	75%					
	Smithsonian Enterprise Employees	68%	21%	47%	16%	9%	7%	194	56%	50%					
	STRI Panama Employees	71%	31%	40%	16%	7%	5%	105	61%	59%					
My supervisor regularly evaluates my training needs for my present job.	All Smithsonian Employees	66%	28%	38%	16%	13%	6%	3211	65%	62%	63%	63%			
	Federal Employees	65%	27%	38%	16%	12%	7%	2024	64%	62%	62%	64%	60%	55%	50%
	Trust Employees	66%	30%	36%	16%	15%	4%	898	68%	64%	65%	63%	60%	58%	
	Smithsonian Enterprise Employees	71%	27%	44%	14%	11%	4%	189	62%	59%	61%	53%	67%	51%	
	STRI Panama Employees	58%	28%	30%	20%	14%	7%	100	58%	63%	58%	58%	56%	47%	
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All Smithsonian Employees	72%	33%	39%	14%	8%	5%	3250	71%	71%	71%	71%			
	Federal Employees	71%	32%	39%	15%	8%	6%	2040	69%	68%	69%	69%	70%	67%	64%
	Trust Employees	76%	37%	39%	13%	8%	3%	916	76%	78%	77%	75%	73%	73%	
	Smithsonian Enterprise Employees	78%	34%	44%	15%	3%	4%	190	69%	74%	70%	71%	73%	68%	
	STRI Panama Employees	73%	36%	37%	13%	7%	7%	104	68%	75%	71%	74%	72%	75%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Career Growth Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
I have adequate access to career planning and career growth tools and opportunities.	All Smithsonian Employees	60%	19%	41%	20%	14%	7%	3167	57%	54%					
	Federal Employees	60%	18%	42%	19%	13%	7%	2008	57%	55%					
	Trust Employees	57%	20%	37%	22%	15%	6%	878	60%	50%					
	Smithsonian Enterprise Employees	55%	13%	42%	27%	12%	6%	183	51%	49%					
	STRI Panama Employees	46%	12%	34%	32%	14%	8%	98	47%	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	65%	20%	45%	19%	11%	5%	3188	62%	65%	66%	63%			
	Federal Employees	65%	19%	46%	19%	11%	5%	2021	61%	66%	67%	65%	65%	60%	50%
	Trust Employees	63%	20%	43%	20%	14%	4%	889	65%	66%	65%	63%	63%	56%	
	Smithsonian Enterprise Employees	67%	15%	52%	19%	11%	4%	181	58%	59%	65%	54%	63%	54%	
	STRI Panama Employees	59%	12%	47%	27%	11%	3%	97	49%	60%	56%	54%	49%	50%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Recognition Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
Individual pay raises depend on how well individual employees perform their jobs.	All Smithsonian Employees	41%	12%	29%	25%	18%	16%	3006	41%	41%	43%	45%			
	Federal Employees	39%	11%	28%	25%	19%	16%	1913	37%	38%	40%	45%	36%	37%	20%
	Trust Employees	45%	13%	32%	23%	16%	15%	816	44%	44%	48%	47%	42%	39%	
	Smithsonian Enterprise Employees	60%	22%	38%	20%	14%	6%	180	56%	51%	54%	43%	45%	39%	
	STRI Panama Employees	38%	8%	30%	28%	22%	12%	97	48%	57%	39%	40%	35%	28%	
Grade promotions in my Unit are based on merit.	All Smithsonian Employees	42%	13%	29%	28%	15%	16%	2949	39%	45%	45%	43%			
	Federal Employees	40%	12%	28%	28%	16%	17%	1898	37%	42%	42%	41%	40%	38%	32%
	Trust Employees	47%	16%	31%	26%	13%	13%	801	44%	53%	53%	51%	48%	46%	
	Smithsonian Enterprise Employees	52%	18%	34%	30%	14%	3%	156	47%	51%	51%	47%	51%	44%	
	STRI Panama Employees	39%	15%	24%	36%	16%	9%	94	39%	49%	49%	38%	38%	34%	
Recognition and awards in my Unit depend on how well employees perform their jobs.	All Smithsonian Employees	55%	16%	39%	21%	11%	13%	3025	54%	52%	53%	52%			
	Federal Employees	55%	16%	39%	21%	11%	13%	1948	53%	50%	53%	52%	50%	50%	38%
	Trust Employees	58%	17%	41%	22%	9%	11%	813	57%	56%	55%	53%	53%	50%	
	Smithsonian Enterprise Employees	60%	18%	42%	23%	10%	7%	168	55%	52%	49%	48%	54%	42%	
	STRI Panama Employees	53%	16%	37%	26%	15%	6%	96	53%	55%	52%	55%	44%	43%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Recognition Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All Smithsonian Employees	46%	12%	34%	25%	17%	12%	3151	45%	46%	48%	47%			
	Federal Employees	45%	12%	33%	26%	17%	13%	1988	43%	44%	46%	46%	42%	42%	32%
	Trust Employees	49%	11%	38%	24%	17%	10%	879	48%	47%	52%	53%	48%	44%	
	Smithsonian Enterprise Employees	64%	16%	48%	20%	12%	5%	184	54%	55%	50%	43%	54%	44%	
	STRI Panama Employees	52%	14%	38%	29%	13%	6%	100	42%	52%	47%	35%	43%	40%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Supervisor Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My supervisor takes steps to address a poor performer who cannot or will not improve.	All Smithsonian Employees	59%	23%	36%	22%	11%	8%	2897	59%	58%	59%	60%			
	Federal Employees	58%	22%	36%	23%	11%	8%	1853	58%	56%	58%	60%	56%	53%	28%
	Trust Employees	62%	25%	37%	21%	11%	7%	778	61%	60%	60%	60%	55%	45%	
	Smithsonian Enterprise Employees	70%	30%	40%	18%	9%	3%	167	61%	64%	59%	60%	70%	65%	
	STRI Panama Employees	66%	21%	45%	17%	13%	4%	99	58%	74%	66%	63%	60%	61%	
My supervisor recognizes and acknowledges my positive work contributions.	All Smithsonian Employees	80%	43%	37%	9%	6%	4%	3296	81%	80%	81%	82%			
	Federal Employees	79%	41%	38%	9%	7%	5%	2064	79%	77%	78%	81%	79%	75%	
	Trust Employees	84%	49%	35%	8%	5%	2%	933	87%	86%	87%	87%	85%	84%	
	Smithsonian Enterprise Employees	86%	44%	42%	8%	6%	1%	194	83%	78%	83%	84%	82%	77%	
	STRI Panama Employees	82%	46%	36%	7%	4%	7%	105	74%	83%	80%	77%	81%	79%	
My performance appraisal is a fair reflection of my performance.	All Smithsonian Employees	77%	35%	42%	11%	8%	4%	3154	77%	77%	76%	78%			
	Federal Employees	74%	33%	41%	12%	8%	5%	2013	75%	75%	76%	77%	73%	71%	68%
	Trust Employees	82%	39%	43%	9%	6%	3%	860	85%	82%	83%	86%	83%	82%	
	Smithsonian Enterprise Employees	78%	23%	55%	10%	8%	3%	184	74%	70%	66%	69%	70%	66%	
	STRI Panama Employees	74%	25%	49%	12%	9%	5%	97	71%	74%	67%	72%	71%	75%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Resources Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
I have sufficient resources to get my job done.	All Smithsonian Employees	59%	19%	40%	12%	18%	10%	3314	59%	57%	57%	57%			
	Federal Employees	58%	19%	39%	13%	18%	11%	2079	57%	55%	55%	55%	51%	51%	45%
	Trust Employees	65%	21%	44%	10%	18%	8%	934	64%	62%	64%	62%	60%	55%	
	Smithsonian Enterprise Employees	75%	22%	53%	8%	12%	5%	196	59%	59%	56%	60%	69%	59%	
	STRI Panama Employees	69%	23%	46%	14%	13%	4%	105	61%	66%	59%	62%	65%	66%	
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	All Smithsonian Employees	88%	41%	47%	7%	4%	2%	3300	87%	84%	85%	85%			
	Federal Employees	86%	39%	47%	8%	4%	2%	2064	85%	83%	83%	84%	84%	81%	69%
	Trust Employees	91%	46%	45%	4%	3%	1%	935	89%	88%	90%	90%	90%	86%	
	Smithsonian Enterprise Employees	91%	38%	53%	6%	3%	1%	196	87%	81%	83%	82%	85%	82%	
	STRI Panama Employees	90%	34%	56%	7%	2%	0%	105	87%	86%	88%	86%	88%	81%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees								68%	68%	65%	64%			
	Federal Employees								65%	67%	63%	63%	65%	61%	38%
	Trust Employees								72%	70%	69%	62%	70%	65%	
	Smithsonian Enterprise Employees								79%	67%	67%	67%	72%	67%	
	STRI Panama Employees								77%	77%	70%	74%	73%	69%	
My Unit's Director generates high levels of motivation and commitment in the workforce. *****	All Smithsonian Employees	60%	27%	33%	20%	12%	8%	3178	60%	59%	63%	63%			
	Federal Employees	61%	27%	34%	20%	11%	8%	2027	61%	57%	62%	62%	61%	56%	38%
	Trust Employees	58%	28%	31%	19%	15%	7%	859	58%	60%	63%	63%	63%	58%	
	Smithsonian Enterprise Employees	67%	30%	38%	17%	11%	5%	191	58%	63%	74%	51%	67%	56%	
	STRI Panama Employees	XX	42%	31%	20%	5%	3%	101	XX	71%	65%	68%	65%	54%	
My Unit's Director maintains high standards of honesty and integrity. *****	All Smithsonian Employees	72%	34%	38%	18%	5%	5%	3136	72%	71%	74%	73%			
	Federal Employees	70%	33%	38%	19%	5%	5%	1992	71%	68%	72%	70%	70%		
	Trust Employees	74%	37%	38%	16%	6%	4%	858	77%	76%	78%	80%	81%		
	Smithsonian Enterprise Employees	77%	34%	43%	13%	6%	3%	189	71%	72%	82%	65%	71%		
	STRI Panama Employees	XX	50%	37%	10%	2%	1%	97	XX	80%	73%	80%	77%		

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My Unit's Director communicates my Unit's goals and priorities. *****	All Smithsonian Employees	71%	30%	41%	16%	8%	5%	3213	70%	67%	72%	75%			
	Federal Employees	70%	30%	40%	17%	8%	5%	2045	70%	64%	71%	74%	72%	65%	58%
	Trust Employees	72%	30%	42%	15%	8%	5%	878	73%	70%	76%	76%	80%	71%	
	Smithsonian Enterprise Employees	75%	33%	42%	15%	7%	3%	189	66%	69%	72%	65%	69%	66%	
	STRI Panama Employees	XX	35%	38%	16%	10%	1%	101	XX	80%	76%	83%	84%	80%	
I have a high level of respect for the Smithsonian's Secretary.	All Smithsonian Employees								82%	82%	78%	77%			
	Federal Employees								79%	81%	76%	75%	79%	76%	50%
	Trust Employees								85%	84%	82%	75%	85%	83%	
	Smithsonian Enterprise Employees								91%	80%	81%	77%	83%	79%	
	STRI Panama Employees								94%	92%	91%	96%	92%	90%	
I have a high level of respect for my Unit's Director. *****	All Smithsonian Employees	72%	36%	36%	15%	7%	5%	3213	73%	73%	74%	73%			
	Federal Employees	71%	35%	36%	16%	7%	6%	2039	72%	70%	72%	71%	70%	67%	50%
	Trust Employees	74%	37%	37%	14%	8%	4%	875	74%	75%	75%	78%	78%	75%	
	Smithsonian Enterprise Employees	75%	38%	37%	16%	5%	4%	195	70%	72%	77%	61%	69%	64%	
	STRI Panama Employees		50%	43%	3%	2%	2%	104		87%	87%	90%	88%	88%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
The Assistant Secretary for Education and Access generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	63%	21%	42%	29%	8%	0%	98	74%	75%	66%	67%			
	Federal Employees	66%	14%	52%	26%	8%	0%	36	71%	74%	74%	65%			38%
	Trust Employees	60%	25%	35%	31%	8%	0%	62	76%	76%	62%	68%			
	Smithsonian Enterprise Employees														
	STRI Panama Employees														
I have a high level of respect for the Assistant Secretary for Education and Access.	All Smithsonian Employees	81%	36%	45%	12%	6%	0%	100		87%	83%	81%			
	Federal Employees	87%	33%	54%	5%	8%	0%	37		89%	89%	81%			50%
	Trust Employees	78%	38%	40%	17%	4%	0%	63		86%	79%	81%			
	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	50%	17%	33%	36%	11%	3%	696	48%	53%	58%	52%			
	Federal Employees	48%	15%	33%	37%	11%	4%	424	46%	51%	56%	50%	57%	51%	38%
	Trust Employees	52%	20%	32%	35%	10%	2%	272	51%	56%	61%	56%	66%	63%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees														

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
I have a high level of respect for the Under Secretary for History, Art, and Culture.	All Smithsonian Employees	69%	26%	43%	25%	5%	2%	723		68%	70%	64%			
	Federal Employees	68%	24%	44%	25%	6%	2%	441		68%	68%	62%	72%	66%	50%
	Trust Employees	71%	30%	41%	24%	3%	1%	282		68%	75%	69%	80%	79%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees														
The Under Secretary for Science generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	36%	11%	25%	49%	11%	5%	611		49%	45%	46%			
	Federal Employees	32%	9%	23%	50%	11%	6%	321		42%	42%	41%	37%	28%	38%
	Trust Employees	41%	13%	28%	47%	9%	2%	216		53%	47%	41%	30%	47%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees	64%	18%	46%	29%	5%	3%	74		73%	58%	66%	69%	46%	
I have a high level of respect for the Under Secretary for Science.	All Smithsonian Employees	57%	18%	39%	37%	5%	2%	643		64%	62%	63%			
	Federal Employees	54%	17%	37%	39%	5%	2%	328		60%	59%	55%	51%	48%	50%
	Trust Employees	61%	19%	42%	35%	4%	1%	233		66%	63%	56%	45%	65%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees	79%	33%	46%	17%	2%	1%	82		78%	76%	88%	86%	77%	

2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions*Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
The Deputy Under Secretary for Collections and Interdisciplinary Support generates high levels of motivation and commitment.	All Smithsonian Employees	62%	19%	43%	33%	4%	1%	70	66%	63%	63%	59%			
	Federal Employees	62%	20%	42%	32%	5%	0%	53	65%	64%	64%	61%			38%
	Trust Employees	58%	13%	45%	36%	0%	5%	17	69%	**	62%	51%			
	Smithsonian Enterprise Employees														
	STRI Panama Employees														
I have a high level of respect for the Deputy Under Secretary for Collections and Interdisciplinary Support .	All Smithsonian Employees	71%	28%	43%	29%	0%	0%	76		78%	78%	75%			
	Federal Employees	76%	31%	45%	24%	0%	0%	58		77%	77%	77%			50%
	Trust Employees	55%	18%	37%	45%	0%	0%	18		**	84%	67%			
	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	58%	20%	38%	33%	6%	4%	943	56%	50%	50%	55%			
	Federal Employees	58%	19%	39%	33%	5%	4%	868	55%	50%	50%	55%	50%	51%	38%
	Trust Employees	62%	35%	27%	27%	9%	3%	75	63%	52%	52%	56%	49%	50%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees														

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
I have a high level of respect for the Under Secretary for Finance and Administration.	All Smithsonian Employees	68%	25%	43%	26%	4%	2%	975		57%	57%	64%			
	Federal Employees	68%	24%	44%	27%	4%	2%	896		56%	56%	64%	57%	58%	50%
	Trust Employees	76%	41%	35%	18%	5%	1%	79		65%	65%	76%	72%	68%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees														
The President of Smithsonian Enterprises generates high levels of motivation and commitment in the workforce. (Inadvertently not asked in 2015.)	All Smithsonian Employees								60%	72%		40%	52%	48%	
	Federal Employees														
	Trust Employees														
	Smithsonian Enterprise Employees								60%	72%		40%	52%	48%	
	STRI Panama Employees														
I have a high level of respect for the President of Smithsonian Enterprises. (Inadvertently not asked in 2015.)	All Smithsonian Employees									82%		49%	66%	62%	
	Federal Employees														
	Trust Employees														
	Smithsonian Enterprise Employees									82%		49%	66%	62%	
	STRI Panama Employees														

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
The Director of OFEO generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	72%	33%	39%	20%	4%	4%	821	71%	74%	60%	63%			
	Federal Employees	72%	33%	39%	20%	4%	4%	807	70%	74%	60%	63%	55%	41%	38%
	Trust Employees	100%	56%	44%	0%	0%	0%	14	100%	81%	71%	77%	58%	23%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees														
I have a high level of respect for the Director of OFEO.	All Smithsonian Employees	78%	39%	39%	17%	3%	2%	837		78%	68%	71%			
	Federal Employees	77%	38%	39%	17%	3%	2%	822		78%	67%	71%	59%	48%	50%
	Trust Employees	100%	64%	36%	0%	0%	0%	15		81%	81%	64%	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	81%	45%	36%	11%	4%	4%	26	86%	82%	87%	83%			
	Federal Employees	79%	18%	61%	11%	0%	10%	10	78%	**	93%	90%	86%	85%	38%
	Trust Employees	82%	64%	18%	12%	6%	0%	16	91%	87%	82%	79%	70%	67%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees														

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Leadership**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
I have a high level of respect for the Director of Communications.	All Smithsonian Employees	89%	58%	31%	7%	0%	4%	26		92%	94%	83%			
	Federal Employees	89%	39%	50%	0%	0%	10%	10		**	93%	82%	100%	82%	50%
	Trust Employees	88%	71%	17%	12%	0%	0%	16		96%	96%	83%	94%	75%	
	Smithsonian Enterprise Employees														
	STRI Panama Employees														

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Supervisors**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My supervisor supports career development. (Previous years used "employee development.")	All Smithsonian Employees	75%	38%	37%	15%	6%	5%	3237	73%	77%	76%	78%			
	Federal Employees	73%	36%	37%	15%	6%	5%	2035	70%	74%	75%	77%	75%	72%	63%
	Trust Employees	77%	41%	36%	14%	6%	3%	912	79%	83%	82%	81%	77%	77%	
	Smithsonian Enterprise Employees	75%	32%	43%	18%	3%	4%	188	67%	78%	71%	75%	73%	71%	
	STRI Panama Employees	73%	38%	35%	12%	8%	7%	102	70%	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	78%	41%	37%	10%	6%	5%	3303	79%	79%	80%	81%			
	Federal Employees	76%	38%	38%	11%	7%	6%	2069	77%	77%	78%	80%	79%		75%
	Trust Employees	83%	48%	35%	8%	6%	4%	931	83%	83%	86%	86%	84%		
	Smithsonian Enterprise Employees	83%	44%	39%	8%	5%	3%	197	78%	79%	81%	81%	85%		
	STRI Panama Employees	85%	47%	38%	5%	3%	7%	106	83%	82%	82%	83%	82%		
I have trust and confidence in my supervisor.	All Smithsonian Employees	75%	40%	35%	11%	8%	6%	3321	74%	73%	74%	75%			
	Federal Employees	73%	37%	36%	12%	8%	7%	2080	71%	70%	71%	73%	69%	64%	65%
	Trust Employees	80%	47%	33%	8%	8%	4%	937	80%	82%	81%	81%	81%	75%	
	Smithsonian Enterprise Employees	80%	45%	35%	11%	3%	5%	198	78%	73%	74%	74%	79%	70%	
	STRI Panama Employees	83%	43%	40%	6%	7%	4%	106	76%	75%	76%	76%	82%	83%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions***Supervisors**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
Overall, my immediate supervisor is an effective supervisor.	All Smithsonian Employees	71%	37%	34%	13%	9%	7%	3314	72%	71%	72%	73%			
	Federal Employees	71%	35%	36%	14%	8%	8%	2077	70%	69%	70%	71%	69%	65%	69%
	Trust Employees	75%	43%	32%	10%	10%	6%	935	75%	76%	77%	76%	76%	72%	
	Smithsonian Enterprise Employees	79%	46%	33%	8%	7%	6%	196	75%	74%	72%	72%	78%	70%	
	STRI Panama Employees	80%	39%	41%	12%	2%	6%	106	74%	77%	77%	78%	76%	82%	

2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Federal Employee Viewpoint Survey Questions*Intrinsic Work Experience**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
My work gives me a feeling of personal accomplishment.	All Smithsonian Employees	81%	40%	41%	9%	7%	3%	3361	82%	82%	81%	83%			
	Federal Employees	80%	40%	40%	10%	6%	4%	2106	80%	80%	79%	83%	85%	81%	70%
	Trust Employees	83%	41%	42%	8%	7%	2%	949	86%	85%	86%	86%	90%	85%	
	Smithsonian Enterprise Employees	80%	35%	45%	8%	9%	3%	199	80%	84%	81%	78%	84%	72%	
	STRI Panama Employees	86%	45%	41%	5%	9%	1%	107	86%	87%	86%	87%	86%	86%	
My job makes good use of my knowledge and abilities.	All Smithsonian Employees	78%	42%	36%	9%	9%	5%	3341	78%	76%	75%	77%			
	Federal Employees	76%	41%	35%	9%	9%	6%	2094	76%	75%	73%	75%	76%	74%	
	Trust Employees	80%	43%	37%	8%	9%	3%	944	83%	79%	80%	81%	82%	80%	
	Smithsonian Enterprise Employees	80%	32%	48%	7%	8%	4%	197	79%	76%	77%	76%	78%	65%	
	STRI Panama Employees	83%	43%	40%	6%	7%	5%	106	80%	79%	78%	80%	78%	82%	
I know how my work relates to the Smithsonian's goals and priorities.	All Smithsonian Employees	88%	36%	52%	9%	3%	1%	3319	89%	87%	85%	86%			
	Federal Employees	86%	34%	52%	9%	3%	2%	2078	88%	86%	84%	84%	86%	82%	82%
	Trust Employees	91%	40%	51%	7%	2%	1%	939	91%	89%	88%	88%	92%	88%	
	Smithsonian Enterprise Employees	94%	34%	60%	4%	2%	0%	197	91%	85%	84%	88%	89%	88%	
	STRI Panama Employees	91%	41%	50%	8%	1%	1%	105	93%	90%	90%	94%	96%	94%	

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Work Schedule Questions**

2015 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.	I telework on a regular basis (at least one entire work day a week)	Number of Participating Employees (unweighted)
Select the answer that best describes your teleworking situation.	All Smithsonian Employees	8%	24%	32%	2%	11%	16%	7%	332100%	3428
	Federal Employees	6%	21%	39%	2%	11%	15%	5%	207400%	2181
	Trust Employees	11%	30%	14%	3%	12%	20%	10%	94400%	889
	Smithsonian Enterprise Employees	9%	12%	44%	1%	10%	6%	17%	19700%	207
	STRI Panama Employees	4%	8%	29%	4%	7%	13%	36%	10600%	151
	2014 All Smithsonian Employees	8%	21%	33%	3%	12%	14%	9%	8%	3428
	2013 All Smithsonian Employees	7%	19%	33%	4%	11%	15%	13%	7%	3599

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoint Survey
I am satisfied with telework programs in my Unit.	All Smithsonian Employees	77%	29%	48%	13%	8%	3%	1035	77%	76%	75%	69%			
	Federal Employees	77%	29%	48%	13%	8%	2%	590	76%	76%	76%	67%	62%		77%
	Trust Employees	76%	28%	48%	12%	8%	3%	382	77%	78%	74%	72%	63%		

Smithsonian Enterprise Employees	79%	26%	53%	16%	5%	0%	50	77%	60%	70%	66%	53%		
STRI Panama Employees	73%	17%	56%	20%	7%	0%	13	71%	75%	57%	73%			

2015 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	19%	12%	21%	13%	36%	3319
	Federal Employees	20%	8%	25%	14%	33%	2076
	Trust Employees	17%	20%	9%	10%	44%	940
	Smithsonian Enterprise Employees	9%	25%	35%	11%	20%	196
	STRI Panama Employees	10%	41%	29%	8%	12%	107
	2014 All Smithsonian Employees	27%	49%	13%	9%	2%	3273
	2013 All Smithsonian Employees	20%	10%	27%	13%	30%	2383

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoint Survey
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit .	All Smithsonian Employees	93%	56%	37%	4%	2%	1%	599	93%	91%	91%	91%			
	Federal Employees	91%	56%	35%	4%	2%	2%	420	93%	92%	91%	92%	90%		89%
	Trust Employees	94%	54%	40%	4%	2%	0%	156	94%	91%	95%	90%	89%		
	Smithsonian Enterprise Employees	70%	36%	34%	19%	11%	0%	13	**	**	92%	92%	78%		
	STRI Panama Employees	XX	30%	58%	12%	0%	0%	10	XX	86%	79%	77%			

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Administration Questions**

2015 SEPS Question	Smithsonian Employee Workforce Component	2015 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2014 Federal Employee Viewpoint Survey
It is important that the general public sees the Smithsonian as creative.	All Smithsonian Employees	95%	59%	36%	4%	1%	0%	3332	95%						
	Federal Employees	94%	56%	38%	4%	1%	0%	2087	94%						
	Trust Employees	96%	65%	31%	3%	1%	0%	944	97%						
	Smithsonian Enterprise Employees	94%	55%	39%	4%	1%	1%	194	97%						
	STRI Panama Employees	92%	51%	41%	5%	1%	2%	107	95%						
It is important that the general public sees the Smithsonian as fun.	All Smithsonian Employees	88%	46%	42%	8%	3%	0%	3331	87%						
	Federal Employees	89%	46%	43%	8%	3%	1%	2092	88%						
	Trust Employees	88%	47%	41%	9%	3%	0%	938	88%						
	Smithsonian Enterprise Employees	94%	48%	46%	6%	0%	0%	194	95%						
	STRI Panama Employees	66%	33%	33%	18%	10%	5%	107	50%						
It is important that the general public sees the Smithsonian as innovative.	All Smithsonian Employees	96%	61%	35%	3%	1%	0%	3338	95%						
	Federal Employees	95%	58%	37%	4%	1%	0%	2090	94%						
	Trust Employees	96%	67%	29%	3%	1%	0%	944	97%						
	Smithsonian Enterprise Employees	94%	55%	39%	6%	0%	0%	198	98%						
	STRI Panama Employees	91%	61%	30%	7%	1%	1%	106	0%						

**2015 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Administration Questions**

	Smithsonian Employee Workforce Component	No	Yes, to retire	Yes, to take a job within the Federal Government	Yes, to take a job outside the Federal Government	Yes, other	Uncertain	Prefer Not To Answer	Number of Participating Employees (unweighted)
Are you considering leaving the Smithsonian within the next year, and, if so, why?	All Smithsonian Employees	57%	3%	5%	3%	6%	17%	9%	3242
	Federal Employees	59%	3%	7%	2%	4%	16%	9%	2035
	Trust Employees	53%	2%	1%	5%	10%	19%	9%	916
	Smithsonian Enterprise Employees	56%	2%	0%	2%	8%	22%	11%	186
	STRI Panama Employees	69%	0%	0%	0%	10%	11%	10%	105

	Smithsonian Employee Workforce Component	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	Number of Participating Employees (unweighted)
Would you prefer to remain at the Smithsonian if you could find a better job?	All Smithsonian Employees	8%	24%	31%	28%	9%	0%	438
	Federal Employees	9%	24%	33%	26%	8%	0%	258
	Trust Employees	6%	24%	26%	35%	8%	0%	151
	Smithsonian Enterprise Employees	XX	51%	19%	10%	20%	0%	18
	STRI Panama Employees	15%	XX	36%	15%	33%	0%	11