

Table 1
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
SI Satisfaction Questions (attitude towards SI)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores								Government wide (2016 FEVS)
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010	2009	
Considering everything, I am satisfied with the Smithsonian.	All Employees	78%	33%	46%	12%	7%	3%	3539	75%	74%	78%	76%	76%	77%			
	Federal	77%	33%	44%	12%	7%	4%	2333	74%	77%	76%	76%	75%	74%	74%	81%	57%
	Trust	80%	32%	48%	12%	6%	2%	1206	76%	80%	80%	79%	80%	82%	84%	84%	
I would recommend the Smithsonian as a good place to work.	All Employees	79%	37%	42%	13%	5%	3%	3529	77%	77%	78%	78%	76%	78%			
	Federal	79%	37%	42%	13%	5%	3%	2329	76%	77%	77%	77%	76%	78%	79%	74%	64%
	Trust	81%	37%	43%	13%	4%	2%	1200	78%	77%	82%	80%	81%	81%	84%	79%	

Note: SEPS and Federal Employee Viewpoint Survey (FEVS) questions may differ on wording. For the 2016 FEVS results, see <https://www.fedview.opm.gov/2016/Reports/ResponseWPCT.asp?AGY=ALL&SECT=6>
Smithsonian Enterprise employees are included with the Trust workforce component in 2017.
STRI local Pnamanian employees are included with Federal or Trust components as specified in HRMS (Human Resources Management System).

Table 2
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
SI Communications Questions (communications from SI leaders and other units and employees, including collaborations)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
I am satisfied that I have received appropriate information, or can access appropriate information, about new policies and procedures of the Smithsonian.	All Employees	77%	21%	57%	15%	6%	2%	3499	74%	75%	76%	80%	79%	76%			
	Federal	77%	22%	56%	15%	6%	2%	2312	74%	76%	78%	80%	79%	76%	74%	74%	38%**
	Trust	77%	19%	59%	13%	7%	3%	1187	74%	73%	74%	77%	78%	75%	74%	73%	
Smithsonian leaders and managers promote communication and collaboration across Smithsonian units.	All Employees	57%	13%	44%	21%	15%	6%	3460	54%	55%	56%	64%	63%	60%			
	Federal	59%	14%	45%	21%	14%	6%	2285	53%	56%	56%	63%	63%	59%	50%		52%*
	Trust	55%	11%	43%	23%	18%	5%	1175	51%	54%	58%	64%	62%	60%	46%		
I know how my work relates to the Smithsonian's goals and priorities.	All Employees	89%	38%	50%	8%	2%	1%	3533	88%	89%	89%	87%	85%	86%			
	Federal	88%	38%	50%	9%	2%	1%	2331	87%	88%	88%	86%	84%	84%	86%	82%	83%
	Trust	91%	39%	51%	6%	2%	1%	1202	89%	91%	91%	89%	88%	88%	92%	88%	

* FEVS question is communication alone.

** FEVS question is "How satisfied are you with the information your receive from management on what's going on in your organization?"

Table 3
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
SI Leadership Questions (SI leaders and managers setting tone and values)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders.	All Employees	70%	17%	53%	22%	6%	2%	3387	65%	66%	65%	67%	63%	61%			
	Federal	69%	17%	52%	22%	6%	3%	2253	64%	64%	63%	66%	62%	60%	65%	59%	42%
	Trust	72%	15%	57%	21%	6%	2%	1134	64%	66%	67%	67%	67%	60%	65%	59%	
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 Employees	73%	37%	36%	13%	8%	6%	3410	71%	71%	70%	70%	72%				
	Federal	72%	36%	36%	14%	8%	6%	2252	69%	70%	69%	66%	70%				
	Trust	75%	39%	36%	12%	8%	6%	1158	74%	75%	74%	78%	77%				

Table 4
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Unit Satisfaction (attitude towards Unit))

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
Considering everything, I am satisfied with my Unit.	All Employees	73%	27%	46%	13%	9%	5%	3536	70%	69%	69%	70%	72%	72%			
	Federal	71%	26%	46%	14%	10%	5%	2334	67%	67%	65%	68%	69%	69%	67%		
	Trust	76%	29%	47%	12%	8%	5%	1202	72%	72%	74%	76%	78%	80%	78%		
I would recommend my Unit as a good place to work.	All Employees	72%	30%	42%	15%	8%	5%	3532	70%	69%	69%	69%	68%	70%			
	Federal	71%	29%	42%	16%	8%	5%	2329	68%	68%	66%	67%	66%	68%	68%	65%	64%
	Trust	74%	32%	41%	14%	8%	4%	1203	71%	70%	72%	74%	74%	77%	75%	71%	
My Unit successfully accomplishes its mission.	All Employees	82%	35%	48%	12%	4%	2%	3498	81%	80%	80%	79%	78%	73%			
	Federal	82%	33%	49%	12%	5%	2%	2303	79%	77%	78%	76%	76%	70%	71%		74%
	Trust	84%	38%	46%	12%	3%	1%	1195	86%	85%	85%	82%	85%	80%	85%		
The overall quality of work done by my immediate work unit is very good.	All Employees	90%	49%	41%	8%	2%	1%	3503	90%	90%	88%	89%	88%	89%			
	Federal	89%	47%	42%	8%	2%	1%	2306	89%	89%	87%	87%	87%	87%	87%		82%
	Trust	91%	54%	37%	6%	2%	1%	1197	92%	92%	91%	92%	92%	93%	94%		

Table 5
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Unit Communications (communications from Unit leaders and other units and employees, including collaborations)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
The people in my immediate work unit cooperate to get the job done.	All Employees	89%	42%	47%	7%	3%	1%	3506	87%	87%	95%	82%	83%	84%			
	Federal	88%	40%	48%	8%	3%	1%	2312	86%	85%	94%	82%	81%	82%	82%	77%	73%
	Trust	90%	45%	45%	5%	4%	1%	1194	91%	90%	97%	85%	88%	88%	89%	84%	
Employees in my immediate work unit share job knowledge with each other.	All Employees	86%	41%	45%	8%	5%	1%	3495	85%	83%	86%	81%	81%	82%			
	Federal	85%	39%	46%	8%	5%	2%	2302	84%	83%	84%	79%	79%	80%	80%	76%	73%
	Trust	88%	45%	44%	7%	4%	1%	1193	89%	86%	88%	85%	87%	85%	85%	84%	
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	All Employees	82%	36%	46%	10%	5%	3%	3401	81%	81%	84%	84%	83%	84%			
	Federal	82%	37%	46%	10%	5%	3%	2256	81%	80%	82%	83%	83%	84%	81%	78%	69%
	Trust	82%	35%	47%	9%	6%	4%	1145	81%	84%	86%	87%	87%	89%	87%	84%	
My Unit's Director communicates my Unit's goals and priorities.	All Employees	73%	31%	42%	16%	7%	4%	3285	72%	70%	70%	67%	72%	75%			
	Federal	72%	30%	42%	17%	7%	4%	2236	70%	70%	70%	64%	71%	74%	72%	65%	70%
	Trust	74%	32%	42%	14%	8%	4%	1049	73%	73%	73%	70%	76%	76%	80%	71%	

Table 6
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Unit Leadership (Unit leaders and managers setting tone and values)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
Arbitrary action and personal favoritism are not tolerated.*	All Employees	48%	13%	35%	25%	17%	10%	3389	47%	46%	45%	44%	67%	66%			
	Federal	46%	13%	33%	26%	18%	11%	2256	44%	44%	41%	41%	64%	63%	59%		53%
	Trust	52%	13%	39%	22%	17%	9%	1133	53%	52%	53%	51%	75%	75%	69%		
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All Employees	72%	29%	43%	17%	7%	4%	3267	69%	68%	68%	70%	71%	71%			
	Federal	70%	27%	43%	18%	7%	5%	2175	65%	65%	65%	66%	68%	70%	66%		62%
	Trust	76%	31%	44%	15%	7%	3%	1092	78%	76%	77%	82%	82%	79%	80%		
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives.	All Employees	67%	27%	41%	22%	6%	4%	3126	69%	68%	67%	69%	72%	73%			
	Federal	66%	25%	41%	24%	6%	4%	2134	66%	66%	65%	64%	70%	71%	72%	65%	60%
	Trust	71%	30%	41%	19%	6%	4%	992	71%	71%	71%	73%	77%	76%	82%	74%	
Managers in my Unit support collaboration across work units to accomplish work objectives.	All Employees	71%	26%	45%	14%	10%	4%	3490	69%	68%	70%	68%	67%	64%			
	Federal	70%	25%	45%	15%	10%	4%	2300	67%	67%	67%	66%	66%	62%	58%		56%
	Trust	74%	29%	45%	13%	9%	5%	1190	72%	71%	74%	73%	72%	70%	68%		
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All Employees	81%	36%	45%	10%	6%	3%	3452	79%	79%	81%	80%	82%	81%			
	Federal	81%	37%	44%	11%	5%	3%	2285	77%	78%	80%	79%	81%	81%	77%	74%	
	Trust	81%	35%	46%	10%	7%	2%	1167	82%	83%	85%	85%	86%	85%	85%	84%	

* Prior to 2013, this question was: "Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated." This is still the wording for FEVS.

Table 6 (continued)
 2017 Smithsonian Employee Perspective Survey
 Segmented by Workforce Components
 Unit Leadership (Unit leaders and managers setting tone and values) (continued)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
My Unit's Director generates high levels of motivation and commitment in the workforce.	All Employees	62%	27%	35%	19%	12%	7%	3286	61%	60%	60%	59%	63%	63%			
	Federal	62%	27%	35%	20%	11%	7%	2242	61%	61%	61%	57%	62%	62%	61%	56%	41%
	Trust	62%	27%	36%	16%	15%	6%	1044	60%	58%	58%	60%	63%	63%	63%	58%	
My Unit's Director maintains high standards of honesty and integrity.	All Employees	73%	34%	39%	18%	5%	4%	3237	73%	72%	72%	71%	74%	73%			
	Federal	72%	33%	39%	19%	5%	4%	2204	70%	71%	71%	68%	72%	70%	70%		52%
	Trust	76%	37%	39%	16%	6%	3%	1033	74%	77%	77%	76%	78%	80%	81%		
I have a high level of respect for my Unit's Director.	All Employees	75%	37%	39%	14%	7%	4%	3311	74%	73%	73%	73%	74%	73%			
	Federal	75%	37%	38%	14%	7%	4%	2252	72%	72%	72%	70%	72%	71%	70%	67%	53%
	Trust	76%	37%	39%	13%	8%	4%	1059	73%	74%	74%	75%	75%	78%	78%	75%	
I have trust and confidence in my supervisor.	All Employees	75%	43%	33%	12%	7%	5%	3531	75%	74%	74%	73%	74%	75%			
	Federal	75%	40%	34%	13%	7%	5%	2329	73%	71%	71%	70%	71%	73%	69%	64%	67%
	Trust	77%	48%	29%	10%	7%	6%	1202	79%	80%	80%	82%	81%	81%	81%	75%	
Overall, my immediate supervisor is an effective supervisor.	All Employees	74%	39%	35%	13%	8%	5%	3509	74%	72%	72%	71%	72%	73%			
	Federal	73%	37%	36%	15%	7%	5%	2312	72%	70%	70%	69%	70%	71%	69%	65%	70%
	Trust	74%	42%	32%	10%	9%	6%	1197	76%	75%	75%	76%	77%	76%	76%	72%	

Table 7
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Job Satisfaction (output and use of skills)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009
Overall, I am satisfied with my job.	All Employees	81%	39%	43%	9%	7%	3%	3551	80%	79%	81%	82%	81%	82%			
	Federal	82%	39%	43%	9%	6%	3%	2342	79%	78%	80%	81%	79%	81%	82%	79%	66%
	Trust	81%	37%	43%	9%	7%	3%	1209	81%	83%	83%	85%	85%	86%	88%	86%	
I like the kind of work I do.	All Employees	90%	52%	38%	6%	3%	1%	3541	90%	89%	90%	90%	88%	91%			
	Federal	90%	53%	37%	6%	3%	1%	2334	89%	91%	89%	89%	87%	90%	90%	91%	83%
	Trust	90%	51%	40%	6%	3%	0%	1207	90%	85%	92%	92%	91%	92%	92%	91%	
My work gives me a feeling of personal accomplishment.	All Employees	82%	42%	40%	9%	6%	3%	3552	81%	82%	82%	82%	81%	83%			
	Federal	81%	42%	39%	10%	6%	3%	2343	79%	80%	80%	80%	79%	83%	85%	81%	72%
	Trust	83%	42%	41%	8%	6%	3%	1209	83%	86%	86%	85%	86%	86%	90%	85%	
My job makes good use of my knowledge and abilities.	All Employees	80%	43%	36%	8%	7%	5%	3539	78%	78%	78%	76%	75%	77%			
	Federal	78%	43%	36%	8%	8%	5%	2332	77%	76%	76%	75%	73%	75%	76%	74%	58%
	Trust	82%	44%	38%	8%	6%	3%	1207	80%	83%	83%	79%	80%	81%	82%	80%	

Table 8
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Career Growth (availability and support for career growth and development opportunities)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)		
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009	
In my Unit, time is made available for education and training activities.	All Employees	73%	28%	45%	13%	10%	5%	3505	73%	70%	70%	70%						
	Federal	73%	28%	46%	13%	9%	5%	2316	72%	69%	69%	70%						
	Trust	72%	29%	44%	12%	11%	4%	1189	76%	77%	77%	75%						
My supervisor regularly evaluates my training needs for my present job.	All Employees	67%	28%	39%	16%	12%	5%	3406	66%	65%	65%	62%	63%	63%				
	Federal	68%	29%	39%	16%	12%	4%	2253	66%	64%	64%	62%	62%	64%	60%	55%	53%	
	Trust	64%	27%	37%	17%	13%	6%	1153	68%	68%	68%	64%	65%	63%	60%	58%		
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All Employees	73%	35%	38%	15%	8%	4%	3432	73%	71%	71%	71%	71%	71%				
	Federal	73%	34%	39%	15%	7%	4%	2259	72%	69%	69%	68%	69%	69%	70%	67%	66%	
	Trust	73%	36%	37%	15%	8%	5%	1173	75%	76%	76%	78%	77%	75%	73%	73%		
I have adequate access to career planning and career growth tools and opportunities.	All Employees	62%	19%	43%	19%	13%	6%	3335	60%	57%	57%	54%						
	Federal	64%	20%	44%	19%	11%	6%	2210	61%	57%	57%	55%						
	Trust	57%	17%	40%	20%	16%	7%	1125	58%	60%	60%	50%						
I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job.	All Employees	67%	21%	46%	18%	11%	4%	3354	65%	62%	62%	65%	66%	63%				
	Federal	69%	22%	47%	17%	10%	4%	2228	66%	61%	61%	66%	67%	65%	65%	60%	53%	
	Trust	62%	18%	44%	21%	12%	4%	1126	63%	65%	65%	66%	65%	63%	63%	56%		

Table 8 (continued)
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Career Growth (availability and support for career growth and development opportunities)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009
My supervisor supports career development. (Previous years used "employee development.")	All Employees	75%	38%	37%	14%	6%	4%	3424	75%	73%	73%	77%	76%	78%			
	Federal	76%	38%	38%	15%	6%	4%	2268	74%	70%	70%	74%	75%	77%	75%	72%	66%
	Trust	76%	40%	36%	14%	6%	5%	1156	79%	79%	79%	83%	82%	81%	77%	77%	

Table 9
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Recognition (equitable (fair) recognition and reward for performance)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
Individual pay raises depend on how well individual employees perform their jobs.	All Employees	44%	13%	31%	25%	17%	13%	3165	44%	41%	41%	41%	43%	45%			
	Federal	42%	12%	30%	27%	18%	14%	2097	41%	37%	37%	38%	40%	45%	36%	37%	22%
	Trust	49%	14%	34%	23%	16%	12%	1068	45%	44%	44%	44%	48%	47%	42%	39%	
Grade promotions in my Unit are based on merit.	All Employees	43%	13%	30%	30%	15%	12%	3095	44%	39%	39%	45%	45%	43%			
	Federal	41%	13%	28%	31%	16%	12%	2068	41%	37%	37%	42%	42%	41%	40%	38%	34%
	Trust	48%	14%	34%	28%	14%	11%	1027	47%	44%	44%	53%	53%	51%	48%	46%	
Recognition and awards in my Unit depend on how well employees perform their jobs.	All Employees	59%	17%	42%	22%	11%	8%	3209	57%	54%	54%	52%	53%	52%			
	Federal	58%	17%	41%	22%	11%	9%	2146	55%	53%	53%	50%	53%	52%	50%	50%	41%
	Trust	61%	17%	44%	21%	11%	8%	1063	61%	57%	57%	56%	55%	53%	53%	50%	
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All Employees	50%	13%	37%	26%	15%	9%	3304	47%	45%	45%	46%	48%	47%			
	Federal	50%	13%	37%	27%	14%	9%	2183	46%	43%	43%	44%	46%	46%	42%	42%	34%
	Trust	49%	13%	36%	25%	16%	9%	1121	49%	48%	48%	47%	52%	53%	48%	44%	
My supervisor takes steps to address a poor performer who cannot or will not improve.	All Employees	61%	24%	37%	23%	10%	6%	3070	60%	59%	59%	58%	59%	60%			
	Federal	61%	24%	37%	23%	10%	6%	2042	59%	58%	58%	56%	58%	60%	56%	53%	29%
	Trust	60%	23%	37%	22%	11%	7%	1028	58%	61%	61%	60%	60%	60%	55%	45%	

Table 9 (continued)
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Recognition (equitable (fair) recognition and reward for performance) (continued)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
My supervisor recognizes and acknowledges my positive work contributions.	All Employees	82%	46%	37%	9%	5%	4%	3501	81%	81%	81%	80%	81%	82%			
	Federal	81%	44%	37%	10%	5%	4%	2305	79%	79%	79%	77%	78%	81%	79%	75%	48%*
	Trust	84%	49%	35%	7%	5%	4%	1196	85%	87%	87%	86%	87%	87%	85%	84%	
My performance appraisal is a fair reflection of my performance.	All Employees	79%	35%	44%	11%	6%	3%	3387	77%	77%	77%	77%	76%	78%			
	Federal	79%	35%	43%	12%	6%	4%	2255	74%	75%	75%	75%	76%	77%	73%	71%	70%
	Trust	81%	35%	47%	10%	6%	3%	1132	83%	85%	85%	82%	83%	86%	83%	82%	

* FEVS question is "How satisfied are you with the recognition you receive for doing a good job?"

Table 10
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Resources (resources for performance)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores								Government wide (2016 FEVS)
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010	2009	
I have sufficient resources to get my job done.	All Employees	62%	20%	42%	13%	17%	8%	3494	61%	59%	59%	57%	57%	57%			
	Federal	61%	20%	41%	14%	16%	9%	2299	59%	57%	57%	55%	55%	55%	51%	51%	47%
	Trust	62%	19%	42%	12%	20%	7%	1195	62%	64%	64%	62%	64%	62%	60%	55%	
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	All Employees	89%	42%	46%	7%	3%	1%	3498	88%	87%	87%	84%	85%	85%			
	Federal	88%	40%	47%	8%	3%	1%	2303	87%	85%	85%	83%	83%	84%	84%	81%	69%*
	Trust	90%	46%	44%	6%	3%	1%	1195	90%	89%	89%	88%	90%	90%	90%	86%	

Table 11
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Innovation (openness and acceptance of new ideas)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
Smithsonian leaders and managers support implementation of new ideas and approaches.	All Employees	57%	13%	43%	26%	12%	6%	3447	54%	54%	55%	56%	55%				
	Federal	57%	14%	43%	26%	12%	6%	2275	53%	55%	53%	54%	54%				
	Trust	56%	12%	44%	26%	13%	6%	1172	52%	54%	58%	60%	57%				
In my Unit, people value new ideas.	All Employees	65%	24%	41%	19%	11%	5%	3503	65%	64%	64%	76%					
	Federal	63%	23%	41%	20%	11%	6%	2302	62%	62%	61%	73%					
	Trust	67%	26%	40%	17%	11%	5%	1201	70%	69%	72%	81%					
My Unit has a process for conducting and evaluating new ideas.	All Employees	53%	16%	37%	26%	16%	5%	3342	53%	52%	51%	45%					
	Federal	53%	16%	37%	27%	15%	5%	2223	52%	52%	49%	43%					
	Trust	52%	16%	35%	25%	17%	6%	1119	52%	52%	55%	46%					

Table 12
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation (managers and supervisors listening to and accommodating employee workplace needs and requests)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009
I am satisfied with Smithsonian work-life programs.	All Employees	73%	23%	50%	17%	7%	3%	3347	74%	74%	74%	71%	68%	67%			
	Federal	74%	24%	50%	17%	6%	3%	2217	73%	74%	74%	71%	69%	68%	65%		55%*
	Trust	71%	19%	52%	18%	8%	3%	1130	72%	75%	75%	72%	71%	65%	65%		
My work environment is civil and respectful.	All Employees	73%	41%	44%	9%	5%	2%	3498	82%	81%	81%	77%	77%				
	Federal	74%	38%	45%	10%	5%	2%	2307	80%	78%	78%	74%	75%				
	Trust	71%	45%	42%	7%	4%	2%	1191	86%	85%	85%	82%	82%				
In my Unit, employees are protected from health and safety hazards on the job.	All Employees	87%	38%	49%	7%	3%	1%	3492	88%	88%	88%	86%	86%	83%			
	Federal	87%	38%	49%	8%	3%	2%	2313	86%	87%	87%	84%	85%	82%	81%	79%	76%
	Trust	89%	39%	50%	7%	3%	1%	1179	91%	91%	91%	91%	92%	89%	88%	85%	
My unit's management is aware of the areas that can make my job difficult to accomplish.	All Employees	63%	20%	43%	19%	12%	5%	3434	63%	63%	63%						
	Federal	63%	20%	43%	20%	12%	5%	2263	62%	62%	62%						
	Trust	65%	20%	45%	18%	12%	6%	1171	64%	64%	64%						
My supervisor supports my need to balance work and other life issues.	All Employees	84%	48%	36%	9%	4%	3%	3478	83%	83%	83%	82%	82%	83%			
	Federal	84%	46%	38%	10%	4%	2%	2298	82%	81%	81%	80%	80%	81%	80%	79%	78%
	Trust	86%	52%	34%	7%	3%	3%	1180	86%	87%	87%	87%	88%	89%	88%	86%	

* FEVS question is "Senior leaders demonstrate support for Work/Life programs."

Table 12 (continued)
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Accommodation (managers and supervisors listening to and accommodating employee workplace needs and requests) (continued)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)		
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009	
My immediate supervisor is flexible in how I get my job done.	All Employees	86%	46%	40%	8%	4%	3%	3490	85%	85%	85%							
	Federal	85%	45%	40%	9%	4%	2%	2299	83%	85%	85%							
	Trust	88%	49%	39%	6%	3%	3%	1191	88%	88%	88%							
My level of work-related stress has a negative impact on my work output. (%Favorable=%Strongly disagree + %Disagree)	All Employees	47%	10%	24%	19%	34%	13%	3397	45%	46%	46%							
	Federal	45%	11%	24%	19%	32%	13%	2237	41%	42%	42%							
	Trust	51%	9%	22%	18%	38%	13%	1160	51%	52%	52%							
My supervisor provides constructive suggestions to improve my job performance.	All Employees	75%	35%	40%	14%	7%	4%	3476	75%	73%	73%	73%	74%	74%				
	Federal	75%	35%	40%	14%	7%	4%	2291	73%	71%	71%	71%	71%	72%	70%	66%	62%	
	Trust	76%	36%	40%	12%	8%	4%	1185	76%	77%	77%	78%	79%	76%	75%	70%		
My workload is reasonable.	All Employees	66%	18%	48%	14%	13%	7%	3489	63%	62%	62%	69%	67%	68%				
	Federal	67%	19%	48%	15%	11%	7%	2296	62%	59%	59%	67%	66%	68%	66%	66%	66%	58%
	Trust	64%	16%	48%	14%	15%	7%	1193	64%	66%	66%	73%	70%	69%	70%	68%		
My supervisor listens attentively to what I have to say. (Before 2013: My supervisor listens to what I have to say.)	All Employees	79%	42%	37%	11%	6%	4%	3513	79%	79%	79%	79%	80%	81%				
	Federal	79%	40%	39%	12%	5%	4%	2314	77%	77%	77%	77%	78%	80%	79%			73%
	Trust	81%	47%	34%	9%	6%	4%	1199	82%	83%	83%	83%	86%	86%	84%			

Table 13
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Diversity (workforce diversity)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS						Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2016	2015	2014	2013	2012	2011	2010		2009
Smithsonian policies and programs promote diversity in the workplace.	All Employees	71%	23%	48%	18%	8%	4%	3456	72%	73%	73%	71%	71%	70%			
	Federal	72%	24%	48%	17%	7%	3%	2284	71%	73%	73%	71%	71%	71%	70%	66%	58%
	Trust	67%	20%	47%	19%	10%	4%	1172	70%	73%	72%	75%	72%	70%	66%	65%	
Differences among individuals are respected and valued by employees within my Unit.	All Employees	82%	38%	44%	11%	4%	3%	3507	82%	81%	81%	79%	79%	79%			
	Federal	80%	35%	45%	12%	5%	3%	2313	79%	79%	77%	76%	75%	75%	74%	73%	
	Trust	86%	43%	43%	8%	3%	2%	1194	85%	84%	86%	87%	86%	87%	87%	83%	
My supervisor is committed to a workforce representative of all segments of society.	All Employees	78%	38%	40%	16%	3%	3%	3287	77%	77%	78%	76%	78%	80%			
	Federal	77%	37%	40%	17%	4%	3%	2170	74%	75%	76%	74%	76%	79%	74%	71%	68%
	Trust	79%	40%	39%	16%	2%	3%	1117	81%	81%	82%	83%	85%	84%	84%	80%	
Within the past twelve months, I have heard language, or witnessed behavior, in my workplace that I considered insensitive to my identity. (Disagree is favorable)	All Employees	77%	5%	8%	10%	34%	43%	3314	76%	75%	77%	73%	72%	75%			
	Federal	74%	5%	10%	11%	34%	40%	2167	70%	72%	73%	68%	67%	70%	73%		
	Trust	83%	4%	5%	8%	32%	51%	1147	85%	83%	85%	83%	83%	87%	85%		

Table 14
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Civility (civility within the workforce)

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009
Generally, employees, supervisors, and managers in my unit are civil, respectful, and courteous in dealing with each other.	All Employees	79%	31%	48%	10%	8%	4%	3536	75%	75%	75%	74%	76%	79%			
	Federal	77%	28%	49%	11%	8%	4%	2335	72%	73%	72%	71%	73%	77%			
	Trust	82%	37%	45%	8%	7%	3%	1201	80%	79%	79%	80%	81%	84%			
In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their career.	All Employees	55%	18%	37%	21%	14%	10%	3442	53%	53%	52%						
	Federal	53%	17%	36%	22%	14%	10%	2271	50%	51%	48%						
	Trust	58%	18%	40%	19%	13%	9%	1171	57%	55%	60%						
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 Employees	73%	37%	36%	13%	8%	6%	3410	71%	71%	70%	70%	72%				
	Federal	72%	36%	36%	14%	8%	6%	2252	69%	70%	69%	66%	70%				
	Trust	75%	39%	36%	12%	8%	6%	1158	74%	75%	74%	78%	77%				
My work environment is civil and respectful.	All Employees	85%	41%	44%	9%	5%	2%	3498	82%	81%	81%	77%	77%				
	Federal	83%	38%	45%	10%	5%	2%	2307	80%	78%	78%	74%	75%				
	Trust	87%	45%	42%	7%	4%	2%	1191	86%	85%	85%	82%	82%				

Table 15
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Telework Work Schedule Questions

2017 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 Employees	9%	24%	33%	2%	10%	14%	0.07	3525
	Federal	8%	21%	40%	2%	9%	13%	0.06	2323
	Trust	13%	30%	18%	2%	13%	15%	0.08	1202
	2016 All Employees	9%	24%	33%	2%	11%	14%	7%	3625
	2015 All Employees	8%	24%	30%	2%	11%	16%	8%	3301
	2015 All Employees	8%	24%	30%	2%	11%	16%	8%	3301
	2014 All Employees	8%	21%	33%	3%	12%	14%	9%	3428
	2013 All Employees	7%	20%	33%	3%	11%	15%	11%	3599

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009
I am satisfied with telework programs in my Unit.	All Employees	79%	30%	49%	11%	8%	2%	1266	78%	77%	77%	76%	75%	69%			
	Federal	78%	30%	48%	12%	8%	2%	738	77%	76%	76%	76%	76%	67%	62%		79%
	Trust	81%	31%	50%	9%	9%	1%	528	80%	77%	77%	78%	74%	72%	63%		

Table 16
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Alternative Work Schedule Questions

2017 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 Employees	23%	13%	17%	9%	37%	3524
	Federal	27%	10%	20%	8%	35%	2324
	Trust	14%	20%	13%	11%	42%	1200
	2016 All Employees	23%	13%	16%	10%	38%	3490
	2015 All Employees	18%	14%	20%	12%	36%	3304
	2015 All Employees	18%	14%	20%	12%	36%	3304
	2014 All Employees	19%	12%	21%	14%	34%	3273
	2013 All Employees	19%	15%	21%	13%	31%	3578

2017 SEPS Question	Smithsonian Workforce Component	2017 SEPS Favorable Score (%SA+%A)	2017 SEPS					Number of Participating Employees (unweighted)	Earlier SEPS Favorable Scores							Government wide (2016 FEVS)	
			Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree		2016	2015	2014	2013	2012	2011	2010		2009
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit .	All Employees	92%	56%	36%	4%	2%	2%	787	91%	93%	93%	91%	91%	91%			
	Federal	92%	59%	33%	4%	2%	2%	624	90%	93%	93%	92%	91%	92%	90%		90%
	Trust	93%	45%	48%	4%	2%	1%	163	94%	94%	94%	91%	95%	90%	89%		

Table 17
2017 Smithsonian Employee Perspective Survey
Segmented by Workforce Components
Future Smithsonian Workforce Expectation Questions

2017 SEPS Question	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 Employees	58%	4%	4%	3%	6%	16%	9%	3433
	Federal	60%	4%	6%	2%	4%	16%	9%	2255
	Trust	54%	3%	1%	5%	10%	17%	10%	1178
	2016 All Employees	57%	3%	5%	2%	6%	17%	10%	3501

2017 SEPS Question	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)
Are you considering leaving the Smithsonian within the next year, and, if so, why?	All Employees	52%	4%	10%	12%	18%	4%	440
	Federal	52%	4%	9%	14%	15%	5%	252
	Trust	53%	4%	11%	9%	21%	2%	188
	2016 All Employees	48%	7%	11%	12%	16%	5%	458