

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
SI Satisfaction Questions (attitude towards SI)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Considering everything, I am satisfied with the Smithsonian.	All Smithsonian Employees	75%	31%	44%	13%	8%	3%	3685	74%	78%	76%	76%	77%			
	Federal Employees	74%	31%	43%	14%	9%	4%	2301	77%	76%	76%	75%	74%	74%	81%	56%
	Trust Employees	76%	31%	44%	13%	9%	2%	993	80%	80%	79%	80%	82%	84%	84%	
	Smithsonian Enterprise Employees	80%	30%	50%	11%	5%	4%	190	79%	79%	72%	80%	74%	78%	79%	
	STRI Panama Employees	89%	38%	51%	8%	3%	0%	201	83%	83%	79%	76%	80%	83%	87%	
I would recommend the Smithsonian as a good place to work.	All Smithsonian Employees	77%	36%	41%	14%	5%	4%	3684	77%	78%	78%	76%	78%			
	Federal Employees	76%	35%	41%	14%	6%	4%	2300	77%	77%	77%	76%	78%	79%	74%	63%
	Trust Employees	78%	37%	41%	14%	6%	2%	992	77%	82%	80%	81%	81%	84%	79%	
	Smithsonian Enterprise Employees	79%	36%	43%	14%	3%	4%	190	80%	78%	76%	77%	72%	81%	75%	
	STRI Panama Employees	85%	41%	44%	11%	3%	1%	202	82%	76%	73%	65%	73%	78%	74%	

Note: SEPS and Federal Employee Viewpoint Survey (FEVS) questions may differ on wording. For the 2015 FEVS results, see [https://www.fedview.opm.gov/2015FILES/2015\\_FEVS\\_Gwide\\_Final\\_Report.PDF](https://www.fedview.opm.gov/2015FILES/2015_FEVS_Gwide_Final_Report.PDF)

2016 Smithsonian Employee Perspective Survey

Segmented by Workforce Components

SI Communications Questions (communications from SI leaders and other units and employees, including collaborations)

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 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	74%	18%	56%	16%	8%	2%	3684	75%	76%	80%	79%	76%			
	Federal Employees	74%	18%	56%	16%	7%	3%	2301	76%	78%	80%	79%	76%	74%	74%	
	Trust Employees	74%	17%	57%	14%	10%	2%	995	73%	74%	77%	78%	75%	74%	73%	
	Smithsonian Enterprise Employees	77%	19%	58%	14%	6%	3%	189	80%	77%	75%	81%	74%	76%	75%	
	STRI Panama Employees	80%	20%	61%	14%	4%	1%	199	70%	72%	82%	76%	77%	74%	81%	
Smithsonian leaders and managers promote communication and collaboration across Smithsonian units.	All Smithsonian Employees	54%	13%	41%	24%	17%	6%	3675	55%	56%	64%	63%	60%			
	Federal Employees	53%	14%	40%	24%	16%	6%	2294	56%	56%	63%	63%	59%	50%		59%
	Trust Employees	51%	9%	42%	25%	20%	4%	993	54%	58%	64%	62%	60%	46%		
	Smithsonian Enterprise Employees	49%	11%	39%	25%	18%	7%	188	60%	52%	69%	58%	54%	52%		
	STRI Panama Employees	69%	18%	51%	20%	11%	0%	200	64%	58%	74%	68%	72%	67%		
I know how my work relates to the Smithsonian's goals and priorities.	All Smithsonian Employees	88%	36%	52%	8%	3%	1%	3670	89%	89%	87%	85%	86%			
	Federal Employees	87%	36%	51%	9%	3%	1%	2292	88%	88%	86%	84%	84%	86%	82%	82%
	Trust Employees	89%	37%	52%	6%	4%	1%	989	91%	91%	89%	88%	88%	92%	88%	
	Smithsonian Enterprise Employees	92%	35%	57%	6%	0%	2%	188	91%	91%	85%	84%	88%	89%	88%	
	STRI Panama Employees	95%	38%	58%	4%	0%	0%	201	93%	93%	90%	90%	94%	96%	94%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**SI Leadership Questions (SI leaders and managers setting tone and values)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders.	All Smithsonian Employees	65%	14%	51%	26%	6%	2%	3683	66%	65%	67%	63%	61%			
	Federal Employees	64%	15%	49%	27%	7%	3%	2299	64%	63%	66%	62%	60%	65%	59%	41%
	Trust Employees	64%	12%	52%	28%	7%	1%	995	66%	67%	67%	67%	60%	65%	59%	
	Smithsonian Enterprise Employees	76%	16%	59%	19%	3%	2%	190	73%	70%	70%	64%	58%	68%	66%	
	STRI Panama Employees	79%	18%	62%	16%	4%	0%	199	72%	72%	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	71%	35%	36%	14%	9%	6%	3636	71%	70%	70%	72%				
	Federal Employees	69%	33%	36%	14%	9%	7%	2264	70%	69%	66%	70%				
	Trust Employees	74%	42%	32%	12%	8%	6%	985	75%	74%	78%	77%				
	Smithsonian Enterprise Employees	73%	33%	40%	17%	6%	5%	188	72%	71%	73%	67%				
	STRI Panama Employees	73%	29%	44%	17%	6%	3%	199	74%	72%	73%	77%				

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**SI Leadership Questions (SI leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	61%	24%	36%	33%	4%	2%	3682	68%	68%	68%	65%	64%			
	Federal Employees	58%	23%	35%	35%	4%	2%	2301	65%	65%	67%	63%	63%	65%	61%	39%
	Trust Employees	63%	27%	36%	31%	5%	1%	990	72%	72%	70%	69%	62%	70%	65%	
	Smithsonian Enterprise Employees	70%	26%	43%	28%	1%	1%	190	79%	79%	67%	67%	67%	72%	67%	
	STRI Panama Employees	72%	22%	50%	25%	3%	0%	201	77%	77%	77%	70%	74%	73%	69%	
I have a high level of respect for the Smithsonian's Secretary.	All Smithsonian Employees	76%	36%	40%	22%	1%	0%	3690	82%	82%	82%	78%	77%			
	Federal Employees	73%	34%	39%	25%	1%	0%	2307	79%	79%	81%	76%	75%	79%	76%	51%
	Trust Employees	80%	39%	41%	19%	1%	0%	992	85%	85%	84%	82%	75%	85%	83%	
	Smithsonian Enterprise Employees	80%	41%	39%	19%	0%	1%	190	91%	91%	80%	81%	77%	83%	79%	
	STRI Panama Employees	90%	39%	51%	10%	1%	0%	201	94%	94%	92%	91%	96%	92%	90%	

**2016 Smithsonian Employee Perspective Survey**  
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**SI Leadership Questions (SI leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
The Acting Provost/Under Secretary for Museums and Research generates high levels of motivation and commitment in the workforce. (Formerly USHAC)	All Smithsonian Employees	48%	16%	32%	41%	8%	2%	1983	48%	48%	53%	58%	52%			
	Federal Employees	47%	16%	32%	41%	9%	3%	1122	46%	46%	51%	56%	50%	57%	51%	
	Trust Employees	47%	17%	30%	41%	9%	3%	712	51%	51%	56%	61%	56%	66%	63%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees	65%	14%	51%	33%	2%	0%	48								
The Under Secretary for Finance and Administration generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	58%	24%	34%	33%	6%	3%	1253	56%	56%	50%	50%	55%			
	Federal Employees	56%	22%	34%	34%	6%	4%	1096	55%	55%	50%	50%	55%	50%	51%	
	Trust Employees	63%	38%	24%	23%	11%	3%	99	63%	63%	52%	52%	56%	49%	50%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees	79%	27%	52%	19%	2%	0%	48								
The Assistant Secretary for Education and Access generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees								74%	74%	75%	66%	67%			
	Federal Employees								71%	71%	74%	74%	65%			
	Trust Employees								76%	76%	76%	62%	68%			
	Smithsonian Enterprise Employees															
	STRI Panama Employees															

**2016 Smithsonian Employee Perspective Survey**  
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**SI Leadership Questions (SI leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
The Assistant Secretary for Communications and External Affairs generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	46%	13%	33%	34%	7%	13%	47	86%	86%	82%	87%	83%			
	Federal Employees	31%	11%	20%	39%	7%	23%	15	78%	78%		93%	90%	86%	85%	
	Trust Employees	53%	14%	39%	32%	8%	8%	32	91%	91%	87%	82%	79%	70%	67%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees															
The Director of Smithsonian Facilities generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	72%	36%	36%	19%	5%	4%	967	71%	71%	74%	60%	63%			
	Federal Employees	72%	36%	36%	19%	5%	4%	897	70%	70%	74%	60%	63%	55%	41%	
	Trust Employees	74%	48%	26%	11%	10%	5%	22	100%	100%	81%	71%	77%	58%	23%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees	77%	43%	34%	21%	2%	0%	48								
The President of Smithsonian Enterprises generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	64%	29%	35%	19%	11%	6%	176	60%	60%	72%					
	Federal Employees															
	Trust Employees															
	Smithsonian Enterprise Employees	64%	29%	35%	19%	11%	6%	176	60%	60%	72%		40%	52%	48%	
	STRI Panama Employees															

**2016 Smithsonian Employee Perspective Survey**  
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**SI Leadership Questions (SI leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I have a high level of respect for the Under Secretary for Museums and Research/Provost.	All Smithsonian Employees	63%	22%	40%	31%	5%	2%	1985	69%		68%					
	Federal Employees	62%	23%	39%	32%	5%	2%	1122	68%		68%	68%	62%	72%	66%	
	Trust Employees	63%	23%	40%	30%	5%	2%	714	71%		68%	75%	69%	80%	79%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees	70%	15%	54%	30%	0%	0%	149								
I have a high level of respect for the Under Secretary for Finance and Administration.	All Smithsonian Employees	68%	28%	40%	27%	4%	2%	1247	68%		57%	57%	64%			
	Federal Employees	66%	26%	40%	28%	4%	2%	1091	68%		56%	56%	64%	57%	58%	
	Trust Employees	73%	46%	27%	21%	4%	2%	99	75%		65%	65%	76%	72%	68%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees	88%	25%	63%	12%	0%	0%	48								
I have a high level of respect for the Assistant Secretary for Education and Access.	All Smithsonian Employees								81%		87%	83%	81%			
	Federal Employees								86%		89%	89%	81%			
	Trust Employees								78%		86%	79%	81%			
	Smithsonian Enterprise Employees															
	STRI Panama Employees															

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**SI Leadership Questions (SI leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I have a high level of respect for the Assistant Secretary for Communications and External Affairs.	All Smithsonian Employees	79%	26%	53%	17%	0%	4%	47	88%		92%	94%	83%			
	Federal Employees	76%	18%	58%	16%	0%	8%	15	90%			93%	82%	100%	82%	
	Trust Employees	80%	29%	51%	18%	0%	3%	32	87%		96%	96%	83%	94%	75%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees															
I have a high level of respect for the Director of Smithsonian Facilities.	All Smithsonian Employees	78%	39%	39%	16%	3%	2%	970	78%		78%	68%	71%			
	Federal Employees	78%	38%	40%	17%	3%	2%	900	78%		78%	67%	71%	59%	48%	
	Trust Employees	74%	56%	18%	21%	5%	0%	22	100%		81%	81%	64%	58%	23%	
	Smithsonian Enterprise Employees															
	STRI Panama Employees	92%	52%	41%	8%	0%	0%	48								
I have a high level of respect for the President of Smithsonian Enterprises.	All Smithsonian Employees	72%	35%	37%	17%	8%	3%	180			82%					
	Federal Employees															
	Trust Employees															
	Smithsonian Enterprise Employees	72%	35%	37%	17%	8%	3%	180			82%		49%	66%	62%	
	STRI Panama Employees															



**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Unit Satisfaction (attitude towards Unit))**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Considering everything, I am satisfied with my Unit.	All Smithsonian Employees	70%	26%	44%	13%	11%	6%	3692	69%	69%	70%	72%	72%			
	Federal Employees	67%	25%	43%	14%	11%	7%	2307	67%	65%	68%	69%	69%	67%		
	Trust Employees	72%	29%	43%	12%	12%	5%	994	72%	74%	76%	78%	80%	78%		
	Smithsonian Enterprise Employees	79%	30%	49%	12%	7%	3%	189	73%	71%	66%	72%	63%	70%		
	STRI Panama Employees	83%	32%	52%	11%	5%	1%	202	87%	84%	79%	80%	78%	75%		
I would recommend my Unit as a good place to work.	All Smithsonian Employees	70%	30%	40%	15%	9%	6%	3687	69%	69%	69%	68%	70%			
	Federal Employees	68%	28%	39%	16%	10%	7%	2301	68%	66%	67%	66%	68%	68%	65%	
	Trust Employees	71%	32%	39%	14%	10%	5%	994	70%	72%	74%	74%	77%	75%	71%	
	Smithsonian Enterprise Employees	77%	30%	47%	16%	3%	5%	190	74%	68%	64%	62%	61%	70%	67%	
	STRI Panama Employees	83%	33%	50%	11%	5%	0%	202	84%	81%	78%	69%	76%	74%	79%	
My Unit successfully accomplishes its mission.	All Smithsonian Employees	81%	35%	46%	12%	4%	2%	3680	80%	80%	79%	78%	73%			
	Federal Employees	79%	32%	46%	14%	5%	3%	2298	77%	78%	76%	76%	70%	71%		73%
	Trust Employees	86%	40%	45%	9%	4%	2%	994	85%	85%	82%	85%	80%	85%		
	Smithsonian Enterprise Employees	85%	37%	48%	11%	1%	3%	189	90%	81%	81%	78%	69%	75%		
	STRI Panama Employees	89%	40%	49%	9%	1%	0%	199	89%	86%	88%	85%	90%	91%		

**2016 Smithsonian Employee Perspective Survey  
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Unit Satisfaction (attitude towards Unit)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
The overall quality of work done by my immediate work unit is very good.	All Smithsonian Employees	90%	48%	42%	7%	3%	1%	3634	90%	88%	89%	88%	89%			
	Federal Employees	89%	47%	42%	7%	3%	1%	2261	89%	87%	87%	87%	87%	87%		82%
	Trust Employees	92%	55%	36%	6%	2%	0%	986	92%	91%	92%	92%	93%	94%		
	Smithsonian Enterprise Employees	91%	44%	47%	5%	2%	2%	186	91%	88%	91%	87%	91%	87%		
	STRI Panama Employees	93%	36%	57%	4%	3%	0%	201	93%	91%	94%	92%	91%	93%		

2016 Smithsonian Employee Perspective Survey

Segmented by Workforce Components

Unit Communications (communications from Unit leaders and other units and employees, including collaborations)

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
The people in my immediate work unit cooperate to get the job done.	All Smithsonian Employees	87%	42%	45%	7%	4%	2%	3645	87%	95%	82%	83%	84%			
	Federal Employees	86%	41%	45%	7%	5%	2%	2268	85%	94%	82%	81%	82%	82%	77%	82%
	Trust Employees	91%	47%	44%	4%	4%	1%	989	90%	97%	85%	88%	88%	89%	84%	
	Smithsonian Enterprise Employees	86%	36%	50%	7%	4%	4%	187	87%	97%	81%	82%	80%	85%	80%	
	STRI Panama Employees	91%	33%	58%	7%	2%	0%	201	91%	95%	81%	90%	87%	86%	80%	
Employees in my immediate work unit share job knowledge with each other.	All Smithsonian Employees	85%	41%	45%	8%	5%	2%	3644	83%	86%	81%	81%	82%			
	Federal Employees	84%	40%	44%	9%	5%	2%	2270	83%	84%	79%	79%	80%	80%	76%	73%
	Trust Employees	89%	46%	43%	5%	5%	1%	987	86%	88%	85%	87%	85%	85%	84%	
	Smithsonian Enterprise Employees	83%	35%	49%	8%	6%	3%	187	91%	88%	82%	80%	80%	84%	80%	
	STRI Panama Employees	88%	33%	54%	8%	5%	0%	200	89%	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%	35%	46%	10%	5%	3%	3633	81%	84%	84%	83%	84%			
	Federal Employees	81%	34%	47%	11%	5%	3%	2265	80%	82%	83%	83%	84%	81%	78%	
	Trust Employees	81%	39%	42%	9%	7%	4%	985	84%	86%	87%	87%	89%	87%	84%	
	Smithsonian Enterprise Employees	82%	29%	53%	7%	7%	4%	183	81%	88%	76%	74%	74%	82%	72%	
	STRI Panama Employees	87%	33%	55%	9%	2%	2%	200	81%	88%	83%	81%	82%	78%	78%	

2016 Smithsonian Employee Perspective Survey

Segmented by Workforce Components

Unit Communications (communications from Unit leaders and other units and employees, including collaborations) (continued)

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
My Unit's Director communicates my Unit's goals and priorities.	All Smithsonian Employees	72%	30%	42%	15%	8%	5%	3625	70%	70%	67%	72%	75%			
	Federal Employees	70%	28%	42%	17%	8%	5%	2283	70%	70%	64%	71%	74%	72%	65%	59%
	Trust Employees	73%	31%	42%	13%	10%	4%	951	73%	73%	70%	76%	76%	80%	71%	
	Smithsonian Enterprise Employees	80%	42%	38%	8%	9%	3%	190	66%	66%	69%	72%	65%	69%	66%	
	STRI Panama Employees	74%	34%	40%	15%	9%	2%	201			80%	76%	83%	84%	80%	

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Unit Leadership (Unit leaders and managers setting tone and values)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	All Smithsonian Employees	47%	13%	34%	23%	19%	11%	3686	46%	45%	44%	67%	66%			
	Federal Employees	44%	12%	32%	23%	20%	13%	2302	44%	41%	41%	64%	63%	59%		51%
	Trust Employees	53%	15%	38%	20%	18%	9%	994	52%	53%	51%	75%	75%	69%		
	Smithsonian Enterprise Employees	43%	10%	33%	33%	15%	9%	190	57%	45%	49%	67%	55%	61%		
	STRI Panama Employees	64%	23%	41%	20%	13%	2%	200	60%	57%	53%	71%	68%	64%		
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All Smithsonian Employees	69%	26%	43%	17%	8%	5%	3640	68%	68%	70%	71%	71%			
	Federal Employees	65%	24%	41%	19%	9%	7%	2267	65%	65%	66%	68%	70%	66%		61%
	Trust Employees	78%	34%	44%	12%	7%	3%	987	76%	77%	82%	82%	79%	80%		
	Smithsonian Enterprise Employees	78%	30%	48%	14%	3%	5%	186	77%	77%	75%	75%	67%	73%		
	STRI Panama Employees	67%	18%	49%	23%	6%	3%	200	70%	59%	65%	66%	64%	69%		
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives.	All Smithsonian Employees	69%	28%	40%	21%	6%	4%	3617	68%	67%	69%	72%	73%			
	Federal Employees	66%	25%	40%	23%	6%	5%	2279	66%	65%	64%	70%	71%	72%	65%	
	Trust Employees	71%	32%	39%	19%	7%	3%	949	71%	71%	73%	77%	76%	82%	74%	
	Smithsonian Enterprise Employees	81%	45%	36%	12%	5%	2%	188	84%	70%	77%	72%	68%	76%	66%	
	STRI Panama Employees	83%	32%	51%	11%	5%	1%	201			83%	69%	82%	76%	65%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Unit Leadership (Unit leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Managers in my Unit support collaboration across work units to accomplish work objectives.	All Smithsonian Employees	69%	27%	42%	16%	10%	5%	3682	68%	70%	68%	67%	64%			
	Federal Employees	67%	25%	42%	16%	11%	5%	2299	67%	67%	66%	66%	62%	58%		59%
	Trust Employees	72%	30%	41%	14%	10%	4%	993	71%	74%	73%	72%	70%	68%		
	Smithsonian Enterprise Employees	75%	34%	42%	16%	5%	4%	189	80%	76%	71%	66%	65%	68%		
	STRI Panama Employees	75%	29%	46%	15%	9%	2%	201	76%	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%	12%	6%	3%	3638	79%	81%	80%	82%	81%			
	Federal Employees	77%	34%	44%	13%	6%	4%	2267	78%	80%	79%	81%	81%	77%	74%	
	Trust Employees	82%	39%	43%	10%	5%	2%	986	83%	85%	85%	86%	85%	85%	84%	
	Smithsonian Enterprise Employees	79%	29%	50%	11%	6%	4%	186	77%	76%	73%	66%	68%	71%	62%	
	STRI Panama Employees	82%	31%	51%	9%	8%	1%	199	80%	74%	79%	80%	78%	74%	74%	
My Unit's Director generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	61%	27%	34%	18%	13%	8%	3360	60%	60%	59%	63%	63%			
	Federal Employees	61%	27%	34%	19%	12%	8%	2295	61%	61%	57%	62%	62%	61%	56%	
	Trust Employees	60%	28%	32%	18%	16%	7%	868	58%	58%	60%	63%	63%	63%	58%	
	Smithsonian Enterprise Employees								58%	58%	63%	74%	51%	67%	56%	
	STRI Panama Employees	72%	33%	39%	16%	9%	2%	195			71%	65%	68%	65%	54%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Unit Leadership (Unit leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
My Unit's Director maintains high standards of honesty and integrity.	All Smithsonian Employees	73%	35%	38%	17%	6%	4%	3614	72%	72%	71%	74%	73%			
	Federal Employees	70%	32%	38%	19%	7%	5%	2276	71%	71%	68%	72%	70%	70%		
	Trust Employees	74%	38%	37%	16%	6%	4%	948	77%	77%	76%	78%	80%	81%		
	Smithsonian Enterprise Employees	82%	45%	37%	14%	3%	1%	189	71%	71%	72%	82%	65%	71%		
	STRI Panama Employees	91%	47%	44%	8%	1%	0%	201			80%	73%	80%	77%		
I have a high level of respect for my Unit's Director.	All Smithsonian Employees	74%	36%	38%	14%	8%	5%	3369	73%	73%	73%	74%	73%			
	Federal Employees	72%	34%	37%	14%	8%	6%	2263	72%	72%	70%	72%	71%	70%	67%	
	Trust Employees	73%	37%	36%	13%	9%	5%	930	74%	74%	75%	75%	78%	78%	75%	
	Smithsonian Enterprise Employees								70%	70%	72%	77%	61%	69%	64%	
	STRI Panama Employees	92%	46%	46%	6%	2%	0%	201			87%	87%	90%	88%	88%	
I have trust and confidence in my supervisor.	All Smithsonian Employees	75%	41%	34%	12%	7%	6%	3658	74%	74%	73%	74%	75%			
	Federal Employees	73%	38%	35%	13%	7%	7%	2281	71%	71%	70%	71%	73%	69%	64%	67%
	Trust Employees	79%	49%	30%	11%	5%	5%	990	80%	80%	82%	81%	81%	81%	75%	
	Smithsonian Enterprise Employees	79%	45%	34%	11%	6%	4%	187	78%	78%	73%	74%	74%	79%	70%	
	STRI Panama Employees	81%	41%	40%	9%	6%	4%	200	76%	76%	75%	76%	76%	82%	83%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Unit Leadership (Unit leaders and managers setting tone and values) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Overall, my immediate supervisor is an effective supervisor.	All Smithsonian Employees	74%	38%	36%	12%	7%	6%	3661	72%	72%	71%	72%	73%			
	Federal Employees	72%	35%	37%	14%	8%	7%	2280	70%	70%	69%	70%	71%	69%	65%	52%
	Trust Employees	76%	44%	31%	10%	8%	6%	992	75%	75%	76%	77%	76%	76%	72%	
	Smithsonian Enterprise Employees	79%	41%	38%	9%	7%	4%	188	75%	75%	74%	72%	72%	78%	70%	
	STRI Panama Employees	81%	41%	41%	9%	6%	3%	201	74%	74%	77%	77%	78%	76%	82%	



**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Job Satisfaction (output and use of skills)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Overall, I am satisfied with my job.	All Smithsonian Employees	80%	36%	44%	9%	8%	3%	3690	79%	81%	82%	81%	82%			
	Federal Employees	79%	35%	44%	9%	8%	4%	2304	78%	80%	81%	79%	81%	82%	79%	65%
	Trust Employees	81%	38%	43%	9%	8%	3%	995	83%	83%	85%	85%	86%	88%	86%	
	Smithsonian Enterprise Employees	86%	32%	54%	8%	6%	1%	190	78%	80%	82%	79%	76%	82%	78%	
	STRI Panama Employees	93%	45%	47%	5%	2%	1%	201	88%	89%	91%	89%	89%	91%	89%	
I like the kind of work I do.	All Smithsonian Employees	90%	51%	39%	6%	3%	1%	3668	89%	90%	90%	88%	91%			
	Federal Employees	89%	51%	38%	6%	3%	2%	2289	91%	89%	89%	87%	90%	90%	91%	83%
	Trust Employees	90%	50%	40%	7%	3%	1%	991	85%	92%	92%	91%	92%	92%	91%	
	Smithsonian Enterprise Employees	90%	47%	42%	8%	2%	0%	189	90%	90%	89%	88%	89%	89%	85%	
	STRI Panama Employees	96%	53%	43%	3%	1%	0%	199	75%	96%	92%	92%	95%	89%	93%	
My work gives me a feeling of personal accomplishment.	All Smithsonian Employees	81%	40%	40%	9%	7%	3%	3689	82%	82%	82%	81%	83%			
	Federal Employees	79%	40%	39%	10%	7%	4%	2304	80%	80%	80%	79%	83%	85%	81%	70%
	Trust Employees	83%	43%	40%	9%	6%	3%	994	86%	86%	85%	86%	86%	90%	85%	
	Smithsonian Enterprise Employees	87%	34%	54%	8%	4%	1%	190	80%	80%	84%	81%	78%	84%	72%	
	STRI Panama Employees	89%	42%	48%	6%	4%	0%	201	86%	86%	87%	86%	87%	86%	86%	

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Job Satisfaction (output and use of skills) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
My job makes good use of my knowledge and abilities.	All Smithsonian Employees	78%	41%	37%	8%	8%	5%	3670	78%	78%	76%	75%	77%			
	Federal Employees	77%	41%	36%	8%	9%	6%	2291	76%	76%	75%	73%	75%	76%	74%	58%
	Trust Employees	80%	44%	36%	8%	8%	4%	991	83%	83%	79%	80%	81%	82%	80%	
	Smithsonian Enterprise Employees	79%	35%	44%	12%	6%	3%	189	79%	79%	76%	77%	76%	78%	65%	
	STRI Panama Employees	81%	39%	42%	7%	10%	3%	199	80%	80%	79%	78%	80%	78%	82%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Career Growth (availability and support for career growth and development opportunities)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
In my Unit, time is made available for education and training activities.	All Smithsonian Employees	73%	27%	45%	12%	10%	6%	3672	70%	70%	70%					
	Federal Employees	72%	27%	45%	12%	9%	6%	2291	69%	69%	70%					
	Trust Employees	76%	30%	46%	11%	9%	4%	992	77%	77%	75%					
	Smithsonian Enterprise Employees	65%	22%	43%	15%	13%	7%	190	56%	56%	50%					
	STRI Panama Employees	70%	22%	48%	12%	16%	2%	199	61%	61%	59%					
My supervisor regularly evaluates my training needs for my present job.	All Smithsonian Employees	66%	28%	38%	16%	12%	6%	3657	65%	65%	62%	63%	63%			
	Federal Employees	66%	27%	39%	17%	12%	6%	2276	64%	64%	62%	62%	64%	60%	55%	52%
	Trust Employees	68%	30%	38%	14%	12%	5%	992	68%	68%	64%	65%	63%	60%	58%	
	Smithsonian Enterprise Employees	63%	29%	34%	18%	16%	4%	188	62%	62%	59%	61%	53%	67%	51%	
	STRI Panama Employees	63%	26%	37%	14%	17%	6%	201	58%	58%	63%	58%	58%	56%	47%	
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All Smithsonian Employees	73%	34%	39%	15%	8%	5%	3647	71%	71%	71%	71%	71%			
	Federal Employees	72%	33%	39%	15%	8%	6%	2270	69%	69%	68%	69%	69%	70%	67%	65%
	Trust Employees	75%	38%	38%	14%	8%	3%	990	76%	76%	78%	77%	75%	73%	73%	
	Smithsonian Enterprise Employees	77%	33%	44%	15%	3%	4%	188	69%	69%	74%	70%	71%	73%	68%	
	STRI Panama Employees	73%	35%	39%	14%	10%	2%	199	68%	68%	75%	71%	74%	72%	75%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Career Growth (availability and support for career growth and development opportunities) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I have adequate access to career planning and career growth tools and opportunities.	All Smithsonian Employees	60%	19%	40%	19%	15%	6%	3636	57%	57%	54%					
	Federal Employees	61%	20%	41%	19%	13%	7%	2266	57%	57%	55%					
	Trust Employees	58%	20%	38%	18%	17%	7%	985	60%	60%	50%					
	Smithsonian Enterprise Employees	56%	18%	37%	22%	18%	4%	186	51%	51%	49%					
	STRI Panama Employees	57%	15%	42%	20%	20%	3%	199	47%	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%	21%	44%	19%	12%	5%	3629	62%	62%	65%	66%	63%			
	Federal Employees	66%	21%	45%	18%	11%	6%	2258	61%	61%	66%	67%	65%	65%	60%	52%
	Trust Employees	63%	22%	41%	20%	14%	4%	986	65%	65%	66%	65%	63%	63%	56%	
	Smithsonian Enterprise Employees	64%	18%	47%	22%	10%	3%	185	58%	58%	59%	65%	54%	63%	54%	
	STRI Panama Employees	62%	17%	45%	17%	17%	4%	200	49%	49%	60%	56%	54%	49%	50%	
My supervisor supports career development. (Previous years used "employee development.")	All Smithsonian Employees	75%	38%	37%	15%	5%	4%	3646	73%	73%	77%	76%	78%			
	Federal Employees	74%	37%	37%	15%	6%	5%	2272	70%	70%	74%	75%	77%	75%	72%	64%
	Trust Employees	79%	42%	37%	14%	5%	3%	988	79%	79%	83%	82%	81%	77%	77%	
	Smithsonian Enterprise Employees	74%	32%	41%	17%	6%	3%	188	67%	67%	78%	71%	75%	73%	71%	
	STRI Panama Employees	72%	34%	38%	18%	6%	4%	198	70%	70%	78%	73%	74%	75%	78%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Recognition (equitable (fair) recognition and reward for performance)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Individual pay raises depend on how well individual employees perform their jobs.	All Smithsonian Employees	44%	12%	31%	25%	17%	15%	3674	41%	41%	41%	43%	45%			
	Federal Employees	41%	12%	29%	26%	18%	16%	2295	37%	37%	38%	40%	45%	36%	37%	21%
	Trust Employees	45%	12%	33%	23%	17%	14%	989	44%	44%	44%	48%	47%	42%	39%	
	Smithsonian Enterprise Employees	59%	17%	42%	21%	11%	10%	189	56%	56%	51%	54%	43%	45%	39%	
	STRI Panama Employees	55%	14%	41%	21%	13%	11%	201	48%	48%	57%	39%	40%	35%	28%	
Grade promotions in my Unit are based on merit.	All Smithsonian Employees	44%	13%	31%	28%	15%	14%	3672	39%	39%	45%	45%	43%			
	Federal Employees	41%	12%	29%	28%	16%	15%	2295	37%	37%	42%	42%	41%	40%	38%	33%
	Trust Employees	47%	14%	33%	26%	15%	13%	989	44%	44%	53%	53%	51%	48%	46%	
	Smithsonian Enterprise Employees	56%	18%	38%	30%	10%	5%	188	47%	47%	51%	51%	47%	51%	44%	
	STRI Panama Employees	48%	13%	35%	28%	15%	9%	200	39%	39%	49%	49%	38%	38%	34%	
Recognition and awards in my Unit depend on how well employees perform their jobs.	All Smithsonian Employees	57%	17%	40%	21%	11%	11%	3679	54%	54%	52%	53%	52%			
	Federal Employees	55%	16%	39%	21%	12%	12%	2299	53%	53%	50%	53%	52%	50%	50%	40%
	Trust Employees	61%	18%	43%	21%	10%	9%	990	57%	57%	56%	55%	53%	53%	50%	
	Smithsonian Enterprise Employees	64%	21%	42%	22%	8%	6%	190	55%	55%	52%	49%	48%	54%	42%	
	STRI Panama Employees	56%	14%	42%	23%	15%	7%	200	53%	53%	55%	52%	55%	44%	43%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Recognition (equitable (fair) recognition and reward for performance) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All Smithsonian Employees	47%	12%	35%	26%	16%	11%	3668	45%	45%	46%	48%	47%			
	Federal Employees	46%	12%	34%	26%	16%	12%	2288	43%	43%	44%	46%	46%	42%	42%	33%
	Trust Employees	49%	12%	37%	25%	15%	10%	990	48%	48%	47%	52%	53%	48%	44%	
	Smithsonian Enterprise Employees	57%	15%	42%	20%	16%	7%	190	54%	54%	55%	50%	43%	54%	44%	
	STRI Panama Employees	51%	11%	41%	28%	17%	4%	200	42%	42%	52%	47%	35%	43%	40%	
My supervisor takes steps to address a poor performer who cannot or will not improve.	All Smithsonian Employees	60%	23%	36%	23%	10%	7%	3654	59%	59%	58%	59%	60%			
	Federal Employees	59%	22%	36%	23%	11%	7%	2275	58%	58%	56%	58%	60%	56%	53%	28%
	Trust Employees	58%	26%	32%	24%	11%	7%	991	61%	61%	60%	60%	60%	55%	45%	
	Smithsonian Enterprise Employees	70%	26%	44%	18%	7%	5%	188	61%	61%	64%	59%	60%	70%	65%	
	STRI Panama Employees	69%	23%	46%	18%	9%	5%	200	58%	58%	74%	66%	63%	60%	61%	
My supervisor recognizes and acknowledges my positive work contributions.	All Smithsonian Employees	81%	45%	36%	9%	6%	4%	3642	81%	81%	80%	81%	82%			
	Federal Employees	79%	42%	37%	9%	7%	4%	2265	79%	79%	77%	78%	81%	79%	75%	47%
	Trust Employees	85%	52%	32%	7%	5%	3%	991	87%	87%	86%	87%	87%	85%	84%	
	Smithsonian Enterprise Employees	83%	42%	41%	10%	4%	3%	186	83%	83%	78%	83%	84%	82%	77%	
	STRI Panama Employees	82%	38%	44%	10%	5%	3%	200	74%	74%	83%	80%	77%	81%	79%	

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Recognition (equitable (fair) recognition and reward for performance) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
My performance appraisal is a fair reflection of my performance.	All Smithsonian Employees	77%	34%	43%	12%	7%	5%	3636	77%	77%	77%	76%	78%			
	Federal Employees	74%	33%	41%	13%	7%	6%	2264	75%	75%	75%	76%	77%	73%	71%	69%
	Trust Employees	83%	38%	45%	9%	5%	3%	986	85%	85%	82%	83%	86%	83%	82%	
	Smithsonian Enterprise Employees	78%	29%	48%	12%	7%	4%	186	74%	74%	70%	66%	69%	70%	66%	
	STRI Panama Employees	77%	29%	49%	13%	8%	2%	200	71%	71%	74%	67%	72%	71%	75%	

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Resources (resources for performance)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I have sufficient resources to get my job done.	All Smithsonian Employees	61%	19%	42%	13%	17%	9%	3638	59%	59%	57%	57%	57%			
	Federal Employees	59%	18%	41%	13%	18%	11%	2265	57%	57%	55%	55%	55%	51%	51%	46%
	Trust Employees	62%	21%	42%	12%	17%	9%	987	64%	64%	62%	64%	62%	60%	55%	
	Smithsonian Enterprise Employees	67%	17%	49%	13%	15%	5%	186	59%	59%	59%	56%	60%	69%	59%	
	STRI Panama Employees	68%	23%	45%	13%	15%	3%	200	61%	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%	42%	46%	7%	4%	1%	3638	87%	87%	84%	85%	85%			
	Federal Employees	87%	40%	47%	8%	4%	2%	2265	85%	85%	83%	83%	84%	84%	81%	69%
	Trust Employees	90%	48%	42%	6%	4%	0%	986	89%	89%	88%	90%	90%	90%	86%	
	Smithsonian Enterprise Employees	88%	38%	50%	6%	3%	3%	187	87%	87%	81%	83%	82%	85%	82%	
	STRI Panama Employees	87%	34%	54%	8%	5%	0%	200	87%	87%	86%	88%	86%	88%	81%	



**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Innovation (openness and acceptance of new ideas)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Smithsonian leaders and managers support implementation of new ideas and approaches.	All Smithsonian Employees	54%	12%	42%	27%	14%	5%	3671	54%	55%	56%	55%				
	Federal Employees	53%	13%	40%	28%	13%	6%	2289	55%	53%	54%	54%				
	Trust Employees	52%	9%	43%	28%	16%	4%	994	54%	58%	60%	57%				
	Smithsonian Enterprise Employees	60%	13%	47%	22%	14%	4%	189	61%	59%	61%	50%				
	STRI Panama Employees	69%	18%	51%	21%	10%	0%	199	65%	62%	68%	64%				
In my Unit, people value new ideas.	All Smithsonian Employees	65%	25%	39%	17%	13%	6%	3683	64%	64%	76%					
	Federal Employees	62%	24%	38%	18%	13%	7%	2298	62%	61%	73%					
	Trust Employees	70%	28%	42%	15%	12%	3%	995	69%	72%	81%					
	Smithsonian Enterprise Employees	72%	33%	39%	15%	9%	3%	190	73%	70%	76%					
	STRI Panama Employees	73%	28%	45%	16%	9%	1%	200	75%	71%	87%					
My Unit has a process for conducting and evaluating new ideas.	All Smithsonian Employees	53%	17%	36%	23%	18%	6%	3671	52%	51%	45%					
	Federal Employees	52%	16%	35%	25%	17%	7%	2291	52%	49%	43%					
	Trust Employees	52%	17%	35%	21%	21%	6%	993	52%	55%	46%					
	Smithsonian Enterprise Employees	57%	22%	35%	23%	16%	4%	187	66%	58%	52%					
	STRI Panama Employees	68%	21%	47%	17%	15%	1%	200	59%	51%	59%					

2016 Smithsonian Employee Perspective Survey

Segmented by Workforce Components

Accommodation (managers and supervisors listening to and accommodating employee workplace needs and requests)

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I am satisfied with Smithsonian work-life programs.	All Smithsonian Employees	74%	22%	51%	15%	8%	3%	3681	74%	74%	71%	68%	67%			
	Federal Employees	73%	23%	51%	16%	8%	3%	2297	74%	74%	71%	69%	68%	65%		80%
	Trust Employees	72%	21%	51%	16%	9%	3%	993	75%	75%	72%	71%	65%	65%		
	Smithsonian Enterprise Employees	81%	24%	57%	13%	4%	3%	190	77%	77%	70%	58%	55%	65%		
	STRI Panama Employees	80%	23%	57%	13%	6%	2%	201	64%	64%	70%	55%	71%	70%		
In my Unit, employees are protected from health and safety hazards on the job.	All Smithsonian Employees	88%	38%	50%	7%	3%	2%	3670	88%	88%	86%	86%	83%			
	Federal Employees	86%	37%	49%	8%	3%	2%	2293	87%	87%	84%	85%	82%	81%	79%	76%
	Trust Employees	91%	41%	50%	5%	3%	1%	990	91%	91%	91%	92%	89%	88%	85%	
	Smithsonian Enterprise Employees	91%	35%	56%	5%	4%	1%	188	94%	94%	79%	85%	82%	82%	78%	
	STRI Panama Employees	85%	33%	52%	7%	6%	2%	199	77%	77%	81%	78%	74%	79%	81%	
My unit's management is aware of the areas that can make my job difficult to accomplish.	All Smithsonian Employees	63%	19%	45%	18%	13%	6%	3688	63%	63%						
	Federal Employees	62%	18%	44%	19%	13%	7%	2304	62%	62%						
	Trust Employees	64%	19%	45%	17%	14%	5%	993	64%	64%						
	Smithsonian Enterprise Employees	70%	23%	47%	15%	11%	4%	189	68%	68%						
	STRI Panama Employees	72%	19%	53%	18%	8%	2%	202	71%	71%						

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components**

**Accommodation (managers and supervisors listening to and accommodating employee workplace needs and requests) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
My supervisor supports my need to balance work and other life issues.	All Smithsonian Employees	83%	46%	37%	9%	4%	3%	3651	83%	83%	82%	82%	83%			
	Federal Employees	82%	43%	39%	10%	4%	4%	2271	81%	81%	80%	80%	81%	80%	79%	78%
	Trust Employees	86%	53%	33%	8%	4%	2%	993	87%	87%	87%	88%	89%	88%	86%	
	Smithsonian Enterprise Employees	84%	48%	36%	9%	3%	4%	187	84%	84%	77%	79%	83%	84%	82%	
	STRI Panama Employees	83%	42%	41%	9%	6%	2%	200	80%	80%	82%	81%	80%	77%	81%	
My immediate supervisor is flexible in how I get my job done.	All Smithsonian Employees	85%	46%	39%	8%	4%	3%	3649	85%	85%						
	Federal Employees	83%	44%	39%	9%	4%	4%	2272	85%	85%						
	Trust Employees	88%	52%	36%	8%	3%	2%	989	88%	88%						
	Smithsonian Enterprise Employees	88%	44%	44%	6%	4%	2%	188	80%	80%						
	STRI Panama Employees	87%	34%	53%	6%	5%	1%	200	80%	80%						
My level of work-related stress has a negative impact on my work output. (%Favorable = %Strongly disagree + %Disagree)	All Smithsonian Employees	45%	12%	25%	18%	33%	12%	3633	46%	46%						
	Federal Employees	41%	13%	27%	19%	30%	11%	2263	42%	42%						
	Trust Employees	51%	9%	23%	17%	37%	14%	985	52%	52%						
	Smithsonian Enterprise Employees	55%	7%	24%	14%	42%	13%	186	49%	49%						
	STRI Panama Employees	57%	6%	21%	16%	44%	13%	199	49%	49%						

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components**

**Accommodation (managers and supervisors listening to and accommodating employee workplace needs and requests) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
My supervisor provides constructive suggestions to improve my job performance.	All Smithsonian Employees	75%	35%	40%	13%	8%	4%	3646	73%	73%	73%	74%	74%			
	Federal Employees	73%	34%	40%	14%	8%	5%	2270	71%	71%	71%	71%	72%	70%	66%	61%
	Trust Employees	76%	37%	39%	13%	9%	3%	990	77%	77%	78%	79%	76%	75%	70%	
	Smithsonian Enterprise Employees	79%	34%	45%	11%	5%	4%	187	79%	79%	72%	78%	76%	80%	71%	
	STRI Panama Employees	82%	38%	44%	8%	7%	3%	199	75%	75%	80%	80%	76%	75%	79%	
My workload is reasonable.	All Smithsonian Employees	63%	17%	47%	14%	15%	8%	3631	62%	62%	69%	67%	68%			
	Federal Employees	62%	16%	46%	14%	15%	9%	2259	59%	59%	67%	66%	68%	66%	66%	57%
	Trust Employees	64%	17%	47%	13%	16%	8%	986	66%	66%	73%	70%	69%	70%	68%	
	Smithsonian Enterprise Employees	70%	18%	52%	14%	13%	3%	186	67%	67%	63%	68%	71%	76%	75%	
	STRI Panama Employees	70%	18%	52%	16%	10%	4%	200	65%	65%	67%	66%	62%	63%	57%	
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%	41%	38%	10%	6%	4%	3646	79%	79%	79%	80%	81%			
	Federal Employees	77%	38%	39%	12%	6%	5%	2270	77%	77%	77%	78%	80%	79%		76%
	Trust Employees	82%	48%	34%	9%	6%	3%	989	83%	83%	83%	86%	86%	84%		
	Smithsonian Enterprise Employees	82%	42%	41%	9%	5%	4%	188	78%	78%	79%	81%	81%	85%		
	STRI Panama Employees	87%	39%	48%	5%	6%	2%	199	83%	83%	82%	82%	83%	82%		

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Diversity (workforce diversity)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
Smithsonian policies and programs promote diversity in the workplace.	All Smithsonian Employees	72%	22%	49%	17%	8%	4%	3674	73%	73%	71%	71%	70%			
	Federal Employees	71%	23%	48%	18%	8%	4%	2292	73%	73%	71%	71%	71%	70%	66%	56%
	Trust Employees	70%	20%	50%	17%	9%	4%	993	73%	72%	75%	72%	70%	66%	65%	
	Smithsonian Enterprise Employees	82%	25%	57%	12%	4%	2%	188	83%	77%	68%	79%	66%	76%	65%	
	STRI Panama Employees	79%	23%	56%	14%	5%	2%	201	82%	72%	68%	66%	66%	60%	53%	
Differences among individuals are respected and valued by employees within my Unit.	All Smithsonian Employees	82%	38%	44%	10%	5%	3%	3686	81%	81%	79%	79%	79%			
	Federal Employees	79%	35%	44%	11%	6%	4%	2300	79%	77%	76%	75%	75%	74%	73%	
	Trust Employees	85%	44%	40%	9%	4%	2%	994	84%	86%	87%	86%	87%	87%	83%	
	Smithsonian Enterprise Employees	89%	40%	50%	8%	2%	2%	190	89%	90%	84%	83%	80%	86%	77%	
	STRI Panama Employees	91%	40%	51%	6%	3%	0%	202	88%	88%	88%	88%	88%	88%	86%	
My supervisor is committed to a workforce representative of all segments of society.	All Smithsonian Employees	77%	37%	40%	17%	3%	3%	3654	77%	78%	76%	78%	80%			
	Federal Employees	74%	35%	39%	18%	4%	3%	2275	75%	76%	74%	76%	79%	74%	71%	67%
	Trust Employees	81%	41%	40%	15%	2%	3%	992	81%	82%	83%	85%	84%	84%	80%	
	Smithsonian Enterprise Employees	86%	41%	45%	11%	1%	2%	187	78%	84%	79%	80%	83%	86%	79%	
	STRI Panama Employees	75%	32%	44%	18%	5%	2%	200	82%	71%	78%	80%	81%	77%	75%	

2016 Smithsonian Employee Perspective Survey  
 Segmented by Workforce Components  
 Diversity (workforce diversity) (continued)

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SD+%D)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 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. (%Favorable = %Strongly disagree + %Disagree)	All Smithsonian Employees	76%	5%	9%	10%	34%	42%	3423	75%	77%	73%	72%	75%			
	Federal Employees	70%	7%	11%	11%	33%	37%	2212	72%	73%	68%	67%	70%	73%		
	Trust Employees	85%	2%	5%	7%	31%	54%	881	83%	85%	83%	83%	87%	85%		
	Smithsonian Enterprise Employees	85%	4%	4%	7%	36%	49%	174	85%	79%	80%	76%	76%	71%		
	STRI Panama Employees	84%	1%	8%	7%	50%	34%	157	75%	79%	77%	75%	79%	71%		

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Civility (civility within the workforce)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 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%	30%	45%	11%	8%	5%	3686	75%	75%	74%	76%	79%			
	Federal Employees	72%	27%	45%	12%	9%	7%	2303	73%	72%	71%	73%	77%			
	Trust Employees	80%	37%	43%	9%	8%	4%	992	79%	79%	80%	81%	84%			
	Smithsonian Enterprise Employees	80%	29%	51%	13%	5%	3%	189	83%	80%	78%	76%	77%			
	STRI Panama Employees	86%	34%	52%	10%	4%	1%	202	88%	85%	89%	87%	86%			
In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their career.	All Smithsonian Employees	53%	17%	36%	20%	15%	11%	3678	53%	52%						
	Federal Employees	50%	16%	34%	21%	16%	13%	2297	51%	48%						
	Trust Employees	57%	19%	38%	18%	16%	9%	991	55%	60%						
	Smithsonian Enterprise Employees	62%	19%	42%	21%	11%	6%	189	63%	54%						
	STRI Panama Employees	61%	19%	43%	22%	12%	5%	201	59%	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%	35%	36%	14%	9%	6%	3520	71%	70%	70%	72%				
	Federal Employees	69%	33%	36%	14%	9%	7%	2263	70%	69%	66%	70%				
	Trust Employees	74%	42%	32%	12%	8%	6%	890	75%	74%	78%	77%				
	Smithsonian Enterprise Employees	73%	33%	40%	17%	6%	5%	181	72%	71%	73%	67%				
	STRI Panama Employees	73%	29%	44%	17%	6%	3%	186	74%	72%	73%	77%				

**2016 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**Civility (civility within the workforce) (continued)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
My work environment is civil and respectful.	All Smithsonian Employees	82%	38%	44%	10%	5%	3%	3628	81%	81%	77%	77%				
	Federal Employees	80%	36%	44%	11%	6%	3%	2258	78%	78%	74%	75%				
	Trust Employees	86%	45%	41%	8%	5%	2%	985	85%	85%	82%	82%				
	Smithsonian Enterprise Employees	84%	33%	51%	8%	4%	4%	185	86%	86%	75%	75%				
	STRI Panama Employees	91%	37%	53%	5%	5%	0%	200	89%	89%	87%	90%				



**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Brand Appreciation (importance of perception of Smithsonian attributes)**

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
It is important that the general public sees the Smithsonian as creative.	All Smithsonian Employees	95%	57%	38%	4%	1%	0%	3684	95%	95%						
	Federal Employees	94%	54%	40%	5%	1%	0%	2299	94%	94%						
	Trust Employees	97%	67%	31%	2%	1%	0%	994	97%	97%						
	Smithsonian Enterprise Employees	95%	59%	37%	4%	0%	0%	190	97%	97%						
	STRI Panama Employees	96%	50%	46%	4%	0%	0%	201	95%	95%						
It is important that the general public sees the Smithsonian as fun.	All Smithsonian Employees	88%	45%	43%	8%	3%	1%	3677	87%	87%						
	Federal Employees	89%	44%	44%	8%	3%	1%	2295	88%	88%						
	Trust Employees	89%	50%	40%	8%	3%	0%	993	88%	88%						
	Smithsonian Enterprise Employees	92%	46%	46%	6%	2%	0%	190	95%	95%						
	STRI Panama Employees	64%	28%	36%	16%	15%	5%	199	50%	50%						
It is important that the general public sees the Smithsonian as innovative.	All Smithsonian Employees	94%	60%	34%	5%	1%	0%	3684	95%	95%						
	Federal Employees	94%	58%	36%	5%	1%	0%	2297	94%	94%						
	Trust Employees	96%	69%	27%	3%	1%	0%	995	97%	97%						
	Smithsonian Enterprise Employees	97%	60%	37%	2%	1%	0%	190	98%	98%						
	STRI Panama Employees	94%	53%	41%	6%	0%	0%	202								

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Work Schedule Questions**

2016 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	9%	24%	33%	2%	11%	14%	7%	3625
	Federal Employees	8%	21%	41%	2%	11%	13%	5%	2254
	Trust Employees	13%	35%	14%	1%	13%	19%	7%	988
	Smithsonian Enterprise Employees	9%	29%	28%	1%	12%	10%	12%	186
	STRI Panama Employees	4%	9%	42%	6%	3%	10%	26%	197
	2015 All Smithsonian Employees	8%	24%	30%	2%	11%	16%	8%	3301
	2014 All Smithsonian Employees	8%	21%	33%	3%	12%	14%	9%	3428
	2013 All Smithsonian Employees	7%	20%	33%	3%	11%	15%	11%	3599

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I am satisfied with telework programs in my Unit.	All Smithsonian Employees	78%	31%	47%	11%	9%	2%	1180	77%	77%	76%	75%	69%			
	Federal Employees	77%	29%	48%	10%	9%	3%	660	76%	76%	76%	76%	67%	62%		78%
	Trust Employees	80%	33%	47%	10%	8%	2%	428	77%	77%	78%	74%	72%	63%		
	Smithsonian Enterprise Employees	71%	33%	38%	18%	9%	3%	68	77%	77%	60%	70%	66%	53%		
	STRI Panama Employees	60%	20%	40%	26%	9%	5%	23	71%	71%	75%	57%	73%			

**2016 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
Work Schedule Questions (continued)**

2016 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	23%	13%	16%	10%	38%	3490
	Federal Employees	28%	7%	19%	8%	38%	2271
	Trust Employees	18%	20%	7%	12%	43%	984
	Smithsonian Enterprise Employees	4%	33%	23%	13%	27%	188
	STRI Panama Employees	4%	54%	15%	15%	11%	47
	2015 All Smithsonian Employees	18%	14%	20%	12%	36%	3304
	2014 All Smithsonian Employees	19%	12%	21%	14%	34%	3273
	2013 All Smithsonian Employees	19%	15%	21%	13%	31%	3578

2016 SEPS Question	Smithsonian Employee Workforce Component	2016 SEPS Favorable Score (%SA+%A)	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees (unweighted)	2015 SEPS Favorable Score	2014 SEPS Favorable Score	2013 SEPS Favorable Score	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2015 Federal Employee Viewpoint Survey
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit.	All Smithsonian Employees	91%	55%	36%	5%	3%	1%	804	93%	93%	91%	91%	91%			
	Federal Employees	90%	55%	35%	5%	3%	1%	625	93%	93%	92%	91%	92%	90%	89%	
	Trust Employees	94%	54%	40%	3%	2%	0%	170	94%	94%	91%	95%	90%	89%		
	Smithsonian Enterprise Employees	100%	72%	28%	0%	0%	0%	7				92%	92%	78%		
	STRI Panama Employees							2			86%	79%	77%			