Overview

The 2021 Smithsonian Employee Perspective Survey (SEPS) was sent to 6,100 employees. Of them, 3,472 answered at least 25 percent of the core questions for a cooperation rate of 57 percent. These responses were weighted to ensure survey results accurately represent the survey population.

In this report, SEPS questions are organized into 15 themes related to employee working experiences and conditions: (1) Job Satisfaction; (2) Unit Satisfaction; (3) Institutional Satisfaction; (4) Leadership; (5) Unit Communication and Collaboration; (6) Institutional Communication and Collaboration; (7) Employee Accommodation; (8) Resources; (9) Employee Recognition; (10) Organizational Nimbleness and Innovation; (11) Diversity; (12) Civility; (13) Career Growth; (14) Harassment-Free Workplace; and (15) Telework.

Theme Scores: The first table presents the aggregate mean scores across all questions in each theme for all SI employees.

Response Scores and Frequencies: The next 15 tables display the results for each individual question, grouped by theme. Results are shown for All Smithsonian Employees, as well as breakouts for Federal and Trust Staff.

Basic Reporting Metrics

Favorable Score: The sum of the percent of Strongly Agree and Agree.

Unfavorable Score: The sum of the percent of Strongly Disagree and Disagree.

Average (%): Response percentages for each of the five response options: Strongly Agree, Agree, Neither Agree Nor Disagree, Disagree, Strongly Disagree.

# Responses: Number of employees responding to this question.

Historical SEPS Favorable Scores: Favorable scores from the past five years. Not all questions were asked each year.

2020 FEVS (%): Favorable scores for comparable questions in the 2020 Federal Employee Viewpoint Survey (FEVS). For some SEPS questions, there was no comparable FEVS question; furthermore, the 2020 FEVS omitted 19 items comparable to SEPS questions to accommodate COVID-19 related items.

2021 SEPS Favorable Scores Minus 2016-2020 Average (%): The last column displays the rounded difference between the 2021 favorable score and the average of the favorable scores in 2016-2020.
### 2021 SEPS Theme Scores for All SI

<table>
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<tr>
<th>SEPS Themes</th>
<th>SI Workforce Component</th>
<th>Favorable Score</th>
<th>Unfavorable Score</th>
<th>Average (%)</th>
<th># Responses</th>
<th>2016 FEVS (%)</th>
<th>2017 FEVS (%)</th>
<th>2018 FEVS (%)</th>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
### Unit Satisfaction Theme Averages

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<th>Unfavorable Score</th>
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<th>Agree</th>
<th>Neither Agree Nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2019 FEVS (%</th>
<th>2020 FEVS (%</th>
<th>2021 SEPS Favorable Scores Minus 2016-2020 Average (%)</th>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
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<th>SEPS Themes</th>
<th>SI Workforce Component</th>
<th>Favorable Score</th>
<th>Unfavorable Score</th>
<th>Average (%)</th>
<th>Responses</th>
<th>Historical SEPS Favorable Scores</th>
<th>2019 FEVS (%)</th>
<th>2020 FEVS (%)</th>
<th>2021 SEPS Favorable Scores Minus 2016-2020 Average (%)</th>
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<td>77</td>
<td>80 82 79 85</td>
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<td>3,449</td>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
## Leadership Theme: 2021 SEPS

### SEPS Themes

<table>
<thead>
<tr>
<th>SI Workforce Component</th>
<th>Favorable Score</th>
<th>Unfavorable Score</th>
<th>2021 SEPS Averages</th>
<th>Historical SEPS Favorable Scores</th>
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<td><strong>Arbitrary action and personal favoritism are not tolerated.</strong> (FEVS includes &quot;for partisan political purposes.&quot; SEPS dropped &quot;political purposes in 2013.)</td>
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<td><strong>My Unit’s Director reviews and evaluates my Unit’s progress toward meeting its goals and objectives.</strong></td>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
### Leadership Theme (continued)

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<tr>
<th>SEPS Themes</th>
<th>2021 SEPS</th>
<th>Historical SEPS Favorable Scores</th>
<th>SI Workforce Component</th>
<th>Favorable Score</th>
<th>Unfavorable Score</th>
<th>Average (%)</th>
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<th>2019 FEVS (%)</th>
<th>2020 FEVS (%)</th>
<th>2021 SEPS Favorable Scores Minus 2016-2020 Average (%)</th>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
## Unit Communication and Collaboration Theme

### 2021 SEPS

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<th>SEPS Themes</th>
<th>SI Workforce Component</th>
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<th>Unfavorable Score</th>
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<th>Neither Agree Nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tr>
<td><strong>The people in my immediate work unit cooperate to get the job done.</strong></td>
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<tr>
<td><strong>My Unit’s Director communicates my Unit’s goals and priorities.</strong></td>
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<td><strong>Employees in my immediate work unit share job knowledge with each other.</strong></td>
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<th>2019 FEVS (%)</th>
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<td><strong>My Unit’s Director communicates my Unit’s goals and priorities.</strong></td>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
## Employee Accommodation Theme

### 2021 SEPS

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**Average (%)**

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**2021 SEPS Favorable Scores Minus 2016-2020 Average (%)**

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**Historical SEPS Favorable Scores**

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**Discussion with my supervisor about my performance are worthwhile.**

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**I am satisfied with my involvement in decisions that affect my work.**

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**Data:**

- Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
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<tr>
<th>SEPS Themes</th>
<th>SI Workforce Component</th>
<th>2021 SEPS</th>
<th>Historical SEPS Favorable Scores</th>
<th>2021 SEPS Favorable Scores Minus 2016-2020 Average (%)</th>
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<td>My supervisor supports my need to balance work and other life issues.</td>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
# Employee Recognition Theme

## 2021 SEPS

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### My performance appraisal is a fair reflection of my performance.

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### My supervisor recognizes and acknowledges my positive work contributions.

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### Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
### Organizational Nimbleness and Innovation Theme

#### 2021 SEPS

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<tr>
<td><strong>In my Unit, people value new ideas.</strong></td>
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<td><strong>The Smithsonian quickly adapts to changes in its environment.</strong></td>
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<td><strong>Smithsonian leaders and managers support implementation of new ideas and approaches.</strong></td>
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Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
## Diversity Theme

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<td>Differences among individuals are respected and valued by employees within my Unit.</td>
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<td>Trust</td>
<td><strong>86</strong></td>
<td><strong>5</strong></td>
<td><strong>43</strong></td>
</tr>
<tr>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td></td>
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<tr>
<td></td>
<td>All SI</td>
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<tr>
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<tr>
<td>For the next item, the scale is reversed; disagreement to the statement is favorable.</td>
<td></td>
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</table>

Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
<table>
<thead>
<tr>
<th>SEPS Themes</th>
<th>SI Workforce Component</th>
<th>Favorable Score</th>
<th>Unfavorable Score</th>
<th>Average (%)</th>
<th># Responses</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2019 FEVS (%)</th>
<th>2020 FEVS (%)</th>
<th>2021 SEPS Favorable Scores Minus 2016-2020 Average (%)</th>
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<tr>
<td>Generally, employees, supervisors, and managers in my Unit are civil, respectful, and courteous in dealing with each other.</td>
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<tr>
<td>In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their career.</td>
<td>All SI</td>
<td>56</td>
<td>21</td>
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<td>37</td>
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<tr>
<td>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.</td>
<td>All SI</td>
<td>77</td>
<td>11</td>
<td>40</td>
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<tr>
<td>My work environment is civil and respectful.</td>
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</tbody>
</table>

Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
### Career Growth Theme

**2021 SEPS**

<table>
<thead>
<tr>
<th>SEPS Themes</th>
<th>SI Workforce Component</th>
<th>2021 SEPS</th>
<th><strong>Average (%)</strong></th>
<th>Historical SEPS Favorable Scores</th>
<th>2021 SEPS Favorable Scores Minus 2016-2020 Average (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<tr>
<td>Career Growth Theme Averages</td>
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<td>71</td>
<td>14</td>
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<td>Trust</td>
<td>69</td>
<td>15</td>
<td>27</td>
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<tr>
<td>In my Unit, time is made available for education and training activities.</td>
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<td></td>
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<td></td>
<td>Trust</td>
<td>70</td>
<td>16</td>
<td>24</td>
<td>46</td>
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<tr>
<td>My supervisor regularly evaluates my training needs for my present job.</td>
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<td>Trust</td>
<td>67</td>
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<td>38</td>
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<tr>
<td>My supervisor provides employees with opportunities to demonstrate their leadership skills.</td>
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<td>9</td>
<td>38</td>
<td>39</td>
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<td>Trust</td>
<td>79</td>
<td>8</td>
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<td>39</td>
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<tr>
<td>My supervisor supports career development.</td>
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<td>41</td>
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<tr>
<td></td>
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<td>39</td>
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<tr>
<td>I have access to adequate career planning and career growth tools and opportunities.</td>
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<td></td>
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<td>Trust</td>
<td>54</td>
<td>25</td>
<td>15</td>
<td>39</td>
</tr>
<tr>
<td>I am given a real opportunity to improve my skills in my Unit.</td>
<td>All SI</td>
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<td>23</td>
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<td></td>
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<td>47</td>
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<tr>
<td></td>
<td>Trust</td>
<td>69</td>
<td>14</td>
<td>24</td>
<td>45</td>
</tr>
<tr>
<td>I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job.</td>
<td>All SI</td>
<td>66</td>
<td>15</td>
<td>19</td>
<td>47</td>
</tr>
<tr>
<td></td>
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<td>Trust</td>
<td>62</td>
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<td>44</td>
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</tbody>
</table>

Favorable Score = Strongly Agree + Agree; Unfavorable Score = Strongly Disagree + Disagree. Due to rounding, Scores may not match the sum of the figures.
## Harassment-Free Workplace Theme

### 2021 SEPS Favorable Scores

<table>
<thead>
<tr>
<th>SEPS Themes</th>
<th>SI Workforce Component</th>
<th>Favorable Score</th>
<th>Unfavorable Score</th>
<th>Average (%)</th>
<th># Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>2016</strong></td>
<td><strong>2017</strong></td>
<td><strong>2018</strong></td>
<td><strong>2019</strong></td>
<td><strong>2020</strong></td>
</tr>
<tr>
<td>Harassment-Free Workplace Theme Averages</td>
<td>All SI</td>
<td>77</td>
<td>11</td>
<td>31</td>
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<td>46</td>
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<tr>
<td></td>
<td>Trust</td>
<td>78</td>
<td>10</td>
<td>33</td>
<td>46</td>
</tr>
<tr>
<td>The Smithsonian is committed to a harassment free work culture.</td>
<td>All SI</td>
<td>79</td>
<td>10</td>
<td>32</td>
<td>47</td>
</tr>
<tr>
<td></td>
<td>Federal</td>
<td>77</td>
<td>11</td>
<td>31</td>
<td>46</td>
</tr>
<tr>
<td></td>
<td>Trust</td>
<td>82</td>
<td>7</td>
<td>33</td>
<td>49</td>
</tr>
<tr>
<td>Smithsonian employees at all levels promote a safe workplace, free of all kinds of harassment.</td>
<td>All SI</td>
<td>68</td>
<td>14</td>
<td>24</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>Federal</td>
<td>66</td>
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<td>23</td>
<td>43</td>
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<tr>
<td></td>
<td>Trust</td>
<td>71</td>
<td>11</td>
<td>27</td>
<td>44</td>
</tr>
<tr>
<td>In my Unit, employees are protected from incidents of harassment, intimidation, discrimination, and threats of workplace violence on the job.</td>
<td>All SI</td>
<td>78</td>
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<td>35</td>
<td>44</td>
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<td></td>
<td>Trust</td>
<td>81</td>
<td>8</td>
<td>38</td>
<td>43</td>
</tr>
<tr>
<td>If I needed to report an incident of harassment or other concerning behavior in the workplace or a work-related situation, I would know or be able to find out where to go to report.</td>
<td>All SI</td>
<td>84</td>
<td>8</td>
<td>34</td>
<td>50</td>
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<td>Trust</td>
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<td>9</td>
<td>35</td>
<td>48</td>
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<tr>
<td>I am aware what actions to take if I experience or witness inappropriate or concerning behaviors on the job.</td>
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<td>8</td>
<td>32</td>
<td>51</td>
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<tr>
<td></td>
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<td>Trust</td>
<td>80</td>
<td>10</td>
<td>30</td>
<td>50</td>
</tr>
<tr>
<td>I have confidence that my unit’s management will respond to reports of harassment with fast and appropriate action.</td>
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<td>39</td>
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<td>Trust</td>
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<td>33</td>
<td>39</td>
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</tbody>
</table>

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<th>SEPS Themes</th>
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<th>Historical SEPS Favorable Scores</th>
<th>2021 SEPS Favorable Scores Minus 2016-2020 Average (%)</th>
</tr>
</thead>
<tbody>
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<td></td>
<td>SI Workforce Component</td>
<td>Favorable Score</td>
<td>Unfavorable Score</td>
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<td>Telework Theme Averages</td>
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<td>All SI</td>
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<td>6</td>
<td>41</td>
</tr>
<tr>
<td>Trust</td>
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<td>47</td>
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<tr>
<td>The Smithsonian adequately supports effective telework.</td>
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<tr>
<td>All SI</td>
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<tr>
<td>Trust</td>
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<tr>
<td>My supervisor effectively manages teleworking employees.</td>
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<td>43</td>
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<tr>
<td>Trust</td>
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<td>4</td>
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<tr>
<td>The Telework program in my immediate work unit has a positive impact on our work culture.</td>
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<td>All SI</td>
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<td>42</td>
</tr>
<tr>
<td>Federal</td>
<td>75</td>
<td>8</td>
<td>41</td>
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