2021 Smithsonian Employee Perspective Survey (SEPS): Institution-wide Theme Scores, One Smithsonian Index, and Response Frequencies by Question

Prepared by Smithsonian Organization and Audience Research (SOAR)

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 ommited 19 items comparable to SEPS questions to accomodate 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.

SEPS Theme Scores for All SI

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Job Satisfaction	All SI	82	10	39	43	8	7	3		80	81	81	80	84	67	71	1
Unit Satisfaction	All SI	79	10	37	42	11	6	4		78	79	78	78	84	72	73	0
Institutional Satisfaction	All SI	77	9	32	45	13	6	3		76	79	78	77	83	64	69	-1
Leadership	All SI	73	11	33	40	16	7	4		69	70	72	71	76	62	66	2
Unit Communication and Collaboration	All SI	85	6	42	43	9	4	2		81	82	82	82	86	73	76	2
Institutional Communication and Collaboration	All SI	76	10	27	48	15	7	3		72	74	72	71	78	65	68	2
Employee Accommodation	All SI	80	10	37	43	11	6	3		77	77	78	77	81	70	74	2
Resources	All SI	76	16	35	41	9	10	5		74	75	74	74	78	65	82	0
Employee Recognition	All SI	64	16	26	38	20	9	7		61	62	62	62	65	48	54	1
Organizational Nimbleness and Innovation	All SI	62	17	19	43	20	12	5		59	61	59	58	67	56	67	2
Diversity	All SI	78	9	38	40	13	6	3		76	77	76	76	77	66	79	2
Civility	All SI	76	12	35	40	13	7	4		70	73	72	73	77			3
Career Growth	All SI	71	14	28	43	16	9	5		69	69	69	69	72	65	74	1
Harassment-Free Workplace	All SI	77	11	31	46	12	7	4									
Telework	All SI	81	6	43	38	13	4	2									

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

Job Satisfaction Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Job Satisfaction Theme Averages	All SI	82	10	39	43	8	7	3		80	81	81	80	84			1
	Federal	81	11	38	43	8	7	4		78	81	80	80	84	67	71	1
	Trust	84	9	40	44	7	7	2		81	82	82	81	86			1
Overall, I am satisfied with my job.	All SI	82	10	37	45	8	7	3	3,456	80	81	81	81	85			0
	Federal	81	11	37	44	8	7	4	2,111	79	82	81	80	85	69	72	0
	Trust	84	9	37	47	7	7	2	1,345	81	81	83	82	87			1
My work gives me a feeling of personal accomplishment.	All SI	83	9	40	43	8	6	3	3,453	81	82	82	81	85			1
	Federal	82	10	39	43	8	6	4	2,106	79	81	82	81	85	72	75	1
	Trust	84	8	41	43	7	6	2	1,347	83	83	83	82	87			1
My job makes good use of my knowledge and abilities.	All SI	81	12	40	42	7	8	4	3,452	78	80	78	79	82			2
	Federal	80	12	38	42	8	8	5	2,105	77	78	77	78	81	61	66	2
	Trust	83	10	42	41	6	8	2	1,347	80	82	81	81	84			2

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

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Unit Satisfaction Theme Averages	All SI	79	10	37	42	11	6	4		78	79	78	78	84			0
	Federal	78	10	35	43	12	6	4		76	79	77	77	83	72	73	0
	Trust	82	8	40	42	9	6	2		80	81	82	80	86			1
Considering everything, I am satisfied with my Unit.	All SI	73	15	28	45	12	10	5	3,457	70	73	71	71	78			0
	Federal	71	16	27	44	13	10	6	2,108	67	71	70	70	77	61	66	0
	Trust	76	13	29	47	11	9	4	1,349	72	76	75	73	80			1
My Unit successfully accomplishes its mission.	All SI	81	6	35	45	13	4	2	3,385	81	82	81	81	86			-2
	Federal	78	7	33	45	15	4	3	2,072	79	82	80	80	85	77	81	-3
	Trust	85	5	39	45	10	4	1	1,313	86	84	85	82	88			0
I would recommend my Unit as a good place to work.	All SI	72	14	29	42	14	9	6	3,446	70	72	70	70	77			0
	Federal	70	15	28	42	15	9	7	2,104	68	71	69	70	76	67	71	-1
	Trust	75	13	32	43	12	9	4	1,342	71	74	73	72	79			1
The overall quality of work done by my immediate work unit is very good.	All SI	92	2	56	37	5	2	1	3,422	90	90	91	90	93			2
	Federal	92	2	53	39	6	2	1	2,087	89	89	90	89	92	84		2
	Trust	93	2	61	32	4	2	0	1,335	92	91	93	92	95			1

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

Institutional Satisfaction Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Institutional Satisfaction Theme Averages	All SI	77	9	32	45	13	6	3		76	79	78	77	83			-1
	Federal	76	10	32	44	14	7	4		75	78	77	76	81	64	69	-1
	Trust	79	8	31	48	13	6	2		77	80	82	79	85			-1
Considering everything, I am satisfied with the Smithsonian.	All SI	77	10	31	46	12	7	3	3,449	75	78	78	77	83			-1
	Federal	76	11	31	45	12	7	4	2,102	74	77	76	76	81	61	66	-1
	Trust	79	9	31	49	11	7	2	1,347	76	80	81	78	85			0
I would recommend the Smithsonian as a good place to work.	All SI	77	8	33	44	15	6	3	3,439	77	79	79	78	82			-2
	Federal	76	10	33	42	15	6	3	2,093	76	79	77	77	81	67	71	-2
	Trust	80	6	32	48	14	5	1	1,346	78	81	83	79	84			-1

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

Leadership Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Leadership Theme Averages	All SI	73	11	33	40	16	7	4		69	70	72	71	76			2
	Federal	72	12	32	40	16	7	5		66	69	70	70	75	62	66	2
	Trust	76	10	35	41	14	7	3		71	72	74	73	79			2
My Unit's Director maintains high standards of honesty and integrity.	All SI	74	9	37	37	17	5	4	2,964	73	73	74	73	78			-1
	Federal	72	10	35	37	18	5	5	1,778	70	72	72	72	76	56	61	-1
	Trust	77	9	40	37	14	5	4	1,186	74	76	78	75	81			0
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All SI	74	10	33	42	16	6	4	3,217	69	72	72	72	75			2
	Federal	71	12	31	40	17	6	5	1,961	65	70	69	68	71	67	68	2
	Trust	81	7	35	45	12	5	2	1,256	78	76	79	78	81			3
My Unit's Director generates high levels of motivation and commitment in the workforce.	All SI	63	17	30	33	20	10	7	3,010	61	62	61	62	70			0
	Federal	63	16	30	33	21	10	7	1,808	61	62	60	62	69	45	51	0
	Trust	63	19	30	33	18	11	7	1,202	60	62	62	61	69			0
Managers in my Unit support collaboration across work units to accomplish work objectives.	All SI	77	10	32	44	13	7	3	3,392	69	71	74	73	80			3
	Federal	76	11	31	44	14	7	4	2,070	67	70	72	72	78	61		4
	Trust	78	10	34	44	12	7	3	1,322	72	74	77	75	82			2
I have a high level of respect for my Unit's Director.	All SI	73	12	37	36	15	7	5	3,041	74	75	75	75	78			-3
	Federal	72	12	36	36	16	7	5	1,823	72	75	75	75	78	57	62	-3
	Trust	74	13	38	36	13	8	5	1,218	73	76	76	75	80			-2
Arbitrary action and personal favoritism are not tolerated. (FEVS includes "for partisan political purposes." SEPS dropped "political purposes in 2013.)	All SI	49	25	14	35	26	17	9	3,293	47	48	48	47	50			1
	Federal	46	26	13	33	27	16	10	2,022	44	46	46	45	48	56		1
	Trust	53	23	14	39	24	17	6	1,271	53	52	52	51	54			1
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives.	All SI	67	10	28	39	24	6	4	2,870	69	67	66	66	71			-1
	Federal	65	10	27	38	25	6	4	1,725	66	66	64	66	71	64		-1
	Trust	69	9	29	40	22	6	4	1,145	71	71	70	68	73			-2

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)

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
I have trust and confidence in my supervisor.	All SI	82	9	47	35	9	5	4	3,426	75	75	77	77	81			5
	Federal	80	11	43	36	10	6	5	2,089	73	75	75	75	79	72	76	4
	Trust	86	6	53	34	8	4	2	1,337	79	77	80	80	85			6
Overall, my immediate supervisor is an effective supervisor.	All SI	79	10	44	36	11	6	4	3,422	74	74	75	74	79			4
	Federal	78	11	42	36	11	6	5	2,084	72	73	74	73	78	74	78	4
	Trust	82	8	47	35	10	6	3	1,338	76	74	76	76	82			5
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All SI	83	7	37	46	10	5	2	3,351	79	81	81	80	83			2
	Federal	82	8	36	46	11	5	3	2,055	77	81	80	80	83			2
	Trust	84	6	39	46	10	5	1	1,296	82	81	83	80	85			2
I am held accountable for achieving results.	All SI	90	3	38	52	8	2	1	3,403			90	90	92			-1
	Federal	88	3	37	51	9	2	1	2,078			90	89	92	83		-2
	Trust	93	2	39	54	6	1	0	1,325			91	92	95			0
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders and the Board of Regents.	All SI	72	10	23	48	18	7	3	3,367	65	70	66	64	79			3
	Federal	70	11	24	46	19	7	4	2,056	64	69	66	66	78	47		2
	Trust	74	8	21	53	18	6	2	1,311	64	72	67	62	80			5

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

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Unit Communications Theme Averages	All SI	85	6	42	43	9	4	2		81	82	82	82	86			2
	Federal	84	6	41	44	9	4	2		80	82	81	82	85	73	76	3
	Trust	86	6	45	41	8	4	2		83	83	85	83	87			2
The people in my immediate work unit cooperate to get the job done.	All SI	92	3	50	42	5	2	1	3,433	87	89	88	89	92			3
	Federal	91	3	48	43	6	2	1	2,096	86	88	87	88	91	77	84	3
	Trust	94	3	54	40	3	2	1	1,337	91	90	92	90	93			3
My Unit's Director communicates my Unit's goals and priorities.	All SI	73	11	31	42	16	7	4	3,022	72	73	72	71	76			1
	Federal	73	11	30	42	17	7	4	1,812	70	72	70	71	76	65	68	1
	Trust	74	11	33	41	15	7	4	1,210	73	74	74	71	77			0
Employees in my immediate work unit share job knowledge with each other.	All SI	90	4	49	42	6	3	1	3,420	85	86	86	87	90			3
	Federal	90	4	46	43	6	3	1	2,085	84	85	84	86	88	77		4
	Trust	92	3	54	39	5	3	1	1,335	89	88	90	89	92			3
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	All SI	84	7	39	46	9	4	2	3,294	81	82	82	82	84			2
	Federal	84	7	38	46	9	5	3	2,040	81	82	82	81	84	72		2
	Trust	85	6	40	45	9	4	2	1,254	81	82	84	84	84			2

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

Institutional Communication and Collaboration Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Institutional Communications Theme Averages	All SI	76	10	27	48	15	7	3		72	74	72	71	78			2
	Federal	76	10	28	49	14	7	3		72	75	73	73	79	65	68	2
	Trust	74	10	26	48	16	8	2		71	74	69	68	76			2
Smithsonian leaders and managers promote communication and collaboration across units in the Smithsonian.	All SI	60	19	16	43	21	14	5	3,383	54	57	55	55	66			2
	Federal	60	20	17	43	21	14	6	2,064	53	59	57	57	67	58	60	1
	Trust	60	18	16	44	22	14	4	1,319	51	55	52	50	64			5
I know how my work relates to the Smithsonian's goals and priorities.	All SI	90	4	43	47	7	3	1	3,439	88	89	87	87	90			2
	Federal	90	4	43	47	7	3	1	2,093	87	88	87	87	89	85	87	2
	Trust	90	3	44	46	6	3	0	1,346	89	91	89	88	91			1
I am satisfied that I have received appropriate information, or can access appropriate information, about new policies and procedures of the Smithsonian.	All SI	80	8	25	55	12	6	2	3,429	74	77	76	72	84			3
	Federal	80	7	25	55	12	5	2	2,086	74	77	76	74	83	52	58	3
	Trust	78	9	24	54	13	7	2	1,343	74	77	74	69	83			3
My Unit can easily collaborate with other Smithsonian units on joint projects.	All SI	67	13	23	44	20	10	3	3,286			61	62	66			4
	Federal	70	12	24	45	18	9	3	2,024			64	65	69			4
	Trust	62	15	21	41	23	12	3	1,262			55	56	62			4
Employees in other units are willing to collaborate with me when I need their expertise.	All SI	82	5	28	54	13	4	1	3,332			80	80	83			1
	Federal	83	6	29	54	12	4	2	2,046			82	82	85			0
	Trust	80	5	27	54	15	4	1	1,286			77	78	82			2

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

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Employee Accommodation Theme Averages	All SI	80	10	37	43	11	6	3		77	77	78	77	81			2
	Federal	79	10	36	43	11	6	4		75	77	77	77	80	70	74	2
	Trust	81	9	39	42	10	6	2		79	78	79	78	83			2
I am satisfied with my involvement in decisions that affect my work.	All SI	72	14	27	46	13	10	4	3,398			71	69	74			1
	Federal	72	14	27	45	14	9	5	2,068			70	69	73	55	58	1
	Trust	74	14	26	47	12	11	3	1,330			73	70	76			1
Discussions with my supervisor about my performance are worthwhile.	All SI	79	9	41	38	12	5	4	3,371			76	76	80			2
	Federal	78	10	40	38	13	5	4	2,054			76	75	79	68		1
	Trust	82	7	43	40	11	5	2	1,317			77	78	79			4
I am satisfied with the availability of Smithsonian wellness programs. (Previous question: I am satisfied with Smithsonian work-life programs.)	All SI	85	5	35	50	10	3	2	3,330			86	84	86			0
	Federal	86	4	36	50	10	3	2	2,045			86	85	87			0
	Trust	84	5	34	50	10	4	1	1,285			84	81	87			0
In my Unit, employees are protected from health and safety hazards on the job.	All SI	87	5	39	48	8	4	2	3,363	88	87	87	87	86			0
	Federal	86	6	37	49	8	4	2	2,065	86	87	85	86	85	77	77	0
	Trust	90	4	44	46	6	3	1	1,298	91	89	90	88	91			0
My Unit's management is aware of the areas that can make my job difficult to accomplish.	All SI	64	16	19	45	19	11	5	3,332	63	63	64	64	70			-1
	Federal	64	16	20	44	20	10	6	2,038	62	63	64	64	69			0
	Trust	65	18	18	47	18	13	4	1,294	64	65	65	65	72			-2

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 (continued)

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
My immediate supervisor is flexible in how I get my job done.	All SI	91	4	54	36	6	2	2	3,414	85	86	86	86	91			4
	Federal	89	5	52	37	6	2	2	2,080	83	85	85	85	90			3
	Trust	94	2	59	35	4	2	1	1,334	88	88	88	88	93			5
My supervisor supports my need to balance work and other life issues.	All SI	89	5	56	33	6	2	2	3,409	83	84	85	86	89			4
	Federal	87	6	53	34	7	3	3	2,080	82	84	84	85	88	82	85	3
	Trust	93	3	62	30	4	2	1	1,329	86	86	86	87	92			5
My supervisor provides constructive suggestions to improve my job performance.	All SI	77	10	35	42	13	7	3	3,377	75	75	77	76	79			1
	Federal	76	11	34	42	13	8	3	2,058	73	75	76	76	78	67		0
	Trust	80	8	36	43	13	5	2	1,319	76	76	78	76	80			2
My supervisor listens attentively to what I have to say.	All SI	85	7	47	38	8	4	3	3,422	79	79	81	81	83			4
	Federal	83	8	45	38	9	4	4	2,087	77	79	80	79	82	80	83	3
	Trust	89	5	51	37	6	3	2	1,335	82	81	83	83	86			6
My workload is reasonable.	All SI	67	21	18	49	12	14	7	3,420	63	66	64	64	69			1
	Federal	68	20	18	50	12	13	7	2,089	62	67	63	63	70	59	67	3
	Trust	64	22	18	47	13	16	7	1,331	64	64	65	66	69			-1

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

Resources Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Resources Theme Averages	All SI	76	16	35	41	9	10	5		74	75	74	74	78			0
	Federal	75	16	34	41	9	10	5		73	75	73	74	78	65	82	1
	Trust	76	16	36	41	8	11	5		76	76	77	75	81			-1
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	All SI	90	4	48	42	6	3	1	3,422	88	89	88	88	90			2
	Federal	89	4	46	43	7	3	1	2,091	87	88	87	88	89	81	82	2
	Trust	92	4	51	40	4	3	1	1,331	90	90	90	90	93			1
I have sufficient resources to get my job done.	All SI	61	27	21	40	12	18	9	3,414	61	62	61	60	66			-1
	Federal	61	27	22	39	12	17	10	2,083	59	61	59	60	66	49		0
	Trust	61	27	20	41	12	18	9	1,331	62	62	64	61	68			-2

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

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Employee Recognition Theme Averages	All SI	64	16	26	38	20	9	7		61	62	62	62	65			1
	Federal	64	16	25	38	20	9	7		59	62	61	61	64	48	54	2
	Trust	65	15	26	39	20	9	5		64	64	65	64	66			0
My Unit rewards employees for going above-and-beyond in meeting customer needs.	All SI	54	22	17	37	24	14	9	3,175			55	54	57			-1
	Federal	56	22	18	38	23	12	9	1,958			55	55	58	54	64	0
	Trust	51	24	16	34	25	17	7	1,217			55	53	56			-4
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All SI	54	21	14	40	26	13	7	3,222	47	50	52	52	54			3
	Federal	54	21	14	39	26	12	8	1,972	46	50	51	51	52	39	51	4
	Trust	54	21	13	42	25	15	6	1,250	49	49	54	53	56			2
Grade promotions in my Unit are based on merit.	All SI	49	23	15	35	27	12	11	3,070	44	43	49	49	51			2
	Federal	48	24	14	34	28	12	12	1,901	41	41	47	47	49	39		3
	Trust	52	22	16	36	26	12	10	1,169	47	48	53	53	53			1
Recognition and awards (monetary or non-monetary) in my Unit depend on how well employees perform their jobs.	All SI	60	18	19	40	22	9	9	3,129	57	59	59	58	61			1
	Federal	60	18	20	41	22	9	9	1,950	55	58	58	57	60	48		3
	Trust	59	17	18	40	24	10	8	1,179	61	61	62	60	63			-3
My supervisor takes steps to address a poor performer who cannot or will not improve.	All SI	64	13	27	37	24	7	5	2,855	60	61	61	61	62			3
	Federal	64	13	27	37	23	7	6	1,785	59	61	62	62	64	34	42	2
	Trust	64	12	27	37	25	8	4	1,070	58	60	61	61	61			4
My performance appraisal is a fair reflection of my performance.	All SI	81	7	36	45	12	4	3	3,274	77	79	79	78	81			3
	Federal	80	8	36	44	12	4	4	2,023	74	79	77	76	80	71		3
	Trust	84	5	38	47	11	3	2	1,251	83	81	83	81	82			2
My supervisor recognizes and acknowledges my positive work contributions. (FEVS: How satisfied are you with the recognition you receive for doing a good job.)	All SI	86	6	50	36	8	4	3	3,410	81	82	82	83	87			3
	Federal	84	7	48	36	9	4	3	2,078	79	81	81	81	86	53	59	3
	Trust	89	5	54	35	6	3	2	1,332	85	84	86	86	90			3

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

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Organizational Nimbleness and Innovation Theme Averages	All SI	62	17	19	43	20	12	5		59	61	59	58	67			2
	Federal	63	16	19	43	21	11	6		57	60	59	59	67	56	67	2
	Trust	62	19	20	43	19	14	5		61	61	58	56	66			2
In my Unit, people value new ideas.	All SI	68	13	24	44	19	9	4	3,407	65	65	65	64	71			2
	Federal	66	14	22	43	20	9	5	2,081	62	63	63	62	68			2
	Trust	72	12	28	44	16	9	3	1,326	70	67	70	66	74			3
My Unit is open to developing and evaluating new ideas.	All SI	71	11	25	45	18	8	4	3,390			66	67	74			1
	Federal	69	12	24	45	19	7	5	2,068			64	65	73	62	67	1
	Trust	74	10	27	47	16	8	2	1,322			71	71	77			1
The Smithsonian continuously improves the user friendliness of its administrative processes.	All SI	46	28	12	34	26	19	9	3,345			45	45	52			-1
	Federal	49	24	13	36	27	16	8	2,041			49	49	55			-2
	Trust	40	34	9	31	26	24	10	1,304			36	37	45			0
The Smithsonian quickly adapts to changes in its environment.	All SI	50	29	12	38	21	20	8	3,384			38	37	58			6
	Federal	52	26	13	39	22	18	8	2,058			43	41	60			4
	Trust	46	34	10	36	20	25	9	1,326			28	28	54			9
Smithsonian leaders and managers support implementation of new ideas and approaches.	All SI	62	15	14	48	23	10	5	3,367	54	57	54	53	63			5
	Federal	61	15	14	47	24	10	5	2,054	53	57	55	55	63			4
	Trust	63	15	13	50	22	11	4	1,313	52	56	54	50	63			8
My Unit's employees are responsive to customer needs.	All SI	82	5	31	51	13	4	1	3,332			81	81	84			0
	Federal	83	5	30	52	12	3	1	2,048			81	82	84			1
	Trust	81	6	33	49	13	4	2	1,284			81	80	84			-1
My Unit can quickly adapt when presented with new opportunities.	All SI	64	18	21	43	18	13	5	3,367			62	60	68			1
	Federal	64	17	20	44	19	12	5	2,059			62	60	68			1
	Trust	63	20	22	41	18	15	5	1,308			61	59	66			1
My Unit's employees have a feeling of personal empowerment with respect to work processes.	All SI	58	19	16	42	23	12	7	3,284			56	56	62			0
	Federal	56	19	16	41	25	11	8	1,998			56	56	61	50		-1
	Trust	60	19	16	43	21	13	7	1,286			58	55	63			1

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

Diversity Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Diversity Theme Averages	All SI	78	9	38	40	13	6	3		76	77	76	76	77			2
	Federal	77	10	36	41	13	6	4		73	76	75	75	76	66	79	2
	Trust	80	7	42	38	13	5	2		80	79	79	77	79			1
Smithsonian policies and programs promote diversity in the workplace.	All SI	68	13	24	44	19	9	4	3,350	72	71	69	68	65			-1
	Federal	70	12	25	45	18	8	5	2,048	71	72	71	71	67	59		0
	Trust	64	14	23	41	22	11	3	1,302	70	67	66	64	62			-2
Differences among individuals are respected and valued by employees within my Unit.	All SI	82	7	38	45	10	4	3	3,410	82	82	81	81	82			1
	Federal	80	9	35	46	11	5	4	2,086	79	80	80	80	81			1
	Trust	86	5	43	43	10	3	2	1,324	85	86	84	83	84			1
My supervisor is committed to a workforce representative of all segments of society.	All SI	83	5	43	40	13	2	2	3,253	77	78	78	79	83			4
	Federal	82	5	40	41	13	3	3	1,987	74	77	77	77	82	72	79	4
	Trust	85	3	48	37	12	2	1	1,266	81	79	82	82	85			3
For the next item, the scale is reversed; disagreement to the statement is favorable.	SI Workforce Component	Favorable Score	Unfavorable Score	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree	# Responses	2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 Minus 2016-2020 Average (%)
Within the past twelve months, I have heard language, or witnessed behavior, in my workplace that I considered insensitive to my identity.	All SI	79	12	49	30	9	7	5	3,182	76	77	75	74	78			3
	Federal	76	14	45	31	10	9	6	1,921	70	74	71	72	75			4
	Trust	86	7	56	30	7	4	2	1,261	85	83	84	80	85			3

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

Civility Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Civility Theme Averages	All SI	76	12	35	40	13	7	4		70	73	72	73	77			3
	Federal	74	13	33	41	13	8	5		68	71	71	71	76			3
	Trust	79	10	39	40	11	7	3		74	76	76	75	80			3
Generally, employees, supervisors, and managers in my Unit are civil, respectful, and courteous in dealing with each other.	All SI	81	9	35	46	10	6	3	3,445	75	79	78	79	84			2
	Federal	79	10	32	46	11	7	4	2,103	72	77	76	77	82			2
	Trust	86	6	41	46	7	5	2	1,342	80	82	82	82	88			3
In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their career.	All SI	56	21	19	37	23	13	8	3,328	53	55	55	55	59			1
	Federal	54	22	18	36	24	13	9	2,037	50	53	53	53	57			1
	Trust	59	20	19	40	21	13	7	1,291	57	58	58	57	62			1
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 SI	77	11	40	37	11	6	5	3,336	71	73	73	73	77			4
	Federal	75	13	38	37	12	7	6	2,039	69	72	72	72	76			3
	Trust	81	9	44	38	10	6	3	1,297	74	75	76	76	79			5
My work environment is civil and respectful.	All SI	88	5	48	41	6	4	1	3,427	82	85	83	84	88			4
	Federal	87	6	44	43	7	4	2	2,089	80	83	82	82	87			4
	Trust	91	3	54	38	5	2	1	1,338	86	87	87	86	91			4

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

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Career Growth Theme Averages	All SI	71	14	28	43	16	9	5		69	69	69	69	72			1
	Federal	72	13	28	44	15	8	5		69	71	70	70	73	65	74	1
	Trust	69	15	27	41	17	10	4		70	67	69	67	70			0
In my Unit, time is made available for education and training activities.	All SI	72	15	26	46	13	10	5	3,411	73	73	74	73	77			-2
	Federal	73	14	27	46	13	9	6	2,087	72	73	74	75	78			-2
	Trust	70	16	24	46	13	12	5	1,324	76	72	74	70	74			-3
My supervisor regularly evaluates my training needs for my present job.	All SI	69	15	30	39	16	11	4	3,302	66	67	67	68	69			1
	Federal	70	15	30	40	15	10	5	2,016	66	68	68	68	70	57		2
	Trust	67	16	29	38	17	12	4	1,286	68	64	66	66	66			1
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All SI	77	9	38	39	14	6	3	3,351	73	73	74	75	79			3
	Federal	76	9	37	39	14	6	4	2,040	72	73	73	74	78	71		2
	Trust	79	8	40	39	13	6	2	1,311	75	73	76	76	80			3
My supervisor supports career development.	All SI	80	7	39	41	13	4	3	3,355	75	75	77	77	80			3
	Federal	80	7	38	42	13	4	3	2,044	74	76	76	77	80	71	78	3
	Trust	80	6	41	39	14	4	2	1,311	79	76	79	77	81			2
I have access to adequate career planning and career growth tools and opportunities.	All SI	61	20	19	42	19	13	7	3,292	60	62	62	61	63			0
	Federal	65	17	21	44	18	11	7	2,020	61	64	63	64	66			1
	Trust	54	25	15	39	21	17	8	1,272	58	57	59	55	56			-3
I am given a real opportunity to improve my skills in my Unit.	All SI	70	14	23	46	16	9	5	3,415			67	67	71			1
	Federal	70	14	22	47	16	8	6	2,083			66	67	72	67	70	1
	Trust	69	14	24	45	17	9	4	1,332			69	67	70			1
I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job.	All SI	66	15	19	47	19	11	4	3,332	65	67	65	63	68			1
	Federal	69	14	20	48	17	10	4	2,050	66	69	67	66	70	57		1
	Trust	62	17	18	44	21	13	4	1,282	63	62	62	58	64			0

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

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Harassment-Free Workplace Theme Averages	All SI	77	11	31	46	12	7	4									
	Federal	76	11	30	46	13	7	4									
	Trust	78	10	33	46	12	7	3									
The Smithsonian is committed to a harassment free work culture.	All SI	79	10	32	47	11	6	3	3,396								
	Federal	77	11	31	46	12	7	4	2,075								
	Trust	82	7	33	49	11	6	2	1,321								
Smithsonian employees at all levels promote a safe workplace, free of all kinds of harassment.	All SI	68	14	24	43	18	10	4	3,351								
	Federal	66	16	23	43	18	11	5	2,044								
	Trust	71	11	27	44	18	9	2	1,307								
In my Unit, employees are protected from incidents of harassment, intimidation, discrimination, and threats of workplace violence on the job.	All SI	78	9	35	44	12	6	4	3,349								
	Federal	77	10	33	44	13	6	5	2,059								
	Trust	81	8	38	43	11	6	2	1,290								
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.	All SI	84	8	34	50	7	6	2	3,399								
	Federal	85	8	34	51	7	5	3	2,080								
	Trust	83	9	35	48	8	7	2	1,319								
I am aware what actions to take if I experience or witness inappropriate or concerning behaviors on the job.	All SI	83	8	32	51	9	6	2	3,398								
	Federal	84	7	32	52	9	5	3	2,077								
	Trust	80	10	30	50	10	8	2	1,321								
I have confidence that my unit's management will respond to reports of harassment with fast and appropriate action.	All SI	70	14	31	39	16	8	5	3,318								
	Federal	70	14	30	39	16	8	6	2,036								
	Trust	71	13	33	39	16	8	5	1,282								

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

Telework Theme

SEPS Themes	SI Workforce Component	2021 SEPS Favorable Score	2021 SEPS Unfavorable Score	Average (%) Strongly Agree	Average (%) Agree	Average (%) Neither Agree Nor Disagree	Average (%) Disagree	Average (%) Strongly Disagree	# Responses	Historical SEPS Favorable Scores 2016	2017	2018	2019	2020	2019 FEVS (%)	2020 FEVS (%)	2021 SEPS Favorable Scores Minus 2016-2020 Average (%)
Telework Theme Averages	All SI	81	6	43	38	13	4	2									
	Federal	79	6	41	38	14	4	2									
	Trust	84	5	47	38	10	4	1									
The Smithsonian adequately supports effective telework.	All SI	84	6	41	43	10	4	2	3,348								
	Federal	82	5	40	42	12	4	2	2,028								
	Trust	87	6	43	43	7	5	1	1,320								
My supervisor effectively manages teleworking employees.	All SI	83	5	46	37	12	3	2	3,151								
	Federal	80	6	43	38	14	3	3	1,880								
	Trust	88	4	51	37	8	3	1	1,271								
The Telework program in my immediate work unit has a positive impact on our work culture.	All SI	76	8	42	33	17	5	2	3,139								
	Federal	75	8	41	34	17	5	3	1,867								
	Trust	78	7	45	33	15	5	1	1,272								

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