

# 2022 Smithsonian Employee Perspective Survey (SEPS): Institution-wide Theme Scores, One Smithsonian Index, and Response Frequencies by Question

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## Overview

The 2022 Smithsonian Employee Perspective Survey (SEPS) was sent to 6,007 employees. Of them, 3,753 answered at least 25 percent of the core questions for a cooperation rate of 62 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.

**2020-2021 FEVS (%):** Favorable scores for comparable questions in the 2020 and 2021 Federal Employee Viewpoint Survey (FEVS). For some SEPS questions, there was no comparable FEVS question; furthermore, the 2020 and 2021 FEVS omitted 19 items comparable to SEPS questions to accommodate COVID-19 related items.

**2022 SEPS Favorable Scores Minus 2017-2021 Average (%):** The last column displays the rounded difference between the 2022 favorable score and the average of the favorable scores in 2017-2021.

### SEPS Theme Scores for All SI

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Themes	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)						
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree						2017	2018	2019		2020	2021
Job Satisfaction	All SI	79	12	36	42	9	8	4		71	67	81	81	80	84	82	-3		
Unit Satisfaction	All SI	75	12	34	41	13	7	5		73	69	79	78	78	84	79	-5		
Institutional Satisfaction	All SI	72	12	28	44	15	8	5		69	64	79	78	77	83	77	-7		
Leadership	All SI	72	12	32	40	16	7	5		66	63	70	72	71	76	73	-1		
Unit Communication and Collaboration	All SI	83	8	42	41	9	5	3		76	75	82	82	82	86	85	-1		
Institutional Communication and Collaboration	All SI	72	12	24	48	15	9	3		68	66	74	72	71	78	76	-2		
Employee Accommodation	All SI	77	11	35	42	12	7	4		74	72	77	78	77	81	80	-2		
Resources	All SI	73	17	33	40	10	11	6		82	80	75	74	74	78	76	-3		
Employee Recognition	All SI	61	19	24	37	20	10	8		54	53	62	62	62	65	64	-2		
Organizational Nimbleness and Innovation	All SI	59	20	18	41	21	13	7		67	64	61	59	58	67	62	-3		
Diversity	All SI	77	9	35	41	14	6	4		79	79	77	76	76	77	78	0		
Civility	All SI	74	13	33	40	13	8	5				73	72	73	77	76	0		
Career Growth	All SI	69	16	26	43	16	10	6		74	73	69	69	69	72	71	-2		
Harassment-Free Workplace	All SI	75	12	33	42	13	7	5							77	-2			
Telework	All SI	79	8	41	38	13	4	3							81	-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

2022 SEPS										# Responses	2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)														
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree										
Job Satisfaction Theme Averages	All SI	79	12	36	42	9	8	4		71	67	81	81	80	84	82	-3	
	Federal	77	13	35	42	9	8	5				81	80	80	84	81	-4	
	Trust	81	11	38	43	8	8	3				82	82	81	86	84	-2	
Overall, I am satisfied with my job.	All SI	78	12	34	44	10	9	4	3,726	72	67	81	81	81	85	82	-4	
	Federal	77	13	33	44	10	8	5	2,399			82	81	80	85	81	-5	
	Trust	79	12	34	45	9	10	2	1,327			81	83	82	87	84	-4	
My work gives me a feeling of personal accomplishment.	All SI	80	11	38	42	9	7	4	3,711	75	71	82	82	81	85	83	-2	
	Federal	79	12	37	42	9	7	5	2,385			81	82	81	85	82	-4	
	Trust	83	9	39	44	8	7	2	1,326			83	83	82	87	84	-1	
My job makes good use of my knowledge and abilities.	All SI	78	14	37	41	9	9	5	3,733	66	64	80	78	79	82	81	-2	
	Federal	76	15	36	41	9	9	6	2,406			78	77	78	81	80	-3	
	Trust	80	11	40	41	9	8	3	1,327			82	81	81	84	83	-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

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)						
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree						2017	2018	2019		2020	2021
Unit Satisfaction Theme Averages	All SI	75	12	34	41	13	7	5		73	69	79	78	78	84	79	-5		
	Federal	73	13	32	41	14	8	6				79	77	77	83	78	-5		
	Trust	78	10	38	40	12	7	3				81	82	80	86	82	-4		
Considering everything, I am satisfied with my Unit.	All SI	68	19	25	43	13	12	7	3,732	66	61	73	71	71	78	73	-5		
	Federal	66	20	24	43	13	12	9	2,402			71	70	70	77	71	-6		
	Trust	71	17	28	43	13	12	5	1,330			76	75	73	80	76	-5		
My Unit successfully accomplishes its mission.	All SI	75	9	32	43	16	5	3	3,645	81	80	82	81	81	86	81	-7		
	Federal	73	10	29	43	18	5	4	2,353			82	80	80	85	78	-8		
	Trust	80	7	37	43	13	5	1	1,292			84	85	82	88	85	-5		
I would recommend my Unit as a good place to work.	All SI	66	18	27	39	16	10	8	3,721	71	67	72	70	70	77	72	-6		
	Federal	65	19	25	40	16	10	9	2,391			71	69	70	76	70	-6		
	Trust	69	16	30	39	15	10	6	1,330			74	73	72	79	75	-6		
The overall quality of work done by my immediate work unit is very good.	All SI	90	3	52	38	7	2	1	3,635			90	91	90	93	92	-1		
	Federal	89	4	49	40	7	2	1	2,342			89	90	89	92	92	-1		
	Trust	92	2	59	34	6	2	0	1,293			91	93	92	95	93	-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

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)						
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree											
Institutional Satisfaction Theme Averages	All SI	72	12	28	44	15	8	5				79	78	77	83	77	-7		
	Federal	71	13	27	44	15	8	5				69	64	78	77	76	81	76	-6
	Trust	74	11	29	45	15	8	3						80	82	79	85	79	-7
Considering everything, I am satisfied with the Smithsonian.	All SI	72	14	27	45	14	9	5	3,714			78	78	77	83	77	-7		
	Federal	71	15	26	45	14	9	6	2,388			66	61	77	76	76	81	76	-6
	Trust	73	13	28	45	14	10	3	1,326					80	81	78	85	79	-7
I would recommend the Smithsonian as a good place to work.	All SI	73	11	29	43	17	6	4	3,715			79	79	78	82	77	-6		
	Federal	71	11	29	43	17	6	5	2,392			71	67	79	77	77	81	76	-6
	Trust	74	9	30	44	16	6	3	1,323					81	83	79	84	80	-7

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

## Leadership Theme

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)	2017 2018 2019 2020 2021					
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree											
Leadership Theme Averages	All SI	72	12	32	40	16	7	5		66	63	70	72	71	76	73	-1		
	Federal	70	13	30	39	17	7	6				69	70	70	75	72	-2		
	Trust	75	10	35	40	14	7	3				72	74	73	79	76	0		
My Unit's Director maintains high standards of honesty and integrity.	All SI	72	10	34	38	18	5	5	3,254	61	60	73	74	73	78	74	-2		
	Federal	70	11	32	38	19	6	6	2,226			72	72	72	76	72	-3		
	Trust	77	8	39	37	15	4	4	1,028			76	78	75	81	77	-1		
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All SI	78	9	40	38	13	5	4	3,455	68	68	72	72	72	75	74	5		
	Federal	75	11	37	38	15	5	5	2,222			70	69	68	71	71	5		
	Trust	84	6	46	38	10	4	2	1,233			76	79	78	81	81	5		
My Unit's Director generates high levels of motivation and commitment in the workforce.	All SI	60	20	27	32	20	11	9	3,290	51	49	62	61	62	70	63	-4		
	Federal	59	19	26	33	22	10	9	2,249			62	60	62	69	63	-4		
	Trust	61	21	30	32	18	13	8	1,041			62	62	61	69	63	-2		
Managers in my Unit support collaboration across work units to accomplish work objectives.	All SI	73	12	27	46	15	7	5	3,639			71	74	73	80	77	-2		
	Federal	71	13	26	45	16	8	6	2,342			70	72	72	78	76	-3		
	Trust	78	10	30	48	12	7	3	1,297			74	77	75	82	78	1		
I have a high level of respect for my Unit's Director.	All SI	72	13	36	36	15	7	6	3,327	62	60	75	75	75	78	73	-4		
	Federal	70	13	34	36	16	7	7	2,278			75	75	75	78	72	-5		
	Trust	75	12	40	35	13	8	4	1,049			76	76	75	80	74	-1		
Arbitrary action and personal favoritism are not tolerated. (FEVS includes "for partisan political purposes." SEPS dropped "political purposes in 2013.)	All SI	47	27	13	35	26	17	10	3,552			48	48	47	50	49	-1		
	Federal	45	29	12	33	26	17	12	2,295			46	46	45	48	46	-1		
	Trust	52	23	14	38	25	16	7	1,257			52	52	51	54	53	0		
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives.	All SI	65	11	25	40	23	7	4	3,137			67	66	66	71	67	-2		
	Federal	63	12	23	40	24	7	5	2,147			66	64	66	71	65	-3		
	Trust	69	10	29	40	21	7	3	990			71	70	68	73	69	-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 (continued)

2022 SEPS										2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses								
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree				2017	2018	2019	2020	2021	
I have trust and confidence in my supervisor.	All SI	79	11	45	34	10	7	5	3,641			75	77	77	81	82	1
	Federal	76	13	41	35	11	7	6	2,342	76	76	75	75	75	79	80	-1
	Trust	84	8	50	34	8	6	2	1,299			77	80	80	85	86	2
Overall, my immediate supervisor is an effective supervisor.	All SI	77	12	41	36	11	7	5	3,634			74	75	74	79	79	1
	Federal	75	14	39	35	12	7	6	2,337	78	66	73	74	73	78	78	0
	Trust	81	9	45	36	9	7	3	1,297			74	76	76	82	82	3
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All SI	81	8	38	43	11	5	3	3,565			81	81	80	83	83	0
	Federal	80	9	36	44	11	5	4	2,308			81	80	80	83	82	-1
	Trust	83	6	41	42	11	4	1	1,257			81	83	80	85	84	1
I am held accountable for achieving results.	All SI	89	3	37	52	8	2	1	3,603				90	90	92	90	-2
	Federal	88	3	35	52	9	2	1	2,314				90	89	92	88	-2
	Trust	92	2	40	52	6	2	1	1,289				91	92	95	93	-1
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders and the Board of Regents.	All SI	65	12	19	46	23	8	4	3,617			70	66	64	79	72	-5
	Federal	65	13	19	46	22	8	5	2,336			69	66	66	78	70	-5
	Trust	66	10	19	47	24	8	2	1,281			72	67	62	80	74	-4

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

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)						
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree						2017	2018	2019		2020	2021
Unit Communication and Collaboration Theme Averages	All SI	83	8	42	41	9	5	3				82	82	82	86	85	-1		
	Federal	82	8	40	42	10	5	4				76	75	82	81	82	85	84	-1
	Trust	85	7	45	40	8	5	2						83	85	83	87	86	1
The people in my immediate work unit cooperate to get the job done.	All SI	90	4	48	41	6	3	1	3,631			89	88	89	92	92	0		
	Federal	88	5	46	42	7	3	2	2,341			84	83	88	87	88	91	91	-1
	Trust	92	3	52	40	5	3	0	1,290					90	92	90	93	94	0
My Unit's Director communicates my Unit's goals and priorities.	All SI	70	13	29	41	17	7	6	3,312			73	72	71	76	73	-3		
	Federal	68	13	27	41	18	7	6	2,260			68	66	72	70	71	76	73	-4
	Trust	74	12	34	40	14	8	5	1,052					74	74	71	77	74	0
Employees in my immediate work unit share job knowledge with each other.	All SI	88	5	47	41	7	4	2	3,626			86	86	87	90	90	0		
	Federal	86	6	44	42	8	4	2	2,336			85	84	86	88	90	90	0	
	Trust	91	4	51	40	5	4	1	1,290					88	90	89	92	92	1
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	All SI	84	8	42	42	8	5	3	3,503			82	82	82	84	84	1		
	Federal	83	8	41	42	8	4	4	2,271			82	82	81	84	84	84	1	
	Trust	86	7	45	41	7	5	2	1,232					82	84	84	84	85	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**  
**2022 SEPS**

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)						
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree											
Institutional Communication and Collaboration Theme Averages	All SI	72	12	24	48	15	9	3				74	72	71	78	76	-2		
	Federal	73	12	24	48	15	8	4				68	66	75	73	73	79	76	-2
	Trust	71	12	24	48	16	10	3						74	69	68	76	74	-1
Smithsonian leaders and managers promote communication and collaboration across units in the Smithsonian.	All SI	56	22	14	43	21	15	7	3,650			57	55	55	66	60	-2		
	Federal	56	23	14	42	22	14	9	2,350			60	59	59	57	57	67	60	-4
	Trust	57	22	13	44	21	16	6	1,300					55	52	50	64	60	1
I know how my work relates to the Smithsonian's goals and priorities.	All SI	88	5	41	47	7	4	1	3,715			89	87	87	90	90	-1		
	Federal	87	5	40	47	7	4	2	2,391			87	85	88	87	87	89	90	-1
	Trust	89	5	43	46	6	4	1	1,324					91	89	88	91	90	-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	75	11	20	54	15	8	3	3,690			77	76	72	84	80	-3		
	Federal	75	11	21	55	14	8	3	2,371			58	55	77	76	74	83	80	-3
	Trust	73	11	19	54	16	9	1	1,319					77	74	69	83	78	-3
My Unit can easily collaborate with other Smithsonian units on joint projects.	All SI	64	15	20	44	21	11	4	3,528				61	62	66	67	0		
	Federal	66	14	21	45	20	10	4	2,297				64	65	69	70	-1		
	Trust	60	17	18	42	23	13	4	1,231				55	56	62	62	1		
Employees in other units are willing to collaborate with me when I need their expertise.	All SI	79	7	26	53	14	5	2	3,578				80	80	83	82	-2		
	Federal	80	7	27	53	13	5	2	2,330				82	82	85	83	-3		
	Trust	78	7	26	52	15	5	2	1,248				77	78	82	80	-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

2022 SEPS											2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses				2017	2018	2019	2020	2021	
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree										
Employee Accommodation Theme Averages	All SI	77	11	35	42	12	7	4		74	72	77	78	77	81	80	-2	
	Federal	75	12	33	42	12	7	5				77	77	77	80	79	-2	
	Trust	79	10	37	42	11	7	3				78	79	78	83	81	0	
I am satisfied with my involvement in decisions that affect my work.	All SI	69	16	25	44	15	10	6	3,600	58	56		71	69	74	72	-3	
	Federal	68	17	24	44	15	10	7	2,317			70	69	73	72	-3		
	Trust	70	16	27	43	14	11	5	1,283			73	70	76	74	-3		
Discussions with my supervisor about my performance are worthwhile.	All SI	77	10	41	36	13	6	4	3,568				76	76	80	79	-1	
	Federal	75	11	39	36	14	5	5	2,303			76	75	79	78	-2		
	Trust	80	8	44	36	12	6	2	1,265			77	78	79	82	1		
I am satisfied with the availability of Smithsonian wellness programs. (Previous question: I am satisfied with Smithsonian work-life programs.)	All SI	82	6	29	53	12	4	2	3,592				86	84	86	85	-3	
	Federal	83	6	31	52	11	3	2	2,335			86	85	87	86	-3		
	Trust	81	7	27	55	12	5	2	1,257			84	81	87	84	-3		
In my Unit, employees are protected from health and safety hazards on the job.	All SI	81	9	33	48	10	5	4	3,650	77	76	87	87	87	86	87	-6	
	Federal	80	10	31	48	11	5	4	2,358			87	85	86	85	86	-6	
	Trust	83	7	37	46	10	5	2	1,292			89	90	88	91	90	-6	
My Unit's management is aware of the areas that can make my job difficult to accomplish.	All SI	64	16	17	47	19	11	6	3,556			63	64	64	70	64	-1	
	Federal	62	17	17	45	21	11	7	2,289			63	64	64	69	64	-3	
	Trust	68	15	18	50	17	11	4	1,267			65	65	65	72	65	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)

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2017	2018	2019	2020	2021	
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree									
My immediate supervisor is flexible in how I get my job done.	All SI	89	5	50	39	6	2	2	3,628			86	86	86	91	91	1
	Federal	87	6	47	40	7	2	3	2,338			85	85	85	90	89	0
	Trust	93	3	56	36	4	2	1	1,290			88	88	88	93	94	3
My supervisor supports my need to balance work and other life issues.	All SI	86	7	52	34	8	3	3	3,624	85	84	84	85	86	89	89	-1
	Federal	83	8	48	35	9	4	4	2,334			84	84	85	88	87	-3
	Trust	90	4	58	32	6	3	1	1,290			86	86	87	92	93	2
My supervisor provides constructive suggestions to improve my job performance.	All SI	76	11	37	39	13	7	4	3,589			75	77	76	79	77	-1
	Federal	75	13	35	39	13	7	5	2,310			75	76	76	78	76	-2
	Trust	79	9	39	40	12	7	2	1,279			76	78	76	80	80	1
My supervisor listens attentively to what I have to say.	All SI	82	10	44	38	8	6	4	3,637	83	82	79	81	81	83	85	0
	Federal	80	11	41	38	10	6	5	2,345			79	80	79	82	83	-1
	Trust	86	8	48	38	6	5	2	1,292			81	83	83	86	89	2
My workload is reasonable.	All SI	63	23	17	45	14	14	9	3,628	67	62	66	64	64	69	67	-3
	Federal	63	23	17	46	14	14	9	2,339			67	63	63	70	68	-3
	Trust	63	23	18	44	14	15	8	1,289			64	65	66	69	64	-3

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

## Resources Theme

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2017	2018	2019	2020	2021	
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree									
Resources Theme Averages	All SI	73	17	33	40	10	11	6		82	80	75	74	74	78	76	-3
	Federal	72	18	32	40	10	11	7				75	73	74	78	75	-3
	Trust	74	17	36	38	10	11	6				76	77	75	81	76	-3
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	All SI	88	5	46	42	7	4	1	3,628	82	80	89	88	88	90	90	-1
	Federal	87	6	43	44	7	4	2	2,336			88	87	88	89	89	-1
	Trust	90	4	50	40	6	3	1	1,292			90	90	90	93	92	-1
I have sufficient resources to get my job done.	All SI	57	29	20	37	14	18	12	3,625			62	61	60	66	61	-5
	Federal	57	29	20	37	14	17	12	2,336			61	59	60	66	61	-4
	Trust	57	29	21	36	13	19	10	1,289			62	64	61	68	61	-6

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

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)						
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree						2017	2018	2019		2020	2021
Employee Recognition Theme Averages	All SI	61	19	24	37	20	10	8		54	53	62	62	62	65	64	-2		
	Federal	60	20	23	37	20	11	9				62	61	61	64	64	-3		
	Trust	64	17	25	38	20	10	6				64	65	64	66	65	-1		
My Unit rewards employees for going above-and-beyond in meeting customer needs.	All SI	51	26	16	36	23	16	11	3,400	64	63		55	54	57	54	-4		
	Federal	51	26	15	36	22	15	11	2,220				55	55	58	56	-4		
	Trust	51	26	16	35	23	17	9	1,180				55	53	56	51	-3		
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All SI	48	26	11	37	27	16	10	3,462	51	50	50	52	52	54	54	-5		
	Federal	45	27	10	35	28	17	10	2,230			50	51	51	52	54	-6		
	Trust	52	23	12	40	25	15	8	1,232			49	54	53	56	54	-2		
Grade promotions in my Unit are based on merit.	All SI	47	26	14	33	28	13	13	3,256			43	49	49	51	49	-2		
	Federal	45	27	14	32	28	13	14	2,117			41	47	47	49	48	-1		
	Trust	49	23	14	35	28	12	11	1,139			48	53	53	53	52	-3		
Recognition and awards (monetary or non-monetary) in my Unit depend on how well employees perform their jobs.	All SI	56	21	16	41	22	10	11	3,393			59	59	58	61	60	-3		
	Federal	55	23	15	40	22	11	12	2,217			58	58	57	60	60	-3		
	Trust	58	19	16	42	23	10	9	1,176			61	62	60	63	59	-3		
My supervisor takes steps to address a poor performer who cannot or will not improve.	All SI	61	15	23	38	24	9	6	3,082	42	42	61	61	61	62	64	0		
	Federal	61	16	24	38	23	9	7	2,030			61	62	62	64	64	-1		
	Trust	62	14	23	39	24	10	4	1,052			60	61	61	61	64	1		
My performance appraisal is a fair reflection of my performance.	All SI	81	8	41	40	11	4	4	3,503			79	79	78	81	81	1		
	Federal	79	10	40	39	11	5	5	2,270			79	77	76	80	80	1		
	Trust	85	5	44	41	10	3	2	1,233			81	83	81	82	84	3		
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	84	8	46	37	8	5	3	3,640	59	57	82	82	83	87	86	0		
	Federal	81	10	44	37	9	5	4	2,344			81	81	81	86	84	-1		
	Trust	88	6	50	38	7	4	1	1,296			84	86	86	90	89	1		

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												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)	
2022 SEPS																		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses									
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree		2017	2018	2019	2020	2021				
Organizational Nimbleness and Innovation Theme Averages	All SI	59	20	18	41	21	13	7		67	64	61	59	58	67	62	-3	
	Federal	58	20	17	41	22	13	8				60	59	59	67	63	-3	
	Trust	60	20	19	41	20	14	6				61	58	56	66	62	-1	
In my Unit, people value new ideas.	All SI	64	16	23	41	20	11	6	3,678			65	65	64	71	68	-2	
	Federal	61	18	21	40	21	11	7	2,366			63	63	62	68	66	-4	
	Trust	70	13	28	43	17	10	4	1,312			67	70	66	74	72	0	
My Unit is open to developing and evaluating new ideas.	All SI	66	15	22	43	19	10	5	3,658	67	64		66	67	74	71	-4	
	Federal	62	17	20	42	21	10	6	2,357				64	65	73	69	-6	
	Trust	72	12	26	45	16	9	3	1,301				71	71	77	74	-2	
The Smithsonian continuously improves the user friendliness of its administrative processes.	All SI	44	31	10	34	25	19	11	3,625				45	45	52	46	-3	
	Federal	47	29	10	37	24	18	11	2,329				49	49	55	49	-4	
	Trust	38	34	9	29	27	22	13	1,296				36	37	45	40	-2	
The Smithsonian quickly adapts to changes in its environment.	All SI	44	32	11	34	23	22	10	3,663				38	37	58	50	-1	
	Federal	47	30	11	36	23	20	10	2,355				43	41	60	52	-2	
	Trust	40	37	10	30	23	26	11	1,308				28	28	54	46	1	
Smithsonian leaders and managers support implementation of new ideas and approaches.	All SI	58	18	13	45	23	12	6	3,643				57	54	53	63	62	0
	Federal	57	19	12	44	24	12	7	2,349				57	55	55	63	61	-2
	Trust	61	17	13	48	22	12	5	1,294				56	54	50	63	63	4
My Unit's employees are responsive to customer needs.	All SI	82	5	32	50	13	3	2	3,538				81	81	84	82	0	
	Federal	82	5	31	50	13	3	2	2,298				81	82	84	83	-1	
	Trust	82	5	33	49	13	4	1	1,240				81	80	84	81	0	
My Unit can quickly adapt when presented with new opportunities.	All SI	59	21	19	40	20	13	7	3,597				62	60	68	64	-4	
	Federal	59	21	18	40	21	12	8	2,317				62	60	68	64	-5	
	Trust	61	21	20	41	19	15	6	1,280				61	59	66	63	-1	
My Unit's employees have a feeling of personal empowerment with respect to work processes.	All SI	52	24	13	39	24	15	10	3,517				56	56	62	58	-6	
	Federal	50	24	13	37	26	14	11	2,259				56	56	61	56	-7	
	Trust	55	24	14	41	21	16	8	1,258				58	55	63	60	-4	

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

## Diversity Theme

2022 SEPS										2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2017	2018	2019	2020	2021	
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree									
Diversity Theme Averages	All SI	77	9	35	41	14	6	4		79	79	77	76	76	77	78	0
	Federal	75	11	33	42	14	6	4				76	75	75	76	77	-1
	Trust	81	7	40	41	12	5	2				79	79	77	79	80	2
Smithsonian policies and programs promote diversity in the workplace.	All SI	68	13	21	47	19	9	4	3,617			71	69	68	65	68	0
	Federal	68	13	21	47	19	8	5	2,330			72	71	71	67	70	-2
	Trust	68	12	22	46	19	9	3	1,287			67	66	64	62	64	4
Differences among individuals are respected and valued by employees within my Unit.	All SI	80	7	36	45	12	4	3	3,683			82	81	81	82	82	-1
	Federal	78	9	33	45	13	5	4	2,369			80	80	80	81	80	-2
	Trust	84	5	40	45	11	3	2	1,314			86	84	83	84	86	0
My supervisor is committed to a workforce representative of all segments of society.	All SI	80	6	40	41	14	3	2	3,458	79	79	78	78	79	83	83	0
	Federal	78	7	37	41	15	4	3	2,227			77	77	77	82	82	-1
	Trust	84	3	44	40	13	2	1	1,231			79	82	82	85	85	2
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	2020 FEVS (%)	2021 FEVS (%)	2017	2018	2019	2020	2021	2022 Minus 2017-2021 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	45	34	9	7	5	3,442			77	75	74	78	79	2
	Federal	75	14	41	34	11	8	6	2,213			74	71	72	75	76	2
	Trust	85	9	53	32	6	6	3	1,229			83	84	80	85	86	2

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

## Civility Theme

2022 SEPS											2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses									
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree										
													2017	2018	2019	2020	2021	
Civility Theme Averages	All SI	74	13	33	40	13	8	5		73	72	73	77	76	0			
	Federal	72	14	31	40	14	8	7		71	71	71	76	74	-1			
	Trust	78	11	37	40	11	7	4		76	76	75	80	79	1			
Generally, employees, supervisors, and managers in my Unit are civil, respectful, and courteous in dealing with each other.	All SI	79	11	32	47	10	7	4		3,701	79	78	79	84	81	-1		
	Federal	76	12	29	47	11	7	5		2,379	77	76	77	82	79	-2		
	Trust	84	9	38	46	8	6	3		1,322	82	82	82	88	86	0		
In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their career.	All SI	53	24	15	38	23	14	10		3,557	55	55	55	59	56	-3		
	Federal	51	25	14	37	24	13	11		2,283	53	53	53	57	54	-3		
	Trust	57	22	16	41	21	15	8		1,274	58	58	57	62	59	-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	12	41	36	11	6	5		3,552	73	73	73	77	77	2		
	Federal	75	13	39	36	12	7	7		2,291	72	72	72	76	75	2		
	Trust	81	9	45	36	10	6	3		1,261	75	76	76	79	81	3		
My work environment is civil and respectful.	All SI	86	6	45	41	8	3	2		3,634	85	83	84	88	88	0		
	Federal	84	7	42	42	9	4	3		2,339	83	82	82	87	87	0		
	Trust	90	4	51	39	7	3	1		1,295	87	87	86	91	91	1		

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

2022 SEPS												Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)		
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2020 FEVS (%)	2021 FEVS (%)						
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree											
Career Growth Theme Averages	All SI	69	16	26	43	16	10	6		74	73	69	69	69	72	71	-2		
	Federal	69	16	26	43	15	9	7				71	70	70	73	72	-2		
	Trust	68	16	26	42	16	12	4				67	69	67	70	69	0		
In my Unit, time is made available for education and training activities.	All SI	71	16	20	50	13	10	6	3,607			73	74	73	77	72	-3		
	Federal	71	16	21	50	13	9	7	2,327			73	74	75	78	73	-4		
	Trust	70	16	19	51	15	11	5	1,280			72	74	70	74	70	-2		
My supervisor regularly evaluates my training needs for my present job.	All SI	66	19	27	39	15	14	5	3,512			67	67	68	69	69	-2		
	Federal	67	19	27	40	14	13	6	2,271			68	68	68	70	70	-2		
	Trust	65	19	28	37	16	16	3	1,241			64	66	66	66	67	-1		
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All SI	76	10	35	41	13	6	4	3,546			73	74	75	79	77	1		
	Federal	74	12	34	41	13	7	5	2,286			73	73	74	78	76	0		
	Trust	80	7	38	42	13	6	2	1,260			73	76	76	80	79	3		
My supervisor supports career development.	All SI	77	9	38	39	14	5	4	3,543	78	77	75	77	77	80	80	0		
	Federal	76	10	38	38	14	5	5	2,283			76	76	77	80	80	-2		
	Trust	80	7	39	41	13	6	2	1,260			76	79	77	81	80	1		
I have access to adequate career planning and career growth tools and opportunities.	All SI	60	21	19	41	19	13	8	3,484			62	62	61	63	61	-2		
	Federal	63	19	20	44	18	11	8	2,254			64	63	64	66	65	-1		
	Trust	55	24	18	37	21	16	8	1,230			57	59	55	56	54	-2		
I am given a real opportunity to improve my skills in my Unit.	All SI	65	18	21	44	17	11	7	3,620	70	68		67	67	71	70	-3		
	Federal	65	18	21	43	18	9	8	2,326				66	67	72	70	-4		
	Trust	66	17	21	46	16	14	4	1,294				69	67	70	69	-2		
I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job.	All SI	65	17	20	45	18	11	6	3,525			67	65	63	68	66	-1		
	Federal	66	16	20	46	18	10	6	2,282			69	67	66	70	69	-2		
	Trust	62	18	19	43	20	14	5	1,243			62	62	58	64	62	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

2022 SEPS										2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)			
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2017	2018	2019	2020	2021				
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree												
Harassment-Free Workplace Theme Averages	All SI	75	12	33	42	13	7	5										77	-2	
	Federal	74	13	31	42	13	7	6										76	-3	
	Trust	78	9	35	43	12	7	3										78	0	
The Smithsonian is committed to a harassment free work culture.	All SI	75	11	28	47	14	7	4										3,688	79	-4
	Federal	73	13	27	45	14	7	6										2,377	77	-5
	Trust	79	8	29	50	14	6	1										1,311	82	-3
Smithsonian employees at all levels promote a safe workplace, free of all kinds of harassment.	All SI	64	17	21	43	20	11	5										3,627	68	-4
	Federal	62	18	20	42	19	12	7										2,334	66	-3
	Trust	66	13	22	44	21	10	3										1,293	71	-5
In my Unit, employees are protected from incidents of harassment, intimidation, discrimination, and threats of workplace violence on the job.	All SI	73	13	31	43	14	7	6										3,605	78	-5
	Federal	70	15	28	42	15	7	7										2,326	77	-6
	Trust	78	9	34	44	12	6	3										1,279	81	-3
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	87	6	34	53	7	4	2										3,692	84	2
	Federal	87	6	34	53	7	4	2										2,378	85	2
	Trust	86	6	33	52	8	5	1										1,314	83	3
I am aware what actions to take if I experience or witness inappropriate or concerning behaviors on the job.	All SI	87	5	33	54	8	4	2										3,679	83	4
	Federal	87	5	33	55	8	3	2										2,374	84	4
	Trust	86	6	32	54	8	5	1										1,305	80	5
I have confidence that my unit's management will respond to reports of harassment with fast and appropriate action.	All SI	69	14	30	40	17	7	7										3,587	70	-1
	Federal	68	15	29	39	17	7	8										2,319	70	-1
	Trust	71	12	31	40	16	8	5										1,268	71	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 (continued)

2022 SEPS										2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses								
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree									
I have confidence that reports of harassment or other concerning behaviors at my unit are reported up to Smithsonian's Office of Human Resources.	All SI	68	12	28	40	20	6	6	3,450								
	Federal	67	13	27	40	19	6	7	2,236								
	Trust	69	11	29	40	20	6	4	1,214								
For the next two items, 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	2020 FEVS (%)	2021 FEVS (%)						2022 Minus 2017-2021 Average (%)
In the past twelve months, I have experienced or witnessed behavior from supervisor(s) or manager(s) in my unit that I would consider harassment.	All SI	77	14	47	30	9	8	6	3,426								
	Federal	73	17	43	31	10	9	7	2,208								
	Trust	84	11	55	28	6	6	4	1,218								
In the past twelve months, I have experienced or witnessed behavior from colleagues (non-supervisors) in my work environment that I would consider harassment.	All SI	78	14	45	33	8	9	5	3,440								
	Federal	73	17	40	33	9	11	6	2,218								
	Trust	85	9	53	32	6	6	3	1,222								

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

## Telework Theme

2022 SEPS											2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)	
SEPS Items	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses										
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree											
													2017	2018	2019	2020	2021		
Telework Theme Averages	All SI	79	8	41	38	13	4	3									81	-2	
	Federal	76	9	38	38	15	5	4									79	-3	
	Trust	84	6	45	39	10	4	2									84	0	
The Smithsonian adequately supports effective telework.	All SI	82	8	39	43	10	5	3									3,409	84	-2
	Federal	81	8	39	42	11	4	4									2,160	82	-1
	Trust	84	8	40	44	8	6	2									1,249	87	-3
My supervisor effectively manages teleworking employees.	All SI	82	6	44	38	12	3	3									3,181	83	-2
	Federal	77	8	40	37	16	4	4									1,980	80	-4
	Trust	89	3	50	39	7	2	1									1,201	88	1
The implementation of the Smithsonian telework program in my immediate work unit has a positive impact on our workplace culture.*	All SI	73	9	40	34	17	5	4									3,199	76	-2
	Federal	70	11	36	34	19	6	4									1,999	75	-4
	Trust	79	7	46	33	15	4	3									1,200	78	1

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

\* 2021 wording: The Telework program in my immediate work unit has a positive impact on our work culture.

## Workplace Flexibility

Select the answer that best describes your teleworking arrangement.

	SI Workforce Component	% Selected	# Responses
I must be physically onsite to perform my work activities (e.g., security personnel, animal care, visitor services).	All SI	22	640
	Federal	28	533
	Trust	10	107
I choose not to telework.	All SI	3	87
	Federal	3	65
	Trust	2	22
Technical issues have prevented me from teleworking (e.g., connectivity, inadequate equipment).	All SI	0	12
	Federal	0	10
	Trust	0	2
I did not receive approval to do so, even though I have the kind of job where I can telework.	All SI	1	32
	Federal	1	28
	Trust	0	4
No manager or supervisor in my Unit has explained teleworking to me.	All SI	1	15
	Federal	1	14
	Trust	0	1
Infrequently—less than one day a week.	All SI	11	400
	Federal	12	283
	Trust	9	117
On a regular, recurring basis—at least one day a week.	All SI	54	1,989
	Federal	47	1,120
	Trust	66	869
Full time—I have a remote work agreement.	All SI	9	319
	Federal	7	167
	Trust	12	152

2022 SEPS										2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses			2017	2018	2019	2020	2021	
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree									
<i>All respondents</i>																	
I am satisfied with telework programs in my Unit.	All SI	77	10	37	40	13	6	4	3,228								
	Federal	74	10	35	39	16	5	5	2,009								
	Trust	81	10	39	42	9	6	3	1,219								
<i>Among those who Telework</i>																	
I am satisfied with telework programs in my Unit.	All SI	84	7	42	43	9	5	2	2,673		79					5	
	Federal	85	6	43	43	9	4	2	1,547								
	Trust	83	9	40	43	8	6	3	1,126								81

## Workplace Flexibility (continued)

Select the answer that best describes your teleworking arrangement.

	SI Workforce Component	% Selected	# Responses
I do not work an AWS because AWS is not possible with my job.	All SI	21	591
	Federal	24	420
	Trust	16	171
I do not work an AWS because I choose not to.	All SI	40	1,313
	Federal	36	776
	Trust	45	537
I do not work an AWS because I am not allowed to, although I believe the nature of my duties would support AWS.	All SI	5	158
	Federal	5	99
	Trust	5	59
No manager or supervisor in my Unit has explained AWS to me.	All SI	10	305
	Federal	7	131
	Trust	15	174
I work an AWS.	All SI	24	781
	Federal	28	564
	Trust	18	217

2022 SEPS										2020 FEVS (%)	2021 FEVS (%)	Historical SEPS Favorable Scores					2022 SEPS Favorable Scores Minus 2017-2021 Average (%)
All respondents	SI Workforce Component	Favorable Score	Unfavorable Score	Average (%)					# Responses								
				Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree									
												2017	2018	2019	2020	2021	
I am satisfied with the Alternative Work Schedules (AWS) programs in my Unit.	All SI	71	9	32	39	20	4	5	2,322								
	Federal	71	10	33	39	19	5	5	1,515								
	Trust	71	8	31	40	21	4	4	807								
Among those who work an AWS																	
I am satisfied with the Alternative Work Schedules (AWS) programs in my Unit.	All SI	93	3	54	39	4	1	1	767			92				1	
	Federal	93	3	55	38	3	2	1	557			92				1	
	Trust	94	1	51	42	5	1	1	210			93				1	