

2018 Smithsonian Employee Perception Survey (SEPS): Institution-wide Response Frequencies by Theme and Question

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Notes on Reading the Tables

SEPS questions by theme. The tables below present the SEPS questions organized by themes. The first table shows the mean scores for all SI employees for each theme. The next 13 tables cover themes related to employee working experiences and conditions.

WORK EXPERIENCE THEMES: (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; and (13) Career Growth.

Basic reporting metrics.

FAVORABLE: Defined as the sum of the percent of Strongly Agree and Agree. The exception is the question “Within the past twelve months, I have heard language, or witnessed behavior, in my workplace that I considered insensitive to my identity (race, ethnicity, national origin, gender, religion, disability, sexual orientation, and/or age).” In this case, Favorable is the sum of the percent of Strongly Disagree and Disagree. Favorable scores of 80 percent and above are highlighted in green. Scores below 65 percent are highlighted in light red.

UNFAVORABLE: Defined as the sum of the percent of Strongly disagree and Disagree. Scores below 10% are highlighted in green; scores 35% and above are highlighted in light red.

FAVORABLE SCORES 2013-2017: The columns headed 2013-2017 show the Favorable score for each question in the years in which the question was asked.

2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY (FEVS) BENCHMARK METRIC: The next to last column shows the Favorable score for comparable FEVS questions in 2017 (for some SEPS questions, there was no comparable FEVS question). Note that the FEVS data include only Federal employees.

FAVORABLE SCORES: 2018 VS. 2013-2017 AVERAGE: The last column displays the rounded difference between the 2018 Favorable score and the average of the Favorable scores in 2013-2017. For most questions the year-to-year variation has been small, typically 1% or 2%. 2018 SEPS Favorable scores 5% or more than the 2013-2017 average, i.e., showing an upward trend, are highlighted in green. 2018 scores 5% or more lower than the 2013-2017 average i.e., showing a downward trend, are highlighted in light red.

SEPS Theme Scores for All Smithsonian Employees

2018 SEPS										Historical Favorable Percentages					Favorable Scores: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Job Satisfaction	All Smithsonian Employees	81	11	38	43	8	7	3		80	80	80	80	81	1
Unit Satisfaction	All Smithsonian Employees	78	10	34	45	12	6	4		77	76	77	78	79	1
Institutional Satisfaction	All Smithsonian Employees	78	9	32	46	13	6	3		77	78	76	76	79	1
Leadership	All Smithsonian Employees	73	11	31	42	16	7	4		68	68	68	69	70	5
Unit Communication and Collaboration	All Smithsonian Employees	82	8	36	46	9	6	3		78	84	80	81	82	1
Institutional Communication and Collaboration	All Smithsonian Employees	73	12	21	51	16	8	3		77	74	73	72	74	-1
Employee Accommodation	All Smithsonian Employees	76	12	32	44	12	8	5		76	76	76	76	77	-1
Resources	All Smithsonian Employees	74	16	30	44	10	11	5		71	73	73	74	75	1
Employee Recognition	All Smithsonian Employees	62	18	23	39	19	11	8		60	59	59	61	62	2
Organizational Nimbleness and Innovation	All Smithsonian Employees	59	20	17	42	21	14	6		66	60	59	59	61	-2
Diversity	All Smithsonian Employees	76	11	25	36	13	13	13		75	77	77	76	77	0
Civility	All Smithsonian Employees	72	14	30	42	13	9	6		74	70	70	70	73	1
Career Growth	All Smithsonian Employees	69	15	26	43	15	10	6		66	66	66	69	69	2

Job Satisfaction Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Job Satisfaction Theme Averages (Mean %)	All Smithsonian Employees	81	11	38	43	8	7	3		80	80	80	80	81	1
	Federal	80	12	38	42	9	8	4		79	79	78	78	81	1
	Trust	82	9	39	43	8	7	2		83	84	84	81	82	0
Overall, I am satisfied with my job.	All Smithsonian Employees	81	10	36	45	9	7	3	3716	82	81	79	80	81	0
	Federal	81	11	36	45	9	7	3	2519	81	80	78	79	82	1
	Trust	83	8	36	46	9	6	2	1197	85	83	83	81	81	0
My work gives me a feeling of personal accomplishment.	All Smithsonian Employees	82	9	40	42	9	6	3	3706	82	82	82	81	82	1
	Federal	82	10	40	42	9	6	3	2513	80	80	80	79	81	2
	Trust	83	8	40	43	9	6	2	1193	85	86	86	83	83	-1
My job makes good use of my knowledge and abilities.	All Smithsonian Employees	78	14	38	41	8	10	4	3720	76	78	78	78	80	0
	Federal	77	15	37	40	8	10	4	2524	75	76	76	77	78	1
	Trust	81	12	40	41	7	9	3	1196	79	83	83	80	82	0

Unit Satisfaction Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valld Responses	2013	2014	2015	2016	2017	
Unit Satisfaction Theme Averages (Mean %)	All Smithsonian Employees	78	10	34	45	12	6	4		77	76	77	78	79	1
	Federal	77	11	32	45	12	6	4		75	74	75	76	79	1
	Trust	82	8	38	43	10	6	3		81	81	80	80	81	1
Considering everything, I am satisfied with my Unit.	All Smithsonian Employees	71	16	26	45	13	10	6	3721	70	69	69	70	73	1
	Federal	70	17	25	45	14	10	6	2524	68	65	67	67	71	2
	Trust	75	14	29	46	11	10	4	1196	76	74	72	72	76	1
My Unit successfully accomplishes its mission.	All Smithsonian Employees	81	6	33	48	13	4	2	3692	79	80	80	81	82	1
	Federal	80	7	31	49	13	4	3	2508	76	78	77	79	82	1
	Trust	85	4	39	46	11	3	1	1184	82	85	85	86	84	1
I would recommend my Unit as a good place to work.	All Smithsonian Employees	70	14	28	42	16	8	6	3706	69	69	69	70	72	1
	Federal	69	15	27	42	16	8	6	2516	67	66	68	68	71	1
	Trust	73	12	32	41	15	7	5	1190	74	72	70	71	74	1
The overall quality of work done by my immediate work unit is very good.	All Smithsonian Employees	91	3	48	43	6	2	1	3657	89	88	90	90	90	2
	Federal	90	4	45	45	6	2	1	2483	87	87	89	89	89	2
	Trust	93	3	53	40	4	2	1	1174	92	91	92	92	91	1

Institutional Satisfaction Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Institutional Satisfaction Theme Averages	All Smithsonian Employees	78	9	32	46	13	6	3		77	78	76	76	79	1
	Federal	77	10	32	45	13	6	4		76	77	77	75	78	0
	Trust	82	7	33	49	11	5	2		80	81	79	77	80	3
Considering everything, I am satisfied with the Smithsonian.	All Smithsonian Employees	78	10	28	50	12	7	3	3714	76	78	74	75	78	2
	Federal	76	11	28	48	12	7	4	2518	76	76	77	74	77	0
	Trust	81	8	28	52	11	7	2	1196	79	80	80	76	80	2
I would recommend the Smithsonian as a good place to work.	All Smithsonian Employees	79	8	36	43	14	4	3	3704	78	78	77	77	79	1
	Federal	77	9	35	41	14	5	4	2511	77	77	77	76	79	0
	Trust	83	5	37	46	12	3	2	1193	80	82	77	78	81	4

Leadership Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Leadership Theme Averages	All Smithsonian Employees	73	11	31	42	16	7	4		68	68	68	69	70	5
	Federal	72	12	30	42	16	7	5		65	66	66	66	69	5
	Trust	75	11	35	41	14	8	3		73	72	71	71	72	4
My Unit's Director maintains high standards of honesty and integrity.	All Smithsonian Employees	74	9	34	40	17	5	4	2710	71	72	72	73	73	2
	Federal	72	10	33	39	18	5	5	1761	68	71	71	70	72	2
	Trust	78	7	36	41	16	4	3	949	76	77	77	74	76	2
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	All Smithsonian Employees	72	11	28	44	17	6	5	3420	70	68	68	69	72	3
	Federal	69	13	25	44	19	7	6	2327	66	65	65	65	70	3
	Trust	79	8	34	46	13	5	2	1093	82	77	76	78	76	1
My Unit's Director generates high levels of motivation and commitment in the workforce.	All Smithsonian Employees	61	20	26	35	19	12	8	2743	59	60	60	61	62	1
	Federal	60	20	26	35	19	12	8	1784	57	61	61	61	62	0
	Trust	62	19	26	36	19	13	6	959	60	58	58	60	62	2
Managers in my Unit support collaboration across work units to accomplish work objectives.	All Smithsonian Employees	74	13	26	47	14	8	4	3668	68	70	68	69	71	4
	Federal	72	13	25	47	14	8	5	2492	66	67	67	67	70	5
	Trust	77	11	28	49	12	8	2	1177	73	74	71	72	74	4
I have a high level of respect for my Unit's Director.	All Smithsonian Employees	75	12	35	40	12	8	5	2762	73	73	73	74	75	2
	Federal	75	13	35	40	12	7	5	1793	70	72	72	72	75	3
	Trust	76	12	37	39	13	8	3	969	75	74	74	73	76	1

Leadership Theme (continued)

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Arbitrary action and personal favoritism are not tolerated. (FEVS Includes "for partisan political purposes." SEPS dropped "political purposes" in 2013.)	All Smithsonian Employees	48	28	13	35	24	17	11	3577	44	45	46	47	48	2
	Federal	46	29	14	33	24	17	13	2436	41	41	44	44	46	3
	Trust	52	24	12	40	24	18	7	1140	51	53	52	53	52	0
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives.	All Smithsonian Employees	66	10	25	41	24	7	3	2609	69	67	68	69	67	-2
	Federal	64	11	24	40	25	7	4	1699	64	65	66	66	66	-1
	Trust	70	8	26	44	22	6	3	909	73	71	71	71	71	-2
I have trust and confidence in my supervisor.	All Smithsonian Employees	77	13	41	36	10	7	6	3688	73	74	74	75	75	2
	Federal	75	13	38	37	11	7	6	2504	70	71	71	73	75	3
	Trust	80	12	48	32	8	7	4	1184	82	80	80	79	77	0
Overall, my immediate supervisor is an effective supervisor.	All Smithsonian Employees	75	13	38	37	12	8	6	3675	71	72	72	74	74	2
	Federal	74	13	35	39	13	7	6	2498	69	70	70	72	73	3
	Trust	76	14	43	33	10	8	6	1177	76	75	75	76	74	1
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	All Smithsonian Employees	81	8	35	47	10	5	4	3628	80	81	79	79	81	1
	Federal	80	9	34	46	11	5	4	2469	79	80	78	77	81	1
	Trust	83	7	36	47	9	5	3	1159	85	85	83	82	81	0

Leadership Theme (continued)

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
I am held accountable for achieving results.	All Smithsonian Employees	90	3	34	57	7	2	1	3635						
	Federal	90	3	32	58	7	2	1	2463						
	Trust	91	3	37	55	6	2	1	1172						
The Director of Smithsonian Facilities generates high levels of motivation and commitment in the workforce. (Only asked of SF employees.)	All Smithsonian Employees	77	7	40	37	16	6	1	696						
	Federal	77	7	40	37	16	5	1	681						
	Trust	79	14	46	33	7	14	0	15						
I have a high level of respect for the Director of Smithsonian Facilities. (Only asked of SF employees.)	All Smithsonian Employees	86	3	47	38	11	3	0	708						
	Federal	86	3	47	39	11	3	1	692						
	Trust	87	6	62	25	7	6	0	16						
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders and the Board of Regents.	All Smithsonian Employees	66	10	14	52	24	7	3	3565	67	65	66	65	70	0
	Federal	66	10	15	51	24	7	3	2437	66	63	64	64	69	1
	Trust	67	9	13	54	24	7	2	1128	67	67	66	64	72	0

Unit Communication and Collaboration Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Unit Communications Theme Averages	All Smithsonian Employees	82	8	36	46	9	6	3		78	84	80	81	82	1
	Federal	81	9	35	46	10	6	3		77	83	79	80	82	1
	Trust	85	7	39	46	8	5	2		82	86	83	83	83	1
The people in my immediate work unit cooperate to get the job done.	All Smithsonian Employees	88	5	41	48	6	4	2	3673	82	95	87	87	89	0
	Federal	87	6	39	48	7	4	2	2494	82	94	85	86	88	0
	Trust	92	4	45	47	4	3	1	1179	85	97	90	91	90	1
My Unit's Director communicates my Unit's goals and priorities.	All Smithsonian Employees	72	13	29	43	15	9	4	2736	67	70	70	72	73	1
	Federal	70	14	28	42	16	9	4	1771	64	70	70	70	72	1
	Trust	74	12	30	44	14	8	3	965	70	73	73	73	74	2
Employees in my immediate work unit share job knowledge with each other.	All Smithsonian Employees	86	7	40	46	7	4	2	3658	81	86	83	85	86	2
	Federal	84	7	38	46	8	5	3	2483	79	84	83	84	85	1
	Trust	90	5	46	44	5	4	1	1175	85	88	86	89	88	3
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	All Smithsonian Employees	82	9	35	48	9	5	4	3581	84	84	81	81	82	0
	Federal	82	9	34	48	9	5	4	2443	83	82	80	81	82	0
	Trust	84	8	36	47	8	5	3	1138	87	86	84	81	82	0

Institutional Communication and Collaboration Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Institutional Communications Theme Averages	All Smithsonian Employees	73	12	21	51	16	8	3		77	74	73	72	74	-1
	Federal	73	12	22	52	15	8	4		76	74	73	72	75	-1
	Trust	72	12	20	51	16	10	3		77	74	73	71	74	-2
Smithsonian leaders and managers promote communication and collaboration across units in the Smithsonian.	All Smithsonian Employees	55	22	12	43	23	16	6	3653	64	56	55	54	57	-2
	Federal	57	22	13	43	22	15	7	2486	63	56	56	53	59	-1
	Trust	52	24	10	42	25	19	5	1166	64	58	54	51	55	-5
I know how my work relates to the Smithsonian's goals and priorities.	All Smithsonian Employees	87	4	34	54	8	3	2	3700	87	89	89	88	89	-1
	Federal	87	5	33	54	8	3	2	2509	86	88	88	87	88	-1
	Trust	89	4	35	54	8	3	1	1191	89	91	91	89	91	-2
I am satisfied that I have received appropriate information, or can access appropriate information, about new policies and procedures of the Smithsonian.	All Smithsonian Employees	76	9	18	58	16	6	2	3678	80	76	75	74	77	-1
	Federal	76	8	19	58	16	6	2	2492	80	78	76	74	77	-1
	Trust	74	10	16	58	16	8	2	1185	77	74	73	74	77	-1
My Unit can easily collaborate with other Smithsonian units on joint projects.	All Smithsonian Employees	61	17	18	44	22	13	4	3553						
	Federal	64	15	19	45	20	11	5	2437						
	Trust	55	20	14	41	25	17	3	1115						
Employees in other units are willing to collaborate with me when I need their expertise.	All Smithsonian Employees	80	7	24	56	13	4	3	3604						
	Federal	82	6	26	56	12	3	3	2480						
	Trust	77	7	21	56	16	5	2	1124						

Employee Accommodation Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Employee Accommodation Theme Averages	All Smithsonian Employees	78	12	33	44	11	7	4		78	76	76	77	77	1
	Federal	77	12	32	45	11	7	5		76	74	74	75	77	1
	Trust	79	11	36	43	10	7	4		83	80	80	79	78	-1
I am satisfied with my involvement in decisions that affect my work.	All Smithsonian Employees	71	15	24	47	14	11	5	3634						
	Federal	70	16	23	47	14	10	5	2462						
	Trust	73	15	26	47	12	11	4	1172						
Discussions with my supervisor about my performance are worthwhile.	All Smithsonian Employees	76	11	36	40	13	6	5	3634						
	Federal	76	11	35	41	13	6	5	2464						
	Trust	77	12	38	39	11	8	5	1170						
I am satisfied with the availability of Smithsonian wellness programs. (Previous question: I am satisfied with Smithsonian work-life programs.)	All Smithsonian Employees	86	7	32	54	8	4	2	3628						
	Federal	86	6	33	53	7	4	2	2478						
	Trust	84	8	29	55	8	5	2	1150						
In my Unit, employees are protected from health and safety hazards on the job.	All Smithsonian Employees	87	6	37	50	8	4	2	3670	86	88	88	88	87	-1
	Federal	85	6	35	50	9	4	3	2502	84	87	87	86	87	-1
	Trust	90	4	41	49	5	3	1	1169	91	91	91	91	89	-1
My Unit's management is aware of the areas that can make my job difficult to accomplish.	All Smithsonian Employees	64	18	20	45	18	12	5	3613		63	63	63	63	1
	Federal	64	18	20	44	18	12	6	2450		62	62	62	63	2
	Trust	65	18	20	46	17	13	5	1163		64	64	64	65	1

Employee Accommodation Theme (continued)

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
My immediate supervisor is flexible in how I get my job done.	All Smithsonian Employees	86	7	45	41	6	4	3	3668		85	85	85	86	1
	Federal	85	7	43	43	7	4	4	2489		85	85	83	85	1
	Trust	88	7	51	37	5	5	2	1179		88	88	88	88	0
My supervisor supports my need to balance work and other life issues.	All Smithsonian Employees	85	7	47	38	8	3	4	3645	82	83	83	83	84	2
	Federal	84	8	44	40	9	3	4	2471	80	81	81	82	84	2
	Trust	86	7	53	33	7	3	4	1174	87	87	87	86	86	0
My supervisor provides constructive suggestions to improve my job performance.	All Smithsonian Employees	77	11	34	42	12	7	4	3643	73	73	73	75	75	3
	Federal	76	12	34	42	12	7	5	2471	71	71	71	73	75	4
	Trust	78	11	36	42	12	7	3	1173	78	77	77	76	76	1
My supervisor listens attentively to what I have to say.	All Smithsonian Employees	81	10	41	40	9	6	5	3672	79	79	79	79	79	2
	Federal	80	11	38	41	10	6	5	2493	77	77	77	77	79	2
	Trust	83	9	46	37	8	5	4	1179	83	83	83	82	81	0
My workload is reasonable.	All Smithsonian Employees	64	22	16	47	14	14	8	3661	69	62	62	63	66	-1
	Federal	63	24	16	46	14	14	9	2481	67	59	59	62	67	0
	Trust	65	19	16	49	15	14	6	1180	73	66	66	64	64	-1

Resources Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Resources Theme Averages	All Smithsonian Employees	74	16	30	44	10	11	5		71	73	73	74	75	1
	Federal	73	17	29	44	10	11	6		69	71	71	73	75	1
	Trust	77	14	33	45	9	10	4		75	77	77	76	76	-1
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	All Smithsonian Employees	88	5	41	47	6	4	1	3663	84	87	87	88	89	1
	Federal	87	6	39	48	7	4	1	2484	83	85	85	87	88	1
	Trust	87	5	45	45	5	3	1	1179	88	89	89	90	90	-2
I have sufficient resources to get my job done.	All Smithsonian Employees	61	26	19	41	13	18	9	3667	57	59	59	61	62	1
	Federal	59	27	19	40	13	18	10	2487	55	57	57	59	61	1
	Trust	64	24	20	44	13	18	6	1180	62	64	64	62	62	1

Employee Recognition Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Employee Recognition Theme Averages	All Smithsonian Employees	62	18	23	39	19	11	8		60	59	59	61	62	2
	Federal	61	19	23	39	20	11	8		58	57	57	59	62	3
	Trust	65	16	24	40	19	10	6		64	64	64	64	64	1
My Unit rewards employees for going above-and-beyond in meeting customer needs.	All Smithsonian Employees	55	24	17	37	21	16	9	3497						
	Federal	55	24	18	37	21	15	9	2396						
	Trust	55	24	17	38	22	16	8	1101						
In my Unit, positive and negative individual performances are recognized in a meaningful way.	All Smithsonian Employees	52	23	12	40	25	14	8	3530	46	45	45	47	50	5
	Federal	51	23	12	39	26	14	8	2405	44	43	43	46	50	6
	Trust	54	23	12	41	24	15	8	1125	47	48	48	49	49	5
Grade promotions in my Unit are based on merit.	All Smithsonian Employees	49	25	14	35	26	13	12	3336	45	39	39	44	43	6
	Federal	47	27	13	34	26	14	13	2295	42	37	37	41	41	7
	Trust	53	20	15	38	27	11	10	1040	53	44	44	47	48	6
Recognition and awards (monetary or non-monetary) in my Unit depend on how well employees perform their jobs.	All Smithsonian Employees	59	20	18	41	21	10	10	3423	52	54	54	57	59	4
	Federal	58	21	18	40	21	11	10	2360	50	53	53	55	58	4
	Trust	62	17	18	44	22	9	8	1063	56	57	57	61	61	3
My supervisor takes steps to address a poor performer who cannot or will not improve.	All Smithsonian Employees	61	16	23	38	23	9	7	3201	58	59	59	60	61	2
	Federal	62	16	23	38	22	9	8	2209	56	58	58	59	61	3
	Trust	61	15	24	37	24	10	6	992	60	61	61	58	60	1

Employee Recognition Theme (continued)

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
My performance appraisal is a fair reflection of my performance.	All Smithsonian Employees	79	11	34	45	10	7	4	3600	77	77	77	77	79	1
	Federal	77	12	33	44	11	7	5	2459	75	75	75	74	79	1
	Trust	83	8	36	47	9	5	3	1141	82	85	85	83	81	0
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 Smithsonian Employees	82	9	43	39	9	5	4	3670	80	81	81	81	82	1
	Federal	81	10	41	40	10	5	4	2487	77	79	79	79	81	2
	Trust	86	7	48	38	6	4	3	1183	86	87	87	85	84	0

Organizational Nimbleness and Innovation Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Organizational Nimbleness and Innovation Theme Averages	All Smithsonian Employees	59	20	17	42	21	14	6		66	60	59	59	61	-2
	Federal	59	20	17	42	21	13	7		64	57	59	57	60	0
	Trust	58	21	17	41	22	15	6		70	65	62	61	61	-6
In my Unit, people value new Ideas.	All Smithsonian Employees	65	17	23	42	18	11	6	3686	76	64	64	65	65	-2
	Federal	63	19	22	41	19	12	7	2498	73	61	62	62	63	-2
	Trust	70	14	27	43	16	11	3	1188	81	72	69	70	67	-2
My Unit is open to developing and evaluating new Ideas. (Previous question: My unit has a process for conducting and evaluating new Ideas.)	All Smithsonian Employees	66	15	22	45	19	10	5	3685						
	Federal	64	17	21	43	19	11	6	2500						
	Trust	71	12	24	48	17	9	3	1185						
The Smithsonian continuously Improves the user friendliness of its administrative processes.	All Smithsonian Employees	45	27	9	36	27	19	9	3598						
	Federal	49	24	11	39	26	16	8	2440						
	Trust	36	34	5	31	30	25	9	1158						
The Smithsonian quickly adapts to changes in its environment.	All Smithsonian Employees	38	34	8	31	28	24	9	3592						
	Federal	43	30	9	34	27	21	8	2451						
	Trust	28	42	4	24	29	31	11	1141						
Smithsonian leaders and managers support implementation of new Ideas and approaches.	All Smithsonian Employees	54	20	12	42	26	14	6	3633	56	55	54	54	57	-1
	Federal	55	20	13	41	26	13	7	2470	54	53	55	53	57	0
	Trust	54	19	10	44	27	14	5	1163	60	58	54	52	56	-2

Organizational Nimbleness and Innovation Theme (continued)

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
My Unit's employees are responsive to customer needs.	All Smithsonian Employees	81	6	29	52	12	4	2	3604						
	Federal	81	7	28	53	12	4	2	2466						
	Trust	81	6	30	52	13	4	2	1139						
My Unit can quickly adapt when presented with new opportunities.	All Smithsonian Employees	62	19	18	44	19	14	6	3627						
	Federal	62	19	18	44	19	13	6	2471						
	Trust	61	20	17	44	19	15	5	1156						
My Unit's employees have a feeling of personal empowerment with respect to work processes.	All Smithsonian Employees	56	21	15	41	23	13	8	3582						
	Federal	56	21	15	41	23	13	8	2433						
	Trust	58	20	17	41	22	13	7	1149						

Diversity Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Diversity Theme Averages	All Smithsonian Employees	76	11	25	36	13	13	13		75	77	77	76	77	0
	Federal	75	12	24	37	14	13	13		72	75	75	73	76	0
	Trust	79	8	26	34	13	12	15		82	81	80	80	79	-2
Smithsonian policies and programs promote diversity in the workplace.	All Smithsonian Employees	69	13	21	48	17	9	4	3611	71	73	73	72	71	-3
	Federal	71	13	22	48	16	8	5	2450	71	73	73	71	72	-1
	Trust	66	14	19	48	20	11	3	1161	75	72	73	70	67	-5
Differences among individuals are respected and valued by employees within my Unit.	All Smithsonian Employees	81	8	36	45	11	5	3	3687	79	81	81	82	82	0
	Federal	80	9	33	46	11	5	4	2499	76	77	79	79	80	1
	Trust	84	7	41	43	10	5	2	1189	87	86	84	85	86	-2
My supervisor is committed to a workforce representative of all segments of society.	All Smithsonian Employees	78	7	37	42	15	3	3	3452	76	78	77	77	78	1
	Federal	77	8	34	42	16	4	4	2346	74	76	75	74	77	2
	Trust	82	5	42	40	13	3	2	1106	83	82	81	81	79	1
Within the past twelve months, I have heard language, or witnessed behavior, in my workplace that I considered insensitive to my identity.	All Smithsonian Employees	75	14	5	9	11	33	43	3476	73	77	75	76	77	0
	Federal	71	17	6	11	12	34	38	2349	68	73	72	70	74	0
	Trust	84	8	3	6	8	31	53	1128	83	85	83	85	83	0

Civility Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Civility Theme Averages	All Smithsonian Employees	72	14	30	42	13	9	6		74	70	70	70	73	1
	Federal	71	15	28	43	14	9	7		70	67	68	68	71	2
	Trust	76	13	35	40	12	8	4		80	75	74	74	76	0
Generally, employees, supervisors, and managers in my Unit are civil, respectful, and courteous in dealing with each other.	All Smithsonian Employees	78	12	31	47	10	8	4	3714	74	75	75	75	79	2
	Federal	76	13	28	48	11	8	5	2518	71	72	73	72	77	3
	Trust	82	9	37	45	9	6	3	1196	80	79	79	80	82	2
In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their career.	All Smithsonian Employees	55	24	17	38	21	14	10	3610		52	53	53	55	1
	Federal	53	25	16	37	22	14	10	2446		48	51	50	53	3
	Trust	58	23	18	40	19	15	8	1164		60	55	57	58	0
I feel that I can bring up issues of incivility and disrespect to my supervisor or superiors with the expectation that those issues will be addressed.	All Smithsonian Employees	73	14	36	38	13	7	7	3580	70	70	71	71	73	2
	Federal	72	14	34	38	14	7	7	2432	66	69	70	69	72	3
	Trust	76	12	40	36	11	7	5	1148	78	74	75	74	75	1
My work environment is civil and respectful.	All Smithsonian Employees	83	8	39	45	9	5	3	3671	77	81	81	82	85	2
	Federal	82	9	35	47	10	5	3	2490	74	78	78	80	83	3
	Trust	87	6	46	40	7	4	1	1181	82	85	85	86	87	2

Career Growth Theme

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
Career Growth Theme Averages	All Smithsonian Employees	69	15	26	43	15	10	6		66	66	66	69	69	2
	Federal	70	15	26	43	15	9	6		66	65	65	69	71	3
	Trust	69	15	26	43	15	10	5		69	71	71	70	67	0
In my Unit, time is made available for education and training activities.	All Smithsonian Employees	74	14	27	47	12	9	5	3679	70	70	70	73	73	3
	Federal	74	14	27	47	11	8	6	2500	70	69	69	72	73	4
	Trust	74	14	27	47	12	10	4	1179	75	77	77	76	72	-2
My supervisor regularly evaluates my training needs for my present job.	All Smithsonian Employees	67	18	27	40	15	12	6	3554	62	65	65	66	67	2
	Federal	68	18	27	41	14	12	6	2428	62	64	64	66	68	3
	Trust	66	18	26	40	16	13	5	1126	64	68	68	68	64	0
My supervisor provides employees with opportunities to demonstrate their leadership skills.	All Smithsonian Employees	74	12	34	39	14	7	5	3609	71	71	71	73	73	2
	Federal	73	13	34	39	14	7	6	2454	68	69	69	72	73	3
	Trust	76	10	36	40	14	7	3	1155	78	76	76	75	73	0
My supervisor supports career development.	All Smithsonian Employees	77	10	37	40	13	5	5	3624	77	73	73	75	75	2
	Federal	76	10	36	40	14	5	5	2461	74	70	70	74	76	3
	Trust	79	10	39	40	12	5	4	1163	83	79	79	79	76	-1
I have access to adequate career planning and career growth tools and opportunities.	All Smithsonian Employees	62	21	18	43	17	13	8	3519	54	57	57	60	62	4
	Federal	63	20	19	44	17	12	8	2404	55	57	57	61	64	5
	Trust	59	23	17	42	18	15	8	1115	50	60	60	58	57	2

Career Growth Theme (continued)

2018 SEPS										Historical Favorable Percentages					Favorable Score: 2018 vs. 2013-2017 average (%)
2018 SEPS Theme & Questions	SI Workforce Component	Favorable Score (Strongly Agree + Agree)	Unfavorable Score (Strongly Disagree + Disagree)	Strongly Agree (Average weighted %)	Agree (Average weighted %)	Neither Agree Nor Disagree (Average weighted %)	Disagree (Average weighted %)	Strongly Disagree (Average weighted %)	# Valid Responses	2013	2014	2015	2016	2017	
I am given a real opportunity to improve my skills in my Unit.	All Smithsonian Employees	67	17	21	46	16	11	6	3678						
	Federal	66	17	21	46	17	10	7	2501						
	Trust	69	16	22	47	16	11	5	1178						
I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job.	All Smithsonian Employees	65	16	19	46	19	11	5	3537	65	62	62	65	67	1
	Federal	67	15	20	46	18	10	5	2412	66	61	61	66	69	2
	Trust	62	18	17	46	20	13	5	1125	66	65	65	63	62	-2