

2019 Smithsonian Employee Perception Survey (SEPS): Institution-wide Response Frequencies by Theme and Question

Prepared by Smithsonian Organization and Audience Research (SOAR)

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 2014-2018: The columns headed 2014-2018 show the Favorable score for each question in the years in which the question was asked.

2018 FEDERAL EMPLOYEE VIEWPOINT SURVEY (FEVS) BENCHMARK METRIC: The next to last column shows the Favorable score for comparable FEVS questions in 2018 (for some SEPS questions, there was no comparable FEVS question). Note that the FEVS data include only Federal employees.

FAVORABLE SCORES: 2019 VS. 2014-2018 AVERAGE: The last column displays the rounded difference between the 2019 Favorable score and the average of the Favorable scores in 2014-2018. For most questions the year-to-year variation has been small, typically 1% or 2%. 2019 SEPS Favorable scores 5% or more than the 2014-2018 average, i.e., showing an upward trend, are highlighted in green. 2019 scores 5% or more lower than the 2014-2018 average i.e., showing a downward trend, are highlighted in light red.

SEPS Theme Scores for All Smithsonian Employees

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | 2018 FEVS (%) | Favorable Scores: 2019 vs. 2014-2018 average (%) |
|---|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|--|
| 2019 SEPS Themes | 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 | 2014 | 2015 | 2016 | 2017 | 2018 | | |
| Job Satisfaction | All Smithsonian Employees | 80 | 11 | 38 | 43 | 8 | 8 | 4 | | 80 | 80 | 80 | 81 | 81 | | 0 |
| Unit Satisfaction | All Smithsonian Employees | 78 | 10 | 34 | 44 | 12 | 7 | 3 | | 76 | 77 | 78 | 79 | 78 | | 0 |
| Institutional Satisfaction | All Smithsonian Employees | 77 | 10 | 30 | 47 | 13 | 7 | 3 | | 78 | 76 | 76 | 79 | 78 | | 0 |
| Leadership | All Smithsonian Employees | 73 | 11 | 31 | 41 | 16 | 7 | 4 | | 68 | 68 | 69 | 70 | 73 | | 3 |
| Unit Communication and Collaboration | All Smithsonian Employees | 82 | 8 | 37 | 45 | 10 | 5 | 3 | | 84 | 80 | 81 | 82 | 82 | | 0 |
| Institutional Communication and Collaboration | All Smithsonian Employees | 71 | 13 | 21 | 50 | 16 | 9 | 3 | | 74 | 73 | 72 | 74 | 73 | | -2 |
| Employee Accommodation | All Smithsonian Employees | 77 | 12 | 34 | 44 | 11 | 8 | 4 | | 76 | 76 | 76 | 77 | 76 | | 1 |
| Resources | All Smithsonian Employees | 74 | 16 | 31 | 44 | 10 | 11 | 5 | | 73 | 73 | 74 | 75 | 74 | | 0 |
| Employee Recognition | All Smithsonian Employees | 62 | 18 | 23 | 39 | 19 | 11 | 7 | | 59 | 59 | 61 | 62 | 62 | | 1 |
| Organizational Nimbleness and Innovation | All Smithsonian Employees | 58 | 21 | 17 | 40 | 21 | 14 | 7 | | 60 | 59 | 59 | 61 | 59 | | -2 |
| Diversity | All Smithsonian Employees | 76 | 11 | 25 | 36 | 13 | 12 | 13 | | 77 | 77 | 76 | 77 | 76 | | -1 |
| Civility | All Smithsonian Employees | 73 | 15 | 31 | 41 | 13 | 9 | 6 | | 70 | 70 | 70 | 73 | 72 | | 2 |
| Career Growth | All Smithsonian Employees | 69 | 15 | 27 | 42 | 15 | 10 | 5 | | 66 | 66 | 69 | 69 | 69 | | 1 |

Job Satisfaction Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|--|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Job Satisfaction Theme Averages | All Smithsonian Employees | 80 | 11 | 38 | 43 | 8 | 8 | 4 | | 80 | 80 | 80 | 81 | 81 | | 0 |
| | Federal | 80 | 12 | 38 | 42 | 9 | 8 | 4 | | 79 | 78 | 78 | 81 | 80 | 67 | 1 |
| | Trust | 81 | 11 | 37 | 44 | 8 | 8 | 3 | | 84 | 84 | 81 | 82 | 82 | | -1 |
| Overall, I am satisfied with my job. | All Smithsonian Employees | 81 | 11 | 35 | 45 | 9 | 7 | 3 | 3,605 | 81 | 79 | 80 | 81 | 81 | | 0 |
| | Federal | 80 | 11 | 36 | 45 | 9 | 7 | 4 | 2,357 | 80 | 78 | 79 | 82 | 81 | 68 | 0 |
| | Trust | 82 | 10 | 35 | 47 | 8 | 8 | 3 | 1,248 | 83 | 83 | 81 | 81 | 83 | | 0 |
| My work gives me a feeling of personal accomplishment. | All Smithsonian Employees | 81 | 10 | 40 | 41 | 9 | 7 | 3 | 3,584 | 82 | 82 | 81 | 82 | 82 | | 0 |
| | Federal | 81 | 10 | 40 | 41 | 9 | 7 | 3 | 2,340 | 80 | 80 | 79 | 81 | 82 | 72 | 1 |
| | Trust | 82 | 10 | 40 | 41 | 8 | 8 | 2 | 1,244 | 86 | 86 | 83 | 83 | 83 | | -2 |
| My job makes good use of my knowledge and abilities. | All Smithsonian Employees | 79 | 14 | 37 | 41 | 8 | 9 | 5 | 3,613 | 78 | 78 | 78 | 80 | 78 | | 0 |
| | Federal | 78 | 14 | 37 | 40 | 8 | 9 | 5 | 2,364 | 76 | 76 | 77 | 78 | 77 | 60 | 1 |
| | Trust | 81 | 13 | 37 | 43 | 6 | 9 | 4 | 1,249 | 83 | 83 | 80 | 82 | 81 | | -1 |

Unit Satisfaction Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|--|---------------------------|---|---|--|-------------------------------|---|----------------------------------|---|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Unit Satisfaction Theme Averages | All Smithsonian Employees | 78 | 10 | 34 | 44 | 12 | 7 | 3 | | 76 | 77 | 78 | 79 | 78 | | 0 |
| | Federal | 77 | 11 | 32 | 45 | 12 | 7 | 4 | | 74 | 75 | 76 | 79 | 77 | 72 | 1 |
| | Trust | 80 | 9 | 36 | 43 | 11 | 6 | 3 | | 81 | 80 | 80 | 81 | 82 | | -1 |
| Considering everything, I am satisfied with my Unit. | All Smithsonian Employees | 71 | 16 | 26 | 45 | 13 | 11 | 5 | 3,604 | 69 | 69 | 70 | 73 | 71 | | 1 |
| | Federal | 70 | 16 | 25 | 45 | 14 | 10 | 6 | 2,370 | 65 | 67 | 67 | 71 | 70 | 60 | 2 |
| | Trust | 73 | 15 | 29 | 44 | 12 | 11 | 4 | 1,234 | 74 | 72 | 72 | 76 | 75 | | -1 |
| My Unit successfully accomplishes its mission. | All Smithsonian Employees | 81 | 7 | 33 | 48 | 13 | 5 | 2 | 3,558 | 80 | 80 | 81 | 82 | 81 | | -1 |
| | Federal | 80 | 7 | 31 | 49 | 13 | 5 | 2 | 2,332 | 78 | 77 | 79 | 82 | 80 | 77 | 1 |
| | Trust | 82 | 6 | 37 | 46 | 12 | 4 | 2 | 1,226 | 85 | 85 | 86 | 84 | 85 | | -3 |
| I would recommend my Unit as a good place to work. | All Smithsonian Employees | 70 | 14 | 28 | 42 | 15 | 8 | 6 | 3,586 | 69 | 69 | 70 | 72 | 70 | | 0 |
| | Federal | 70 | 15 | 27 | 42 | 15 | 9 | 6 | 2,351 | 66 | 68 | 68 | 71 | 69 | 66 | 1 |
| | Trust | 72 | 13 | 30 | 42 | 16 | 8 | 5 | 1,235 | 72 | 70 | 71 | 74 | 73 | | 0 |
| The overall quality of work done by my immediate work unit is very good. | All Smithsonian Employees | 90 | 4 | 48 | 43 | 6 | 3 | 1 | 3,547 | 88 | 90 | 90 | 90 | 91 | | 1 |
| | Federal | 89 | 4 | 46 | 43 | 7 | 3 | 1 | 2,324 | 87 | 89 | 89 | 89 | 90 | 84 | 1 |
| | Trust | 92 | 3 | 50 | 41 | 5 | 3 | 1 | 1,223 | 91 | 92 | 92 | 91 | 93 | | 0 |

Institutional Satisfaction Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | Favorable Score: 2019 vs. 2014- 2018 average (%) |
|--|---------------------------|---|---|--|-------------------------------|---|----------------------------------|---|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | |
| Institutional Satisfaction Theme Averages | All Smithsonian Employees | 77 | 10 | 30 | 47 | 13 | 7 | 3 | | 78 | 76 | 76 | 79 | 78 | | 0 |
| | Federal | 76 | 10 | 31 | 45 | 13 | 7 | 3 | | 77 | 77 | 75 | 78 | 77 | 63 | 0 |
| | Trust | 79 | 9 | 29 | 49 | 12 | 7 | 2 | | 81 | 79 | 77 | 80 | 82 | | -1 |
| Considering everything, I am satisfied with the Smithsonian. | All Smithsonian Employees | 77 | 11 | 27 | 50 | 12 | 8 | 3 | 3,611 | 78 | 74 | 75 | 78 | 78 | | 0 |
| | Federal | 76 | 12 | 28 | 48 | 12 | 8 | 3 | 2,366 | 76 | 77 | 74 | 77 | 76 | 60 | 0 |
| | Trust | 78 | 11 | 26 | 53 | 11 | 8 | 2 | 1,245 | 80 | 80 | 76 | 80 | 81 | | -1 |
| I would recommend the Smithsonian as a good place to work. | All Smithsonian Employees | 78 | 9 | 34 | 44 | 14 | 5 | 3 | 3,589 | 78 | 77 | 77 | 79 | 79 | | 0 |
| | Federal | 77 | 9 | 34 | 43 | 14 | 5 | 4 | 2,344 | 77 | 77 | 76 | 79 | 77 | 66 | 0 |
| | Trust | 79 | 8 | 33 | 46 | 13 | 5 | 3 | 1,245 | 82 | 77 | 78 | 81 | 83 | | -1 |

Leadership Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|--|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Leadership Theme Averages | All Smithsonian Employees | 73 | 11 | 31 | 41 | 16 | 7 | 4 | | 68 | 68 | 69 | 70 | 73 | | 3 |
| | Federal | 72 | 11 | 31 | 41 | 17 | 7 | 4 | | 66 | 66 | 66 | 69 | 72 | 59 | 4 |
| | Trust | 73 | 12 | 31 | 42 | 15 | 8 | 4 | | 72 | 71 | 71 | 72 | 75 | | 0 |
| My Unit's Director maintains high standards of honesty and integrity. | All Smithsonian Employees | 73 | 8 | 34 | 39 | 18 | 5 | 4 | 3,270 | 72 | 72 | 73 | 73 | 74 | | 0 |
| | Federal | 72 | 9 | 33 | 39 | 19 | 5 | 4 | 2,166 | 71 | 71 | 70 | 72 | 72 | 55 | 1 |
| | Trust | 75 | 8 | 36 | 39 | 16 | 4 | 4 | 1,104 | 77 | 77 | 74 | 76 | 78 | | -1 |
| I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | All Smithsonian Employees | 72 | 13 | 28 | 44 | 16 | 8 | 5 | 3,305 | 68 | 68 | 69 | 72 | 72 | | 2 |
| | Federal | 68 | 15 | 26 | 42 | 17 | 8 | 6 | 2,167 | 65 | 65 | 65 | 70 | 69 | 66 | 1 |
| | Trust | 78 | 9 | 31 | 48 | 13 | 6 | 3 | 1,138 | 77 | 76 | 78 | 76 | 79 | | 1 |
| My Unit's Director generates high levels of motivation and commitment in the workforce. | All Smithsonian Employees | 62 | 18 | 28 | 34 | 20 | 11 | 7 | 3,326 | 60 | 60 | 61 | 62 | 61 | | 1 |
| | Federal | 62 | 17 | 28 | 35 | 20 | 10 | 7 | 2,200 | 61 | 61 | 61 | 62 | 60 | 44 | 1 |
| | Trust | 61 | 20 | 28 | 33 | 19 | 13 | 8 | 1,126 | 58 | 58 | 60 | 62 | 62 | | 1 |
| Managers in my Unit support collaboration across work units to accomplish work objectives. | All Smithsonian Employees | 73 | 13 | 26 | 47 | 14 | 9 | 4 | 3,547 | 70 | 68 | 69 | 71 | 74 | | 3 |
| | Federal | 72 | 13 | 25 | 47 | 15 | 8 | 5 | 2,320 | 67 | 67 | 67 | 70 | 72 | 60 | 3 |
| | Trust | 75 | 13 | 28 | 47 | 12 | 10 | 3 | 1,227 | 74 | 71 | 72 | 74 | 77 | | 2 |
| I have a high level of respect for my Unit's Director. | All Smithsonian Employees | 75 | 11 | 36 | 39 | 14 | 7 | 4 | 3,365 | 73 | 73 | 74 | 75 | 75 | | 1 |
| | Federal | 75 | 10 | 36 | 39 | 15 | 6 | 4 | 2,227 | 72 | 72 | 72 | 75 | 75 | 56 | 1 |
| | Trust | 75 | 13 | 37 | 38 | 12 | 8 | 4 | 1,138 | 74 | 74 | 73 | 76 | 76 | | 0 |
| Arbitrary action and personal favoritism are not tolerated. (FEVS includes "for partisan political purposes." SEPS dropped "political purposes in 2013.) | All Smithsonian Employees | 47 | 29 | 13 | 34 | 25 | 17 | 11 | 3,447 | 45 | 46 | 47 | 48 | 48 | | 0 |
| | Federal | 45 | 30 | 13 | 31 | 25 | 18 | 12 | 2,272 | 41 | 44 | 44 | 46 | 46 | 56 | 0 |
| | Trust | 51 | 25 | 12 | 39 | 24 | 16 | 9 | 1,175 | 53 | 52 | 53 | 52 | 52 | | -1 |
| My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives. | All Smithsonian Employees | 66 | 9 | 26 | 41 | 25 | 6 | 3 | 3,172 | 67 | 68 | 69 | 67 | 66 | | -1 |
| | Federal | 66 | 8 | 25 | 41 | 26 | 5 | 3 | 2,111 | 65 | 66 | 66 | 66 | 64 | 63 | 1 |
| | Trust | 68 | 10 | 27 | 41 | 22 | 7 | 4 | 1,062 | 71 | 71 | 71 | 71 | 70 | | -3 |

Leadership Theme (continued)

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|---|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| I have trust and confidence in my supervisor. | All Smithsonian Employees | 77 | 12 | 42 | 35 | 11 | 7 | 5 | 3,558 | 74 | 74 | 75 | 75 | 77 | | 2 |
| | Federal | 75 | 13 | 40 | 35 | 12 | 7 | 6 | 2,334 | 71 | 71 | 73 | 75 | 75 | 71 | 2 |
| | Trust | 80 | 11 | 46 | 34 | 9 | 6 | 5 | 1,224 | 80 | 80 | 79 | 77 | 80 | | 1 |
| Overall, my immediate supervisor is an effective supervisor. | All Smithsonian Employees | 74 | 13 | 38 | 36 | 13 | 7 | 6 | 3,549 | 72 | 72 | 74 | 74 | 75 | | 1 |
| | Federal | 73 | 13 | 37 | 37 | 14 | 7 | 6 | 2,329 | 70 | 70 | 72 | 73 | 74 | 73 | 1 |
| | Trust | 76 | 13 | 41 | 34 | 11 | 8 | 6 | 1,221 | 75 | 75 | 76 | 74 | 76 | | 0 |
| I am fully satisfied with my opportunity to participate in preparing my annual performance plan. | All Smithsonian Employees | 80 | 9 | 35 | 45 | 11 | 6 | 3 | 3,501 | 81 | 79 | 79 | 81 | 81 | | 0 |
| | Federal | 80 | 9 | 34 | 46 | 11 | 6 | 3 | 2,293 | 80 | 78 | 77 | 81 | 80 | | 1 |
| | Trust | 80 | 9 | 35 | 44 | 12 | 6 | 3 | 1,208 | 85 | 83 | 82 | 81 | 83 | | -3 |
| I am held accountable for achieving results. | All Smithsonian Employees | 90 | 3 | 34 | 56 | 7 | 2 | 1 | 3,525 | | | | | 90 | | 0 |
| | Federal | 89 | 3 | 33 | 56 | 8 | 2 | 1 | 2,302 | | | | | 90 | 83 | -1 |
| | Trust | 92 | 2 | 36 | 56 | 5 | 1 | 1 | 1,223 | | | | | 91 | | 1 |
| The Director of Smithsonian Facilities generates high levels of motivation and commitment in the workforce. (Only asked of SF employees.) | All Smithsonian Employees | 77 | 6 | 39 | 38 | 17 | 5 | 1 | 693 | | | | | 77 | | -1 |
| | Federal | 77 | 6 | 39 | 38 | 17 | 5 | 1 | 686 | | | | | 77 | 44 | -1 |
| | Trust | Too few respondents | | | | | | | | | | | | 79 | | |
| I have a high level of respect for the Director of Smithsonian Facilities. (Only asked of SF employees.) | All Smithsonian Employees | 85 | 4 | 45 | 40 | 11 | 3 | 1 | 696 | | | | | 86 | | 0 |
| | Federal | 85 | 4 | 46 | 40 | 11 | 3 | 1 | 689 | | | | | 86 | 56 | 0 |
| | Trust | Too few respondents | | | | | | | | | | | | 87 | | |
| I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders and the Board of Regents. | All Smithsonian Employees | 64 | 11 | 15 | 50 | 24 | 8 | 3 | 3,440 | 65 | 66 | 65 | 70 | 66 | | -2 |
| | Federal | 66 | 11 | 16 | 49 | 23 | 8 | 3 | 2,271 | 63 | 64 | 64 | 69 | 66 | 46 | 0 |
| | Trust | 62 | 11 | 11 | 51 | 27 | 9 | 3 | 1,169 | 67 | 66 | 64 | 72 | 67 | | -5 |

Unit Communication and Collaboration Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | Favorable Score: 2019 vs. 2014- 2018 average (%) |
|---|---------------------------|---|---|--|-------------------------------|---|----------------------------------|---|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | |
| Unit Communications Theme Averages | All Smithsonian Employees | 82 | 8 | 37 | 45 | 10 | 5 | 3 | | 84 | 80 | 81 | 82 | 82 | | 0 |
| | Federal | 82 | 8 | 36 | 45 | 10 | 5 | 3 | | 83 | 79 | 80 | 82 | 81 | 72 | 1 |
| | Trust | 83 | 8 | 39 | 44 | 9 | 5 | 2 | | 86 | 83 | 83 | 83 | 85 | | -1 |
| The people in my immediate work unit cooperate to get the job done. | All Smithsonian Employees | 89 | 5 | 42 | 46 | 6 | 4 | 1 | 3,557 | 95 | 87 | 87 | 89 | 88 | | -1 |
| | Federal | 88 | 5 | 41 | 47 | 7 | 4 | 2 | 2,330 | 94 | 85 | 86 | 88 | 87 | 76 | 0 |
| | Trust | 90 | 5 | 45 | 45 | 5 | 4 | 1 | 1,227 | 97 | 90 | 91 | 90 | 92 | | -2 |
| My Unit's Director communicates my Unit's goals and priorities. | All Smithsonian Employees | 71 | 12 | 28 | 43 | 17 | 8 | 4 | 3,325 | 70 | 70 | 72 | 73 | 72 | | 0 |
| | Federal | 71 | 11 | 28 | 44 | 18 | 7 | 4 | 2,192 | 70 | 70 | 70 | 72 | 70 | 64 | 1 |
| | Trust | 71 | 13 | 30 | 40 | 16 | 8 | 5 | 1,133 | 73 | 73 | 73 | 74 | 74 | | -3 |
| Employees in my immediate work unit share job knowledge with each other. | All Smithsonian Employees | 87 | 6 | 42 | 45 | 7 | 4 | 2 | 3,543 | 86 | 83 | 85 | 86 | 86 | | 2 |
| | Federal | 86 | 6 | 41 | 46 | 7 | 5 | 2 | 2,321 | 84 | 83 | 84 | 85 | 84 | 76 | 2 |
| | Trust | 89 | 5 | 44 | 44 | 6 | 4 | 1 | 1,222 | 88 | 86 | 89 | 88 | 90 | | 0 |
| 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 | 36 | 46 | 9 | 5 | 3 | 3,457 | 84 | 81 | 81 | 82 | 82 | | 0 |
| | Federal | 81 | 9 | 36 | 45 | 10 | 6 | 3 | 2,269 | 82 | 80 | 81 | 82 | 82 | 71 | 0 |
| | Trust | 84 | 8 | 37 | 47 | 8 | 5 | 3 | 1,187 | 86 | 84 | 81 | 82 | 84 | | 1 |

Institutional Communication and Collaboration Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|---|---------------------------|---|---|--|-------------------------------|--|----------------------------------|---|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Institutional Communications Theme Averages | All Smithsonian Employees | 71 | 13 | 21 | 50 | 16 | 9 | 3 | | 74 | 73 | 72 | 74 | 73 | | -2 |
| | Federal | 73 | 12 | 22 | 51 | 15 | 9 | 4 | | 74 | 73 | 72 | 75 | 73 | 64 | 0 |
| | Trust | 68 | 15 | 20 | 48 | 17 | 11 | 3 | | 74 | 73 | 71 | 74 | 72 | | -5 |
| Smithsonian leaders and managers promote communication and collaboration across units in the Smithsonian. | All Smithsonian Employees | 55 | 24 | 13 | 43 | 21 | 17 | 7 | 3,545 | 56 | 55 | 54 | 57 | 55 | | 0 |
| | Federal | 57 | 23 | 14 | 44 | 20 | 16 | 7 | 2,327 | 56 | 56 | 53 | 59 | 57 | 56 | 1 |
| | Trust | 50 | 26 | 10 | 40 | 23 | 20 | 7 | 1,218 | 58 | 54 | 51 | 55 | 52 | | -3 |
| I know how my work relates to the Smithsonian's goals and priorities. | All Smithsonian Employees | 87 | 4 | 33 | 54 | 8 | 3 | 1 | 3,581 | 89 | 89 | 88 | 89 | 87 | | -1 |
| | Federal | 87 | 5 | 33 | 55 | 8 | 3 | 1 | 2,341 | 88 | 88 | 87 | 88 | 87 | 85 | 0 |
| | Trust | 88 | 4 | 35 | 53 | 8 | 3 | 1 | 1,240 | 91 | 91 | 89 | 91 | 89 | | -3 |
| 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 | 72 | 12 | 17 | 55 | 16 | 9 | 3 | 3,564 | 76 | 75 | 74 | 77 | 76 | | -4 |
| | Federal | 74 | 11 | 19 | 55 | 15 | 8 | 3 | 2,332 | 78 | 76 | 74 | 77 | 76 | 51 | -2 |
| | Trust | 69 | 14 | 14 | 55 | 17 | 11 | 3 | 1,232 | 74 | 73 | 74 | 77 | 74 | | -5 |
| My Unit can easily collaborate with other Smithsonian units on joint projects. | All Smithsonian Employees | 62 | 17 | 18 | 43 | 21 | 13 | 4 | 3,451 | | | | | 61 | | 0 |
| | Federal | 65 | 15 | 20 | 45 | 20 | 11 | 4 | 2,280 | | | | | 64 | | 0 |
| | Trust | 56 | 21 | 16 | 40 | 23 | 16 | 5 | 1,171 | | | | | 55 | | 1 |
| Employees in other units are willing to collaborate with me when I need their expertise. | All Smithsonian Employees | 80 | 7 | 25 | 55 | 13 | 5 | 2 | 3,487 | | | | | 80 | | 0 |
| | Federal | 82 | 7 | 25 | 56 | 11 | 5 | 2 | 2,310 | | | | | 82 | | 0 |
| | Trust | 78 | 7 | 24 | 54 | 15 | 5 | 2 | 1,178 | | | | | 77 | | 1 |

Employee Accommodation Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|---|---------------------------|---|---|--|-------------------------------|--|----------------------------------|---|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Employee Accommodation Theme Averages | All Smithsonian Employees | 77 | 12 | 34 | 44 | 11 | 8 | 4 | | 76 | 76 | 77 | 77 | 78 | | 1 |
| | Federal | 77 | 12 | 33 | 43 | 11 | 8 | 4 | | 74 | 74 | 75 | 77 | 77 | 69 | 1 |
| | Trust | 78 | 11 | 34 | 44 | 11 | 7 | 4 | | 80 | 80 | 79 | 78 | 79 | | -1 |
| I am satisfied with my involvement in decisions that affect my work. | All Smithsonian Employees | 69 | 17 | 25 | 45 | 14 | 12 | 5 | 3,530 | | | | | 71 | | -1 |
| | Federal | 69 | 17 | 25 | 44 | 14 | 12 | 5 | 2,314 | | | | | 70 | 54 | -1 |
| | Trust | 70 | 17 | 25 | 45 | 13 | 12 | 5 | 1,217 | | | | | 73 | | -3 |
| Discussions with my supervisor about my performance are worthwhile. | All Smithsonian Employees | 76 | 11 | 38 | 38 | 13 | 7 | 4 | 3,517 | | | | | 76 | | 0 |
| | Federal | 75 | 12 | 38 | 37 | 13 | 7 | 4 | 2,309 | | | | | 76 | 67 | -1 |
| | Trust | 78 | 10 | 38 | 40 | 12 | 6 | 4 | 1,208 | | | | | 77 | | 1 |
| I am satisfied with the availability of Smithsonian wellness programs. (Previous question: I am satisfied with Smithsonian work-life programs.) | All Smithsonian Employees | 84 | 7 | 31 | 53 | 9 | 5 | 2 | 3,515 | | | | | 86 | | -2 |
| | Federal | 85 | 6 | 33 | 52 | 9 | 4 | 2 | 2,318 | | | | | 86 | 66 | -1 |
| | Trust | 81 | 8 | 26 | 55 | 10 | 6 | 3 | 1,197 | | | | | 84 | | -3 |
| In my Unit, employees are protected from health and safety hazards on the job. | All Smithsonian Employees | 87 | 6 | 36 | 51 | 7 | 4 | 2 | 3,549 | 88 | 88 | 88 | 87 | 87 | | -1 |
| | Federal | 86 | 7 | 35 | 51 | 7 | 4 | 2 | 2,342 | 87 | 87 | 86 | 87 | 85 | 77 | 0 |
| | Trust | 88 | 5 | 37 | 50 | 7 | 4 | 1 | 1,207 | 91 | 91 | 91 | 89 | 90 | | -3 |
| My Unit's management is aware of the areas that can make my job difficult to accomplish. | All Smithsonian Employees | 64 | 18 | 19 | 46 | 18 | 13 | 5 | 3,477 | 63 | 63 | 63 | 63 | 64 | | 1 |
| | Federal | 64 | 18 | 20 | 44 | 18 | 13 | 6 | 2,290 | 62 | 62 | 62 | 63 | 64 | | 1 |
| | Trust | 65 | 18 | 17 | 48 | 17 | 13 | 5 | 1,187 | 64 | 64 | 64 | 65 | 65 | | 1 |

Employee Accommodation Theme (continued)

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | Favorable Score: 2019 vs. 2014- 2018 average (%) |
|--|---------------------------|---|---|--|-------------------------------|---|----------------------------------|---|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | |
| My immediate supervisor is flexible in how I get my job done. | All Smithsonian Employees | 86 | 6 | 46 | 40 | 8 | 4 | 2 | 3,546 | 85 | 85 | 85 | 86 | 86 | | 1 |
| | Federal | 85 | 7 | 44 | 41 | 8 | 4 | 2 | 2,324 | 85 | 85 | 83 | 85 | 85 | | 1 |
| | Trust | 88 | 6 | 48 | 40 | 6 | 4 | 2 | 1,222 | 88 | 88 | 88 | 88 | 88 | | 0 |
| My supervisor supports my need to balance work and other life issues. | All Smithsonian Employees | 86 | 6 | 49 | 37 | 8 | 3 | 3 | 3,533 | 83 | 83 | 83 | 84 | 85 | | 2 |
| | Federal | 85 | 6 | 46 | 39 | 9 | 3 | 3 | 2,320 | 81 | 81 | 82 | 84 | 84 | 81 | 3 |
| | Trust | 87 | 6 | 54 | 33 | 7 | 4 | 3 | 1,213 | 87 | 87 | 86 | 86 | 86 | | 0 |
| My supervisor provides constructive suggestions to improve my job performance. | All Smithsonian Employees | 76 | 12 | 36 | 40 | 12 | 8 | 4 | 3,537 | 73 | 73 | 75 | 75 | 77 | | 2 |
| | Federal | 76 | 12 | 36 | 40 | 12 | 8 | 4 | 2,319 | 71 | 71 | 73 | 75 | 76 | 66 | 3 |
| | Trust | 76 | 11 | 36 | 40 | 13 | 6 | 4 | 1,218 | 77 | 77 | 76 | 76 | 78 | | -1 |
| My supervisor listens attentively to what I have to say. | All Smithsonian Employees | 81 | 10 | 42 | 39 | 9 | 6 | 4 | 3,552 | 79 | 79 | 79 | 79 | 81 | | 1 |
| | Federal | 79 | 11 | 40 | 39 | 10 | 6 | 4 | 2,333 | 77 | 77 | 77 | 79 | 80 | 79 | 2 |
| | Trust | 83 | 8 | 45 | 38 | 9 | 5 | 3 | 1,219 | 83 | 83 | 82 | 81 | 83 | | 0 |
| My workload is reasonable. | All Smithsonian Employees | 64 | 22 | 17 | 47 | 14 | 15 | 8 | 3,544 | 62 | 62 | 63 | 66 | 64 | | 1 |
| | Federal | 63 | 23 | 17 | 46 | 14 | 15 | 8 | 2,319 | 59 | 59 | 62 | 67 | 63 | 59 | 1 |
| | Trust | 66 | 20 | 16 | 50 | 14 | 14 | 6 | 1,225 | 66 | 66 | 64 | 64 | 65 | | 1 |

Resources Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|--|---------------------------|---|---|--|-------------------------------|--|----------------------------------|---|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Resources Theme Averages | All Smithsonian Employees | 74 | 16 | 31 | 44 | 10 | 11 | 5 | | 73 | 73 | 74 | 75 | 74 | | 0 |
| | Federal | 74 | 16 | 31 | 43 | 10 | 11 | 5 | | 71 | 71 | 73 | 75 | 73 | 64 | 1 |
| | Trust | 75 | 16 | 31 | 44 | 9 | 12 | 4 | | 77 | 77 | 76 | 76 | 77 | | -1 |
| My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | All Smithsonian Employees | 88 | 5 | 42 | 47 | 7 | 4 | 1 | 3,540 | 87 | 87 | 88 | 89 | 88 | | 1 |
| | Federal | 88 | 5 | 41 | 47 | 8 | 3 | 1 | 2,315 | 85 | 85 | 87 | 88 | 87 | 80 | 1 |
| | Trust | 90 | 5 | 44 | 46 | 6 | 4 | 1 | 1,225 | 89 | 89 | 90 | 90 | 90 | | 0 |
| I have sufficient resources to get my job done. | All Smithsonian Employees | 60 | 27 | 20 | 40 | 12 | 18 | 9 | 3,542 | 59 | 59 | 61 | 62 | 61 | | 0 |
| | Federal | 60 | 28 | 21 | 40 | 12 | 18 | 10 | 2,321 | 57 | 57 | 59 | 61 | 59 | 47 | 1 |
| | Trust | 61 | 27 | 19 | 42 | 12 | 19 | 7 | 1,221 | 64 | 64 | 62 | 62 | 64 | | -2 |

Employee Recognition Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|---|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Employee Recognition Theme Averages | All Smithsonian Employees | 62 | 18 | 23 | 39 | 19 | 11 | 7 | | 59 | 59 | 61 | 62 | 62 | | 1 |
| | Federal | 61 | 19 | 23 | 38 | 20 | 11 | 8 | | 57 | 57 | 59 | 62 | 61 | 47 | 2 |
| | Trust | 64 | 18 | 24 | 40 | 19 | 11 | 7 | | 64 | 64 | 64 | 64 | 65 | | 0 |
| My Unit rewards employees for going above-and-beyond in meeting customer needs. | All Smithsonian Employees | 54 | 25 | 17 | 37 | 21 | 16 | 9 | 3,382 | | | | | 55 | | -1 |
| | Federal | 55 | 25 | 17 | 37 | 21 | 15 | 9 | 2,244 | | | | | 55 | 53 | 0 |
| | Trust | 53 | 26 | 18 | 36 | 21 | 17 | 9 | 1,138 | | | | | 55 | | -1 |
| In my Unit, positive and negative individual performances are recognized in a meaningful way. | All Smithsonian Employees | 52 | 23 | 13 | 39 | 25 | 15 | 8 | 3,428 | 45 | 45 | 47 | 50 | 52 | | 4 |
| | Federal | 51 | 23 | 12 | 38 | 26 | 15 | 9 | 2,265 | 43 | 43 | 46 | 50 | 51 | 38 | 4 |
| | Trust | 53 | 24 | 13 | 40 | 23 | 16 | 8 | 1,162 | 48 | 48 | 49 | 49 | 54 | | 4 |
| Grade promotions in my Unit are based on merit. | All Smithsonian Employees | 49 | 25 | 14 | 34 | 26 | 13 | 12 | 3,250 | 39 | 39 | 44 | 43 | 49 | | 6 |
| | Federal | 47 | 26 | 14 | 33 | 27 | 14 | 13 | 2,154 | 37 | 37 | 41 | 41 | 47 | 37 | 6 |
| | Trust | 53 | 23 | 15 | 38 | 24 | 12 | 11 | 1,097 | 44 | 44 | 47 | 48 | 53 | | 6 |
| Recognition and awards (monetary or non-monetary) in my Unit depend on how well employees perform their jobs. | All Smithsonian Employees | 58 | 20 | 18 | 40 | 22 | 10 | 10 | 3,351 | 54 | 54 | 57 | 59 | 59 | | 1 |
| | Federal | 57 | 21 | 17 | 40 | 22 | 11 | 10 | 2,225 | 53 | 53 | 55 | 58 | 58 | 46 | 1 |
| | Trust | 60 | 17 | 19 | 41 | 23 | 8 | 9 | 1,126 | 57 | 57 | 61 | 61 | 62 | | 1 |
| My supervisor takes steps to address a poor performer who cannot or will not improve. | All Smithsonian Employees | 61 | 16 | 23 | 38 | 23 | 10 | 6 | 3,114 | 59 | 59 | 60 | 61 | 61 | | 1 |
| | Federal | 62 | 16 | 24 | 38 | 23 | 10 | 6 | 2,097 | 58 | 58 | 59 | 61 | 62 | 32 | 2 |
| | Trust | 61 | 17 | 21 | 40 | 22 | 11 | 6 | 1,017 | 61 | 61 | 58 | 60 | 61 | | 0 |
| My performance appraisal is a fair reflection of my performance. | All Smithsonian Employees | 78 | 11 | 34 | 44 | 11 | 7 | 4 | 3,461 | 77 | 77 | 77 | 79 | 79 | | 0 |
| | Federal | 76 | 12 | 34 | 43 | 12 | 7 | 4 | 2,276 | 75 | 75 | 74 | 79 | 77 | 71 | 0 |
| | Trust | 81 | 9 | 34 | 46 | 10 | 6 | 3 | 1,185 | 85 | 85 | 83 | 81 | 83 | | -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 Smithsonian Employees | 83 | 9 | 45 | 38 | 8 | 5 | 3 | 3,548 | 81 | 81 | 81 | 82 | 82 | | 2 |
| | Federal | 81 | 10 | 43 | 38 | 9 | 6 | 4 | 2,329 | 79 | 79 | 79 | 81 | 81 | 52 | 2 |
| | Trust | 86 | 8 | 48 | 38 | 6 | 5 | 3 | 1,219 | 87 | 87 | 85 | 84 | 86 | | 1 |

Organizational Nimbleness and Innovation Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|---|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Organizational Nimbleness and Innovation Theme Averages | All Smithsonian Employees | 58 | 21 | 17 | 40 | 21 | 14 | 7 | | 60 | 59 | 59 | 61 | 59 | | -2 |
| | Federal | 59 | 19 | 17 | 41 | 22 | 13 | 6 | | 57 | 59 | 57 | 60 | 59 | 55 | 0 |
| | Trust | 56 | 23 | 17 | 39 | 21 | 16 | 7 | | 65 | 62 | 61 | 61 | 58 | | -6 |
| In my Unit, people value new Ideas. | All Smithsonian Employees | 64 | 16 | 24 | 40 | 20 | 10 | 6 | 3,552 | 64 | 64 | 65 | 65 | 65 | | -1 |
| | Federal | 62 | 16 | 22 | 40 | 21 | 10 | 7 | 2,320 | 61 | 62 | 62 | 63 | 63 | | 0 |
| | Trust | 66 | 15 | 27 | 39 | 18 | 10 | 5 | 1,233 | 72 | 69 | 70 | 67 | 70 | | -3 |
| 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 | 67 | 14 | 22 | 45 | 18 | 10 | 4 | 3,556 | | | | | 66 | | 1 |
| | Federal | 65 | 15 | 21 | 44 | 20 | 10 | 5 | 2,333 | | | | | 64 | 61 | 1 |
| | Trust | 71 | 13 | 25 | 47 | 15 | 10 | 3 | 1,222 | | | | | 71 | | 0 |
| The Smithsonian continuously improves the user friendliness of its administrative processes. | All Smithsonian Employees | 45 | 27 | 10 | 35 | 28 | 19 | 8 | 3,466 | | | | | 45 | | 0 |
| | Federal | 49 | 23 | 11 | 37 | 29 | 16 | 7 | 2,282 | | | | | 49 | | -1 |
| | Trust | 37 | 36 | 7 | 30 | 27 | 26 | 10 | 1,184 | | | | | 36 | | 1 |
| The Smithsonian quickly adapts to changes in its environment. | All Smithsonian Employees | 37 | 37 | 8 | 29 | 26 | 27 | 10 | 3,484 | | | | | 38 | | -2 |
| | Federal | 41 | 32 | 9 | 32 | 27 | 24 | 8 | 2,299 | | | | | 43 | | -2 |
| | Trust | 28 | 46 | 5 | 23 | 26 | 31 | 15 | 1,185 | | | | | 28 | | 0 |
| Smithsonian leaders and managers support implementation of new Ideas and approaches. | All Smithsonian Employees | 53 | 21 | 12 | 41 | 26 | 15 | 6 | 3,506 | 55 | 54 | 54 | 57 | 54 | | -1 |
| | Federal | 55 | 21 | 14 | 41 | 24 | 14 | 6 | 2,298 | 53 | 55 | 53 | 57 | 55 | | 0 |
| | Trust | 50 | 21 | 9 | 41 | 29 | 15 | 6 | 1,208 | 58 | 54 | 52 | 56 | 54 | | -2 |
| My Unit's employees are responsive to customer needs. | All Smithsonian Employees | 81 | 7 | 29 | 52 | 12 | 4 | 2 | 3,491 | | | | | 81 | | 0 |
| | Federal | 82 | 6 | 29 | 53 | 12 | 4 | 3 | 2,300 | | | | | 81 | | 0 |
| | Trust | 80 | 8 | 31 | 50 | 12 | 6 | 2 | 1,191 | | | | | 81 | | -1 |
| My Unit can quickly adapt when presented with new opportunities. | All Smithsonian Employees | 60 | 21 | 18 | 41 | 19 | 15 | 6 | 3,489 | | | | | 62 | | -2 |
| | Federal | 60 | 19 | 18 | 42 | 20 | 13 | 6 | 2,288 | | | | | 62 | | -2 |
| | Trust | 59 | 24 | 18 | 41 | 18 | 17 | 7 | 1,202 | | | | | 61 | | -2 |
| My Unit's employees have a feeling of personal empowerment with respect to work processes. | All Smithsonian Employees | 56 | 23 | 15 | 40 | 22 | 14 | 9 | 3,451 | | | | | 56 | | -1 |
| | Federal | 56 | 23 | 15 | 41 | 22 | 14 | 9 | 2,271 | | | | | 56 | 49 | 0 |
| | Trust | 55 | 23 | 15 | 40 | 22 | 14 | 9 | 1,180 | | | | | 58 | | -3 |

Diversity Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|--|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Diversity Theme Averages | All Smithsonian Employees | 76 | 11 | 25 | 36 | 13 | 12 | 13 | | 77 | 77 | 76 | 77 | 76 | | -1 |
| | Federal | 75 | 12 | 24 | 37 | 14 | 12 | 13 | | 75 | 75 | 73 | 76 | 75 | 65 | 0 |
| | Trust | 77 | 10 | 25 | 35 | 13 | 12 | 15 | | 81 | 80 | 80 | 79 | 79 | | -3 |
| Smithsonian policies and programs promote diversity in the workplace. | All Smithsonian Employees | 68 | 14 | 21 | 47 | 18 | 9 | 5 | 3,514 | 73 | 73 | 72 | 71 | 69 | | -3 |
| | Federal | 71 | 13 | 22 | 48 | 16 | 8 | 5 | 2,305 | 73 | 73 | 71 | 72 | 71 | 58 | -1 |
| | Trust | 64 | 16 | 19 | 45 | 20 | 12 | 5 | 1,209 | 72 | 73 | 70 | 67 | 66 | | -6 |
| Differences among individuals are respected and valued by employees within my unit. | All Smithsonian Employees | 81 | 8 | 36 | 45 | 11 | 5 | 4 | 3,558 | 81 | 81 | 82 | 82 | 81 | | 0 |
| | Federal | 80 | 9 | 34 | 46 | 11 | 5 | 4 | 2,331 | 77 | 79 | 79 | 80 | 80 | | 1 |
| | Trust | 83 | 7 | 40 | 43 | 10 | 5 | 2 | 1,227 | 86 | 84 | 85 | 86 | 84 | | -2 |
| My supervisor is committed to a workforce representative of all segments of society. | All Smithsonian Employees | 79 | 6 | 37 | 42 | 15 | 3 | 3 | 3,363 | 78 | 77 | 77 | 78 | 78 | | 1 |
| | Federal | 77 | 7 | 36 | 41 | 16 | 4 | 3 | 2,223 | 76 | 75 | 74 | 77 | 77 | 71 | 1 |
| | Trust | 82 | 5 | 38 | 43 | 13 | 2 | 2 | 1,140 | 82 | 81 | 81 | 79 | 82 | | 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 | 74 | 16 | 5 | 11 | 10 | 32 | 42 | 3,341 | 77 | 75 | 76 | 77 | 75 | | -2 |
| | Federal | 72 | 18 | 6 | 11 | 11 | 33 | 38 | 2,190 | 73 | 72 | 70 | 74 | 71 | | -1 |
| | Trust | 80 | 12 | 3 | 9 | 8 | 31 | 49 | 1,152 | 85 | 83 | 85 | 83 | 84 | | -4 |

Civility Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|--|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Civility Theme Averages | All Smithsonian Employees | 73 | 15 | 31 | 41 | 13 | 9 | 6 | | 70 | 70 | 70 | 73 | 72 | | 2 |
| | Federal | 71 | 15 | 30 | 41 | 14 | 9 | 7 | | 67 | 68 | 68 | 71 | 71 | | 2 |
| | Trust | 75 | 14 | 34 | 42 | 11 | 9 | 5 | | 75 | 74 | 74 | 76 | 76 | | 1 |
| Generally, employees, supervisors, and managers in my Unit are civil, respectful, and courteous in dealing with each other. | All Smithsonian Employees | 79 | 12 | 31 | 48 | 9 | 7 | 5 | 3,603 | 75 | 75 | 75 | 79 | 78 | | 3 |
| | Federal | 77 | 12 | 28 | 50 | 10 | 7 | 5 | 2,361 | 72 | 73 | 72 | 77 | 76 | | 3 |
| | Trust | 82 | 11 | 36 | 46 | 7 | 8 | 3 | 1,242 | 79 | 79 | 80 | 82 | 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 | 25 | 17 | 38 | 21 | 15 | 10 | 3,474 | 52 | 53 | 53 | 55 | 55 | | 1 |
| | Federal | 53 | 25 | 17 | 37 | 22 | 14 | 11 | 2,281 | 48 | 51 | 50 | 53 | 53 | | 2 |
| | Trust | 57 | 25 | 17 | 40 | 18 | 17 | 9 | 1,193 | 60 | 55 | 57 | 58 | 58 | | -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 Smithsonian Employees | 73 | 14 | 37 | 36 | 12 | 8 | 6 | 3,435 | 70 | 71 | 71 | 73 | 73 | | 2 |
| | Federal | 72 | 15 | 37 | 35 | 13 | 8 | 7 | 2,261 | 69 | 70 | 69 | 72 | 72 | | 2 |
| | Trust | 76 | 12 | 38 | 39 | 11 | 8 | 5 | 1,174 | 74 | 75 | 74 | 75 | 76 | | 2 |
| My work environment is civil and respectful. | All Smithsonian Employees | 84 | 8 | 40 | 43 | 9 | 5 | 3 | 3,551 | 81 | 81 | 82 | 85 | 83 | | 1 |
| | Federal | 82 | 8 | 39 | 43 | 9 | 5 | 3 | 2,322 | 78 | 78 | 80 | 83 | 82 | | 2 |
| | Trust | 86 | 7 | 43 | 43 | 7 | 5 | 2 | 1,229 | 85 | 85 | 86 | 87 | 87 | | 0 |

Career Growth Theme

| 2019 SEPS | | | | | | | | | | Historical Favorable Percentages | | | | | | |
|--|---------------------------|--|--|-------------------------------------|----------------------------|---|-------------------------------|--|-------------------|----------------------------------|------|------|------|------|---------------|---|
| 2019 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 | 2014 | 2015 | 2016 | 2017 | 2018 | 2018 FEVS (%) | Favorable Score: 2019 vs. 2014-2018 average (%) |
| Career Growth Theme Averages | All Smithsonian Employees | 69 | 15 | 27 | 42 | 15 | 10 | 5 | | 66 | 66 | 69 | 69 | 71 | | 1 |
| | Federal | 70 | 15 | 28 | 43 | 15 | 10 | 5 | | 65 | 65 | 69 | 71 | 71 | 63 | 2 |
| | Trust | 67 | 17 | 25 | 42 | 16 | 12 | 5 | | 71 | 71 | 70 | 67 | 71 | | -3 |
| In my Unit, time is made available for education and training activities. | All Smithsonian Employees | 73 | 14 | 26 | 47 | 13 | 9 | 5 | 3,561 | 70 | 70 | 73 | 73 | 74 | | 1 |
| | Federal | 75 | 13 | 28 | 47 | 12 | 8 | 5 | 2,341 | 69 | 69 | 72 | 73 | 74 | | 3 |
| | Trust | 70 | 16 | 24 | 46 | 14 | 10 | 6 | 1,220 | 77 | 77 | 76 | 72 | 74 | | -5 |
| My supervisor regularly evaluates my training needs for my present job. | All Smithsonian Employees | 68 | 17 | 28 | 39 | 15 | 12 | 5 | 3,431 | 65 | 65 | 66 | 67 | 67 | | 1 |
| | Federal | 68 | 16 | 29 | 39 | 16 | 11 | 5 | 2,262 | 64 | 64 | 66 | 68 | 68 | 55 | 2 |
| | Trust | 66 | 20 | 26 | 41 | 14 | 14 | 6 | 1,169 | 68 | 68 | 68 | 64 | 66 | | 0 |
| My supervisor provides employees with opportunities to demonstrate their leadership skills. | All Smithsonian Employees | 75 | 12 | 34 | 41 | 13 | 8 | 4 | 3,485 | 71 | 71 | 73 | 73 | 74 | | 2 |
| | Federal | 74 | 12 | 34 | 40 | 14 | 8 | 4 | 2,291 | 69 | 69 | 72 | 73 | 73 | 70 | 3 |
| | Trust | 76 | 11 | 34 | 42 | 12 | 8 | 4 | 1,194 | 76 | 76 | 75 | 73 | 76 | | 1 |
| My supervisor supports career development. | All Smithsonian Employees | 77 | 10 | 38 | 38 | 14 | 6 | 4 | 3,488 | 73 | 73 | 75 | 75 | 77 | | 2 |
| | Federal | 77 | 10 | 39 | 38 | 14 | 6 | 4 | 2,296 | 70 | 70 | 74 | 76 | 76 | 70 | 3 |
| | Trust | 77 | 10 | 38 | 39 | 13 | 6 | 4 | 1,192 | 79 | 79 | 79 | 76 | 79 | | -2 |
| I have access to adequate career planning and career growth tools and opportunities. | All Smithsonian Employees | 61 | 21 | 18 | 43 | 18 | 14 | 7 | 3,422 | 57 | 57 | 60 | 62 | 62 | | 2 |
| | Federal | 64 | 19 | 20 | 45 | 17 | 12 | 6 | 2,258 | 57 | 57 | 61 | 64 | 63 | | 4 |
| | Trust | 55 | 26 | 16 | 39 | 19 | 19 | 7 | 1,163 | 60 | 60 | 58 | 57 | 59 | | -4 |
| I am given a real opportunity to improve my skills in my Unit. | All Smithsonian Employees | 67 | 17 | 23 | 44 | 16 | 11 | 6 | 3,548 | | | | | 67 | | 0 |
| | Federal | 67 | 16 | 23 | 44 | 16 | 10 | 7 | 2,329 | | | | | 66 | 66 | 1 |
| | Trust | 67 | 17 | 22 | 45 | 16 | 12 | 6 | 1,219 | | | | | 69 | | -2 |
| I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job. | All Smithsonian Employees | 63 | 17 | 19 | 44 | 20 | 12 | 5 | 3,447 | 62 | 62 | 65 | 67 | 65 | | -1 |
| | Federal | 66 | 16 | 20 | 46 | 18 | 11 | 5 | 2,267 | 61 | 61 | 66 | 69 | 67 | 56 | 1 |
| | Trust | 58 | 20 | 16 | 42 | 22 | 14 | 5 | 1,180 | 65 | 65 | 63 | 62 | 62 | | -5 |