

Table 2
2008 Smithsonian Employee Perspective Survey (2008 SEPS)
Institutional Level Results Compared with 2007 SEPS and Federal Human Capital Surveys (2006 and 2008)

1. Overall, I am satisfied with my job. (#60 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	77%	52%	68%	69%	100%	Weighted Percentage	25%	52%	11%	9%	3%	0%	na	100%
						Unweighted Count	432	927	178	152	54	2	8	1753
Trust Employees	83%	80%			100%	Weighted Percentage	25%	58%	9%	6%	2%	0%	na	100%
						Unweighted Count	186	389	57	39	13	1	2	687
Smithsonian Enterprises Employees	71%	66%			99%	Weighted Percentage	21%	50%	11%	13%	4%	1%	na	100%
						Unweighted Count	58	140	31	38	10	2	2	281
Total SI Employees	78%	72%			100%	Weighted Percentage	25%	53%	11%	8%	3%	0%	na	100%
						Unweighted Count	676	1456	266	229	77	5	12	2721

2. My work gives me a feeling of personal accomplishment. (#5 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	76%	78%	73%	73%	100%	Weighted Percentage	27%	49%	13%	8%	3%	0%	na	100%
						Unweighted Count	499	868	193	132	52	2	7	1753
Trust Employees	84%	87%			100%	Weighted Percentage	31%	53%	10%	4%	2%	0%	na	100%
						Unweighted Count	226	360	57	30	12	0	2	687
Smithsonian Enterprises Employees	67%	74%			99%	Weighted Percentage	18%	49%	20%	9%	3%	0%	na	100%
						Unweighted Count	52	134	54	30	9	0	2	281
Total SI Employees	77%	80%			100%	Weighted Percentage	28%	50%	13%	7%	3%	0%	na	100%
						Unweighted Count	777	1362	304	192	73	2	11	2721

3. I like the kind of work I do. (#6 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	86%	85%	83%	84%	99%	Weighted Percentage	42%	44%	9%	3%	1%	0%	na	100%
						Unweighted Count	753	778	146	46	20	1	9	1753
Trust Employees	88%	91%			100%	Weighted Percentage	42%	46%	8%	3%	0%	0%	na	100%
						Unweighted Count	298	315	48	21	1	2	2	687
Smithsonian Enterprises Employees	80%	82%			99%	Weighted Percentage	30%	50%	11%	6%	2%	1%	na	100%
						Unweighted Count	84	141	31	16	4	2	3	281
Total SI Employees	86%	86%			99%	Weighted Percentage	41%	45%	9%	3%	1%	0%	na	100%
						Unweighted Count	1135	1234	225	83	25	5	14	2721

4. The work I do is important to the Smithsonian. (#20 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	91%	90%	90%	91%	99%	Weighted Percentage	52%	40%	6%	2%	1%	0%	na	100%
						Unweighted Count	857	725	117	26	8	9	11	1753
Trust Employees	90%	91%			100%	Weighted Percentage	46%	43%	8%	1%	0%	0%	na	100%
						Unweighted Count	317	296	56	9	3	4	2	687
Smithsonian Enterprises Employees	89%	82%			100%	Weighted Percentage	39%	50%	7%	2%	2%	0%	na	100%
						Unweighted Count	104	144	22	4	5	1	1	281
Total SI Employees	91%	89%			99%	Weighted Percentage	49%	41%	7%	2%	1%	0%	na	100%
						Unweighted Count	1278	1165	195	39	16	14	14	2721

5. Overall, I am satisfied with my compensation. (#61 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	54%	50%	61%	60%	99%	Weighted Percentage	10%	44%	15%	19%	11%	0%	na	100%
						Unweighted Count	186	821	253	321	156	6	10	1753
Trust Employees	50%	51%			100%	Weighted Percentage	10%	40%	17%	22%	11%	0%	na	100%
						Unweighted Count	76	295	110	143	58	2	3	687
Smithsonian Enterprises Employees	43%	36%			99%	Weighted Percentage	9%	35%	19%	23%	15%	0%	na	100%
						Unweighted Count	20	94	52	69	43	0	3	281
Total SI Employees	52%	49%			99%	Weighted Percentage	10%	42%	16%	20%	11%	0%	na	100%
						Unweighted Count	282	1210	415	533	257	8	16	2721

6. My job makes good use of my knowledge and abilities. (#18 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	69%	69%	62%	62%	99%	Weighted Percentage	25%	44%	11%	13%	7%	0%	na	100%
						Unweighted Count	432	808	178	211	113	1	10	1753
Trust Employees	75%	79%			100%	Weighted Percentage	27%	48%	11%	11%	3%	0%	na	100%
						Unweighted Count	190	332	73	71	19	0	2	687
Smithsonian Enterprises Employees	65%	59%			99%	Weighted Percentage	19%	46%	12%	15%	8%	0%	na	100%
						Unweighted Count	51	128	34	44	21	1	2	281
Total SI Employees	70%	71%			99%	Weighted Percentage	25%	45%	11%	12%	6%	0%	na	100%
						Unweighted Count	673	1268	285	326	153	2	14	2721

7. I am satisfied with my opportunity to get a better job in the Smithsonian. (#58 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	40%	35%	37%	39%	100%	Weighted Percentage	11%	29%	23%	19%	15%	3%	na	100%
						Unweighted Count	144	467	434	364	262	75	7	1753
Trust Employees	31%	32%			100%	Weighted Percentage	7%	24%	26%	23%	13%	7%	na	100%
						Unweighted Count	45	151	194	154	90	52	1	687
Smithsonian Enterprises Employees	45%	33%			99%	Weighted Percentage	15%	30%	21%	18%	15%	2%	na	100%
						Unweighted Count	36	77	63	53	45	5	2	281
Total SI Employees	38%	34%			100%	Weighted Percentage	10%	28%	24%	20%	14%	4%	na	100%
						Unweighted Count	225	695	691	571	397	132	10	2721

8. I have a high level of respect for the Smithsonian's Secretary. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	50%	49%	49%	52%	100%	Weighted Percentage	15%	36%	32%	1%	0%	17%	na	100%
						Unweighted Count	241	629	555	5	6	316	1	1753
Trust Employees	54%	48%			100%	Weighted Percentage	19%	36%	27%	0%	0%	19%	na	100%
						Unweighted Count	119	238	190	0	0	137	3	687
Smithsonian Enterprises Employees	52%	52%			100%	Weighted Percentage	20%	32%	26%	0%	0%	21%	na	100%
						Unweighted Count	51	92	76	1	1	59	1	281
Total SI Employees	51%	49%			100%	Weighted Percentage	16%	35%	30%	0%	0%	18%	na	100%
						Unweighted Count	411	959	821	6	7	512	5	2721

9. The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	35%	31%	38%	40%	100%	Weighted Percentage	9%	27%	42%	4%	1%	18%	na	100%
						Unweighted Count	136	447	744	57	17	349	3	1753
Trust Employees	40%	31%			99%	Weighted Percentage	10%	30%	37%	3%	0%	20%	na	100%
						Unweighted Count	69	188	256	19	4	144	7	687
Smithsonian Enterprises Employees	39%	32%			99%	Weighted Percentage	14%	25%	31%	3%	1%	25%	na	100%
						Unweighted Count	34	70	91	9	3	72	2	281
Total SI Employees	37%	31%			100%	Weighted Percentage	9%	27%	40%	4%	1%	19%	na	100%
						Unweighted Count	239	705	1091	85	24	565	12	2721

10.I am satisfied with the information I have received about transitions in the Smithsonian's senior leadership (Secretary, Under Secretaries, and Board of Regents) and changes in Smithsonian policies.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	61%	60%	na	na	100%	Weighted Percentage	11%	50%	25%	7%	2%	5%	na	100%
						Unweighted Count	202	927	386	129	37	68	4	1753
Trust Employees	73%	66%			100%	Weighted Percentage	17%	57%	15%	6%	1%	3%	na	100%
						Unweighted Count	103	396	101	50	12	23	2	687
Smithsonian Enterprises Employees	56%	53%			100%	Weighted Percentage	12%	44%	22%	6%	3%	12%	na	100%
						Unweighted Count	29	132	59	18	10	32	1	281
Total SI Employees	63%	61%			100%	Weighted Percentage	13%	51%	22%	7%	2%	6%	na	100%
						Unweighted Count	334	1455	546	197	59	123	7	2721

11. I am satisfied with the information I receive from the Smithsonian's senior leaders on what's going on in the Smithsonian (Secretary, Under Secretaries, and Board of Regents). (#55 2008 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	57%	48%	47%	48%	99%	Weighted Percentage	7%	50%	25%	11%	3%	4%	na	100%
						Unweighted Count	113	874	431	207	46	57	25	1753
Trust Employees	64%	52%			99%	Weighted Percentage	12%	52%	23%	8%	2%	3%	na	100%
						Unweighted Count	65	356	161	63	17	19	6	687
Smithsonian Enterprises Employees	50%	50%			99%	Weighted Percentage	11%	39%	27%	8%	4%	11%	na	100%
						Unweighted Count	26	116	72	25	11	28	3	281
Total SI Employees	58%	49%			99%	Weighted Percentage	9%	49%	25%	10%	3%	4%	na	100%
						Unweighted Count	204	1346	664	295	74	104	34	2721

12. I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders (Secretary, Under Secretaries, and Board of Regents). (#57 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	44%	33%	41%	42%	99%	Weighted Percentage	6%	39%	35%	11%	4%	6%	na	100%
						Unweighted Count	77	680	613	195	74	92	22	1753
Trust Employees	45%	32%			99%	Weighted Percentage	5%	40%	34%	10%	3%	8%	na	100%
						Unweighted Count	35	264	231	79	20	54	4	687
Smithsonian Enterprises Employees	41%	31%			99%	Weighted Percentage	10%	32%	33%	8%	4%	14%	na	100%
						Unweighted Count	22	93	91	23	12	38	2	281
Total SI Employees	44%	32%			99%	Weighted Percentage	6%	38%	35%	10%	4%	7%	na	100%
						Unweighted Count	134	1037	935	297	106	184	28	2721

13. I am satisfied that governance changes and priorities implemented by the Regents, Secretary Clough, and Acting Secretary Samper will strengthen the Smithsonian in the future.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	57%	63%	na	na	99%	Weighted Percentage	13%	45%	29%	4%	2%	8%	na	100%
						Unweighted Count	222	813	463	88	25	122	20	1753
Trust Employees	60%	65%			100%	Weighted Percentage	13%	48%	26%	4%	2%	7%	na	100%
						Unweighted Count	81	324	181	30	15	53	3	687
Smithsonian Enterprises Employees	51%	51%			99%	Weighted Percentage	12%	39%	29%	3%	2%	15%	na	100%
						Unweighted Count	31	113	78	8	6	41	4	281
Total SI Employees	58%	63%			99%	Weighted Percentage	13%	45%	28%	4%	2%	8%	na	100%
						Unweighted Count	334	1250	722	126	46	216	27	2721

14. There is adequate cooperation and communication across units in the Smithsonian. (#51 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	26%	na	53%	53%	100%	Weighted Percentage	3%	23%	24%	33%	14%	3%	na	100%
						Unweighted Count	36	352	416	642	252	53	2	1753
Trust Employees	21%	na			100%	Weighted Percentage	1%	20%	21%	38%	14%	5%	na	100%
						Unweighted Count	9	116	139	280	102	39	2	687
Smithsonian Enterprises Employees	33%	na			99%	Weighted Percentage	9%	24%	20%	25%	13%	8%	na	100%
						Unweighted Count	19	63	57	78	40	22	2	281
Total SI Employees	26%	na			100%	Weighted Percentage	3%	23%	23%	33%	14%	4%	na	100%
						Unweighted Count	64	531	612	1000	394	114	6	2721

15. Smithsonian leaders and managers promote communication and cooperation across units in the Smithsonian. (#51 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	29%	na	53%	53%	99%	Weighted Percentage	3%	26%	29%	27%	12%	3%	na	100%
						Unweighted Count	43	393	535	504	214	55	9	1753
Trust Employees	26%	na			100%	Weighted Percentage	2%	24%	27%	31%	10%	6%	na	100%
						Unweighted Count	10	145	188	226	73	42	3	687
Smithsonian Enterprises Employees	40%	na			99%	Weighted Percentage	11%	29%	21%	20%	10%	9%	na	100%
						Unweighted Count	23	76	62	60	31	25	4	281
Total SI Employees	29%	na			99%	Weighted Percentage	4%	26%	27%	27%	11%	4%	na	100%
						Unweighted Count	76	614	785	790	318	122	16	2721

16. I know how my work relates to the Smithsonian's goals and priorities. (#19 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	80%	85%	83%	84%	100%	Weighted Percentage	25%	54%	12%	6%	2%	1%	na	100%
						Unweighted Count	430	979	205	93	23	17	6	1753
Trust Employees	84%	88%			99%	Weighted Percentage	23%	61%	9%	5%	1%	1%	na	100%
						Unweighted Count	158	407	60	41	11	6	4	687
Smithsonian Enterprises Employees	79%	81%			99%	Weighted Percentage	20%	59%	11%	4%	2%	4%	na	100%
						Unweighted Count	51	168	30	13	4	11	4	281
Total SI Employees	80%	85%			99%	Weighted Percentage	24%	56%	11%	5%	2%	1%	na	100%
						Unweighted Count	639	1554	295	147	38	34	14	2721

17. I have a high level of respect for the Acting Under Secretary for Art, History and Culture. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	47%	na	49%	52%	99%	Weighted Percentage	18%	29%	34%	3%	0%	16%	na	100%
						Unweighted Count	87	142	159	15	3	73	3	482
Trust Employees	59%	na			99%	Weighted Percentage	21%	38%	25%	2%	0%	14%	na	100%
						Unweighted Count	57	93	62	6	1	40	2	261
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	51%	na			99%	Weighted Percentage	19%	32%	30%	3%	0%	15%	na	100%
						Unweighted Count	144	235	221	21	4	113	5	743

18. The Acting Under Secretary for Art, History and Culture generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	33%	na	38%	40%	100%	Weighted Percentage	12%	20%	38%	9%	2%	19%	na	100%
						Unweighted Count	52	108	177	46	11	86	2	482
Trust Employees	43%	na			99%	Weighted Percentage	17%	26%	35%	7%	0%	15%	na	100%
						Unweighted Count	44	62	88	20	1	44	2	261
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	36%	na			99%	Weighted Percentage	14%	22%	37%	8%	1%	17%	na	100%
						Unweighted Count	96	170	265	66	12	130	4	743

19. I have a high level of respect for the Acting Under Secretary for Science. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	24%	na	49%	52%	98%	Weighted Percentage	8%	16%	43%	2%	1%	30%	na	100%
						Unweighted Count	37	73	221	13	7	154	9	514
Trust Employees	44%	na			99%	Weighted Percentage	15%	29%	26%	3%	2%	24%	na	100%
						Unweighted Count	44	82	73	11	6	67	3	286
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	31%	na			99%	Weighted Percentage	10%	21%	37%	3%	1%	28%	na	100%
						Unweighted Count	81	155	294	24	13	221	12	800

20. The Acting Under Secretary for Science generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	15%	na	38%	40%	98%	Weighted Percentage	5%	10%	45%	7%	3%	30%	na	100%
						Unweighted Count	21	40	232	46	16	151	8	514
Trust Employees	28%	na			100%	Weighted Percentage	10%	18%	37%	7%	4%	25%	na	100%
						Unweighted Count	27	47	107	22	11	71	1	286
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	19%	na			99%	Weighted Percentage	6%	13%	42%	7%	3%	28%	na	100%
						Unweighted Count	48	87	339	68	27	222	9	800

21. I have a high level of respect for the Acting Under Secretary for Finance and Administration. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	36%	na	49%	52%	99%	Weighted Percentage	7%	29%	41%	1%	2%	20%	na	100%
						Unweighted Count	45	157	255	10	9	127	8	611
Trust Employees	42%	na			100%	Weighted Percentage	3%	38%	34%	1%	11%	13%	na	100%
						Unweighted Count	2	12	12	1	3	3	0	33
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	37%	na			99%	Weighted Percentage	7%	29%	40%	1%	2%	20%	na	100%
						Unweighted Count	47	169	267	11	12	130	8	644

22. The Acting Under Secretary for Finance and Administration generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	30%	na	38%	40%	99%	Weighted Percentage	5%	25%	45%	5%	2%	19%	na	100%
						Unweighted Count	28	137	271	30	10	127	8	611
Trust Employees	32%	na			100%	Weighted Percentage	1%	31%	37%	7%	9%	16%	na	100%
						Unweighted Count	1	9	12	3	3	5	0	33
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	30%	na			99%	Weighted Percentage	5%	25%	45%	5%	2%	19%	na	100%
						Unweighted Count	29	146	283	33	13	132	8	644

23. I have a high level of respect for the Acting President of Smithsonian Enterprises. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	na	na	49%	52%	na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Trust Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Smithsonian Enterprises Employees	48%	na			98%	Weighted Percentage	15%	33%	28%	5%	2%	17%	na	100%
						Unweighted Count	39	90	80	15	8	44	5	281
Total SI Employees	48%	na			98%	Weighted Percentage	15%	33%	28%	5%	2%	17%	na	100%
						Unweighted Count	39	90	80	15	8	44	5	281

24. The Acting President of Smithsonian Enterprises generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	na	na	38%	40%	na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Trust Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Smithsonian Enterprises Employees	36%	na			99%	Weighted Percentage	10%	26%	32%	12%	3%	16%	na	100%
						Unweighted Count	24	70	90	38	12	43	4	281
Total SI Employees	36%	na			99%	Weighted Percentage	10%	26%	32%	12%	3%	16%	na	100%
						Unweighted Count	24	70	90	38	12	43	4	281

25. I have a high level of respect for the Chief Financial Officer. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	44%	na	49%	52%	98%	Weighted Percentage	14%	30%	25%	12%	19%	0%	na	100%
						Unweighted Count	6	11	11	3	8	0	1	40
Trust Employees	54%	na			80%	Weighted Percentage	13%	41%	29%	7%	11%	0%	na	100%
						Unweighted Count	4	6	5	2	3	0	5	25
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	48%	na			91%	Weighted Percentage	14%	34%	26%	10%	16%	0%	na	100%
						Unweighted Count	10	17	16	5	11	0	6	65

26. The Chief Financial Officer generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	24%	na	38%	40%	98%	Weighted Percentage	14%	10%	38%	19%	19%	0%	na	100%
						Unweighted Count	6	5	13	7	8	0	1	40
Trust Employees	37%	na			80%	Weighted Percentage	21%	16%	46%	4%	13%	0%	na	100%
						Unweighted Count	4	3	8	1	4	0	5	25
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	29%	na			91%	Weighted Percentage	17%	12%	42%	13%	16%	0%	na	100%
						Unweighted Count	10	8	21	8	12	0	6	65

27. I have a high level of respect for the Director of OFEO. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	51%	na	49%	52%	99%	Weighted Percentage	14%	38%	27%	9%	8%	5%	na	100%
						Unweighted Count	69	204	153	61	55	23	6	571
Trust Employees	57%	na			100%	Weighted Percentage	33%	24%	0%	0%	32%	11%	na	100%
						Unweighted Count	3	2	0	0	2	1	0	8
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	51%	na			99%	Weighted Percentage	14%	38%	27%	9%	8%	5%	na	100%
						Unweighted Count	72	206	153	61	57	24	6	579

28. The Director of OFEO generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	44%	na	38%	40%	99%	Weighted Percentage	11%	33%	28%	14%	9%	5%	na	100%
						Unweighted Count	54	182	152	91	64	22	6	571
Trust Employees	57%	na			100%	Weighted Percentage	33%	24%	0%	0%	32%	11%	na	100%
						Unweighted Count	3	2	0	0	2	1	0	8
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	44%	na			99%	Weighted Percentage	11%	33%	28%	14%	10%	5%	na	100%
						Unweighted Count	57	184	152	91	66	23	6	579

29. I have a high level of respect for the Director of External Affairs. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	na	na	49%	52%	na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Trust Employees	88%	na			98%	Weighted Percentage	40%	47%	9%	4%	0%	0%	na	100%
						Unweighted Count	16	19	4	2	0	0	1	42
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	88%	na			98%	Weighted Percentage	40%	47%	9%	4%	0%	0%	na	100%
						Unweighted Count	16	19	4	2	0	0	1	42

30. The Director of External Affairs generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	na	na	na	na	na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Trust Employees	75%	na			98%	Weighted Percentage	24%	51%	20%	2%	0%	3%	na	100%
						Unweighted Count	8	21	10	1	0	1	1	42
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	75%	na			98%	Weighted Percentage	24%	51%	20%	2%	0%	3%	na	100%
						Unweighted Count	8	21	10	1	0	1	1	42

31. I have a high level of respect for the Director of Communications. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	72%	na	49%	52%	100%	Weighted Percentage	20%	52%	6%	0%	21%	0%	na	100%
						Unweighted Count	4	7	1	0	2	0	0	14
Trust Employees	72%	na			100%	Weighted Percentage	46%	26%	21%	0%	0%	7%	na	100%
						Unweighted Count	7	5	3	0	0	2	0	17
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	72%	na			100%	Weighted Percentage	34%	38%	14%	0%	10%	4%	na	100%
						Unweighted Count	11	12	4	0	2	2	0	31

32. The Director of Communications generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	38%	na	38%	40%	100%	Weighted Percentage	20%	18%	29%	20%	13%	0%	na	100%
						Unweighted Count	4	3	3	3	1	0	0	14
Trust Employees	60%	na			100%	Weighted Percentage	38%	22%	33%	0%	0%	7%	na	100%
						Unweighted Count	6	4	5	0	0	2	0	17
Smithsonian Enterprises Employees	na	na			na	Weighted Percentage	na	na	na	na	na	na	na	na
						Unweighted Count	na	na	na	na	na	na	na	na
Total SI Employees	50%	na			100%	Weighted Percentage	30%	20%	31%	9%	6%	4%	na	100%
						Unweighted Count	10	7	8	3	1	2	0	31

33. I have a high level of respect for my Unit's Director. (#36 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	65%	53%	49%	52%	100%	Weighted Percentage	23%	41%	16%	9%	8%	2%	na	100%
						Unweighted Count	427	666	288	196	142	31	3	1753
Trust Employees	68%	64%			100%	Weighted Percentage	31%	37%	14%	12%	5%	2%	na	100%
						Unweighted Count	204	243	99	84	36	18	3	687
Smithsonian Enterprises Employees	53%	53%			100%	Weighted Percentage	21%	32%	20%	6%	8%	14%	na	100%
						Unweighted Count	57	94	52	18	23	36	1	281
Total SI Employees	64%	56%			100%	Weighted Percentage	25%	40%	16%	9%	7%	3%	na	100%
						Unweighted Count	688	1003	439	298	201	85	7	2721

34. My Unit's Director generates high levels of motivation and commitment in the workforce. (#37 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	53%	42%	38%	40%	100%	Weighted Percentage	19%	34%	22%	12%	11%	2%	na	100%
						Unweighted Count	337	559	363	236	218	36	4	1753
Trust Employees	56%	49%			99%	Weighted Percentage	23%	33%	18%	14%	9%	3%	na	100%
						Unweighted Count	152	211	126	102	70	22	4	687
Smithsonian Enterprises Employees	46%	35%			99%	Weighted Percentage	17%	30%	21%	10%	10%	13%	na	100%
						Unweighted Count	46	83	58	30	28	34	2	281
Total SI Employees	53%	44%			100%	Weighted Percentage	19%	33%	21%	12%	11%	3%	na	100%
						Unweighted Count	535	853	547	368	316	92	10	2721

35. My Unit's Director reviews and evaluates the Unit's progress toward meeting its goals and objectives. (#40 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	59%	53%	56%	58%	100%	Weighted Percentage	19%	40%	21%	8%	7%	5%	na	100%
						Unweighted Count	336	684	359	154	122	91	7	1753
Trust Employees	65%	58%			100%	Weighted Percentage	26%	39%	15%	7%	5%	8%	na	100%
						Unweighted Count	166	265	100	52	39	63	2	687
Smithsonian Enterprises Employees	52%	59%			99%	Weighted Percentage	20%	32%	20%	8%	5%	14%	na	100%
						Unweighted Count	53	94	53	23	15	40	3	281
Total SI Employees	60%	55%			100%	Weighted Percentage	21%	39%	20%	8%	6%	7%	na	100%
						Unweighted Count	555	1043	512	229	176	194	12	2721

36. My Unit's Director communicates the goals and priorities of the Smithsonian. (#39 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	63%	53%	58%	60%	98%	Weighted Percentage	18%	45%	20%	9%	6%	3%	na	100%
						Unweighted Count	313	761	344	170	95	39	31	1753
Trust Employees	69%	57%			99%	Weighted Percentage	21%	48%	15%	9%	3%	4%	na	100%
						Unweighted Count	132	318	111	66	23	32	5	687
Smithsonian Enterprises Employees	48%	52%			98%	Weighted Percentage	15%	33%	23%	8%	7%	14%	na	100%
						Unweighted Count	38	95	62	24	19	37	6	281
Total SI Employees	63%	54%			98%	Weighted Percentage	18%	45%	19%	9%	5%	4%	na	100%
						Unweighted Count	483	1174	517	260	137	108	42	2721

37. My Unit's Director communicates the goals and priorities of our Unit. (#39 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	65%	54%	58%	60%	98%	Weighted Percentage	19%	46%	17%	9%	6%	2%	na	100%
						Unweighted Count	337	761	299	186	110	33	27	1753
Trust Employees	66%	57%			99%	Weighted Percentage	26%	40%	14%	11%	4%	4%	na	100%
						Unweighted Count	165	269	100	86	33	29	5	687
Smithsonian Enterprises Employees	53%	57%			98%	Weighted Percentage	20%	33%	19%	9%	6%	12%	na	100%
						Unweighted Count	52	94	52	27	17	33	6	281
Total SI Employees	64%	55%			99%	Weighted Percentage	20%	43%	17%	10%	6%	4%	na	100%
						Unweighted Count	554	1124	451	299	160	95	38	2721

38. I am satisfied with the information I receive from my Unit's Director on what's going on in the Unit. (#55 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	55%	48%	47%	48%	98%	Weighted Percentage	17%	39%	20%	13%	9%	2%	na	100%
						Unweighted Count	292	631	353	259	165	26	27	1753
Trust Employees	60%	54%			99%	Weighted Percentage	21%	39%	16%	14%	6%	3%	na	100%
						Unweighted Count	135	252	118	106	49	21	6	687
Smithsonian Enterprises Employees	46%	49%			99%	Weighted Percentage	15%	31%	21%	14%	9%	10%	na	100%
						Unweighted Count	38	86	57	43	26	27	4	281
Total SI Employees	56%	49%			99%	Weighted Percentage	18%	38%	20%	13%	9%	3%	na	100%
						Unweighted Count	465	969	528	408	240	74	37	2721

39. I am satisfied with the policies and practices enacted by my Unit's Director (as distinguished from SI and Federal policies and practices). (#57 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	51%	43%	41%	42%	99%	Weighted Percentage	12%	39%	23%	14%	9%	3%	na	100%
						Unweighted Count	217	626	413	260	166	47	24	1753
Trust Employees	55%	52%			99%	Weighted Percentage	17%	38%	22%	12%	5%	5%	na	100%
						Unweighted Count	108	250	149	89	44	40	7	687
Smithsonian Enterprises Employees	46%	41%			98%	Weighted Percentage	11%	36%	24%	11%	8%	11%	na	100%
						Unweighted Count	27	97	67	31	23	30	6	281
Total SI Employees	52%	45%			99%	Weighted Percentage	13%	38%	23%	13%	8%	4%	na	100%
						Unweighted Count	352	973	629	380	233	117	37	2721

40. Grade promotions in my Unit are based on merit. (#22 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	32%	33%	34%	35%	99%	Weighted Percentage	7%	25%	24%	18%	18%	9%	na	100%
						Unweighted Count	116	446	404	326	283	165	13	1753
Trust Employees	39%	42%			99%	Weighted Percentage	11%	28%	20%	13%	12%	15%	na	100%
						Unweighted Count	74	194	140	97	73	99	10	687
Smithsonian Enterprises Employees	36%	35%			98%	Weighted Percentage	8%	28%	17%	15%	15%	17%	na	100%
						Unweighted Count	19	73	46	46	45	47	5	281
Total SI Employees	34%	35%			99%	Weighted Percentage	8%	26%	22%	17%	16%	11%	na	100%
						Unweighted Count	209	713	590	469	401	311	28	2721

41. Creativity and innovation are generally rewarded in my Unit. (#26 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	38%	41%	39%	40%	99%	Weighted Percentage	9%	30%	24%	17%	16%	4%	na	100%
						Unweighted Count	148	514	420	326	265	67	13	1753
Trust Employees	45%	52%			99%	Weighted Percentage	13%	32%	20%	18%	11%	5%	na	100%
						Unweighted Count	86	223	139	125	73	36	5	687
Smithsonian Enterprises Employees	37%	37%			99%	Weighted Percentage	9%	28%	22%	17%	15%	9%	na	100%
						Unweighted Count	22	79	58	52	43	23	4	281
Total SI Employees	40%	43%			99%	Weighted Percentage	10%	30%	23%	17%	15%	5%	na	100%
						Unweighted Count	256	816	617	503	381	126	22	2721

42. In my Unit, positive and negative individual performances are recognized in a meaningful way. (#29 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	37%	36%	30%	31%	99%	Weighted Percentage	6%	31%	23%	21%	14%	5%	na	100%
						Unweighted Count	93	516	403	399	240	86	16	1753
Trust Employees	37%	43%			99%	Weighted Percentage	7%	30%	23%	21%	11%	7%	na	100%
						Unweighted Count	48	195	154	152	77	55	6	687
Smithsonian Enterprises Employees	44%	45%			99%	Weighted Percentage	11%	33%	20%	18%	12%	7%	na	100%
						Unweighted Count	26	91	56	54	33	18	3	281
Total SI Employees	38%	39%			99%	Weighted Percentage	7%	31%	23%	21%	13%	5%	na	100%
						Unweighted Count	167	802	613	605	350	159	25	2721

43. Individual pay raises (excluding cost of living adjustments (COLA)) depend on how well individual employees perform their jobs. (#27 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	27%	27%	22%	26%	99%	Weighted Percentage	5%	22%	24%	22%	17%	9%	na	100%
						Unweighted Count	83	383	415	399	291	171	11	1753
Trust Employees	32%	35%			100%	Weighted Percentage	6%	26%	20%	18%	14%	17%	na	100%
						Unweighted Count	42	178	133	130	87	114	3	687
Smithsonian Enterprises Employees	36%	40%			99%	Weighted Percentage	8%	28%	19%	15%	18%	11%	na	100%
						Unweighted Count	18	79	52	49	50	31	2	281
Total SI Employees	29%	30%			99%	Weighted Percentage	6%	23%	23%	21%	16%	11%	na	100%
						Unweighted Count	143	640	600	578	428	316	16	2721

44. Employees who provide high quality services and products to customers (visitors, researchers, funding sources, other employees, etc.) are rewarded in meaningful ways. (#25 2008 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	31%	30%	45%	46%	99%	Weighted Percentage	6%	25%	25%	22%	15%	7%	na	100%
						Unweighted Count	89	415	432	423	257	128	9	1753
Trust Employees	29%	31%			100%	Weighted Percentage	7%	22%	26%	19%	12%	14%	na	100%
						Unweighted Count	44	146	178	145	82	90	2	687
Smithsonian Enterprises Employees	33%	31%			99%	Weighted Percentage	10%	23%	24%	17%	17%	9%	na	100%
						Unweighted Count	22	62	68	51	49	27	2	281
Total SI Employees	30%	30%			100%	Weighted Percentage	6%	24%	25%	21%	15%	9%	na	100%
						Unweighted Count	155	623	678	619	388	245	13	2721

45. In my Unit, employees are protected from health and safety hazards on the job. (#41 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	81%	78%	75%	76%	99%	Weighted Percentage	22%	59%	10%	5%	3%	1%	na	100%
						Unweighted Count	374	1032	176	93	41	24	13	1753
Trust Employees	82%	81%			100%	Weighted Percentage	24%	58%	8%	4%	1%	4%	na	100%
						Unweighted Count	171	392	54	30	11	26	3	687
Smithsonian Enterprises Employees	73%	76%			99%	Weighted Percentage	23%	50%	12%	6%	3%	5%	na	100%
						Unweighted Count	59	145	35	18	8	13	3	281
Total SI Employees	80%	79%			99%	Weighted Percentage	22%	58%	10%	5%	3%	2%	na	100%
						Unweighted Count	604	1569	265	141	60	63	19	2721

46. My Unit's employees have a feeling of personal empowerment with respect to work processes. (#24 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	47%	42%	42%	44%	99%	Weighted Percentage	8%	38%	22%	19%	10%	2%	na	100%
						Unweighted Count	137	633	399	346	187	39	12	1753
Trust Employees	50%	51%			100%	Weighted Percentage	13%	37%	21%	20%	6%	3%	na	100%
						Unweighted Count	84	251	141	143	45	22	1	687
Smithsonian Enterprises Employees	51%	43%			99%	Weighted Percentage	13%	38%	19%	16%	9%	5%	na	100%
						Unweighted Count	29	106	53	46	29	14	4	281
Total SI Employees	48%	44%			99%	Weighted Percentage	10%	38%	21%	19%	9%	3%	na	100%
						Unweighted Count	250	990	593	535	261	75	17	2721

47. My Unit has prepared employees for potential security threats. (#42 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	61%	54%	73%	74%	99%	Weighted Percentage	12%	49%	22%	10%	4%	3%	na	100%
						Unweighted Count	183	833	429	172	63	61	12	1753
Trust Employees	63%	55%			100%	Weighted Percentage	13%	49%	22%	8%	2%	6%	na	100%
						Unweighted Count	86	329	157	60	15	40	0	687
Smithsonian Enterprises Employees	49%	46%			99%	Weighted Percentage	10%	39%	24%	14%	5%	8%	na	100%
						Unweighted Count	25	111	69	38	13	22	3	281
Total SI Employees	60%	54%			99%	Weighted Percentage	12%	48%	22%	10%	4%	4%	na	100%
						Unweighted Count	294	1273	655	270	91	123	15	2721

48. Recognition and awards (monetary or non-monetary) in my Unit depend on how well employees perform their jobs. (#27 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	43%	49%	40%	41%	99%	Weighted Percentage	8%	35%	22%	17%	11%	6%	na	100%
						Unweighted Count	114	605	393	305	199	118	19	1753
Trust Employees	40%	48%			99%	Weighted Percentage	6%	33%	19%	18%	9%	14%	na	100%
						Unweighted Count	49	217	133	132	61	91	4	687
Smithsonian Enterprises Employees	43%	43%			99%	Weighted Percentage	13%	30%	19%	15%	14%	8%	na	100%
						Unweighted Count	30	77	56	48	42	25	3	281
Total SI Employees	42%	49%			99%	Weighted Percentage	8%	34%	21%	17%	11%	8%	na	100%
						Unweighted Count	193	899	582	485	302	234	26	2721

49. I am given a real opportunity to improve my skills in my Unit. (#2 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	57%	55%	62%	64%	99%	Weighted Percentage	12%	45%	20%	14%	8%	1%	na	100%
						Unweighted Count	205	765	362	260	129	18	14	1753
Trust Employees	60%	65%			100%	Weighted Percentage	15%	45%	19%	12%	7%	2%	na	100%
						Unweighted Count	106	295	134	90	42	17	3	687
Smithsonian Enterprises Employees	57%	44%			98%	Weighted Percentage	13%	45%	18%	13%	10%	1%	na	100%
						Unweighted Count	33	119	52	38	31	3	5	281
Total SI Employees	58%	56%			99%	Weighted Percentage	13%	45%	19%	14%	8%	1%	na	100%
						Unweighted Count	344	1179	548	388	202	38	22	2721

50. Managers promote communication among different work units (for example, about projects, goals, needed resources). (#51 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	50%	na	53%	55%	99%	Weighted Percentage	9%	40%	22%	16%	10%	2%	na	100%
						Unweighted Count	146	672	377	326	185	33	14	1753
Trust Employees	49%	na			100%	Weighted Percentage	10%	38%	21%	18%	9%	4%	na	100%
						Unweighted Count	67	254	145	130	61	28	2	687
Smithsonian Enterprises Employees	55%	na			99%	Weighted Percentage	11%	44%	19%	13%	9%	4%	na	100%
						Unweighted Count	30	117	55	39	27	10	3	281
Total SI Employees	50%	na			99%	Weighted Percentage	10%	40%	22%	16%	10%	3%	na	100%
						Unweighted Count	243	1043	577	495	273	71	19	2721

51. There is adequate cooperation and communication across divisions and departments within my Unit. (#51 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	40%	36%	53%	55%	99%	Weighted Percentage	6%	34%	22%	23%	12%	2%	na	100%
						Unweighted Count	103	558	362	455	225	34	16	1753
Trust Employees	42%	42%			99%	Weighted Percentage	7%	35%	20%	25%	10%	3%	na	100%
						Unweighted Count	50	224	130	183	68	24	8	687
Smithsonian Enterprises Employees	48%	44%			98%	Weighted Percentage	12%	37%	19%	18%	9%	5%	na	100%
						Unweighted Count	27	97	54	55	28	15	5	281
Total SI Employees	41%	38%			99%	Weighted Percentage	7%	35%	21%	23%	11%	3%	na	100%
						Unweighted Count	180	879	546	693	321	73	29	2721

52. Differences among individuals (for example, gender, race, national origin, religion, age, cultural background, disability) are respected and valued by employees within my Unit.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	70%	64%	na	na	99%	Weighted Percentage	19%	51%	15%	7%	7%	1%	na	100%
						Unweighted Count	341	917	253	109	96	25	12	1753
Trust Employees	81%	76%			99%	Weighted Percentage	28%	53%	11%	4%	3%	2%	na	100%
						Unweighted Count	196	366	65	25	16	15	4	687
Smithsonian Enterprises Employees	78%	74%			98%	Weighted Percentage	27%	51%	8%	6%	6%	2%	na	100%
						Unweighted Count	69	148	22	16	14	6	6	281
Total SI Employees	73%	68%			99%	Weighted Percentage	22%	51%	14%	6%	6%	2%	na	100%
						Unweighted Count	606	1431	340	150	126	46	22	2721

53. My division manager/department head effectively relays information from my Unit's Director.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	61%	58%	na	na	99%	Weighted Percentage	16%	46%	18%	10%	6%	4%	na	100%
						Unweighted Count	267	778	304	207	113	73	11	1753
Trust Employees	64%	67%			99%	Weighted Percentage	22%	42%	15%	10%	3%	7%	na	100%
						Unweighted Count	147	274	108	69	24	61	4	687
Smithsonian Enterprises Employees	58%	57%			98%	Weighted Percentage	17%	41%	19%	9%	7%	8%	na	100%
						Unweighted Count	45	113	53	27	18	19	6	281
Total SI Employees	62%	60%			99%	Weighted Percentage	17%	45%	18%	10%	5%	5%	na	100%
						Unweighted Count	459	1165	465	303	155	153	21	2721

54. My division manager/department head effectively relays staff concerns to my Unit's Director.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	52%	49%	na	na	99%	Weighted Percentage	13%	39%	22%	10%	8%	8%	na	100%
						Unweighted Count	223	657	374	201	139	148	11	1753
Trust Employees	56%	56%			100%	Weighted Percentage	19%	37%	19%	7%	3%	14%	na	100%
						Unweighted Count	126	239	134	51	23	112	2	687
Smithsonian Enterprises Employees	49%	46%			99%	Weighted Percentage	12%	37%	20%	8%	7%	15%	na	100%
						Unweighted Count	29	106	55	25	21	42	3	281
Total SI Employees	53%	51%			99%	Weighted Percentage	15%	38%	22%	9%	7%	10%	na	100%
						Unweighted Count	378	1002	563	277	183	302	16	2721

55. I know how my work relates to my Unit's goals and priorities. (#19 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	82%	79%	83%	84%	99%	Weighted Percentage	26%	55%	10%	4%	3%	1%	na	100%
						Unweighted Count	454	967	179	83	40	17	13	1753
Trust Employees	85%	87%			100%	Weighted Percentage	34%	51%	9%	3%	1%	2%	na	100%
						Unweighted Count	223	356	58	28	7	15	0	687
Smithsonian Enterprises Employees	80%	81%			99%	Weighted Percentage	22%	58%	13%	3%	1%	3%	na	100%
						Unweighted Count	59	165	35	8	4	7	3	281
Total SI Employees	82%	81%			99%	Weighted Percentage	27%	55%	10%	4%	2%	2%	na	100%
						Unweighted Count	736	1488	272	119	51	39	16	2721

56. I can be honest and talk freely to my supervisor.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	76%	73%	na	na	100%	Weighted Percentage	36%	41%	9%	8%	6%	0%	na	100%
						Unweighted Count	635	694	158	156	97	9	4	1753
Trust Employees	81%	80%			100%	Weighted Percentage	44%	38%	7%	7%	4%	1%	na	100%
						Unweighted Count	295	258	46	51	31	5	1	687
Smithsonian Enterprises Employees	77%	79%			99%	Weighted Percentage	39%	37%	11%	8%	4%	0%	na	100%
						Unweighted Count	104	106	28	24	14	1	4	281
Total SI Employees	77%	75%			100%	Weighted Percentage	38%	40%	9%	8%	5%	0%	na	100%
						Unweighted Count	1034	1058	232	231	142	15	9	2721

57. I have trust and confidence in my supervisor. (#7 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	66%	na	64%	64%	100%	Weighted Percentage	30%	36%	15%	10%	9%	1%	na	100%
						Unweighted Count	540	601	266	188	145	12	1	1753
Trust Employees	75%	na			100%	Weighted Percentage	41%	34%	13%	6%	6%	0%	na	100%
						Unweighted Count	283	220	86	48	43	4	3	687
Smithsonian Enterprises Employees	71%	na			99%	Weighted Percentage	37%	34%	14%	10%	4%	2%	na	100%
						Unweighted Count	98	95	40	28	13	4	3	281
Total SI Employees	68%	na			100%	Weighted Percentage	33%	35%	15%	9%	7%	1%	na	100%
						Unweighted Count	921	916	392	264	201	20	7	2721

58. Overall, my immediate supervisor is an effective supervisor. (#9 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	66%	64%	66%	66%	100%	Weighted Percentage	29%	38%	15%	9%	9%	1%	na	100%
						Unweighted Count	485	639	277	172	164	11	5	1753
Trust Employees	72%	73%			100%	Weighted Percentage	38%	34%	12%	9%	5%	1%	na	100%
						Unweighted Count	255	225	85	69	46	6	1	687
Smithsonian Enterprises Employees	71%	70%			98%	Weighted Percentage	31%	40%	14%	8%	7%	0%	na	100%
						Unweighted Count	84	108	37	26	20	0	6	281
Total SI Employees	68%	66%			100%	Weighted Percentage	31%	37%	14%	9%	8%	1%	na	100%
						Unweighted Count	824	972	399	267	230	17	12	2721

59. My supervisor gives me ample time and encourages me to participate in job enrichment opportunities (seminars, on- and off-site training opportunities, etc.). (#48 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	68%	65%	64%	65%	99%	Weighted Percentage	27%	41%	16%	8%	6%	1%	na	100%
						Unweighted Count	487	715	283	137	90	27	14	1753
Trust Employees	66%	74%			99%	Weighted Percentage	33%	33%	15%	9%	4%	5%	na	100%
						Unweighted Count	220	233	101	60	32	36	5	687
Smithsonian Enterprises Employees	52%	49%			98%	Weighted Percentage	21%	31%	22%	14%	7%	5%	na	100%
						Unweighted Count	56	83	62	41	20	14	5	281
Total SI Employees	66%	66%			99%	Weighted Percentage	28%	38%	17%	9%	6%	3%	na	100%
						Unweighted Count	763	1031	446	238	142	77	24	2721

60. My supervisor regularly evaluates my training needs for my present job. (#50 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	53%	50%	51%	53%	99%	Weighted Percentage	17%	36%	23%	14%	7%	3%	na	100%
						Unweighted Count	284	574	436	272	114	64	9	1753
Trust Employees	49%	53%			100%	Weighted Percentage	21%	28%	24%	14%	6%	7%	na	100%
						Unweighted Count	128	191	164	102	47	52	3	687
Smithsonian Enterprises Employees	57%	48%			99%	Weighted Percentage	21%	36%	21%	11%	7%	5%	na	100%
						Unweighted Count	53	95	62	35	20	13	3	281
Total SI Employees	52%	50%			99%	Weighted Percentage	18%	34%	23%	14%	7%	4%	na	100%
						Unweighted Count	465	860	662	409	181	129	15	2721

61. My supervisor takes steps to address a poor performer who cannot or will not improve. (#23 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	49%	42%	29%	30%	99%	Weighted Percentage	13%	36%	22%	10%	8%	11%	na	100%
						Unweighted Count	197	565	414	205	140	222	10	1753
Trust Employees	43%	44%			100%	Weighted Percentage	13%	30%	22%	11%	7%	17%	na	100%
						Unweighted Count	85	200	151	76	50	123	2	687
Smithsonian Enterprises Employees	54%	59%			99%	Weighted Percentage	18%	36%	23%	4%	6%	12%	na	100%
						Unweighted Count	45	96	68	14	19	36	3	281
Total SI Employees	48%	44%			99%	Weighted Percentage	14%	34%	22%	10%	7%	12%	na	100%
						Unweighted Count	327	861	633	295	209	381	15	2721

62. Discussions with my supervisor about my performance are worthwhile. (#31 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	66%	63%	56%	56%	99%	Weighted Percentage	23%	42%	19%	8%	6%	2%	na	100%
						Unweighted Count	380	743	328	152	109	30	11	1753
Trust Employees	70%	70%			99%	Weighted Percentage	27%	43%	16%	7%	4%	3%	na	100%
						Unweighted Count	180	286	113	53	30	21	4	687
Smithsonian Enterprises Employees	64%	65%			99%	Weighted Percentage	28%	36%	20%	10%	4%	1%	na	100%
						Unweighted Count	72	104	55	30	14	3	3	281
Total SI Employees	66%	65%			99%	Weighted Percentage	24%	42%	18%	8%	6%	2%	na	100%
						Unweighted Count	632	1133	496	235	153	54	18	2721

63. My supervisor works well with employees of diverse backgrounds. (#35 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	75%	73%	64%	65%	99%	Weighted Percentage	30%	45%	15%	3%	4%	3%	na	100%
						Unweighted Count	541	759	251	59	64	68	11	1753
Trust Employees	81%	82%			100%	Weighted Percentage	40%	41%	10%	2%	2%	5%	na	100%
						Unweighted Count	270	278	69	16	17	35	2	687
Smithsonian Enterprises Employees	81%	77%			99%	Weighted Percentage	37%	44%	10%	3%	2%	3%	na	100%
						Unweighted Count	97	127	29	9	8	8	3	281
Total SI Employees	77%	75%			99%	Weighted Percentage	33%	44%	14%	3%	3%	4%	na	100%
						Unweighted Count	908	1164	349	84	89	111	16	2721

64. My supervisor respects and values differences among individuals (for example, gender, race, national origin, religion, age, cultural background, disability).

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	78%	na	na	na	100%	Weighted Percentage	32%	45%	12%	4%	4%	3%	na	100%
						Unweighted Count	586	770	209	63	63	55	7	1753
Trust Employees	84%	na			100%	Weighted Percentage	43%	40%	9%	3%	1%	3%	na	100%
						Unweighted Count	293	275	61	18	10	27	3	687
Smithsonian Enterprises Employees	83%	na			99%	Weighted Percentage	41%	41%	11%	3%	2%	2%	na	100%
						Unweighted Count	109	118	31	8	5	7	3	281
Total SI Employees	79%	na			100%	Weighted Percentage	36%	44%	11%	3%	3%	3%	na	100%
						Unweighted Count	988	1163	301	89	78	89	13	2721

65. My supervisor is committed to a workforce representative of all segments of society. (#33 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	64%	na	54%	57%	99%	Weighted Percentage	25%	40%	20%	4%	3%	7%	na	100%
						Unweighted Count	453	665	351	67	50	153	14	1753
Trust Employees	69%	na			100%	Weighted Percentage	30%	39%	16%	3%	1%	11%	na	100%
						Unweighted Count	207	257	115	17	8	81	2	687
Smithsonian Enterprises Employees	70%	na			98%	Weighted Percentage	30%	39%	17%	3%	2%	8%	na	100%
						Unweighted Count	81	109	48	9	6	22	6	281
Total SI Employees	66%	na			99%	Weighted Percentage	27%	39%	19%	4%	3%	8%	na	100%
						Unweighted Count	741	1031	514	93	64	256	22	2721

66. My supervisor supports my need to balance work and family issues. (#12 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	79%	77%	78%	75%	99%	Weighted Percentage	34%	45%	12%	4%	3%	3%	na	100%
						Unweighted Count	617	763	195	66	43	54	15	1753
Trust Employees	82%	84%			99%	Weighted Percentage	45%	37%	11%	3%	2%	2%	na	100%
						Unweighted Count	307	256	69	18	12	21	4	687
Smithsonian Enterprises Employees	76%	77%			98%	Weighted Percentage	39%	37%	13%	5%	4%	3%	na	100%
						Unweighted Count	103	108	33	15	12	5	5	281
Total SI Employees	79%	78%			99%	Weighted Percentage	37%	43%	12%	4%	2%	3%	na	100%
						Unweighted Count	1027	1127	297	99	67	80	24	2721

67. My supervisor recognizes and acknowledges my positive work contributions. (#56 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	75%	75%	49%	50%	99%	Weighted Percentage	33%	42%	13%	6%	5%	1%	na	100%
						Unweighted Count	606	727	209	98	84	14	15	1753
Trust Employees	83%	85%			100%	Weighted Percentage	40%	43%	10%	6%	1%	1%	na	100%
						Unweighted Count	270	294	68	39	7	7	2	687
Smithsonian Enterprises Employees	74%	74%			98%	Weighted Percentage	36%	38%	11%	9%	5%	1%	na	100%
						Unweighted Count	94	108	31	26	14	3	5	281
Total SI Employees	77%	77%			99%	Weighted Percentage	35%	42%	12%	6%	4%	1%	na	100%
						Unweighted Count	970	1129	308	163	105	24	22	2721

68. My supervisor treats me as a trusted, professional and skilled employee.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	78%	75%	na	na	99%	Weighted Percentage	37%	42%	11%	6%	5%	0%	na	100%
						Unweighted Count	660	699	179	101	87	8	19	1753
Trust Employees	85%	84%			99%	Weighted Percentage	44%	40%	8%	5%	2%	0%	na	100%
						Unweighted Count	300	272	51	33	17	4	10	687
Smithsonian Enterprises Employees	79%	77%			98%	Weighted Percentage	41%	38%	10%	6%	4%	1%	na	100%
						Unweighted Count	107	108	30	16	12	3	5	281
Total SI Employees	80%	77%			99%	Weighted Percentage	39%	41%	10%	5%	4%	0%	na	100%
						Unweighted Count	1067	1079	260	150	116	15	34	2721

69. My supervisor treats all employees fairly in making work assignments.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	65%	61%	na	na	99%	Weighted Percentage	26%	39%	16%	9%	7%	3%	na	100%
						Unweighted Count	437	670	274	168	114	75	15	1753
Trust Employees	70%	71%			99%	Weighted Percentage	32%	38%	13%	6%	4%	6%	na	100%
						Unweighted Count	207	258	95	46	31	41	9	687
Smithsonian Enterprises Employees	73%	68%			98%	Weighted Percentage	32%	41%	12%	6%	6%	3%	na	100%
						Unweighted Count	83	116	36	16	17	8	5	281
Total SI Employees	67%	64%			99%	Weighted Percentage	28%	39%	15%	8%	6%	4%	na	100%
						Unweighted Count	727	1044	405	230	162	124	29	2721

70. My supervisor resolves problems and follows up to make sure that solutions are working.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	62%	59%	na	na	99%	Weighted Percentage	22%	40%	19%	10%	7%	2%	na	100%
						Unweighted Count	360	672	348	196	124	37	16	1753
Trust Employees	66%	67%			98%	Weighted Percentage	28%	38%	15%	12%	4%	3%	na	100%
						Unweighted Count	179	253	107	86	30	21	11	687
Smithsonian Enterprises Employees	68%	66%			98%	Weighted Percentage	32%	36%	16%	9%	5%	2%	na	100%
						Unweighted Count	80	106	41	26	15	6	7	281
Total SI Employees	64%	61%			99%	Weighted Percentage	25%	39%	18%	10%	6%	2%	na	100%
						Unweighted Count	619	1031	496	308	169	64	34	2721

71. My supervisor communicates plans and work assignments clearly.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	70%	64%	na	na	99%	Weighted Percentage	22%	48%	15%	9%	5%	1%	na	100%
						Unweighted Count	362	789	280	184	98	23	17	1753
Trust Employees	69%	70%			99%	Weighted Percentage	25%	44%	15%	11%	3%	2%	na	100%
						Unweighted Count	160	291	108	77	25	17	9	687
Smithsonian Enterprises Employees	74%	74%			99%	Weighted Percentage	28%	46%	14%	9%	3%	1%	na	100%
						Unweighted Count	72	127	42	25	9	2	4	281
Total SI Employees	70%	66%			99%	Weighted Percentage	23%	47%	15%	9%	5%	1%	na	100%
						Unweighted Count	594	1207	430	286	132	42	30	2721

72. My supervisor provides constructive suggestions to improve my job performance. (#47 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	63%	60%	58%	58%	99%	Weighted Percentage	21%	42%	21%	8%	6%	2%	na	100%
						Unweighted Count	340	714	374	170	94	43	18	1753
Trust Employees	69%	66%			99%	Weighted Percentage	25%	44%	17%	10%	2%	3%	na	100%
						Unweighted Count	153	296	120	72	18	21	7	687
Smithsonian Enterprises Employees	68%	67%			98%	Weighted Percentage	24%	44%	20%	7%	3%	2%	na	100%
						Unweighted Count	60	122	59	20	10	5	5	281
Total SI Employees	65%	62%			99%	Weighted Percentage	22%	43%	20%	8%	5%	2%	na	100%
						Unweighted Count	553	1132	553	262	122	69	30	2721

73. I receive the everyday guidance and assistance that I need to perform my job from my supervisor.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	58%	52%	na	na	99%	Weighted Percentage	19%	39%	22%	9%	6%	4%	na	100%
						Unweighted Count	305	648	399	180	110	95	16	1753
Trust Employees	59%	61%			99%	Weighted Percentage	24%	35%	21%	10%	3%	7%	na	100%
						Unweighted Count	159	235	144	71	27	45	6	687
Smithsonian Enterprises Employees	62%	61%			99%	Weighted Percentage	26%	36%	20%	11%	4%	3%	na	100%
						Unweighted Count	67	103	56	29	13	9	4	281
Total SI Employees	59%	55%			99%	Weighted Percentage	21%	38%	21%	10%	5%	5%	na	100%
						Unweighted Count	531	986	599	280	150	149	26	2721

74. I am fully satisfied with my opportunity to participate in preparing my annual performance plan.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	68%	na	na	na	98%	Weighted Percentage	21%	47%	18%	7%	4%	3%	na	100%
						Unweighted Count	389	820	294	116	66	40	28	1753
Trust Employees	73%	na			99%	Weighted Percentage	25%	48%	13%	6%	2%	6%	na	100%
						Unweighted Count	178	320	83	43	14	39	10	687
Smithsonian Enterprises Employees	54%	na			99%	Weighted Percentage	17%	37%	21%	9%	6%	10%	na	100%
						Unweighted Count	43	104	59	28	17	26	4	281
Total SI Employees	67%	na			98%	Weighted Percentage	22%	46%	17%	7%	4%	4%	na	100%
						Unweighted Count	610	1244	436	187	97	105	42	2721

75. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (e.g., Fully successful, Outstanding, etc.). (#32 2008 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	75%	73%	na	64%	98%	Weighted Percentage	22%	53%	11%	7%	4%	4%	na	100%
						Unweighted Count	388	912	198	106	58	63	28	1753
Trust Employees	72%	77%			99%	Weighted Percentage	25%	47%	11%	6%	2%	10%	na	100%
						Unweighted Count	176	316	69	40	12	66	8	687
Smithsonian Enterprises Employees	63%	62%			98%	Weighted Percentage	20%	43%	15%	9%	3%	10%	na	100%
						Unweighted Count	48	122	41	27	9	27	7	281
Total SI Employees	73%	73%			98%	Weighted Percentage	22%	51%	11%	7%	3%	6%	na	100%
						Unweighted Count	612	1350	308	173	79	156	43	2721

76. My performance appraisal is a fair reflection of my performance. (#29 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	64%	67%	64%	63%	98%	Weighted Percentage	21%	43%	17%	10%	5%	5%	na	100%
						Unweighted Count	368	768	283	154	81	71	28	1753
Trust Employees	69%	76%			99%	Weighted Percentage	25%	44%	12%	5%	3%	11%	na	100%
						Unweighted Count	173	304	76	36	17	72	9	687
Smithsonian Enterprises Employees	55%	58%			99%	Weighted Percentage	16%	40%	16%	11%	9%	9%	na	100%
						Unweighted Count	39	111	47	33	24	23	4	281
Total SI Employees	64%	68%			98%	Weighted Percentage	21%	43%	16%	9%	5%	6%	na	100%
						Unweighted Count	580	1183	406	223	122	166	41	2721

77. My workload is reasonable. (#17 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	63%	57%	59%	60%	98%	Weighted Percentage	13%	50%	14%	15%	8%	1%	na	100%
						Unweighted Count	185	844	239	291	149	12	33	1753
Trust Employees	64%	64%			98%	Weighted Percentage	13%	51%	15%	13%	8%	0%	na	100%
						Unweighted Count	84	341	100	95	53	2	12	687
Smithsonian Enterprises Employees	75%	68%			99%	Weighted Percentage	20%	55%	11%	10%	4%	0%	na	100%
						Unweighted Count	46	156	34	28	12	1	4	281
Total SI Employees	64%	59%			98%	Weighted Percentage	13%	51%	14%	14%	7%	1%	na	100%
						Unweighted Count	315	1341	373	414	214	15	49	2721

78. I am satisfied with my involvement in decisions that affect my work. (#54 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	62%	57%	54%	53%	98%	Weighted Percentage	16%	46%	17%	14%	6%	1%	na	100%
						Unweighted Count	247	792	289	267	116	9	33	1753
Trust Employees	64%	67%			98%	Weighted Percentage	18%	46%	16%	14%	4%	1%	na	100%
						Unweighted Count	127	308	101	106	29	5	11	687
Smithsonian Enterprises Employees	63%	57%			99%	Weighted Percentage	16%	46%	15%	13%	8%	1%	na	100%
						Unweighted Count	39	130	42	39	23	4	4	281
Total SI Employees	63%	59%			98%	Weighted Percentage	16%	46%	17%	14%	6%	1%	na	100%
						Unweighted Count	413	1230	432	412	168	18	48	2721

79. I am satisfied with my choices of Smithsonian provided training to improve my performance in my present job.*

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	54%	na	na	na	76%	Weighted Percentage	23%	31%	21%	14%	7%	4%	na	100%
						Unweighted Count	276	390	308	195	94	76	414	1753
Trust Employees	45%	na			76%	Weighted Percentage	17%	28%	22%	17%	6%	9%	na	100%
						Unweighted Count	78	146	121	96	30	54	162	687
Smithsonian Enterprises Employees	58%	na			84%	Weighted Percentage	24%	34%	18%	11%	9%	4%	na	100%
						Unweighted Count	49	81	44	28	22	11	46	281
Total SI Employees	52%	na			77%	Weighted Percentage	22%	30%	21%	14%	7%	5%	na	100%
						Unweighted Count	403	617	473	319	146	141	622	2721

* Question was inadvertently omitted on some web questionnaires.

* Question was added in request to distinguish quality of training and availability of choices.

80. I am satisfied with the quality of Smithsonian provided training to improve my performance in my present job. (#59 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	49%	48%	54%	55%	97%	Weighted Percentage	11%	38%	25%	14%	7%	5%	na	100%
						Unweighted Count	156	618	459	248	108	118	46	1753
Trust Employees	42%	49%			98%	Weighted Percentage	9%	33%	26%	15%	7%	10%	na	100%
						Unweighted Count	53	210	183	110	40	74	17	687
Smithsonian Enterprises Employees	53%	44%			99%	Weighted Percentage	13%	41%	21%	10%	9%	7%	na	100%
						Unweighted Count	29	111	61	29	24	23	4	281
Total SI Employees	48%	48%			98%	Weighted Percentage	11%	37%	25%	14%	7%	6%	na	100%
						Unweighted Count	238	939	703	387	172	215	67	2721

81. I am encouraged to achieve positive results. (#32 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	77%	74%	79%	82%	97%	Weighted Percentage	22%	54%	14%	5%	3%	1%	na	100%
						Unweighted Count	378	937	247	84	48	13	46	1753
Trust Employees	85%	87%			98%	Weighted Percentage	32%	53%	11%	3%	1%	1%	na	100%
						Unweighted Count	208	364	73	17	4	4	17	687
Smithsonian Enterprises Employees	78%	79%			99%	Weighted Percentage	26%	51%	14%	4%	3%	2%	na	100%
						Unweighted Count	69	147	38	11	9	4	3	281
Total SI Employees	79%	77%			98%	Weighted Percentage	25%	54%	13%	5%	3%	1%	na	100%
						Unweighted Count	655	1448	358	112	61	21	66	2721

82. The overall working climate of my immediate work unit is professional, supportive, and positive.

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	69%	67%	na	na	98%	Weighted Percentage	22%	47%	15%	9%	7%	0%	na	100%
						Unweighted Count	393	797	247	154	117	5	40	1753
Trust Employees	77%	79%			98%	Weighted Percentage	31%	46%	12%	8%	4%	0%	na	100%
						Unweighted Count	211	307	74	55	26	2	12	687
Smithsonian Enterprises Employees	71%	73%			99%	Weighted Percentage	25%	46%	13%	11%	6%	0%	na	100%
						Unweighted Count	63	132	35	31	18	0	2	281
Total SI Employees	71%	70%			98%	Weighted Percentage	24%	47%	14%	9%	6%	0%	na	100%
						Unweighted Count	667	1236	356	240	161	7	54	2721

83. The people in my immediate work unit cooperate to get the job done. (#1 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	78%	80%	83%	84%	98%	Weighted Percentage	24%	53%	12%	6%	4%	1%	na	100%
						Unweighted Count	433	893	207	109	57	14	40	1753
Trust Employees	84%	89%			98%	Weighted Percentage	35%	49%	8%	6%	2%	0%	na	100%
						Unweighted Count	236	327	56	39	9	4	16	687
Smithsonian Enterprises Employees	83%	85%			99%	Weighted Percentage	27%	55%	8%	4%	3%	2%	na	100%
						Unweighted Count	72	157	25	13	8	4	2	281
Total SI Employees	79%	82%			98%	Weighted Percentage	27%	52%	11%	6%	3%	1%	na	100%
						Unweighted Count	741	1377	288	161	74	22	58	2721

84. My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (#11 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	80%	84%	74%	74%	98%	Weighted Percentage	24%	56%	12%	5%	3%	1%	na	100%
						Unweighted Count	422	961	193	85	42	10	40	1753
Trust Employees	87%	90%			97%	Weighted Percentage	35%	52%	7%	4%	1%	1%	na	100%
						Unweighted Count	235	339	50	29	7	8	19	687
Smithsonian Enterprises Employees	85%	86%			99%	Weighted Percentage	26%	59%	9%	3%	2%	1%	na	100%
						Unweighted Count	64	171	25	9	7	3	2	281
Total SI Employees	82%	85%			98%	Weighted Percentage	27%	55%	11%	4%	2%	1%	na	100%
						Unweighted Count	721	1471	268	123	56	21	61	2721

85. My immediate work unit is able to recruit people with the right skills. (#14 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	52%	52%	44%	45%	98%	Weighted Percentage	13%	39%	22%	13%	8%	4%	na	100%
						Unweighted Count	210	653	373	245	146	87	39	1753
Trust Employees	62%	64%			98%	Weighted Percentage	20%	42%	17%	10%	4%	6%	na	100%
						Unweighted Count	134	280	116	66	33	41	17	687
Smithsonian Enterprises Employees	68%	66%			99%	Weighted Percentage	17%	51%	16%	8%	3%	5%	na	100%
						Unweighted Count	44	145	46	24	7	13	2	281
Total SI Employees	56%	56%			98%	Weighted Percentage	15%	41%	20%	12%	7%	5%	na	100%
						Unweighted Count	388	1078	535	335	186	141	58	2721

86. I know how my immediate work unit's work relates to my Unit's goals and priorities. (#19 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	82%	81%	83%	84%	97%	Weighted Percentage	24%	58%	12%	3%	2%	1%	na	100%
						Unweighted Count	439	967	191	65	25	15	51	1753
Trust Employees	86%	89%			98%	Weighted Percentage	32%	54%	8%	4%	1%	1%	na	100%
						Unweighted Count	219	360	50	26	6	12	14	687
Smithsonian Enterprises Employees	81%	79%			99%	Weighted Percentage	21%	60%	14%	3%	1%	2%	na	100%
						Unweighted Count	52	171	38	8	2	6	4	281
Total SI Employees	83%	83%			97%	Weighted Percentage	26%	57%	11%	3%	2%	1%	na	100%
						Unweighted Count	710	1498	279	99	33	33	69	2721

87. Physical conditions (such as, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (#21 2006 FHCS)

	2008 Favorable Ratings	2007 Favorable Ratings	2006 FHCS Favorable Rating Benchmark	2008 FHCS Favorable Rating Benchmark	Item Response Rate		Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree	Don't Know / Not Applicable	No response	Total
Federal Employees	71%	65%	67%	67%	98%	Weighted Percentage	20%	52%	13%	10%	5%	0%	na	100%
						Unweighted Count	320	846	244	192	101	7	43	1753
Trust Employees	65%	67%			98%	Weighted Percentage	20%	45%	13%	13%	9%	0%	na	100%
						Unweighted Count	124	308	86	95	55	2	17	687
Smithsonian Enterprises Employees	68%	70%			100%	Weighted Percentage	22%	46%	14%	11%	7%	0%	na	100%
						Unweighted Count	54	137	34	33	22	0	1	281
Total SI Employees	70%	66%			98%	Weighted Percentage	20%	50%	13%	11%	6%	0%	na	100%
						Unweighted Count	498	1291	364	320	178	9	61	2721