

**2012 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components**

2012 SEPS Question	Smithsonian Employee Workforce Component	Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2012 Federal Employee Viewpoint Survey
Overall, I am satisfied with my job.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	81%	36%	45%	9%	7%	3%	3834	82%			
	Federal Employees	79%	36%	44%	9%	8%	4%	2418	81%	82%	79%	69%
	Trust Employees	85%	39%	47%	7%	6%	2%	982	86%	88%	86%	
	Smithsonian Enterprise Employees	79%	29%	50%	9%	10%	1%	197	76%	82%	78%	
	STRI Panama Employees	89%	32%	57%	5%	6%	0%	228	89%	91%	89%	
My work gives me a feeling of personal accomplishment.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	81%	40%	42%	9%	6%	3%	3818	83%			
	Federal Employees	79%	40%	40%	9%	8%	4%	2407	83%	85%	81%	73%
	Trust Employees	86%	43%	43%	8%	4%	2%	980	86%	90%	85%	
	Smithsonian Enterprise Employees	81%	29%	52%	11%	6%	2%	196	78%	84%	72%	
	STRI Panama Employees	86%	39%	47%	6%	7%	1%	226	87%	86%	86%	
I like the kind of work I do.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	88%	52%	37%	7%	3%	1%	3829	91%			
	Federal Employees	87%	51%	36%	8%	3%	2%	2419	90%	90%	91%	84%
	Trust Employees	91%	53%	38%	5%	3%	1%	979	92%	92%	91%	

	Smithsonian Enterprise Employees	88%	43%	45%	8%	4%	0%	197	89%	89%	85%	
	STRI Panama Employees	92%	56%	36%	6%	1%	0%	225	95%	89%	93%	
The work I do is important to the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	91%	58%	32%	7%	2%	1%	3798	92%			
	Federal Employees	90%	60%	30%	7%	2%	1%	2394	92%	92%	93%	91%
	Trust Employees	91%	54%	37%	6%	2%	0%	973	93%	92%	90%	
	Smithsonian Enterprise Employees	91%	43%	48%	7%	2%	0%	194	93%	91%	91%	
	STRI Panama Employees	96%	64%	31%	4%	0%	0%	229	98%	96%	94%	
Overall, I am satisfied with my compensation.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	57%	17%	40%	14%	19%	10%	3809	59%			
	Federal Employees	59%	18%	41%	14%	17%	10%	2397	61%	63%	59%	61%
	Trust Employees	60%	16%	44%	12%	18%	10%	976	62%	62%	61%	
	Smithsonian Enterprise Employees	51%	9%	42%	19%	26%	5%	195	50%	52%	47%	
	STRI Panama Employees	31%	6%	24%	16%	34%	19%	232	31%	36%	34%	
My job makes good use of my knowledge and abilities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	75%	34%	41%	10%	10%	5%	3815	77%			
	Federal Employees	73%	34%	38%	10%	10%	6%	2406	75%	76%	74%	60%
	Trust Employees	80%	36%	44%	9%	9%	2%	977	81%	82%	80%	
	Smithsonian Enterprise Employees	77%	23%	54%	11%	8%	4%	194	76%	78%	65%	
	STRI Panama Employees	78%	32%	46%	10%	9%	3%	229	80%	78%	82%	

I am satisfied with my opportunity to get a better job in the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	42%	13%	29%	24%	20%	14%	3574	43%			
	Federal Employees	45%	15%	30%	21%	20%	14%	2271	46%	45%	44%	37%
	Trust Employees	33%	9%	24%	31%	21%	15%	895	31%	31%	33%	
	Smithsonian Enterprise Employees	41%	9%	33%	28%	20%	11%	189	38%	45%	43%	
	STRI Panama Employees	43%	11%	32%	22%	21%	13%	210	50%	51%	49%	
I would recommend the Smithsonian as a good place to work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	31%	46%	15%	5%	4%	3797	78%			
	Federal Employees	76%	32%	44%	15%	6%	4%	2395	78%	79%	74%	67%
	Trust Employees	81%	32%	49%	13%	5%	2%	972	81%	84%	79%	
	Smithsonian Enterprise Employees	77%	20%	57%	16%	6%	1%	196	72%	81%	75%	
	STRI Panama Employees	65%	20%	46%	22%	7%	6%	225	73%	78%	74%	
Considering everything, I am satisfied with the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	27%	49%	13%	7%	3%	3806	77%			
	Federal Employees	75%	28%	47%	14%	8%	4%	2399	74%	74%	81%	60%
	Trust Employees	80%	29%	51%	11%	6%	2%	976	82%	84%	84%	
	Smithsonian Enterprise Employees	80%	19%	60%	14%	6%	1%	197	74%	78%	79%	
	STRI Panama Employees	76%	20%	56%	15%	7%	2%	225	80%	83%	87%	
	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	35%	43%	18%	2%	1%	3553	77%			

I have a high level of respect for the Smithsonian's Secretary.	Federal Employees	76%	34%	42%	20%	2%	2%	2274	75%	79%	76%	55%
	Trust Employees	82%	38%	43%	15%	2%	1%	885	75%	85%	83%	
	Smithsonian Enterprise Employees	81%	31%	50%	16%	2%	1%	179	77%	83%	79%	
	STRI Panama Employees	91%	36%	55%	9%	0%	0%	206	96%	92%	90%	
The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	65%	24%	41%	27%	5%	2%	3485	64%			
	Federal Employees	63%	24%	39%	28%	6%	2%	2239	63%	65%	61%	41%
	Trust Employees	69%	26%	43%	25%	5%	1%	869	62%	70%	65%	
	Smithsonian Enterprise Employees	67%	17%	50%	29%	4%	0%	176	67%	72%	67%	
	STRI Panama Employees	70%	17%	53%	26%	3%	1%	192	74%	73%	69%	
The Smithsonian's Secretary maintains high standards of honesty and integrity.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	75%	32%	43%	23%	2%	1%	3430	72%			
	Federal Employees	72%	30%	42%	24%	2%	1%	2198	72%	73%		57%
	Trust Employees	80%	38%	42%	18%	1%	1%	862	74%	73%		
	Smithsonian Enterprise Employees	74%	27%	46%	26%	1%	0%	173	75%	73%		
	STRI Panama Employees	83%	26%	57%	16%	0%	1%	188	84%	73%		
I have a high level of respect for the Assistant Secretary for Education and Access.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	83%	53%	30%	13%	3%	1%	104	81%			
	Federal Employees	89%	66%	23%	6%	5%	0%	38	81%			
	Trust Employees	79%	45%	34%	18%	2%	2%	66	81%			



	STRI Panama Employees											
The Under Secretary for History, Art, and Culture generates high levels of motivation and commitment in the workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	58%	21%	37%	31%	9%	2%	645	52%			
	Federal Employees	56%	19%	37%	32%	9%	3%	422	50%	57%	51%	
	Trust Employees	61%	24%	37%	29%	9%	1%	221	56%	66%	63%	
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
The Under Secretary for History, Art, and Culture maintains high standards of honesty and integrity.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	69%	28%	41%	27%	3%	1%	645	61%			
	Federal Employees	68%	26%	42%	29%	2%	1%	426	58%	68%		
	Trust Employees	72%	33%	38%	24%	4%	0%	217	66%	78%		
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
I have a high level of respect for the Under Secretary for Science.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	62%	20%	41%	32%	4%	2%	811	63%			
	Federal Employees	59%	19%	40%	32%	5%	3%	457	55%	51%	48%	
	Trust Employees	63%	22%	42%	34%	2%	1%	313	56%	45%	65%	
	Smithsonian Enterprise Employees											
	STRI Panama Employees	76%	26%	50%	16%	5%	3%	38	88%	86%	77%	

The Under Secretary for Science generates high levels of motivation and commitment in the workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	45%	14%	31%	43%	8%	4%	775	46%			
	Federal Employees	42%	13%	30%	43%	9%	5%	434	41%	37%	28%	
	Trust Employees	47%	14%	32%	45%	7%	2%	300	41%	30%	47%	
	Smithsonian Enterprise Employees											
	STRI Panama Employees	58%	21%	37%	32%	8%	3%	38	66%	69%	46%	
The Under Secretary for Science maintains high standards of honesty and integrity.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	59%	22%	37%	38%	2%	1%	759	61%			
	Federal Employees	56%	21%	34%	40%	3%	1%	424	57%	48%		
	Trust Employees	61%	21%	40%	38%	0%	1%	295	55%	42%		
	Smithsonian Enterprise Employees											
	STRI Panama Employees	78%	30%	49%	22%	0%	0%	37	79%	76%		
I have a high level of respect for the Deputy Under Secretary for Collections and Interdisciplinary Support.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	30%	48%	20%	1%	1%	82	75%			
	Federal Employees	77%	30%	47%	21%	1%	1%	69	77%			
	Trust Employees	84%	30%	54%	16%	0%	0%	13	67%			
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
The Deputy Under	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	21%	42%	32%	4%	1%	77	59%			

Secretary for Collections and Interdisciplinary Support generates high levels of motivation and commitment.	Federal Employees	64%	21%	43%	30%	5%	1%	64	61%			
	Trust Employees	62%	23%	39%	38%	0%	0%	13	51%			
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
The Deputy Under Secretary for Collections and Interdisciplinary Support maintains high standards of honesty and integrity.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	30%	44%	26%	0%	0%	78	73%			
	Federal Employees	73%	31%	42%	27%	0%	0%	66	75%			
	Trust Employees	83%	24%	59%	17%	0%	0%	12	66%			
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
I have a high level of respect for the Under Secretary for Finance and Administration.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	57%	19%	38%	39%	2%	2%	1086	64%			
	Federal Employees	56%	19%	37%	39%	2%	2%	985	64%	57%	58%	
	Trust Employees	65%	22%	43%	33%	0%	2%	98	76%	72%	68%	
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
The Under Secretary for Finance and Administration generates high levels of motivation and commitment in the	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	50%	15%	35%	43%	4%	3%	1057	55%			
	Federal Employees	50%	15%	35%	43%	4%	3%	960	55%	50%	51%	
	Trust Employees	52%	16%	36%	40%	5%	2%	94	56%	49%	50%	











The President of Smithsonian Enterprises maintains high standards of honesty and integrity. (Not asked in 2012.)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees												
	Federal Employees												
	Trust Employees												
	Smithsonian Enterprise Employees								49%	67%			
	STRI Panama Employees												
I am satisfied with the information I receive from the Smithsonian's senior leaders on what's going on in the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	70%	15%	54%	20%	9%	2%	3704	71%				
	Federal Employees	68%	16%	52%	21%	9%	3%	2340	69%	69%	67%	50%	
	Trust Employees	75%	16%	59%	15%	9%	1%	961	74%	72%	74%		
	Smithsonian Enterprise Employees	68%	14%	54%	25%	7%	1%	184	67%	70%	72%		
	STRI Panama Employees	70%	10%	59%	20%	8%	2%	210	76%	72%	75%		
I am satisfied with the policies and practices enacted by the Smithsonian's senior leaders.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	13%	50%	27%	8%	3%	3635	61%				
	Federal Employees	62%	14%	48%	27%	8%	3%	2294	60%	65%	59%	44%	
	Trust Employees	67%	11%	56%	24%	7%	2%	947	60%	65%	59%		
	Smithsonian Enterprise Employees	64%	13%	51%	29%	6%	1%	184	58%	68%	66%		
	STRI Panama Employees	63%	10%	53%	29%	6%	2%	201	70%	63%	61%		
I am satisfied that I have received appropriate	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	79%	18%	60%	14%	6%	2%	3734	76%				

received appropriate information, or can access appropriate information, about new policies and procedures of the Smithsonian.	Federal Employees	79%	19%	60%	14%	5%	2%	2358	76%	74%	74%	
	Trust Employees	78%	19%	59%	13%	7%	2%	962	75%	74%	73%	
	Smithsonian Enterprise Employees	81%	15%	66%	12%	6%	1%	189	74%	76%	75%	
	STRI Panama Employees	76%	10%	66%	16%	6%	1%	216	77%	74%	81%	
I understand how my work will support the new Smithsonian Strategic Plan as it is implemented in the future	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	19%	52%	19%	7%	3%	3654	70%			
	Federal Employees	71%	19%	51%	19%	6%	4%	2309	68%	60%	53%	
	Trust Employees	73%	20%	53%	17%	7%	2%	941	72%	67%	52%	
	Smithsonian Enterprise Employees	62%	11%	50%	27%	10%	1%	183	60%	67%	56%	
	STRI Panama Employees	78%	19%	58%	15%	6%	1%	212	86%	76%	67%	
I have a basic understanding of the Smithsonian brand.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	22%	60%	12%	4%	2%	3702				
	Federal Employees	80%	20%	60%	13%	5%	2%	2327				
	Trust Employees	87%	27%	60%	8%	3%	1%	954				
	Smithsonian Enterprise Employees	90%	25%	65%	8%	1%	0%	193				
	STRI Panama Employees	83%	22%	61%	10%	6%	1%	219				
Managers support collaboration across Smithsonian units to accomplish work objectives	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	16%	46%	20%	12%	6%	3689	60%			
	Federal Employees	63%	17%	46%	20%	11%	6%	2340	59%	50%		
	Trust Employees	62%	18%	45%	19%	13%	5%	936	60%	46%		

Objectives.	Smithsonian Enterprise Employees	58%	11%	47%	21%	18%	4%	193	54%	52%		
	STRI Panama Employees	68%	13%	55%	21%	9%	2%	211	72%	67%		
Smithsonian leaders and managers promote communication and cooperation across units in the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	56%	12%	44%	22%	15%	6%	3671	55%			
	Federal Employees	56%	12%	44%	22%	15%	7%	2328	55%	47%	35%	
	Trust Employees	55%	11%	44%	24%	16%	5%	932	53%	44%	29%	
	Smithsonian Enterprise Employees	49%	9%	40%	22%	23%	6%	187	47%	48%	37%	
	STRI Panama Employees	66%	9%	57%	22%	10%	2%	215	68%	64%	53%	
Smithsonian leaders and managers support implementation of new ideas and approaches.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	55%	11%	44%	25%	13%	6%	3692				
	Federal Employees	54%	12%	43%	25%	13%	8%	2345				
	Trust Employees	57%	11%	45%	25%	13%	5%	940				
	Smithsonian Enterprise Employees	50%	10%	41%	28%	17%	4%	187				
	STRI Panama Employees	64%	11%	54%	24%	10%	2%	211				
Smithsonian policies and programs promote diversity in the workplace.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	20%	51%	18%	7%	4%	3669	70%			
	Federal Employees	71%	20%	51%	17%	7%	5%	2334	71%	70%	66%	58%
	Trust Employees	72%	24%	48%	19%	6%	3%	926	70%	66%	65%	
	Smithsonian Enterprise Employees	79%	19%	60%	17%	3%	2%	185	66%	76%	65%	
	STRI Panama Employees	66%	13%	53%	15%	13%	6%	215	66%	60%	53%	

I know how my work relates to the Smithsonian's goals and priorities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	85%	28%	57%	10%	3%	2%	3780	86%			
	Federal Employees	84%	27%	56%	11%	3%	2%	2379	84%	86%	82%	84%
	Trust Employees	88%	31%	56%	8%	3%	1%	966	88%	92%	88%	
	Smithsonian Enterprise Employees	84%	24%	60%	13%	2%	1%	195	88%	89%	88%	
	STRI Panama Employees	90%	28%	62%	7%	2%	1%	231	94%	96%	94%	
The Smithsonian successfully accomplishes its mission.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	79%	21%	57%	17%	3%	2%	3698	79%			
	Federal Employees	76%	20%	55%	19%	3%	2%	2336	77%	75%		78%
	Trust Employees	85%	23%	62%	12%	3%	1%	939	82%	84%		
	Smithsonian Enterprise Employees	81%	14%	67%	15%	4%	1%	194	77%	80%		
	STRI Panama Employees	87%	31%	55%	12%	1%	0%	220	93%	91%		
I believe that the results of this survey will be used to make the Smithsonian a better place to work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	58%	19%	39%	25%	10%	7%	3573	57%			
	Federal Employees	57%	19%	38%	26%	10%	8%	2266	56%	57%		42%
	Trust Employees	56%	16%	40%	27%	11%	6%	902	52%	52%		
	Smithsonian Enterprise Employees	54%	13%	41%	26%	11%	9%	191	58%	61%		
	STRI Panama Employees	77%	31%	46%	15%	5%	4%	205	81%	78%		
I believe that the	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	27%	44%	28%	1%	0%	303				



I believe that the Smithsonian Institutional Review Board protects human subjects in Smithsonian research.	Federal Employees	70%	27%	43%	28%	1%	0%	196				
	Trust Employees	74%	28%	46%	26%	0%	0%	107				
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
Senior leaders demonstrate support for work-life programs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	68%	19%	50%	19%	8%	4%	3579	67%			
	Federal Employees	69%	19%	50%	18%	8%	5%	2278	68%	65%		56%
	Trust Employees	71%	20%	51%	18%	8%	3%	904	65%	65%		
	Smithsonian Enterprise Employees	58%	11%	47%	29%	10%	4%	181	55%	65%		
	STRI Panama Employees	55%	9%	45%	29%	12%	5%	207	71%	70%		
I am satisfied with Smithsonian occupational health and wellness programs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	83%	25%	57%	11%	5%	1%	3682	80%			
	Federal Employees	84%	28%	57%	10%	5%	1%	2348	82%	79%		81%
	Trust Employees	83%	24%	59%	11%	5%	1%	925	78%	78%		
	Smithsonian Enterprise Employees	82%	18%	64%	15%	3%	1%	185	83%	80%		
	STRI Panama Employees	63%	13%	50%	15%	17%	5%	215	72%	81%		
I am satisfied with Smithsonian Employee Assistance Programs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	64%	19%	46%	28%	5%	3%	3034	65%	62%		
	Federal Employees	66%	20%	46%	27%	4%	3%	1971	68%	64%	69%	77%
	Trust Employees	62%	17%	45%	31%	5%	2%	699	58%	59%	65%	

	Smithsonian Enterprise Employees	60%	14%	46%	36%	3%	1%	157	57%	64%	74%	
	STRI Panama Employees	53%	8%	45%	25%	16%	7%	200	60%	58%	54%	
OFMR staff are responsive in handling my concerns about the cleanliness and maintenance of my primary work area in the Smithsonian facility where I work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	23%	51%	14%	8%	4%	2715	73%			
	Federal Employees	75%	24%	51%	13%	8%	4%	1956	75%			
	Trust Employees	76%	25%	51%	13%	8%	3%	532	70%			
	Smithsonian Enterprise Employees	64%	12%	52%	21%	11%	4%	109	63%			
	STRI Panama Employees	59%	11%	49%	21%	13%	7%	111	65%			
Officers in OPS are responsive in handling my concerns regarding personal security in building or facility.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	77%	24%	52%	14%	6%	4%	2888	77%			
	Federal Employees	76%	25%	51%	13%	6%	5%	2059	76%			
	Trust Employees	81%	26%	55%	13%	5%	1%	552	82%			
	Smithsonian Enterprise Employees	75%	18%	57%	19%	5%	2%	127	75%			
	STRI Panama Employees	67%	14%	53%	22%	9%	2%	143	70%			
OCIO Information Technology staff is responsive in handling my service concerns regarding information technology or computers that I use in my work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	84%	31%	53%	10%	4%	2%	3469	84%			
	Federal Employees	84%	31%	52%	11%	4%	2%	2279	85%			
	Trust Employees	84%	33%	51%	9%	6%	2%	811	84%			
	Smithsonian Enterprise Employees	81%	24%	57%	16%	3%	0%	160	79%			
	STRI Panama Employees	88%	19%	69%	9%	2%	1%	210	88%			

Smithsonian human resources services are responsive in handling my concerns regarding my employment situation.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	16%	47%	19%	11%	7%	3560	64%			
	Federal Employees	64%	16%	48%	19%	10%	7%	2258	64%			
	Trust Employees	58%	15%	43%	19%	14%	9%	889	61%			
	Smithsonian Enterprise Employees	70%	17%	53%	20%	7%	3%	180	64%			
	STRI Panama Employees	64%	12%	52%	15%	13%	8%	225	73%			
The Office of Advancement is responsive to my concerns and needs regarding fund raising and development.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	58%	16%	42%	17%	17%	8%	24				
	Federal Employees							4				
	Trust Employees	65%	20%	45%	10%	15%	10%	20				
	Smithsonian Enterprise Employees											
	STRI Panama Employees											
I am satisfied with Smithsonian child care programs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	98%	86%	12%	0%	0%	2%	65	94%			
	Federal Employees	100%	89%	11%	0%	0%	0%	44	93%	98%		
	Trust Employees	94%	76%	18%	0%	0%	6%	17	93%	89%		
	Smithsonian Enterprise Employees							4				
	STRI Panama Employees											
	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	31%	47%	13%	5%	4%	3550	77%			

Prohibited personnel practices are not tolerated.	Federal Employees	75%	29%	46%	15%	6%	5%	2262	76%	73%		67%
	Trust Employees	86%	39%	47%	9%	4%	2%	906	85%	82%		
	Smithsonian Enterprise Employees	82%	25%	57%	14%	4%	1%	179	68%	76%		
	STRI Panama Employees	74%	23%	51%	17%	5%	4%	194	74%	73%		
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	67%	26%	41%	16%	10%	7%	3591	66%			
	Federal Employees	64%	24%	39%	17%	11%	8%	2285	63%	59%		53%
	Trust Employees	75%	33%	42%	12%	8%	5%	918	75%	69%		
	Smithsonian Enterprise Employees	67%	17%	49%	21%	8%	5%	185	55%	61%		
	STRI Panama Employees	71%	18%	53%	15%	11%	3%	194	68%	64%		
I have a high level of respect for my Unit's Director. *	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	32%	42%	12%	9%	6%	3397	73%			
	Federal Employees	72%	31%	41%	13%	9%	7%	2161	71%	70%	67%	
	Trust Employees	79%	39%	40%	9%	8%	4%	871	78%	78%	75%	
	Smithsonian Enterprise Employees	73%	21%	52%	13%	10%	4%	165	61%	69%	64%	
	STRI Panama Employees	83%	32%	51%	7%	8%	3%	191	90%	88%	88%	
My Unit's Director generates high levels of motivation and commitment in the workforce. *	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	26%	37%	17%	13%	7%	3273	63%			
	Federal Employees	61%	25%	36%	18%	13%	8%	2097	62%	61%	56%	
	Trust Employees	68%	31%	37%	14%	12%	6%	835	63%	63%	58%	

workforce. "	Smithsonian Enterprise Employees	63%	15%	48%	15%	18%	4%	158	51%	67%	56%	
	STRI Panama Employees	62%	19%	43%	18%	15%	5%	175	68%	65%	54%	
My Unit's Director maintains high standards of honesty and integrity. *	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	72%	31%	41%	16%	6%	5%	3209	73%			
	Federal Employees	70%	30%	40%	16%	7%	6%	2051	70%	70%		
	Trust Employees	80%	40%	40%	13%	4%	4%	818	80%	81%		
	Smithsonian Enterprise Employees	71%	21%	50%	17%	8%	4%	157	65%	71%		
	STRI Panama Employees	72%	21%	51%	18%	7%	3%	175	80%	77%		
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives. *	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	29%	45%	17%	5%	5%	3214	73%			
	Federal Employees	72%	28%	44%	19%	4%	6%	2057	71%	72%	65%	63%
	Trust Employees	79%	36%	43%	11%	6%	3%	808	76%	82%	74%	
	Smithsonian Enterprise Employees	73%	18%	55%	19%	7%	2%	156	68%	76%	66%	
	STRI Panama Employees	77%	22%	55%	15%	5%	3%	184	82%	76%	65%	
My Unit's Director communicates my Unit's goals and priorities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	72%	28%	44%	14%	9%	5%	3593	75%			
	Federal Employees	71%	28%	43%	15%	9%	6%	2288	74%	72%	65%	64%
	Trust Employees	76%	34%	41%	12%	8%	4%	918	76%	80%	71%	
	Smithsonian Enterprise Employees	72%	23%	50%	17%	9%	2%	158	65%	69%	66%	
	STRI Panama Employees	76%	17%	59%	14%	6%	4%	220	83%	84%	80%	

Grade promotions in my Unit are based on merit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	45%	13%	32%	24%	17%	14%	3375	43%			
	Federal Employees	42%	12%	30%	24%	18%	16%	2189	41%	40%	38%	35%
	Trust Employees	53%	18%	34%	22%	14%	12%	835	51%	48%	46%	
	Smithsonian Enterprise Employees	51%	7%	43%	28%	14%	7%	160	47%	51%	44%	
	STRI Panama Employees	49%	7%	43%	19%	19%	13%	182	38%	38%	34%	
Individual pay raises depend on how well individual employees perform their jobs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	43%	12%	31%	23%	18%	16%	3388	45%			
	Federal Employees	40%	11%	29%	24%	19%	17%	2181	45%	36%	37%	22%
	Trust Employees	48%	16%	32%	20%	17%	15%	836	47%	42%	39%	
	Smithsonian Enterprise Employees	54%	7%	47%	17%	17%	11%	178	43%	45%	39%	
	STRI Panama Employees	39%	9%	31%	22%	17%	21%	185	40%	35%	28%	
Creativity and innovation are generally rewarded in my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	52%	15%	36%	19%	16%	13%	3659	42%			
	Federal Employees	50%	14%	35%	19%	17%	14%	2328	40%	49%	45%	50%
	Trust Employees	60%	20%	40%	19%	12%	10%	926	46%	59%	57%	
	Smithsonian Enterprise Employees	48%	8%	39%	24%	21%	7%	187	48%	53%	47%	
	STRI Panama Employees	48%	11%	37%	17%	21%	14%	209	43%	42%	40%	
Employees in my Unit	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	65%	18%	47%	17%	12%	6%	3721				

Employees in my Unit actively engage in identifying opportunities and developing innovative ideas.	Federal Employees	62%	16%	46%	18%	13%	7%	2358				
	Trust Employees	75%	27%	48%	13%	8%	3%	949				
	Smithsonian Enterprise Employees	67%	13%	54%	18%	13%	2%	188				
	STRI Panama Employees	65%	12%	53%	17%	14%	4%	217				
In my Unit, positive and negative individual performances are recognized in a meaningful way.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	48%	11%	37%	21%	19%	12%	3632	47%			
	Federal Employees	46%	11%	35%	22%	19%	13%	2309	46%	42%	42%	35%
	Trust Employees	52%	12%	40%	20%	18%	10%	917	53%	48%	44%	
	Smithsonian Enterprise Employees	50%	6%	44%	20%	23%	7%	188	43%	54%	44%	
	STRI Panama Employees	47%	8%	39%	22%	20%	11%	209	35%	43%	40%	
My Unit's employees who provide high quality services and products to customers are rewarded in meaningful ways.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	48%	13%	35%	23%	18%	11%	3525	43%			
	Federal Employees	48%	14%	34%	22%	18%	12%	2255	44%	41%	41%	50%
	Trust Employees	51%	15%	36%	23%	17%	10%	878	43%	42%	40%	
	Smithsonian Enterprise Employees	47%	7%	40%	24%	24%	5%	179	40%	42%	35%	
	STRI Panama Employees	37%	8%	29%	29%	23%	10%	204	40%	34%	21%	
In my Unit, employees are protected from health and safety hazards on the job.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	86%	32%	54%	7%	5%	2%	3737	83%			
	Federal Employees	85%	32%	53%	8%	5%	2%	2376	82%	81%	79%	78%
	Trust Employees	92%	39%	53%	5%	3%	0%	942	89%	88%	85%	

	Smithsonian Enterprise Employees	85%	20%	65%	10%	3%	2%	188	82%	82%	78%	
	STRI Panama Employees	78%	20%	58%	9%	10%	3%	222	74%	79%	81%	
My Unit's employees have a feeling of personal empowerment with respect to work processes.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	57%	16%	41%	19%	15%	8%	3665	54%			
	Federal Employees	56%	16%	41%	19%	15%	10%	2331	54%	52%	49%	46%
	Trust Employees	61%	19%	42%	19%	14%	6%	938	56%	59%	54%	
	Smithsonian Enterprise Employees	54%	8%	46%	22%	21%	3%	189	43%	58%	46%	
	STRI Panama Employees	53%	8%	45%	25%	17%	5%	198	46%	44%	51%	
My Unit has prepared employees for potential security threats.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	69%	20%	48%	18%	10%	4%	3606	66%			
	Federal Employees	69%	21%	49%	18%	9%	4%	2305	67%	62%	62%	79%
	Trust Employees	67%	21%	46%	18%	11%	3%	893	67%	66%	60%	
	Smithsonian Enterprise Employees	71%	15%	56%	16%	10%	2%	185	65%	71%	63%	
	STRI Panama Employees	63%	14%	49%	17%	17%	3%	215	59%	62%	76%	
Recognition and awards in my Unit depend on how well employees perform their jobs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	53%	14%	40%	20%	15%	12%	3544	52%			
	Federal Employees	53%	14%	39%	19%	15%	13%	2279	52%	50%	50%	43%
	Trust Employees	55%	16%	39%	21%	12%	12%	875	53%	53%	50%	
	Smithsonian Enterprise Employees	49%	7%	42%	27%	16%	7%	174	48%	54%	42%	
	STRI Panama Employees	52%	8%	44%	22%	13%	13%	207	55%	44%	43%	



I am given a real opportunity to improve my skills in my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	65%	22%	43%	16%	12%	8%	3785	64%			
	Federal Employees	63%	22%	41%	16%	12%	9%	2390	64%	64%	61%	64%
	Trust Employees	71%	26%	45%	13%	11%	5%	968	67%	68%	66%	
	Smithsonian Enterprise Employees	60%	13%	48%	21%	12%	7%	188	48%	59%	54%	
	STRI Panama Employees	64%	17%	47%	15%	15%	6%	230	68%	61%	53%	
Managers in my Unit promote communication among different work units.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	64%	18%	46%	15%	14%	7%	3750	61%			
	Federal Employees	63%	17%	46%	16%	13%	8%	2382	60%	54%	53%	55%
	Trust Employees	67%	22%	45%	14%	14%	5%	948	64%	60%	56%	
	Smithsonian Enterprise Employees	63%	11%	52%	14%	18%	5%	189	60%	62%	56%	
	STRI Panama Employees	64%	14%	50%	18%	17%	2%	222	59%	61%	52%	
Managers in my Unit support collaboration across work units to accomplish work objectives.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	67%	20%	48%	16%	10%	7%	3725	64%			
	Federal Employees	66%	19%	47%	16%	11%	8%	2370	62%	58%		58%
	Trust Employees	72%	25%	47%	13%	9%	5%	948	70%	68%		
	Smithsonian Enterprise Employees	66%	14%	52%	16%	13%	5%	189	65%	68%		
	STRI Panama Employees	64%	11%	53%	23%	11%	2%	209	65%	67%		
	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	79%	30%	49%	11%	6%	5%	3756	79%			

Differences among individuals are respected and valued by employees within my Unit.	Federal Employees	75%	27%	48%	13%	6%	6%	2368	75%	74%	73%	
	Trust Employees	86%	39%	47%	7%	4%	3%	958	87%	87%	83%	
	Smithsonian Enterprise Employees	83%	24%	59%	9%	5%	3%	191	80%	86%	77%	
	STRI Panama Employees	88%	32%	56%	5%	4%	3%	230	88%	88%	86%	
I would recommend my Unit as a good place to work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	68%	26%	41%	17%	9%	6%	3806	70%			
	Federal Employees	66%	25%	41%	17%	10%	7%	2400	68%	68%	65%	67%
	Trust Employees	74%	33%	41%	15%	6%	5%	974	77%	75%	71%	
	Smithsonian Enterprise Employees	62%	17%	45%	22%	11%	4%	196	61%	70%	67%	
	STRI Panama Employees	69%	20%	48%	20%	7%	4%	227	76%	74%	79%	
My Unit successfully accomplishes its mission.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	32%	47%	13%	5%	3%	3775	73%			
	Federal Employees	76%	30%	46%	15%	6%	4%	2387	70%	71%		78%
	Trust Employees	85%	41%	43%	10%	4%	1%	963	80%	85%		
	Smithsonian Enterprise Employees	78%	18%	60%	17%	4%	1%	194	69%	75%		
	STRI Panama Employees	85%	28%	57%	10%	4%	1%	222	90%	91%		
I am satisfied with telework programs in my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	75%	26%	48%	15%	9%	1%	923	69%			
	Federal Employees	76%	26%	50%	14%	8%	2%	530	67%	62%		75%
	Trust Employees	74%	28%	47%	14%	11%	1%	341	72%	63%		

	Smithsonian Enterprise Employees	70%	6%	65%	17%	12%	0%	16	66%	53%		
	STRI Panama Employees	57%	26%	31%	34%	6%	3%	35	73%			
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit .	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	91%	52%	40%	6%	2%	1%	712	91%			
	Federal Employees	91%	52%	39%	6%	2%	1%	496	92%	90%		90%
	Trust Employees	95%	56%	39%	4%	2%	0%	174	90%	89%		
	Smithsonian Enterprise Employees	92%	26%	65%	0%	8%	0%	11	92%	78%		
	STRI Panama Employees	79%	29%	50%	21%	0%	0%	28	77%			
Generally, employees, supervisors, and managers in my unit are civil, respectful, and courteous in dealing with each other.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	27%	49%	11%	8%	5%	3825	79%			
	Federal Employees	73%	25%	48%	12%	9%	6%	2413	77%			
	Trust Employees	81%	36%	45%	8%	7%	4%	979	84%			
	Smithsonian Enterprise Employees	76%	20%	56%	11%	10%	3%	197	77%			
	STRI Panama Employees	87%	25%	62%	7%	3%	3%	227	86%			
Considering everything, I am satisfied with my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	72%	26%	46%	13%	10%	5%	3818	72%			
	Federal Employees	69%	25%	44%	15%	11%	6%	2412	69%	67%		
	Trust Employees	78%	34%	44%	11%	8%	4%	974	80%	78%		
	Smithsonian Enterprise Employees	72%	16%	56%	15%	10%	3%	194	63%	70%		
	STRI Panama Employees	80%	20%	60%	10%	6%	3%	229	78%	75%		

I have trust and confidence in my supervisor.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	38%	36%	12%	8%	6%	3797	75%			
	Federal Employees	71%	35%	36%	12%	9%	7%	2395	73%	69%	64%	67%
	Trust Employees	81%	49%	33%	9%	6%	4%	969	81%	81%	75%	
	Smithsonian Enterprise Employees	74%	32%	41%	12%	9%	5%	194	74%	79%	70%	
	STRI Panama Employees	76%	33%	43%	12%	6%	7%	230	76%	82%	83%	
Overall, my immediate supervisor is an effective supervisor.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	72%	36%	37%	12%	10%	6%	3793	73%			
	Federal Employees	70%	34%	36%	12%	11%	7%	2392	71%	69%	65%	70%
	Trust Employees	77%	42%	35%	10%	8%	5%	971	76%	76%	72%	
	Smithsonian Enterprise Employees	72%	33%	38%	14%	10%	5%	191	72%	78%	70%	
	STRI Panama Employees	77%	31%	47%	11%	6%	5%	230	78%	76%	82%	
Overall, the manager directly above my immediate supervisor is an effective manager.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	26%	37%	17%	11%	9%	3376	63%			
	Federal Employees	61%	24%	36%	17%	11%	11%	2197	62%	62%		60%
	Trust Employees	67%	32%	36%	14%	12%	7%	817	64%	68%		
	Smithsonian Enterprise Employees	67%	21%	46%	20%	7%	6%	170	63%	66%		
	STRI Panama Employees	66%	26%	40%	21%	8%	5%	183	74%	72%		
	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	22%	41%	16%	16%	6%	3634	63%			

My supervisor regularly evaluates my training needs for my present job.	Federal Employees	62%	22%	40%	16%	16%	6%	2297	64%	60%	55%	52%
	Trust Employees	65%	24%	41%	16%	14%	5%	920	63%	60%	58%	
	Smithsonian Enterprise Employees	61%	16%	44%	16%	15%	9%	186	53%	67%	51%	
	STRI Panama Employees	58%	18%	41%	14%	23%	6%	222	58%	56%	47%	
My supervisor takes steps to address a poor performer who cannot or will not improve.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	59%	19%	40%	22%	12%	8%	3269	60%			
	Federal Employees	58%	19%	39%	22%	12%	9%	2097	60%	56%	53%	31%
	Trust Employees	60%	21%	39%	23%	10%	7%	782	60%	55%	45%	
	Smithsonian Enterprise Employees	59%	15%	43%	24%	12%	6%	173	60%	70%	65%	
	STRI Panama Employees	66%	20%	46%	18%	13%	4%	210	63%	60%	61%	
Discussions with my supervisor about my performance are worthwhile.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	29%	44%	13%	8%	6%	3743	73%			
	Federal Employees	71%	27%	44%	14%	9%	6%	2361	71%	71%	65%	63%
	Trust Employees	79%	36%	42%	11%	7%	3%	958	77%	76%	72%	
	Smithsonian Enterprise Employees	72%	23%	49%	14%	7%	7%	189	71%	77%	71%	
	STRI Panama Employees	75%	31%	44%	12%	7%	5%	227	79%	77%	77%	
My supervisor works well with employees of diverse backgrounds.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	39%	43%	11%	4%	3%	3648	82%			
	Federal Employees	80%	36%	43%	12%	4%	4%	2314	80%	79%	75%	65%
	Trust Employees	89%	49%	40%	7%	2%	2%	938	88%	88%	84%	

	Smithsonian Enterprise Employees	83%	35%	48%	11%	4%	3%	182	86%	85%	81%	
	STRI Panama Employees	80%	29%	51%	11%	5%	4%	206	81%	80%	83%	
My supervisor is committed to a workforce representative of all segments of society.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	37%	42%	15%	3%	3%	3504	80%			
	Federal Employees	76%	34%	42%	17%	4%	4%	2226	79%	74%	71%	66%
	Trust Employees	85%	47%	38%	12%	1%	1%	890	84%	84%	80%	
	Smithsonian Enterprise Employees	80%	32%	48%	13%	6%	1%	179	83%	86%	79%	
	STRI Panama Employees	80%	32%	48%	12%	4%	3%	201	81%	77%	75%	
My supervisor supports my need to balance work and other life issues.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	43%	39%	10%	4%	4%	3717	83%			
	Federal Employees	80%	40%	39%	11%	5%	5%	2348	81%	80%	79%	78%
	Trust Employees	88%	54%	35%	8%	3%	1%	954	89%	88%	86%	
	Smithsonian Enterprise Employees	79%	37%	43%	12%	6%	3%	186	83%	84%	82%	
	STRI Panama Employees	81%	30%	51%	8%	7%	4%	220	80%	77%	81%	
My supervisor recognizes and acknowledges my positive work contributions.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	81%	40%	40%	9%	7%	4%	3778	82%			
	Federal Employees	78%	38%	40%	10%	7%	5%	2377	81%	79%	75%	50%
	Trust Employees	87%	51%	36%	6%	5%	2%	968	87%	85%	84%	
	Smithsonian Enterprise Employees	83%	31%	53%	7%	7%	2%	194	84%	82%	77%	
	STRI Panama Employees	80%	32%	48%	8%	7%	5%	231	77%	81%	79%	

My supervisor provides constructive suggestions to improve my job performance.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	31%	43%	13%	9%	4%	3748	74%			
	Federal Employees	71%	29%	41%	15%	9%	5%	2357	72%	70%	66%	62%
	Trust Employees	79%	37%	42%	10%	8%	3%	961	76%	75%	70%	
	Smithsonian Enterprise Employees	78%	25%	53%	12%	8%	2%	190	76%	80%	71%	
	STRI Panama Employees	80%	31%	49%	8%	8%	3%	232	76%	75%	79%	
My supervisor provides employees with opportunities to demonstrate their leadership skills.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	31%	40%	14%	9%	6%	3714	71%			
	Federal Employees	69%	29%	40%	15%	9%	7%	2337	69%	70%	67%	67%
	Trust Employees	77%	39%	38%	11%	9%	3%	952	75%	73%	73%	
	Smithsonian Enterprise Employees	70%	21%	49%	17%	10%	4%	188	71%	73%	68%	
	STRI Panama Employees	71%	29%	42%	14%	11%	4%	228	74%	72%	75%	
My supervisor supports employee development.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	33%	43%	14%	6%	4%	3726	78%			
	Federal Employees	75%	32%	43%	15%	6%	5%	2348	77%	75%	72%	67%
	Trust Employees	82%	41%	41%	12%	4%	2%	954	81%	77%	77%	
	Smithsonian Enterprise Employees	71%	22%	50%	19%	8%	2%	188	75%	73%	71%	
	STRI Panama Employees	73%	26%	47%	14%	9%	4%	227	74%	75%	78%	
	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	80%	40%	41%	10%	5%	4%	3806	81%			

My supervisor listens to what I have to say.	Federal Employees	78%	37%	41%	11%	6%	5%	2401	80%	79%		76%
	Trust Employees	86%	50%	36%	8%	3%	3%	970	86%	84%		
	Smithsonian Enterprise Employees	81%	34%	47%	10%	7%	2%	195	81%	85%		
	STRI Panama Employees	82%	33%	48%	10%	5%	4%	231	83%	82%		
My supervisor treats me with respect.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	84%	46%	38%	9%	4%	4%	3805	86%			
	Federal Employees	82%	43%	39%	9%	4%	4%	2402	84%	82%		80%
	Trust Employees	88%	55%	33%	8%	2%	2%	970	90%	88%		
	Smithsonian Enterprise Employees	83%	40%	43%	10%	5%	1%	195	85%	85%		
	STRI Panama Employees	87%	43%	45%	4%	4%	4%	229	87%	88%		
In the last six months, my supervisor has talked with me about my performance.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	87%	35%	51%	5%	6%	3%	3742	85%			
	Federal Employees	86%	34%	52%	5%	5%	4%	2371	86%	84%		79%
	Trust Employees	92%	42%	50%	4%	4%	1%	952	88%	91%		
	Smithsonian Enterprise Employees	84%	26%	57%	5%	8%	3%	183	83%	89%		
	STRI Panama Employees	77%	29%	48%	4%	12%	7%	228	76%	86%		
I feel that I can bring up issues of incivility and disrespect to my supervisor or superiors with the expectation that those	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	72%	33%	39%	12%	9%	7%	3694				
	Federal Employees	70%	32%	38%	13%	9%	8%	2327				
	Trust Employees	77%	40%	37%	9%	8%	5%	943				



issues will be addressed.	Smithsonian Enterprise Employees	67%	26%	41%	13%	16%	3%	190				
	STRI Panama Employees	77%	28%	49%	6%	11%	6%	225				
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	33%	49%	10%	6%	3%	3725	81%			
	Federal Employees	81%	32%	49%	10%	5%	3%	2370	81%	77%	74%	
	Trust Employees	86%	41%	45%	7%	6%	1%	951	85%	85%	84%	
	Smithsonian Enterprise Employees	66%	16%	50%	18%	11%	4%	175	68%	71%	62%	
	STRI Panama Employees	80%	26%	54%	12%	5%	2%	221	78%	74%	74%	
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	83%	35%	49%	8%	5%	3%	3681	84%			
	Federal Employees	83%	34%	49%	9%	5%	3%	2353	84%	81%	78%	68%
	Trust Employees	87%	42%	45%	7%	4%	2%	925	89%	87%	84%	
	Smithsonian Enterprise Employees	74%	18%	57%	12%	11%	3%	180	74%	82%	72%	
	STRI Panama Employees	81%	26%	55%	8%	7%	5%	215	82%	78%	78%	
My performance appraisal is a fair reflection of my performance.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	33%	43%	11%	7%	5%	3674	78%			
	Federal Employees	76%	33%	43%	11%	8%	5%	2348	77%	73%	71%	69%
	Trust Employees	83%	40%	43%	10%	4%	3%	923	86%	83%	82%	
	Smithsonian Enterprise Employees	66%	14%	51%	18%	13%	4%	180	69%	70%	66%	
	STRI Panama Employees	67%	25%	43%	15%	12%	6%	215	72%	71%	75%	

My workload is reasonable.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	67%	16%	51%	12%	14%	7%	3787	68%			
	Federal Employees	66%	16%	50%	12%	13%	8%	2379	68%	66%	66%	59%
	Trust Employees	70%	19%	51%	11%	13%	5%	976	69%	70%	68%	
	Smithsonian Enterprise Employees	68%	10%	59%	11%	14%	7%	191	71%	76%	75%	
	STRI Panama Employees	66%	10%	55%	11%	17%	7%	232	62%	63%	57%	
I am satisfied with my involvement in decisions that affect my work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	69%	24%	46%	13%	12%	6%	3777	69%			
	Federal Employees	68%	24%	44%	13%	12%	7%	2376	67%	65%	65%	53%
	Trust Employees	72%	26%	46%	13%	11%	4%	975	73%	71%	71%	
	Smithsonian Enterprise Employees	67%	13%	53%	17%	11%	5%	191	61%	67%	62%	
	STRI Panama Employees	73%	19%	54%	9%	15%	4%	226	72%	69%	75%	
I am satisfied with my choices, and the quality, of Smithsonian provided training to improve my performance in my present job.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	66%	21%	45%	18%	12%	5%	3611	63%			
	Federal Employees	67%	22%	45%	17%	11%	6%	2291	65%	65%	60%	54%
	Trust Employees	65%	21%	45%	20%	12%	3%	910	63%	63%	56%	
	Smithsonian Enterprise Employees	65%	10%	54%	20%	14%	2%	183	54%	63%	54%	
	STRI Panama Employees	56%	13%	43%	17%	17%	9%	218	54%	49%	50%	
	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	84%	35%	49%	9%	5%	3%	3772	85%			

I am encouraged to achieve positive results.	Federal Employees	81%	33%	49%	10%	5%	3%	2374	83%	81%	80%	84%
	Trust Employees	92%	45%	47%	5%	2%	1%	968	90%	90%	90%	
	Smithsonian Enterprise Employees	90%	29%	61%	6%	3%	1%	193	88%	88%	81%	
	STRI Panama Employees	75%	26%	50%	9%	11%	5%	228	74%	62%	66%	
The people in my immediate work unit cooperate to get the job done.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	83%	37%	46%	9%	5%	3%	3775	84%			
	Federal Employees	81%	34%	46%	10%	6%	4%	2384	82%	82%	77%	74%
	Trust Employees	88%	45%	43%	6%	4%	2%	964	88%	89%	84%	
	Smithsonian Enterprise Employees	82%	34%	47%	9%	5%	4%	194	80%	85%	80%	
	STRI Panama Employees	90%	32%	58%	7%	2%	1%	224	87%	86%	80%	
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	85%	38%	47%	9%	4%	2%	3767	85%			
	Federal Employees	83%	36%	47%	10%	4%	3%	2378	84%	84%	81%	72%
	Trust Employees	90%	45%	45%	6%	3%	2%	965	90%	90%	86%	
	Smithsonian Enterprise Employees	83%	33%	50%	11%	5%	1%	193	82%	85%	82%	
	STRI Panama Employees	88%	33%	55%	7%	3%	2%	222	86%	88%	81%	
My immediate work unit is able to recruit people with the right skills.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	65%	21%	45%	18%	11%	6%	3586	66%			
	Federal Employees	61%	18%	43%	19%	13%	7%	2263	62%	61%	59%	44%
	Trust Employees	72%	29%	43%	16%	8%	3%	924	71%	75%	70%	

	Smithsonian Enterprise Employees	74%	18%	57%	13%	9%	4%	181	69%	74%	72%	
	STRI Panama Employees	77%	17%	60%	12%	9%	2%	209	77%	73%	67%	
Physical conditions allow employees to perform their jobs well.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	77%	24%	53%	10%	9%	4%	3771	76%			
	Federal Employees	76%	24%	52%	11%	8%	5%	2374	77%	74%	74%	69%
	Trust Employees	78%	28%	50%	9%	11%	3%	971	73%	72%	71%	
	Smithsonian Enterprise Employees	83%	20%	63%	9%	5%	2%	190	83%	72%	71%	
	STRI Panama Employees	80%	20%	60%	8%	10%	2%	227	78%	77%	78%	
I have enough information to do my job well.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	83%	28%	55%	10%	5%	2%	3790	83%			
	Federal Employees	82%	28%	54%	11%	6%	2%	2385	83%	81%	79%	72%
	Trust Employees	85%	32%	53%	10%	5%	1%	974	82%	85%	82%	
	Smithsonian Enterprise Employees	85%	24%	61%	10%	4%	1%	193	80%	84%	81%	
	STRI Panama Employees	86%	21%	66%	8%	4%	1%	229	85%	85%	91%	
I feel encouraged to come up with new and better ways of doing things.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	29%	44%	13%	9%	4%	3770	74%			
	Federal Employees	71%	28%	43%	14%	10%	5%	2373	74%	72%	70%	59%
	Trust Employees	80%	36%	45%	10%	6%	3%	970	77%	79%	77%	
	Smithsonian Enterprise Employees	76%	23%	53%	14%	9%	1%	190	77%	75%	68%	
	STRI Panama Employees	71%	20%	51%	13%	11%	5%	228	72%	61%	64%	

I have sufficient resources to get my job done.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	57%	16%	41%	14%	19%	10%	3778	57%			
	Federal Employees	55%	16%	39%	15%	19%	11%	2379	55%	51%	51%	48%
	Trust Employees	64%	18%	45%	13%	16%	7%	971	62%	60%	55%	
	Smithsonian Enterprise Employees	56%	12%	44%	14%	25%	5%	194	60%	69%	59%	
	STRI Panama Employees	59%	13%	46%	14%	20%	7%	226	62%	65%	66%	
Employees in my immediate work unit share job knowledge with each other.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	81%	31%	50%	9%	6%	3%	3764	82%			
	Federal Employees	79%	30%	49%	11%	7%	4%	2376	80%	80%	76%	74%
	Trust Employees	87%	39%	49%	6%	5%	2%	962	85%	85%	84%	
	Smithsonian Enterprise Employees	80%	25%	55%	11%	7%	2%	193	80%	84%	80%	
	STRI Panama Employees	87%	21%	66%	8%	4%	2%	224	87%	88%	85%	
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	26%	45%	15%	7%	6%	3476	71%			
	Federal Employees	68%	25%	43%	17%	8%	7%	2217	70%	66%		62%
	Trust Employees	82%	35%	47%	10%	5%	4%	872	79%	80%		
	Smithsonian Enterprise Employees	75%	22%	53%	16%	6%	3%	179	67%	73%		
	STRI Panama Employees	66%	13%	53%	18%	10%	7%	199	64%	69%		
	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	89%	36%	53%	7%	3%	1%	3785	90%			

I know what is expected of me on the job.	Federal Employees	88%	35%	53%	8%	3%	1%	2388	89%	89%		80%
	Trust Employees	91%	39%	52%	6%	3%	1%	969	91%	89%		
	Smithsonian Enterprise Employees	88%	35%	53%	9%	2%	1%	193	91%	92%		
	STRI Panama Employees	90%	32%	58%	6%	3%	1%	226	91%	87%		
When needed, I am willing to put in the extra effort to get a job done.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	97%	65%	32%	2%	0%	0%	3791	98%			
	Federal Employees	96%	63%	33%	3%	0%	1%	2385	97%	98%		97%
	Trust Employees	99%	74%	25%	1%	0%	0%	974	99%	99%		
	Smithsonian Enterprise Employees	96%	62%	34%	4%	0%	0%	194	100%	97%		
	STRI Panama Employees	98%	55%	43%	1%	1%	0%	229	99%	98%		
I am always looking for ways to do my job better.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	95%	49%	47%	4%	1%	0%	3786	96%			
	Federal Employees	94%	47%	47%	4%	1%	0%	2384	96%	95%		91%
	Trust Employees	97%	52%	45%	3%	0%	0%	971	97%	98%		
	Smithsonian Enterprise Employees	95%	41%	54%	3%	1%	0%	193	96%	96%		
	STRI Panama Employees	98%	53%	45%	2%	0%	0%	230	99%	98%		
The skill level in my immediate work unit has improved in the last year.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	29%	45%	18%	6%	3%	3558	73%			
	Federal Employees	72%	27%	44%	18%	6%	3%	2268	72%	69%		55%
	Trust Employees	77%	34%	43%	17%	5%	1%	886	75%	77%		

	Smithsonian Enterprise Employees	73%	25%	48%	19%	6%	2%	185	72%	72%		
	STRI Panama Employees	79%	29%	50%	13%	5%	3%	211	81%	78%		
The overall quality of work done by my immediate work unit is very good.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	88%	44%	44%	8%	3%	1%	3762	89%			
	Federal Employees	87%	43%	44%	9%	3%	2%	2376	87%	87%		84%
	Trust Employees	92%	52%	40%	5%	2%	1%	962	93%	94%		
	Smithsonian Enterprise Employees	87%	31%	56%	8%	4%	1%	192	91%	87%		
	STRI Panama Employees	92%	36%	56%	7%	1%	0%	223	91%	93%		
My work environment is civil and respectful.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	77%	30%	47%	12%	7%	4%	3784				
	Federal Employees	75%	28%	47%	13%	7%	5%	2381				
	Trust Employees	82%	39%	43%	10%	5%	3%	971				
	Smithsonian Enterprise Employees	75%	22%	53%	13%	9%	3%	193				
	STRI Panama Employees	90%	33%	57%	7%	1%	3%	230				
Within the past twelve months, I have heard language, or witnessed behavior, in my workplace that I considered insensitive to my identity. (Favorable score is the sum of the percent Disagree and the percent Strongly Disagree.)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	72%	7%	10%	12%	37%	35%	3572	75%			
	Federal Employees	67%	8%	12%	13%	36%	32%	2269	70%	73%		
	Trust Employees	83%	4%	4%	8%	36%	47%	921	87%	85%		
	Smithsonian Enterprise Employees	76%	6%	8%	10%	44%	32%	180	76%	71%		
	STRI Panama Employees	75%	4%	12%	9%	44%	31%	193	79%	71%		

\* Due to a programming error, these four questions were not asked in the later part of the survey period. The frequencies reported above combine responses from employees who were asked the questions and frequencies derived from a statistical model using other questions in the survey for those who were not.