

**2013 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
July 2013**

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoint Survey
Overall, I am satisfied with my job.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	35%	47%	8%	7%	3%	3678	81%	82%			
	Federal Employees	81%	36%	44%	9%	7%	3%	2436	79%	81%	82%	79%	
	Trust Employees	85%	36%	48%	8%	6%	2%	883	85%	86%	88%	86%	
	Smithsonian Enterprise Employees	82%	23%	59%	9%	6%	3%	156	79%	76%	82%	78%	
	STRI Panama Employees	91%	31%	60%	7%	2%	1%	203	89%	89%	91%	89%	
My work gives me a feeling of personal accomplishment.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	39%	44%	9%	6%	3%	3668	81%	83%			
	Federal Employees	80%	39%	41%	10%	7%	3%	2429	79%	83%	85%	81%	
	Trust Employees	85%	40%	45%	8%	5%	1%	882	86%	86%	90%	85%	
	Smithsonian Enterprise Employees	84%	25%	59%	6%	9%	1%	154	81%	78%	84%	72%	
	STRI Panama Employees	87%	31%	55%	10%	2%	1%	203	86%	87%	86%	86%	
I like the kind of work I do.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	90%	50%	40%	6%	3%	1%	3679	88%	91%			
	Federal Employees	89%	51%	38%	7%	3%	2%	2434	87%	90%	90%	91%	
	Trust Employees	92%	49%	42%	6%	2%	1%	884	91%	92%	92%	91%	
	Smithsonian Enterprise Employees	89%	42%	47%	7%	3%	1%	156	88%	89%	89%	85%	
	STRI Panama Employees	92%	44%	48%	7%	1%	0%	204	92%	95%	89%	93%	
The work I do is important to the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	92%	56%	36%	5%	2%	1%	3648	91%	92%			
	Federal Employees	92%	59%	33%	5%	1%	1%	2419	90%	92%	92%	93%	
	Trust Employees	91%	51%	41%	6%	2%	1%	875	91%	93%	92%	90%	
	Smithsonian Enterprise Employees	90%	42%	49%	8%	2%	0%	153	91%	93%	91%	91%	
	STRI Panama Employees	98%	63%	35%	2%	0%	0%	201	96%	98%	96%	94%	

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**(continued)**

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Overall, I am satisfied with my compensation.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	55%	14%	41%	15%	21%	9%	3656	57%	59%			
	Federal Employees	57%	16%	41%	14%	20%	9%	2419	59%	61%	63%	59%	
	Trust Employees	56%	14%	42%	14%	21%	9%	882	60%	62%	62%	61%	
	Smithsonian Enterprise Employees	42%	6%	36%	20%	26%	11%	155	51%	50%	52%	47%	
	STRI Panama Employees	39%	3%	36%	19%	31%	10%	200	31%	31%	36%	34%	
My job makes good use of my knowledge and abilities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	34%	43%	9%	10%	5%	3659	75%	77%			
	Federal Employees	75%	34%	41%	9%	10%	6%	2423	73%	75%	76%	74%	
	Trust Employees	79%	35%	44%	9%	10%	3%	880	80%	81%	82%	80%	
	Smithsonian Enterprise Employees	76%	27%	49%	11%	10%	2%	154	77%	76%	78%	65%	
	STRI Panama Employees	79%	31%	47%	11%	9%	2%	201	78%	80%	78%	82%	
I am satisfied with my opportunity to get a better job in the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	41%	13%	29%	24%	21%	14%	3446	42%	43%			
	Federal Employees	44%	14%	29%	23%	19%	14%	2316	45%	46%	45%	44%	
	Trust Employees	32%	8%	24%	29%	26%	13%	805	33%	31%	31%	33%	
	Smithsonian Enterprise Employees	39%	11%	28%	28%	22%	11%	142	41%	38%	45%	43%	
	STRI Panama Employees	54%	9%	44%	21%	16%	9%	183	43%	50%	51%	49%	
I would recommend the Smithsonian as a good place to work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	30%	47%	15%	5%	3%	3654	76%	78%			
	Federal Employees	77%	31%	46%	14%	5%	4%	2425	76%	78%	79%	74%	
	Trust Employees	80%	32%	48%	15%	4%	2%	879	81%	81%	84%	79%	
	Smithsonian Enterprise Employees	76%	20%	56%	15%	7%	2%	156	77%	72%	81%	75%	
	STRI Panama Employees	73%	22%	52%	18%	7%	2%	194	65%	73%	78%	74%	

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**(continued)**

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Considering everything, I am satisfied with the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	28%	49%	14%	7%	2%	3653	76%	77%			
	Federal Employees	76%	28%	48%	14%	8%	3%	2419	75%	74%	74%	81%	
	Trust Employees	79%	30%	49%	12%	7%	1%	878	80%	82%	84%	84%	
	Smithsonian Enterprise Employees	72%	21%	52%	17%	9%	1%	153	80%	74%	78%	79%	
	STRI Panama Employees	79%	21%	58%	17%	4%	0%	202	76%	80%	83%	87%	
I have a high level of respect for the Smithsonian's Secretary.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	38%	44%	15%	1%	1%	3388	78%	77%			
	Federal Employees	81%	37%	44%	16%	2%	1%	2280	76%	75%	79%	76%	
	Trust Employees	84%	43%	41%	14%	1%	1%	789	82%	75%	85%	83%	
	Smithsonian Enterprise Employees	80%	38%	42%	18%	2%	0%	144	81%	77%	83%	79%	
	STRI Panama Employees	92%	34%	58%	8%	0%	0%	175	91%	96%	92%	90%	
The Smithsonian's Secretary generates high levels of motivation and commitment in the workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	68%	27%	42%	25%	5%	2%	3340	65%	64%			
	Federal Employees	67%	26%	41%	26%	5%	2%	2269	63%	63%	65%	61%	
	Trust Employees	70%	30%	40%	24%	5%	1%	773	69%	62%	70%	65%	
	Smithsonian Enterprise Employees	67%	25%	42%	30%	3%	0%	141	67%	67%	72%	67%	
	STRI Panama Employees	77%	18%	59%	21%	2%	0%	158	70%	74%	73%	69%	
The Smithsonian's Secretary maintains high standards of honesty and integrity.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	77%	34%	42%	20%	2%	1%	3249	75%	72%			
	Federal Employees	74%	33%	41%	22%	2%	2%	2200	72%	72%	73%		
	Trust Employees	82%	40%	42%	16%	1%	1%	757	80%	74%	73%		
	Smithsonian Enterprise Employees	78%	38%	41%	20%	2%	0%	134	74%	75%	73%		
	STRI Panama Employees	85%	23%	62%	15%	0%	0%	159	83%	84%	73%		

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I have a high level of respect for the Assistant Secretary for Education and Access.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	87%	45%	42%	9%	3%	1%	95	83%	81%			
	Federal Employees	89%	46%	44%	8%	3%	0%	36	89%	81%			
	Trust Employees	86%	45%	41%	9%	3%	1%	59	79%	81%			
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Assistant Secretary for Education and Access generates high levels of motivation and commitment in the workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	75%	33%	42%	18%	5%	1%	99	66%	67%			
	Federal Employees	74%	32%	42%	20%	5%	0%	36	74%	65%			
	Trust Employees	76%	34%	42%	17%	6%	2%	63	62%	68%			
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
I have a high level of respect for the Under Secretary for History, Art, and Culture.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	68%	27%	41%	24%	7%	2%	558	70%	64%			
	Federal Employees	68%	26%	42%	24%	7%	1%	380	68%	62%	72%	66%	
	Trust Employees	68%	29%	39%	24%	6%	3%	178	75%	69%	80%	79%	
	Smithsonian Enterprise Employees												
	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	53%	21%	31%	34%	11%	3%	539	58%	52%			
	Federal Employees	51%	20%	31%	35%	10%	3%	366	56%	50%	57%	51%	
	Trust Employees	56%	24%	32%	30%	12%	3%	173	61%	56%	66%	63%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees												

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I have a high level of respect for the Under Secretary for Science.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	64%	23%	41%	31%	4%	1%	821	62%	63%			
	Federal Employees	60%	17%	42%	34%	4%	2%	440	59%	55%	51%	48%	
	Trust Employees	66%	30%	36%	31%	3%	1%	288	63%	56%	45%	65%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees	78%	27%	51%	19%	3%	0%	93	76%	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	49%	16%	33%	42%	6%	3%	782	45%	46%			
	Federal Employees	42%	12%	29%	47%	7%	5%	424	42%	41%	37%	28%	
	Trust Employees	53%	22%	31%	40%	7%	1%	271	47%	41%	30%	47%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees	73%	17%	56%	26%	1%	0%	87	58%	66%	69%	46%	
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	78%	75%			
	Federal Employees	77%	30%	47%	21%	1%	1%	69	77%	77%			
	Trust Employees	**	**	**	**	**	**	13	84%	67%			
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Deputy Under Secretary for Collections and Interdisciplinary Support generates high levels of motivation and commitment.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	21%	42%	32%	4%	1%	77	63%	59%			
	Federal Employees	64%	21%	43%	30%	5%	1%	64	64%	61%			
	Trust Employees	**	**	**	**	**	**	13	62%	51%			
	Smithsonian Enterprise Employees												
	STRI Panama Employees												

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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	57%	64%			
	Federal Employees	56%	19%	37%	39%	2%	2%	985	56%	64%	57%	58%	
	Trust Employees	65%	22%	43%	33%	0%	2%	98	65%	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 workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	50%	15%	35%	43%	4%	3%	1057	50%	55%			
	Federal Employees	50%	15%	35%	43%	4%	3%	960	50%	55%	50%	51%	
	Trust Employees	52%	16%	36%	40%	5%	2%	94	52%	56%	49%	50%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
I have a high level of respect for the President of Smithsonian Enterprises. (Not asked in 2012.)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	37%	44%	13%	2%	3%	146					
	Federal Employees												
	Trust Employees												
	Smithsonian Enterprise Employees	82%	37%	44%	13%	2%	3%	146		49%	66%	62%	
	STRI Panama Employees												
The President of Smithsonian Enterprises generates high levels of motivation and commitment in the workforce. (Not asked in 2012.)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	72%	36%	36%	20%	6%	2%	142					
	Federal Employees												
	Trust Employees												
	Smithsonian Enterprise Employees	72%	36%	36%	20%	6%	2%	142		40%	52%	48%	
	STRI Panama Employees												



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I have a high level of respect for the Director of OFEO.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	41%	37%	16%	3%	3%	1063	68%	71%			
	Federal Employees	78%	41%	37%	16%	3%	3%	1048	67%	71%	59%	48%	
	Trust Employees	81%	59%	23%	13%	5%	0%	15	81%	64%	58%	23%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Director of OFEO generates high levels of motivation and commitment in the workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	37%	37%	17%	5%	4%	1058	60%	63%			
	Federal Employees	74%	37%	37%	17%	5%	4%	1043	60%	63%	55%	41%	
	Trust Employees	81%	59%	23%	13%	5%	0%	15	71%	77%	58%	23%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
I have a high level of respect for the Director of Communications.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	92%	63%	29%	6%	3%	0%	34	94%	83%			
	Federal Employees	**	**	**	**	**	**	11	93%	82%	100%	82%	
	Trust Employees	96%	64%	32%	4%	0%	0%	23	96%	83%	94%	75%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees												
The Director of Communications generates high levels of motivation and commitment in the workforce.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	47%	35%	12%	6%	0%	34	87%	83%			
	Federal Employees	**	**	**	**	**	**	11	93%	90%	86%	85%	
	Trust Employees	87%	50%	37%	13%	0%	0%	23	82%	79%	70%	67%	
	Smithsonian Enterprise Employees												
	STRI Panama Employees												

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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	73%	17%	56%	18%	7%	2%	3551	70%	71%			
	Federal Employees	72%	17%	55%	19%	7%	2%	2369	68%	69%	69%	67%	
	Trust Employees	76%	18%	58%	15%	7%	2%	859	75%	74%	72%	74%	
	Smithsonian Enterprise Employees	77%	19%	58%	12%	10%	1%	147	68%	67%	70%	72%	
	STRI Panama Employees	76%	11%	66%	17%	5%	1%	176	70%	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	67%	15%	52%	25%	6%	2%	3448	63%	61%			
	Federal Employees	66%	15%	51%	25%	6%	3%	2307	62%	60%	65%	59%	
	Trust Employees	67%	15%	52%	25%	7%	2%	828	67%	60%	65%	59%	
	Smithsonian Enterprise Employees	70%	14%	55%	24%	4%	2%	143	64%	58%	68%	66%	
	STRI Panama Employees	77%	11%	66%	20%	2%	1%	170	63%	70%	63%	61%	
I am satisfied that I have received appropriate information, or can access appropriate information, about new policies and procedures of the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	80%	19%	60%	14%	5%	2%	3581	79%	76%			
	Federal Employees	80%	20%	61%	13%	5%	2%	2378	79%	76%	74%	74%	
	Trust Employees	77%	20%	57%	14%	7%	2%	871	78%	75%	74%	73%	
	Smithsonian Enterprise Employees	75%	18%	57%	17%	6%	2%	150	81%	74%	76%	75%	
	STRI Panama Employees	82%	12%	69%	15%	4%	0%	182	76%	77%	74%	81%	

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I understand how my work will support the Smithsonian Strategic Plan.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	81%	27%	54%	13%	5%	1%	3551	71%	70%			
	Federal Employees	80%	28%	53%	13%	5%	1%	2367	71%	68%	60%	53%	
	Trust Employees	81%	28%	53%	12%	5%	1%	849	73%	72%	67%	52%	
	Smithsonian Enterprise Employees	81%	23%	58%	13%	4%	1%	149	62%	60%	67%	56%	
	STRI Panama Employees	87%	23%	64%	12%	1%	0%	186	78%	86%	76%	67%	
I understand what "Seriously Amazing" means when used to describe the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	69%	21%	49%	18%	8%	5%	3500	82%				
	Federal Employees	68%	19%	48%	19%	8%	5%	2328	80%				
	Trust Employees	70%	23%	46%	15%	10%	5%	847	87%				
	Smithsonian Enterprise Employees	79%	25%	54%	14%	6%	1%	150	90%				
	STRI Panama Employees	79%	16%	63%	14%	5%	1%	175	83%				
Managers support collaboration across Smithsonian units to accomplish work objectives.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	64%	17%	47%	19%	11%	5%	3529	63%	60%			
	Federal Employees	63%	16%	47%	20%	11%	6%	2359	63%	59%	50%		
	Trust Employees	64%	20%	44%	20%	12%	4%	831	62%	60%	46%		
	Smithsonian Enterprise Employees	69%	17%	52%	15%	10%	5%	154	58%	54%	52%		
	STRI Panama Employees	74%	12%	62%	19%	6%	1%	185	68%	72%	67%		
Smithsonian leaders and managers promote communication and cooperation across units in the Smithsonian.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	57%	13%	44%	23%	15%	6%	3539	56%	55%			
	Federal Employees	56%	13%	43%	23%	15%	6%	2370	56%	55%	47%	35%	
	Trust Employees	57%	13%	44%	23%	15%	5%	833	55%	53%	44%	29%	
	Smithsonian Enterprise Employees	58%	12%	47%	20%	14%	8%	151	49%	47%	48%	37%	
	STRI Panama Employees	69%	10%	59%	23%	6%	2%	184	66%	68%	64%	53%	

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Smithsonian leaders and managers support implementation of new ideas and approaches.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	56%	13%	44%	25%	13%	6%	3538	55%				
	Federal Employees	54%	13%	42%	25%	14%	7%	2362	54%				
	Trust Employees	60%	13%	46%	24%	12%	4%	842	57%				
	Smithsonian Enterprise Employees	61%	15%	46%	23%	10%	5%	150	50%				
	STRI Panama Employees	68%	12%	56%	21%	8%	3%	184	64%				
Smithsonian policies and programs promote diversity in the workplace.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	21%	50%	18%	7%	4%	3505	71%	70%			
	Federal Employees	71%	21%	49%	17%	8%	5%	2350	71%	71%	70%	66%	
	Trust Employees	75%	23%	52%	18%	6%	2%	820	72%	70%	66%	65%	
	Smithsonian Enterprise Employees	68%	21%	47%	26%	3%	3%	145	79%	66%	76%	65%	
	STRI Panama Employees	68%	11%	56%	20%	9%	3%	191	66%	66%	60%	53%	
I know how my work relates to the Smithsonian's goals and priorities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	87%	31%	56%	9%	3%	1%	3609	85%	86%			
	Federal Employees	86%	31%	55%	10%	3%	1%	2386	84%	84%	86%	82%	
	Trust Employees	89%	33%	56%	7%	4%	0%	870	88%	88%	92%	88%	
	Smithsonian Enterprise Employees	85%	28%	58%	14%	1%	0%	155	84%	88%	89%	88%	
	STRI Panama Employees	90%	28%	61%	8%	2%	0%	198	90%	94%	96%	94%	
The Smithsonian successfully accomplishes its mission.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	80%	24%	56%	16%	3%	1%	3568	79%	79%			
	Federal Employees	77%	22%	55%	18%	4%	1%	2368	76%	77%	75%		
	Trust Employees	85%	29%	56%	13%	2%	1%	852	85%	82%	84%		
	Smithsonian Enterprise Employees	85%	22%	64%	13%	1%	1%	155	81%	77%	80%		
	STRI Panama Employees	88%	27%	61%	9%	3%	0%	194	87%	93%	91%		

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
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	57%	19%	37%	27%	9%	7%	3412	58%	57%			
	Federal Employees	56%	19%	37%	27%	10%	8%	2269	57%	56%	57%		
	Trust Employees	55%	17%	37%	29%	10%	6%	813	56%	52%	52%		
	Smithsonian Enterprise Employees	56%	16%	40%	30%	8%	7%	144	54%	58%	61%		
	STRI Panama Employees	78%	33%	45%	17%	4%	1%	185	77%	81%	78%		
Senior leaders demonstrate support for work-life programs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	21%	50%	18%	7%	4%	3460	68%	67%			
	Federal Employees	71%	21%	50%	18%	7%	4%	2322	69%	68%	65%		
	Trust Employees	72%	22%	50%	18%	7%	3%	806	71%	65%	65%		
	Smithsonian Enterprise Employees	70%	14%	55%	21%	6%	4%	143	58%	55%	65%		
	STRI Panama Employees	70%	15%	55%	19%	9%	2%	188	55%	71%	70%		
I am satisfied with Smithsonian occupational health and wellness programs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	83%	30%	53%	11%	5%	1%	3547	83%	80%			
	Federal Employees	84%	31%	52%	10%	5%	2%	2375	84%	82%	79%		
	Trust Employees	83%	29%	54%	10%	6%	1%	832	83%	78%	78%		
	Smithsonian Enterprise Employees	84%	24%	60%	11%	5%	0%	148	82%	83%	80%		
	STRI Panama Employees	73%	20%	53%	15%	8%	4%	192	63%	72%	81%		
Smithsonian facilities management 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	79%	25%	54%	12%	7%	3%	2892	74%	73%			
	Federal Employees	78%	25%	53%	12%	7%	3%	2060	75%	75%			
	Trust Employees	81%	30%	52%	11%	6%	2%	549	76%	70%			
	Smithsonian Enterprise Employees	77%	15%	62%	13%	8%	2%	108	64%	63%			
	STRI Panama Employees	78%	16%	62%	12%	8%	2%	175	59%	65%			

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
Smithsonian protection services are responsive in handling my concerns regarding personal security in building or facility.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	81%	27%	54%	12%	5%	2%	2898	77%	77%			
	Federal Employees	79%	27%	52%	13%	5%	3%	2084	76%	76%			
	Trust Employees	86%	31%	55%	11%	2%	1%	533	81%	82%			
	Smithsonian Enterprise Employees	82%	15%	67%	14%	2%	1%	110	75%	75%			
	STRI Panama Employees	82%	16%	66%	10%	7%	1%	171	67%	70%			
Smithsonian 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	87%	35%	52%	8%	3%	1%	3483	84%	84%			
	Federal Employees	87%	36%	51%	9%	3%	1%	2353	84%	85%			
	Trust Employees	88%	40%	49%	7%	4%	1%	797	84%	84%			
	Smithsonian Enterprise Employees	92%	21%	72%	4%	3%	1%	143	81%	79%			
	STRI Panama Employees	87%	21%	66%	7%	5%	1%	189	88%	88%			
Smithsonian human resources services are responsive in handling my concerns regarding my employment situation.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	65%	17%	48%	19%	10%	6%	3466	63%	64%			
	Federal Employees	65%	18%	47%	20%	10%	5%	2312	64%	64%			
	Trust Employees	61%	15%	46%	18%	12%	8%	812	58%	61%			
	Smithsonian Enterprise Employees	78%	18%	60%	14%	4%	3%	147	70%	64%			
	STRI Panama Employees	64%	11%	54%	17%	12%	7%	194	64%	73%			

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	44%	13%	31%	25%	18%	13%	3389	67%	66%			
	Federal Employees	41%	12%	29%	25%	19%	14%	2265	64%	63%	59%		
	Trust Employees	51%	15%	36%	26%	14%	10%	800	75%	75%	69%		
	Smithsonian Enterprise Employees	49%	16%	32%	31%	14%	6%	140	67%	55%	61%		
	STRI Panama Employees	53%	13%	40%	22%	16%	8%	183	71%	68%	64%		
I have a high level of respect for my Unit's Director. (*)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	33%	40%	14%	7%	5%	2477	74%	73%			
	Federal Employees	70%	30%	40%	16%	8%	6%	1442	72%	71%	70%	67%	
	Trust Employees	75%	38%	37%	12%	7%	5%	696	75%	78%	78%	75%	
	Smithsonian Enterprise Employees	72%	34%	38%	17%	4%	6%	138	77%	61%	69%	64%	
	STRI Panama Employees	87%	32%	55%	9%	3%	1%	201	87%	90%	88%	88%	
My Unit's Director generates high levels of motivation and commitment in the workforce. (*)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	59%	24%	35%	20%	13%	8%	2432	63%	63%			
	Federal Employees	57%	22%	34%	21%	13%	9%	1429	62%	62%	61%	56%	
	Trust Employees	60%	28%	32%	19%	13%	8%	679	63%	63%	63%	58%	
	Smithsonian Enterprise Employees	63%	26%	37%	23%	8%	7%	134	74%	51%	67%	56%	
	STRI Panama Employees	71%	17%	54%	15%	10%	4%	190	65%	68%	65%	54%	
My Unit's Director maintains high standards of honesty and integrity. (*)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	33%	38%	18%	6%	5%	2429	74%	73%			
	Federal Employees	68%	31%	37%	20%	7%	6%	1416	72%	70%	70%		
	Trust Employees	76%	41%	35%	14%	5%	4%	687	78%	80%	81%		
	Smithsonian Enterprise Employees	72%	28%	44%	23%	2%	4%	134	82%	65%	71%		
	STRI Panama Employees	80%	23%	57%	13%	5%	2%	192	73%	80%	77%		

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
My Unit's Director reviews and evaluates my Unit's progress toward meeting its goals and objectives. (*)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	69%	26%	43%	21%	6%	4%	2332	72%	73%			
	Federal Employees	64%	23%	41%	24%	7%	5%	1361	70%	71%	72%	65%	
	Trust Employees	73%	32%	41%	18%	5%	3%	650	77%	76%	82%	74%	
	Smithsonian Enterprise Employees	77%	22%	54%	19%	2%	3%	137	72%	68%	76%	66%	
	STRI Panama Employees	83%	25%	58%	14%	2%	2%	184	69%	82%	76%	65%	
My Unit's Director communicates my Unit's goals and priorities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	67%	25%	43%	20%	8%	5%	2452	72%	75%			
	Federal Employees	64%	23%	41%	21%	9%	5%	1433	71%	74%	72%	65%	
	Trust Employees	70%	30%	40%	18%	8%	4%	690	76%	76%	80%	71%	
	Smithsonian Enterprise Employees	69%	22%	47%	22%	3%	6%	136	72%	65%	69%	66%	
	STRI Panama Employees	80%	21%	59%	14%	5%	1%	192	76%	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	45%	43%			
	Federal Employees	42%	12%	30%	24%	18%	16%	2189	42%	41%	40%	38%	
	Trust Employees	53%	18%	34%	22%	14%	12%	835	53%	51%	48%	46%	
	Smithsonian Enterprise Employees	51%	7%	43%	28%	14%	7%	160	51%	47%	51%	44%	
	STRI Panama Employees	49%	7%	43%	19%	19%	13%	182	49%	38%	38%	34%	
There is adequate planning of Unit objectives.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	54%	13%	41%	24%	14%	8%	3425					
	Federal Employees	52%	13%	39%	25%	14%	9%	2319					
	Trust Employees	57%	14%	43%	24%	12%	7%	807					
	Smithsonian Enterprise Employees	59%	10%	49%	19%	17%	6%	133					
	STRI Panama Employees	56%	10%	46%	29%	12%	2%	166					

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
Individual pay raises depend on how well individual employees perform their jobs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	41%	11%	31%	25%	19%	15%	3191	43%	45%			
	Federal Employees	38%	10%	28%	25%	20%	17%	2170	40%	45%	36%	37%	
	Trust Employees	44%	12%	32%	26%	16%	14%	708	48%	47%	42%	39%	
	Smithsonian Enterprise Employees	51%	10%	41%	23%	14%	12%	141	54%	43%	45%	39%	
	STRI Panama Employees	57%	11%	46%	20%	17%	6%	172	39%	40%	35%	28%	
Creativity and innovation are generally rewarded in my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	51%	14%	38%	22%	17%	10%	3491	52%	42%			
	Federal Employees	48%	13%	36%	22%	18%	12%	2330	50%	40%	49%	45%	
	Trust Employees	61%	19%	42%	20%	13%	7%	839	60%	46%	59%	57%	
	Smithsonian Enterprise Employees	54%	7%	47%	17%	23%	6%	145	48%	48%	53%	47%	
	STRI Panama Employees	49%	7%	42%	27%	20%	5%	177	48%	43%	42%	40%	
Employees in my Unit actively engage in identifying opportunities and developing innovative ideas.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	65%	17%	48%	18%	11%	5%	3559	65%				
	Federal Employees	62%	15%	47%	20%	12%	6%	2368	62%				
	Trust Employees	75%	25%	51%	13%	8%	3%	860	75%				
	Smithsonian Enterprise Employees	60%	21%	39%	21%	12%	7%	146	67%				
	STRI Panama Employees	68%	11%	57%	18%	13%	1%	185	65%				
In my Unit, positive and negative individual performances are recognized in a meaningful way.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	46%	10%	35%	25%	19%	10%	3440	48%	47%			
	Federal Employees	44%	9%	35%	25%	19%	11%	2306	46%	46%	42%	42%	
	Trust Employees	47%	13%	33%	26%	19%	9%	806	52%	53%	48%	44%	
	Smithsonian Enterprise Employees	55%	13%	42%	23%	15%	7%	144	50%	43%	54%	44%	
	STRI Panama Employees	52%	8%	44%	25%	19%	4%	183	47%	35%	43%	40%	

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
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%	12%	36%	24%	19%	10%	3315	48%	43%			
	Federal Employees	47%	12%	35%	23%	19%	11%	2252	48%	44%	41%	41%	
	Trust Employees	49%	14%	35%	26%	18%	7%	774	51%	43%	42%	40%	
	Smithsonian Enterprise Employees	48%	12%	36%	24%	20%	8%	131	47%	40%	42%	35%	
	STRI Panama Employees	44%	6%	39%	25%	26%	4%	159	37%	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%	30%	55%	9%	4%	2%	3586	86%	83%			
	Federal Employees	84%	30%	54%	9%	4%	3%	2391	85%	82%	81%	79%	
	Trust Employees	91%	35%	56%	6%	2%	0%	856	92%	89%	88%	85%	
	Smithsonian Enterprise Employees	79%	24%	55%	14%	5%	1%	144	85%	82%	82%	78%	
	STRI Panama Employees	81%	16%	64%	11%	7%	2%	195	78%	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	54%	14%	40%	22%	15%	9%	3493	57%	54%			
	Federal Employees	53%	14%	38%	22%	16%	9%	2334	56%	54%	52%	49%	
	Trust Employees	60%	17%	43%	18%	14%	8%	840	61%	56%	59%	54%	
	Smithsonian Enterprise Employees	50%	9%	40%	26%	20%	4%	149	54%	43%	58%	46%	
	STRI Panama Employees	53%	6%	47%	29%	12%	6%	169	53%	46%	44%	51%	
Recognition and awards in my Unit depend on how well employees perform their jobs.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	52%	13%	39%	22%	14%	12%	3328	53%	52%			
	Federal Employees	50%	13%	38%	21%	15%	14%	2264	53%	52%	50%	50%	
	Trust Employees	56%	17%	39%	22%	12%	10%	759	55%	53%	53%	50%	
	Smithsonian Enterprise Employees	52%	8%	44%	20%	15%	13%	131	49%	48%	54%	42%	
	STRI Panama Employees	55%	8%	47%	26%	16%	3%	174	52%	55%	44%	43%	

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
**(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
I am given a real opportunity to improve my skills in my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	66%	22%	45%	15%	11%	7%	3621	65%	64%			
	Federal Employees	65%	22%	43%	16%	11%	9%	2402	63%	64%	64%	61%	
	Trust Employees	72%	24%	48%	14%	10%	5%	872	71%	67%	68%	66%	
	Smithsonian Enterprise Employees	59%	16%	43%	19%	12%	9%	152	60%	48%	59%	54%	
	STRI Panama Employees	69%	17%	52%	13%	13%	5%	195	64%	68%	61%	53%	
Managers in my Unit promote communication among different work units.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	18%	45%	17%	12%	7%	3568	64%	61%			
	Federal Employees	61%	17%	44%	18%	13%	8%	2370	63%	60%	54%	53%	
	Trust Employees	65%	21%	44%	16%	12%	6%	855	67%	64%	60%	56%	
	Smithsonian Enterprise Employees	70%	15%	56%	14%	9%	6%	152	63%	60%	62%	56%	
	STRI Panama Employees	70%	15%	55%	15%	10%	5%	192	64%	59%	61%	52%	
Managers in my Unit support collaboration across work units to accomplish work objectives.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	68%	19%	49%	18%	9%	5%	3559	67%	64%			
	Federal Employees	66%	18%	48%	19%	10%	6%	2383	66%	62%	58%		
	Trust Employees	73%	25%	48%	14%	9%	4%	847	72%	70%	68%		
	Smithsonian Enterprise Employees	71%	19%	53%	16%	8%	5%	150	66%	65%	68%		
	STRI Panama Employees	75%	11%	64%	16%	7%	2%	179	64%	65%	67%		
Differences among individuals are respected and valued by employees within my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	79%	31%	48%	11%	5%	4%	3604	79%	79%			
	Federal Employees	76%	28%	48%	13%	6%	5%	2397	75%	75%	74%	73%	
	Trust Employees	87%	40%	47%	8%	3%	2%	861	86%	87%	87%	83%	
	Smithsonian Enterprise Employees	84%	29%	56%	9%	4%	2%	151	83%	80%	86%	77%	
	STRI Panama Employees	88%	33%	55%	8%	2%	2%	196	88%	88%	88%	86%	

**2013 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
July 2013  
(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
I would recommend my Unit as a good place to work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	69%	28%	41%	17%	7%	7%	3623	68%	70%			
	Federal Employees	67%	27%	39%	18%	8%	8%	2404	66%	68%	68%	65%	
	Trust Employees	74%	33%	40%	15%	7%	4%	876	74%	77%	75%	71%	
	Smithsonian Enterprise Employees	64%	17%	46%	23%	8%	6%	150	62%	61%	70%	67%	
	STRI Panama Employees	78%	22%	56%	15%	4%	3%	193	69%	76%	74%	79%	
My Unit successfully accomplishes its mission.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	79%	29%	49%	14%	5%	2%	3597	78%	73%			
	Federal Employees	76%	28%	48%	15%	6%	3%	2390	76%	70%	71%		
	Trust Employees	82%	35%	47%	12%	4%	1%	859	85%	80%	85%		
	Smithsonian Enterprise Employees	81%	21%	60%	12%	6%	0%	152	78%	69%	75%		
	STRI Panama Employees	88%	25%	63%	9%	3%	0%	195	85%	90%	91%		

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
**(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	I telework on a regular basis (at least one entire work day a week)	I telework infrequently (less than one entire work day a week)	I do not telework because I have to be physically present on the job	I do not telework because I have technical issues that prevent me from teleworking.	I do not telework because I am not allowed to, even though I have the kind of job where I can telework.	I do not telework because I choose not to telework.	No manager or supervisor in my Unit has explained teleworking to me.	Number of Participating Employees
Select the answer that best describes your teleworking situation.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	7%	19%	33%	4%	11%	15%	13%	3599
	Federal Employees	6%	17%	39%	3%	11%	14%	10%	2365
	Trust Employees	10%	26%	16%	4%	12%	18%	14%	879
	Smithsonian Enterprise Employees	3%	8%	35%	2%	23%	8%	22%	152
	STRI Panama Employees	4%	6%	34%	10%	4%	7%	36%	202

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Number of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoint Survey
I am satisfied with telework programs in my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	26%	50%	12%	9%	3%	876	75%	69%			
	Federal Employees	76%	25%	51%	11%	9%	3%	535	76%	67%	62%		
	Trust Employees	78%	30%	48%	12%	9%	1%	308	74%	72%	63%		
	Smithsonian Enterprise Employees	60%	18%	43%	8%	23%	9%	17	70%	66%	53%		
	STRI Panama Employees	75%	0%	75%	14%	12%	0%	16	57%	73%			

**2013 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
July 2013  
(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	I work an Alternative Working Schedule (AWS).	No manager or supervisor in my Unit has explained AWS to me.	I do not work an AWS because I have to be physically present on the job	I do not work an AWS because I am not allowed to, even though I have the kind of job where I can.	I do not work an AWS because I choose not to.	Numbe of Participating Employees
Select the answer that best describes your Alternative Working Schedule (AWS) situation.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	19%	15%	21%	13%	31%	3578
	Federal Employees	20%	10%	27%	13%	30%	2383
	Trust Employees	18%	22%	9%	10%	42%	877
	Smithsonian Enterprise Employees	9%	33%	24%	22%	12%	151
	STRI Panama Employees	12%	46%	7%	28%	7%	167

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
I am satisfied with Alternative Work Schedules (AWS) programs in my Unit .	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	91%	49%	42%	5%	3%	1%	670	91%	91%			
	Federal Employees	92%	51%	41%	4%	3%	1%	481	91%	92%	90%		
	Trust Employees	91%	49%	43%	5%	3%	1%	157	95%	90%	89%		
	Smithsonian Enterprise Employees	**	**	**	**	**	**	13	92%	92%	78%		
	STRI Panama Employees	86%	32%	54%	9%	5%	0%	19	79%	77%			

**2013 Smithsonian Employee Perspective Survey**  
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2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
In my Unit, it is easy to speak up about what is on your mind.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	63%	19%	44%	15%	13%	10%	3644					
	Federal Employees	60%	18%	42%	16%	13%	11%	2420					
	Trust Employees	68%	22%	46%	13%	11%	8%	878					
	Smithsonian Enterprise Employees	65%	17%	49%	12%	17%	6%	155					
	STRI Panama Employees	66%	14%	51%	15%	13%	5%	190					
In my Unit, people value new ideas.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	27%	49%	11%	8%	5%	3825					
	Federal Employees	73%	25%	48%	12%	9%	6%	2413					
	Trust Employees	81%	36%	45%	8%	7%	4%	979					
	Smithsonian Enterprise Employees	76%	20%	56%	11%	10%	3%	197					
	STRI Panama Employees	87%	25%	62%	7%	3%	3%	227					
My Unit has a process for conducting and evaluating new ideas.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	45%	10%	35%	28%	19%	8%	3325					
	Federal Employees	43%	10%	33%	29%	19%	9%	2242					
	Trust Employees	46%	11%	35%	29%	19%	6%	767					
	Smithsonian Enterprise Employees	52%	13%	39%	24%	18%	7%	143					
	STRI Panama Employees	59%	11%	48%	20%	17%	3%	172					
In my Unit, time is made available for education and training activities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	70%	20%	50%	15%	10%	6%	3579					
	Federal Employees	70%	20%	50%	15%	9%	6%	2386					
	Trust Employees	75%	23%	52%	14%	7%	4%	867					
	Smithsonian Enterprise Employees	50%	13%	37%	21%	22%	6%	137					
	STRI Panama Employees	59%	11%	47%	20%	17%	5%	189					

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2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
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	74%	27%	47%	12%	8%	5%	3654	76%	79%			
	Federal Employees	71%	24%	46%	14%	9%	7%	2417	73%	77%			
	Trust Employees	80%	34%	46%	9%	8%	4%	880	81%	84%			
	Smithsonian Enterprise Employees	78%	23%	55%	11%	8%	3%	155	76%	77%			
	STRI Panama Employees	89%	24%	64%	5%	4%	2%	202	87%	86%			
Considering everything, I am satisfied with my Unit.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	70%	26%	44%	15%	9%	5%	3638	72%	72%			
	Federal Employees	68%	25%	43%	16%	10%	6%	2411	69%	69%	67%		
	Trust Employees	76%	31%	45%	12%	8%	4%	875	78%	80%	78%		
	Smithsonian Enterprise Employees	66%	17%	49%	18%	12%	3%	154	72%	63%	70%		
	STRI Panama Employees	79%	20%	59%	12%	7%	2%	198	80%	78%	75%		
I have trust and confidence in my supervisor.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	38%	35%	13%	8%	6%	3645	74%	75%			
	Federal Employees	70%	35%	36%	14%	8%	7%	2412	71%	73%	69%	64%	
	Trust Employees	82%	49%	33%	8%	6%	4%	877	81%	81%	81%	75%	
	Smithsonian Enterprise Employees	73%	43%	29%	13%	11%	4%	155	74%	74%	79%	70%	
	STRI Panama Employees	75%	34%	41%	10%	8%	6%	202	76%	76%	82%	83%	
Overall, my immediate supervisor is an effective supervisor.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	35%	36%	13%	8%	7%	3634	72%	73%			
	Federal Employees	69%	33%	36%	15%	8%	8%	2405	70%	71%	69%	65%	
	Trust Employees	76%	41%	35%	11%	8%	5%	877	77%	76%	76%	72%	
	Smithsonian Enterprise Employees	74%	44%	29%	12%	10%	4%	153	72%	72%	78%	70%	
	STRI Panama Employees	77%	32%	45%	11%	6%	6%	199	77%	78%	76%	82%	

**2013 Smithsonian Employee Perspective Survey**  
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2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
My supervisor regularly evaluates my training needs for my present job.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	62%	25%	37%	17%	14%	6%	3480	63%	63%			
	Federal Employees	62%	24%	37%	18%	14%	7%	2319	62%	64%	60%	55%	
	Trust Employees	64%	27%	38%	17%	14%	5%	826	65%	63%	60%	58%	
	Smithsonian Enterprise Employees	59%	26%	33%	18%	16%	7%	142	61%	53%	67%	51%	
	STRI Panama Employees	63%	23%	39%	15%	18%	4%	193	58%	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	58%	19%	39%	23%	11%	8%	3089	59%	60%			
	Federal Employees	56%	19%	37%	24%	11%	9%	2102	58%	60%	56%	53%	
	Trust Employees	60%	20%	40%	23%	10%	7%	676	60%	60%	55%	45%	
	Smithsonian Enterprise Employees	64%	25%	39%	20%	10%	6%	132	59%	60%	70%	65%	
	STRI Panama Employees	74%	19%	55%	13%	9%	5%	180	66%	63%	60%	61%	
Discussions with my supervisor about my performance are worthwhile.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	31%	42%	14%	8%	5%	3583	73%	73%			
	Federal Employees	70%	29%	41%	15%	8%	6%	2375	71%	71%	71%	65%	
	Trust Employees	78%	36%	42%	12%	6%	4%	857	79%	77%	76%	72%	
	Smithsonian Enterprise Employees	74%	33%	41%	17%	6%	3%	152	72%	71%	77%	71%	
	STRI Panama Employees	80%	29%	51%	9%	7%	3%	199	75%	79%	77%	77%	
My supervisor works well with employees of diverse backgrounds.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	81%	41%	40%	12%	3%	4%	3493	82%	82%			
	Federal Employees	78%	37%	41%	14%	4%	5%	2331	80%	80%	79%	75%	
	Trust Employees	88%	51%	37%	8%	2%	2%	842	89%	88%	88%	84%	
	Smithsonian Enterprise Employees	85%	44%	41%	11%	3%	1%	147	83%	86%	85%	81%	
	STRI Panama Employees	80%	33%	47%	10%	6%	4%	174	80%	81%	80%	83%	

**2013 Smithsonian Employee Perspective Survey**  
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2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
My supervisor is committed to a workforce representative of all segments of society.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	76%	35%	42%	18%	3%	3%	3283	78%	80%			
	Federal Employees	74%	32%	42%	19%	4%	3%	2206	76%	79%	74%	71%	
	Trust Employees	83%	43%	40%	14%	2%	2%	774	85%	84%	84%	80%	
	Smithsonian Enterprise Employees	79%	35%	44%	17%	4%	1%	137	80%	83%	86%	79%	
	STRI Panama Employees	78%	25%	53%	14%	6%	3%	166	80%	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%	11%	4%	3%	3566	82%	83%			
	Federal Employees	80%	40%	41%	12%	4%	4%	2358	80%	81%	80%	79%	
	Trust Employees	87%	52%	35%	8%	3%	2%	865	88%	89%	88%	86%	
	Smithsonian Enterprise Employees	77%	40%	37%	13%	5%	5%	152	79%	83%	84%	82%	
	STRI Panama Employees	82%	34%	48%	8%	5%	5%	191	81%	80%	77%	81%	
My supervisor recognizes and acknowledges my positive work contributions.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	80%	41%	39%	10%	6%	4%	3604	81%	82%			
	Federal Employees	77%	38%	39%	11%	7%	5%	2389	78%	81%	79%	75%	
	Trust Employees	86%	50%	36%	7%	4%	3%	872	87%	87%	85%	84%	
	Smithsonian Enterprise Employees	78%	42%	36%	12%	5%	4%	147	83%	84%	82%	77%	
	STRI Panama Employees	83%	35%	49%	8%	5%	3%	196	80%	77%	81%	79%	
My supervisor provides constructive suggestions to improve my job performance.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	30%	43%	15%	8%	4%	3572	74%	74%			
	Federal Employees	71%	28%	42%	16%	8%	5%	2363	71%	72%	70%	66%	
	Trust Employees	78%	35%	43%	12%	8%	3%	860	79%	76%	75%	70%	
	Smithsonian Enterprise Employees	72%	31%	42%	19%	6%	2%	153	78%	76%	80%	71%	
	STRI Panama Employees	80%	32%	48%	13%	5%	2%	197	80%	76%	75%	79%	

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
**(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
My supervisor provides employees with opportunities to demonstrate their leadership skills.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	71%	31%	41%	16%	8%	6%	3535	71%	71%			
	Federal Employees	68%	28%	40%	17%	8%	7%	2343	69%	69%	70%	67%	
	Trust Employees	78%	37%	41%	12%	5%	4%	849	77%	75%	73%	73%	
	Smithsonian Enterprise Employees	74%	33%	41%	18%	5%	3%	147	70%	71%	73%	68%	
	STRI Panama Employees	75%	27%	48%	12%	8%	4%	195	71%	74%	72%	75%	
My supervisor supports employee development.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	77%	34%	42%	14%	5%	4%	3560	76%	78%			
	Federal Employees	74%	33%	41%	16%	5%	5%	2366	75%	77%	75%	72%	
	Trust Employees	83%	41%	42%	11%	3%	3%	851	82%	81%	77%	77%	
	Smithsonian Enterprise Employees	78%	27%	51%	14%	5%	4%	147	71%	75%	73%	71%	
	STRI Panama Employees	78%	29%	49%	11%	7%	4%	196	73%	74%	75%	78%	
My supervisor listens attentively to what I have to say. (2012: My supervisor listens to what I have to say.)	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	79%	38%	41%	11%	6%	4%	3628	80%	81%			
	Federal Employees	77%	35%	42%	12%	7%	5%	2400	78%	80%	79%		
	Trust Employees	83%	47%	37%	9%	5%	3%	872	86%	86%	84%		
	Smithsonian Enterprise Employees	79%	34%	45%	10%	9%	2%	154	81%	81%	85%		
	STRI Panama Employees	82%	32%	50%	9%	6%	3%	202	82%	83%	82%		
My supervisor treats me with respect.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	83%	45%	38%	9%	4%	3%	3629	84%	86%			
	Federal Employees	81%	42%	39%	10%	5%	4%	2400	82%	84%	82%		
	Trust Employees	88%	54%	34%	7%	3%	2%	874	88%	90%	88%		
	Smithsonian Enterprise Employees	83%	43%	40%	11%	5%	1%	154	83%	85%	85%		
	STRI Panama Employees	88%	40%	48%	3%	6%	2%	201	87%	87%	88%		

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
In the last six months, my supervisor has talked with me about my performance.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	86%	37%	50%	6%	5%	3%	3563	87%	85%			
	Federal Employees	85%	35%	50%	6%	5%	3%	2367	86%	86%	84%		
	Trust Employees	90%	43%	47%	4%	4%	2%	853	92%	88%	91%		
	Smithsonian Enterprise Employees	86%	32%	54%	7%	5%	2%	148	84%	83%	89%		
	STRI Panama Employees	85%	32%	54%	4%	7%	3%	194	77%	76%	86%		
My supervisor encourages multiple points of view.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	31%	42%	15%	7%	4%	3541					
	Federal Employees	70%	29%	41%	17%	7%	5%	2346					
	Trust Employees	80%	39%	41%	11%	5%	3%	853					
	Smithsonian Enterprise Employees	77%	30%	47%	11%	10%	3%	151					
	STRI Panama Employees	76%	23%	53%	12%	10%	2%	191					
My supervisor provides time, resources, and venues for reflecting and improving on past performances.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	66%	25%	41%	20%	10%	4%	3398					
	Federal Employees	64%	25%	39%	22%	10%	5%	2259					
	Trust Employees	71%	29%	42%	17%	9%	3%	805					
	Smithsonian Enterprise Employees	65%	24%	41%	19%	15%	1%	143					
	STRI Panama Employees	73%	21%	52%	12%	12%	3%	191					
I feel that I can bring up issues of incivility and disrespect to my supervisor or superiors with the expectation that those issues will be addressed.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	70%	30%	40%	14%	9%	7%	3476	72%				
	Federal Employees	66%	28%	39%	16%	10%	8%	2326	70%				
	Trust Employees	78%	40%	38%	10%	8%	4%	828	77%				
	Smithsonian Enterprise Employees	73%	29%	44%	12%	10%	4%	149	67%				
	STRI Panama Employees	73%	20%	53%	13%	9%	6%	174	77%				

**2013 Smithsonian Employee Perspective Survey**  
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**(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
I am fully satisfied with my opportunity to participate in preparing my annual performance plan.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	80%	32%	48%	11%	5%	3%	3551	82%	81%			
	Federal Employees	79%	32%	48%	11%	5%	4%	2371	81%	81%	77%	74%	
	Trust Employees	85%	39%	46%	10%	4%	2%	838	86%	85%	85%	84%	
	Smithsonian Enterprise Employees	73%	18%	55%	17%	7%	4%	147	66%	68%	71%	62%	
	STRI Panama Employees	79%	23%	57%	13%	5%	2%	195	80%	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	84%	36%	48%	8%	5%	3%	3492	83%	84%			
	Federal Employees	83%	35%	48%	9%	5%	4%	2357	83%	84%	81%	78%	
	Trust Employees	87%	41%	46%	6%	4%	2%	803	87%	89%	87%	84%	
	Smithsonian Enterprise Employees	76%	25%	50%	12%	10%	3%	144	74%	74%	82%	72%	
	STRI Panama Employees	83%	26%	57%	10%	4%	2%	188	81%	82%	78%	78%	
My performance appraisal is a fair reflection of my performance.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	77%	33%	44%	12%	7%	4%	3477	76%	78%			
	Federal Employees	75%	33%	42%	12%	7%	5%	2341	76%	77%	73%	71%	
	Trust Employees	82%	37%	45%	10%	6%	2%	800	83%	86%	83%	82%	
	Smithsonian Enterprise Employees	70%	20%	50%	19%	9%	3%	144	66%	69%	70%	66%	
	STRI Panama Employees	74%	20%	54%	15%	8%	3%	192	67%	72%	71%	75%	
My workload is reasonable.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	69%	18%	51%	13%	12%	6%	3630	67%	68%			
	Federal Employees	67%	19%	49%	14%	12%	7%	2399	66%	68%	66%	66%	
	Trust Employees	73%	18%	55%	11%	11%	4%	874	70%	69%	70%	68%	
	Smithsonian Enterprise Employees	63%	9%	54%	17%	13%	6%	155	68%	71%	76%	75%	
	STRI Panama Employees	67%	9%	58%	15%	11%	7%	202	66%	62%	63%	57%	

**2013 Smithsonian Employee Perspective Survey**  
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2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
I am satisfied with my involvement in decisions that affect my work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	68%	23%	45%	14%	11%	6%	3594	69%	69%			
	Federal Employees	67%	23%	45%	15%	11%	7%	2384	68%	67%	65%	65%	
	Trust Employees	70%	26%	44%	15%	11%	4%	871	72%	73%	71%	71%	
	Smithsonian Enterprise Employees	66%	17%	48%	14%	15%	5%	149	67%	61%	67%	62%	
	STRI Panama Employees	73%	16%	57%	10%	13%	3%	190	73%	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	65%	20%	45%	18%	11%	5%	3464	66%	63%			
	Federal Employees	66%	21%	45%	18%	10%	5%	2321	67%	65%	65%	60%	
	Trust Employees	66%	20%	46%	18%	13%	3%	818	65%	63%	63%	56%	
	Smithsonian Enterprise Employees	59%	12%	47%	24%	12%	5%	142	65%	54%	63%	54%	
	STRI Panama Employees	60%	12%	48%	20%	17%	2%	182	56%	54%	49%	50%	
I am encouraged to achieve positive results.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	85%	34%	50%	9%	4%	2%	3601	84%	85%			
	Federal Employees	83%	32%	50%	10%	4%	3%	2378	81%	83%	81%	80%	
	Trust Employees	91%	44%	46%	6%	2%	1%	870	92%	90%	90%	90%	
	Smithsonian Enterprise Employees	89%	28%	62%	9%	1%	0%	154	90%	88%	88%	81%	
	STRI Panama Employees	78%	21%	57%	11%	9%	2%	198	75%	74%	62%	66%	
The people in my immediate work unit cooperate to get the job done.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	36%	46%	9%	5%	3%	3608	83%	84%			
	Federal Employees	82%	35%	47%	9%	5%	4%	2386	81%	82%	82%	77%	
	Trust Employees	85%	44%	41%	9%	4%	2%	872	88%	88%	89%	84%	
	Smithsonian Enterprise Employees	81%	32%	49%	9%	7%	2%	156	82%	80%	85%	80%	
	STRI Panama Employees	81%	24%	58%	10%	6%	3%	195	90%	87%	86%	80%	

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2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
My immediate work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	84%	36%	48%	10%	4%	2%	3591	85%	85%			
	Federal Employees	83%	35%	48%	11%	4%	2%	2379	83%	84%	84%	81%	
	Trust Employees	88%	44%	44%	7%	4%	1%	867	90%	90%	90%	86%	
	Smithsonian Enterprise Employees	81%	29%	52%	11%	6%	2%	154	83%	82%	85%	82%	
	STRI Panama Employees	86%	23%	62%	11%	3%	0%	191	88%	86%	88%	81%	
My immediate work unit is able to recruit people with the right skills.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	66%	23%	43%	19%	10%	5%	3437	65%	66%			
	Federal Employees	61%	22%	39%	21%	12%	6%	2270	61%	62%	61%	59%	
	Trust Employees	77%	28%	48%	13%	8%	3%	836	72%	71%	75%	70%	
	Smithsonian Enterprise Employees	72%	17%	55%	19%	5%	4%	145	74%	69%	74%	72%	
	STRI Panama Employees	73%	13%	59%	17%	8%	2%	185	77%	77%	73%	67%	
Physical conditions allow employees to perform their jobs well.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	78%	26%	52%	10%	9%	3%	3609	77%	76%			
	Federal Employees	77%	26%	52%	11%	9%	3%	2390	76%	77%	74%	74%	
	Trust Employees	76%	28%	48%	10%	11%	3%	868	78%	73%	72%	71%	
	Smithsonian Enterprise Employees	83%	21%	62%	5%	7%	5%	151	83%	83%	72%	71%	
	STRI Panama Employees	85%	21%	64%	8%	5%	1%	199	80%	78%	77%	78%	
I have enough information to do my job well.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	82%	29%	53%	11%	5%	2%	3620	83%	83%			
	Federal Employees	82%	29%	53%	11%	5%	2%	2391	82%	83%	81%	79%	
	Trust Employees	83%	32%	51%	11%	5%	1%	874	85%	82%	85%	82%	
	Smithsonian Enterprise Employees	82%	16%	66%	9%	5%	4%	156	85%	80%	84%	81%	
	STRI Panama Employees	83%	21%	62%	10%	5%	2%	200	86%	85%	85%	91%	

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
I feel encouraged to come up with new and better ways of doing things.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	28%	45%	13%	9%	4%	3595	73%	74%			
	Federal Employees	72%	27%	45%	14%	10%	5%	2380	71%	74%	72%	70%	
	Trust Employees	79%	34%	45%	12%	6%	3%	869	80%	77%	79%	77%	
	Smithsonian Enterprise Employees	78%	28%	50%	10%	11%	1%	151	76%	77%	75%	68%	
	STRI Panama Employees	74%	19%	55%	12%	13%	2%	195	71%	72%	61%	64%	
I have sufficient resources to get my job done.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	57%	16%	41%	16%	18%	9%	3612	57%	57%			
	Federal Employees	55%	15%	40%	16%	18%	11%	2389	55%	55%	51%	51%	
	Trust Employees	62%	18%	43%	16%	16%	6%	872	64%	62%	60%	55%	
	Smithsonian Enterprise Employees	59%	15%	44%	14%	21%	6%	153	56%	60%	69%	59%	
	STRI Panama Employees	66%	15%	50%	16%	14%	5%	197	59%	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%	10%	6%	3%	3592	81%	82%			
	Federal Employees	79%	29%	49%	11%	7%	4%	2374	79%	80%	80%	76%	
	Trust Employees	85%	38%	48%	8%	5%	1%	869	87%	85%	85%	84%	
	Smithsonian Enterprise Employees	82%	24%	58%	9%	6%	4%	156	80%	80%	84%	80%	
	STRI Panama Employees	84%	19%	65%	9%	5%	1%	193	87%	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	70%	28%	43%	16%	7%	6%	3362	71%	71%			
	Federal Employees	66%	25%	41%	18%	8%	7%	2262	68%	70%	66%		
	Trust Employees	82%	38%	44%	10%	4%	4%	786	82%	79%	80%		
	Smithsonian Enterprise Employees	75%	22%	52%	15%	7%	2%	141	75%	67%	73%		
	STRI Panama Employees	65%	16%	49%	19%	9%	6%	172	66%	64%	69%		

**2013 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
July 2013  
(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
I know what is expected of me on the job.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	89%	36%	52%	8%	3%	1%	3614	89%	90%			
	Federal Employees	88%	37%	52%	8%	3%	1%	2390	88%	89%	89%		
	Trust Employees	89%	38%	51%	7%	3%	1%	872	91%	91%	89%		
	Smithsonian Enterprise Employees	92%	26%	65%	6%	1%	1%	156	88%	91%	92%		
	STRI Panama Employees	89%	31%	58%	10%	1%	0%	196	90%	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%	64%	33%	2%	0%	0%	3618	97%	98%			
	Federal Employees	97%	64%	33%	2%	0%	1%	2384	96%	97%	98%		
	Trust Employees	99%	70%	29%	1%	0%	0%	877	99%	99%	99%		
	Smithsonian Enterprise Employees	99%	56%	43%	1%	0%	0%	156	96%	100%	97%		
	STRI Panama Employees	97%	56%	41%	3%	1%	0%	202	98%	99%	98%		
I am always looking for ways to do my job better.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	96%	50%	46%	4%	0%	0%	3614	95%	96%			
	Federal Employees	95%	49%	46%	4%	0%	0%	2387	94%	96%	95%		
	Trust Employees	97%	52%	45%	3%	0%	0%	872	97%	97%	98%		
	Smithsonian Enterprise Employees	95%	45%	51%	4%	1%	0%	153	95%	96%	96%		
	STRI Panama Employees	98%	48%	50%	2%	0%	0%	202	98%	99%	98%		
The skill level in my immediate work unit has improved in the last year.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	74%	31%	43%	18%	6%	2%	3366	74%	73%			
	Federal Employees	72%	30%	42%	19%	7%	3%	2253	72%	72%	69%		
	Trust Employees	77%	33%	44%	17%	5%	1%	789	77%	75%	77%		
	Smithsonian Enterprise Employees	79%	33%	47%	13%	5%	2%	143	73%	72%	72%		
	STRI Panama Employees	81%	29%	52%	13%	6%	1%	180	79%	81%	78%		

**2013 Smithsonian Employee Perspective Survey**  
**Segmented by Workforce Components**  
**July 2013**  
(continued)

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
The overall quality of work done by my immediate work unit is very good.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	89%	43%	46%	8%	2%	1%	3589	88%	89%			
	Federal Employees	87%	42%	45%	9%	2%	1%	2376	87%	87%	87%		
	Trust Employees	92%	49%	43%	6%	2%	0%	864	92%	93%	94%		
	Smithsonian Enterprise Employees	91%	41%	50%	5%	2%	2%	154	87%	91%	87%		
	STRI Panama Employees	94%	32%	61%	4%	2%	1%	195	92%	91%	93%		
I have adequate access to career planning and career growth tools and opportunities.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	54%	16%	37%	22%	16%	8%	3397					
	Federal Employees	55%	18%	37%	22%	15%	8%	2280					
	Trust Employees	50%	14%	36%	23%	18%	8%	796					
	Smithsonian Enterprise Employees	49%	9%	40%	24%	18%	9%	141					
	STRI Panama Employees	50%	10%	40%	26%	20%	5%	180					
I feel I am valued in this organization.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	70%	28%	42%	15%	9%	6%	3580					
	Federal Employees	68%	29%	39%	16%	9%	7%	2366					
	Trust Employees	74%	28%	45%	13%	8%	5%	867					
	Smithsonian Enterprise Employees	70%	21%	48%	14%	11%	5%	152					
	STRI Panama Employees	74%	20%	54%	15%	9%	2%	195					
I feel highly motivated in my work.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	73%	33%	40%	14%	9%	4%	3609					
	Federal Employees	73%	34%	39%	13%	9%	5%	2390					
	Trust Employees	76%	36%	40%	14%	7%	3%	867					
	Smithsonian Enterprise Employees	76%	26%	50%	14%	6%	4%	155					
	STRI Panama Employees	68%	19%	49%	15%	13%	3%	198					

**2013 Smithsonian Employee Perspective Survey  
Segmented by Workforce Components  
July 2013  
(continued)**

2013 SEPS Question	Smithsonian Employee Workforce Component	2013 SEPS Favorable Score	Strongly agree	Agree	Uncertain whether to agree or disagree	Disagree	Strongly disagree	Numbe of Participating Employees	2012 SEPS Favorable Score	2011 SEPS Favorable Score	2010 SEPS Favorable Score	2009 SEPS Favorable Score	2013 Federal Employee Viewpoin Survey
My work environment is civil and respectful.	Federal, Trust, Smithsonian Enterprises & STRI Panama Employees	77%	30%	47%	12%	7%	4%	3618	77%				
	Federal Employees	74%	28%	47%	13%	8%	5%	2388	75%				
	Trust Employees	82%	38%	44%	9%	6%	3%	872	82%				
	Smithsonian Enterprise Employees	75%	20%	55%	13%	10%	1%	154	75%				
	STRI Panama Employees	87%	29%	58%	8%	4%	2%	203	90%				
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	73%	5%	9%	13%	35%	37%	3387	72%	75%			
	Federal Employees	68%	7%	11%	15%	34%	34%	2265	67%	70%	73%		
	Trust Employees	83%	3%	6%	8%	32%	51%	815	83%	87%	85%		
	Smithsonian Enterprise Employees	80%	3%	8%	9%	56%	24%	138	76%	76%	71%		
	STRI Panama Employees	77%	2%	12%	9%	46%	31%	169	75%	79%	71%		

\* Unit Director score was partially imputed from other Unit questions in 2012.

\*\* Fewer than 15 responses