

# Employee Survey 员工调查

## Coming soon...即将到来...

At the beginning of June we will be running our annual employee survey. 在6月初，我们将进行每年一度的员工调查

This survey will be conducted via two routes: -此次调查将通过两个途径进行：

1. For those of you with a Colart email address, you will receive the survey directly from DotDigital – this is a third-party provider that we are using to ensure total confidentiality of the results

对于有柯雅邮箱的同事，大家将会从DotDigital直接收到调查问卷- 这是一个第三方调查提供商，会保证参与调查的反馈意见是绝对保密的。

2. For those of you without a Colart email address, the HR team will make the usual arrangements for you to be able to complete the survey during the working day

对于没有邮箱的同事，各公司人力团队将在工作日期间采取往常的方式来邀请大家完成调查。

The focus of the survey will continue to be on your perceptions about the company and your perceptions about leadership. Recognising that we have often been asked in the past about which leadership people are being asked to review, we have decided to break it down into: 调查的重点继续体现在大家对柯雅公司以及对领导力方面的观点及看法。我们注意到过去同事们经常会问到问卷中所提及的领导力是针对哪部分领导力提出并让员工进行评价的，所以我们决定今年将此调查分为两部分：

1. Direct line leader 直线领导者
2. Other Colart leadership 集团领导力

We will be looking for your thoughts on to what extent leadership (the two groups) align with the expectations of the Colart Way.

Click here to read [the Colart Way in English and in Chinese.](#)

Just to remind you, the Colart Way is our means of expressing in one place the behaviours we want our leaders to both embody and role model in the business. In other words: what we believe good should look like in Colart. Remember these behaviours were shaped through conversations with many of you across the global business. These behaviours highlight what is already seen in pockets of the business and where there is more work to be done.

结合柯雅方式对领导力的期望要求，我们希望看到大家对这两组领导力的观点与看法。在此提示大家，柯雅方式是我们统一表达领导力行为的含义和标准，我们需要我们的领导力人员不仅体现出领导力特质，更可以成为领导力行为的标杆榜样。也就是说，我们确信优秀的领导力应该在柯雅里体现出来

。请记住这些定义的行为标准，都是经过我们与各个业务单元人员讨论对话而总结出来的。这些行为描述显示着我们在公司中所看到的，也包括着达成这样的标准我们还有许多工作要做。

As a reminder here are a few words that sum up the behaviours: 作为提示，领导力行为总结为如下以下几个方面：

1. **Leading myself: -领导自己**
  - a. **Humble谦逊** - recognise others, modest and ask for input of others. 认可他人，谦虚并征求他人的意见
  - b. **Approachable 亲切** - open, clear, listen, present, understand and visible. 开放、清晰、聆听、表达、理解和透明的
  - c. **True真实** – integrity, diversity, reliable and fair. 正直、容忍多样化，可靠并公平
2. **Leading others领导他人: -**
  - a. **Collaborative合作** – togetherness, inclusive, sharing, creating a positive environment and sense of belonging. 团结凝聚，包容，分享，创建积极的氛围并让人有归属感
  - b. **Empowering授权赋能** – Trust, delegate and encourage ownership 信任、授权并鼓励主人翁意识
  - c. **Nurturing培养** – developing, coaching, supporting and guiding 发展、教练、支持以及指导
3. **Leading the business领导业务: -**
  - a. **Driving驱动力** - driving force, progress, never give up, walk the talk 内驱力，要求进步，从不放弃，言出必行。.
  - b. **Inspiring激励** – pilot, create infectious energy and positivity 领航员，创建富有感染力的能量并传递正能量。
  - c. **Pioneering开拓** - forward looking, think outside the box, visionary, encourage curiosity and courageous 前瞻性，跳出固有框架，充满梦想，鼓励好奇心与勇气

We look forward to receiving the results and will share them within each business as soon as the results have been analysed.

我们期待收到大家的反馈，一旦结果分析完毕，我们将与每个柯雅公司进行分享。

Thanks you for your support

感谢大家的支持

Regards

祝好



Jane Beeston

简 比斯顿