

# Employee Survey Coming soon...

At the beginning of June, we will be running our annual employee survey.

This survey will be conducted via two routes:

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.
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

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:

1. Direct line leader
2. Other Colart leadership

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](#)

Cliquez ici pour lire ['L'esprit Colart' \(the Colart Way\) en Français](#)

Click here to read [the Colart Way 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.

As a reminder here are a few words that sum up the behaviours:

1. Leading myself:
  - a. **Humble** - recognise others, modest and ask for input of others.
  - b. **Approachable** - open, clear, listen, present, understand and visible.
  - c. **True** – integrity, diversity, reliable and fair.
2. Leading others:
  - a. **Collaborative** – togetherness, inclusive, sharing, creating a positive environment and sense of belonging.
  - b. **Empowering** – Trust, delegate and encourage ownership
  - c. **Nurturing** – developing, coaching, supporting and guiding

3. Leading the business:
  - a. **Driving** - driving force, progress, never give up, walk the talk.
  - b. **Inspiring** – pilot, create infectious energy and positivity
  - c. **Pioneering** - forward looking, think outside the box, visionary, encourage curiosity and courageous

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

Thank you for your support  
Best Regards,

A handwritten signature in black ink that reads "Jane Beeston." The signature is written in a cursive, flowing style.

Jane Beeston  
**Chief People Officer**