

# DISCOVERY GUIDE

Understanding yourself and what's important to you at work

صوتنا  
SAWTONA



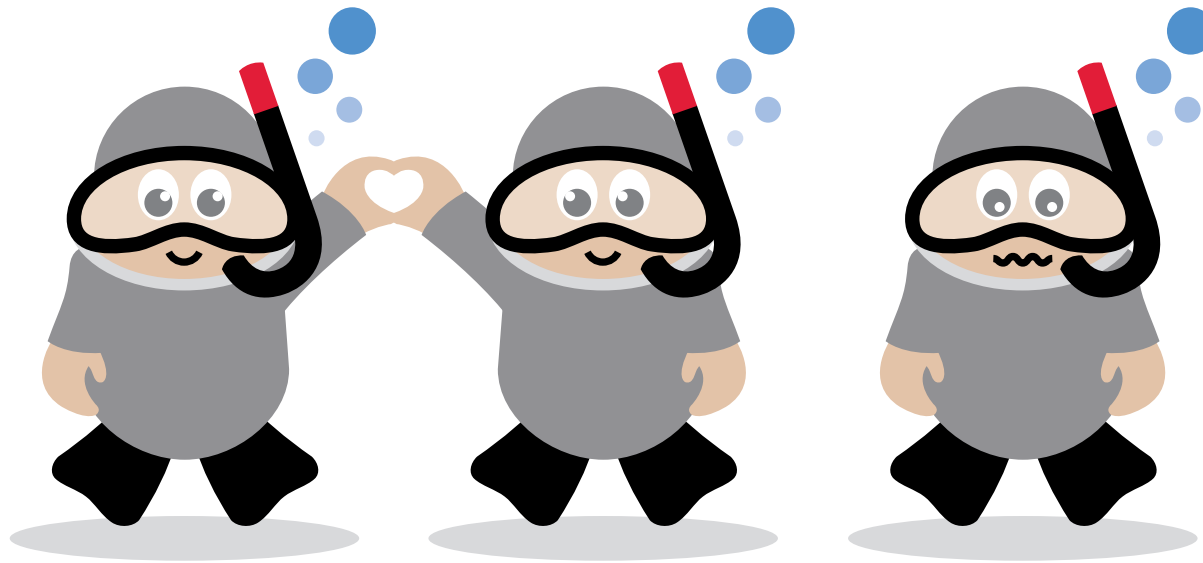
## What is employee engagement and why is it important?

'Employee engagement' is the latest buzz-word (or, in this case, buzz-phrase) in business. Sometimes buzz-words don't mean much at all.

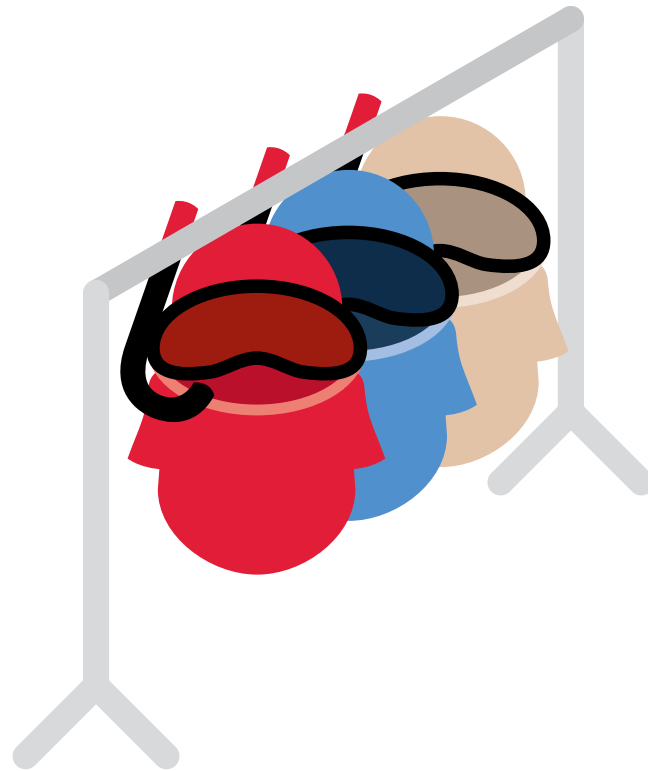
But employee engagement is different – it's all about how much you love your work and the company. We think that is important and we hope you do too.

Hands up if you look forward coming to work, have a really good relationship with your boss and colleagues, love your job and feel proud to be working here.

Did you unhesitatingly put your hand up? If you did, that is fantastic – you are what is known as 'an engaged employee'. If your hand stayed firmly down or only went up a little bit then read on. We are not trying to pretend that every person who works at Majid Al Futtaim Group is engaged. If we thought that was the case we wouldn't have done the Sawtona survey. But we are committed to helping every one of you to feel as good as possible about your job and working here.

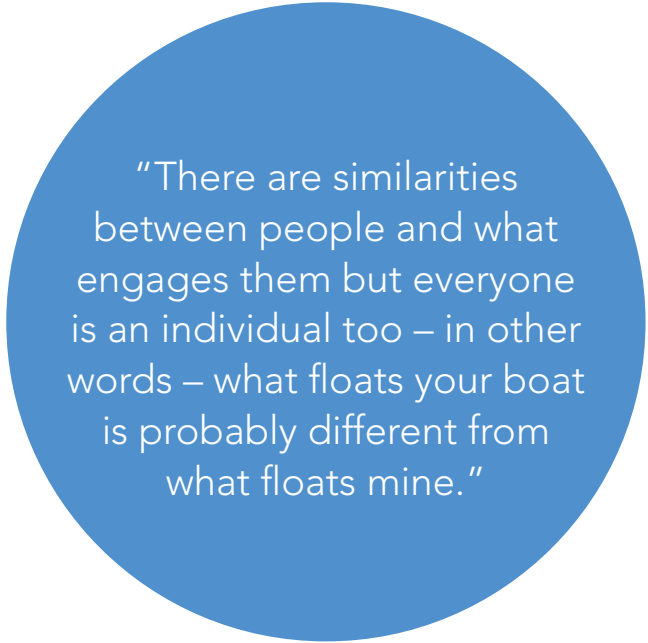


This Discovery Guide contains all sorts of stuff to help you to understand yourself and how to get the most from your work (and from your life too).



You may have completed the Sawtona survey – it contains questions about aspects of work that tend to engage people, such as their relationship with their manager and the benefits they receive.

The responses to the survey have given us an indication of the areas that we are doing well in and those where improvements need to be made. We also need to know about you as individuals because all people are not the same and one-size doesn't fit all.



“There are similarities between people and what engages them but everyone is an individual too – in other words – what floats your boat is probably different from what floats mine.”