

# Recognition at Syensqo - Employee

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### INTRODUCTION

During your employee journey at Syensqo your efforts, time and energy should be noticed, recognized and rewarded. It might be important for you and it is important for Syensqo that you feel that way.

There are multiple layers or ways of recognition you should expect:

- Informal or formal recognition
- From your colleagues, peers, line manager, senior leadership or even customers
- It can come in "one-on-one" environment or in a broader Team, Country, Entity or even Group level
- It can be as simple as "Thank you" or in a form of "Feedback" or supported by awards, gifts or cash awards (sport bonus, annual bonus or profit sharing etc.), development opportunities or a promotion.

When referred to Recognition people most commonly will refer to "Pay for Performance" or bonus programs, however, recognition is not all about monetary rewards.

When it comes to recognition there are a few important moments to consider:

- Recognition is not something that only Managers do or should do - anyone can and should recognize behaviors or values demonstrated or successes achieved by others as this encourages repetition of particular behaviors or achievements
- Most meaningful recognition is timely recognition - the closer is the recognition to the situation being recognized the better
- The more specific you are in your recognition efforts the more meaningful it is
- Don't forget - Feedback is also a recognition!

Check out the links to the right "Useful Links" to learn more about different Recognition programs available at Syensqo.

Last updated: 26 Apr 2022

- [My Variable Compensation](#)
- [My Fixed Compensation & Annual Salary Review](#)