

# My Performance

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Click on the titles below to open the articles with the relevant information:

### [INTRODUCTION: SYENSQO'S APPROACH TO PERFORMANCE](#)

Learn more about Syensqo's approach to performance.

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### [WHAT ARE CHECK-INS AND SNAPSHOTS?](#)

Check-ins are regular discussions between individuals and managers to review ongoing goals, performance, development, and engagement. The manager summarizes the discussion in a Snapshot.

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### [YEAR-END ASSESSMENT](#)

Year-end Performance Assessment is a core element of the performance cycle. It is a time for individuals to reflect on their greatest achievements *and* greatest challenges, and prepare for the year ahead.

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### [ELEMENTS OF PERFORMANCE RATINGS](#)

Performance ratings reflect both *what* the individual achieved (business objectives) and *how* they achieved it (behaviors).

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### [PERFORMANCE GOAL-SETTING](#)

Setting performance objectives for the year ahead is an important process that aligns individual goals with Syensqo's priorities.

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### [GIVING & RECEIVING FEEDBACK](#)

Giving feedback is a key step to nourishing self-awareness and learning toward growth.

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### [PERFORMANCE ACTIVITIES IN MY HR SERVICES](#)

Employees and managers use the Performance tool to capture goals, summarize check-in conversations, and record snapshots. Find more information using the tool [here](#).