

Employee's Performance

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Please 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.

[CASCADING AND SETTINGS OBJECTIVES](#)

The annual business cycle sets the delivery agenda for the year ahead. The Group and Entity goals provide clear direction for the priorities that should feature in setting team and individual objectives.

[CHECK-INS & 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.

[YEAR-END PERFORMANCE ASSESSMENT](#)

The 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* their biggest challenges, and prepare for the year ahead.

[LEVELS OF PERFORMANCE RATINGS](#)

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

[CALIBRATION PROCESS](#)

Calibration is a performance-related process that ensures that individuals' contributions are rated in a fair and comparative fashion and differentiates performance across the organization.

[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 about using the tool [here](#).

[GIVING & RECEIVING FEEDBACK](#)

Feedback is a key step in nourishing self-awareness and learning toward growth. As a manager, you have an essential and active role to play.

[ADDRESSING UNDERPERFORMANCE](#)

Raising the bar in Syensqo's performance culture requires courageous conversations.

[EMPLOYEE ENGAGEMENT DISCUSSION](#)

Connecting with your employees about their morale and engagement is more important than ever.

