

Levels of Performance Ratings

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Performance ratings are determined based on the expectations for the time in the role and the achievement of goals. They reflect both *what* the individual achieved (business objectives) and *how* they achieved it (behaviors).

Please note:

- The *Low* or *Partially Successful* ratings are not the default ratings for new or new-to-the-role employees.
- *Exceptional Impact* and *Highly Successful* ratings are *not* reserved for managers and leadership. *All* performance-eligible employees may achieve one of these ratings. *Exceptional Impact* is validated at the GBU/Function Level.

	Contribution Levels	Business Objectives	Behaviors
5 levels to appraise the WHAT and the HOW	Exceptional Impact	The individual's contribution has been outstanding and had a clear, significant impact on building Syensqo's future and success.	The individual leads by example and is a role model for Syensqo's behaviors.
	Highly Successful	The individual's contribution to Syensqo's success is obvious and they showed agility in achieving their objectives, even in a potentially challenging environment.	The individual consistently demonstrates and encourages others to act according to Syensqo's behaviors.
	Successful	The individual successfully achieved all of their objectives.	The individual consistently demonstrates Syensqo's behaviors.
	Partially Successful	The individual successfully achieved some of their objectives.	The individual does not consistently demonstrate Syensqo's behaviors.
	Low	The individual did not reach the expected deliverables.	The individual's behaviors did not align with expectations.

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