

# Skill Activation

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### Introduction

The research is clear about how we successfully develop: we benefit most from **learning by experience or on-the-job training (70%)**, then learning from others (20%), and sometimes through formal training (10%).

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### Learning by Experience

One way to activate and learn a new skill is to participate in a project experience.

This page lists the Projects (or 'Gigs') available in Syensqo, allowing Project Leaders to post and share opportunities. It is designed for anyone interested and available to join a project, with the goal of activating specific skills.

Be sure to review the guidelines first.

If you are new to Syensqo's Wiki space, you may need to link your Google Drive in order to see embedded documents.

Follow the instructions [here](#).

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#### RULES OF ENGAGEMENT

- Project opportunities are completely voluntary and are designed to provide mutual benefit to the project leader and the individual participant in terms of skill development.
  - During project participation, your direct Manager does not change. He/she will still be responsible for conducting regular check-ins, your annual performance review, compensation review, etc
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### FIND OUT SYENSQO CATALOG OF PROJECTS

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This is a skills centric experiment where we aim to measure the effectiveness of this approach for Syensqo and explore how it can be advanced in the future. In case you have questions or comments use [this file](#).

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- [Skills-Based Development Framework](#)
- [Skills-Based Hiring Framework](#)
- [Projects Guidelines](#)
- [Projects Catalog](#)