

Performance Goal-Setting

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Take charge of your goals

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

- **Align with the Organization's Priorities** | Discuss with your manager to understand how the Group and Entity's priorities should set the direction for your work in the year ahead.
- **Collaborate and Communicate** | Share your objectives with your manager and team members to ensure alignment and gain feedback. Collaboration fosters a supportive environment and may provide insights you hadn't considered.
- **Prioritize and Focus** | Identify the most critical objectives that will have the greatest impact. Prioritize these to ensure focus and effective resource allocation.
- **Include Personal Development Goals** | Consider objectives that enhance your skills and knowledge, contributing to both personal growth and the company's success.
- **Review and Adjust** | Regularly review your objectives throughout the year. Be open to adjusting them in response to changing circumstances or new opportunities.
- **Document and Track Progress** | Keep a record of your objectives and track your progress. This helps in maintaining focus and provides a basis for performance reviews.

Use the Syensqo Behaviors as your Guide

The Group's priorities help us understand *what* we need to achieve - Syensqo's behaviors provide a framework for *how* we will achieve.

- **We are Curious** | What innovations could support you in reaching your goal? What existing ideas or assumptions could you challenge?
- **We Learn Unlearn and Relearn** | What will you learn through working toward your goals? In what ways could you share the knowledge with others?
- **We Bring Different Perspectives** | Will you collaborate with others to advance your goals? What diverse perspectives will be essential for advancement?
- **We Rise as One** | What are you accountable for? What safety actions (physical or psychological) will you consider?
- **We Think Customer** | What customer need are you addressing? What anticipated challenge are you considering?
- **We Deliver Results** | How will you measure and track progress against your objectives? What impact are you making on the organization, people, and the planet?

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- [Goal Management in My HR Services](#)
- [Syensqo Behaviors](#)
- [Champion the Behaviors](#)