

SMART FED – Advantages

SMART FED's feedback tool has a number of key benefits that reinforce each other due to its unique approach. This results in a highly efficient application and an effective added value for companies and organizations.

Key benefits	Comparison to competition	Justification
Handling		
- Feedback selection		At SMART FED, the selection of feedback topics and criteria relevant to the organization is no longer a magic act - there is no need for external consultants or hours of discussions about the right questions and evaluation scales.
- Feedback submission		At SMART FED there is no working through a questionnaire or evaluating something or someone. Just select what you want to give feedback on – done!
- Feedback evaluation		The multidimensional evaluations in SMART FED Cockpit allow you to identify in the shortest possible time where which developments and changes in the organization require action and by what priority.
- Action planning		The very concrete and detailed feedback of the SMART FED tool, including information about their origin, enables a highly efficient and adequate reaction at the right time at the right place.
Feedback motivation		SMART FED is based on an intrinsic approach. Here, employees "may" give feedback on anything and everything that is relevant to them at any time, and they do so if something in their environment is no longer right or has changed positively for them.
Feedback relevance		Feedback at SMART FED is self-determined and concrete and thus implicitly relevant to the work or environment of the employees, otherwise there would be no feedback from them.
Feedback diversity		In the SMART FED feedback tool, the entire variety of organization-relevant topics and criteria is available at any time. This is the basis for individual feedback that is oriented towards the personal interests, values and perspectives of each employee.
Feedback authenticity		The feedback at SMART FED is always authentic due to the self-determination – i.e. honest and open, uninfluenced by a compulsive kindness towards superiors or the fear of consequences.
Feedback anonymity		The special anonymity rule of SMART FED also prevents the indirect determination of individual feedback providers, regardless of the size of a team.
Feedback dynamics		SMART FED is a highly dynamic feedback tool, because the employees can give feedback at any time, when there is a concrete reason for it and not months later.
Feedback re-evaluation		SMART FED enables employees to regularly re-evaluate the situation in relation to the feedback they have provided – both positive and negative changes.
	... equally good or better than many competitors	<i>* compared to modern feedback apps</i>
	... considerably better than many competitors	
	... significantly better than most competitors	<i>** in comparison to the classic employee survey</i>