

sofistiq:

*smart:360°*

The comparison of self-image – public image as the starting point for awareness and development. For managers, for key persons, for interested persons.

## **smart:360°-Feedback – qualitative, because you really want to know!**

smart:360° is designed such that it can fully be adjusted to your requirements – and if you have something that we have not discovered yet, we shall fulfil your wishes.

Use the qualitative insights and results that are individualised for you to release or monitor development processes!

Use smart:360° for development processes of personalities, for visualizing atmospheres, as initial situation for cultural and value projects or in team and organisational development processes!

Create management awareness and show the potentials in the leadership. Shape your desired leadership culture!

## **smart:360°-Feedback opens new perspectives and creates new insights...**

Increase the force of expression and the effect in the organisation by linking smart:360° with the CUBE behaviour diagnosis and integrating into an accompanied feedback dialogue with evaluation chats.

**...and supports you in development processes, which were not possible until now!**

## **Why smart:360° achieves more:**

### **1. You define the contents and dimensions**

Because, only then it corresponds to your requirements and creates relevant feedbacks for your company.

### **2. You initialise and control the process**

Based on our expertise, you use the options to set the 360°-Feedback process optimally and implement it in the organisation.

### **3. Individualised power of expression**

Using personal text fields, the feedback providers can express their perceptions and experiences and therefore add a qualitative aspect.

### **4. The relation to the ideal image**

What is of benefit to you 60% as a feedback if you cannot fill the statistical spaces with the negative and ideal image? smart:360° makes it possible for the first time in the market to generate this relation and to show it easily.

### **5. You can design a qualitative process**

Many results disappeared in the drawers – this should not be the case. Thanks to smart:360° and the accompanying methodology, you can raise your feedback process into a new quality experience – for all participants.

### **6. Individual access to the result**

Thanks to the structure of the software, you, as Project Head, always have access to the project's progress. Your participants can, controlled by you, design the access individually.

### **7. The 2-point measurement visualises the development**

You can render changes and developments measurable and visible by means of a second diagnosis.

