



FeedFORWARD

Focuses on a positive future,
not a failed past.

*learning insights to
improve performance*

What is it?



**FUTURE
FOCUSED**



**SUGGESTIONS
ONLY**



**POSITIVE
& DOABLE**

Why do it?



Puts responsibility & ownership for
development into the hands of
individuals. They tailor the process.



Focuses on opportunity vs. problem.
More productive to help people see
what "great" looks like.



Includes various data points, not just
manager's opinion.



Ongoing & acknowledges that behavior
change is a process, not an event.



It's faster & more efficient because
there's less resistance.



Normalizes asking for help & ideas for
improving self.



Creates emotional safety. People don't
take it as personally as feedback & they
listen more attentively.

How does it work?

1

Participants choose
1-2 areas they want
to improve.

2

They select 2-5 people
they trust who become
FeedFORWARD coaches.

3

Participant gathers suggestions
from the FeedFORWARD
coaches on how to improve.

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