

Feedforward: Creating a Thriving Culture of Continuous Improvement

Key Takeaways

1

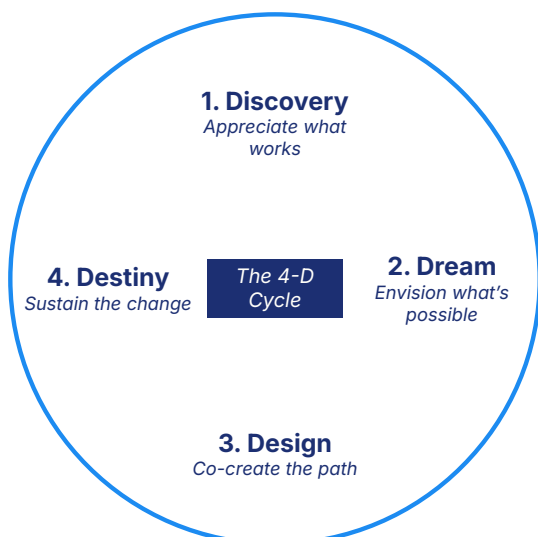
Feedback vs Feedforward

Feedback	Feedforward
Reviews what already happened	Shapes what happens next
Can feel evaluative	Feels collaborative
Best for closing the loop	Best for opening new ground



2

Appreciative Inquiry's 4-D Cycle



Every stage runs on the questions we ask.

Appreciative Inquiry's 4-D Cycle:
language shapes what happens next.

Feedforward: Creating a Thriving Culture of Continuous Improvement

Key Takeaways

3

Making Feedforward A Habit



1. Notice what you want for the person, not just from them
2. Ask what would help them get there
3. Offer one specific, forward-facing suggestion

e.g., "What would help you feel locked in again, and what's one thing you'd try this week?"

Need a bit more help?

Speak with your coach to unpack why feedback feels personal, practise reframing criticism as forward-looking guidance, and build a habit of giving feedforward with confidence.



Take charge of your mental health today!

Go on Intellect Web (<https://app.intellect.co>) or download the Intellect app now and embark on a journey of personal wellbeing.

