



Feedback vs. Feedforward

What's the difference?

Feedback...

... is focussed on the past, is often deficit and problem oriented and aims to tell you what you did wrong with examples of unwanted behavior.



Feedforward...

... focusses on the future and on positive, desired behavior. It aims on solutions and on developing individual strenghts and a positive self-image.



Examples for Feedback ...



..."at times you are very unreliable and miss important deadlines"...

..."your team often makes mistakes because no agreements are made"...

Examples for Feedforward ...

..."what specifically could you do to meet deadlines?"...

..."what do you think could improve communication in the team?"...



**What do you prefer? ...
(honestly)**

**... are you still
favouring
Feedback, or do
you already
practice
Feedforward?**