

DEMYSTIFYING COACHING

Presented by
Greene and Associates, Inc.
A Career Partners International Firm
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The Language of Coaching....

Feedforward

Questions

Sample Coaching Questions

1. What other information do you need?
2. What do you see as your immediate need?
3. How can I best support you?
4. What have you tried to do?
5. How do you want to perform?

Greene and Associates, Inc.

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- Coaching Skills Workshop
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Marshall's Ten Surefire Reasons to Try Feedforward

Marshall Goldsmith, Ph.D.

1. We can change the future. We can't change the past.
2. It can be more productive to help people be "right," than prove they were "wrong." Negative feedback often becomes an exercise in "let me prove you were wrong."
3. Feedforward is especially suited to successful people.
4. Feedforward can come from anyone who knows about the task.
5. People do not take feedforward as personally as feedback.
6. Feedback can reinforce personal stereotyping and negative self-fulfilling prophecies.
7. Face it! Most of us hate getting negative feedback, and we don't like to give it.
8. Feedforward can cover almost all of the same "material" as feedback.
9. Feedforward tends to be much faster and more efficient than feedback.
10. Feedforward can be a useful tool to apply with managers, peers, and team members.

***Feedback focuses on past behavior.
Feedforward focuses on the behavior that
needs to occur in the future.***

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Stakeholder Centered Certified Coach**

Greene and Associates, Inc.

It's All About Your Future!
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