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The future of feedback: Motivating performance improvement through future-focused feedback --Study 3

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- 1** The procedure is essentially the same as in Study 2, post-only group. The differences are that (a) there is an additional page of instructions (two versions, for which the results did not differ significantly), which is intended to focus the participants on the goal of promoting improved performance, and (b) the post-feedback questionnaire is shorter.

If working with a group, pair members randomly. Within each dyad, assign roles (Regional Manager or District Manager) randomly by handing the participant the appropriate envelope of instructions. In the instructions, the names used for each role were pre-tested to be gender-neutral, so could be used with any participant. Send each dyad to a private room to complete the procedure, with instructions to open the instructions packet after arriving there. Each packet includes printed instructions, background information, and the questionnaires.

- 2** ☐ **Study 3 Added feedback guidelines, two versions.docx** 1h
☐ **Study 3 District Mgr post-feedback qs.docx** ☐ **Study 3 Regional Mgr post-feedback qs.docx**