



The future of feedback: Motivating performance improvement through future-focused feedback --Study 2

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1 Works for me dx.doi.org/10.17504/protocols.io.bftsjnne

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- 1 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. Dyads are in either the Pre-Post group, which receives questionnaires both before and after a discussion with their partner, or in the Post-Only group, which receives a questionnaire only after the discussion. All the participants in a given intact group (e.g., one workshop or class) were assigned to the same group, Pre-Post or Post-only.
- 2 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.

- 2.1 In the pre-post group, the instructions indicated (a) 15 minutes to review the personnel file, (b) 5 minutes to complete the pre-discussion questionnaire, (c) 20 minutes to hold the feedback discussion, and (d) 15 minutes to complete the post-discussion questionnaire. 1h

☐ Study 2 Instructions, background, personnel file.docx

☐ Study 2 Pre-Post cond. District Mgr pre-feedback qs.docx

☐ Study 2 Pre-Post cond. Regional Mgr pre-feedback qs.docx

☐ Study 2 Pre-Post cond. District Mgr post-feedback qs.docx

☐ Study 2 Pre-Post cond. Regional Mgr post-feedback qs.docx

- 2.2 In the post-only group, the instructions and background were the same except the pre-feedback questionnaire was eliminated, and a different version of the post-feedback questionnaire was used. 50m

☐ Study 2 Post-only cond. post-feedbackl qs.docx