

What is AI Search and how do I use it?

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This article explains what AI Search is, how to use it to find answers in Big Think+, and how Learning Managers can turn it on for their organization.

AI Search lets you ask Big Think+ a real leadership question in your own words and get a short, AI-written answer at the top of your search results, with links to the expert lessons that back it up.

What is AI Search?

When you search Big Think+ with a question, your results page opens with an **AI Summary**. The summary gives you a one-line overview that answers your question, followed by a few recommended Big Think+ lessons. For each lesson it explains what the expert covers and why it's relevant to what you asked.

AI Search is grounded in the Big Think+ library. It points you to lessons from our experts rather than giving generic advice from the open web, so every recommendation leads somewhere you can watch, learn and apply.

Your regular search results, filters and sorting still appear below the AI Summary, exactly as before.

How do I use AI Search?

1. **Click the search bar** at the top of any Big Think+ page (it says *Search for experts, topics, or answers*).
2. **Type a full question**, the way you'd ask a mentor or coach. For example: *How do I give difficult feedback to a high performer?*
3. **Press Enter**. Your results open with the AI Summary at the top. It can take a few seconds to appear while it says *Searching...*

BIG THINK+ AI Search: ask a real question

SEARCH FOR EXPERTS, TOPICS, OR ANSWERS

Q How do I give difficult feedback to a high performer? |

Enter ↵

Try: How do I run a better one-on-one?

Try: How can I lead my team through change?

Try: How do I delegate without micromanaging?

- 1 Use the search bar at the top of any Big Think+ page.
- 2 Ask a full question in your own words, the way you would ask a mentor.
- 3 Press Enter. Your results open with an AI Summary at the top.

BIG THINK+ AI Search: your results page

plus.bigthink.com/search

Filters

5 Results

Content Type

- ☐ Lessons (5)
- ☐ Expert Classes (0)
- ☐ Courses (0)

Best For

- ☐ Individual Contributors (2)
- ☐ Team Managers (3)
- ☐ Senior Leaders (1)

Leadership Domains

- ☐ Character & Integrity (1)
- ☐ Execution & Outcomes (1)
- ☐ Growth & Change (3)
- ☐ People & Culture (3)
- ☐ Vision & Strategy (2)

Competencies

- ☐ Feedback (2)
- ☐ Strategic Thinking (2)
- ☐ Team Development (2)
- ☐ Communication (1)
- ☐ Continuous Learning (1)

Show all

AI Summary Beta

You'll learn proven frameworks for delivering constructive feedback to top performers in ways that maintain their confidence while fostering growth and improvement.

Unlocking Your Team's Hidden Potential: Give Effective Feedback Show More

You searched for "How do I give difficult feedback to a high performer?"

Relevance

LESSON

Developing High-Trust Orga...
Four Principles for Creating a Climate Where Trust Can...
Joel Peterson
Chairman, JetBlue Airways, and Autho...
6m

LESSON

Waking Up to Digital Addicti...
Managing Your Relationship with Technology
Adam Alter
Assistant Professor of Marketing, NYU ...
7m

LESSON

Making the Leap to Leaders...
Stop Managing and Be a Coach
Adam Bryant
Senior Managing Director, EXCO Group...
5m

LESSON

Transitioning into a Leaders...
Get the Most Out of Your New Team
Michael Watkins
Professor of Leadership and Organizati...
5m

- 1 **AI Summary** appears at the top of your results with a short, AI-written answer to your question.
- 2 **Show More** expands the full summary, including links to the lessons it draws from.
- 3 Your regular search results still appear below, with filters and sorting, exactly as before.

How do I read the AI Summary?

The summary starts as a short preview. Click **Show More** to see the full answer, and **Show less** to collapse it again.

- **The overview** is a one-line answer to the question you asked.
- **Each underlined title** is a Big Think+ lesson. Click it to open the lesson. The text after each title explains what the expert teaches and how it applies to your question.

BIG THINK+ AI Search: reading the AI Summary



AI Summary

Beta

1

2

You'll learn proven frameworks for delivering constructive feedback to top performers in ways that maintain their confidence while fostering growth and improvement.

3

Unlocking Your Team's Hidden Potential: Give Effective Feedback: Adam Grant explains how to frame feedback as forward-looking advice rather than backward-looking criticism, which helps high performers see feedback as coaching for reaching their potential rather than as criticism of their performance.

Mastering the Unnatural Act of Leadership: How to Give Constructive Feedback: Alisa Cohn's COIN Model provides a structured approach to delivering difficult feedback by establishing psychological safety first, then presenting context, observable facts, impact, and next steps—ensuring high performers receive specific, actionable guidance without feeling defensive.

Developing an Inclusion Mindset: Deliver Unbiased Feedback: Ruchika Malhotra's Situation-Behavior-Impact framework helps you deliver clear, substance-focused feedback that emphasizes actionable improvements while conveying genuine belief in the person's abilities and your commitment to their success.

Show less ^

4

1

Beta: AI Search is still being improved, so wording can vary from one search to the next.

2

A one-line overview that answers the question you asked.

3

Linked lesson titles open the Big Think+ lesson behind each point, with a note on what the expert covers.

4

Show less collapses the summary back to a preview.

Good to know: the AI Summary looks for lessons that match the *meaning* of your question, not just its keywords. That means it may recommend lessons that don't appear in the regular results list below it. The summary is written fresh for each search, so the wording can change if you search the same question twice.

How can I get better results?

- **Ask a complete question.** *How do I lead my team through a reorg?* works better than *reorg*.
- **Add context.** Mention your role or situation, for example *as a new manager* or *with a remote team*.
- **Keep it to one topic per search.** If you have two questions, search for each one separately.
- **Searching for a specific expert or title?** Type the name. Regular search results work best for that.

What should I keep in mind?

- AI-generated content can be inaccurate, so use the linked lessons as your source of truth.
- It's designed for leadership and professional development questions. It isn't a source of medical, legal or HR/compliance advice.
- Availability depends on your organization's settings, so not every learner will see the AI Summary yet.

I'm a Learning Manager. Why would I turn on AI Search?

- **Learners find the right content faster.** They can describe a real challenge in plain language instead of guessing the right keyword or browsing the catalog.
- **It points to the expert, not just an answer.** Every recommendation links to a Big Think+ lesson, which drives learners into the content you've invested in.
- **It supports learning in the moment.** Managers can search right before a tough conversation and walk in with a framework from an expert.

How do I get AI Search turned on for my organization?

AI Search is enabled for each organization by the Big Think+ team. To turn it on, or to check whether it's already on, contact your Big Think+ Customer Success Manager. Once it's enabled, the AI Summary appears automatically when your learners search. They don't need to set anything up.

If AI Search is on for your organization but a learner doesn't see the AI Summary, let your Customer Success Manager know so we can check that learner's account settings.

How is my data handled?

Your use of Big Think+, including AI Search, is covered by the [Big Think+ Privacy Policy](#).

Changes to how AI Search handles data

We'll list any changes to how AI Search handles data here, with the date of each change, so you can share one stable link with your security and privacy teams.

- **October 2026:** This article was published.

Related articles

- [What is AI Practice and how do I use it?](#)
 - [How do I search for or filter content?](#)
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