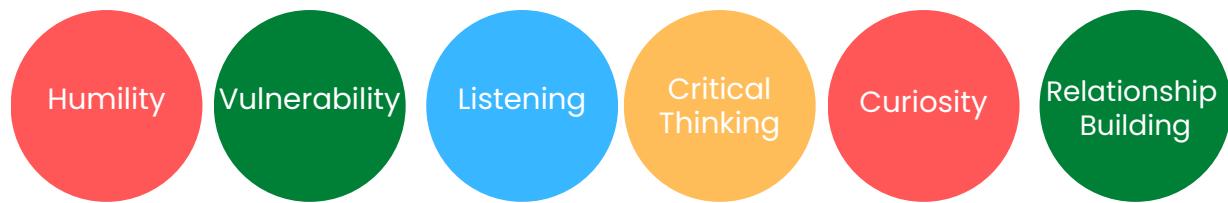


Best Practices to Seek Feedback

One of the keys to the future of work is your **ability and willingness to be a lifelong learner**, which is why knowing how to seek out feedback is such an important skill for your ongoing growth and development. The simple truth is this: While listening to feedback can be hard, it's the **crucial data** you need to move forward both professionally and personally.

Seeking feedback requires:



Why does feedback matter so much?

It tells you where your gaps are and what you need to work on.

It gives you insight into what other people think about you.

It gives you insight into how other people think and process information.

It tells you what your limitations and opportunities are.

It builds your emotional intelligence muscles, which are key to your success.

It builds effective relationships.

Here are some tips to seek out the feedback you need:

NO VAGUE REQUESTS!

Frequently, requests for feedback sound like: "How do you think I'm doing?"

This is a hard question for someone to answer, and won't result in the kind of feedback you need or want.

NO IN-THE-MOMENT REQUESTS!

Similar to the previous point, don't demand that people give you feedback in the moment, unless you just want to hear someone say something off the cuff. Give them time to reflect and come up with a meaningful answer that is helpful to you.

Instead, use the **Immediate-Objective-Impactful model** to make your feedback request:

- **Immediate:** Seek out feedback close to the conclusion of a project or assignment.
- **Objective:** Ask for feedback on that project or assignment.
- **Impactful:** Ask for specific impact of your work on that project or assignment. *What are 2-3 things you think I did really well on that project? And, what are 1-2 things you think I could have done better or differently?*

LISTEN!

During the feedback conversation, remember that your job is to listen: to the content, to the intent, and to the tone. Not all feedback requires action, by you. It's your job to discern which is worth pursuing and which is not. But whenever someone offers you feedback that is a gift that is worth your attention.

So, What's Next?



Seek out 2-3 people for a feedback conversation in the next 2 weeks.

Practice using the Immediate-Objective-Impactful model.

Practice listening to the feedback, asking questions for clarification, then thank the person for the feedback.

Finally, spend time reflecting on what you heard. How can the feedback help you to grow and get better?