

Feedback is a powerful tool for career development, but it can be hard to give and to get.

Challenging the assumptions and actions that get in the way of feedback, can help you to reset your approach.

When learning is the priority, feedback feels much easier to do.

Coach yourself questions

What's stopping me asking for feedback?



What feedback am I avoiding sharing?



Ideas for action



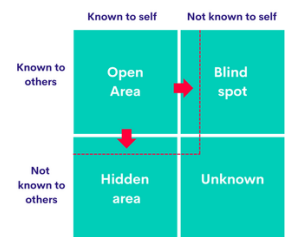
1. Stop ad hoc feedback → start always on

Treat feedback as a regular habit and it becomes less daunting to do. Try to:

- 🔗 Add feedback into existing meetings. Ask: *What worked well today? What should we do differently next time we meet?*
- 🔗 Make an easy ask: *What's one thing we could improve? What's the best thing from today?*
- 🔗 Give a heads up. Before a meeting say: *"I'm trying to improve my..... I'd love to get some feedback from you after today's meeting".*

2. Stop focusing on weaknesses → start diving into strengths

We have more opportunity to learn and grow in the areas we're already strongest at.



Using the Johari Window Model, ask for feedback on when you're at your best to try and make the open area as big as possible.

3. Stop outsourcing feedback → start owning your feedback

Owning feedback puts you in control and connects what you want to learn with people who can help you grow. Start by:

- 🔗 Identifying areas where your work is most visible (e.g. projects, meetings, processes).
- 🔗 Asking relevant colleagues for feedback on your impact.
- 🔗 Reflecting on how their insights on your impact align with your intent.

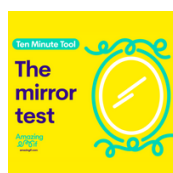
Feedback questions to try

- 🔗 *What did you think was the best thing about our meeting today and what's the one thing you'd change for next time?*
- 🔗 *How do you think I could improve my impact on the project?*
- 🔗 *What three words would you use to describe me at my best?*

Recommended resources



The secret to giving great feedback.
TedTalk by LeeAnn Renninger.



Use our **free mirror test tool** to compare what you want to be known for with what you're actually known for.



Helen and Sarah share 5 ideas for action to give and get fast and frequent feedback on episode **#301** of Squiggly Careers.