



Use Feedback to your Advantage

It is impossible to improve without feedback. It lets us know if we are on or off course to achieving our goals and vision. By asking for feedback and taking action on that feedback, you will move further and faster toward your goals.

Once you begin to take action, you'll start getting feedback about whether you're doing the right thing. You'll get data, advice, help, suggestions, direction, and even criticism that will help you constantly adjust and move forward while continually enhancing your knowledge, abilities, attitudes and relationships. But asking for feedback is really only the first part of the equation. How you respond to feedback can make all the difference in how successful you are at achieving your goals.

Welcome feedback as simply information, do not fear it or resent it as criticism. Become comfortable with asking for feedback.

There are 2 kinds of feedback: positive and negative, sensed from the inside out or outside in and result in pleasure or pain. Which do you prefer? Both are valuable.

1. Negative (-)
2. Positive (+)

Most of us like positive feedback more, but what we call "negative" feedback can also be very useful. Feedback lets you know how you are doing and helps you make improvements. Take the time to stop, look and listen to the feedback people are trying to give you. Listen to your children, your friends and your husband or wife. You might learn something that can be useful to you. Always take the time to see if there really is any truth in what the person is saying to you. If there is, think about how you could change to be more successful, and then take action. If there isn't, just release it without arguing with the person. You might even try saying, "Thank you for caring enough to share that with me."

The world provides feedback all the time. This feedback lets us know whether we are on course or off course — whether we are accomplishing our goals or not. This is called external feedback.

External on-course feedback can be getting an article published, receiving a bonus check, having others appreciate us for a job well done or successfully accomplishing a task.

Internal feedback is something we give to ourselves, and it also lets us know if we're on track or not. Internal on-course feedback is feeling good about ourselves, waking up in the morning and wanting to jump out of bed, feeling peaceful or joyful when we're with others or feeling enthusiastic and energetic.

External off-course feedback can be getting a rejection letter, receiving complaints about a job you did, getting fired, receiving a speeding ticket or being unsuccessful when attempting to complete tasks. Internal off-course feedback can be having a headache at the end of the day, feeling nauseated before working on a project or being generally unhappy.

On a Scale of 1 to 10 – Exercise

Asking the questions below is one of the most useful techniques for eliciting useful feedback. You can use this question in business or personal relationships.

1. On a scale of 1-10, what has been your experience of our relationship/service/product/etc. over this past week/month/quarter?
2. What positive thing did I do to get that rating? (Why so high?)
3. Anything less than a 10 gets this follow-up question: "What would it take to make it a 10?"
4. How Do You See Me Limiting Myself?

While we may not enjoy hearing negative feedback, hearing it firsthand is the only way we can make changes in our behavior. This is an eye-opening exercise, and a lot of emotions tend to come up, so be sensitive to that. Make sure you and your partner feel safe with each other before asking them to participate in this exercise.

Please remember this is not a time to bash each other; the purpose is to bring awareness to limiting behaviors.

Important to note: not all feedback is accurate, but when there are themes and repeated information, it may be important to pay attention to that feedback.

How Do You See Me Limiting Myself – Worksheet

Feedback

Reflections

Unclear Feedback – What Else Would You Like to Know?

Giving Feedback – Was there Anything You Left Out? Was There Anything Else You Would have Liked to Have Said?

Choose three people from whom you'll seek feedback about your habits. Distribute the worksheet or simply ask them the questions:

Feedback On My Habits – Worksheet

As part of my new focus on self-development, I'd like to ask you for feedback on my habits — specifically, those that contribute to my success or distract me from it. I appreciate your feedback on the following questions:

What do you see as the habits or behaviors that limit me the most?

What are my habits or behaviors that most contribute to my success?

What should I make sure I continue to do or do more often?
