

Grow with Feedback

There are two types of feedback—positive and negative. Both types of feedback are important in guiding us toward success. When you face challenges, the better informed you are, the easier it will be to navigate through problems and achieve solutions. Make sure you understand the power of feedback, welcome feedback regularly, and use it to increase your growth.

BE OPEN

Many of us don't ask for feedback because we are afraid to hear the answer. Be open to feedback, even if it is something you don't want to hear.

- Intentionally and actively solicit feedback.
- Ask, “how do you see me limiting myself?”
- View negative feedback as an opportunity for growth.

LOOK FOR PATTERNS

If several people are telling you the same thing, there is probably some truth in it. Why resist it? Ask yourself, “Would I rather be right or happy? Would I rather be right or successful?”

REMEMBER, NOT ALL FEEDBACK IS ACCURATE

Not all feedback is useful or accurate—you must always consider the source. If the person giving the feedback is emotional or misinformed, it can skew the validity or accuracy of the criticism. Listen to feedback, but be wise about what you take in.

HOW TO RESPOND TO NEGATIVE FEEDBACK

- Think of feedback as correctional guidance instead of criticism—it's just information designed to help you adjust and get to your goal a whole lot faster. Often feedback can significantly transform your life, if you listen.
- Avoid getting frustrated at the source of the feedback. How many times have you reacted with anger and hostility toward someone who was giving you feedback that was genuinely useful? Anger delays your growth. Instead, focus on gratitude for the feedback and be open to change.

WHAT TO DO WHEN THE FEEDBACK TELLS YOU YOU'VE FAILED

- **Acknowledge you did the best** you could with the awareness, knowledge and skills you had at the time.
- **Write down everything you learned from the experience**, then make a list of ways to do it better next time.
- **Make sure you thank everyone for their feedback.** Take in the feedback, use whatever is applicable and valuable for the future, and discard the rest.
- **Clean up any messes that have been created**, including any apologies or regrets that are due.
- **Take some time to go back and review your successes.** It's important to remind yourself that you have had many successes.
- **Refocus on your vision.** Incorporate the lessons learned and recommit to your original plan or create a new plan of action. Keep moving toward the fulfillment of your dreams.