

Understanding Oneself

Feedback-Seeking Behavior

A Self-Discovery Resource



Seeking Feedback from Others is an Essential Part of Elevating One's Learnability

Feedback is not a one-time event but a continuous process. It's not about being perfect, it's about being open to learning and growth. The more we seek feedback, the more we improve ourselves and the world around us.

Feedback from others can be an invaluable tool for growth, but many of us have a hard time asking for it. We may worry about being judged or uncomfortable with the idea of hearing criticism. This fear of rejection and discomfort can keep us stuck in a pattern of avoiding feedback and never getting the help we need.

Establishing boundaries will help ensure that the conversations stay focused on areas where improvement is possible and avoid any topics that might be too sensitive for discussion or best left alone altogether. This will create an environment where meaningful conversations can take place without causing undue stress or anxiety for either party involved

Self Assessment Question

How often do you ask for feedback from others?

a=Rarely b=Occasionally c=Often d=Always

When receiving feedback, how do you typically respond?

a=Get defensive and dismiss it

b=Take it personally and feel discouraged

c=Consider it thoughtfully and try to learn from it

d=Express gratitude and ask for more feedback

How willing are you to ask for feedback from people with whom you disagree or who hold different perspectives?

a= Not willing

b=somewhat willing

c=Willing

d=Extremely willing

Do you actively seek feedback from individuals who have more experience or knowledge than you?

a=Rarely b=Occasionally c=Often d=Always

How comfortable are you with receiving constructive criticism?

a= Not comfortable

b=somewhat comfortable

c=Comfortable

d=Extremely comfortable

A=0 points B=1 point C=2 points D=3 points

Self Assessment Question

How often do you ask for feedback on your performance or work?

a=Rarely b=Occasionally c=Often d=Always

How often do you use feedback to set new goals or adjust your approach?

a=Rarely b=Occasionally c=Often d=Always

When receiving feedback, how do you typically take notes or record the feedback?

a=Don't take notes

b=Take some notes but don't reflect on them later

c=Take detailed notes and reflect on them later

d=Take notes and ask for clarification to fully understand the feedback

Do you ask for feedback from peers as well as supervisors or managers?

a=No b=Sometimes c=Often d=Always

How often do you express appreciation to those who give you feedback?

a=Rarely b=Occasionally c=Often d=Always

Add up the points for a total score

0-10 points: You may not seek feedback as much as you could. Consider the benefits of feedback and try to incorporate it more into your routine.

1-20 points: You seek feedback occasionally, but there is room for improvement. Consider making feedback-seeking a more consistent part of your routine.

21-30 points: You are an effective feedback seeker and understand the importance of feedback. Keep up the good work and continue to integrate feedback into your routine.

1. Identify Your Fears

The first step to overcoming these barriers is to identify what exactly is holding you back. There are several fears that commonly come up when it comes to seeking feedback, such as fear of judgment, fear of failure, fear of confrontation, and fear of vulnerability. When you take some time to reflect on why you're hesitant to seek out feedback, you'll be able to better understand what's really blocking your progress.

2. Reframe the Situation

Once you understand your resistance, try reframing the situation by focusing on what positive changes can come out of receiving feedback. Instead of seeing criticism as a personal attack, think of it as an opportunity for growth and improvement. It can help to remember that any criticism offered is likely coming from a place of wanting to see you succeed and reach your goals. By reframing the situation in this way, it might become easier for you to accept – and even welcome – feedback from others.

SEEK AND GROW

Overcome Barriers to Seeking Feedback from Others

3. Create an Open Mindset

When we don't feel like we have control over our environment, it can be hard for us to open ourselves up for constructive criticism from others. To create an open mindset when receiving feedback, focus on what makes you unique instead of what makes you different from everyone else. Embrace your strengths as well as your weaknesses; this will help you build confidence when faced with challenging situations or tough conversations about your performance. Additionally, focus on learning new skills that will help you develop further in your career—not just mastering existing ones—so that you can continue growing and adapting as needed.

4. Take Action

Once you've created an open mindset around receiving feedback, it's time to take action! Start by asking questions such as "What do I need to do differently?" or "How can I improve my performance?" This will give you a clearer idea of how others perceive your work and allow them to provide helpful advice moving forward.