

RECEIVING FEEDBACK

What is your relationship to receiving feedback?

Do you see feedback as a resource? A gift? An opening for creating new possibilities and breakthroughs? Or, is feedback scary or irrelevant?

Notice how **you listen to and receive** the feedback being given to you.

- Do you dismiss or, reject, or deflect feedback based on who is giving it?
- **Do you trend towards** scanning feedback and listening to it through the mindset of, "What's wrong with this feedback?" Finding something wrong with the feedback (who is giving it, when, and how the feedback is delivered) so you can set it aside and not consider that some of the feedback might be right, useful or legitimate?
- What is possible when you remain open to receiving feedback rather than immediately judging it?

Mastery of anything requires feedback. When we do not ask for feedback or we resist the feedback we receive, we limit the possibility for transformation.

Consider

All feedback is neutral until we make it mean something.

We usually label it as good/bad or right/wrong, which prevents us from fully receiving it because we are judging the feedback or the person giving it.

Notice when you are resisting feedback rather than listening with curiosity and wonder.

You do not have to internalize the feedback or agree with it but listening and being open to the possibility that the feedback is accurate or that there is some truth, is a key leadership skill.

Remember, feedback is NOT your identity. It is simply data.



RECEIVING FEEDBACK EXERCISE

4 Questions to practice in eliciting feedback

1. How do you experience me?
2. What is something you think I do well as a leader?
3. What is something I could do differently or a way that I can "be" that would make a positive impact on others?
4. What is something that you have wanted to say to me but may have been hesitant to?

Things to consider when asking for feedback

Invite 3 people to give you feedback and send them the 4 questions to be thinking about ahead of time. Tell them that their feedback will be greatly appreciated and will make a huge contribution to you in growing as a leader. Set a 20-minute meeting time in a neutral and private space.

Things to consider when receiving feedback

- State that your intent in eliciting feedback is to be aware of your impact as a leader and any blind spots so that you can grow.
- Presence a posture of being open. REALLY OPEN! Be mindful of your body language and facial expressions.
- Be genuinely grateful for the feedback.
- Be aware of taking on a defensive stance or attitude or turning the feedback around and making it about the person giving it (blaming).
- When you receive feedback, say, "thank you, is there anything else?"
- Thank them for their honesty. Practice gratitude, gratitude, gratitude.
- Take ownership of your impact! Sit with the feedback and see where it may be true. Then, TAKE ACTION to transform.

For further equipping on leveling up and transforming your leadership, register for Leadership Unleashed, a 2-day leadership transformation program. Visit doyoulalu.com or email lead@livingalifeunleashed.com for more information on individual and team training.

