

Asking for Feedback

Chapter 6: Reputation

This idea of actively soliciting feedback is what I call “hunting feedback.” The fastest learners I know do it aggressively. They’re on a mission. They collect more feedback per day, per week, per month, per year than everyone else. And this exposes them to every possible growth opportunity available.

To accomplish this myself, I send standing requests to clients and colleagues, friends and family members, to share their feedback—the good, the bad, and the ugly. I let them know that, although I might not always enjoy criticism in the moment, I want and need it. That I’ll be receptive to it. That I’ll view it as a gift.

Here’s a script for how you might do the same:

Can I ask you to help me with something important?

Growth is really important to me at this point in my life. So I’m asking some of the people I respect and admire to share feedback on how I’m doing—good, bad, or ugly—whenever it pops into their minds.

This is so important to me because, like everyone else, I have blind spots. I have to rely on the folks around me to help me see what I’m missing so I can be a better coach and colleague, friend and family member.

Please know that I want you to be as honest as possible. In exchange, I’ll do my best to not respond emotionally or defensively. I consider this feedback a gift, no matter how difficult some of it might be to hear.

Hopefully there will be a nice balance of positive and negative. But it’s okay, too, if there isn’t.

Is this something you’re comfortable doing?

Of course, not all feedback should be weighted equally. Some people are more articulate, thoughtful, or believable than others. Theirs should be weighted as the most important. At the same time, the more feedback the better. And all feedback should be considered.

These activities and worksheets are taken from the book **Change Maker**: Turn your passion for health and fitness into a powerful purpose and a wildly successful career by John Berardi, PhD.

Check it out at: www.changemakeracademy.com/book