

CareerAdvisor

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Tip sheet

Focusing on feedback



Why is this important?

Feedback is needed to grow, develop, and fulfill your potential. We all have blind spots. Being open to receiving feedback, listening to other perspectives, building your self-awareness, and acting upon relevant suggestions is an effective way to maximize your performance. It's an effective way to deepen your relationships and demonstrate a commitment to your growth and development.



What does it look like?

It's a growth mindset

Feedback requires being open to suggestions and actively soliciting other's perspectives on how you can develop and build upon your strengths. It requires being curious. With a growth mindset, you are committed to engaging your potential.

It's a two-way dialogue

It involves setting expectations, getting ongoing input on your progress, asking questions, and identifying ways to continue to grow and develop.

It's action oriented

It goes beyond just listening to feedback and saying "thanks." You need to truly understand the feedback so that you can identify the areas that you need to work on. You have to commit to actions to improve your performance and set up touch points to validate that you are making positive progress.



Think about it

Asking for feedback and thoughtfully responding to it will encourage others to continue investing in you.

“Without continual growth and progress, such words as improvement, achievement, and success have no meaning.”

—Benjamin Franklin



Take action

To maximize the value of performance feedback, make sure to remain AWARE:

- Ask for feedback
- Watch your emotions
- Ask questions to clarify
- Reach out for different perspectives
- Engage your potential