

# HOW TO ASK FOR FEEDBACK

Feedback is information about our efforts toward a goal. It is personal, but ultimately it is data to use.

**The key to seeking and accepting feedback is two-fold: 1) get more of it, and 2) treat it like a data point.**

Collecting more data from a variety of sources—that is, getting feedback from multiple people—is better so you aren't swayed—or worried—by outliers.

**When you seek feedback, focus on asking people who know you and can observe your work. Be specific about the goal you want information on. Leave it open-ended.** For example:

*"Hey, colleague who I work with every day. I am evaluating my efforts toward producing higher quality report drafts within five days. What did you notice about my work this time around?"*

Sometimes leading questions may help get the conversation started. For example:

*"Dear loving husband, I have noticed I am short with you when I get home from work. I want to be kinder with my loved ones at home. Do you observe this behavior, too?"*

**Don't wait for feedback, use this flowchart to get started.**

