

Handling Corrective Feedback with Skill

Accelerating Excellence with Del Gilbert
Podcast Episode #70- Resource Guide

*"Positive feedback affirms our worth.
Corrective feedback increases our value."*

5 CONSTRUCTIVE WAYS TO RESPOND TO CORRECTIVE FEEDBACK

1. Seek first to truly understand the feedback.

Most people aren't good at delivering corrective feedback. The more specific the feedback, the more helpful it will be. So, ask the person giving you corrective feedback to give you a concrete example. Once they start explaining, ask them to tell you more.

2. Reflect on the feedback

Don't accept feedback on its face. A lot of time the corrective feedback says more about the person giving the feedback than it says about you. But also, don't immediately dismiss it. Reflect on whether there is any truth to the feedback.

3. Get a 2nd opinion.

Ask a trusted friend who has your best interest in mind. Many very successful people actively seek out corrective feedback. They make it easier for others to say some hard, but helpful things.

4. If appropriate, try the suggested change.

If you feel the feedback is valid, try the suggested change. Successful people look at themselves as a 'work in progress' and want to continuously improve. Use the corrective feedback to make changes and get better.

5. Refrain from catastrophizing.

If you are not careful, corrective feedback can rock your sense of self-worth. Don't make it bigger than it needs to be. Keep the feedback contained. Even if it is accurate, it doesn't define you. Use it to refine you. Don't equate corrective feedback with your identity, simply use it to make adjustments in your behavior.

BENEFITS OF RECEIVING CORRECTIVE FEEDBACK WITH SKILL

1. **You become better.** You are on a path of continuous improvement.
2. **There is more harmony and less conflict in relationships.** When you are mature about accepting feedback, you become easier to work with and live with.
3. **You create emotional safety for others.** You create an environment of openness and others feel more comfortable around you.
4. **You become resilient.** You view life as an adventure, not a test. Corrective feedback helps you in your journey.

"I want to be learning so fast that I am constantly surprised at how stupid I was 2 weeks ago."
-Alan Weiss