

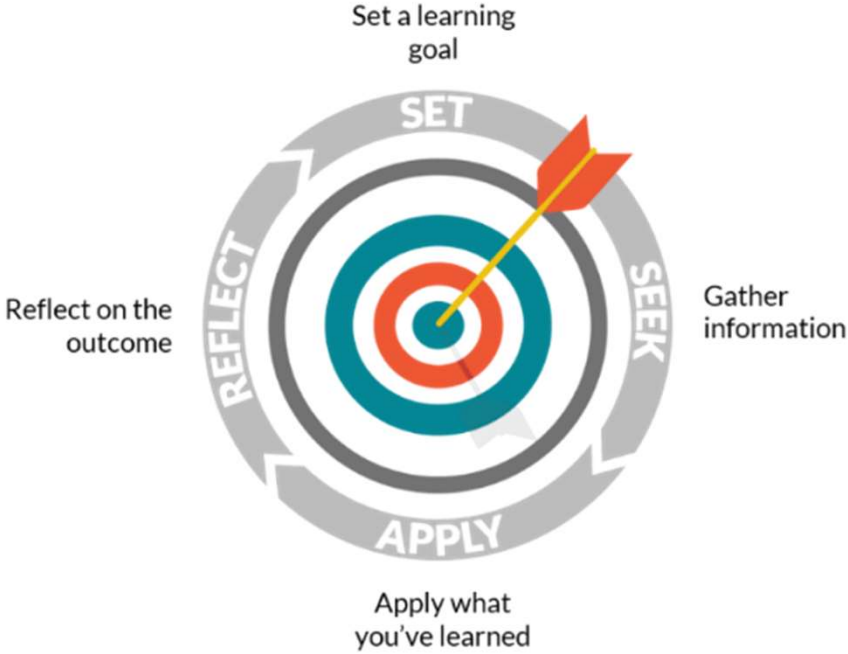


Empowering Me

**Seek Perspective & Evaluative
Feedback: General Habit**

MASTER HABIT

Make Continual Change & Learning a Fun Practice



Goals
Make It Undaunting

Milestones
Break It Down

Practices
Make It A Fun Habit

Empowering Me

Seek Perspective & Evaluative Feedback: General Habit

Set: Develop a habit of seeking perspective and feedback.

Seek: Watch the 3 videos linked on slide #4, then review the key points on slides #5 - #9.

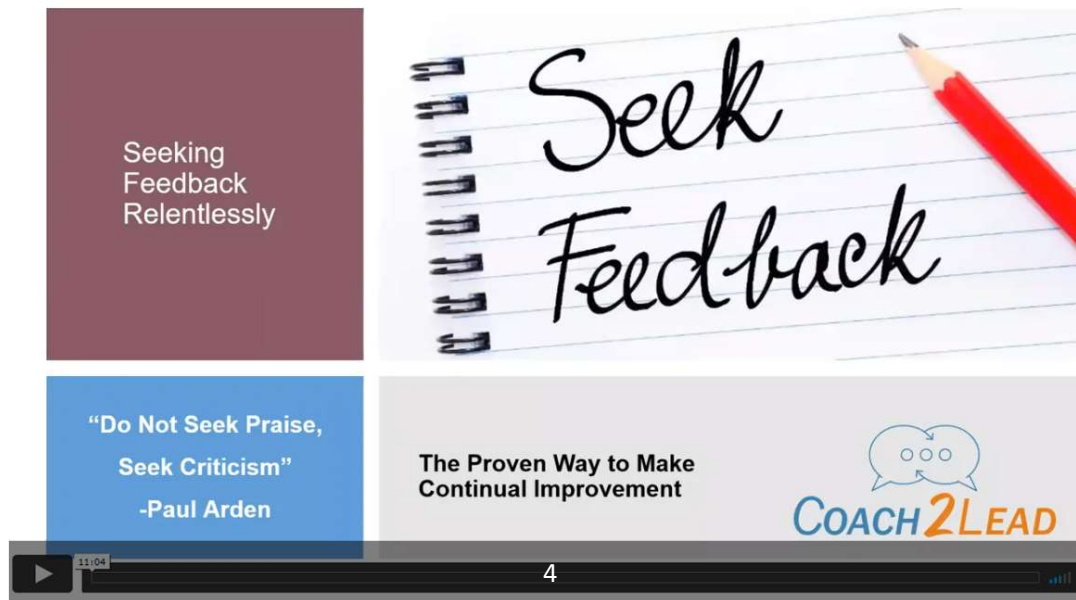
Apply: For the couple of weeks seek feedback relentlessly. Look for opportunities to request feed-forward, ask people for one thing you could do better or differently. Seek the perspectives of other stakeholders on important decisions and to check your thinking.

Reflect: Ask yourself the questions on slide #9. Use your reflections to inform your goal reset decision.

Reset: Most people do not seek enough feedback and outside perspective. Development of these two skills (seeking feedback and seeking perspective) are critical to navigating disruption and embracing change. How will you find your balance of the most effective ways and means to seek outside input?

Frequent seeking of feedback and alternative perspective is a continual learning MASTER HABIT life-long learners develop to stay in flow and enjoyment of life.

Learn from Others – Emulate Exemplars



Watch these short videos to discover best practices for seeking feedback and valued perspective

Seek Feedback Relentlessly 11:04

<https://vimeo.com/436212460/81cec77727>

Taking Perspectives 5:04

<https://vimeo.com/470557225/6548162ef5>

Seeking Perspectives 5:00

<https://vimeo.com/470562970/4e8d6a0e75>

Ask For Feedback as A Habit

- Ask for feed-forward regularly, e.g., “I am working on my clarity, could you listen with an ear towards where I am not clear in this next meeting?” or “I am working on bring more collaborative, did you feel fully a part of our recent decision regarding ‘x’?”
- From a peer or boss: “What’s the one thing I am doing that gets in my own way?”
- From a direct report: “What’s one thing I could do differently to make your job better?” or “What could I do to make your job more engaging?”



Ask Clarifying Questions to Increase Specificity

- What do you mean I come off as...?
- When you say x, can you give me a specific example?
- What could I do differently to seem better at (skill name) to you?



Cultivate Honest Mirrors

- Essential for “bosses”
- Cultivate candor in your relationships and your teams: workgroup, project teams and career advisor
- Respect the mirrors
- Hold post-mortem learning reviews
- Share learning from mistakes stories



Perspective Seeking Best Practice

- Explain why you seek their perspective
- Explain how you intend to apply their perspective
- Thank perspective providers for their participation
- Offer to share your final results, outcomes, and/or decisions with them



Reflect On Your Seeking Results



- Did you learn anything that you might not have without the seeking?
- Was the feedback or perspective valuable- did it change or enlarge your perspective or improve your course of action?
- Did you build relationship with people from whom you sought feedback or perspective?
- What did you learn in the process?
- How can you make future feedback & perspective seeking more efficient?
- How can you make future feedback & perspective seeking more valuable?