

# Asking for feedback



Asking for feedback is a strong way to show your commitment to diversity and inclusion as well as gaining valuable knowledge about your own behaviours. Asking for feedback is a great way to understand what is working well and what might need further development. Sometimes people who are willing to give you feedback might need some prompting to really share their honest comments. Below are some prompting questions to encourage a deeper conversation.

## Ask about your strengths and weaknesses.

- What do you like most about this? What do you dislike most about this?
- What's good and what's bad about this?
- Where do you think is the most room for improvement?
- What about it do you love? What about it do you hate?
- What makes you want this? What kills your interest?
- What did I get wrong? What did I get right?



## Multiple Sources

Aim to get feedback from a wide variety of people to encourage a full view of your behaviour. Ask your peers, superiors and direct reports for their thoughts.



## Confirmation Bias

Confirmation bias can occur when people selectively gather or remember information in a way that confirms one's pre-existing beliefs.

When receiving feedback, it's important to let your guard down and be receptive towards what you're hearing

## Ask open-ended questions.

- What would you do differently?
- Can you go into more detail?
- Can you give me some specific examples? Please help me understand this better.
- What's the most important thing I should focus on improving?
- Why?