



#7: Receiving Feedback With Strength

Question: When is the last time someone gave you feedback? How did you respond?

Your Strengths may help or hinder your ability to receive feedback well.

Receiving feedback can be difficult when it seems unfair or off base, is poorly timed, is delivered poorly, or if the qualifications of the giver are questionable (even if they don't think so).

The key player is not the giver of the feedback, but the receiver—and that's you!

Knowing your Strengths gives you extra information about how you may receive feedback.

Feedback is any information you get about yourself, and it generally falls into three categories: appreciation (thanks), coaching (there's a better way), and evaluation (here's where you stand).

Multiple types of feedback can be given in the same conversation, so it's helpful to separate and identify the different types of feedback because they are treated differently.

We can be resistant to receiving feedback because of truth triggers, relationship triggers, and/or identity triggers. Truth triggers are about the content being given. Relationship triggers are about the person giving the feedback. Identity triggers are about you and your sense of identity.

Question: The last time you resisted feedback, what was triggered?

Receiving feedback well involves four skills: 1) engaging in the conversation; 2) making thoughtful choices about using/not using the information you're learning; 3) managing your emotional triggers so you can take in the feedback; 4) being open to see yourself in new ways.

Question: Which skill will you actively work on now? Why that one?