

Feedback stings sometimes.

[View this email in your browser](#)



It's time for positive  
**CHANGE**



## Ouch, that's personal! 6 Tips for Receiving Feedback

December, 2016

[www.youexcelnow.com](http://www.youexcelnow.com)



Last month I introduced the D4 model for giving both appreciative and developmental feedback. But, what about the other side of the coin? It can be just as hard to RECEIVE feedback as it is to GIVE it. How can you effectively receive feedback without getting defensive? How can you suss out the good

advice from the bad? How on earth can you understand a boss that talks circles around you before getting to the point? Read on...

## **TIP #1: Ask for feedback**

Seek feedback from your co-workers, boss, and clients. This could be informal ("Hey Candace, I wanted to ask you how I did during my presentation. Were you able to follow my chart?") or formal ("I'd love to sit down with you sometime to discuss my sales performance this year"). Show that you WANT to learn and grow.

## **TIP #2: Actively listen and ask clarifying questions**

Focus on what is being said and *how* it is being said. Echo back what you think you heard and ask if that is what the speaker meant. If you'd like clarification on a certain point, don't be afraid to ask.

## **TIP #3: Check your defensive side**

Accepting feedback can be tough and it's probable that you won't always like what you hear. Keep in mind that this is an opportunity for improvement. Listen to the feedback (even if you don't agree) and resist defending yourself until the speaker has said his/her peace. Then, you may ask clarifying questions to better understand your opportunities for improvement.

## **TIP #4: Ask for examples**

It's a good idea to ask for examples, no matter if someone is giving you appreciative or developmental feedback. If the advice is vague, how will you know what you should keep doing or what you need to improve upon? Likely, the person giving the feedback was prompted to do it for some reason. Ask what prompted the feedback and seek to understand their perspective.

## **TIP #5: Don't obsess**

You may or may not agree with the feedback. Take what you need from the conversation and begin addressing what you can. Recognize the positive intention and use the information as an opportunity to learn about yourself.

## **TIP #6: Take time to process**

Especially if you've just received tough feedback, you'll need time to process and think about how you can implement it. If you are unsure if you agree with the feedback, you may need to seek a second opinion. However, see TIP #5! Obsessing over negative feedback will only distract you from your work and

hamper you from improving yourself.

Remember, there is always room for bettering yourself and the way you handle feedback can either help you be a more polished employee OR it can make you bitter and resentful. The choice is yours! Will you seek feedback, aim for understanding, and do your best to apply the advice? Or, will you get defensive, brush off the feedback, and go about business as usual? Be brave. Face your feedback head-on and start learning how to be an even better version of yourself!

Sincerely,

Margaret

Looking for more feedback tips? Please [contact me](#).

---

## From the UXL Blog...



### Beat Procrastination in 2 Minutes

What's holding you back from getting things done and making the most of your time? Here's how to beat procrastination tendencies...

**Read on!**



### Communication in 4 Colors

As an Insights Discovery practitioner, I've seen amazing benefits from this program. Learn about the 4 color model and how it can help communication in YOUR workplace...

**Read On!**

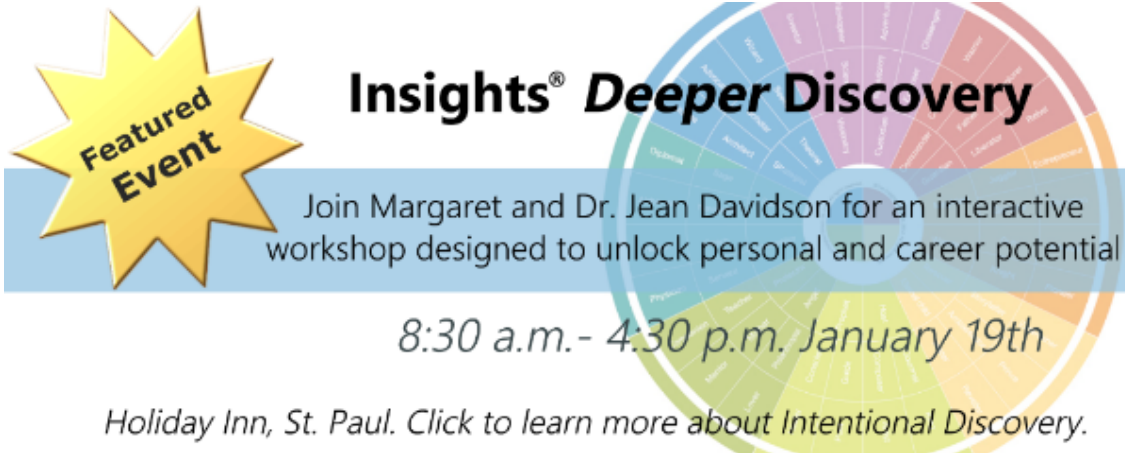


### My #1 Interview Tip: ASK for the Job

There is an art for asking for the job you want. This post not only addresses WHY

you should ask for the  
job, but HOW...

Read On!



**Featured Event**

## Insights® Deeper Discovery

Join Margaret and Dr. Jean Davidson for an interactive workshop designed to unlock personal and career potential

8:30 a.m. - 4:30 p.m. January 19th

Holiday Inn, St. Paul. [Click to learn more about Intentional Discovery.](#)

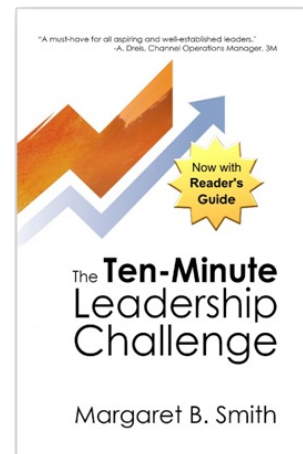


**UXL's mission** is to create leaders, promote positive change, and enable businesses and individuals to transform their dreams into reality. **Margaret Smith** is a career coach, speaker, author, licensed [Insights Discovery practitioner](#), and adjunct professor at St. Kate's University with 27 yrs experience as a Senior Leader for 3M. [Learn more about Margaret and UXL.](#)

**The Ten-Minute Leadership Challenge** is an instructive and interactive book meant to guide and motivate you to **achieve your full leadership potential**. Let this book be your constant companion as you learn **useful tips and gain valuable insights** to help you develop into a savvy business professional and a confident leader. Start your journey to success today.

**Do you have ten minutes?**

[Click for more information on the Ten-Minute Leadership Challenge](#)





Margaret is the co-founder of the TAG team <http://www.tag-mn.com/>, a group of accomplished coaches that guide individuals and organizations to reach their peak. She runs TAG with acclaimed coach [Karen Kodzik](#).



Margaret is a licensed Insights Deeper Discovery practitioner. She guides individuals undergoing a transition through her program, [Intentional Discovery](#), co-founded with [Dr. Jean Davidson](#) (Davidson Consulting and Coaching).

Copyright © Margaret Smith,  
2016

UXL: Creating Successful  
Leaders  
All rights reserved.

**Our mailing address is:**  
721 North Third Street  
Stillwater, MN 55082  
651.226.8997

Want to change how you receive  
these emails?

You can [update your  
preferences](#) or  
[unsubscribe from this list](#)

## Thank You For Reading!

Please enjoy a **FREE 1/2 hour  
consultation** with Margaret Smith



**To Redeem:** Email Margaret at  
[margaret@youexcelnow.com](mailto:margaret@youexcelnow.com)  
and mention this offer.

Date of actual consultation subject to availability.

This email was sent to [kate.leibfried@gmail.com](mailto:kate.leibfried@gmail.com)  
[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)  
UXL · 721 North Third Street · Stillwater, Minnesota 88082 · USA

MailChimp