

# Turning Criticism into Career Growth

## Asking for and Receiving Feedback

### *From Criticism to Action: My Feedback Growth Plan*

This self-reflection exercise is designed to help you transform a piece of feedback into a clear, practical step forward in your professional development. Use this worksheet during the session or revisit it as part of your ongoing career reflection.

1. **Feedback I am reflecting on** (*What was said or implied? Be specific.*):
  
  
  
  
  
  
  
  
  
  
2. **Why it matters to me** (*Why do I think this is important for my professional growth?*):
  
  
  
  
  
  
  
  
  
  
3. **What I learned from it** (*What insight did it offer about how I work, collaborate, lead?*):
  
  
  
  
  
  
  
  
  
  
4. **One action I will take to improve** (*What is one concrete step I will take in the next two week?*):
  
  
  
  
  
  
  
  
  
  
5. **One feedforward question I will ask** (*What future-focused question could I ask a colleague, a former colleague, a supervisor, a mentor, or a friend?*):

Optional: One word that describes how I feel about feedback now is:

## *Sample Feedforward Questions*

### **Performance and Growth**

- What is one thing I should start doing and one thing I should stop doing?
- How can I better support my team goals?
- What skill should I focus on developing this year?

### **Collaboration and Leadership**

- How can I improve the way I lead meetings and discussions?
- How could I be a better colleague or manager to you?
- What habits might be limiting my effectiveness?

### **Strategic and Future-Oriented**

- How can I prepare for more responsibility in my current role?
- What would success look like for me in this position six months from now?

## *Asking for Feedback - Do's and Don'ts*

<b>Do</b>	<b>Don't</b>
Ask open-ended, thoughtful questions	Ask in public or under pressure
Be specific about the topic or context	React defensively or interrupt
Signal that you are ready to hear even critical input	Ask vague or closed questions like “Was that okay?”
Follow up and take action	Ignore the feedback once received
Show gratitude	Seek feedback only once a year