

# Ask for Feedback

The best feedback you can receive is when it comes from colleagues you have worked with - those who not only know you but who have been on the ground with sleeves rolled up, working next to you.

Reach out to your professional network and ask past colleagues for an honest assessment of your strengths and any areas upon which you can improve. To easily get them started, ask them to cover one or more of the following areas: attitude, productivity, time management, responsiveness, attention to detail, and business acumen. These are just a few categories they can cover, however there is no shortage of areas they can give you feedback on! Ask them to share feedback that's free-flowing and from their gut.

Ask if they can recall their first impression of you and compare it to later on when they worked with you closer. If they were asked to be your reference, how would they describe you? What are some words which they would use to describe you?

Get specific as well. Ask for their feedback on previous projects. Share with them the skills needed for the current opportunity you are aiming for and considering. Inject those three key questions mentioned earlier when sitting down with your team.

- What did you do well?
- What could you have done better?
- If you could do it all over again, what would they suggest you focus on given this new opportunity?

Should you be exiting a role, set up lunch or coffee dates before your last day to gain this feedback. This is an ideal time to gain this essential feedback as they can quickly turn into heart-to-heart conversations. Coming from a place of generosity, they will likely ask the same of you to gain your respected feedback which makes it a win-win. You always want to keep your relationships close - you never know, it's very likely both of you will find an opportunity to work together again!