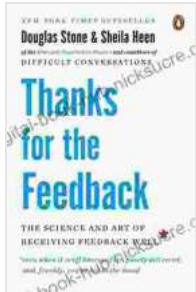


The Science and Art of Receiving Feedback Well



Thanks for the Feedback: The Science and Art of Receiving Feedback Well by Douglas Stone

★★★★☆ 4.6 out of 5

Language	: English
File size	: 5380 KB
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Screen Reader	: Supported
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Feedback is an essential part of any learning process. It allows us to identify our strengths and weaknesses, and to develop new skills and knowledge. However, receiving feedback can be difficult, especially if it is negative or critical. This is because our brains are wired to be defensive. When we receive negative feedback, our bodies go into "fight or flight" mode, and we are more likely to react defensively.

However, there are a number of things we can do to receive feedback more effectively. By understanding the science and art of receiving feedback, we can learn to use it to our advantage. Here are a few tips:

1. Remember that feedback is a gift

The first step to receiving feedback well is to remember that it is a gift. Feedback is an opportunity to learn and grow, and it should be treated as such. When you receive feedback, take a moment to thank the person who gave it to you. Let them know that you appreciate their feedback, and that you will take it into consideration.

2. Be open-minded

When you receive feedback, it is important to be open-minded. This means being willing to listen to what the other person has to say, even if you do not agree with it. Try to see things from their perspective, and try to understand why they are giving you the feedback.

3. Don't take it personally

It is important to remember that feedback is not about you as a person. It is about your work or your behavior. When you receive feedback, try to focus on the specific behavior that is being criticized, rather than on yourself. This will help you to stay objective and to avoid getting defensive.

4. Ask questions

If you are unclear about something, or if you want to get more information, ask questions. This will help you to understand the feedback better, and it will also show the other person that you are interested in their feedback.

5. Take time to reflect

Once you have received feedback, take some time to reflect on it. Think about what the feedback means to you, and how you can use it to improve your work or your behavior. You may want to write down the feedback, or talk to someone else about it.

6. Make a plan

Once you have reflected on the feedback, make a plan for how you will use it. This may involve changing your behavior, learning new skills, or developing new strategies. Be specific about what you will do, and set a timeline for yourself.

7. Follow up

Once you have made a plan, follow up with the person who gave you the feedback. Let them know what you have done to address the feedback, and ask them for their feedback on your progress.

Receiving feedback can be difficult, but it is an essential part of any learning process. By following these tips, you can learn to receive feedback well, and you can use it to your advantage.

The Science of Feedback

There is a growing body of research on the science of feedback. This research has shown that feedback can have a significant impact on our learning and performance. For example, one study found that students who received feedback on their writing improved their writing skills more than students who did not receive feedback.

Another study found that feedback can help us to develop new skills. In this study, participants were given feedback on their performance on a complex task. The participants who received feedback improved their performance on the task more than the participants who did not receive feedback.

The science of feedback is still in its early stages, but there is already a wealth of evidence to suggest that feedback can be a powerful tool for

learning and development.

The Art of Receiving Feedback

While there is a science to feedback, there is also an art to receiving feedback. This art involves understanding how to receive feedback in a way that is productive and constructive. Here are a few tips for receiving feedback:

- Be present. When you receive feedback, be present and fully engaged. This means paying attention to what the other person is saying, and not thinking about how you are going to respond.
- Be open. Be open to what the other person is saying, even if you do not agree with it. Try to see things from their perspective, and try to understand why they are giving you the feedback.
- Be grateful. Feedback is a gift, so be grateful for the opportunity to learn and grow. Let the other person know that you appreciate their feedback, and that you will take it into consideration.
- Be respectful. Even if you do not agree with the feedback, be respectful of the other person's opinion. Remember that they are trying to help you, and that they have the best intentions at heart.
- Be reflective. Once you have received feedback, take some time to reflect on it. Think about what the feedback means to you, and how you can use it to improve your work or your behavior.
- Be action-oriented. Once you have reflected on the feedback, make a plan for how you will use it. This may involve changing your behavior, learning new skills, or developing new strategies. Be specific about what you will do, and set a timeline for yourself.

- Be persistent. Receiving feedback can be difficult, but it is important to be persistent. Keep listening to feedback, and keep taking steps to improve yourself.

Receiving feedback well is an art that takes practice. However, with time and effort, you can learn to receive feedback in a way that is productive and constructive. By following these tips, you can use feedback to your advantage and become a better learner and performer.



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