



YOUR OPTIONS WHEN RECEIVING FEEDBACK

Feedback is an indispensable tool, a gift indeed.

Without it, you are left in the dark, you don't hear about what is going on in your blind spots, you miss out on the opportunity to improve or grow.

But what are we supposed to do when receiving a gift? Some gifts may be difficult to receive, some may even contain poison!

The first thing to do is to thank the giver and accept the gift. Always. Be gracious and move on. This does not mean you have to accept the contents, though!

What you do next, is up to you. Options include:

1. Open the gift, enjoy what it brings. This is the most desirable outcome and hopefully what happens most of the time. Both the giver and the receiver are open and the process is positive and uplifting.
2. Open the gift, only use parts of it. Some progress is made. I always have to remind myself that if only a small fraction of the feedback I can perceive as positive, that is the part I need to take forward and not act on the rest.
3. Open the gift and later quietly close it up again and either discard it, or, scandal of scandals, re-gift it! The gift may simply be totally off target and not helpful at all. Hopefully the next gift will be better!
4. Do not open the gift at all, simply store it away somewhere for a later day or get rid of it. Hopefully this happens rarely, but some gift givers may be in such a toxic place that you will be better served not opening the gift at all.

When you give the gift, always strive to present it in such a way that it has the best chance of positively influencing, even inspiring the receiver.

When leaders park their egos and model how to positively respond to feedback, a culture can be established where this gift is used throughout the organization to constantly improve at all levels. It is a powerful way of relentlessly, even imperceptibly becoming better ...

Nico Human is a results-driven leader, coach and speaker with a passion for progress. He advises leaders to improve leadership skills, maximize teamwork and achieve outstanding results, whilst maintaining life balance and finding meaning in what they do.

He loves to help make leaders unstoppable, fire up teams and create a better tomorrow for us all. [Contact him](#) today to schedule a conversation.