

Seeking Feedback From a Trusted Source

To use this tool, identify a friend, family member, or mentor who knows you well and with whom you want to improve your relationship. Ask them to spend some dedicated time with you, and schedule a time free of interruptions. Let them know how important they are to you and that you want to ask them a couple of important questions. Your expectations are that nothing is off limits, you won't become defensive, and you will listen with an open mind.

To prepare yourself for this conversation, use the following steps.

1. Mentally prepare yourself to hear something that might surprise you or be difficult to hear.
2. Consider how deep you want to go with the person you invited.
3. Be patient. Your goal is to grow. Check your perception against theirs.
4. Express gratitude for the conversation.

Next, ask your friend the following questions.

1. **“What is something you see in me that you value or admire?”** Ask this question first. Thank them for sharing with you.
2. **“What is something that I could change in order to grow?”** Listen with an open mind and heart. Thank them for their honesty.

Source: Adapted from Eurich, T. (2017). Insight: Why we're not as self-aware as we think, and how seeing ourselves clearly helps us succeed at work and in life. Crown Business.