



# Strike Zone Tool

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# A Better Way to Ask for Feedback

You've probably heard the expression "feedback is a gift," but I bet most of the feedback you receive is much less appealing than a gift. Avoid these common mistakes and ask for feedback in a way that will make it easier for others to give you what you need.

## Errors in Soliciting Feedback

**Asking for feedback after the fact.** Doing so requires the person to recall from memory and introduces biases that reduce the quality of the feedback.

**Asking for feedback without boundaries.** Leaving your request open means the content of the message might not be pertinent or timely to what you're working on.

**Accepting feedback without warning.** Allowing people to give you feedback about anything at any time can make feedback feel confrontational, adversarial, and even unsafe.

## Establish Your Strike Zone



Reflect on your goals, skills, and ambitions, and choose one development focus for the next quarter. (For example, communication skills, strategic thinking, or executive presence.)

My development focus for this quarter is: \_\_\_\_\_

Select a specific skill or behavior you will work on in the short term. (For example, if your development focus is strategic thinking, your target area might be a longer time horizon, more of an external focus, or making innovative connections between disparate ideas.)

My target area at the moment is: \_\_\_\_\_

Shape your request with your development focus and target area, then specify an opportunity where the person might be able to observe your behavior and ask them to share the impact of your choices on what they thought or felt.

My request is: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_