

Reframing Feedback as Growth

Linked to Case Study 7: The Employee Receiving Feedback

Step 1 – Notice

Recall a time you received feedback that felt difficult. What was said?

Step 2 – Pause and Reset

Write down how the feedback made you feel.

Now, respond to two of these questions:

- “Is there one useful insight I can take from this?”
- “What small adjustment could make a difference here?”
- “Who can I ask for clarity so I understand this better?”

Step 3 – Act

Choose one small step you feel ready to take in response to the feedback (e.g. asking for a concrete example, requesting a follow-up conversation, or trying one new approach).

- Write down when and how you will take this step.
- After doing it, note how it felt and what you learned.