Use Your Performance Feedback

The Importance of Feedback

Show initiative by gathering feedback to help you grow. It can be your biggest advantage when applying for your next position, if you use it correctly.

Tips On Feedback

- Ask for feedback frequently – If people know you want it, they are more likely to provide it.
- Listen to what people say – Think about what they're saying and try out their suggestions.
- Don't take it personally – Feedback is based on performance – what you do, not who you are. Even though it may sting a bit, it's best for your career to modify and improve what you're doing.
- Give feedback to others – You can learn a lot from teaching others, plus you can help create a team of associates who freely provide feedback to each other. That's a recipe for success!

Best Places to Find Feedback

- Formal Performance Conversations – Meetings with your manager or supervisor such as Mid-years, Annual Reviews, One-on-Ones and specific development conversations.
- Informal Conversations – Information you gather from unplanned conversations with your manager, talking to your peers and customer complaints or acknowledgements.
- Other – There are additional resources you may come across such as feedback surveys, performance metrics, promotions or special training.

Turn Your Feedback Into Action!

- Use feedback to identify the skills you need to develop. Once you've identified them, include these skills in your development goals using the Development Blueprint.
- Take on new challenges that will build your skillset. See an opportunity in a new project? Take it. Inquire about classes that could help.
- Once completed, ask for feedback to determine if you are improving in a certain area.
- Use feedback to monitor your progress. If you don't ask, then you might miss out on some good information. Track your progress and see how much you can grow.