

Worksheet for Mentees: Asking for and Reflecting on Feedback

Chances are you will receive a lot of feedback in your mentoring relationship, whether you ask for it or not. But it is an excellent practice to be proactive about asking for feedback. Teach people that you are serious about your growth and development. And, as an added benefit, the more that you ask for feedback the easier that feedback becomes to hear.

As a practice, identify 3-5 people who you feel know you well. Only one of these people can be a friend or family member (these people are nice, but they generally only tell us what we want to hear, not the hard stuff). Tell them that you want to have a feedback conversation with them. You can (and should) send them these questions in advance, but it is important that the conversation take place in person or over the phone. Don't let them just email you back their responses. This practice is as much about *what* you hear as it is about *how* you hear it.

The questions are simple:

1. What are 2-3 things that you think that I do particularly well?
2. What are 1-2 areas of growth and improvement for me?

Try your best, in these conversations, to focus more on listening than talking. Particularly when we're told things that we could be doing better, it's natural to want to get defensive. Try not to do that. You can ask questions for clarification, but mostly listen, take notes if you need to, and be sure to thank the person for their time and their insight.

Later, take some time to reflect on the following:

What did I hear that particularly resonated with me?

What did I hear that was surprising or challenging to me?

What will I do with this new knowledge in the future?

How did these conversations make me feel?

After you have done this reflective work, discuss your answers to these questions with your mentor!