

SHOW NOTES

S02-E05 **ZERO FEEDBACK BOSSES**

The Omission of Feedback and Coaching

Summary: Feedback and coaching are the fuel for self-awareness about personal performance. Without it, we're left to make assumptions about how we're doing. Even elite athletes need coaches to observe them from outside and make recommendations. One way to improve as a public speaker is to practice in front of a mirror. That's feedback. Without it, we don't notice the nuances of performance that may need attention and improvement.

Information/Links:

One of the main reasons bosses fail to give feedback is fear and avoidance. It's uncomfortable to give feedback, especially negative. Bosses are people too. And people tend to avoid things that make them uncomfortable or uncertain.

ASK FOR IT - My main suggestion here is to take control of the feedback you receive. Don't wait for it. Ask for it. Give permission to receive constructive feedback by self-assessing and asking if the boss agrees.

HAVE THE RIGHT SPIRIT - Check your defensiveness at the door. Display openness to feedback and a desire to get better every day.

- Employees are 2X as likely to be actively disengaged if they feel ignored by their manager.
- 65% of employees said they wanted more feedback
- 58% of managers think they give enough.

Gallup reports that even when we get feedback, only 26% of employees say that it's helpful. They stress "coaching" over "feedback." Feedback is about the past and what can't be fixed. Coaching is about the now and the future.

<https://www.officevibe.com/employee-engagement-solution/employee-feedback>

<https://www.gallup.com/workplace/257582/feedback-not-enough.aspx>

Self Reflection:

Am I waiting around for coaching that will never happen?

Do I have a spirit of coachability that makes it easier for my boss to share criticism and suggestions for improvement?

