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10 TRUTHS YOU NEED TO KNOW ABOUT YOU (EVERYONE ELSE DOES)

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1. YOU'RE BETTER THAN YOU THINK

Many people underestimate their own strengths. Perhaps you don't know your own strengths, or maybe you just don't realize how much impact they have. Know your talents. Recognize your value. Then you can bring out those strengths to become even stronger and more effective.

2. YOU'RE MISSING IMPORTANT INFORMATION

There are some things we simply can't know about ourselves. Do you *really* know how others feel about you - or do you just *think* you know? Have you ever asked for direct feedback about what you're doing that's working, what's not working, and what you can do better? The annual review isn't enough. You need sincere, straightforward feedback on what it's like to see you, to be with you, and to work with you in order to be your best.

3. YOUR SHORTCOMINGS ARE NOT A SECRET

They're just a secret from *you*. How many times have you griped with a confidante over someone else's flaws? Imagine what could have changed if you would have had a way to candidly, compassionately communicate how you felt to the person at fault. Do you think they might have changed? They might, they might not, but one thing's for certain: They never had the chance because you didn't share what you know. The same is true for you. People around you can see your flaws better than you. Give them a fair chance to share.

4. YOUR BEHAVIORS AFFECT BUSINESS RESULTS

Whether you are the leader of a company, the leader of a team, an individual contributor or an entrepreneur, your work contributes to the success of your business. When you improve, business improves. When you fail to improve, business stands still. Take responsibility for your own development, and notice the results.

5. YOU ARE A POWERFUL FORCE

Many times people think they are open to feedback. “I have an open-door policy,” they say. “I welcome feedback. You can tell me anything.” While all of that may be true, it’s also true that people are intimidated by the prospect of actually delivering the feedback you want. They may fear retribution. They may not trust you. They may not have the words to constructively communicate their frustrations. It’s not necessarily your fault. People see barriers where perhaps there are none. But especially if you have any kind of power over the people from whom you want feedback - for instance, as their boss or superior - you need to give people permission and channels for safely overcoming the power differential and then respond with openness and gratitude.

6. THE FASTER YOU CAN GET TO THE TRUTH THE FASTER YOU CAN APPLY THE LEARNING

When you get feedback, positive or negative, make sure you understand what it means. Without being defensive, explore the messages. Really understand them, and always follow up with the question, “What suggestions do you have for improving in that area?”

7. YOU CAN TAKE IT

It takes courage to ask for feedback. You have to try not to take it personally, overanalyze it, dwell on it, become defensive, or catastrophize it. It helps to put yourself in the right frame of mind to receive feedback: Open, listening, and ready to learn.

8. THERE’S MORE TO YOU THAN YOUR FEEDBACK

To make the most of feedback, you need to strike a balance between taking it seriously and making it count for everything. You are more than your feedback. You are bigger than your job. After receiving hard feedback, treat yourself to time with the people who love you, warts and all.

9. YOU HAVE LIMITLESS POTENTIAL

Both positive and negative feedback are important. Sometimes the good stuff is hard to see; our minds tend to focus on the negative like our eyes are drawn to light. Make a conscious effort to shine a light on all of the good news, and remember that there is no limit to what you can achieve by being talented, dedicated, high-achieving you. You can overcome the obstacles and maximize your strengths. You are worth the effort!

10. EVERYBODY'S WATCHING

If you value feedback and want others to value it, too, take the high road when it comes to getting feedback. Listen carefully. Be open. Your self-worth is not on trial; you are not being attacked. You are receiving the very real, specific feedback you need to improve, just the way you would receive food to build up the body or meditation to nourish the soul. Show people how that looks. Tell them how it helps. You will become a role model for others, helping them too to ask for feedback and developing culture of mutual trust and respect in which everyone can thrive.



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