

April Newsletter



Welcome to the April edition of our newsletter!

This month, we delve into the intricate dynamics of feedback, the fear of feedback and ways to navigate it effectively. The exchange of feedback serves as a cornerstone for growth and improvement.

Constructive criticism, delivered with empathy and specificity, can empower individuals to refine their skills and approaches. However, many have a fear of feedback and are scared to read their feedback.

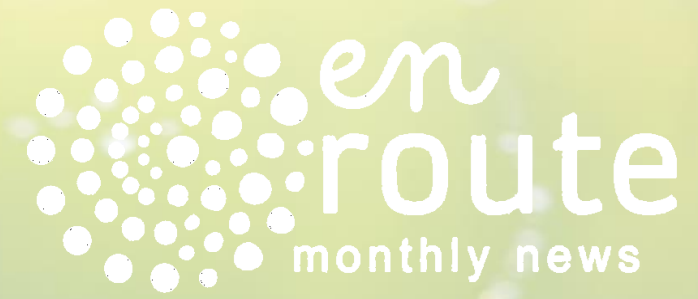
Why People Fear or Dread Feedback:

Fear of Criticism: Sometimes feedback can feel like a personal attack. Some individuals fear that feedback will highlight their weaknesses or failures, leading to feelings of inadequacy or vulnerability.

Comfort Zone: Receiving feedback requires stepping out of your comfort zone (because that's where the GROWTH is). It involves facing and acknowledging potential areas for improvement. For some, this can be uncomfortable and spark anxiety or stress.

Lack of Trust: If there's a lack of trust in the person giving the feedback or in the feedback process itself, individuals may be hesitant to accept and internalize the feedback. They may question the motives behind the feedback or its validity, leading to resistance.

Previous Negative Experiences: Past experiences of receiving harsh or unfair feedback can create a fear of repeating those experiences, leading them to avoid feedback altogether.



Effective feedback and constructive criticism is a powerful tool benefiting both individuals and organizations at large. But yet, many have this fear of feedback and put off reading their feedback for days.

Fear of feedback

Adopting a Growth Mindset

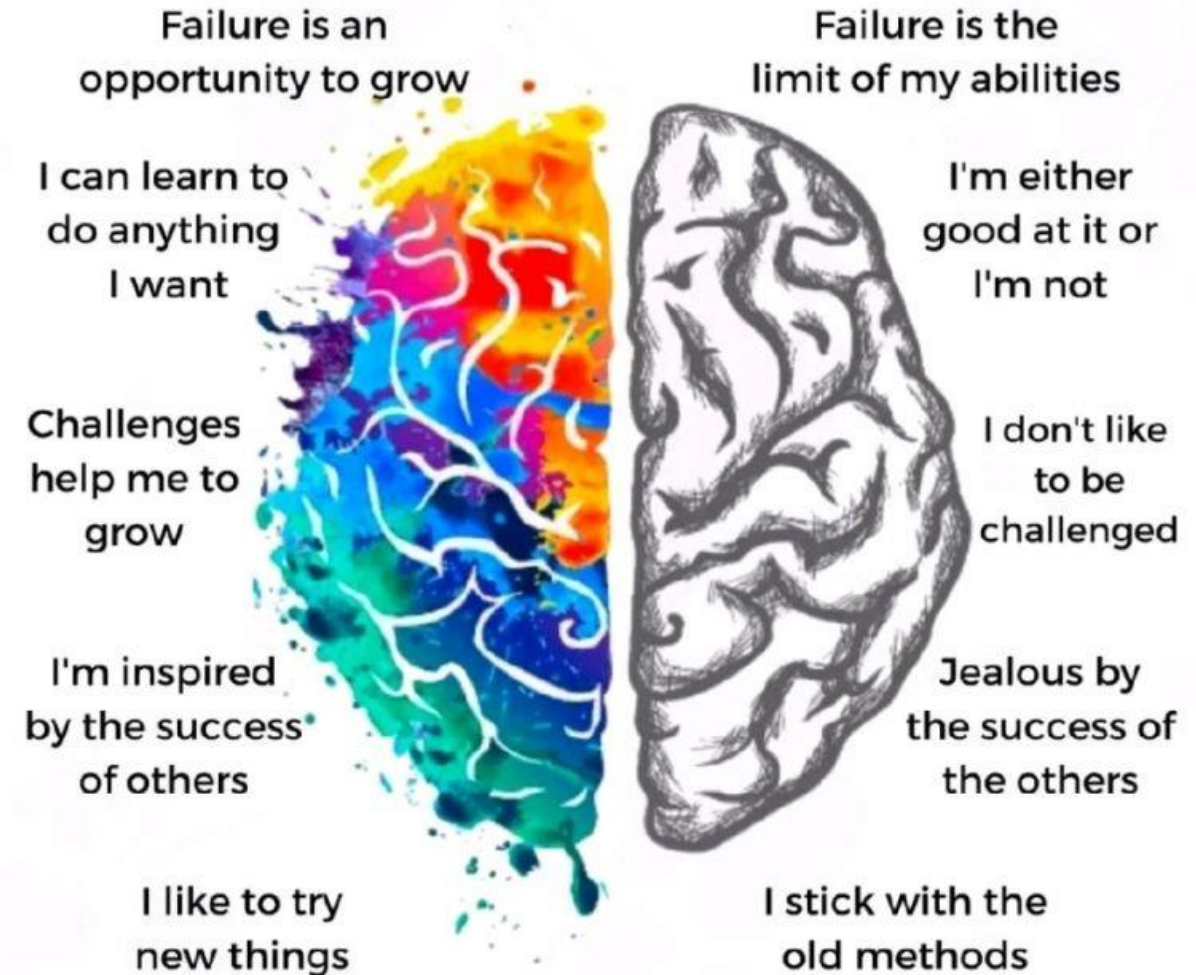
People with a fixed mindset believe that their abilities and intelligence are static traits that cannot be changed. Feedback that suggests areas for improvement challenges this belief. Adopt a growth mindset and open-minded perspective before you read your feedback or go into an in-person meeting receiving your feedback. Feedback is there to show you where you can improve and should not be there to attack you.

Overcoming the fear of feedback involves cultivating a growth mindset, building trust in the feedback process, reframing feedback as an opportunity for growth, and developing resilience in the face of criticism. Creating a supportive feedback culture where feedback is delivered constructively and received openly can also help alleviate fears and encourage individuals to engage with feedback more positively.



www.routescoaching.co.za

Growth Mindset Vs Fixed Mindset



Giving Constructive Feedback

Addressing how feedback is given is highly critical because it plays a pivotal role in an individual's career, performance, and their overall wellbeing. Therefore, for feedback to be valuable it needs to be **CONSTRUCTIVE**.

Constructive feedback is crucial for growth and improvement. There are various aspects to keep note of when approaching to give constructive feedback.

Provide specific examples of the behavior or work you're addressing. Vague feedback can be confusing and less actionable. Clear examples help the person understand exactly what they did and how it impacted the situation. Critique actions or behaviors, not the person's character. This helps prevent defensiveness and keeps the focus on improvement rather than personal attacks.

Invite the person to share their perspective and ask questions to ensure they understand the feedback. This promotes open communication and collaboration. Lastly, check in with the person later to see how they're progressing and offer ongoing support and guidance as needed. This demonstrates your commitment to their development.

Remain aware of your tone, how you say things, your body language because it all makes a huge difference in how someone will interpret the message.



CONTACT US

Debbie Wheal | 083 987 2925

debbie@routescoaching.co.za

Cassie Quiterres | 076 395 0258

cassie@routescoaching.co.za

www.routescoaching.co.za



“The only limit to your impact is your imagination and commitment.”

TONY ROBBINS