
RESPONSIBLE360 FEEDBACK EXERCISE

Exercise Goal: Gain clarity on performance expectations for your job or development goals and assess your position on the continuum toward meeting them.

Ultimate goal: “Crush your job” by capitalizing on superpowers and improving areas one at a time.

Skill: How to ask for and receive feedback (building the muscle for resilience and growth).

Steps:

1. Choose a trusted ally: Select someone who you believe is on your side and can offer honest insights.
2. Set the context: Explain that you're in a Leadership Circle program. One assignment is using feedback for self-improvement. For example: “I'm working on my leadership skills and would value your perspective.”
3. Make the ask: Request one thing you're doing well and one area for potential improvement. Keep it specific: “Could you share one strength I'm showing in my role and one thing I could improve? Please be candid. Use rating scale (1 low to 10 high).”

4. Receive mindfully: Thank them sincerely. Notice your physical and emotional reactions—feel what you feel but monitor what you say. No disclaimers, arguing, or justifications.
5. Commit to reflection: Say you'll think deeply about it (e.g., "Thanks—I'll reflect on this").
6. Journal insights: Note your reactions, lessons learned, and any patterns (e.g., "Did this highlight a key strength (VIA) or Saboteur? Separate the message from the messenger.

Optional Follow-up (Over the Next 1-2 Weeks):

- Repeat with 2-3 others, progressing to people who are harder to approach (e.g., a higher-up or critic).
- Reflect on patterns in feedback received, your responses, and how your "feedback muscle" strengthens.
- Plan to debrief in our next session or with a peer for support.