

The BOLD MOVES brief

EPISODE 17

MASTERING THE ART OF RECEIVING FEEDBACK

THE CORE TRUTH

You can't grow what you won't look at.

Feedback isn't a verdict on you - it's a snapshot of a task in a moment.

Treat it like data, not doom.

KEY TAKEAWAYS

- Your brain hears "Can I give you some feedback?" and your amygdala screams "SABRE-TOOTH TIGER." Breathe first; decode later.
- Separate effort from impact. Your graft is real; the outcome might still need tuning.
- Perfectionism makes feedback feel binary (nailed it vs. failed it). Reality lives in the grey.
- Labels ("negative", "not leadership material") need evidence and examples. Ask for them.
- Micro-feedback beats annual theatre. Normalise quick, in-the-moment observations.
- You don't have to keep every note. Filter: theme it, test it, or toss it.

ACTION MOVES TO TRY

- Rename the F-word. Swap "feedback" for "observations" or "tips" in your asks this week.
- The One-Thing Check-In. Ask, "What's one thing I could tweak next time?"
- Evidence or Echo? When you get a vague label, ask: "Could you share a couple of recent examples so I can see the pattern?"
- Theme Tracker. Start a simple note with three columns:
Task/Context | Observation. | Action/Decision (Do, Park, Ignore).
Revisit monthly.
- Practice the Pause. Before responding, silently count to five and take one breath through your nose, out through your mouth.

**PAUSE
SEPARATE
FILTER**

CONVERSATION STARTER WITH YOUR BOSS

- "I'm keen to sharpen this. What did you notice that would have the biggest impact if I changed it?"
- "On a scale of 1-10, how did that land? What would make it a point higher next time?"
- "If you were in my shoes, what's the next micro-move you'd test?"

ADD THIS TO YOUR BOLD MOVES BANK

- Write "Take it purposefully" on a sticky note where you do reviews.
- Book a 10-minute "Observation Swap" with a peer after your next big meeting.
- Share this checklist with your team and agree your house rules for feedback.

THE ART OF RECEIVING FEEDBACK CHECKLIST

1. PREP (SO YOU'RE READY WHEN IT LANDS)

- Pause. Task not self. Filter. (Write it on a sticky near your screen.)
- If I'm thrown, I'll buy time: 'Thanks- let me take a note and circle back.'
- My soundboard is [name]. I'll check patterns with them, not randoms.

2. PAUSE: Interrupt the amygdala (in the moment)

- "Thanks, keep going. I'm taking notes."
- "Which moment/output are we talking about specifically?"

3. SEPARATE SELF FROM TASK: Decouple worth from work (minutes later)

- "That's feedback on the task, not on me as a human."
- "Could you share 1–2 examples so I can see what you mean?"
- "My intent was X, but the impact landed as Y."

4. FILTER: Sieve it before you keep it (within 24–48 hours)

- "Have I heard this before? Is it a pattern or a one-off?"
- "Do they have the context/credibility to judge this area?"
- "Does working on this move me closer to my next goal?"
- Decision:
 - Do (test a tweak),
 - Park (calendar to revisit),
 - Ignore (allowable weakness).

5. DO: Run the 2mm experiment (next similar moment)

- "I'm going to try [small change] next time, can you watch for it?"
- After action: "What was one thing that improved? One thing still clunky?"

6. CLOSE THE LOOP: Convert it to momentum

- "Tried X; impact was Y. Next I'll try Z, anything you'd add?"
- "I appreciate your perspective. Here's what I'm thinking of doing."

7. KEEP ASKING: Make it a growth habit

- Weekly micro-asks (reframe the F-word):
 - "What did you notice that I could tweak?"
 - "Got any tips for me?"
 - "What's one thing I could do differently next time?"
 - "On a scale of 1–10, how did that land? What would make it a point higher?"
- Monthly pattern scan: 10-minute Theme Tracker review: keep, kill, or continue.
- Reframe trigger: Replace "Don't take it personally" with "Take it purposefully."

**PAUSE
SEPARATE
FILTER**