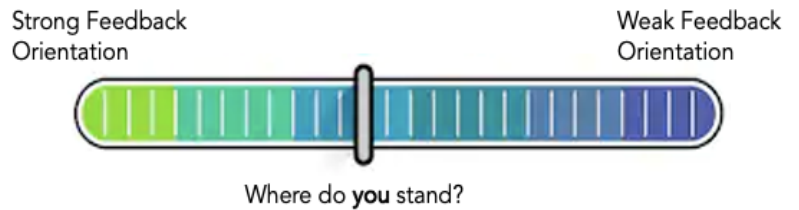


Using feedback in the three phases of the Career Clarity Method

Phase 1: Finding an idea of what exactly it is that you want next

- **Get familiar with your own feedback orientation.**

How do you generally think and feel about feedback? Do you value it, find it useful, actively seek it out? Your feedback orientation will determine how you react to feedback and what you do with it. You can develop your feedback orientation by actively asking for it, taking time to really think through feedback you receive, and putting it to use in constructive ways.



- **Use feedback to assess the distance between where you are and where you want to be.**

Feedback helps you assess the “distance” between your current state and a goal or desired state. So, if your goal is to find a career you love, what feedback do you need to help you close that gap? Feedback can be self-generated (in your inner monologue, how you feel – emotions and in your body – about things) and also come from others and our environment.



- **Proactively ask for feedback.** If you’re trying to figure out what you are good at and where you shine, ask friends, family, past or current colleagues. Who do you trust, whose perspective do you value to give you honest feedback?

Phase 2: Testing to confirm that your dream is dreamy in reality

- **Get feedback on the viability of that career.** For example, when I was a kid I told my mom I wanted to be an NHL player. She gave me the feedback that this goal might be hard because I didn’t actually play hockey or know how to ice skate, and I’m a woman, which was another barrier. Very grounding feedback.
- **Understand your own reactions.** Feedback that feels critical or highlights opportunity areas will elicit an immediate emotional reaction from you. Our brains are hard-wired for this – it’s a classic threat response. The most important thing to do is recognize that you are having an emotional reaction, and simply give it time to pass. Feedback has the most value when you mindfully process it, and you can’t think rationally and deeply when you are experiencing very strong emotions. So, work with the constraints of your biology!

Phase 3: Executing on your strategy to go make it happen.

- **Gain self-awareness.** If you are looking to grow and build new capabilities to make yourself more competitive for a job, feedback will help you understand what you need to do more of, less of, or differently as you work toward that goal
- **Ask for feedback** on your resume, your presence, your LinkedIn profile – from people you trust, recruiters, mentors, etc. Asking for feedback makes it easier for people to provide it – you are giving them an invitation. The more specific your question, the easier it is for others to give you specific feedback, and more specific feedback is always easier to take action on than general feedback

Brodie Riordan, PhD is an industrial psychologist, executive coach, professor, and author of *Feedback Fundamentals and Evidence-Based Best Practices: Give it, Ask for it, Use it*. Learn more or get in touch by checking out her private practice, [Ocular, LLC](#).