

GET THE JOB

Making Feedback Work for You

How Constructive Advice Can Help Strengthen Your Career

Receiving feedback at work can sometimes feel uncomfortable. Hearing that something could be improved may create a moment of self-doubt, even when the intention is to help. Yet feedback is one of the most valuable tools for professional growth.

When approached with the right mindset, constructive advice can provide insight that helps employees improve their skills, strengthen relationships and advance in their careers.

LISTEN WITH AN OPEN PERSPECTIVE

The first step in making feedback useful is to listen carefully and with an open mind. Instead of reacting defensively, try to focus on understanding what the other person is saying and why they are saying it.

Supervisors and colleagues often offer feedback because they want to see you succeed. Viewing the conversation as an opportunity to learn can make it easier to accept suggestions and reflect on possible improvements.

Taking notes during feedback discussions can also be helpful. Writing down key



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points allows you to review the advice later and think about practical ways to apply it.

ASK QUESTIONS FOR CLARITY

Feedback conversations can be even more valuable when you ask thoughtful questions. If a suggestion isn't entirely clear, asking for examples or additional explanation can provide helpful

guidance.

For instance, you might ask how a situation could be handled differently in the future or what specific skills might help you improve. These questions show initiative and demonstrate a genuine interest in professional growth.

Open communication also helps ensure that expectations are clearly understood. When you know exactly what improvements are needed, it

becomes easier to focus your efforts.

TURN ADVICE INTO ACTION

Feedback only becomes meaningful when it leads to change. After receiving suggestions, take time to identify practical steps you can implement in your daily work.

This might involve adjusting communication habits, improving time management

or seeking additional training to strengthen certain skills. Small improvements made consistently can produce noticeable results over time.

Learning to view feedback as a resource rather than criticism can transform the way you approach your career. By listening carefully, asking questions and taking action, you can turn constructive advice into an important tool for long-term success.