**How to ask for feedback**

Asking for feedback from your team is a way to improve your skills as a manager, as well as build more effective relationships with your team. Asking for and receiving feedback can be daunting but it is an essential part of personal development.

Often, managers will ask ‘what feedback do you have for me’ at the end of a meeting or 121, but that will not always generate the most useful responses, or will not generate sufficient detail to be truly helpful in your continued development.

Other questions you could ask include:

* What would you like more of from me?
* What would you like less of?
* What as a manager can I do to make your work easier?
* How can I support you better?
* What else do you need from me?
* What do you like about my management style? What would you change?
* Would you prefer more or less involvement from me on a daily basis?
* What is something I could have done better, or where could I have helped you more?

Remember to always thank people for their feedback.

Try to remain open-minded. It is entirely normal rationalise or reject feedback that we find difficult to hear. When this happens the opportunity to change or improve can be missed. Equally, some people find it hard to receive praise and positive feedback. Try not to mimimise or ignore positive feedback and use it to continue to do good work.

Take the time to reflect on what you have heard, especially if it was difficult or unexpected feedback. If necessary, seek to confirm the feedback with others. Then think about what you might do differently in the future.