

Why you need real-time feedback



One of the best things you can do to advance your career is elicit real-time feedback at work.

You will gain a clearer understanding of what you're doing well—and what you can change—in the moment. That is more powerful than hearing feedback after the fact.

Make it a priority to ask for feedback as you go throughout your day. Just make sure you choose the right people to evaluate you, including:

People who want you to succeed. Some people, quite frankly, don't want to see you become better than you are. Ask people who want to help you. It could be a boss, a mentor or a workplace friend, but ensure the person's intentions are good.

People who will tell you the truth. You need someone to be brutally honest, especially when it comes to your weaknesses. Don't just pick people who are going to tell you what you want to hear.

People with less authority than you. This one's a little harder, especially if you are a supervisor, because employees aren't always willing to be honest. Say: "I want to be the best manager/leader I can be, and I want you to tell me what I can do better."

If employees do have the courage to speak up, don't become defensive or punish them in some way.