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FEEDBACK RESET GUIDE

RESET THE CONVERSATION.
LEAD WITH CLARITY.

ACCELERATED
LEADERSHIP GROWTH

FEEDBACK RESET GUIDE

Separate Growth Feedback from Noise

Some feedback helps you grow while some is social conditioning disguised as advice. This guide helps you tell the difference and respond with confidence without questioning your competence.

THE 3 CRITERIA TEST: IS THIS REAL FEEDBACK?

1. CONTEXTUAL

Is it tied to my role's actual outcomes?

Real feedback connects to performance metrics, goals, or job responsibilities—not personal comfort or biases.

2. ACTIONABLE

Does this help me with something specific?

Real feedback offers concrete next steps, not vague critiques about who you are.

3. ALIGNED

Is it measured against agreed goals?

Real feedback is objective and based on shared expectations—not someone's personal preference.

NOISE VS. GROWTH FEEDBACK

🚫 NOISE (BIAS)

"You're too direct/intense"

"You should dress more professionally"

"Wait your turn/Don't rock the boat"

"You're too strategic/ambitious"

"Tone it down/Be more likable"

Based on how someone *feels*
Rooted in hierarchy or comfort
Makes you question your value

✓ GROWTH FEEDBACK

"Your report needs X data to support Y"

"Let's adjust your approach to align with scope/key stakeholders"

"Can you present solutions with cost/benefit analysis?"

"This project needs clearer milestones"

"Your strategy is strong—let's map it to team capacity"

Based on performance and results
Rooted in role requirements
Makes you clearer and stronger

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YOUR RESET RESPONSE FRAMEWORK

When You Receive Questionable Feedback:

Step 1: Pause

Don't internalize it immediately.

Ask yourself: "Does this meet the 3 criteria?"

Step 2: Clarify

Ask questions to expose whether it's bias or legitimate guidance.

"Can you help me understand how this connects to my role outcomes?"

"What specific action would you like me to take differently?"

"How does this align with the goals we've agreed on?"

Step 3: Reframe

If it's noise, redirect the conversation back to what matters.

"I appreciate your perspective. Let's focus on how my approach is driving [specific result]. Here's how we can measure success..."

Your Personal Reset Checklist

- When I receive feedback, I will pause before internalizing it
- I will test feedback against the 3 criteria: Contextual, Actionable, Aligned
- I will ask clarifying questions when feedback feels vague or personal
- I will separate my worth from feedback that's really about others' comfort
- I will reframe conversations to focus on outcomes, not perception
- I will trust my authority and strategic thinking—they're assets, not liabilities

Remember: The right feedback makes you stronger, not smaller.
You're not here to shrink. **You're here to lead.**

FREE DISCOVERY CALL