



Career Elevator

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How to Use Feedback for Personal Growth



Seeking and receiving feedback is crucial in the workplace. Feedback helps individuals identify strengths and areas for improvement. It fosters growth, enhances communication and builds stronger relationships. Regular feedback can also lead to improved performance by clarifying expectations and providing guidance.

Gallup data revealed that 80% of employees who report receiving meaningful feedback are fully engaged.

Consider the following best practices for accepting feedback for professional growth:

- **Stay open-minded.** Approach feedback with a positive attitude. Remember that feedback is intended for growth and should not be taken as a personal attack.
- **Listen actively.** Pay close attention to what is being said. Avoid interrupting and show that you value the feedback by nodding or using affirming language.
- **Avoid defensiveness.** It's common to feel defensive, but try to set aside your initial reactions. Take a moment to process the feedback before responding.
- **Ask clarifying questions.** Compare your current skill set with the requirements of your desired role. Identify gaps in technical abilities, soft skills or credentials. These steps can help you pinpoint what you need to learn or improve to move forward confidently.
- **Create an action plan.** If something isn't clear, don't hesitate to ask for examples or further explanation.
- **Reflect on the feedback.** Take time to think about the feedback you received. Consider how it aligns with your self-assessment and identify any changes you may want to implement.
- **Integrate feedback into your routine.** Make feedback a regular part of your development process. Seek it out proactively from peers, mentors or supervisors.
- **Follow up.** After implementing changes, check back with the person who provided the feedback. This shows that you value their input and are committed to improvement.
- **Be patient.** Whether personal or professional, growth takes time. Give yourself grace and be patient as you work to incorporate feedback and develop new skills.

Receiving feedback is a skill that can significantly enhance your professional journey. By adopting these best practices, you can turn feedback into a powerful tool for continuous improvement.

Discuss any concerns with your manager and request time to receive feedback on a specific task, skill or overall performance.

How to Build Self-confidence

Self-confidence can be a key ingredient for success in a professional setting. It can help empower employees to take initiative, communicate effectively and contribute meaningfully to their teams. While confidence may come naturally to some, it can also be cultivated through intentional habits and mindset shifts.

Consider the following strategies to help build self-confidence at work:

- **Recognize your strengths.** Start by identifying what you do well. Reflect on past accomplishments, positive feedback and tasks you enjoy. Keeping a record of achievements can serve as a reminder of your capabilities and reinforce your sense of value.
- **Set achievable goals.** Confidence can grow when you set and meet realistic goals. Break larger projects into manageable steps and celebrate progress as you go. Achieving small wins can help consistently build momentum and reinforce your belief in your abilities.
- **Develop new skills.** Investing in professional development can significantly boost confidence. Learning new skills can enhance your performance and expand your sense of competence and adaptability.
- **Practice positive self-talk.** Your internal dialogue can shape your self-perception. Replace negative thoughts like "I'm not good enough" with affirmations such as "I'm capable and learning every day." Over time, this shift in mindset can have a profound impact on your confidence.
- **Build supportive relationships.** Surround yourself with colleagues who uplift and encourage you. A positive work environment fosters trust and collaboration, making it easier to take risks and express ideas. Don't hesitate to lean on mentors or peers for guidance and reassurance.
- **Take initiative.** Volunteering for new tasks or offering solutions during meetings demonstrates confidence, even if you're still building it. Taking initiative shows that you're engaged and willing to grow, which often leads to increased trust and responsibility.
- **Fake it till you make it.** Confidence often follows action. If you're feeling unsure, act as if you're confident, stand tall, speak clearly and engage assertively. This doesn't mean pretending to know everything, but rather projecting self-assurance while you continue to learn and grow. Over time, your actions will reinforce your mindset, and genuine confidence will follow.

Building self-confidence in the workplace is a continuous process that thrives on self-awareness, action and support. Consider reaching out to your manager for guidance or asking to be paired with a mentor. Having someone to offer feedback, encouragement and perspective can accelerate your growth and help you navigate challenges with greater assurance.