The Art of Accepting Feedback

All of us eventually receive constructive or negative feedback at work. How do you respond to it? Accepting feedback is one of the toughest soft skills to learn because it is usually surprising and often unplanned, and it confronts something initially outside our awareness. Even if delivered softly with a smile, constructive feedback can leave you feeling vulnerable and off guard. There’s power in accepting feedback graciously because of the relief felt by the person giving it to you. This will build your positive reputation, impress managers, and help facilitate valuable relationships at work. On the other hand, reacting negatively to feedback will cause others to judge your character and maturity.

Be a pro at accepting negative feedback

1. Recognize that accepting feedback is not easy.
2. Know that your assigned critic has natural trepidation about his or her role
3. View feedback as an adventure in the unknown, and see it as powerful career juice that will help you grow
4. Work consciously to display an attitude and the body language of positivity when receiving feedback
5. Always validate the feedback giver and thank him or her for it.

Do I Need Counseling?

Fear, mystery, and stigma often keep people away from professional counseling, but this hesitancy is normal. One question will help you decide whether to go: Are you fed up with feeling miserable? Contrary to what’s portrayed on TV, most people do not attend counseling for very long. Some may go once, feel empowered, experience a “reality check,” and find the strength they have been searching for to finally take charge and overcome a serious problem. Counseling is challenging because personal change rarely is easy; however, it can still be fun, exciting, full of relief, and life-changing—but above all, not what you expected.
**When Does Helping Become Enabling?**

It’s tough to watch a coworker suffer with a personal problem, and it’s natural to want to help, but when does helping turn to enabling? This question helped give rise to employee assistance programs to assist employees with personal problems, and coworker (peer) referral is a popular route by which many clients seek help, but when should you recommend the EAP (or another source of help)? The answer is simple: at the very beginning. You can be a friend and recommend the EAP at the same time. One does not preclude the other, and it sets the stage for two things: (1) your friend thinking about the EAP right away and (2) the likelihood he or she will choose that option when you recognize the need to back away. Omitting the mention of the EAP in the early stages of helping a friend will make it harder for you to let go and harder for him or her to choose professional help.

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**30-Day New Year’s Resolution Check-Up**

Don’t give up on your New Year’s resolution! Look for roadblocks:

1. Is your goal specific? (e.g., I will dedicate 30 minutes daily to writing my book on organic gardening.)
2. Can you measure progress? (e.g., “It’s been 14 days, and I have written 13 pages.”)
3. Is your goal attainable? (e.g., There are 365 days per year to fit in 150 days of writing.)
4. Is your goal realistic? (e.g., “I have time in the morning each day for the task.”)
5. Is your goal timely with a deadline? (e.g., “I will complete my goal in 12 months by writing 12 to 13 pages per month.”)

If you discovered any missing elements, create them now to renew motivation. Log your progress, and tell a friend who will hold you accountable for progress in order to ramp up your chances for success.

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**Putting Excitement Back in Your Relationship**

If your relationship with a significant other feels too sluggish or routine (a complaint of many couples), research psychologists say the intervention is to plan new activities you both enjoy. Don’t panic—routines occur naturally because we are creatures of habit. One study showed an increase in relationship satisfaction while planning something new, while participating in it, and following the activity. Novel experiences need not be expensive vacations. A new hobby, project, or visiting local attractions, recreation, or picnic spots—nearly anything can do the trick. Shaking up the routine is a life skill. Use it to avoid complacency and stagnation.
Building Strong Relationships

Did You Know...the ability to communicate in a relationship is the number one predictor of marital satisfaction.

Sometimes you have to find ways to prioritize your partner while balancing kids, work and your day-to-day routine.

Your IMPACT Employee Assistance and Work/Life Program provides resources to help strengthen your relationship including:

- Face-to-Face couples counseling
- Articles and tip sheets on healthy communication, reviving your relationship and balancing work and personal life
- Online seminars on how to keep your love alive
- E-learning on conflict resolution
- Recognizing unhealthy relationship warning signs
Beyond Date Night

CREATING WAYS TO CONNECT

February is the month we celebrate love. And couples with lasting relationships know it’s about more than boxes of candy or a bouquet of flowers. Sure, regular date nights are helpful, but prioritizing your partner, sharing new adventures with each other, and showing affection are also important to keep that spark alive. Your IMPACT Solutions Employee Assistance & Work/Life Program can help you find ways to keep connected.

ONLINE SEMINAR

Available on demand starting February 16th

Keeping Your Love Alive

Learn the 10 relationship essentials, how to cope with challenges and conflict, and how to balance communication styles while keeping your relationship fresh.

Online seminars can be found on your home page, or you can search for them by title.

TOLL-FREE: 800-227-6007
WEBSITE:
www.myIMPACTSolution.com

Available anytime, any day, IMPACT Solutions is a free, confidential program to help you balance your work, family, and personal life.