

A simple way to know how your boss thinks about your performance

Regularly receiving the boss's feedback about the process is very good. However, it is not always easy for the boss to donate that gift to you.

Finding the answer is very time consuming and extremely difficult. While most of us feel frightened of overly fastidious bosses, quiet bosses who always hold a monotone voice are also said to be "extremely dangerous".

Mark Phillips from Boulder, Colorado once shared about the sale of his software that in about 2 years, he made sure to complete his sales targets but rarely received feedback (feedback) from the side. The boss and did not know when he would be promoted. When facing the boss, Phillips said that he needed to know the answer, but the boss simply replied with a familiar sentence: *"believe that my promotion decision is always in your favor . "* And then, some time later, he jumped.

Now, Phillips is the executive director of HireEducation - an affiliate marketing company in Sanford Rose Associates' senior management network, and when he looks back, he feels that he should have taken off. Confrontation attitude a bit. If you ask more questions and try to understand your boss's point, perhaps Phillips has stayed and *"the job must have progressed well."*



How to get your boss's feedback?

Some managers are afraid to make their employees uncomfortable or hurt their emotions if they are too open. Others *"worry that employees will go to the human resources department and make a big deal , "* said Peggy Klaus, senior speaker and trainer at Berkeley, Calif. When she advised an executive who worked in the public

service sector, giving her more feedback, the man said, *"I would rather be sick."*

There are many ways to know a less talkative boss. According to Michael Woodward, organizational psychologist, proactively acknowledging in advance that you have weaknesses will make management easier to open up. Because, it will help them feel emotionally safe - make sure employees do not interrupt abruptly or in tears when presenting their circumstances. Saying *"I used to have a very difficult time with XYZ and I need your help to find ways to solve the problem"* is a way of saying the ideal concession that every employee can apply.

Hassan Osman - senior manager at Cisco Systems and author of a book about team management, said asking subtly questions will show you know you're always trying to improve. For example, *"how does the boss think that I can make the project work better"* shows that you understand the project is not working well or asking *"What makes the boss excited about it?"* also shows that you care deeply about your boss's idea.



Closely connect your requirements with the boss's perspective or the company's mission, if possible. This will make managers want to help you more. Nearly all leaders want to see consistency in the pursuit of subordinates' goals. It also puts your requirements in a "bigger" and *"no longer about you"* context - Peter Bregman - New York City's head coach and author of *"Four Seconds"* (roughly translated: Four seconds) said.

Maintain a natural, calm expression even if you think you're mistaken by your boss: *"Look at your core values,"* said Dr. Woodward, not focusing on small things.

If the boss continues to make a cliché like *"You are not a member of the group"* try to "force" the boss to say more about the problem. Because an employee of management level will be disappointed with the blunt response of the "general boss" when the proposal gives feedback. The main reason for this is because the boss thinks *"What do you need a comment about the results of the work? I will tell you that you handle the situation very poorly."* The best thing here is to map out a list of skills you need to develop, such as speaking fluently and succinctly in presentations, then ask your boss to give you an evaluation for each technique. the ability you are training.

Occasionally, this will help you better understand the meaning of the feedback your boss makes. You might say: *"When the boss told me that I should have done XYZ project differently, it was very useful,"* said Aimme Cohen, a Denver career coach.

Thank you manager for any comments you have received. Even if you think it is useless or far from your goals, it is acknowledged that *"it is very difficult for your boss to share with me, I really appreciate it."*



If the boss seems to remain "ignorant", try another way. For example, you can ask your boss what your colleagues or other managers think about your performance. *"If people still maintain a particular belief, then they are more likely to think that others agree or have the same thought with them."* This tactic may reduce the boss's anxiety that you are having an aversion to him, Tyler Cowen, an economics professor at George Mason University in Fairfax said.

Kathryn Minshew, executive director of The Muse, a career development consulting website, agrees to add how the staff can try it when they want to ask their boss for feedback. You can **set up a recurring response time right after starting working with the new manager.** At the same time, ask your boss the best way for you to provide information about what you are doing including how often and whether it will be exchanged via email, message, phone or face-to-face.

Larry Gioia (Pittsburgh health care counselor) was impressed when a newly appointed employee in Team emailed him before starting work and asked him to set up a conversation. over the phone to discuss the best way for both of you to work together. During the call, the new employee told him that she wanted to receive frequent and quick responses. Gioia fully agrees. He affirmed that the behavior of the employee showed that *"she is very interested in the results and is responsible for the tasks she has been assigned"*.

Amy Sinclair proposed her boss Pam Borton to give a lot of feedback since she started working as an executive at TeamWomenMN - a non-profit organization in Minneapolis two years ago. Over time, both of them get used to each other's ways of working and she also learns that, as a boss, employers should not give feedback too quickly or too private, but take a day or two to give a deep and accurate assessment.

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