

## Myth - Someone will tell me if I am performing poorly or do not have a future

Although it would be ideal if your manager was open and transparent with you, this rarely happens. Most managers feel very uncomfortable about providing open and honest feedback. As a result, you can spend years unaware of the opinions that your manager and other key stakeholders have of you.

At a basic level, learning and development cannot occur without feedback. Simply put, people can't learn and adjust without understanding how they impact others. Given the importance of feedback to your learning and development, you need to surmount any aversion you have toward soliciting open and transparent feedback and start asking for it.

Indeed, if you are not receiving regular feedback, do not assume you are in great standing. In fact, you may have some blind spots – negative perceptions that you are unaware of that, if they continue, will limit your career options. Story after story exists of employees who were invited to a meeting in which they expected a promotion or raise, only to be laid off.

To be clear, although feedback is critical to career and life development, you may not choose to adjust to please everyone, in fact in doing so, you would be managing your brand rather than aligning with your passions. Instead, achieving and sustaining success requires that you know what impact you are having on others, not necessarily to change what you are doing but to know how to progress in alignment with your passions.

***Truth – Feedback won't just happen, you've got to ask for it***

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