



Unlocking the Force of Feedback

Key Takeaways

- 1 Becoming a Feedback Friend
- 2 Immediate Feedback Is the Aim of the Game for Flow!
- 3 Elite Performers Hunt Feedback, Not Reassurance
- 4 Unlocking Autonomy
- 5 MTP & High Hard Goals as the Ultimate Autonomy Tools

Quote:

“ Everything can be taken from a man but one thing: the last of the human freedoms- to choose one's attitude in any given set of circumstances; to choose one's own way ”

— Victor Frankl

Diagnostic

Zero & Dangerous Self Diagnostic

Exercise

Analyze Autonomy Across Your Life
Capturing Feedback from Others

See next page for details

Exercise

Analyze Autonomy across Your Life

Domain	Rank Your Autonomy in This Domain	With All Domains Below a 6, Run a Gun to the Head Proxy. Ask: Do I Have the Ability to Control This Situation and Gain More Autonomy?
For example, professional, familial, personal, emotional	10 = complete autonomy	If YES, change the situation. If NO, Change Your Perceptual Lens to Increase Autonomy (MTP, HH Goals)
1		
2		
3		
4		
5		

Exercise

Capturing Feedback from Others

1. Send the following email (copy paste from notes) to 5+ people (more the better).
2. Follow-up to ensure you get at least 5 responses.
3. Integrate the feedback into your goal and peak-performance plan.

[Insert Recipient First Name],

Hoping you're well!

I'm doing peak-performance training with the Flow Research Collective

and one of my assignments involves asking for feedback.

I was hoping you could spare 5 minutes to answer the following questions? It'd be very much appreciated!

1. What do you see as my three biggest strengths? What am I world-class at?
2. What are my three biggest weaknesses? Please be specific about when these have shown up and how you think I may be able to improve them.
3. Do you have any other feedback on how I can improve? The more blunt and candid you are the more helpful it is to me!

Thanks for your time. Much appreciated and I'm happy to return the favor if you'd like.

[Insert Your Name]

Glossary

Feedback:

Feedback is information in response to action received by an actor.

Notes

Lesson Resources

1. [Massively Transformative Purpose \(MTP\)](#)
By Peter Diamandis
2. [How to stay motivated during a cold, winter Covid lockdown,](#)
By Vicky McKeever
3. [How to Set Your 2020 Goals to Drive Flow,](#)
By Steven Kotler
4. [Motivational Determinants of Flow: Contributions From Self-Determination Theory,](#)
Kowal and Fortier, 1997
5. [Flow at work: An experience sampling approach,](#)
Fullagar and Kelloway, 2010
6. [Flow: the real driver of autonomy & cooperation in organisations, TEDx](#)
by Bart Vanderhaegen
7. [Factual Autonomy Scale FAS,](#)
Spector and Fox, 2003

Four Steps to Master Feedback Hunting

1. Screen for Activities with Immediate Feedback

To find high-flow activities ask yourself; “Will I receive information about the actions I’m taking quickly?”

- Examples:
 - Extreme Sports – Surfing, snowboarding, Downhill MTB
- Business – Marketing, agile software development, sales
- Fitness – Weightlifting, running, crossfit

1. Install Feedback Loops Where Possible

- The Common Feedback Loops: Communicative feedback (1:1’s, reviews, direct feedback)
 - Examples:
 - Writing – Pay for an editor
 - Workplace – Request performance feedback
 - Business – Run a 360, get a feedback buddy
- The Common Feedback Loops: Numerical feedback (KPIs, Scores, Metrics)
 - Examples:
 - Business – Add dashboards, KPIs, Optics
 - Fitness – Track heart rate, weights, distance
 - Creative – Words written, hours engaged

Lesson Resources

3. Welcome, Request, Receive Feedback Like a Pro

1. Welcome Feedback – Create a disposition that embraces feedback, viewing it as the golden data that facilitates your improvement.
 - Letting your ego block you from feedback is the equivalent to punching yourself in the face.
2. Request feedback – Develop an insatiable appetite for seeking, assessing and integrating feedback.
 - Seek neutrally, assess objectively, integrate quickly.
4. Receive feedback – Take feedback in a manner that results in you getting more feedback.
 - The more critical the feedback, the more positive the response.
3. Five Steps to Win with Feedback
 1. Understand It Is Fuel for Winning – Immediately show appreciation to the messenger.
 2. Listen to Understand Not to Respond – Stay quiet, assimilate the information, disregard your response.
 3. Ask for More & Stay Silent – Ask clarifying questions while exuding gratitude. Stay silent.
 4. Summarize – Repeat the feedback back and ask if it's correct to ensure accurate interpretation. Protects from biases.
 5. Bombard with Gratitude – Display immense excitement if the feedback is critical. Minimize excitement if the feedback is positive.

4. Apply Lean Personally

Validate (Rapid Feedback) —> Commit (Expend Resources)

- Rent the house before buying
- Go on a difficult vacation before getting married
- Do a trial period before accepting the job
- Try a mouthful before getting a full scoop
- Do a free workshop before signing up for a year