

# Becoming a Feedback Fiend

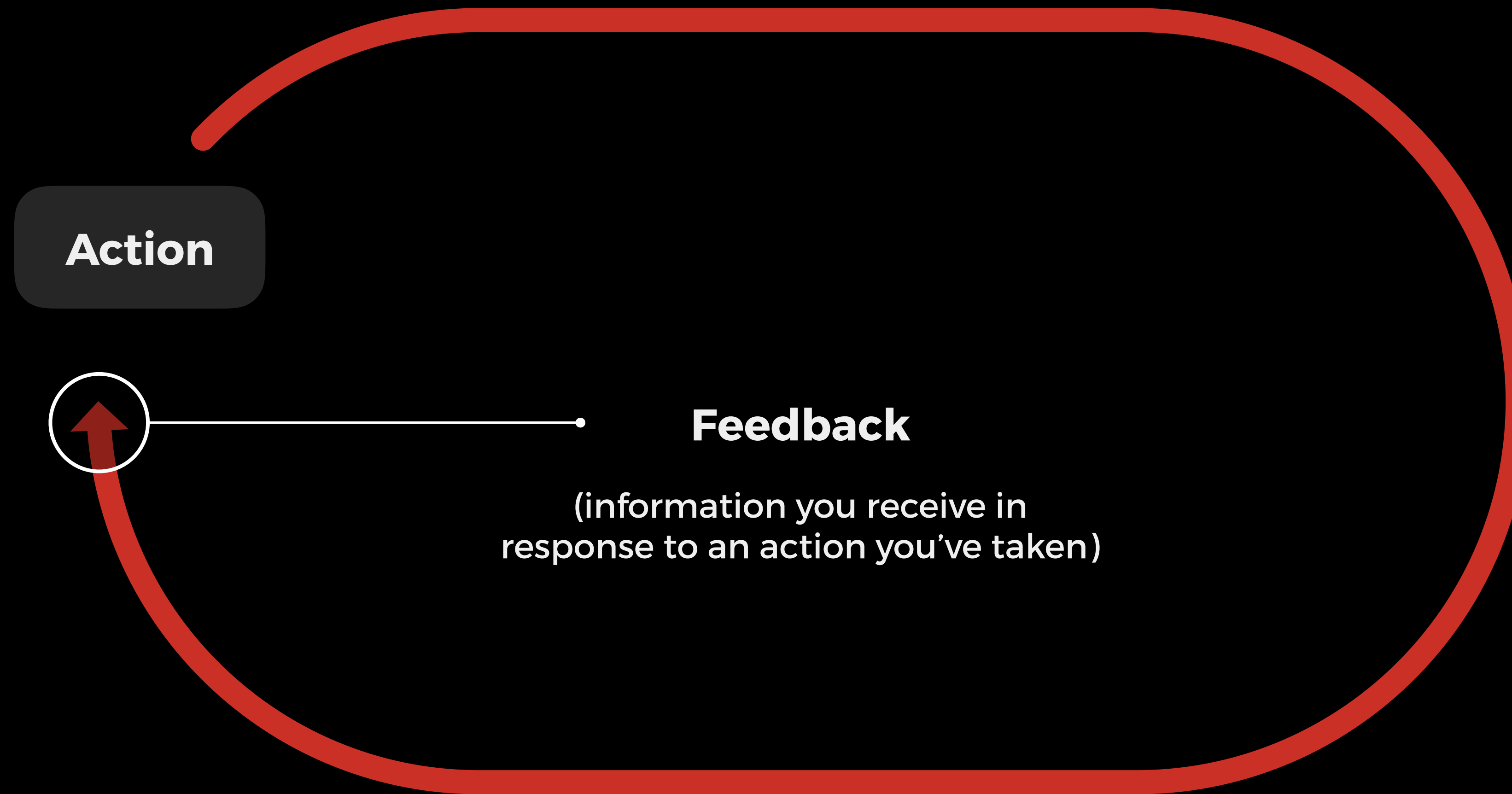
# Today's Gameplan

- 1 Becoming a Feedback Fiend
- 2 Unlocking Autonomy

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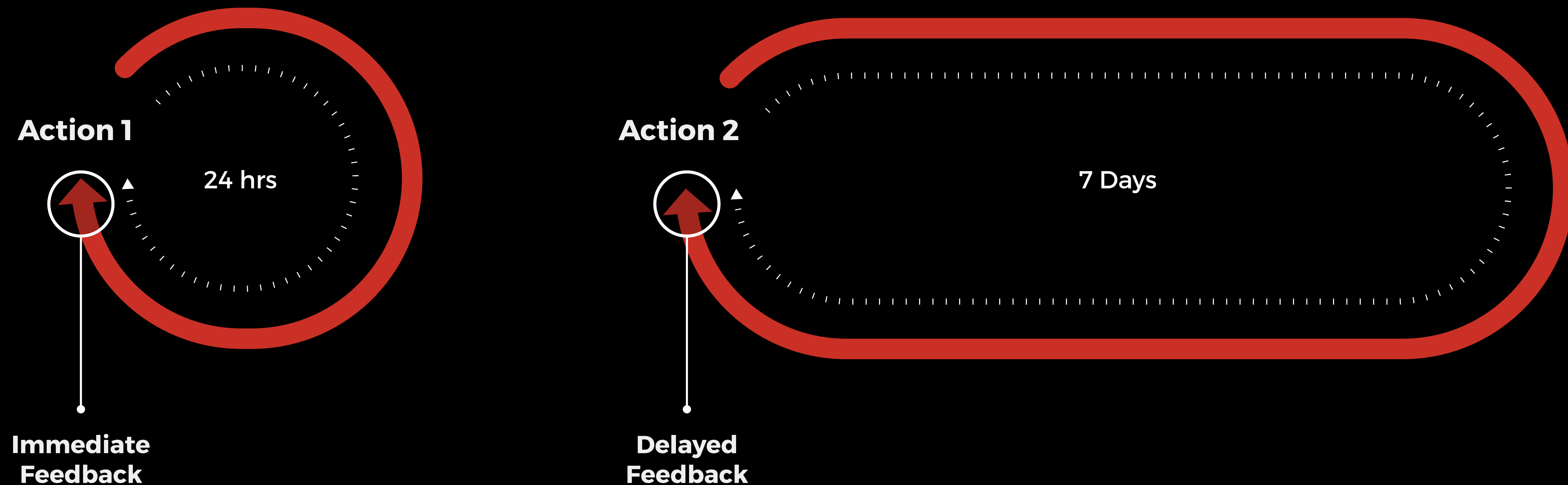
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# Feedback Is Information In Response To Action!

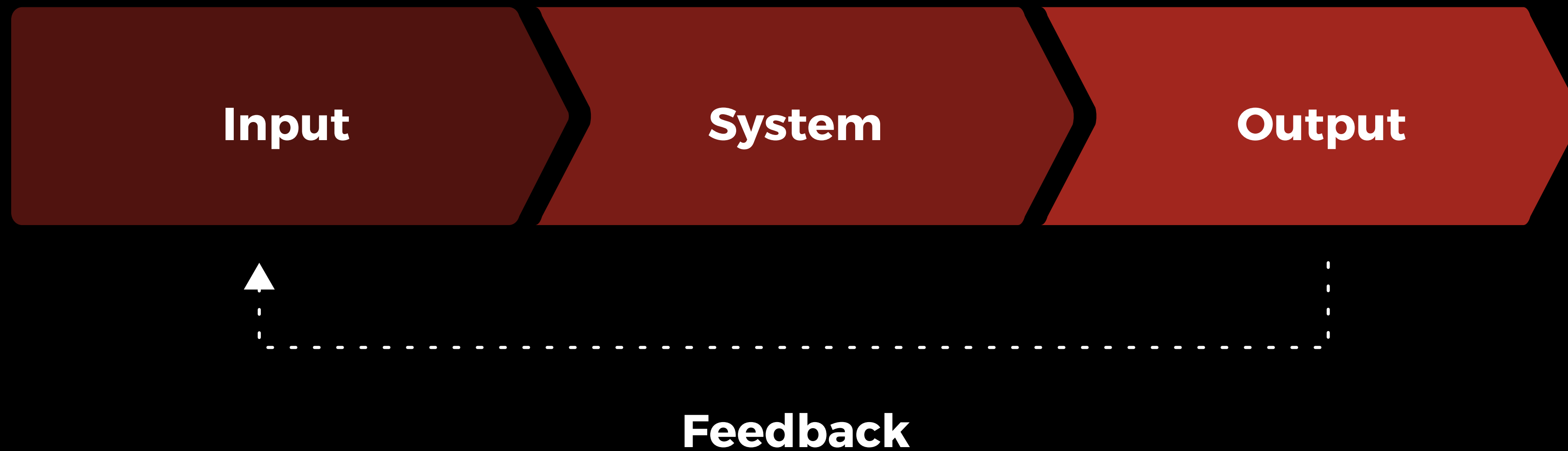




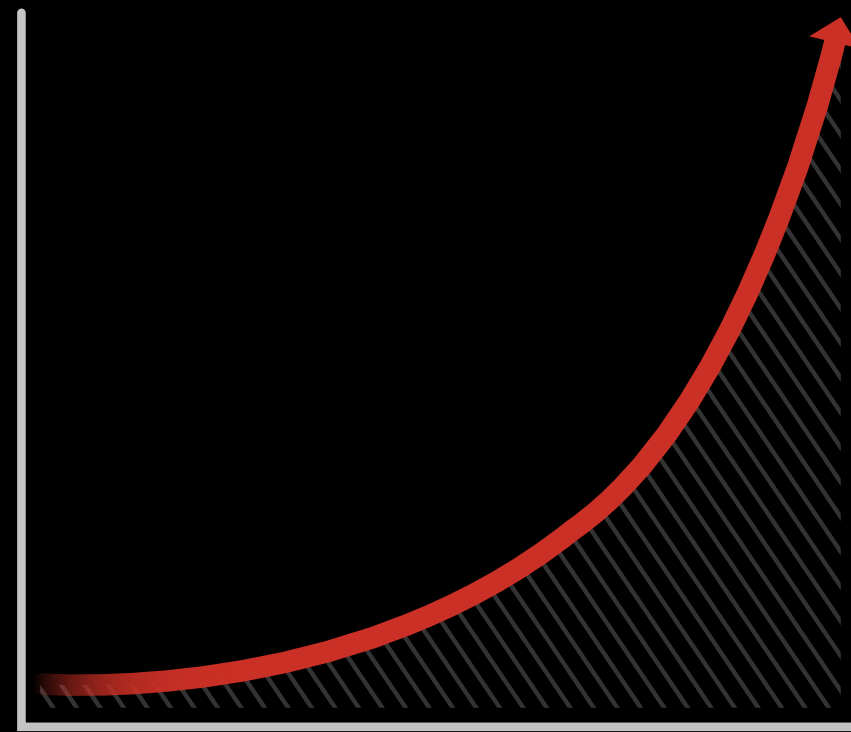
# The Faster the Information Emerges after the Action, the More Flow!



# However Feedback Loops Can Improve Any System



# The Dual Role of Feedback



## Improves Output

When used effectively, feedback improves the future output of any system.



## Drives Flow

When feedback is fast, it drives flow.

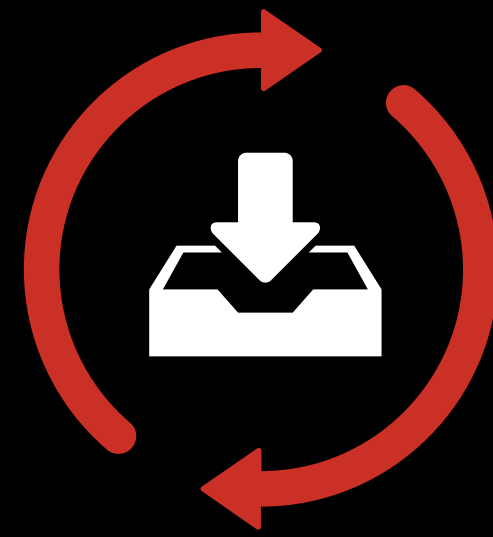
# Four Steps To Master Feedback Hunting

1



Screen for activities with immediate feedback

2



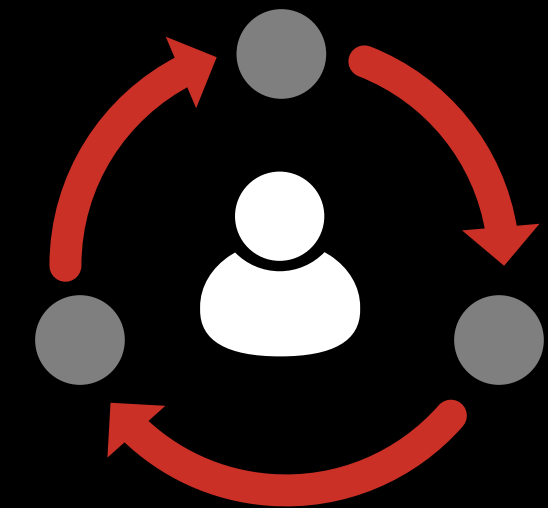
Install feedback loops where you can

3



Welcome, request, receive feedback like a pro

4



Apply lean personally





Step 1:

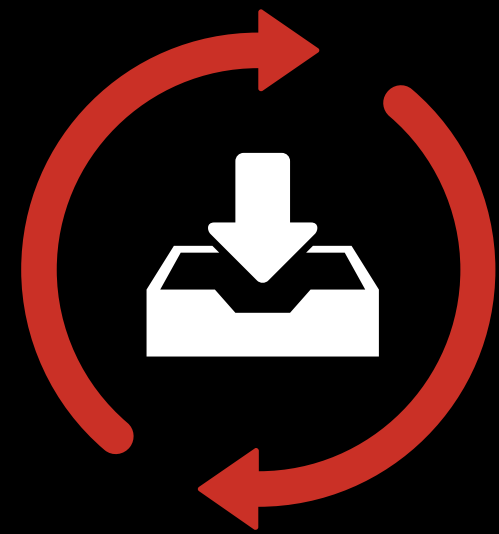
## Screen for Activities with Immediate Feedback

**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



Step 2:

## Install Feedback Loops Where Possible

**The Common Feedback Loops:**

### 1 **Communicative feedback** (1:1's, reviews, direct feedback)

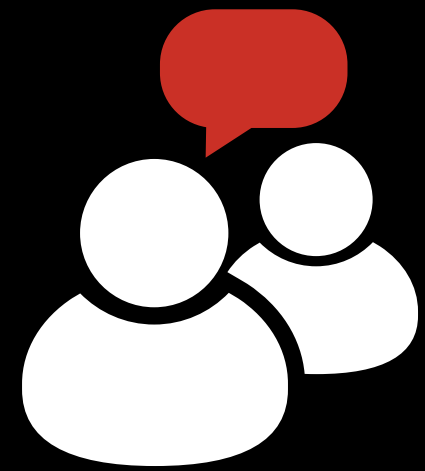
Example:

- Writing — Pay for an editor
- Workplace — Request performance feedback
- Business — Run a 360, get a feedback buddy

### 2 **Numerical feedback** (KPIs, Scores, Metrics)

Example:

- Business — Add dashboards, KPIs, Optics
- Fitness — Track heart rate, weights, distance
- Creative — Words written, hours engaged



### Step 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.

3

### Receive feedback

Take feedback in a manner that results in you getting more feedback.

- The more critical the feedback, the more positive the response.

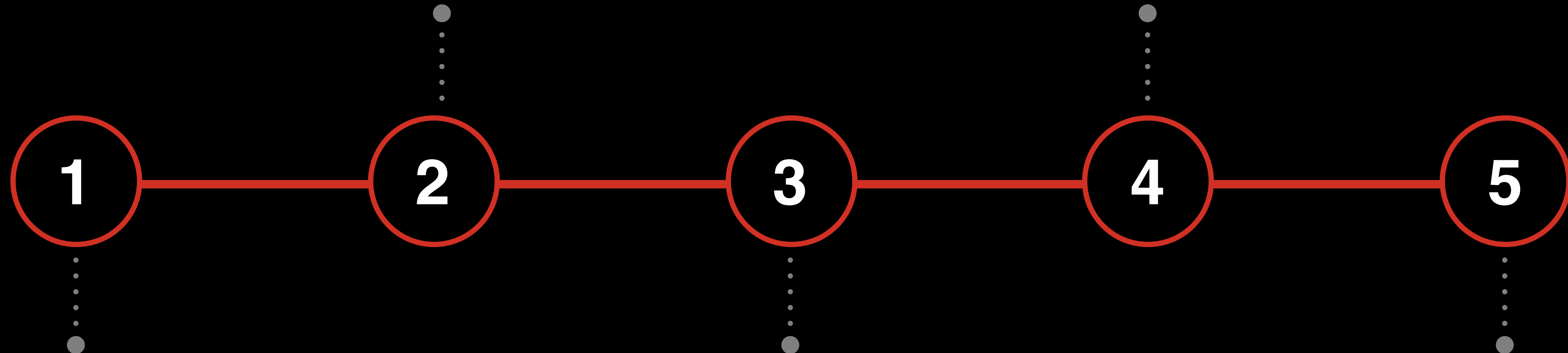
# 5 Steps to Win With Feedback

## Listen to Understand Not to Respond

Stay quiet, assimilate the information, disregard your response.

## Summarize

Repeat the feedback back and ask if it's correct to ensure accurate interpretation. Protects from biases.



## Understand It Is Fuel for Winning

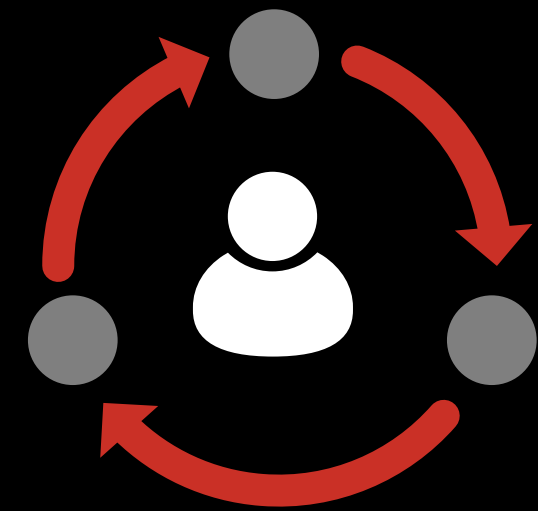
Immediately show appreciation to the messenger.

## Ask for More & Stay Silent

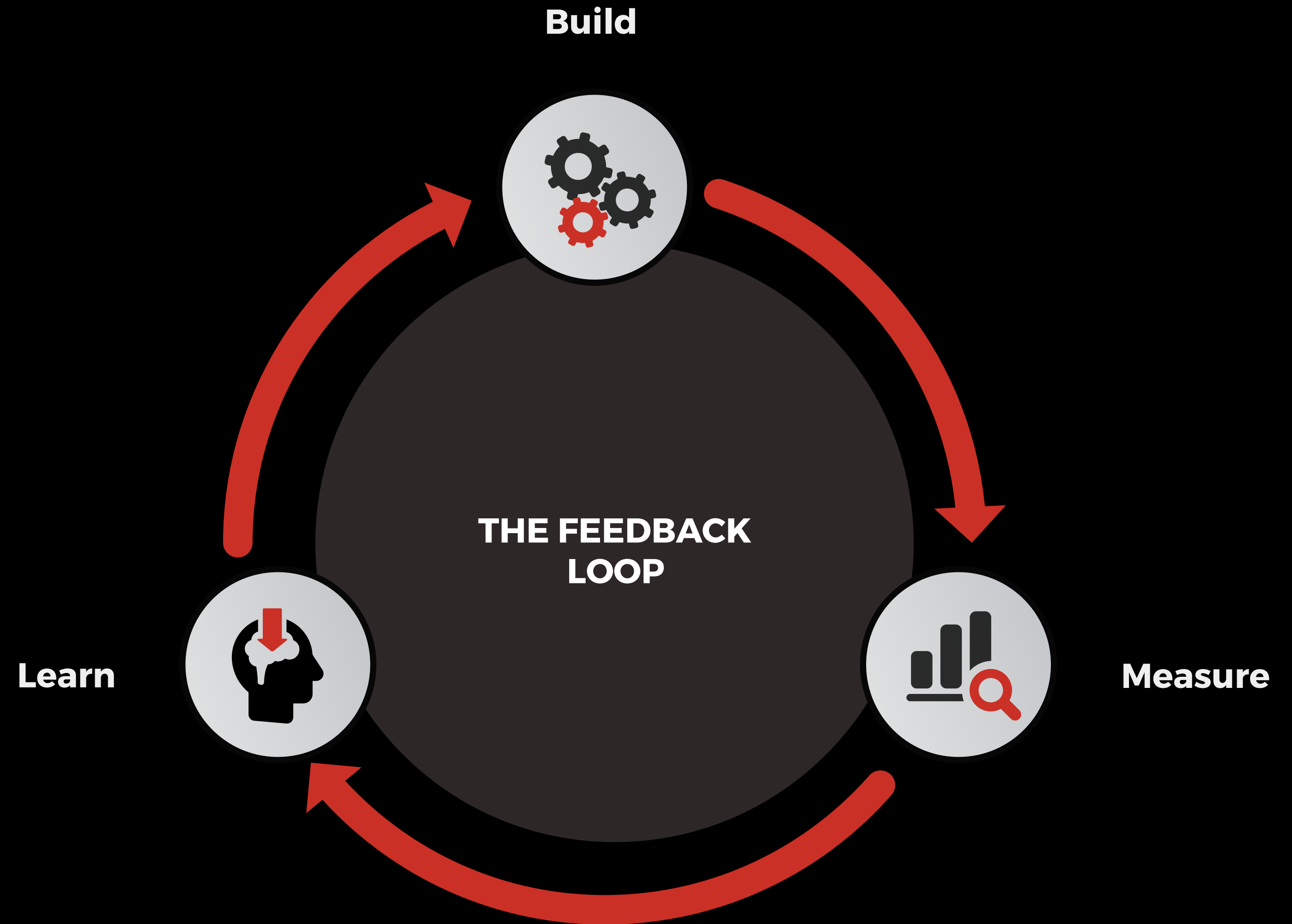
Ask clarifying questions while exuding gratitude. Stay silent.

## Bombard with Gratitude

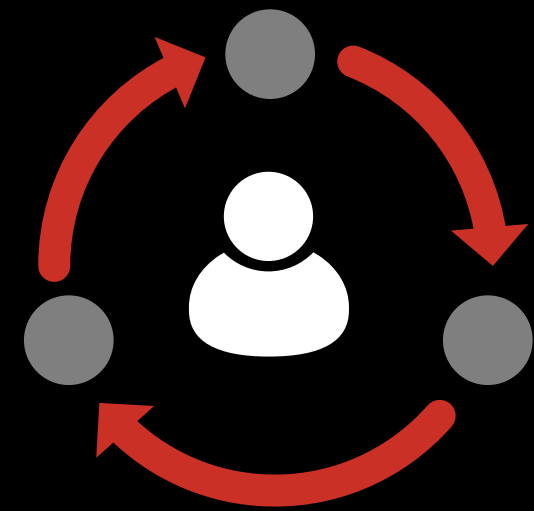
Display immense excitement if the feedback is critical. Minimize excitement if the feedback is positive.



Step 4:  
**Apply Lean Personally**







Step 4:

## Apply Lean Personally

**Validate**  
(Rapid Feedback) → **Commit**  
(Expend Resources)

### Examples:

- 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

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# The Two Paths to Autonomy



**Doing the things  
you want to do**



**Wanting to do the  
things you have to do**



# Hacking Flow with The Serenity Prayer

**“ Grant me the serenity to accept the things I cannot change, courage to change the things I can, and wisdom to know the difference. ”**



# A Triple Threat Stoic Path to Freedom – Discern, Change, Accept

“ 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



# Total Autonomy Requires the Skills of Acceptance, Surrender and Self- generated Desire

“ There are two ways to be rich: One is  
by acquiring much, and the other is by  
desiring little. ”

— Jackie French Koller, 1948.



# What We've Covered:

- 1 Becoming a Feedback Fiend
- 2 Unlocking Autonomy

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.



Download Workbook  
to Get Started

# Feedback Collection Letter

[Insert Recipient First Name],

Hoping you're well!

I'm doing a 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 for 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]

## Exercise 2: **Analyze Autonomy Across Your Life**

- With everything below a 6—ask yourself:  
Do I have the ability to control this situation  
and gain more autonomy?
- Assert a strong internal locus of control  
and run a “gun to the head” proxy
- If Yes—change the situation to increase  
autonomy
- If No—change your perceptual lens to  
increase autonomy (MTP, HH Goals)