

Weekly Wisdom

Grow the Green for You and Your Team



“Never give advice unless asked. The wise won’t need it, the fool won’t heed it.” -- German Proverb

Ask for Advice, Not Feedback

We’re taught to ask for feedback at work. It sounds like a great idea, a way to improve our work and to show initiative. We got feedback all the time during our training, right?

Research shows, however, that people who “were told they had to give feedback were as anxious as those who were told they were about to receive it.”

The result is that feedback may not be useful. When asked to give feedback, people often give vague or unactionable responses.

But what happens if you ask for advice instead? A *Harvard Business Review* study found that “people tend to offer more useful insights when asked for advice.”

Asking for advice frames the conversation in a forward-looking way, making it more constructive and actionable.

Feedback tends to focus on the past which is unchangeable; advice is more likely to focus on future opportunities to improve.