

**Bentley's Ombuds Office announces a new Reach Out initiative:
*Reach Out to Request Constructive Feedback***

In a *2014 study* conducted by Harvard Business Review, 57% of participants stated that they preferred constructive feedback over praise (43%). This suggests that most employees want to know what they can do to improve their performance. I even go further and state that managers also want and can benefit from constructive feedback from their employees. This is something that most of us do not dare do!

I am reaching out this week because since joining Bentley as Ombuds over a year ago, I have had some great conversations. I have realized that we admire and respect our colleagues, our peers and our managers. Yet, we are unwilling to give them a gift: *the gift of constructive feedback.*

One of the most important aspect of giving constructive feedback is the way we present the feedback. It should be presented:

- in a sincere way
- as a gift to help the other person
- using specific examples of situations
- at the right time
- face to face in a one-on-one meeting
- after requesting and receiving permission to provide it.

At the end, we should ask the person receiving the feedback to in turn provide us with constructive feedback. If you are the manager who just gave the feedback, I encourage you to give permission to your employee to provide *you* with constructive feedback, as well.

The beginning of the calendar year is a perfect time to seek areas of improvement. I challenge us to reach out to a colleague, an employee, a manager or anyone to request constructive feedback. Many of us want to give such feedback and want to help. Your reaching out will give us the permission to do so.

Here is [a link to a very brief article](#) written entitled: *The people that helped me the most with my career were the people I did not necessarily like!*

If I can help you practice in giving or getting feedback, it will be my pleasure to do so.

I wish you all a wonderful 2020 with great success. All my best, Eliane