

A ONE-PAGE WORKSHEET

YOU ARE CAPABLE OF **MORE.**

SEEK TRUTH. NOT PRAISE.

The right people sharpen you rather than flatter you

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THE RIGHT PEOPLE SHARPEN YOU RATHER THAN FLATTER YOU

You can protect your ego, or you can improve your performance. You do not get both.

THE IDEA

Most people say they want to grow and they mean it, but growth and validation are not always moving in the same direction. What most people actually want is encouragement without correction and support without discomfort. Validation protects your feelings. Truth improves your performance. It does not shift all at once. It happens quietly, in small moments where you choose comfort over correction and reassurance over growth.

WHAT IT IS NOT

This is not about seeking out criticism or being hard on yourself, and it is not an argument for blunt feedback delivered badly. It is about surrounding yourself with people who tell you what you need to hear rather than what you want to hear, going looking for the truth on purpose, and then not deciding anything while you are still defending. It works both ways. If you want people who will say the hard thing, you have to be someone it is safe to say hard things to.

WATCH FOR IT HERE

- Whether the hard thing gets said in the meeting or in the parking lot afterwards.
- The moment you start explaining context instead of listening.
- A blind spot somebody named once that you have never tested since.
- Whether the most senior person in the room ever changes their mind out loud.

WORK IT THROUGH

Who in your life tells you what you need to hear rather than what you want to hear?

Where might you be choosing validation over feedback that would help you grow?

What is a blind spot someone once named for you that you did not want to hear?

Is there feedback you have been avoiding because it might be true?

ONE ACTION THIS WEEK

Ask one person you trust a question you have been hesitant to ask. Listen without defending. Write down what you heard before you respond to any of it.

WHO WILL ASK ME ABOUT IT, AND WHEN