

HOW TO BUILD YOUR

Challenge Network

Your support network tells you what you want to hear. Your challenge network tells you what you need to hear, and helps you grow faster because of it.

WHAT IS A CHALLENGE NETWORK?

A small group of people you trust to give you honest, specific feedback. Not cheerleaders — truth-tellers. People who care enough about your growth to say what others won't.

YOUR NETWORK COMMITS TO	YOU COMMIT TO
Tell the truth Give honest feedback, even when it's uncomfortable to say.	Ask regularly Seek feedback before something goes wrong.
Be specific Point to real examples, not just general impressions.	Listen, don't defend Hear the full message before you respond.
Stay in it Don't give hard feedback and then disappear. Follow through.	Don't pull away Stay close to people who challenge you, not further away.
Notice patterns Call out recurring themes you observe over time.	Close the loop Tell them what you did with their feedback.
Ask before assuming Seek to understand context before drawing conclusions.	Score yourself Rate how well you received it, not just the feedback itself.

WHO TO CHOOSE

- Honest with you, even when it's uncomfortable
- Wants you to succeed, not to prove a point
- Knows your work or context well enough to give relevant feedback
- Won't just agree with you to keep things smooth

HOW TO ASK SOMEONE TO JOIN YOUR NETWORK

Most people don't ask for honest feedback because they don't know how to frame it. Here's a simple, direct approach.

WHAT TO SAY

I'm working on being more open to feedback, and I'm building a small group of people I really trust to be honest with me.

I'm calling it my challenge network. I'm asking you because you're someone I know will tell me the truth, not just what I want to hear.

It doesn't have to be formal. It just means that occasionally I might ask for your honest take on something, and I'll commit to actually listening and telling you what I did with it.

Would you be open to that?

THREE THINGS TO KEEP IN MIND

- 1 Ask in person when you can.**
It's easier to say yes when you can see the person asking. It also signals that this matters to you.
- 2 Share this guide with them.**
Give them something concrete so they understand what they're agreeing to. The two commitments should feel like a fair deal to both sides.
- 3 Start with something specific.**
You don't need a full debrief on day one. Begin with one piece of work, one presentation, one decision. Build from there.

The best way to prove you're open to feedback is to ask for it.