

Barriers to using feedback comments

Feedback comments can help people learn and improve, but many people find them hard to use. Confusing comments, lack of confidence, or just not knowing what to do next can all get in the way. These barriers are really common, so it's important to understand them and find ways to overcome them.

Awareness

Understanding feedback comments

Sometimes people don't fully understand what feedback really means, or what it's for.

- You might find the comments too confusing, or full of academic words.
- You might think feedback is only about grades or your previous work, and not recognise its aim to help you learn and improve future work too.

Reflection question: *When you get feedback comments, do you fully understand what they mean? If not, how could you make sure you understand them better next time?*

Cognisance

Knowing how to use feedback comments

Even if people understand the comments they receive, they might not know what to do with them.

- You might not know effective strategies for acting on feedback.
- You might not know where to find help or opportunities to use the comments.

Reflection question: *Do you know what steps to take after receiving feedback comments? What strategies or resources could help you turn these comments into clear actions?*

Agency

Being able to act on feedback comments

Even when feedback comments are clear, people might not feel confident about using them to make meaningful changes.

- Sometimes you might feel powerless, or doubt that using feedback will make a difference.
- Other times you might understand what to do in principle but feel unable to put those steps into practice.

Reflection question: *When you understand your feedback comments, do you feel confident using them? What might help you feel more ready to put feedback into practice?*

Volition

Wanting to act on feedback comments

Even when the next steps are clear, people might not feel motivated to do the sustained work needed to act on feedback.

- Sometimes you might not take the initiative to use feedback, or might feel that engaging with it is too much hard work.
- Some people you might ignore or avoid feedback because they only care about grades, or because they feel uncomfortable with receiving criticism.

Reflection question: *How do you usually respond to your feedback comments? Do you use them, ignore them, or avoid them? What could help you stay motivated and open to feedback, even when it feels uncomfortable?*