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From Feedback to Action

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Land Acknowledgement

Western University

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Warm-up

- What is a great piece of feedback you have ever received, academic or non-academic?

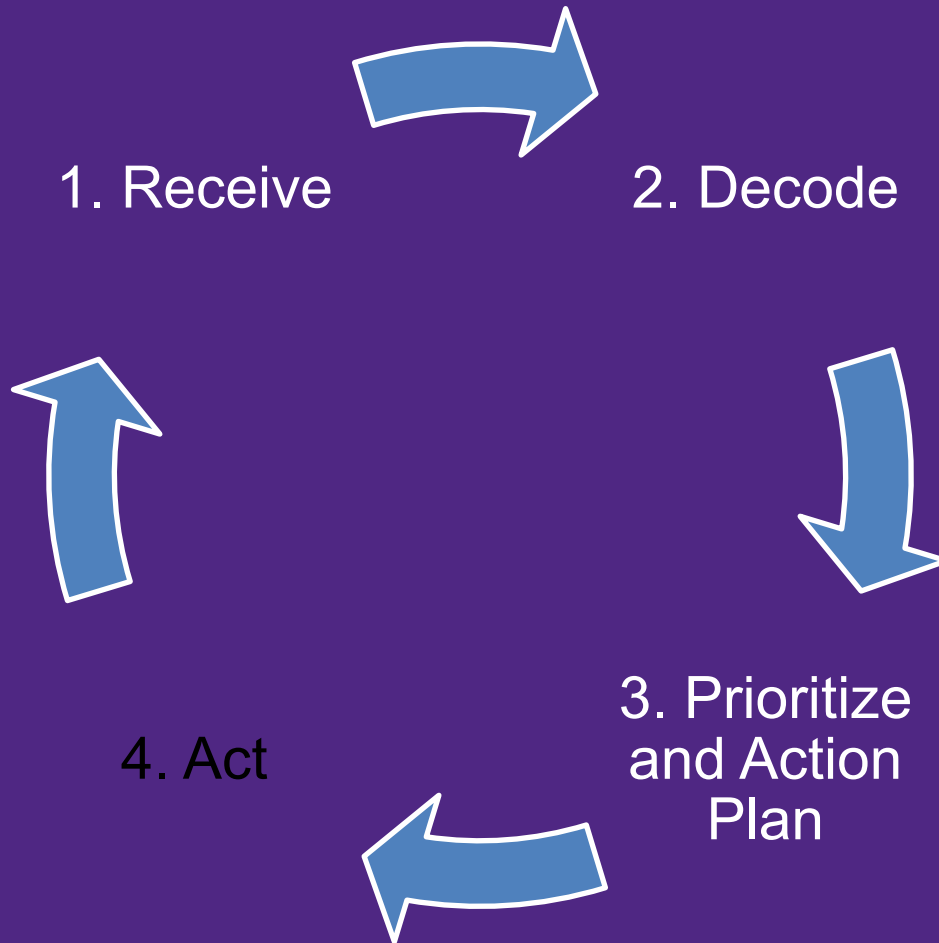
Agenda

- Why Feedback is a Gift (Not a Judgment)
- The 4-Step Feedback-to-Action Process
- Step 1: The Art of Receiving
- Step 2: Decoding the Message
- Step 3: Prioritizing Your Plan
- Step 4: Making a Change
- Activity: Your Personal Action Plan
- Q&A and Next Steps

What is a feedback and why it matters?

- Feedback is...
- a guide, not just a grade: It tells you how to improve, not just what you got wrong.
- a conversation: It's your instructor's way of coaching you toward success.
- to help you learn: Applying feedback is a key part of developing a growth mindset.
- Support to build skills: Learning to use feedback is a skill you'll use throughout your career.

The 4-Step Process



Step 1: Receive

Step 1: Pause and Process When you get feedback, your first reaction might be to feel defensive or discouraged.

- **Do this first:** Take a deep breath. Acknowledge your feelings, but don't act on them.
- **Don't do this:** Immediately dismiss the feedback or get upset.
- **Read it all:** Read through all the comments and notes without trying to "fix" anything yet. Just take it in.
- **Wait:** Give yourself a few hours, or even a day, to let it sink in.

Step 2: Decode

Step 2: Decoding the Message Not all feedback is the same. Let's look for clues.

- **Marginal Comments:** These are specific, like "awkward sentence" or "strong claim." They point to technical or surface-level issues.
- **Holistic/Summary Comments:** These are general, found at the end of the paper. They talk about bigger concepts like "argument is unclear" or "needs more evidence."
- **What to ask yourself:**
 - What are the recurring themes? (e.g., "unclear argument" shows up more than once).
 - What's the *intention* behind the comment? (e.g., "rephrase this" means the idea is good, but the wording is not).

Example

- **Let's Decode Together:**
- **Comment 1:** "This introduction is too vague. Your thesis statement should be more direct."
 - **What it means:** The overall structure is okay, but you need to revise a specific sentence to be more focused.
- **Comment 2:** "The argument lacks depth. You need to connect your claims to the evidence more clearly."
 - **What it means:** This is a BIG-PICTURE issue. You need to focus on your analysis and reasoning, not just the writing style.
- **Comment 3:** "Great job with your research! Your sources are excellent."
 - **What it means:** Acknowledge your strengths! Keep doing what you're doing well.

Step 3: Prioritize and Plan

- **Step 3: Prioritize & Plan** You can't fix everything at once. Focus on what will make the biggest impact.
- **Identify:** Look at the themes you found in Step 2. Which are most important?
- **Prioritize:**
 - **High Impact:** A flaw in your main argument or thesis.
 - **Medium Impact:** A lack of evidence, a weak paragraph structure.
 - **Low Impact:** A few spelling errors, a typo.
- **Create Your Plan:**
 - List 1-3 high-impact things you will work on for your next assignment.
 - This is your mini-roadmap for improvement.

Step 4: Act

- **Step 4: Act & Apply** This is where the real growth happens.
- **Use your plan:** Before you start your next assignment, look at the plan you created.
- **Pre-emptive Action:**
 - If the feedback was about your thesis, spend extra time outlining and refining it.
 - If it was about evidence, make a list of your sources and what each one proves.
- **Check-in:** As you write, ask yourself: "Am I addressing the feedback I received last time?"

Activity

Let's apply this approach in real life.

- Step 1: Grab a piece of feedback from a recent assignment (digital or physical).
- Step 2: Read it with the "Pause & Process" mindset. What are your initial thoughts?
- Step 3: Now, decode it. What are the key themes or recurring issues?
- Step 4: Prioritize. What is one high-impact area you want to focus on for your next assignment? Write it down.
- Step 5: Write one or two specific actions you will take to address that feedback.

Summary and Conclusion

Feedback is a tool for improvement.

Use the 4-step process: Receive, Decode, Prioritize, and Act.

Focus on high-impact feedback first.

Actively applying what you learn is the key to getting better.

Q&A

- What is one thing you will do differently with feedback from now on?
- www.Learning.uwo.ca
- **Additional Resources:**
 - Learning Specialists: Link
 - Writing Support Services: Link

Learning Development and Success

- [Learning Development and Success](#): Use resources available to you, drop-in for peer support, book an appointment, and more

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Tell Us How We Did!

Please take a moment to offer us some feedback on today's session.

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ME!

