SBI feedback worksheet

signal by Travis Loudin

Describe when and where, what the person actually did, and the effect it had. It keeps feedback factual instead of personal. The method is Situation, Behavior, Impact, from the Center for Creative Leadership.

For example: “In Tuesday’s standup (situation), you cut off Sam twice (behavior), and he stopped sharing his update (impact).”

SITUATION

When and where it happened.

BEHAVIOR

What the person actually did.

IMPACT

The effect it had.

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