

Method Overview

SBI Feedback

Understand the SBI method for effective feedback

Situation

Identify the specific situation where feedback is applicable, ensuring clarity in context.



Behavior

Clearly outline the observed behavior that requires feedback, keeping it factual and objective.

Impact

Describe the impact of the behavior on the team or project, highlighting its significance to stakeholders.



Tips for Using SBI Effectively

- Be timely – give feedback soon after the behavior occurs
- Focus on facts, not feelings or assumptions
- Use “I” statements when describing impact
- Give feedback in private

Describe the moment.

Focus on the facts.

Drive impact.