

# Effective Coaching: Feedback/SBI Model Practice Worksheet

## Practice Instructions:

Coach:

- Think of someone who would benefit from receiving your (corrective) feedback.
- Write down the standards, behavior observed, and impact (actual or potential) in the “Feedback Notes” section of the table below.
- Provide a brief explanation to your partner of the person to whom you are going to provide the feedback. Use this sheet as a guide as you deliver the feedback to your partner.

Coachee:

- Listen to the feedback and assess your experience in receiving the feedback.

SBI Model	Notes
<b>Standard</b>  <i>What's the expected standard for the behavior you'd like to see demonstrated?</i>	
<b>Behavior</b>  <i>What's the current behavior you observed?</i>	
<b>Impact</b>  <i>What's the real or potential impact of the behavior?</i>	

## Practice Debrief

	<i>What specifically did you/the coach do well?</i>	<i>What should you/the coach do differently next time to improve?</i>
<b>Coach</b>		
<b>Coachee</b>		

*What insights did you gain about coaching from this exercise?*