# SBI Model (Situation–Behavior–Impact)

The **SBI Model** is a simple, effective framework for delivering **constructive feedback** in clinical, academic, or professional environments. It promotes clarity, respect, and impact-focused communication—especially valuable in high-stakes fields like neurosurgery.

## ⬚ Definition

**SBI** stands for:

- **S = Situation** – Describe the specific time, place, or context.
- **B = Behavior** – Describe the observable action(s) without judgment or interpretation.
- **I = Impact** – Describe the effect the behavior had on the team, patient, procedure, or environment.

> The goal is to make feedback objective, specific, and focused on improvement rather than blame.

## ⬚ Example in Neurosurgery

- **Situation:**

"During the tumor resection yesterday afternoon…"

- **Behavior:**

"…you interrupted the scrub nurse twice while she was counting instruments."

- **Impact:**

"…this caused confusion and delayed the final count, which increased stress in the OR."

- **Optional Suggestion:**

"In future cases, consider letting her finish the count before requesting additional tools."

## ⬚ Why Use SBI in Neurosurgical Teams?

- Reduces defensiveness
- Improves psychological safety
- Makes feedback actionable
- Prevents humiliation
- Enhances team learning

# ⬛ Tips for Effective Use

- Deliver feedback **promptly** after the event
- Focus on **specific behavior**, not personality traits
- Ensure a **private** and respectful setting, if needed
- Follow with **support** or **guidance** to improve

# ⬛ Quote

> "With SBI, we stop saying 'You're careless' and start saying 'This specific action had this effect—let's work on it.'"

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