



# Petal & Paper

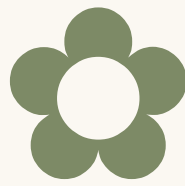
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## Feedback delivery template



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G I V I N G   F E E D B A C K

# SBI template

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**Situation** · 'In [specific situation: date/meeting/project]...' \_\_\_\_

**Behaviour** · 'I noticed [specific observable behaviour — not personality]...' \_\_\_\_

**Impact** · 'The impact was [on me/the team/the outcome]...' \_\_\_\_

**The full feedback statement** · \_\_\_\_\_

**Open question to follow** · 'What are your thoughts on this?'

**What good looks like (if developmental)** ·  
\_\_\_\_\_

**Next steps agreed** · \_\_\_\_\_ **By:** \_\_\_\_

S P E C I F I C   F E E D B A C K   I S   A   G I F T   ·   V A G U E  
F E E D B A C K   I S   N O I S E

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