



## Situation - Behavior - Impact (S.B.I.)

### Observation Form

Instructions: Please use the form below to record observations on important people in your business. This may include direct reports, peers, customers or even your manager. This can be affirmative and also for opportunities.

|               | SITUATION            | BEHAVIOR          | IMPACT   |
|---------------|----------------------|-------------------|--|
|               | Anchor Time or place | Observable Action | What I felt and/or thought. My perception of the impact on others, the task, the work environment. |
| OBSERVATION 1 |                      |                   |  |
| OBSERVATION 2 |                      |                   |  |
| OBSERVATION 3 |                      |                   |  |