

Feedback model

SVW: Situation - Behavior - Effect*



	Situation	Behavior	Effect
What	Describe the context in which you saw the observed behavior.	Describe the observed behavior, objective descriptions without interpretations.	Describe the result of your observations.
How	Where or when did this happen?	What did the person do?	How did you feel?
Example	During our last conversation on Monday, I realized...	...that you have higher expectations when it comes to goals and have asked yourself why they are not being achieved...	...I was very disappointed because I had made a lot of effort and was actually quite satisfied.

*based on the SBI model of the Center for Creative Leadership



Feedback Vorlage

Situation



Behavior



Impact

