

# Exercise: Practicing the SBI Feedback Model

**Background:** You are a team lead at a software development company. Michael, a junior developer on your team, has been working on a critical feature for your main product. During the last sprint review, Michael presented their work, which included several innovative solutions. However, you noticed that Michael didn't follow the agreed-upon coding standards, didn't write any unit tests, and pushed code directly to the main branch without going through the proper code review process.

**Objective:** Use the SBI (Situation, Behavior, Impact) model to provide constructive feedback to Michael. Your feedback should acknowledge the positive aspects of their work while addressing the areas that need improvement, focusing on specific behaviors that can be changed to enhance team productivity and code quality.

## Instructions:

### 1. Construct Your Feedback Using the SBI-I Model:

- **Situation:** Describe the specific situation where the issue occurred.
- **Behavior:** Describe the specific behavior that you observed.
- **Impact:** Describe the impact of the behavior on you, the team, and the organization.

### 2. Explore Intent:

- Ask questions to understand Michael's intent behind his actions.

### 3. Plan for Improvement:

- Discuss specific steps Michael can take to improve.