

Examples of SBI in Clinical Supervision

Session Documentation

Situation: During last week's supervision, when we reviewed your client charts...

Behavior: ...I noticed that three of your progress notes were missing critical risk assessment details.

Impact: ...this could lead to liability concerns for the agency and gaps in client safety planning.

Professional Boundaries

Situation: In yesterday's group therapy session...

Behavior: ...you shared a personal story about your own family conflict that was not directly related to the client's process.

Impact: ...this shifted focus away from the group's needs and may have blurred professional boundaries.

Strengths-Based Feedback

Situation: During your individual session with the new client yesterday...

Behavior: ...you used open-ended questions and reflective listening consistently.

Impact: ...this helped the client open up quickly and build trust, which is especially important in intake sessions.

Managing Conflict with a Client

Situation: In your session with Client A last Friday...

Behavior: ...you raised your voice slightly when the client became oppositional.

Impact: ...this escalated the tension, and the client shut down for the remainder of the session.

Timeliness & Professionalism

Situation: Over the past three weeks...

Behavior: ...you've arrived 10–15 minutes late to supervision sessions.

Impact: ...this reduces our available supervision time and sends the message that these meetings may not be a priority.

SBI Practice Worksheet

Use this worksheet to practice framing feedback using the SBI model.

Situation (When/Where)	Behavior (What happened)	Impact (Effect)	Action Plan