YET-FORWARD FEEDBACK SBIQO and the Power of Yet

Feedback that looks toward what someone can become, not only at what went wrong.

1. START WITH A SHARED DIRECTION

Open with an invitation, not an assessment, and ask permission:

"I'd love to help you be even more effective at leading these meetings. May I share something I noticed?"

2. SBIQO: FIVE STEPS

S Situation

Anchors the where and when.

In Tuesday's planning meeting…

B Behavior

Names what was observable, without judgment.

…you committed to the Q1 date before checking with engineering.

I Impact

Shares the effect on you or others.

The team went into scramble mode.

Q Open Question

Invites their perspective and intent, before we assume.

What were you weighing in that moment?

O Opportunity

Looks forward, ideally named in their words.

What might you try at the next roadmap review?

Brief context: about three sentences together

Most of the conversation: their perspective and their future

3. THE QUIET POWER OF YET

Verdict: *"You don't run these meetings well."*

Path: *"You're not yet running these meetings at the level you want."*

Yet works best when the standard is theirs.

4. WHEN SOMETHING WENT WELL

Praise that stops at "great job" feels good but teaches little. Add a question and an opportunity:

"What made that work for you?"

"Where else might that help?"

5. OPEN QUESTIONS THAT KEEP FEEDBACK FORWARD

Explore intent

- What was going on for you in that moment?
- What were you hoping would happen?

Invite their own assessment

- How do you think it landed?
- What would you keep, and what would you change?

Open the opportunity

- What isn't possible for you yet that you'd like to be?
- How could I support that?

Verdicts in disguise: *"Why would you do that?" "Don't you think that was a problem?"*

If we already know the answer we want, the question is not open yet.

6. WHERE IT CAN GO WRONG

Forward becomes avoidance

Safety risks and ethical breaches need clarity first. Then look forward.

Yet sounds patronizing

Said from above, yet becomes a verdict. Anchor it in their own aspiration.

The question doesn't feel safe

Power changes how questions land. The more powerful person makes it safe, sometimes by going first.

The past works best as context, not as the destination.