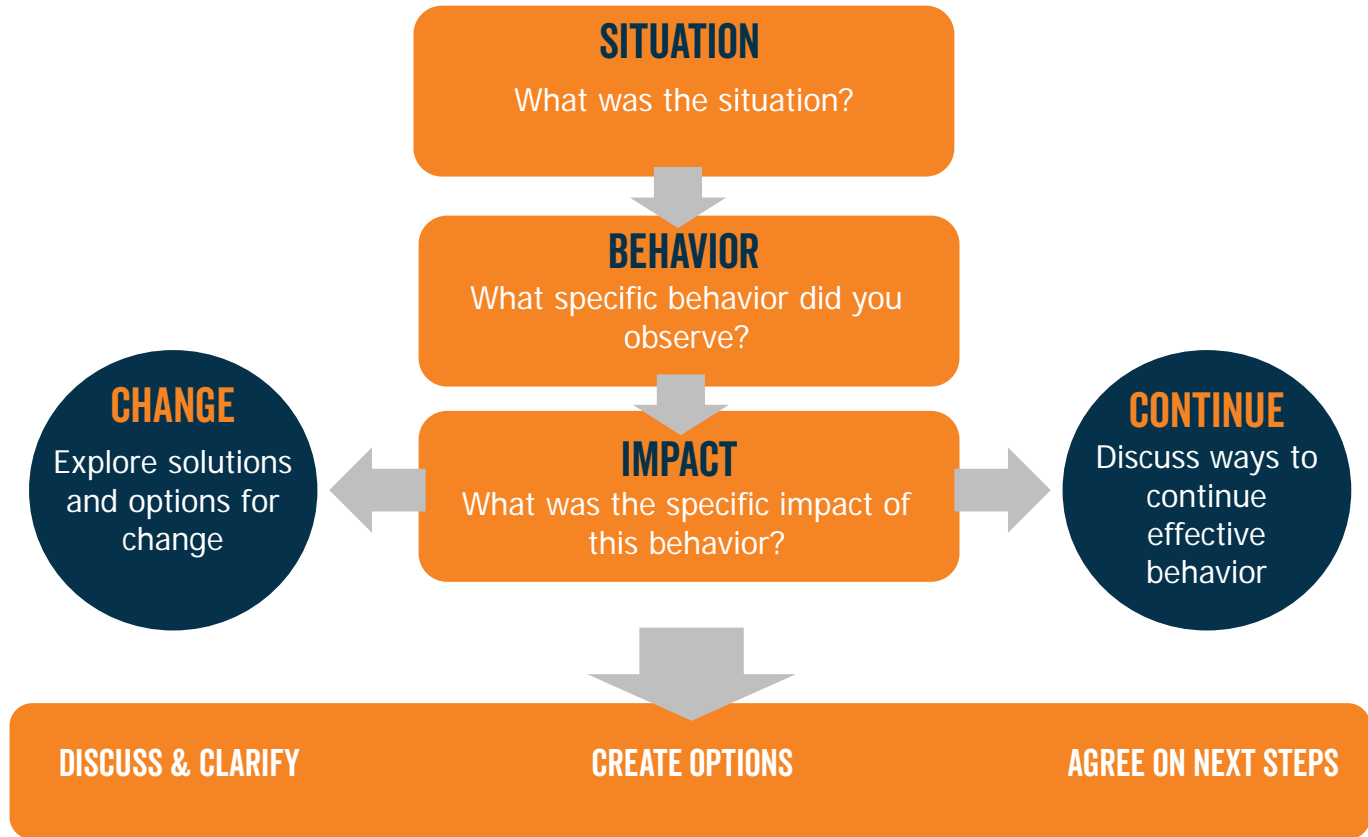


# SBIC FEEDBACK MODEL



# AVOID BREAD REACTIONS WHEN RECEIVING FEEDBACK

**BLAME**

**RATIONALIZE**

**EXCUSE**

**ATTACK**

**DEFEND**