

Conduct an Integrated Assessment

Assess Situation, Actors, Behaviors, and Impacts (SABI)

Reflect on the situation and use the SABI acronym and the questions within each factor to conduct your assessment of the scenario. Consider the overall scenario, recognizing that the elements of the SABI tool are interrelated.

Factors		Your Assessment
Situation What situational factors could be influencing the leader's behavior (e.g., Army norms, culture, operational practices, etc.)?		
Actors <ul style="list-style-type: none"> What characteristics unique to this leader may be influencing the behaviors (e.g., past experiences, personality characteristics)? What characteristics of the recipient(s) or observer(s) may be influencing the behaviors? How am I (or the recipient) contributing to this situation? Is this situation more about me and any insecurities and failings that I have? Do I need to reframe how I look at it? 		
Behaviors <ul style="list-style-type: none"> Which behaviors? What specific counterproductive leadership behaviors are being exhibited, if any? Are the specific behaviors contrary to positive leadership doctrine/practice? How frequent are the behaviors? How severe? How bad are the leader's behaviors? Bad enough that I should report or take action or just live with it? Have the behaviors crossed any formal boundaries (e.g., legal, regulatory, policy, rule, UCMJ code, ethical violation, moral principles)? What is triggering the behaviors? Intention vs. perception mismatch? How are the leader's subordinates perceiving his/her behaviors? How might the leader have intended his behavior to come across? 		
Impacts <ul style="list-style-type: none"> How are you or others being impacted by the behaviors (e.g., absenteeism, stress, etc.)? How is the unit being impacted by the behaviors (e.g., lowered performance, conflict, eroded morale)? Will they continue or get worse if nothing is done? 		
Integrated Assessment		
Given my analysis of the individual factors within SABI, what hypotheses can I make about what may be going on?		