FISBE IN REAL LIFE

Same situation. Different focus.

Alex and Jordan both received feedback that a recent project fell short. Same feedback, same moment — but very different FISBE cycles.

A STORY OF TWO ORIENTATIONS

▼ Alex

Problem Orientation

FOCUS

"I always mess things up. My manager must think I'm incompetent."

INNER STATE

Anxiety, shame, self-doubt, defensiveness.

BEHAVIOR

Avoids the manager, rushes the next project to "prove" themselves, second-guesses every decision.

▲ Jordan

Outcome Orientation

FOCUS

"What can I learn? I want to become someone who delivers excellent work."

INNER STATE

Motivated, curious, grounded — even energized by the challenge.

BEHAVIOR

Asks for specific guidance, makes a small action plan, takes one meaningful step that week.

The comparison at a glance.

	PROBLEM ORIENTATION	OUTCOME ORIENTATION
FOCUS	What's wrong, what I don't want	What I want to create
INNER STATE	Anxiety, fear, frustration	Passion, clarity, groundedness
BEHAVIOR	Reaction — fight, flee, freeze, appease	Baby Steps toward your vision
RESULTS	Temporary relief; the cycle repeats	Sustainable progress and growth

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