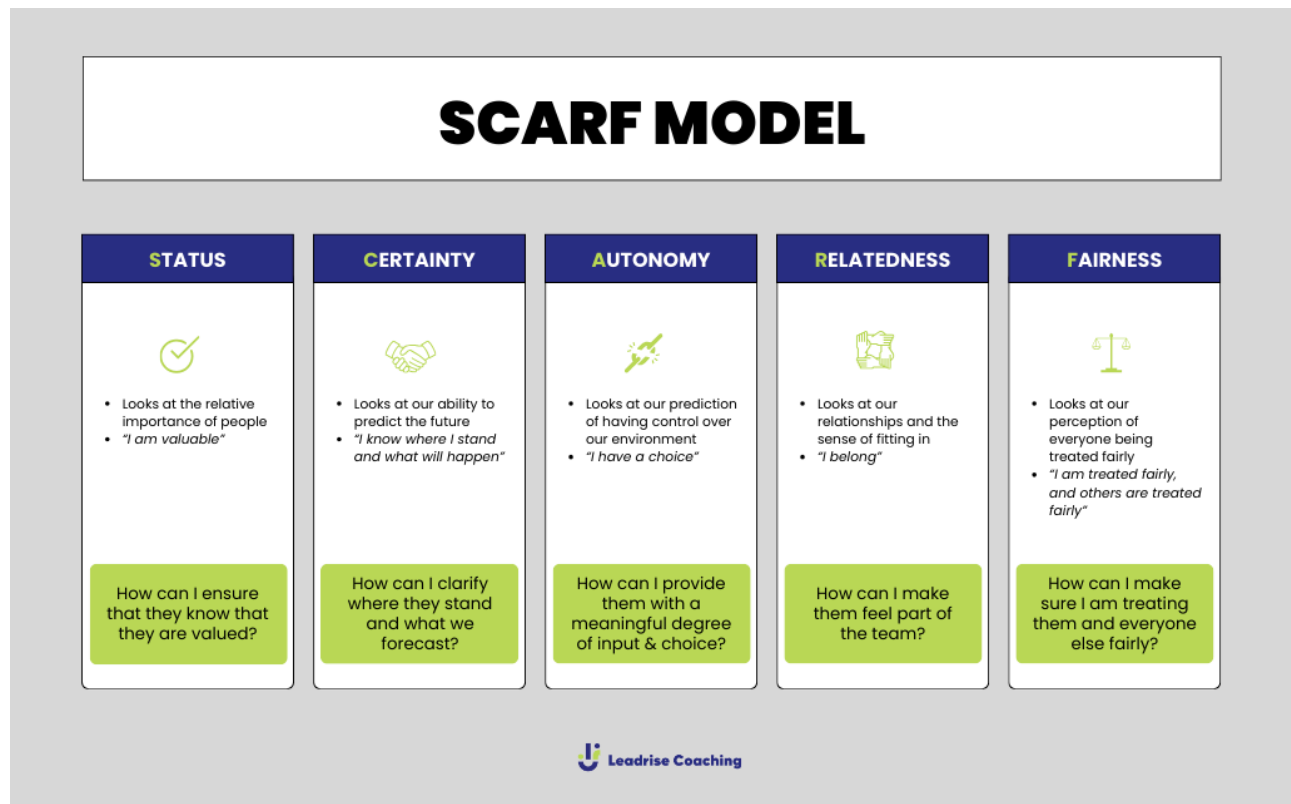




## Team Growth With the SCARF Model

This detailed worksheet combines the SCARF Model's five domains—Status, Certainty, Autonomy, Relatedness, Fairness—with a focus on emotional drivers and incorporating team feedback. It's designed to help leaders navigate change effectively, fostering high-performing, adaptable teams by understanding and addressing key emotional triggers.



### Part 1: SCARF Domains, Emotional Drivers, and Self-Assessment

#### STATUS: Relative Importance to Others

- Self-Assessment: How do I recognize and address team members' need for status, especially during change?
- Actions: Acknowledge expertise, lead by example, provide positive feedback,



and find ways to elevate reduced status.

### **CERTAINTY: Ability to Predict the Future**

- Self-Assessment: How well do I communicate changes and future plans to provide certainty?
- Actions: Share information as available, establish clear expectations, and openly address rumors.

### **AUTONOMY: Sense of Control Over Events**

- Self-Assessment: Do I allow sufficient autonomy during change processes?
- Actions: Involve team members in decision-making, empower self-organizing teams, and let teams articulate their success measures.

### **RELATEDNESS: Safety with Others**

- Self-Assessment: How do I foster connections and address feelings of isolation during change?
- Actions: Implement buddy systems, reassure support, and promote informal collaboration channels.

### **FAIRNESS: Perception of Fair Exchanges**

- Self-Assessment: How fair are my actions perceived during organizational changes?
- Actions: Ensure transparency, keep sensitive conversations private, and address survivor guilt effectively.



## Part 2: Soliciting and Utilizing Feedback



### Preparing for Feedback

- Objective: Understand how changes impact team members' perceptions across SCARF domains.
- Method: Distribute an anonymous survey with questions tailored to each SCARF domain and emotional driver.

### Sample Feedback Questions

- How effectively are achievements recognized? (Status)
- How clear are communication and future plans? (Certainty)
- Do you feel you have control over your work? (Autonomy)
- How connected do you feel to your team? (Relatedness)
- Are decisions and changes made fairly? (Fairness)

### Analyzing Feedback

- Review Responses: Identify common themes or concerns.



## Findings

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- Strategy Plan: Based on feedback, create strategies to better support your team across each SCARF domain. Jot them down.

## Strategies

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## **Part 3: Action Plan and Implementation**

- Craft an action plan based on your self-assessment and team feedback.
- Outline specific steps, resources needed, and how improvements will be measured for each SCARF domain

Commitments to grow (What will you do differently / what will you change as a result of what you have learned from this exercise)

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How will you measure your growth?

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### **Implementing Changes**

- Communicate Plans: Share your intentions and actions with the team.
- Review Impact: Regularly assess the effectiveness of implemented changes and adjust as necessary.

By integrating the SCARF Model with a focus on emotional drivers and actively seeking team feedback, leaders can ensure a supportive environment that navigates change with empathy and clarity. This approach not only addresses immediate challenges but also contributes to long-term team cohesion and performance.

***I'd love to hear from you!***

*Let me know how you get on! Get in touch at [merve@leadrisecoaching.com](mailto:merve@leadrisecoaching.com) if you would like to ask any questions or share comments / thoughts, feedback or expressions of pure enthusiasm!*