# SCARF self-reflection

This activity is to bring your attention to SCARF in your interactions with a team. The team I am focussing on is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ . Over the course of a week, every day reflect on each of the domains in SCARF. Use the prompting questions to help focus your awareness. Place a tick in the box for that day if you feel you demonstrated that domain.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| SCARF domain | Monday | Tuesday | Wednesday | Thursday | Friday |
| STATUS- Did I do something to uplift the status of someone in the team? Did I use team inclusive language? |  |  |  |  |  |
| CERTAINTY- Did I do something to help someone else in the team feel more certain? Did I share information openly and provide reassurance where I was able to? |  |  |  |  |  |
| AUTONOMY- Did I do something to help someone else feel more autonomous? Did I give someone else in the team a feeling of choice and control? |  |  |  |  |  |
| RELATEDNESS- Did I do something to increase someone else’s sense of belonging and safety? Did I help create a culture of trust, friendliness and confidence in the team? |  |  |  |  |  |
| FAIRNESS- Did I conduct myself with a view of providing fair exchange? Did I uphold agreed standards of the team both in myself and with others? |  |  |  |  |  |

Reference: David Rock “SCARF: a brain-based model for collaborating with others and influencing others” in Neuroleadership Journal, Issue one, 2008; activity based on reflection tool from People Leaders <http://peopleleaders.com.au/scarf-model/>

# Intersession task: SCARF self-reflection

This activity is to bring your attention to SCARF in your interactions with a team. The team I am focussing on is: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Over the course of a week, every day reflect on each of the domains in SCARF. Use the prompting questions below to help focus your awareness. Place a tick in the box for that day if you feel you demonstrated that domain.

STATUS - Did I do something to uplift the status of someone in the team? Did I use team inclusive language?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| Tick if demonstrated |  |  |  |  |  |

CERTAINTY- Did I do something to help someone else in the team feel more certain? Did I share information openly and provide reassurance where I was able to?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| Tick if demonstrated |  |  |  |  |  |

AUTONOMY- Did I do something to help someone else feel more autonomous? Did I give someone else in the team a feeling of choice and control?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| Tick if demonstrated |  |  |  |  |  |

RELATEDNESS- Did I do something to increase someone else’s sense of belonging and safety? Did I help create a culture of trust, friendliness and confidence in the team?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| Tick if demonstrated |  |  |  |  |  |

FAIRNESS- Did I conduct myself with a view of providing fair exchange? Did I uphold agreed standards of the team both in myself and with others?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| Tick if demonstrated |  |  |  |  |  |

Reference: David Rock “SCARF: a brain-based model for collaborating with others and influencing others” in Neuroleadership Journal, Issue one, 2008; activity based on reflection tool from People Leaders <http://peopleleaders.com.au/scarf-model/>