

SCARF WORKSHEET

STEP 1: DETERMINE WHAT SCARF MEANS FOR YOU

Choose a work context, for example being in a goal-setting meeting with your boss. Ask yourself what SCARF means for you in this specific context, in other words, how you wish to be treated on each of the five SCARF areas in this specific situation.



STATUS



CERTAINTY



AUTONOMY



RELATEDNESS



FAIRNESS

STEP 2: REFLECT - WHAT DO YOUR SCARF PREFERENCES TELL YOU ABOUT YOURSELF

How do you think your preferences identified above compare to your colleagues?

How do you think your preferences explain your motivation?

How do you think your preferences contribute to your performance?



STEP 3: DETERMINE WHAT SCARF MEANS FOR YOU AS A LEADER

Now we are switching roles and think of you as a leader - collaborating with others, providing direction to direct reports or team members. Brainstorm what specific actions you could take to apply SCARF for your direct reports or team members, and/or to your internal and external stakeholders. Remember that our capacity to make decisions, collaborate with others, solve problems and generate ideas are increased when our brains are in a reward response.

STATUS



CERTAINTY



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STEP 4: CHOOSE 3 ACTIONS YOU ARE COMMITTED TO IMPLEMENTING

Action 1

Action 2

Action 3

This worksheet is based on the work of David Rock (SCARF, 2008) and the NLI

