

# SCARF Model – Dealing with Change Resistance



SCARF Domain	SCARF Description	Way to Address SCARF Threats
<b>Status</b>	Sense of importance relative to others	Provide alternative ways the individual can have influence with others (i.e. be a mentor).
<b>Certainty</b>	Ability to predict outcomes	Regular, consistent communication to provide updates, even if the update is “there is no new information at this time”.
<b>Autonomy</b>	Sense of control	Work with employee to determine what choices they do own in the situation.
<b>Relatedness</b>	Sense of connection	Bring the team together to celebrate accomplishment, talk about how they feel about the change, determine how to best support each other.
<b>Fairness</b>	Perception of just exchange	Share the rationale behind tough decisions with ALL team members.

# SCARF Model – Application

Audience	Application
Yourself	<ol style="list-style-type: none"><li data-bbox="432 236 1456 319">1. Take the SCARF assessment to understand what domain is most important to you.</li><li data-bbox="432 344 1479 386">2. What is one thing you can do to help ease SCARF threats?</li></ol>
1:1	<ol style="list-style-type: none"><li data-bbox="432 417 1305 500">1. Have individuals take the SCARF assessment to understand what domain is important to them.</li><li data-bbox="432 526 1426 609">2. Ask them, <i>“What is one thing that will help ease SCARF threats?”</i></li><li data-bbox="432 635 1387 676">3. Be clear about your intention. Is it to listen? To solve?</li></ol>
Team Meetings	<ol style="list-style-type: none"><li data-bbox="432 715 1244 746">1. Have the team take the SCARF assessment.</li><li data-bbox="432 778 1275 809">2. Map the collective SCARF assessment results.</li><li data-bbox="432 840 1259 881">3. Brainstorm ways to help ease SCARF threats.</li></ol>