



Leveraging SCARF to Lead Change

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Today's plan

- Zen Moment – Deepak Chopra inspired!
- SCARF and Leadership
- Brainstorm how to address SCARF threats
- Closing

Status

Certainty

Autonomy

Relatedness

Fairness

SCARF Model of Social Threats and Rewards

Threat in an Org Change

Possible Action to Address

Status

"I have less influence"

Provide alternative ways to influence (i.e. mentoring).

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Poll Time!

Which of the five SCARF components is most important to you right now?

- A. Status
- B. Certainty
- C. Autonomy
- D. Relatedness
- E. Fairness
- F. All of the above!
- G. I have NO idea

Breakout Room Discussion | Addressing Threats

Brainstorm one or two ideas for each SCARF component of how to proactively or reactively address that element with your teams/teammates.

Status – sense of importance relative to others:

Certainty – ability to predict outcomes

Autonomy – sense of control

Relatedness – sense of connection

Fairness – perception of just exchange

Start with the component that feels most important to you and see how many ideas you can come up with – it's ok if you only get to 1-2 components.