

The SCARF® Model is a summary of the neuroscience about the way we interact socially. It is built on the following:

- 1. The brain treats social threats and rewards with the same or greater intensity as physical threats and rewards**
- 2. Our capacity to make decisions, solve problems and collaborate is reduced with threat and increased with reward**
- 3. The threat response is more common and more intense and often needs to be minimized in social interactions**



**STATUS**  
Less than  
or better  
than  
others

**CERTAINTY**  
Ability to  
predict  
outcomes

**AUTONOMY**  
Sense  
of  
Control

**RELATEDNESS**  
In-Group  
or  
Out-Group

**FAIRNESS**  
Perception  
of fair  
exchange

What is your SCARF order based on current environment?

- 1.
- 2.
- 3.
- 4.
- 5.

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BREAK OUT

Discuss!

Share what you are comfortable sharing in terms of your SCARF order based on current environment?

How is this different (or not) in other times?

**10 mins!**

POLL

What is Our Brain Seeing the Most Now?

Vote for the SCARF element that is currently your primary threat activator

**S - Status**

**C - Certainty**

**A – Autonomy**

**R – Relatedness**

**F - Fairness**

POLL

Comparison

Is your SCARF order different now in this current environment?

YES

NO

**SAME but STRONGER**

Consider the SCARF® Model before, during and after any experience.

**BEFORE:**

Prediction (Plan to minimize negative and maximize positive impact)

**DURING:**

Regulatory (Notice in yourself and others in the moment. Address to regulate emotion)

**AFTER:**

Explanatory (Debrief emotional interactions to better understand strong emotion)