



# WORKSHEET

## What is social threat and how can SCARF help?

Capture your SCARF response, and reflect in it. Use the template below to capture your thinking about your response to the social threat caused by the triggers identified by David Rock: Status, Certainty, Autonomy, Relatedness and Fairness (SCARF). You might find the questions on the reverse side useful

### NOTICE

*What is your response to a social threat. What is happening to your body, what thoughts are going around your head, what are other people seeing?*

### ANALYSE

*Which of the SCARF triggers (individual or in combination) are being activated in this situation?*

### CHOOSE

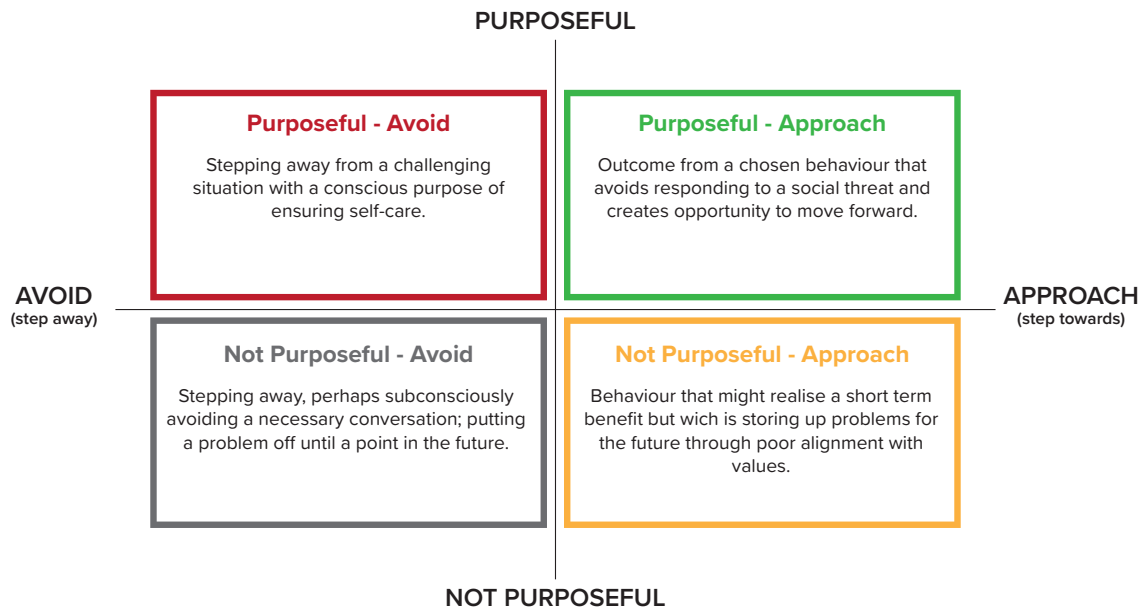
*What is your conscious choice in terms of the action(s) to take in response to this social threat?*

### OBSERVE/REFLECT

*What are the consequences of your choice?  
What learning do you take from this to apply in the future when a similar social threat occurs?*

## A matrix you might find useful relating your purpose to your SCARF response

Think of your response to social threat and how purposeful it is for you. Which quadrant are you in and how might you act in future to ensure a more purposeful outcome



## Some coaching questions you can ask yourself when reflecting on SCARF

You might find the questions below useful as you think of your response to the social threat triggers captured in the SCARF model. Adapt these to your own language and/ or create your own enquiries that support your curiosity into understanding more about how you and others respond to social threat.

### S Status

- What does this feeling that my status is threatened by 'X' tell me about myself?
- How would I choose to behave in this situation if I did not feel my status was being questioned?
- Does my chosen behaviour help me fulfil my purpose?

### C Certainty

- What is it about my uncertainty in relation to 'X' that is preventing me from being the best that I can be?
- What might my life be like if I chose to live that my uncertainty about 'X'?
- What might I do that can positively influence my certainty about 'X'?
- If certainty about 'X' was not important what would my life be like?
- How might my behaviour be causing people around me to be feeling less certain about things that are important to them?
- What can I do that will both increase certainty for people around me while also managing their expectations?

## Autonomy

- What is this feeling that my autonomy in being threatened in relation to 'X' telling me about myself?
  - How are other people reacting to my response to my autonomy being threatened?
  - How does the reaction of self and others support our individual and collective purpose?
  - What can I do to make sure that both I and my colleagues/ friends have the same understanding of my autonomy in 'X'?
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## Relatedness

- What has changed in my relationship with others that is causing me to be triggered by a threat to my understanding of relatedness?
  - What can I do to ensure that I and my colleagues/ friends have the same understanding and expectations of the way we interrelate with each other?
  - What can I do to maintain clarity in relation to relatedness in my personal and professional relationships?
  - During periods of change how can I best re-establish my needs (and the needs of others) in the area of relatedness?
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## Fairness

- What is the basis of my sense of that 'X' is unfair?
- How does my reaction that 'X' is unfair serve my purpose?
- What can I do to be more effective in understanding other's definition of fairness?
- What can I do to communicate my own sense of fairness to others?