

**Eno MAX**

Designed by transit agencies for transit agencies



**Put on Your SCARF:  
Improving Self-Awareness and Leadership Through  
Neuroscience**

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**Presented by Alison French**

## Diagnostic

Answer the following questions as honestly as possible, one "X" per row.

	A Lot Like Me	Often Like Me	A Little Like Me	Not At All Like Me
1. I bristle at any comment that suggests I may be ineffective at a task.				
2. It is extremely important for me to have choices.				
3. I am at my best when I am part of a group.				
4. I am uncomfortable when I don't know what is going to happen next.				
5. Titles are important to me.				
6. If a peer is given a certain task or reward, it is important that I am given a similar one.				
7. Clear objectives for projects are critical to me.				
8. Having insight into a process and transparency among my colleagues is important to level set the environment.				
9. I am very frustrated when I encounter a "them" vs "us" mentality.				
10. It upsets me when I am asked to adhere to a scheduled time for my lunch break.				

## Scoring

Give yourself:

5 points for every "A Lot Like Me"

3 points for every "Often Like Me"

2 points for every "A Little Like Me"

0 points for every "Not At All Like Me"

Enter the numbers in the table next to the corresponding "X" and then tally as follows:

The sum of questions 1 and 5 is your "S" score, enter it here: \_\_\_\_\_

The sum of questions 4 and 7 is your "C" score, enter it here: \_\_\_\_\_

The sum of questions 2 and 10 is your "A" score, enter it here: \_\_\_\_\_

The sum of questions 3 and 9 is your "R" score, enter it here: \_\_\_\_\_

The sum of questions 6 and 8 is your "F" score, enter it here: \_\_\_\_\_

## The SCARF Model<sup>1</sup>

**S** \_\_\_\_\_ : a sense of \_\_\_\_\_ to others

**C** \_\_\_\_\_ : ability to ascertain what the \_\_\_\_\_

**A** \_\_\_\_\_ : a sense of \_\_\_\_\_ over \_\_\_\_\_

**R** \_\_\_\_\_ : \_\_\_\_\_ and \_\_\_\_\_ with others

**F** \_\_\_\_\_ : perception of \_\_\_\_\_ among individuals

## Small Group Discussion

Domain (letter): \_\_\_\_\_

Examples:


Most Valued Rewards:


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<sup>1</sup> The SCARF Model was developed in 2008 by David Rock, in his paper "SCARF: A Brain-Based Model for Collaborating With and Influencing Others."

## Using SCARF in Your Organization – Part One: Analyze Your Workplace

Consider the people with whom you frequently interact in the workplace.

- Put their **names** in the first column of the table on the next page.
- In the second column, indicate which **domain(s)** on the SCARF model you believe to be their most prominent.
- In the third column, list what you have observed/**evidence** of the domain(s) you selected for that individual.
- In the fourth column, list the interactions you have with them that may feel like a **threat** to them, or drive them away, based on their domain(s).
- In the final column, brainstorm how you can use their domain(s) as **motivators** which drive them toward you/your organization's goals?

## Using SCARF in Your Organization – Part Two: Develop Your Success Indicator

- From the table below, select one relationship that is important for you to improve to be more effective in your job. Circle or highlight that row.
- Now, fill in the blanks below with your intention:

In the next 30/60/90 (circle one) days, I will commit to improving this relationship by

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I will hold myself accountable to this commitment by sharing my intention with (*fill in name of colleague or supervisor*) \_\_\_\_\_.

Name	Domain(s)	Evidence	Threats	Motivators

## Reach Out Any Time!

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### **About Alto Solutions, LLC**

Just as voices come together in a specific musical pattern to create an ear-pleasing chord, individuals and businesses need the right relationships to achieve harmony and success in a dynamic environment. Founded by Deloitte alumna Alison Torrillo French, Alto Solutions, LLC is a Woman-Owned Small Business (WOSB) with a proven track record in organizational change consulting, facilitation and training. We do not believe in a one-size-fits all approach and, accordingly, work with clients to provide personal attention, flexibility, and tailored solutions.

#### *Areas of expertise include:*

- Organizational Change Leadership
- Consultative Facilitation and Event Design/Delivery
- Communications Strategy
- Talent Development and Coaching
- Leadership and Stakeholder Alignment
- Employee Engagement, Training and Team Building

