



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

August 2019

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: ______

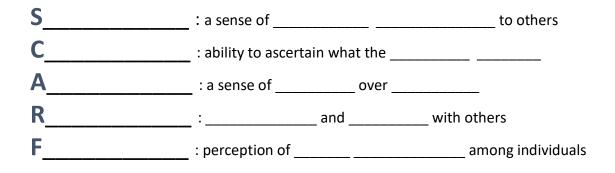
The sum of questions 4 and 7 is your "C" score, enter it here: ______

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 Model¹



Small Group Discussion

Domain (letter): _____

Examples:

Most Valued Rewards:

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¹ 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

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

