

Growing collaborative teams and communities

Facilitator: Kindra Douglas



A unique way
to deepen
understanding
of dynamics at
play – at work
and in life

Our five social needs = SCARF

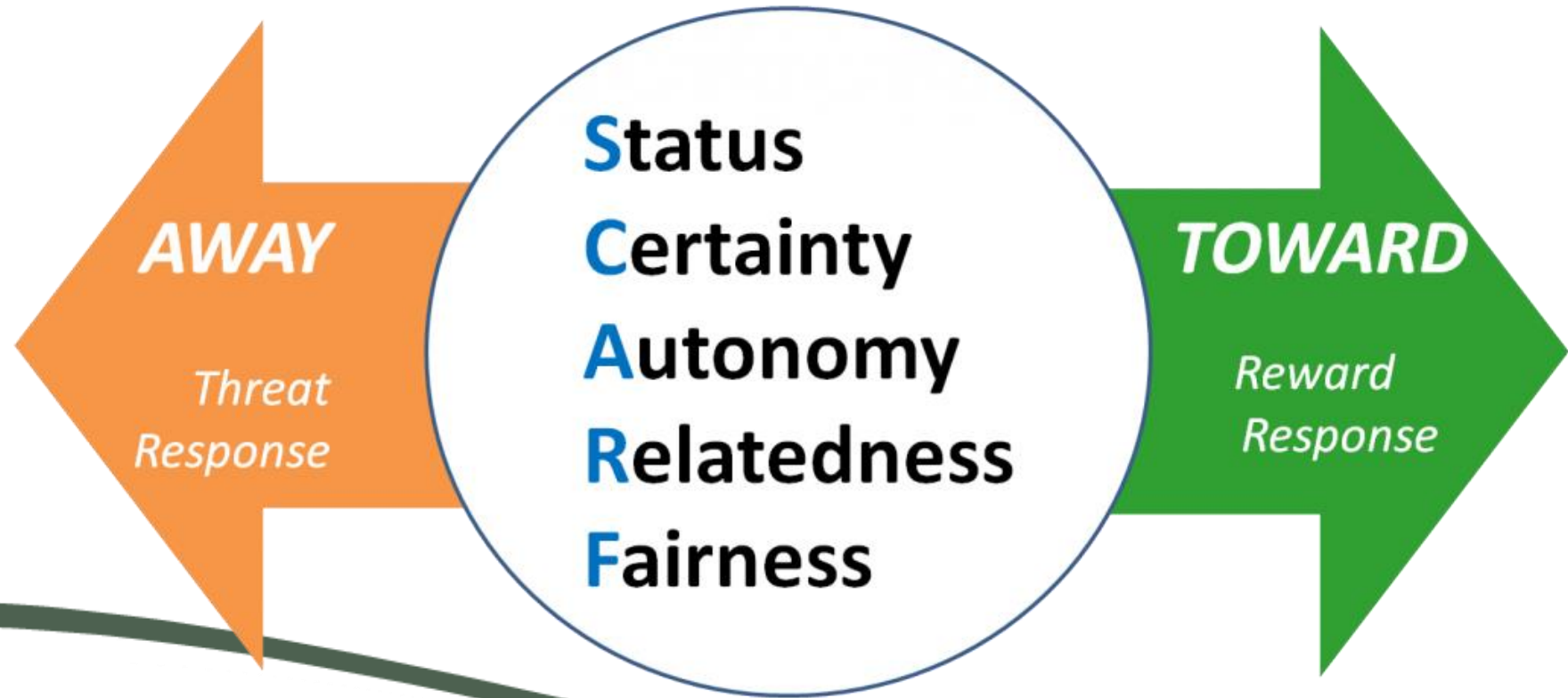


*“Because they can be expressed
with the acronym scarf, I
sometimes
think of them as a kind of
headgear that people or an
organization
can wear to prevent exposure to
dysfunction.”*

David Rock



SCARF Model of Social Threats and Rewards



[Link to David Rock video](#)

S = STATUS – where you feel you are in the pecking order

C = CERTAINTY – how well we feel we can predict the future

A = AUTONOMY – feeling of having choices, being able to make choices

R = RELATEDNESS –feeling safe with other people, trust versus mistrust

F = FAIRNESS – feeling of fair connection, and fair exchanges with others

YOUR TURN

In breakout rooms – Some questions.....

