

SCARF

„Performance = Potential – Interference“
(T. Gallwey)

If you, as a manager, want to lead your employees successfully through times of **change**, use the model and compare your **perspectives** on the following questions with those of your employees:

1. **Status**: What opportunities does change offer you?
2. **Certainty**: What remains the same - what can you rely on?
3. **Autonomy**: What freedoms are you looking for – what is good for you?
4. **Relatedness**: Which social ties are important for you and how can you strengthen them?
5. **Fairness**: What criteria do you think about in the context of business decisions?

If you can reduce the **insecurities** that result from these questions, you will help your employees focus on their work and ultimately become **effective** in the here and now.



Curious For
More Tools?

Disruptions are often helpful for **innovation** - but once we have to deal with change, they often become so multifaceted that our **EFFECTIVENESS** suffers.

This is especially true for disruptions that "get under our skin" because they touch central basic needs of ours. When I feel stress in the areas of the **SCARF** model, my **performance** usually suffers as well.

