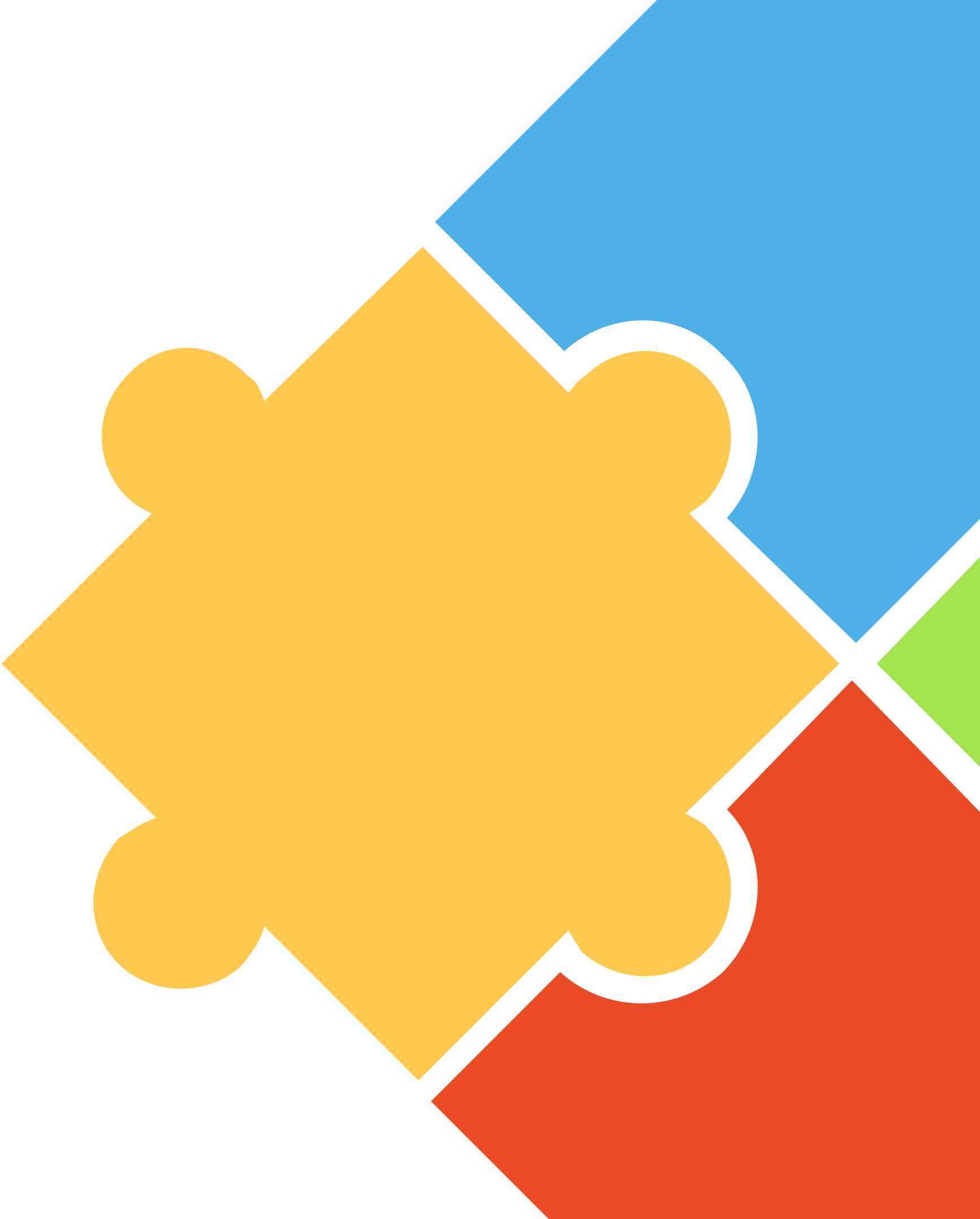




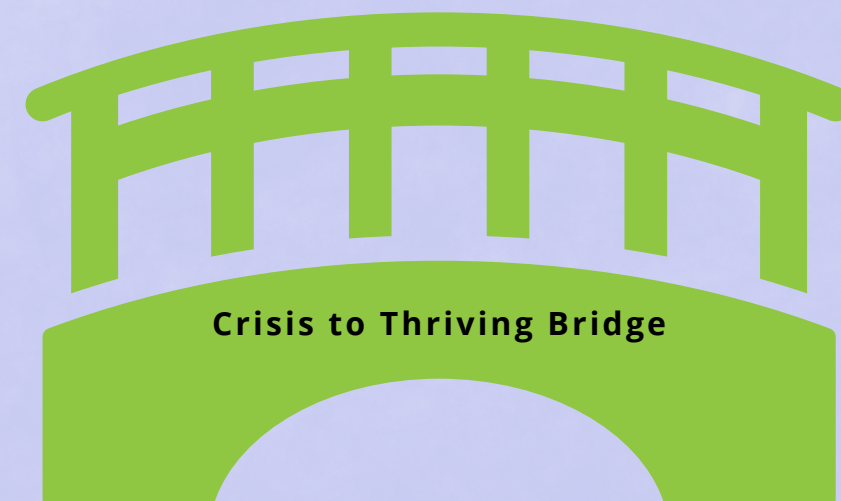
Compassionate Healthcare Providers  
Leadership Development



## Recap

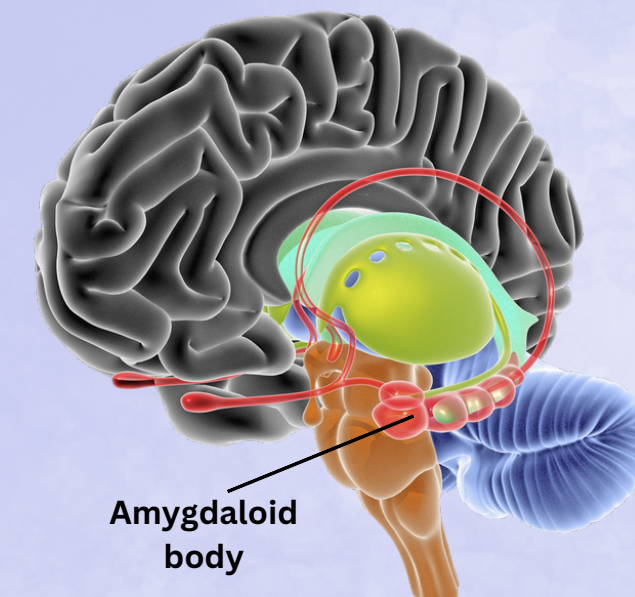
- Progress on our journey to well-being.
  - Realization
  - Enlightenment

Through our Realization phase, we learned about the domains of well-being and how to cope with moments of crisis using the Crisis to thriving Bridge.



So far in the Enlightenment Phase we covered the amygdala hijack and what happens inside our brains when we are threatened.

- Fight
- Flight
- Freeze
- Fawn





## The SCARF Model

The SCARF model involves five domains of human social experience: Status, Certainty, Autonomy, Relatedness and Fairness.

**Status** Relative importance to others

**Certainty** Being able to predict the future

**Autonomy** Sense of control over events

**Relatedness** Sense of safety with others, of friend rather than foe

**Fairness** Perception of fair exchanges between people



## The SCARF model

# S

### STATUS

Looks at the relative importance of people

*'I am valuable'*

# C

### CERTAINTY

Looks at our ability to predict the future. How certain are we?

*'I know where I stand or what will happen'*

# A

### AUTONOMY

Looks at our perception of having control over our environment

*'I have a choice'*

# R

### RELATEDNESS

Looks at our relationships and sense of fitting in

*'I belong'*

# F

### FAIRNESS

Looks at our perception of being treated fairly; for you and for others

*'I am treated fairly and others are treated fairly'*

### What I should consider

How can I ensure that they know they are valued?

How can I clarify where they stand, and what will happen?

How can I provide them with some degree of input and choice?

How can I make them feel part of the team?

Taking everything together, am I treating them and others fairly?



**AWAY  
Threat**

**S**tatus

**C**ertainty

**A**utonomy

**R**elatedness

**F**airness



**TOWARD  
Reward**

## Recap

**Status-** Relative importance to others

**Certainty-** Being able to predict the future

**Autonomy-** Sense of control over events

**Relatedness-** Sense of safety with others, of friend rather than foe


**Fairness-** Perception of fair exchanges between people

## Self-Awareness Reflection

- Examine each area of the SCARF model.
- Think about how you feel in each area.
- Reflect on your relationships with others.
- Ask yourself, am I a threat, or am I a reward to them?

## Importance

Develops your ability to create an environment where you, and those you live and work with feel valued, safe, and happy.



***In our next module, we will  
begin the first phase of the  
Discretion Stage in our  
journey.***

***Thank you for joining me  
today. Be healthy, happy and  
well!***