

Bringing Your Best Self to a New Job: Leveraging the SCARF Model

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In the ever-changing world of work, landing a new job is an exciting adventure. It's a fresh start, an opportunity to make a positive impact, and a chance to co-create a thriving workplace, even as a newcomer. As you embark on this journey, remember that you hold the power to shape your work environment positively. David Rock's SCARF model offers valuable guidance on how to do this, regardless of your role in the organization.

S- Status: Recognizing and Celebrating Value

At the heart of a satisfying workplace lies a sense of status – the feeling of being valued and recognized for your contributions. This sense of worth is a potent motivator for engagement. To promote it:

- **Acknowledge Achievements:** As you work toward your goals, both big and small, make an effort to celebrate not only your own accomplishments but also those of your colleagues. It's a simple yet powerful way to nurture a culture of recognition, creating a workplace where everyone feels appreciated.

C- Certainty: Building Trust through Transparency

Certainty is about providing predictability and reducing anxiety, especially in the face of change. It involves creating an environment where everyone feels secure. Here's how:

- **Promote Effective Communication:** Effective communication is the cornerstone of certainty. Encourage open dialogue and information sharing among your team members. By keeping everyone informed about changes, challenges, and future plans, you help build trust and alleviate anxiety.

A- Autonomy: Empowerment for Engagement

Autonomy involves having a say in your actions and choices. When individuals feel empowered, they become more engaged. Here's how you can promote autonomy:

- **Support Innovation:** Advocate for an environment where employees feel secure in proposing and experimenting with new ideas. Innovation thrives when individuals have the autonomy to explore new avenues. Be the advocate for creative thinking and problem-solving.

R- Relatedness: Nurturing Connection and Belonging

Relatedness is about fostering connections, belonging, and social support. Strong interpersonal relationships are fundamental to well-being at work. Here's one way to promote relatedness:

- **Recommend Social Gatherings:** Suggest the idea of regular social events like lunchtime gatherings or virtual coffee breaks. These informal interactions create opportunities for colleagues to connect on a personal level, forging bonds that extend beyond the workplace.

F- Fairness: Ensuring Equity and Respect

Fairness involves the perception of equitable treatment. It's about creating a workplace where everyone feels respected and valued. Here's how you can contribute to fairness:

- **Don't Engage in Bias:** Encourage diversity and inclusion initiatives to tackle bias and promote a culture of respect. A diverse and inclusive workplace is a fair one. Be mindful of your own actions and interactions, ensuring they reflect these principles.

By leveraging the SCARF model's principles and advocating for these tips, you can contribute to co-creating a workplace where everyone feels valued, secure, empowered, connected, and fairly treated.

Fun Fact: As you begin your new job, remember that your active involvement can make a significant difference in the overall work environment, fostering not only your own well-being but also that of your colleagues. Your journey toward a happier workplace starts with understanding and addressing the social and emotional needs of all those who make it thrive. Welcome aboard!