

SCARF THREAT AUDIT OS

Sourced from *Difficult Conversations*, Ch. 3

SCARF THREAT AUDIT · 5 MIN

After Rock 2008 — DC Playbook Ch. 3

01 · STATUS

Whose relative importance is at stake? Recognition defuses.

Public correction crashes it. Asking views bolsters it.

02 · CERTAINTY

What's the unknown? Name the agenda and timeline up front.

Be certain about process if you can't be about outcome.

03 · AUTONOMY

Where's the choice? Find one place to grant genuine agency.

"Now or after lunch?" works.

04 · RELATEDNESS

Are we still on the same team? Use "we" language.

"We need to figure this out," not "you need to."

05 · FAIRNESS

Is the process equitable? Make the criteria visible.

"The same metrics we apply to all reviews."

THE HUMAN FREQUENCY · FIND COMMON GROUND

PRINT INSTRUCTIONS

Fold this card in half along the horizontal center for a wallet-sized version, or print on cardstock and laminate for the fridge or office wall.

READ THE FULL PAGE

thehumanfrequency.net/human-os/scarf-threat-audit
For the mechanism, the protocol, and citations.