

30 Days of SCARF

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Status	Give to Others																														
	Contribute																														
Certainty	Give to Others																														
	Contribute																														
Autonomy	Give to Others																														
	Contribute																														
Relatedness	Give to Others																														
	Contribute																														
Fairness	Give to Others																														
	Contribute																														

Not all sections have to be completed every day, but it is ideal to complete at least one every day. See how far you can make the streak go. Some days will be easy. 😊

Status	Certainty	Autonomy	Relatedness	Fairness
Acknowledge accomplishments	Share/reiterate goals with team	Adopt ideas task completion	Open personal conversations	Equal recognition
3 rd party recognition*	Set clear expectations	Provide freedom with inspection	Find out what team members do outside work	Provide timely feedback (+ & -)
Provide/receive coaching	Confirm outcomes	Trust and verify	1:1 walking meetings	Own up for own mistakes
...

***3rd party recognition** is a significant opportunity where a team or staff member provides the feedback. If it is always the leader it can be seen as the leader's job to provide feedback - which it is.

When someone else notices it can have a significant impact. If someone says “Hey, Sarah did a great job on the financials.” You can respond by saying, “That’s awesome, would you mind letting her know?”