

SCARF Team Development Worksheet

A simple worksheet to help determine specific actions to help support each member of the team and reduce any threats that may be preventing high performance.

Work through your knowledge of each member of your team and assess how they behave in accordance with each factor. Example shown. Once this has been completed, actions may be obvious or need to be investigated. Also note, that while you, as a leader can help here, there is a development opportunity for everyone to develop in each factor. This also applies to you, the leader, within your peer group and upwards.

Team Member	S	C	A	R	F	Action
e.g. Bob Smith	6	2	3	9	?	Bob is well regarded. I need to be clearer on my expectations
Self-rating (with peers and management)	3	3	8	5	5	New to team. <i>Too much</i> Autonomy, unsure of procedures.

Rating Scale

- 1 does not behave in alignment with factor (evidence required)
- 10 absolutely behaves in alignment with factor (evidence required)
- ? unclear on this factor for this individual

Actions

- What can I do to provide more of each factor to individuals?
- How can I help individuals develop more of this factor within themselves?
- If unclear, what steps can I take to gain insight?

