

SCARF

Triggers

Status

Certainty

Autonomy

Related

Fairness

Description	Threat	Examples
Importance in relation to others	The perception of a potential or real reduction in status can trigger a strong threat response	
Ability to predict the future	The brain is continually trying to predict the near future to keep us safe. Even a small amount of uncertainty generates stress	
Perception of exerting control over one's environment	The feeling of having a choice greatly influences the level of stress. When only one option, more stress.	
Feeling of security in relation to others— whether someone is friend or foe Sense of belonging	Feeling alone or amongst enemies or strangers can trigger the flight or fight response	
Transparency and clear expectations Results reflect actions	Unfairness generates a strong threat response. Lack of transparency erodes trust	