

# Dr David Rock's SCARF Model of psychological safety

<b>S</b>	<b>TATUS</b>	Sense of personal worth	<b>"I am valuable."</b> Our relative importance to others is understood and expressed – more than just a title.
<b>C</b>	<b>ERTAINTY</b>	Sense of what the future holds	<b>"I know where I stand."</b> Our ability to predict the future based on the information made available to us.
<b>A</b>	<b>UTONOMY</b>	Sense of control over life	<b>"I have a choice."</b> Our sense of control over events that impact us and the opportunity to make choices.
<b>R</b>	<b>ELATEDNESS</b>	Sense of safety with others	<b>"I belong."</b> Our sense of connection and safety with others based on our primal need to belong to a group.
<b>F</b>	<b>AIRNESS</b>	Sense of fairness	<b>"I am treated fairly and with respect."</b> Our sense of justice based on a perception of a fair exchange between people