

SCARF, The 5 Dysfunctions and CABLES

Once upon a time, in a nursing home far away, there was a team of care providers who were responsible for taking care of the elderly residents. This team was comprised of individuals from diverse backgrounds who all had different ways of working.

One day, the team was faced with a challenging situation when one of the residents fell ill, and they needed to provide quick and effective care. Unfortunately, the team was not functioning well, and their lack of collaboration was causing more problems than solutions.

As they worked through the situation, they began to experience the five dysfunctions of a team. There was a lack of trust among team members, which resulted in poor communication and a lack of cooperation. The team members were more concerned about their individual goals rather than the overall well-being of the resident.

In addition to this, they also experienced the five social needs of SCARF. As emotions ran high, team members felt threatened, resulting in a lack of collaboration and an overall negative atmosphere. Each member's status and autonomy were questioned, causing further division within the team.

However, they soon realized that their behavior was affecting the care they provided to their residents, and they needed to work together to overcome their dysfunctions. They began to work on building trust and communicating effectively, respecting each other's expertise and roles within the team.

As they worked together, they realized the importance of meeting the social needs of each team member. They recognized that they all had a role to play and that their individual goals were secondary to the care they provided to the residents.

Slowly but surely, they overcame their dysfunctions, and their interactions became more positive, fostering an environment of collaboration and mutual respect. With this newfound sense of teamwork, they were able to provide the best care possible to their residents, creating a positive and fulfilling work environment for all team members.

Can you suggest which CABLES behaviors could be demonstrated to satisfy the 5 social needs of SCARF and overcome the 5 Behaviors of a cohesive team?

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