**Moving Past Resistance**  
**- Tuning Down the Adaptive Unconscious (SCARF Theory)**  
**Tool Kit**

<table>
<thead>
<tr>
<th>r</th>
<th>Neuro-social importance:</th>
<th>Trick to activation:</th>
<th>Do more:</th>
<th>It isn't...:</th>
<th>It is...:</th>
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</thead>
</table>
| s | Potential or real perceptions of reduced status, generate strong threat responses | Perceptions of status are inflated when we feel we are learning and growing | Recounting progress  
Public acknowledge ment  
Positioning teacher as the expert  
Video highlight- reel | “Can I offer you some feedback...?”  
“... this data makes our next moves obvious”  
“ ... remind me, you do have a preliminary teaching credential...?” | “…this is really interesting, what do you think, given our goal...?”  
“ This data documents substantial progress; What are our next steps, given our goal to...?” |

| tty | Within a high-value context, even a small perception of uncertainty creates a “retreat!” neuro-physiology | Make explicit how the proposed innovation/ intervention/ inquiry fits the familiar pattern of personal growth | Repeating the goal  
Making the goal explicit and achievable  
Showing the vision of “the whole”; breaking it into parts; making the parts achievable; | “Wow, these unit exams are screaming- Do Something!” | “Wow, these unit exam distributions appear to align well with four high-effect instructional interventions. I could implement and measure in our next teaching cycle- what do you think?” |
superimposing the parts over a timeline to which you adhere (no matter what...)

| Autonomy Perceptions of reduced autonomy generate strong threat responses. For work requiring creativity, autonomy is a foundational preliminary. | Avoid any hint of conditional incentive. Create a context and a dialog that increases perceptions of control over the classroom environment. | High–Effect choices (but never too many choices!) | “Come on, let’s suck it up and get these documents done so we can clear that preliminary credential”

“...I see that the literature endorses at least two high-effect instructional options, which feels right to you?”