

Safety, Emotions, Loss, and Future (S.E.L.F.) Model

Adapted from the Sanctuary Model

The S.E.L.F. model is a framework for how to reflect either individually, or as a team, on how changes or losses have and will impacted us.

List the Change: _____

Check Safety – Change triggers the brain's threat response, consider how safety is impacted.

Are there issues that you hesitate to talk about? Is fear having an impact on your work and how it is getting done? What methods do you use to create a safe/trusting environment?

Name Emotions – Change is emotional and recognizing emotions is the first step to managing them.

What emotions and feelings does this change trigger? What emotions have I had in the past with similar changes? What kinds of emotions/emotional expression are discouraged and which are okay? When tensions are rising, how do I respond?

Acknowledge Losses – Identify what is ending and what is being lost to deal with change constructively.

What have you lost or anticipate losing with this change? How does your team behave around change? What other losses has our team experienced?

Focus on the Future – Establish personal choice and control.

How can I prepare myself/my team for success? Who can I ask for help? How can I support others during this change? How can I model healthy behavior, relationships, and values for the team?

