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?*