

The OSCAR Coaching Model

<p style="text-align: center;">O</p> <p style="text-align: center;">Outcome (Your Destination)</p>	<p>Outcome</p> <p><i>This is where you help the team member to clarify their outcomes</i></p> <p>What would you like to discuss? / What is the issue? What's important about that (issue) now? What will you see/ hear / feel when you have that? What would be different if you achieved that? What do you need from me in this conversation today?</p> <p><i>Other examples of questions:</i> If you left here today with what you wanted, what would have changed for you? What would long term success look like? What would be different? (Eg I need to know how to...behaviour / I'd like to get clearer about....dilemma)</p>
<p style="text-align: center;">S</p> <p style="text-align: center;">Situation (your starting point)</p>	<p>Situation</p> <p><i>This is where you get clarity around where the team member is right now</i></p> <p>What is the current situation? What's actually happening? Who is involved? What makes it an issue now? What's at stake for you? (Family, health, business, colleagues, money?) What's the gap between what you want (ideal outcome) and the current state? What's your own responsibility here? What's standing in your way? What will happen if you do nothing? How important is this issue on a scale of 1-10? How much energy do you have on a scale 1-10 to tackle it?</p>
<p style="text-align: center;">C</p> <p style="text-align: center;">Choices and Consequences (Your route options)</p>	<p>Choices and Consequences</p> <p><i>This is where you help the team member to generate as many alternative choices as possible and raise awareness about the consequences of each possible choice</i></p> <p>What have you already tried? What choices do you have? (including 'no nothing' as an option) What is the upside and downside of each option (consequences) (eg Time, cost , people involved, how practical ,any unexpected negative consequences?) What value (organisational/personal) does it reinforce? What are the alternatives? Aim for 3 different options including doing nothing What do you now think is your best option?</p>

<p style="text-align: center;">A</p> <p style="text-align: center;">Action (Your detailed plan)</p>	<p>Actions</p> <p><i>This is where you help the team member to clarify their next steps forward and to take responsibility for their own action plan</i></p> <p>What actions will you take? When will you take those actions? With whom? Who will support you in taking action? What will you do next? What is your first step? On a scale of 1 to 10 how willing are you to take those actions? How will you know when you have achieved it?</p> <p>Let's summarise who's doing what here...your tasks are..... The actions you are specifically taking – how do these actions move you toward your outcome? (time framed measureable and reviewable)</p> <p>What's a reasonable time to come back to me / to report to x... What might get in the way / How might you sabotage yourself? <i>(If evident)</i>... I sense a little reluctance here. How committed are you to doing this?</p>
<p style="text-align: center;">R</p> <p style="text-align: center;">Review (Making sure you are on track)</p>	<p>Review</p> <p><i>This step creates an ongoing process of review and evaluation. This is where you help the team member to continually check that they are on course</i></p> <p>What steps will you take to review your progress? When are we going to get together to review progress?</p> <p><i>At an agreed time:</i> How far are the actions moving you towards your outcome? What milestones have you already achieved? How has your plan changed? How does this fit with your initial outcome / long term outcome. When will we next meet to evaluate progress?</p>