## The OSCAR Coaching Model

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| **Outcome****GOAL**(Your destination) | * What is your long-term outcome?
* What would success look like?
* What would you like to achieve from today’s session?

(This is where you clarify the outcomes around any given situation). |
| **Situation****REALITY**(Your starting point) | * What is the current situation?
* What’s actually happening?

(This is where you get clarity around where you are right now). |
| **Choices and Consequences****OPTIONS**(Your route options) | * What choices do you have?
* What are the consequences of each choice?
* Which choices have the best consequences?

(This is where you increase awareness about the consequences of each choice). |
| **Actions****WAY FORWARD**(Your detailed plan) | * What actions will you take?
* What will you do next?
* When will you do it, with whom?
* On a scale of 1 to 10 how willing are you to take those actions?

(This is where you take responsibility for your own action plan). |
| **Review**(Making sure you are on track) | * What steps will you take to review your progress?
* When are we going to get together to review progress?
* Have the actions been taken?
* Have the actions moved you towards your outcome? If not, what corrective action needs to be taken?

(This is where you continually check that you are on course). |

## Using the OSCAR model to ask effective coaching questions:

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| **Opening/Issue to be coached on:*** What would you like to talk about today? What would you like to cover today?
* What are the issues you’d like to focus on?
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| **Outcome:****Long-term Outcome:*** What is your long term outcome around this issue?
* What would success look like/feel like to you?
* How will you know you’ve achieved it, what will be happening?
* Which outcome or outcomes do you want to focus on?
* How important is it to you to achieve this outcome?
* What will it cost you if you don’t?
* What impact will not achieving this outcome have on ………?
* What impact will achieving this outcome have on ………?
* Over what period of time do you want to achieve this outcome?

**Short-term Outcome (for this session):*** What would you like to walk away with from today’s session?
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| **Situation:*** What is the current situation?
* What do you see as the main issues right now?
* What impact is that having on you? (your family, your performance etc)?
* What impact is that having on others?
* Who is contributing to the problem?
* **What are you doing that could be contributing to this problem/issue?**
* What do you do now and how does that impact on the issue?
* What do you do now, in this situation, or a similar one, that works well?
* What made you aware that you needed to do something different?
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| **Choices & Consequences:*** What could you do to start to resolve the situation?
* What do you need to do/say to start to resolve the situation?
* What choices do you have?
* What’s stopping you from doing that now?
* How far towards your outcome would that option take you?
* What advice would you give to somebody else in your position?
* What else could you do? Who else could help you? What’s stopping you from asking them?
* What would you like to do differently? What’s stopping you?
* What would you do if you knew what to do, or weren’t afraid?
* What would be the consequences? Upsides and downsides?
* What would you do if there were no downsides or repercussions?
* What’s the worst that could happen? What’s the best that could happen?
* Which choice/choices will best move you towards your outcome?
* How far would that take you towards achieving your outcome?
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| **Actions:*** What actions are you going to take?
* What will you do to move yourself forward?
* What specific actions are you willing to take? When will you take them?
* What support will you need? Where will you find that support?
* How will you maintain your motivation?
* What actions will you take in the next 24 hours to move yourself forward?
* On a scale of 1 to 10, how committed are you to take this action?
* What’s stopping it from being a 9 or 10?
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| **Review:*** How will you review your progress?
* What will you do to check whether your actions are moving you towards your outcome?
* How will you measure your success? How will you celebrate your success?
* When will you and I get together to review your progress?
* What would you like to be able to tell me next time you see me?
* How will you maintain your momentum? What interim support do you need?
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