## 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? |
| **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? |
| **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? |
| **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? |