

# The OSCAR Coaching Model

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| **OUTCOME**  (Your destination) | * What would you like to achieve from today’s session? * What is your long-term outcome? * What would success look like?   (This is where you help the team member clarify the outcomes (for the session and long term) around the issue they have raised). |
| **SITUATION**  (Your starting point) | * What is the current situation? * What's actually happening?   (This is where you get clarity around where the team member is right now) |
| **CHOICES and CONSEQUENCES**  (Your route options) | * What choices do you have? * What options can you choose from? * What are the consequences of each choice? * Which choices have the best consequences?   (This is where you help the team member generate as many alternative choices as possible and raise awareness about the consequences of each possible choice). |
| **ACTIONS**  (Your detailed plan) | * What actions will you take? * What will you do next? * How will you do it? * 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 help the team member to clarify their next steps forward and to take responsibility for their 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? * Are the actions being taken? * Are the actions moving you towards your outcome?   (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. This also helps you to be fully informed about what your team member is doing and why they are doing it). |

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