

## The OSCAR Coaching Model

The OSCAR model builds on the well-known coaching model of GROW. However it is particularly suited for a business setting because it aligns itself with the concerns of managers; namely, thinking about the risks and the consequences, the possibilities and the steps to get there. It also has strength for managers in that the review process is strong.

<p><b>O</b></p> <p>Outcome (Your Destination)</p>	<p><b>Outcome</b> <i>This is where you help the team member to clarify their outcomes</i></p> <p>What would you like to achieve from today's session?          What is your long-term outcome?          What would long term success look like?          What would be different?  <i>Other examples of questions:</i>          If you left here today with what you wanted, what would have changed for you?          What help do you need from me in relation to x?          What's the outcome you need from this conversation?  <i>(Eg I need to know how to...behaviour / I'd like to get clearer about....dilemma)</i></p>
<p><b>S</b></p> <p>Situation (your starting point)</p>	<p><b>Situation</b> <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 standing in your way?          What's your own responsibility here?          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><b>C</b></p> <p>Choices and Consequences (Your route options)</p>	<p><b>Choices and Consequences</b> <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?          What alternatives are there?          What options can you choose from?          What are the consequences of each choice? <i>(Examine the upsides and downsides of each)</i>          Which choices have the best consequences?</p>

<p style="text-align: center;"><b>A</b></p> <p style="text-align: center;">Action (Your detailed plan)</p>	<p><b>Actions</b> <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? Let's summarise who's doing what here...your tasks are..... What's a reasonable time to come back to me / to report to x... 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;"><b>R</b></p> <p style="text-align: center;">Review (Making sure you are on track)</p>	<p><b>Review</b> <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? What actions are you actually taking? How far are the actions moving you towards your outcome?</p>

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The OSCAR Coaching Model: Simplifying Workplace Coaching

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