The OSCAR Coaching Model

O Outcome (Your Destination)	Outcome *Helping the team member to clarify their outcomes. What do they **really** want?* What's on your mind? What's the issue? / What do you want to discuss / achieve? What's important about that (issue) for you now? What would be different if you achieved that? What's the real challenge here for you? What do you want? What do you need from me / how can I help? *(Egs of outcomes 'I need to know how to (a behaviour to address) or 'I'd like to get clearer about (a dilemma to resolve)*
S Situation (Your starting point)	Situation *Helping the team member gain clarity around where they are right now and to raise awareness in the person being coached (not the coach / leader). Caution getting embroiled in 'the story'.* What is the current situation? What's actually happening? Who is involved? What's standing in your way? / What's your own responsibility here? What will happen if you do nothing? If you're saying yes to this, what are you saying no to? (You *can ask again*....)What's the real challenge here for you? On a scale of 1-10, how important is this issue? On a scale of 1-10, how much energy do you have to tackle this issue?
C Choices and Consequences (Your route options)	Choices and Consequences *Helping the team member to generate as many alternative choices as possible and raise awareness about the consequences of each possible choice.* What have you already tried? What choices do you have? *(Including a probe into a 'do nothing' option)* What is the upside and downside of each choice? (consequences) *(eg time, cost, people involved, how practical, any unexpected negative consequences?)* What do you now think is your best option? *Aim for 3 different options including doing nothing*

A	Actions *Helping the team member clarify their next steps forward and to take responsibility for their own action plan* What actions will you take? What will you do next? How will you do it? When will you do it? With whom? What support do you need? (How will you get that?) On a scale of 1 to 10 how willing are you to take those actions? *(If evident)* I sense a little reluctance here. How committed are you to doing this? How will you know when you have achieved it? What might get in the way? What's a reasonable time to come back to me / to review progress / to report to x... What is your first step?
Action **(Your detailed plan)**	
R	Review *This step creates an ongoing process of review and evaluation and support their accountability. Helping the team member to check that they are on course and if they are able to adapt to any changes of plan.* What actions are you actually taking? How far are the actions moving you towards your outcome? What milestones have you already achieved? How has your plan changed? How will you celebrate success? When will we next meet to evaluate progress?
Review **(Making sure you are on track)**	