

## OSKAR COACHING MODEL TEMPLATE

The OSKAR model was developed by Paul Z Jackson and Mark McKergow who describe the model in their book 'The Solutions Focus, Making Coaching and Change SIMPLE', available from <http://www.thesolutionsfocus.co.uk>.

This checklist enables you to record the coaching process using the OSKAR model. It is a solution-focused coaching model that focus's the coachee's attention on finding solutions rather than looking at how to address problems. Instead of discussing difficulties and their causes the coaching sessions explore and define what currently works and doing more of it, not keep on doing what isn't working.

Using this coaching model each session explores:

- Desired goals,
- Exceptions that have led to success in the past (times when the problem did not occur), and
- Solutions (the changes that will have occurred once the goal is reached) as well as existing resources.

OSKAR Model Stage	Coachee Notes
<p><b>OUTCOME</b> – is the difference that the coachee (and those around them) wants to see as a result of the coaching.</p> <p>This establishes a 'platform' from which to coach. It clarifies what the coachee wants to achieve, how they will know it has been useful to them.</p> <p>You ask the coachee to describe the perfect scenario that has miraculously appeared overnight and the problems vanished.</p>	
<p><b>SCALING</b> – you ask the coachee to assign a scale number to the current situation between 0-10.</p> <ul style="list-style-type: none"> <li>• 10 = the Outcome</li> <li>• 0 = the complete opposite</li> </ul> <p>This enables you and the coachee to assess the extent to which the current situation is working.</p>	

OSKAR Model Stage	Coachee Notes
<p><b>Know-How &amp; Resources</b> – requires a scale number to be identified for the current situation using the scale 0-10.</p> <p>This enables you and the coachee to establish what factors are already contributing to getting the situation incrementally closer to the outcome.</p> <p>It also looks at the level &amp; skill of the resources needed to attain the desired outcome.</p>	
<p><b>Affirm</b> – is the first of the two-parts of the 'A' in this model.</p> <p>This first part providing positive reinforcement to the coachee by reflecting back positive comments about the key strengths they have revealed.</p> <p>This is reflected in terms of their</p> <ul style="list-style-type: none"> <li>• Knowledge,</li> <li>• Skills</li> <li>• Attitudes.</li> </ul>	

OSKAR Model Stage	Coachee Notes
<p><b>Action</b> – is the second of the two-parts of the ‘A’ in this model.</p> <p>This part involves helping your coachee determine what actions they will take to keep moving toward the outcome.</p> <p>This means doing more of the things that have already been recognized as working rather than anything new or different.</p>	
<p><b>Review</b> - involves reviewing the progress made at each session.</p> <p>As coach you need to ask about ‘<i>What is better?</i>’ rather than whether a particular action was carried out, or what happened.</p> <p>This keeps the focus on the things that are moving things in the right direction.</p>	
<p><b>NOTE:</b> Make the least change to make the greatest results.</p>	