

OSKAR COACHING MODEL

EDUCATION & TRAINING FOUNDATION

The OSKAR coaching model creates the conditions for building a solution-focused mindset. OSKAR stands for:

OUTCOMES

Jointly define the coaching outcome – what does the perfect future look like?

What is happening and what are you doing?

SCALING

On a scale of 1–10 where are you now and what will it take to move up the scale?

KNOW-HOW

What relevant knowledge, resources, skills and attributes can you draw on? Who else can you involve?

AFFIRM AND ACTION

Compliment skills and resources, note the know-how – 'Fantastic. You know a lot more about this than you thought.

That is a brilliant idea' – decide next small steps – 'So what steps will you take and what resources will you need?'

REVIEW

What is better?

What has helped?

What is next?

DEVELOPING OTHERS