



## Questions to Help Your Clients SOAR

**SOAR** is a strategic planning tool based on the “appreciative enquiry” approach that combines the best of data analysis and human innovation to create a truly energising vision for the future. It takes “appreciative enquiry” and applies it to strategic thinking and conversation.

Unlike the traditional SWOT analysis, **SOAR** draws on the experiences and ideas of staff at all levels of the team or organisation. By tapping into the collective wisdom and aspirations of the team, you can identify the strengths and opportunities that will propel that team or organisation forward.

### Here's a matrix that you might want to use with your clients

#### **Strengths** (example questions)

What are your greatest achievements so far?  
What are you most proud of?  
What do you see as your biggest asset?  
What do others compliment you on?

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#### **Opportunities** (example questions)

In what situations do you excel?  
What could you change to get a better outcome?  
What do you want to learn or develop?  
Who is the most motivated person you know? What strategies do they use to keep motivated?

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#### **Aspirations** (example questions)

What is important to you?  
What are you aiming for?  
What roles attract you?  
What are your values?

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#### **Results** (example questions)

What outcomes do you intend to achieve?  
What would success look like?  
What will achieving your goal do for you?  
If you were truly satisfied, describe how it would be.

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## **Coach yourself questions:**

*How will you use this model in your personal or professional life?*

*What could be different in your approach or client outcomes?*

*What one thing will you take away and action from this month's "learn" segment to increase your growth as a coach?*