



OSKAR: Solution-Focused Coaching Framework

OSKAR is a framework for solution-focused coaching. The model focuses on the solution rather than the problem and by finding out what works and doing more of it, and stopping doing what doesn't work and doing something else. The model incorporates the following 5 steps:

1. Outcome

- What is the objective of this coaching?
- What do you want to achieve today?

2. Scaling

- On a scale of 0 to 10, with 0 representing the worst it has ever been and 10 the preferred future, where would you put the situation today?
- You are at \underline{x} now; what did you do to get this far?
- How would you know you had got to $\underline{x}+1$?

3. Know-How & Resources

- What helps you perform at \underline{x} on the scale, rather than 0?
- When does the outcome already happen for you - even a little bit?
- What did you do to make that happen? How did you do that?

4. Affirm and Action

- What's already going well?
- What is the next small step?
- You are at \underline{x} now, what would it take to get you to $\underline{x}+1$?

5. Review

- What's better?
- What did you do that made the change happen?
- What effects have the changes had?
- What do you think will change next?