

The OSCAR Model

There are a number of alternatives to the GROW model. The OSCAR model for example uses the following elements to structure the coaching session:

O	Outcome: What is the desired long term outcome of the coaching/mentoring intervention? Ask questions like: • What would success look like? • How will you know that you have achieved the desired outcome?
S	Situation: Establish the current situation, what is happening now? Ask questions like: • What are the main issues that you are facing now? • What impact is this having on you?
C	Choices & Consequences: Brainstorm potential solutions that might help to move from current situation to desired outcome. Ask questions like: • What choices do you have? • What's stopping from doing that now?
A	Actions: Establish which of the choices are the most feasible as next steps. Ask questions like: • What actions are you going to take? • On a scale of 1-10 how committed are you to undertaking this action?
R	Review: How will progress be measured? Ask questions like: • How will you review your progress? • What would you be able to tell me next time we meet?

You should choose a model that you are most comfortable with. Some suggestions of other models you can research are:

- Gallway's STOP coaching Model
- Whitmore's GROW Model
- Max Landsberg's "Instant pay-off Model"
- Egan's Skilled Helper model
- The ACHIEVE model
- The PRACTICE model

Coaching Frameworks

- Hawkins' CLEAR Model
- Ellis' Cognitive Behavioural Coaching
- STRIDE