

Asking Effective Questions: The OSCAR model

The questions asked by the coach aim to generate **awareness** and **responsibility** in the coachee. To adopt an effective coaching style you need to be able to ask powerful questions.

Note: it is important to use words you are comfortable with. Incorporate these questions into your own words and style. Ultimately, you are unique and the models are there as a guide – not for you to become a robot...

Here are examples of effective generic questions for each phase of the OSCAR model. Review these questions and consider which ones you will most likely to use in your everyday coaching role.

Opening/issue to be coached on

- What would you like to talk about today?
- What would you like to cover today?
- How would you like me to be as your coach? (Challenging, supportive etc)

Outcome

Short term (for the session):

What would you like to walk away with from today's session?

What would make this a useful/successful session for you?

Long term:

- What is your long-term outcome or goal around this issue?
- What will success look like/feel like to you?
- How will you know you've achieved it, what will be happening?
- What would 10 out of 10 look like?
- Which outcome or outcomes would you like to focus on?
- How important is it to you to achieve this outcome?
- What will it cost you if you don't?
- What impact will not achieving this goal have on...?
- What impact will achieving this outcome have on...?
- Over what period of time do you want to achieve this outcome?

Situation

- What is the current situation? What is happening right now?
- What do you see as the main issue(s) currently?
- What impact is that having on you?
- What impact is that having on others?
- Who is contributing to the problem?
- What are you doing that could be contributing to this problem/issue?
- What do you do now and how does that impact on the issue?
- What do you do currently, in this situation, or similar one, that works well?
- What made you aware that you need to do something differently?

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Choices and consequences

- What could you do to start to resolve the situation?
- What do you need to do/say to start to address the situation?
- What choices do you have? What are the positives of that option? What are the downsides?
- What's stopping you from doing that at the moment?
- How far towards your outcome would that option take you?
- What advice would you give to somebody else in your position?
- What else could you do?
- Who else could help you?
- What's stopping you from asking them?
- What would you like to do differently?
- What's stopping you?
- What would you do if you knew what to do, or weren't afraid?
- What would be the consequence? Upsides and downsides?
- What would you do if there were no downsides?
- What's the worst that could happen?
- What's the best that could happen?
- Which choice/choices will be will best to move you towards your outcome?
- How far would that take you towards achieving your outcome?

Actions

- What actions are you going to take? What will you do to move yourself forward?
- What specific actions are you willing to take?
- When will you take them?
- What support will you need?
- Where will you find that support?
- How will you maintain your motivation?
- What actions can you take in the next 24 hours to move yourself forward?
- On a scale of 1 to 10, how committed are you to take this action?
- What's stopping it from being a nine or 10?
- What will you do next?
- What do you need from me as your coach as part of this?

Review

How will you review your progress?

What will you do to check whether your actions are moving you towards your outcome?

How will you measure your success?

When will you and I get together to review your progress?

What would you like to be able to tell me next time you see me?

How will you celebrate your success?

How will you maintain your momentum?

What interim support to you need?