

SOAR Worksheet

SOAR (Strengths, Opportunities, Aspirations, and Results) is a process tool rooted in Appreciative Inquiry, designed to assess organizational and personal strengths, and initiate change.

Please read the following to get a better understanding of what the SOAR tool is. Once you have read through the description, you should:

- Write down your responses to the questions on the next page
- Consider sharing your responses with your project sponsor or team.

Description (from the American Society of Quality):

A strengths, opportunities, aspirations, and results (SOAR) analysis is a strategic planning tool that focuses an organization or individual on its/their current strengths and vision of the future for developing strategic goals.

The tool differs from the commonly used SWOT (strengths, weaknesses, opportunities, and threats) analysis. SWOT is typically a top-down approach, led by management. SOAR engages at all levels of the organization, including the individual level. With SOAR, the focus is on the organization or individual and enhancing what is currently done well, rather than concentrating on perceived threats and or weaknesses.

When doing a SOAR analysis, the basic questions to be answered are:

1. What are my greatest strengths?
2. What are my best opportunities?
3. What is my preferred future?
4. What are the measurable results that will tell me that I've achieved my vision of the future?

SOAR is about: action, strength-based, being the best (good to great), innovation, engagement, planning to implementation, results, and achieving good versus avoiding error.

Refer to the section of the course slide deck to review the questions for each section of the SOAR. Use the template on the next page to record your answers.

1. What are my greatest strengths?

2. What are my best opportunities?

3. What is my preferred future?

4. What are the measurable results that will tell me that I've achieved my vision of the future?