

S.O.A.R ANALYSIS

SOAR is an acronym standing for Strengths, Opportunities, Aspirations, and Results. Strengths and opportunities focus on your present situation, whereas aspirations and results focus on your desired future situation.

The SOAR Analysis template invites you to deep dive into those categories and discover your best assets and how you can plan for the future using what you've got.

Conducting a SOAR analysis can help you acknowledge your strengths and understand how to leverage them. You then align your strengths as well as opportunities you identified to your goals and aspirations.

SOAR analysis is often used in organisations with groups and teams. It can also be used for individuals and is a great way to take stock of our strengths (talents, skills, passions, gifts, specialities, uniqueness) and setting goals that bring out the best in us and allow us to thrive.

The questions below are related to our work: identifying our strengths, our own development, goals and aspirations as it relates to our work and work purpose. These questions can be changed to suit the purpose of the analysis.

WHY FLY WHEN YOU CAN S.O.A.R!

Take time to answer the following questions. If you need more space for your responses, use another copy of the template.

STRENGTHS

S

1. What are you most proud of? (could be in your current role or past roles you have been in)
2. What are your greatest assets (gifts, talents, skills, what you are passionate about, superpowers) and strengths? (list at least 4)
3. What makes you unique?
4. What factors are helping you thrive and succeed?

OPPORTUNITIES

O

1. How can you reframe current challenges you are facing into exciting opportunities? Reframe one or two challenges you face. (turning a problem into an opportunity by "flipping the script")
2. What would help you build on your strengths? Who could help? What opportunities exist that amplify your strengths and assets?
3. What new things, connections and opportunities could you explore that you haven't yet?

ASPIRATIONS

A

1. How will you build on and expand your strengths?
2. What improvements do you want to see?
3. What capacities will you have?

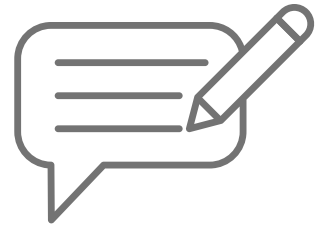
RESULTS

R

1. What differences will you make?
2. What does success look like?
3. How will you know you succeeded?



S.O.A.R



STRENGTHS BASED FRAMEWORK
PLANNING TEMPLATE/TOOL

Positives to be exploited

STRENGTHS

OPPORTUNITIES

Outcomes & Goals

ASPIRATIONS

RESULTS

