

SOAR Model Analysis

Designed to encourage an appreciative inquiry process, the protocol invites students to consider their strengths, opportunities, aspirations, and results, and can be used at any point in the year to help students—and educators—home in on students' assets and set goals for growth (Stavros & Cole, 2013; Stavros et al., 2003). Consider questions such as the following, adapting the question to a we format when students are reflecting on their work in groups.

- **Strengths:** What can I build on? (Peregrine Global Services, 2020)
 - ♦ What am I most proud of as a learner?
 - ♦ What makes me unique?
 - ♦ What is my proudest achievement in the last year?
 - ♦ How do I use my strengths to get results?

- **Opportunities:** Where do I see opportunities to grow and improve? (Colorado State University Extension, n.d.; Otte, 2015)
 - ♦ What are the top three opportunities for growth that I should focus my efforts on?
 - ♦ Who are possible new partners and allies for that growth?
 - ♦ What are new strategies I might try for improving in these areas?
 - ♦ How can I reframe challenges, to see them as exciting opportunities?
 - ♦ What new skills do I need to move forward?

- **Aspirations:** What do I care deeply about? (Colorado State University Extension, n.d.)
 - ♦ What am I deeply passionate about?
 - ♦ Who am I, and who would I like to become?
 - ♦ What is my most important aspiration for the future?
 - ♦ What strategies might I use to reach my aspirations?

- **Results:** How do I know I am succeeding?
 - ♦ How might I measure my progress toward my goals?
 - ♦ What specific achievements would indicate that I'm making progress?
 - ♦ What resources do I need to reach my desired results?
 - ♦ Who are the supporters and partners who can help me reach my goals?

Sources: Colorado State University Extension. (n.d.). *Program planning: A guidebook for Colorado State University Extension*. Accessed at <https://extension.colostate.edu/docs/staffres/program/Program-Planning-Guidebook.pdf> on October 29, 2021.

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Peregrine Global Services. (2020). *SOAR analysis guide and template*. Accessed at <https://peregrineglobal.com/wp-content/uploads/SOAR-Template.pdf> on October 29, 2021.

Stavros, J., & Cole, M. L. (2013). *SOARing towards positive transformation and change*. *Development Policy Review*, 1(1), 10–34.

Stavros, J., Cooperrider, D., & Kelley, D. L. (2003). *Strategic inquiry! Appreciative intent: Inspiration to SOAR—A new framework for strategic planning*. Accessed at www.academia.edu/19912532/Strategic_Inquiry_Appreciative_Intent_Inspiration_to_SOAR_A_New_Framework_for_Strategic_Planning on December 11, 2021.