

# SOAR WORKSHEET



## SOAR

**A process tool rooted in Appreciative Inquiry, designed to assess organizational strengths, and initiate change.**

**Please read the following to better understand what the SOAR tool is. Once you have read through the document, each person participating in the collaborative should:**

- Write down your response to the questions on the last page.
- Compare your response to the other responses on your collaborative team.
- Bring the sheet with you on November 6.
- At some point, ask all staff to review, provide feedback, and answer the questions.

**SOAR:** **S**trengths, **O**pportunities, **A**spirations, **R**esults Analysis

### **Description (from the American Society of Quality)**

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

This tool differs from the commonly used [SWOT \(strengths, weaknesses, opportunities, and threats\) analysis](#). SOAR engages all levels and functional areas of an organization, while SWOT is typically a top-down approach. With SOAR, the focus is on the organization and enhancing what is currently done well, rather than concentrating on perceived threats and/or weaknesses.

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

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

### **SOAR is about...**

- Action
- Strength based
- Be the best (good to great)
- Innovation
- Engagement
- Planning-implementation
- Results
- Plants seeds vs. pulling weeds
- Achieving the good vs. avoiding error

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## SOAR Strengths: What makes us proud?

- What makes us unique?
- What is our greatest achievement?
- How do we use our strengths to get results?
- How do our strengths fit in the health care environment?
- What about us is world class?

## SOAR Opportunities: How do we make sense of the opportunities in our environment?

- What are our stakeholders asking for?
- What are the top 3 opportunities to focus on?
- Who are our new customers?
- How do we differentiate ourselves?
- What are our new markets?
- Reframe challenges into opportunities.
- Are new skills needed?

## SOAR Aspirations: What do we care deeply about?

- Who are we/ who should we become/ where should we go?
- Most compelling aspiration?
- What strategic initiative would support our aspirations?

## SOAR Results: How do we know we are succeeding?

- Meaningful measures
- 3-5 Indicators for a score card
- Resources needed to implement

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