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**STRENGTHS**

**OPPORTUNITIES**

# SOAR

**ASPIRATIONS**

★  
**RESULTS**

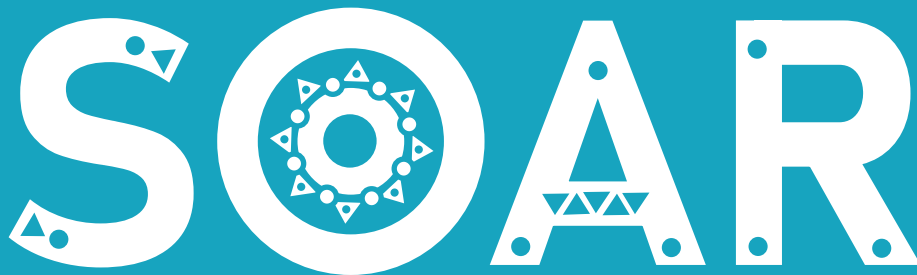




## Uses:

SOAR is a great way for people to think about and activate their strengths in the context of available opportunities and as steps towards achieving a good life. It can help identify what a good life might look and feel like; celebrate the skills, abilities and resources a person already has and help them create a plan for what can be next.

SOAR can be useful to follow on from the Johari Window exercise. The Johari Window helps people to see their strengths in some detail, while the SOAR framework can be used to help develop strengths into actions.



## Instructions:

- 1 Start with any letter of SOAR. Use sample questions to find out what an individual or group's strength, opportunities, aspirations or results are. Write the answers on post-its and place these in the appropriate quadrant.
- 2 Rank items in each quadrant from most to least important.
- 3 Start a voting session. Give the person/each person in a group three votes and ask them to vote on the top three most important items. Encourage them to pick items that will contribute significantly towards achieving the vision. For example, if we focus on A, it will also have an effect on B and C.
- 4 Develop an action plan: This might simply be an answer to 'what can you do next?' or it might be more complex with a timeline and some backcasting.

## ★ Whakapapa:

**SOAR** is a framework designed to allow individuals and organisations to plan for preferred futures while still being anchored in real-life realities.

**SOAR** focuses on the positive and aims to create a vision. It also can support the development of strategic thinking and action-taking as well as conversation.

# SAMPLE QUESTIONS



- ◆ What do you know a lot about already?
- ◆ What do you really care about?
- ◆ What can you do really well/so you love to do?
- ◆ What are you good at?
- ◆ What makes you unique?

## STRENGTHS



## OPPORTUNITIES

- ◆ What would make your area even better?
- ◆ How can you make a difference?
- ◆ What do you want to be part of?
- ◆ What would make your heart sing? Why?



- ◆ What makes a good life for you?
- ◆ What is already happening in your area that interests you?
- ◆ What makes your area a good place to live?
- ◆ What else could happen that would make your area better to live in?
- ◆ What would you like to be involved in here in your community?

## ASPIRATIONS



## RESULTS

- ◆ What would this place look and feel like if you were successful?
- ◆ How will you know when you have achieved your aspirations?
- ◆ What kinds of changes are you aiming for, including in yourself?