# OSKAR Model – Coach Guide

## Purpose of the Model

The OSKAR Model is a solution-focused coaching approach that emphasizes outcomes, scaling, knowledge, action, and review. It is especially useful in workplace and performance coaching.

## Visual Representation

[Insert diagram here: boxes/arrows showing model flow]

## How to Conduct this Model

### Step 1: Outcome

- What do you want to achieve?

- What will be different when you succeed?

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### Step 2: Scaling

- On a scale of 1–10, where are you now?

- What makes it that score and not lower?

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### Step 3: Know-How

- What strengths and resources do you already have?

- What has worked well before?

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### Step 4: Action

- What steps will you take to move forward?

- What support do you need?

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### Step 5: Review

- What progress have you made?

- What will you do next to continue momentum?

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