



The OSCAR Model

Structuring a mentoring session using the OSCAR model.

This is a five-stage framework for questions you can use during a mentoring session, and to follow up on actions at subsequent sessions.

Stage 1 Outcome Your destination	<p>Focus on outcomes for the mentoring session and for the issue being discussed during it. Establish what the mentee wants to achieve.</p> <p>Useful questions:</p> <ul style="list-style-type: none">• What do you want to achieve?• How will you know that you have achieved it?• Describe what success looks like
Stage 2 Situation Your starting point	<p>This is an evaluation of the current situation. The mentee needs to identify relevant detail ready to move onto the next stages.</p> <p>Useful questions:</p> <ul style="list-style-type: none">• What does the current situation look like?• What factors are contributing to the current situation?• What are you doing that might be contributing to the situation?
Stage 3 Choices and Consequences Your route options	<p>The mentee may have many options to explore, and these choices need to be considered alongside the likely consequences</p> <p>Useful questions:</p> <ul style="list-style-type: none">• What could you do to sort out the issue?• What might be the consequences of doing that?• What would you do if you knew there would be no repercussions?
Stage 4 Actions Your detailed plan	<p>The mentee needs to decide on a preferred strategy and how this will be implemented in terms of actions and timescales.</p> <p>Useful questions:</p> <ul style="list-style-type: none">• What will you do next? And when?• How motivated are you to do this on a scale of 1 to 10• (If it's not 9 or 10) Why isn't it a 9 or a 10?
Stage 5 Review Making sure you are on track	<p>Before the session is finished, decide with the mentee how progress will be reviewed; regular monitoring is important to help stay on track. You can also return to the issue at the next mentoring session and implement further plans as necessary to achieve the desired outcome.</p> <p>Useful questions:</p> <ul style="list-style-type: none">• How will you monitor your progress?• How will you measure the outcomes?• How will you know you are moving towards the results you want?

(Ambrose, 2004; Gabbe et al., 2008; Mbuagbw & Thabane, 2013)