

The OSCAR model

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

<p>Stage 1 Outcome Your destination</p>	<p>Focus on outcomes for the mentoring session and for the issue being discussed during it. Establish what the mentee wants to achieve. 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.
<p>Stage 2 Situation Your starting point</p>	<p>This is an evaluation of the current situation. The mentee needs to identify relevant detail ready to move onto the next stages. 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?
<p>Stage 3 Choices and Consequences Your route options</p>	<p>The mentee may have many options to explore, and these need to be considered alongside the likely consequences. 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?
<p>Stage 4 Actions Your detailed plan</p>	<p>The mentee needs to decide on a preferred strategy and how this will be implemented in terms of actions and timescales. 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?
<p>Stage 5 Review Making sure you are on track</p>	<p>Before the session is finished, decide with the mentee how progress will be reviewed; regular monitoring is important to help stay on track. 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; Mbuagbaw & Thabane, 2013)

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