



## Tips for Conducting a SOAR Analysis



A SOAR analysis is a framework for identifying **Strengths**, **Opportunities**, **Aspirations**, and **Results**, and by focusing your efforts you ensure that your goals are specific, measurable, attainable, relevant and time-based. A SOAR analysis can be used to identify a variety of strengths and aspirations to understand what you would like for your future.

### Suggested Process

The table below provides an example of how you can organize a SOAR analysis. You can use this type of analysis to help you understand your strengths and aspirations for your future academic journey, career, or personal progression. Included in the table is a list of the types of questions you could ask to conceptualize and set goals for yourself.

Use the **example below** to plan out your SOAR analysis for a project or task. While you can **fill in a table similar to this** in any order you like, it may be easiest to start with strengths or aspirations and then to identify opportunities and measurable results.

## SOAR Analysis

### Strengths

Use this space to think about your personal, professional, and academic skills that may be valuable to a future position.

### Opportunities

Use this space to think about potential opportunities for you to learn more, connect with people, secure a volunteer, or work position that would be valuable for your future interest.

#### Example questions to ask:

- *What skills, knowledge and experience do I have that may be valuable to a specific contact, e.g., industry/field, student group, or career?*
- *What relevant resources do I have access to? E.g., mentors, technologies, information? What relevant resources do I have access to? E.g., mentors, technologies, information?*

#### Example questions to ask:

- *Who can I reach out to in my network for advice on an industry/field I'm interested in and how would I do that?*
- *Are there any upcoming events, career fairs, webinars or information sessions that can connect me to people or opportunities in this field?*
- *How can I build my skills further through projects, groups, clubs, volunteer-ships, internships or other academic or work-related initiatives?*

### Aspirations

Use this space to think about your aspirations for your future personal and professional life

### Results

Use this space to strategize how to keep track of your future goals and aspirations.

#### Example questions to ask:

- *Thinking about your future, what would you like your day-to-day experience to look like? How would you like to spend your time?*
- *What types of positions (paid and unpaid) do you think would align with your interests and your preferred lifestyle?*
- *How can I develop an action plan and set goals to help me achieve the above position?*

#### Example questions to ask:

- *What impact do I want to have on the communities I value?*
- *How do I define success?*
- *How will I know that I am on track for my aspiration?*
- *How often will I check in on my action plan to adjust or track my progress?*

# SOAR