**SOAR Analysis** **<insert service name & date>**

|  |  |
| --- | --- |
| **Strengths** | **Opportunities** |
| Example questions:* What do we excel at / are most proud of?
* What makes us unique?
* What are our values?

Example: We have maintained consistently ‘good’ CQC ratings.All our care staff are trained in mental health.A core group of staff are trained in PEG feeding. | Example questions:* What changes and gaps in the market align with our strengths? Tip: Look up the Market Position Statement for your Local Authority.
* What threats do we see that we could reframe as opportunities?
* What needs and wants are we currently not fulfilling for our internal and external stakeholders?
* What partnerships would lead to greater success?

Example: The local market position statement highlights a need for better support for older people with mental health needs. It also highlights the need for increased nursing home supply. We are planning to explore the possibility of specialising in care for older people with mental health needs. We will look at a partnership with the local mental health trust to explore joint working. |
| **Aspirations** | **Results** |
| Example questions:* What is our vision for the future, what do we want to achieve?
* How can we make a difference?

Example: We would like to become a specialist service supporting older people with mental health needs. This could make a difference as there is a need in the local area for this specialist provision.  | Example questions:* What measures will tell us we are on track to achieve success?
* How do we know when we’ve achieved our goals?
* How do we measure impact, change or improvement?

Example: We will need to ensure the staff are trained and confident to deliver this type of service. Good marketing with the local commissioners and a partnership with the local mental health trust. We would also like to see more nursing skills delegated to our trained care staff. |

Replace the examples with your strengths, opportunities, aspirations and results.