Strengths, Opportunities, Aspirations, Results
The S.O.A.R. Analysis of the Library

Definition: The S.O.A.R. is a tool to help the planning committee analyze the current and future conditions, which affect the library and its ability to provide the services it deems necessary. During this inquiry an organization’s greatest Strengths and Opportunities are discovered and explored among the participants. The participants are invited to share their Aspirations and co-construct their most preferred future. Then, recognition and reward programs are designed to inspire employees to achieve measurable Results.

Strengths - What are our greatest strengths?
- What are your greatest assets?
- What is working really well?
- What is valued the most – the work done, the population, the environment?
- What good things do your stakeholders say about the library?

Opportunities for the Library - What are our best opportunities?
What’s happening that can benefit you?
- What’s happening that helps you benefit others?
- How can you repurpose or strengthen your strengths?
- How can you repurpose your weaknesses?
- How can you repurpose your threats?

Aspirations - What is our preferred future?
- Considering our strengths and opportunities, where do you want to go?
- “What do you want to be when you grow up?”
- What are your hopes for the library, for your department?

Results - What are the measurable results that’ll tell us we’ve achieved that preferred future?
- How do we know success?
- What will be different for the stakeholders?
- What will be different for the staff?
- Who is going to take responsibility?
Brainstorming Rules

- There are no bad ideas
- We will record all ideas
- One person at a time
- Everyone will have a chance to speak
- It’s okay to build on another person’s idea
- Please, stay focused on the topic
- Don’t analyze the ideas at this point, it’s important to get all the ideas out and recorded