A Strengths, Opportunities, Aspirations, and Results (SOAR) exercise is completed after the information gathering stage of the planning process and guides the creation of strategic directions or goals that lead to plan objectives and actions. The focus on strengths and opportunities creates a vision of future aspirations and results.

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| Upon what **STRENGTHS** can we/should we build?  . | What **OPPORTUNITIES** should we consider pursuing in the near term and long term? |
| What do we aspire to be in the future? What strategic initiatives would support these **ASPIRATIONS**? | What measures should be considered in determining whether we are achieving the **RESULTS** desired? |