**SOAR Exercise Worksheet**

**S = Strengths** -What is your library doing well, including its assets, capabilities, and greatest accomplishments.

**O= Opportunities** - External circumstances that could improve outcomes: themes identified through Community Conversations; unmet patron needs; threats or weakness reframed into possibilities.

**A= Aspirations** - What the library can be; what the library desires to be known for.

**R=Results** -The tangible, measurable items that will indicate when the goals and aspirations have been achieved.

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| **Strengths** *What can we build on?*  What do we excel at? What are our greatest accomplishments? What are we most proud of? What makes us unique? What do we provide that is world class? Which of our strengths are most valuable in our community? What do we do or have that’s better than anyone else? | **Opportunities** *What are our stakeholders looking for?*  What are our best opportunities to help our community reach its aspirations? What partnerships would lead to greater success? What changes and trends in the community align with our strengths? What challenges do we see that we could reframe as opportunities? What needs and wants are we currently not fulfilling for our internal and external stakeholders? Are there gaps in the community that we could fill? |
| **Aspirations** *What do we care about deeply?*  What kind of place do our community members want to live in? What do we want to achieve in the future? What should our future library look like? How can we make a difference? What are we passionate about? What strategies and actions support our ideal future library? | **Results** *How will we know we’re succeeding?*  What kind of indicators did community members identify in community conversations? What measures will tell us we are on track to achieve success? How do we translate our vision of success into tangible outcomes? How do we know when we’ve achieved our goals? |