***OARS Sheet***



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| **Intervention** | **Type/Count** | **Comments, Notes, Strengths, & Stretch Goals** |
| Reflections *Goal: reflection to*  *question ratio is 2:1, at*  *least half are complex* | Complex: |  |
| Simple: |  |
| Questions *Goal: 70% or more of*  *questions are open* | Open: |  |
| Closed: |  |
| Affirmations *May be most effective*  *when paired together* | Complex: |  |
| Simple: |  |
| Summaries |  |  |
| Giving Information |  |  |
| Fixing Reflex *Persuading, confronting* |  |  |
| **Giving Feedback:** *“What do you feel like you did well in this conversation?” (Reflect responses) (Ask permission to add your own thoughts)**“What would you like to do differently next time?” (Reflect responses) (Ask permission to add your own thoughts)* |

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