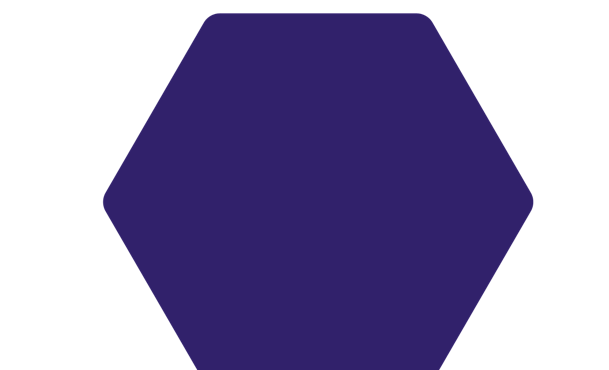
SOAR ANALYSIS TEMPLATE

|  |
| --- |
| **Instructions** |

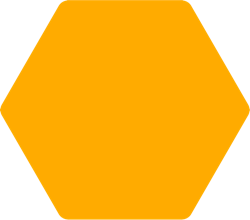
* **Strengths:** List key HR assets like efficient recruitment and robust training.
* **Opportunities:** Identify growth areas such as new HR tech or diversity initiatives.
* **Aspirations:** Define clear HR goals aligned with your company’s vision.
* **Results:** Set measurable outcomes, like improved retention or faster hiring

|  |  |
| --- | --- |
| **S** | **O** |
| **STRENGTHS** | **OPPORTUNITIES** |
| **EXAMPLE:**  **Identify and enhance areas where the company excels**   * Strong leadership and talent management programs * Positive workplace culture and employee engagement * Successful learning and development (L&D) initiatives | **EXAMPLE:**  **Recognize external trends and innovations to enhance HR functions**   * Emerging HR technologies (e.g., AI-driven recruitment and people analytics) * Shifts in workforce expectations (e.g., hybrid work models) * Industry trends impacting talent acquisition and retention |
| **A** | **R** |
| **ASPIRATIONS** | **RESULTS** |
| **EXAMPLE:**  **Define long-term goals aligned with HR and business strategy**   * Create a high-performance, people-centric organization * Become an industry leader in employee engagement and satisfaction * Develop a future-ready workforce through continuous learning | **EXAMPLE:**  **Establish measurable goals to track HR effectiveness**  **­**   * Employee satisfaction and engagement scores * Turnover and retention rates * DEIB metrics |





AIHR | Academy to Innovate HR



At the Academy to Innovate HR (AIHR), it is our mission to make HR future-proof by offering world-class, online education programs available anywhere, anytime.

⬣ 100% Online & Self-Paced Learning

⬣ Personal Career Coach

⬣ Resource and Template Library

⬣ HRCI, SHRM & HRDA Credits

[Learn More](https://www.aihr.com/platform/?utm_source=article-templates&utm_medium=article-templates&utm_campaign=article-templates&utm_content=90-day)



COPYRIGHT © 2025 AIHR. All rights reserved.