

THE COACH'S TOOLBOX

S.O.S. TOOL

BREAKING DOWN THE S.O.S. TOOL

1. Remember this assessment is a quick “risk” assessment.
2. It is a guideline, not etched in stone, and takes discernment and practice.
3. Don't make it a clinical exercise. Have a conversation with the person in need.
4. Have the leader give you a range; not everything should be a 5.
5. If ownership and support is good — mitigate severity.

	1	2	3	4	5	6	7	8	9	10
SEVERITY	Wisdom issue Mild stress Everyday problems			Moderate conflict Distressed but functioning More complex issues			Crisis Stronghold sin Significant suffering			
OWNERSHIP	Repentant Open Highly teachable			Sees sin Makes excuses Moderately teachable			Blame-shifts Defensive Denial — not teachable			
SUPPORT	Close to family Intimate & accountable Vulnerable in small group			Some family support Few friends Somewhat open in group			Estranged from family No friends Isolated — not in group			
	1	2	3	4	5	6	7	8	9	10

RISK INCREASES 

SCORES AND THEIR MEANING

S.O.S. 3-10

LEVEL 1: Mutual Discipleship and Care

Who's involved: Members with leader made aware.

Coach's involvement: Coaches typically not informed unless situation escalates.

Length of care: Issue should be on better trajectory after a one-on-one meeting with mature member or Leader.

S.O.S. 11-15

LEVEL 2: Intentional Discipleship and Care

Who's involved: Leader is aware and may decide to meet one-on-one.

Coach's involvement: Depends on Leader's gifting. Coach mentors Leaders on how to counsel wisdom issues or grow in their own spiritual development.

Length of care: Issue should be on better trajectory within 2-3 meetings.

S.O.S. 16-20

LEVEL 3: Directive Discipleship and Care

Who's involved: Leader, Coach, and pastor with possible biblical counselor or Freedom Group Leader consult.

Coach's involvement: Depends on Leader's gifting. Coach or pastor will help make decision on if or when to refer as gatekeeper to formal counseling.

Length of care: Issue should be on better trajectory within 3-5 meetings.

S.O.S. 20-24

LEVEL 4: Corrective Discipleship and Care

Who's involved: Formal biblical counselor as well as leader, coach, and pastor.

Coach's involvement: Coach should maintain awareness and assist leader and counselor as needed.

Length of care: Dependent on the biblical counselor and bridge back to leader care, but 6 - 12 sessions is normal.

S.O.S. 24+

LEVEL 5: Intensive Discipleship and Care

Who's involved: Seasoned biblical counselor as well as leader, coach and pastor.

Coach's involvement: Assist with Biblical Soul Care referral. Support counselor and elders if discipline is necessary.

Length of care: Dependent on the biblical counselor and pastoral recommendation, but sometimes this can extend to 12 plus sessions or a referral to a biblical residential setting.