



What does Force Field Analysis do?

- Clarifies the resources available, and also the barriers or obstacle.
- Helps groups understand what they need to succeed.
- Valuable tool for analyzing situations and identifying problems that must be solved.
- Helps groups make more effective decisions because it lets members look at both positive and negative forces at play.

Force Field Analysis is a structured method of looking at the two opposing forces acting on a situation. It can be used when you need to examine all of the factors at play in a situation, so that barriers and problems can be identified.

HOW IT WORKS

Step 1 Identify a topic, situation or project, such as computer training.

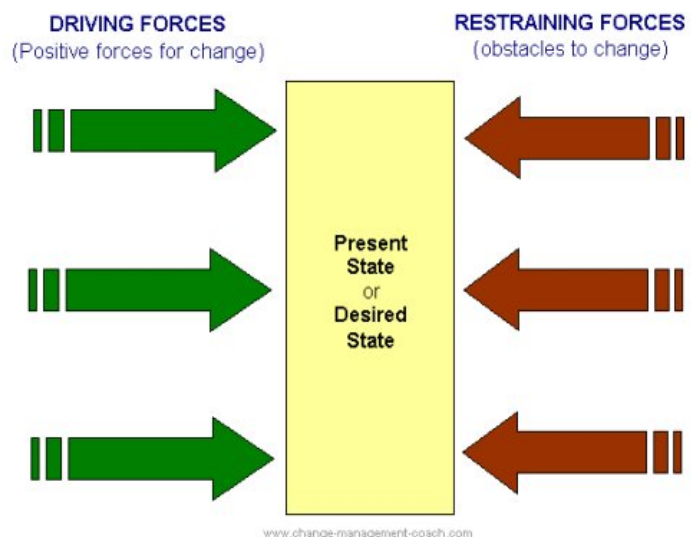
Step 2 Help the group state the goal. Example: "All staff will received training in the new operation system in three weeks."

Step 3 Draw a line down the center of a flip chart sheet. Use one side to identify all the forces (resources, skills, attitudes) that will help reach the goal. On the other side, identify all the forces that could hinder reaching the goal (barriers, problems, deficiencies).

Step 4 Once all Help and Hinder items have been identified, use a decision grid or multi-voting to determine which of the hindrances or barriers are a priority for immediate problem solving.

Step 5 Address the priority barriers using the systematic problem-solving model.

FORCE FIELD ANALYSIS – KURT LEWIN



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