



Tools for Leading Teams

Force-Field Analysis

Introduction

Force Field Analysis is a technique for examining the forces that may be influencing a problem or the implementation of a proposed change.

The forces in the “force field” may be either preventing you from making the desired change, or they may be pushing you toward the desired change. If the forces are preventing you, they are called “restrainers,” and if they are pushing you forward, they are called “drivers.”

A Force Field Analysis is used with problems requiring movement or change along a continuum, rather than a black and white resolution. The goal is to move along this continuum toward a desired future state by shifting the balance between the restraining and driving forces in your favor.

The key target of the Force Field Analysis is to help identify the primary obstacles to execution and suggest actions for reducing the strength of those obstacles.

Steps to Success

1. Draw the Force Field Chart headlines as outlined on the next page.
2. Brainstorm the current situation in column A on the left.
3. Brainstorm the desired situation in column D on the right.
4. Brainstorm the driving forces, and enter them in column B.
5. Brainstorm the restraining forces, and enter them in column C.
6. Discuss the chart and decide which drivers could be strengthened or which restrainers could be weakened to increase the chances of success.
7. Prioritize the list of forces in terms of leverage and do-ability.
8. Make a list of action items to alter the chosen forces.

Force-Field Chart Template

A. Current Situation B. Drivers C. Restrainers D. Desired Situation

