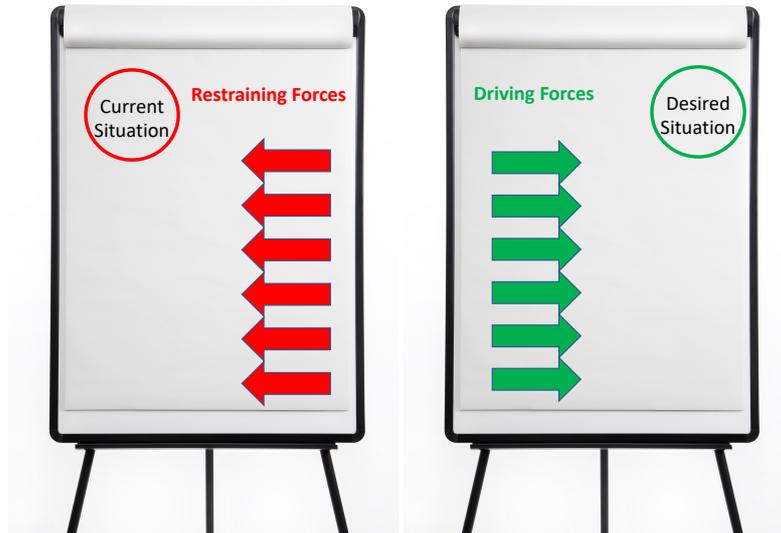


Force-field Analysis



Force-field analysis is a very illuminating team process developed by Kurt Lewin. It will engage your team in identifying driving forces – factors that support, encourage or propel people toward the desired situation and restraining forces are all the factors, pressures and issues that restrict progress or prevent the desired situation. Once identified, you can work to reduce restraining forces and boost driving forces.

I mostly use this in needs analysis for mentoring programs, but you can use it with any group, for any goal.

To do a force-field analysis you will need a space for the team to get together, flip chart paper on the wall and marker pens. Then:

1. Discuss and succinctly define the team outcome you want to improve. Write this on a flip chart as the desired situation – where we want to be
2. Discuss and briefly describe the current situation – where we are now. List this on another sheet, place to the left of the first.
3. Brainstorm a list of restraining forces factors that hinder or work against people achieving the desired outcome.
4. Brainstorm a list of driving forces things that help or would increase their ability to accomplish the desired outcome.
5. You can illustrate the strength of each of the forces working for and against you, by agreeing an impact rating of 1-5 (5 is strongest) and drawing an arrow toward or away from the outcome of a corresponding length and make the thickness of the arrow represent its relative importance.
6. Then have the team suggest actions that could increase each driving force and decrease the impact of each restraining forces.
7. Sort out the most practical and easiest to implement and create a team action plan.