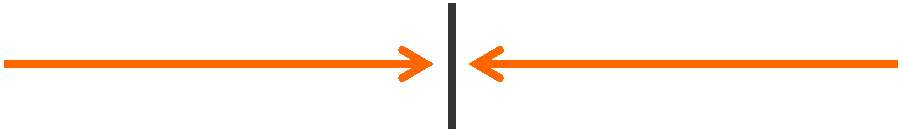
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| --- |
| Force Field Analysis |

There will be two types of forces that impact the implementation of change – forces that will help make it work, and forces that will hold it back.

Force Field Analysis



|  |  |
| --- | --- |
| Helping the change:  (moving forward, supporting) | Hindering the change:  (resisting, blocking, challenging) |

|  |
| --- |
| Case: Actions |

Both the helping and hindering forces can be used to motivate organisational change. Follow the process below to get started.

* 1. Take the top helping forces and the top hindering forces
  2. Brainstorm ways to leverage, overcome or reorient the force
  3. List potential actions
  4. Prioritize the actions (circle the top three)
  5. Pick one realistic, practical action that can be taken in the next thirty days
  6. Develop the action point into a mini-plan with one person responsible to make sure it happens

Force: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Ways to leverage, overcome or reorient:

|  |  |
| --- | --- |
|  |  |

Action: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Responsible: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Deadline: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mini—Plan: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

First Step: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_