# Using a Force Field Analysis

Force Field analysis is a means of identifying the forces that will help or hinder change. A plan is then developed to harness the positive driving forces and remove, reduce or avoid the negative or resisting forces.

1. Select one of the issues being raised by your stakeholder group
2. Draw a Force Field Analysis like the one below
3. Define your current situation
4. Define your desired state or target
5. Brainstorm the forces which will drive you
6. Identify the restraining forces which you feel hold you back or act as barriers
7. Decide which of the forces will have the greatest impact using a 1 to 5 scale
8. Develop ways to tackle a key resistor and commit to action!

**Current position**

**Desired state**

 **Driving Forces**

 **Resisting Forces**

**+5 +4 +3 +2 +1 -1 -2 - 3 - 4 - 5**