


FORCE FIELD ANALYSIS

WHAT

Systems thinking tool that helps to identify and better understand the driving forces and blocking factors in developing a change process.

WHEN TO USE

- **Stage(s):** Preparation & setup, demonstration
- **Goal:** Interrogate existing knowlegde, create new knowledge & ideas
- **Type:** Systems thinking tool
- **Time & Effort:** 3 - 4 hrs 

HOW TO USE

- Tool that supports structured decision making.
- Take a flip-over and in the middle of it note down the desired change to discuss.
- Brainstorm in the group and note down on the left hand side all forces that would block the change from happening - these can be internal or external.
- Do the same for all forces that would support the change, note them on the right hand side.
- Score each force (1-5) and add up totals for and against.
- Use this as a starting point to discuss how to overcome blocking factors and strenghten driving forces.
- Works best in groups of 6-8 people, make sure everyone can see the flip-over

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STRENGTHS

- Helps you understand the driving forces at play when implementing change.
- Attempts to quantify the current driving forces involved in a change process.
- Great starting point to understand a current situation and possible ways forward.
- A Swot analysis can be a great starting point.

WEAKNESSES

- Don't use this tool when you need absolute certainty.
- For important decisions, we recommend to use a combination of tools.
- Don't focus on the numeric outcome but leave enough time for rich discussion to take place.

References:

Force Field Analysis – MSP Guide

Force Field Analysis - Decision-Making Skills from MindTools.com

Force Field Analysis - YouTube