

Force Field Analysis

Force Field Analysis is a group process that enables members to articulate, one by one, the forces which will enable a goal, solution, or idea and those forces which will hinder or “block” a goal, solution, or idea. Use force field analysis when groups are trying to choose a course of action, or an approach to a project. This process will bring to light concerns and preferences which may not have been expressed by group members, and bring them a few steps closer to planning implementation.

Step 1. Describe the solution, issue or idea.

Working with the group, the facilitator develops agreement on the description of the goal, solution, or idea. This description is written across the top of a sheet of flipchart paper, for all to see.

Step 2. Set up the Force Field Framework

Under the description, create two columns, divided by a strong line. The first column is “forces that enable” and the second column is “forces that hinder.”

Step 3. Brainstorm the Force Field Framework

The group brainstorms under each column to develop lists of forces. Contributions include resources, skills, attitudes, environmental conditions, etc. that fit under each column. At this point, don’t stop to evaluate the ideas, just write them down.

Step 4. Identify Action Steps

Choose forces to act upon to achieve the goal, implement the solution, or develop the idea.

Example Force Field Framework

Description of Goal:	
Forces that enable =====> <===== Forces that hinder	

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