

Force Field Analysis



HEALTH CARE
AUTHORITY

What is a Force Field Analysis?

A force field analysis helps a team study a problem's positives and negatives, and how they impact resolving that problem. It can present pros and cons in an easy comparison, allowing for consensus and collective decision-making.

How to Perform a Force Field Analysis

1. Draw Field

On a large piece of paper, draw a large letter T. At the top of the T, write the key issue or problem your team will analyze. To the right of the top of the T, describe the ideal situation you would like to achieve.

Issue/Problem	
+ Driving Forces	Restraining Forces -

2. Fill Chart

Brainstorm together the factors that can positively push you toward your ideal situation (driving forces), and the factors that impede you from reaching your ideal situation (restraining forces). These can be either internal or external factors.

3. Prioritize

Prioritize the driving forces that can be strengthened, and identify the restraints that would allow for the most progress toward the ideal state if they were eliminated.

Example Force Field Analysis

Issue/Problem	
+ Driving Forces	Restraining Forces -
Reduced duplication of services ←	→ Loss of autonomy/independence/local control
Maximize dollars and resources ←	→ Fear of the unknown
Shared training and collaboration among staff ←	→ Services spread over large geographical area
Pre-existing connections between commissioners ←	→ Union and non-union employees