

1. Define the goal that you are feeling resistance to and note it down on the Force Field Template.
2. List the forces you are experiencing for and against change on the diagram.
3. Weight the forces on a scale of 1 (weak) to 10 (extremely strong)
4. Add up the weighting of forces on each side of the diagram (if you are in equilibrium. e.g. not moving forward or back) they should be equal.
5. If they are not equal re-visit your weightings and refine to balance or consider if there is a force that you haven't identified yet.
6. To break the deadlock consider how you could use the forces to move forward:
 - How can you make the positive forces have greater weight and/ or add new positive forces?
 - How can you reduce and/ or remove forces that are resisting change?

Force Field Analysis

