

Force field analysis

Force field analysis is a method developed by Kurt Lewin in the 1950s. It is a simple but very useful way to analyse situations where you want to change something. Lewin said that there are forces helping change (helping or driving forces) or blocking it (hindering or restraining forces). The tool brings new eyes to weighing pros and cons of a solution or goal.

Driving and restraining forces go against each other, creating a dynamic status quo. Change comes because increasing the driving force or decreasing the restraining force leads to a new status quo. Reducing the restraining or hindering factors works best.

To use the form, decide what health and safety situation or hazard you want to change. Develop a clear statement about the goal. For example:

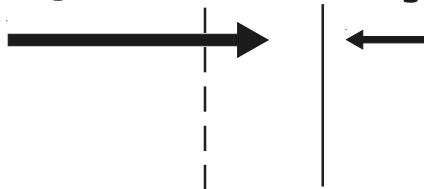
We want to get proper ergonomic equipment or furniture for X department in our workplace. Write the question at the top of the page. Then brainstorm about what would help or drive getting the solution. Keep track of each idea; some will be on both sides.

When you think you're done, the facilitator or chairperson should ask:

- What do you see?
- What's missing? (and add the points made)
- What will support our goal? What opportunities can we use?
- What are the key restraining forces? What can we do about each one?

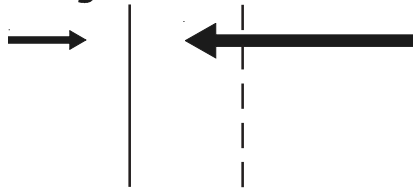
There are a lot of useful references about this tool. For a starting point, see http://en.wikipedia.org/wiki/Force_field_analysis.

Driving forces **Restraining forces**



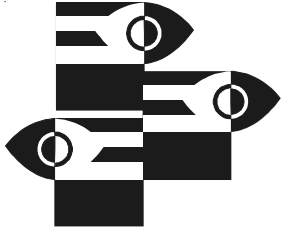
Increased driving force moves middle line (status quo) to right

Driving forces **Restraining forces**



Increased restraining force moves middle line (status quo) to left





Force field analysis

Driving forces



Restraining forces

