

Force-Field Analysis

Information Processing: Exploring and Discovering

PROCESS

- Post a T-chart with a topic or goal at the top. On the left side, write “forces for” and in the right side, write “forces against.”
- Members list forces that fall into either category.
- Members may paraphrase or question for clarity.
- Limit each list to about 6 items. Once the list is deemed complete, mark the three strongest forces on either side.
- Explore how the forces against might be made weaker and the forces for might be strengthened. This phase may take the form of dialogue.
- Rate the forces and how feasible it would be to modify them.
- Select one or more on which to work.

ALTERNATIVES

- Assign the first three tasks above to small work groups, then chart and post group results.

- As a full group, entertain questions of clarification.
- Continue with the process as a full group.

TIPS

- Some forces may legitimately appear on either side of the chart.
- It is usually easier to weaken the forces restraining change than it is to strengthen the helping forces.
- Topics such as to decrease dropout rates, to increase attendance, or to increase student motivation to write might prove challenging, because their complexity exceeds this simple analysis.

NOTES AND APPLICATIONS
