

## FORCE FIELD ANALYSIS TEMPLATE

This exercise works well as a group decision making tool. Consider the factors FOR and the factors AGAINST the proposed change and list them. Then rank each with a score of 1 to 5 indicating the strength with which it will support or restrict / limit the proposal (1= very little effect and 5= very strong effect).

If the score FOR the initiative is greater than that AGAINST then the change is worth pursuing. If the reverse is true then the initiative may need to be adjusted / re worked or a plan could be developed to counter the factors against before the initiative commences.

If the scores are even then you should continue working through the exercise and making modifications to the change proposal if necessary until a decision is reached.

Forces FOR Change	Score	Change Proposal	Score	Forces AGAINST Change
<b>TOTAL</b>				<b>TOTAL</b>