

## **POTENTIAL STRATEGIES TO ADDRESS OBSTACLES AND CHALLENGES**

<b>Attitudes</b>	
<b>Students</b>	
<b>Faculty and Staff</b>	
<b>Support and Recovery Services</b>	
<b>Resources</b>	
<b>Administrative and Managerial</b>	
<b>Institutionwide</b>	
<b>Other</b>	

# FORCE FIELD ANALYSIS

1. **Problem Specification:** As clearly as possible, state the nature of the problem.

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2. **Desired Results:** What is the desired state of affairs, and what is the current state of affairs (status quo)?

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Force Field Analysis Source: Kurt Lewin (1890-1947); Institute for Social Research, MIT.



3. **Driving Forces:** Consider the present status of the problem as a temporary balance of opposing forces. What are the forces driving toward change or helping to achieve the desired outcomes?

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_
- f. \_\_\_\_\_

4. **Restraining Forces:** What are the forces restraining or hindering change, or blocking movement toward the goal?

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_
- f. \_\_\_\_\_

5. **Prioritization:** Rate each of the forces from 1 to 5 (1=it has almost nothing to do with the force; 5= it is a major factor for the force).

6. **Strategy Development:**

- a. Identify two of the Driving Forces and outline a strategy for increasing its potency.

Driving Force 1 \_\_\_\_\_

Driving Force 2: \_\_\_\_\_

- b. Identify two of the Restraining Forces and outline a strategy for reducing its potency.

Restraining Force 1 \_\_\_\_\_

Restraining Force 2: \_\_\_\_\_