

## Force-Field Analysis

A force-field analysis is a way of mapping the different promoting and restraining forces that are impacting on a situation or issue. As a visual tool, it is useful in participatory planning processes.



The issue or situation is represented by the horizontal line.

The forces promoting your desired change or resisting that change are represented by the vertical arrows (each of which should be labelled).

The length of each arrow represents the relative strength of that force (this can be a subjective judgement, but will be more accurate by involving diverse views into the judgement). As no change has yet taken place, the forces must be in equilibrium.

Having mapped out the situation, you can now identify which promoting forces you can try to increase in strength, and which restraining forces you can try to reduce in strength, and thus change the status quo. Some argue that it is better to concentrate on reducing opposition, and thus reduce the tension rather than increase conflict.

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