Forces for and against

Exercise based on Kurt Lewin's force field analysis

This exercise helps in any situation where a change is at stake and you have to decide how to deal with it. You use it to make a conscious decision about an idea, approach or strategy, and you influence the pros and cons in a way that increases the chance of success.

PURPOSE	Making a conscious decision about an idea, approach or strategy, and influencing the pros and cons in a way that increases the chance of success.
WHEN	In any situation where a change is at stake and you have to decide how to deal with it.
WHAT YOU NEED	The worksheet at the end of this exercise.

ASSUMPTIONS

- A change is only successful if the forces for it are stronger than the forces against it.
- You can influence the forces for and against.

HOW TO GO ABOUT IT

1. **Formulate the proposal together:** the project or a part of it.
2. **List all the forces that help,** the forces for.
3. **List all the forces that work against it,** the forces against.
4. **Give each force a score,** from 1 (weak) to 5 (strongest).
5. **Add up the scores** on both sides.
6. **Decide** whether the proposal, idea or project is viable.
7. **Choose your route:** weaken the forces against, or strengthen the forces for.

   Tip: the success of this exercise lies in this last step. It is most worthwhile to invest in weakening the forces against.

NOTES

WORKSHEET

PROPOSAL:

FORCES FOR	SCORE (1-5)	FORCES AGAINST	SCORE (1-5)

TOTAL FOR		TOTAL AGAINST	

DECISION:

ROUTE AND ACTIONS:

Model: Kurt Lewin. Adaptation: Hart voor Projecten.