

Force Field Analysis

A Context-Based Problem Solving Tool

**Based on Field Theory
By Kurt Lewin**

Please read pages 26-28 in your Day -2- Participant's Manual

Basic Ideas in Field Theory

- 1. Behavior occurs within a field of dynamic influences.**
- 2. A force field has plus and minus influences that function interdependently to create a dynamic.**
- 3. To change the field of influence, forces need to change, along with their strength.**
- 4. The field of influence can be altered by adding, subtracting, strengthening or weakening the forces.**

Kurt Lewin's Theory of Change

UNFREEZE a field's dynamics

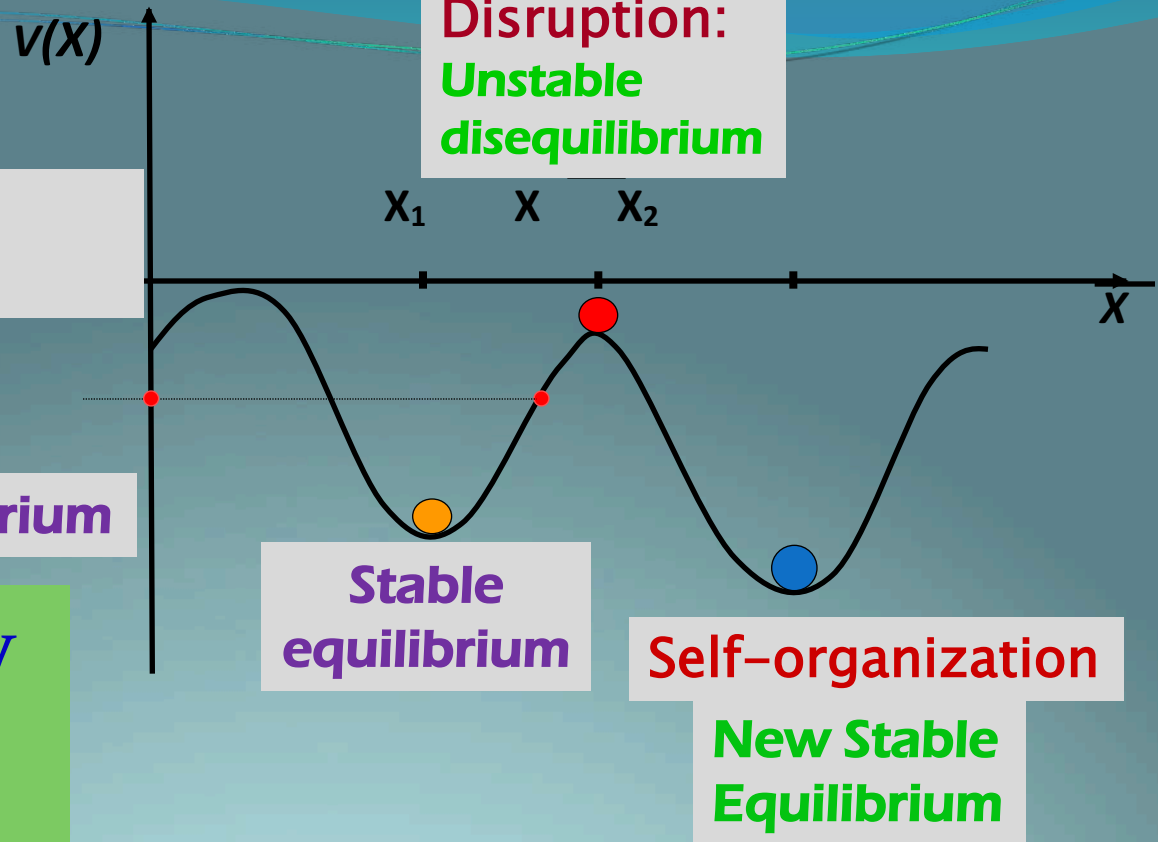
CHANGE to a goal/solution/aspiration

REFREEZE to a new dynamic
field of forces

Chaos Theory Reinforces Field Theory

Far from
equilibrium

Near equilibrium



Disequilibrium is caused by information that **disrupts the system** significantly and takes it to a new place of equilibrium.

Types of Forces/Influences

- **Driving Forces** – Toward a direction
- **Restraining Forces** – Resistance to Change
- **Induced Forces** – Imposed on the Field
- **Personal or Organizational** – Interests/Orientation

Altering the Forces -

Dynamics in the Field

- **Add a Force(s)**
- **Subtract a Force(s)**
- **Strengthen a Force(s)**
- **Weaken a Force(s)**

Force Field Analysis: A Dialogue

Tool

STEPS:

1. Identify the problem / opportunity / goal.
2. Draw a picture of the field of influences.
3. Rate forces + or -, and indicate their strength +5 (strongest) through -5 (weakest).
4. Rank order forces – facilitating and restraining (strongest at the top).
5. Alter the strength of the force: add, subtract, strengthen, weaken.
6. Plan how to alter the force field dynamics to pursue your purpose.

Force Field

Pasco County



Rank Order of Forces

Facilitating Forces Restraining Forces

New Pasco Strategic Plan **Traditional practices**

Pasco leadership commitment **20th century professional mindset**

Technology services **Compliance orientation**

Changing global forces **Teaching traditions**

Pasco leaders' interests **FCAT orientation**

LSSD training **Low professional interest**

New communication system **Little knowledge of global issues**

International School Connection **Few global connections**

Force Field Analysis

Changing the Dynamics

- 1. Partner Leadership Development with Instructional Media and Technology**
- 2. Integrate new technology instruction into LSSD training**
- 3. Train more LSSD facilitators and offer more cadres**
- 4. Begin a District program for global school connections – Global Partnership Project**
 - Partner with the International School Connection (ISC) for global connections**
- 3. Expand the Pasco Vision – Become a high-tech global learning center school district**

Action Possibilities

Goal To develop school and district leaders for sustainable development within a global context of schooling

Actions

- 1. Offer LSSD to six more cadres of school/district leaders**
- 2. Develop six more LSSD facilitators and master trainers**
- 3. Create a partnership with two other school districts: Europe and Asia**
 - **Involve teachers in global school partnerships**
 - **Create a LEARN communication platform for school partners**
 - **Launch a pilot Global Partnership Project (GPP) with the ISC**
 - **Create an international GPP leadership team**
 - **Focus the GPP work on global student learning projects**
 - **Form a district partnership with the ISC to pursue the new vision**

Let's Practice the Force Field Analysis Tool

The Challenge

**To develop a digital work culture
that will enhance
learning, sharing, and working
collaboratively.**

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Tool

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***Work at your table groups and
then we will debrief together.***